

2021-2022 UUFE Annual Congregational Meeting Report



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Agenda

1. Call to Order
2. Determination of Quorum
 - a. 25% of total membership or minimum 20 of 80 members as reported to UUA
 - b. A simple majority of those members present and those voting by absentee ballot is required to pass all regular motions.
3. Approval of Congregational Meeting Minutes from 2020-2021 and special congregational meeting held April 10, 2022
4. Approval of proposed budget for 2021-2022
5. Election of Officers, Trustees, and committee members as designated in the bylaws
6. Election of delegates to UUA General Assembly June 2022
8. Adjournment

Board of Trustees

Carl Rust, President, Pam Wycliff President-Elect, Mike Darnel Secretary, Ken Clayborn Treasurer Mary Adams Trustee, Linda Gill Trustee, Dwight Fish Trustee

Mission

UUFE is a welcoming community encouraging religious freedom, nurturing individual spiritual and ethical growth, celebrating diversity and promoting a just and sustainable world.

Covenant

Love is the spirit of this church, and service is its law. To dwell together in peace, to seek the truth in love, and to help one another: this is our covenant.

Letter from the President of the Unitarian Universalist Fellowship of Elkhart Board of Trustees

Dear Friends

This has been a wild ride of a year. A year of changes. A year of trials and tribulations and even a few victories. Like Charles Dickens wrote in his novel *A Tale of Two Cities*,

“It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the

season of Light, it was the season of Darkness, it was the spring of hope, it was the winter of despair, we had everything before us, we had nothing before us, we were all going direct to Heaven, we were all going direct the other way”

We started the year off with a minister and a president. I was President Elect, thinking I had a while before I had to be the guy in the office where the buck stops. Between then and now we lost our minister and our president. No need to point figures or blame anyone. Stuff happens!

Covid also continued to delay our desire to get back together in person. Just when we thought we were in the clear, Omicron came along and derailed our plans.

The board had a retreat resulting in recommendations and comments for our use as a congregation, meetings with Mid-America District Representative, Two successful rounds of Small Groups to look at where we currently are and then how we want to go forward. We had about 53 people taking part in the first round of groups and 36 in the second group. Results of these groups are being made public to the congregation.

As soon as we could we started meeting again in person. But we also kept some of the good stuff we had experienced during distance worship and fellowship. We are keeping zoom as long as someone needs to be distant for whatever reason. We have been able to hear from speakers without paying them to travel to our location. We made the decision to repair the parking lot, an issue that has been percolating for 10-20 years. You may think of other victories that we have won.

The most important lesson I think we have learned from the past several years is that we can handle just about anything. It isn't always pretty. It is often painful and hard. But we are still plugging along.

The next step is to figure out where we want to go next. Do we want to be a “city on a hill”? A refuge for battered and bruised liberals? Or do we want to be the “salt of the earth”? Do we want to penetrate the world and show UU's love, compassion and the hope we have for a kinder world or be a club on the side?

It is my hope that we will take the best from both models, that we continue to nurture and care for each other, and also spread the word that there is another way to be spiritual.

In Peace and Love
Carl Rust

UUFE Annual Congregational Meeting Minutes May 16, 2021 at 12:00 Noon

Due to the Coronavirus pandemic, the annual meeting this year is being held via Zoom.

Board of Trustees

Katrina Wilson President Susie Meeks-Wade President-elect Ron Gill
Secretary Ken Clayborn Treasurer James Todd Trustee Carl Rust
Trustee Michael Darnel Trustee Mary Perron Trustee

1. Call to Order

The meeting was called to order by President Katrina Wilson at 12:10 PM who opened the meeting with a reading.

2. Determination of Quorum

a. 25% of total membership or minimum 22 of 86 members as reported to UUA
b. A simple majority of the quorum is required to pass all regular motions.

Katrina Wilson and Ken Clayborn determined that we had enough for a quorum. (30 people at the start of the meeting with additional members joining later.)

3. Approval of Congregational Meeting Minutes from 2020

From page 9 Bev Beutler's name was spelled incorrectly and was corrected. Gordon Hostetler's last name in the Endowment Committee Report (not the minutes) was misspelled. It was mentioned that Mary Ann Carroll's last name has 2 'L' s in it; her name is not in the minutes. TJ moved to accept the minutes as amended. Mary Perron seconded. Motion passed.

4. Approval of proposed budget for 2021-2022

TJ moved to approve the budget. Terry seconded.

Discussion:

Pam Wycliff asked how much the UUA was charging per person for dues and did it go up. Ken Clayborn replied that we do not pay per person anymore. It is calculated off last year's budget minus any capital expenditures. Pam Wycliff asked if the mortgage payback in the budget is what we owe to the Endowment for the Gathering Place and if that is what we are not paying back any more. Ken replied that we are about halfway through paying for that and that we are not paying this year but have not canceled

payments for future years. He stated that it was the only way we could make the budget work this year due to shortfalls caused by pledge drops and lack of fundraising during the Covid-19 pandemic. Mike Darnel asked if the money used to repair the basement could be used as a capital expenditure to offset our dues. Ken thought “No” as much of that money was from a grant from the UUA, but he will look into it. Pam Wycliff stated that Ken has done a great job as treasurer for many years. Others agreed. Ken mentioned that we would soon be moving our accounts to Centier Bank due to issues with the current bank. Amy mentioned that Ken and assistants TJ Shaum and Steve Cripe have done a great job during the pandemic. William Becker inquired about taking \$14,000 more from the Endowment plus a moratorium on the payback on the Gathering Place loan. This amounts to about \$20,000 that we are using from Endowment this year that we have not in the past. He asked what we would do if the same issue comes up next year. Ken replied that we have had an extraordinary year due to the pandemic and hopes that next year will be better. If not, we will have to address that if and when it becomes an issue. TJ mentioned that it is fortunate that the stock market has done so well and our Endowment is at an all time high, even though that is dependent on a continued good market. Ken stated that it will probably be a good idea to move the \$14,000 from the Endowment to the checking account as soon as possible in case of a market downturn.

Pam Wycliff called the question. The motion to approve the budget passed.

5. Election of Officers, Trustees, and committee members as designated in the bylaws Terry stated that there is one position unfilled. Genee nominated Pam Wycliff for the open one-year Trustee position. Bev Beutler seconded. Mary Perron moved to accept the slate as amended. Mary Adams seconded. Motion passed.

The approved slate of officers:

President-Elect: Carl Rust

Secretary: Terry Mark

Trustee (three-year term 2021-2024): Dwight Fish

Trustee (completing final year of three-year term for Carl Rust): Zanzer

Anderson Trustee (one-year term): Pam Wycliff

Endowment Committee (five-year term 2021-2026): Shari Mellin

Stewardship Committee (three year term 2021-2024): T.J. Shaum

Stewardship Committee (three-year term 2021-2024): Carlyne Andersohn

Nominating Committee (three-year term 2021-2024): Judy Darnel

6. Election of delegates to UUA General Assembly June 2021

This June the General Assembly is being held virtually between June 23 and June 27.

Delegates attend plenary sessions to vote on resolutions. There are also worship services. Judy Darnel stated that workshops are recorded so you can view workshops

that may have missed due to a conflict with another one scheduled at the same time. Ken stated that there is a \$200 fee for delegates and that we have accounted for two delegates in the budget. Rev. Amy DeBeck stated that there are several events that are available for viewing for the general public. Carl Rust indicated interest but cannot commit at this time. Katrina Wilson stated that if anyone is interested, the board needs to be informed by the June board meeting.

7. Discussion of parking lot

Katrina stated that a representative from the Troyer Group attended a board meeting to inform the board of our options regarding the parking lot. She mentioned that we have talked about our parking lot issues over the years but have not acted on that. The parking lot floods, there are a lot of cracks and uneven surfaces, we have had members and friends fall and injure themselves, and we do not have enough parking capacity to fully rent our facilities. Katrina stated that by enlarging our parking lot to the west to reach Canton Street, we could almost double our parking capacity (see Annual Report) and could rent out our facility to the full capacity of the buildings. Mary Adams asked when we could vote on what to do. Katrina stated that this is informational and that we wanted to make sure all members had time to receive input. Pam asked if we had other estimates than Troyer since they are expensive; she felt that we needed more estimates. Mike Darnel stated that he spoke with Karen Kehr and Chuck Bower who worked three years ago on the parking lot issue and gathered multiple estimates; that research led them to prefer Troyer. They felt that other estimates were deliberately lowballed and they feared poor quality work or cost overruns. Troyer also was the Architectural firm we used when the Gathering Place was built and there were multiple bids gathered then. William Becker asked if someone put in a low bid, aren't they held to that. Hank Skinner stated that if part way through more money is needed, you often get poor work; in the long run it will cost you more. William replied that you look at all bids and try to find one that is most reasonable. Gordon asked where the money would come from. Katrina stated that we have enough in the endowment at this time to pay for the lot (Endowment balance is over \$600,000). It is a congregational decision as to how we finance. Pam asked if Troyer gave us a cost estimate. Ken replied \$290,000. Katrina stated that was a full expansion of the West parking lot to Canton Street. Pam asked if that included taking out the trees. Katrina replied that it included clearing the ground, a retention pond, & landscaping as well as paving the lot, Pam stated that she thought that we should get at least three quotes. Mike Darnel stated that the quotes cost approximately \$1000 each. Ken remarked that there are not a plethora of local companies that are qualified for this kind of work. Bev asked if there was a time limit on acceptance of the Troyer quote. Mike was not sure of a time limit.

Pam asked if having a congregational vote in June would be only with the quote from Troyer. She asked if we needed a vote to require additional quotes. She stated that she wanted more than one quote. William stated that he thinks we need a proposal from the board and that we could not do this solely over Zoom. He felt that everyone

should be given an opportunity to know all details by mail and have the opportunity to reply by mail as well as by Zoom. He is most concerned that the board lays out exactly what is proposed and makes it available to everyone. Bev asked about Reith-Riley. William stated that Reith-Riley laid asphalt and was not an architect. Hank Skinner stated that he thought we were in a critical time situation: both with the stock market and with the rapidly rising cost of construction. Katrina stated that the board would get things more concrete and would get back with the congregation. She stated that she appreciated the input from the congregation.

8. Adjournment (1:20 PM)

Gordon Hostetler moved to adjourn. Mary Adams seconded. Motion passed.

Katrina closed with a reading.

Submitted by Ron Gill, UUFE Board Secretary

Minutes of Special Congregational Meeting April 10, 2022

Members Present¹

Mary L.	Karen Cripe	Mellin
Adams Jim	Steve Cripe	Pam Mims
Barnes	Genelle Crump	Mary Perron
Linda Becker	Judy Darnel	Carl Rust
William Becker	Mike Darnel	Carolee Searles T. J.
Chuck Bower	Randy Demerly	Shaum
Phil	Dwight Fish	Laura Snow
Campagnoli	Gordon Hostetler	Oxana Werbiansky Pat
Joan Clayborn	Phyllis Hostetler	Wiegold
Ken Clayborn	Katrina Konopinski	Pam Wycliff
	Jackie Lenczycki Shari	

President Carl Rust called the meeting to order at 11:38 AM. The order of business was:

To authorize the use of at most \$320,000.00 from the UUFE Endowment Fund to improve the parking lot west of Garden Street.

Secretary Mike Darnel verified that there was a quorum present. Carl Rust then turned discussion over to Ken Clayborn, chair of the Parking Lot Subcommittee.

Ken Clayborn opened by saying that the City of Elkhart had already given approval for the project. He emphasized that currently we are allowed to use only the entire first floor of the worship building and that this would not change after the parking lot modifications were made. The plans were for repairing the existing lot and running new electrical lines from the Worship

Building underground to the parking lot. He then turned the discussion over to the architect Ray Enfield.

Ray Enfield explained that city codes for parking lots have become more detailed than before, that curbs were now required, and visual barriers for adjacent homes must be provided. He described the new and larger dry wells that will be installed which together will contain enough water to meet city drainage standards over a 24hour period. The plans for a “speedbump” crosswalk across Garden Street are still in negotiation with the city. Details of the landscaping are not fixed at this time. The asphalt thickness will be more than required to last longer, and that the curbs (required) will prevent crumbling of the asphalt along the edges. RiethRiley was the only bidder on the asphalt.

Ken Clayborn mentioned that the dry wells will have filter bags for easier cleaning. He then described the trees that had to be removed for the project, saying that most of them were diseased and/or in the city owned tree lawns. He also said that a landscaping committee would be formed under the leadership of Genee Crump.

The floor was then opened for questions:

- Shari Mellin wanted to know when the decision was made to only replace the current parking lot and not build all the way to Canton Street. It was explained that costs were a key factor.

¹Jim Todd was a late arrival but not counted as he had earlier cast an absentee ballot.

- Pam Wycliff wanted to know how high the curbs would be. Ray Enfield said they would be the required six inches in height.

- Pam Wycliff also wanted to know how many additional spaces would be needed to use the downstairs Garden Level. Ray Enfield said that the answer was variable but estimated 4050 places would be needed for complete use of the whole Worship Building.

- William Becker wondered if the congregation could function during the demolition and reconstruction. Ray Enfield said that once started, a usable parking lot would be a matter of a few weeks. Carl Rust pointed out that we have a reciprocal parking agreement with Woodlawn Nature Center and we could use their parking areas during services. Due notice of parking restrictions and options will be promptly communicated to the congregation once we know the timing.

- Pam Wycliff asked why we need so much parking space, when there are other churches that have much smaller lots or use only on street parking. Dwight Fish explained that since we do have parking lots, we must follow the rules for parking lots. On Street parking has its own set of restrictions that these other churches must follow.

- There were questions from many people about how capacity is calculated; the posted numbers are for standing capacity. Seated capacity was quickly estimated at almost 240, based on 59 spaces and 4 people per car.

- Katrina Konopinski asked how many new spaces would be created. After some discussion about how the required width of spaces has been increased to 9 feet, the question was repeated by Genee Crump, with the answer from Ray Enfield that there would be no gain in spaces, a fact confirmed by Katrina Konopinski by counting those on the current diagram and the proposed diagram.

Ken Clayborn then went through the bids, detailing how much paving, lighting, dry wells, and landscaping would cost, and giving the totals: \$281,671.00 with fence on south and hedge on north, or \$285,011.00 with fences on both north and south sides..

- Pat Weigold asked about solar powered lighting, mentioning that we once were trying to earn green certification. This possibility will be discussed with the chosen electrical contractor. She also asked about the high energy cost of eight lights for the parking lots. Ray Enfield explained that the six lights for the lot across Garden Street would be turned on only as needed, with the two closest to the street getting the most use.

Pat also strongly urged the use of native serviceberry trees for the central walkway rather than foreign trees such as ginkgoes.

- Randy Demerly suggested that solar panels be installed on the roofs of UUFE buildings, with battery backups.

- Dwight Fish discussed the trees in the city owned tree lawns: three on the west side and two on the east side (in the yucca beds). The three on the west side have been diagnosed as being diseased and the city will remove them with no cost to us. However, the two on the east side are healthy, and UUFE must bear the cost of removing them. Dwight stressed that this is work that must be done whether or not the parking lot work is approved.

- Pam Wycliff commented that the price of removal of the trees seemed high. Ken Clayborn pointed out that the price per tree is roughly \$1000.00, which is not excessive.

- Jim Barnes then spoke of the Endowment Fund, stating that \$150K is held in the Founders' Fund (a.k.a. the Dorothy Boynton fund), can be used only in extreme cases, and must be replenished if used. The rest of the Endowment Funds are in the Growth Fund, which has been funded by bequests and an average 11% return each year for several years. The total now held is \$631,112.50, more than enough to cover the totals given by Ken Clayborn above.

- Judy Darnel commented on how bad the parking lot looked when she returned over three years ago, and what a terrible first impression it makes on people.

- Linda Becker asked about concrete versus asphalt, and how much maintaining the asphalt through the years by recoating and resealing would run. Ray Enfield said that he thought concrete costs would continue to be higher than asphalt, and that resealing is more for appearance than actual preservation.

- Mike Darnel pointed out that the electrical conduits as planned will extend beyond the western edge of the parking lot, so that when UUFE does need additional parking space, we will have the necessary wiring ready to be used.

Carl Rust then called for the vote to be taken. Per request, a secret ballot was held. The announced result was 38 'Yes', 4 'No', with Pam Wycliff and Mike Darnel counting the ballots.. Of the secret ballots cast by those in attendance, there were 25 'Yes' and 4 'No'. 14 absentee ballots were sent in by:

Art Beutler	Lee Burdorf	Kenley Inglefield
Bev Beutler	Peg Cook	Linda Gill
	Debra Inglefield	Ron Gill

Georgianne James Karen Lorna Lane Annette Long Terry Mark Jim Todd
Kehr

However, one was discarded as being partial: only Carl Rust received a ballot from the source. Two others were sent by respondents saying how their spouses wished to vote; these two were also discarded.

With these three discarded, the true tally was 36 'Yes' and 4 'No'. Since at least 2/3 of those voting (absentee and in person) voted 'Yes', the motion was carried.

The meeting adjourned at 12:43 PM.

Respectfully submitted by Michael Darnel, Acting Secretary

		Proposed Budget for 2022-2023			
Revenues			Comments		
010	Pledge Revenue Current Year	87,812.00			
015	Donations	2,000.00			
030	Plate Revenue	2,000.00			
040	Fund Raising Revenue	2,000.00	We are hoping we get back to a point where we can have fundraisers and rentals from outside groups. But none of these is assured.		
045	Scrip - Net Revenue	150.00			

050	Bank Interest	4.00			
060	Rent Revenue	1,200.00	We are hoping we get back to a point where we can have fundraisers and rentals from outside groups. But none of these is assured.		
070	Investment Income	6,000.00			
095	Copier Revenue	100.00			
098	Miscellaneous Revenue	200.00			
	Total Revenues	101,466.00			
Expenses					
101	Personnel	51,555.00	Includes part time or contract minister and/or admin assistant.		
130	Caregiver Fund	200.00			
200	Office Expense-General	600.00	Increase for color cartridges in Laser Printer		
210	Office Expense - Telephone and Wi Fi	2,440.00	Increase due to faster wi fi speed increase		
220	Office Expense - Postage	200.00			
230	Office Expense - Copier Lease	NA	cancelled lease in 2021		
240	Fundraising Expenses	200.00			
300	Board Expenses	300.00			
310	Building - Insurance	3,500.00	Increase in premiums		
320	Building - Utilities	4,200.00	Slight Increases		
330	Building and Grounds Ops	8,000.00	Includes snow removal, cleaning service, carpet cleaning, window cleaning, fall clean up spring clean up and general upkeep of all building and grounds.		
350	Building - Pianos	300.00			
400	Religious Ed Exp -	200.00			

	Program				
510	Hospitality/Coffee	150.00			
520	Communication	1,600.00	Left this the same in case we need more improvements to the streaming services.		
530	Worship & Arts	10,800.00	Requires increase to accommodate numerous payments to outside speakers. Also includes \$200 for miscellaneous expenses such as flowers.		
540	Membership	700.00	Will increase to pay for directories. More postage allowance to delineate from normal office postage		
550	Care Team/CCAT	85.00			
560	Stewardship	300.00			
570	Social Justice	300.00			
580	Archives and History	85.00			
610	Music	2,600.00	Includes \$50.00/week for a pianist		
620	Denom - UUA	7,026.00	Per letter from UUA dated April 9, 2022		
719	Mortgage Payback to Endowment	5,825.00	Only had a one year moratorium on this payback to the endowment. If we start to payback again in 2022-2023 we will complete the payback in the 2025-2026 church year.		
900	Miscellaneous Expense	300.00			
	Total Expenses	101,466.00			

Slate for UUF E annual meeting 2022:

President-elect: Pam Wycliff

Secretary (completing final year of two-year term of Terry Mark): Mike Darnel

Treasurer: Ken Clayborn

Trustee (3-year term 2022-2025): Linda Gill

Trustee (completing final year of three-year term of Mike Darnel): Mary Adams

Trustee (one-year term 2022-2023): Steve Cripe

Endowment: Gordon Hostetler (5-year term 2022-2027)

Stewardship: Ron Gill (3 year-term 2022-2025)

William Becker (additional one year 2022-2023)

Nominating: Linda Becker (additional one year (2022-2023))

Positions open

Stewardship – One position (3-year term 2022-2025)

Delegates to General Assembly – 2 delegates

ARCHIVES AND HISTORY

The Archives & History Committee, consisting of Joan Clayborn and Phyllis Hostetler, has kept up this year with maintaining the UUFE member memorial plaque, the scrapbook, the UUFE library and a minimum of historical records. With the congregation not meeting in person most of the year there has not been much to record, but we do have some catching up to do. Michael Darnel has expressed an interest in joining the committee and we will gladly welcome his help. We plan to meet soon to divide up the work and get started on a new year.

Respectfully submitted,
Phyllis Hostetler, Archives & History Committee member

Communications Committee

Members: Terry Mark (chair), Judy Darnel, Mike Darnel, Ron Gill, .

Duties: The Communications Committee is responsible for internal and external communications with members, friends and allies, and the general public. The

committee distributes news and information about congregational activities to members through a periodic email newsletter, a printed monthly newsletter called the Fellowship Focus, and a private Facebook group called UUFE Peeps. News and information is communicated to the general public primarily through a website, a public Facebook page, and, when appropriate, press releases. The website is considered a hybrid source of information for members and general public and potential visitors.

Accomplishments: The Fellowship Focus printed newsletter resumed production in fall 2022 under the leadership of Judy and Mike Darnel. Ron Gill continued to produce weekly email updates as well as distributing other email communications as needed for Sunday services and emergency situations. The website and Facebook page continued to post updated news, particularly about worship services. The YouTube channel was used to publish recorded video of worship services, allowing the videos to also be shared on UUFE's website.

Among the challenges faced by the committee this year include:

- The website needs periodic updates, both in content but also in technical upgrades and fixes, but the committee has limited skills and ability to make these. Only one committee member has the necessary technical skills and aptitude.
- Coordinating communications among the printed newsletter, email and website remains a significant challenge. Better coordination of committee member activities would support greater efficiency in the committee's work.

Next year: The committee continuing members should focus on continuing activities while adding additional skills and/or recruiting new members with the skills, ability and time to contribute to committee activities.

Respectfully submitted,

Terry Mark, committee chair

Stewardship Committee

Committee: William Becker, T.J. Shaum

Board Liaison: Ken Clayborn

Goal:

Secure pledges of financial support from members and friends of UUFE for its operations budget for 2022-2023 in an amount totaling \$88,000, with the understanding that any additional financial support of UUFE would be met by other sources; including, the UUFE Endowment Trust, plus further pledges received

between April 2022 and June 30, 2022, and as may be pledged during the 2022-2023 operations year.

Pledge Drive Campaign Activities:

The Stewardship Committee Pledge Drive Campaign for the 2022-2023 Operations Year was launched on February 16, 2022, under the banner, *Now, More Than Ever*. Ninety three personalized pledge letters, containing convenient stamped self-addressed response-requested return envelopes were mailed from the Elkhart Post Office. The pledge letters were compiled from a recorded list of members and friends who previously pledged financial support and included a list of individuals in the UUFE Directory of Members and Friends, identified as having not previously pledged but were in the Directory listing. A request for a prompt response to the pledge request including a pledge return cutoff date of no later than Monday, March 14, 2022, was included in the Drive Campaign letter for respondents returning their pledges.

The committee and its board liaison, Ken Clayborn, recorded the results of the incoming pledges daily. The committee chair provided weekly pledge summaries to Ron Gill for Monday Morning Updates and to Judy Darnell for publishing in the Focus and an in-service announcement of progress on the pledge campaign.

Result:

In mid-April during the conclusion of the UUFE 2022-2023 operations Budget Pledge Campaign, the Stewardship Committee reported to the Finance Committee and the congregation there was a pledge commitment of \$87, 710, representing 99.50 % of the minimum target of \$88,000 of the pledge goal.

Observation:

For various reasons, appointed Stewardship Committee members were not able to commit to their previously agreed to positions on the Stewardship Committee for the 2022-2023 Pledge Campaign. As it turned out, less was more. As committee chair, it is my considered belief there is no necessity to have more than two or three members conducting the annual pledge campaign. Furthermore a simple mailing and some follow-up phone calls are all that is required.

Respectfully,

UUFE Stewardship Committee

Worship & Arts Committee

Committee Members: Chuck Bower, Joan Clayborn (acting chair), Lorna Lane (secretary), Laura Snow, Oxana Werbiansky

Board Liaison: (Dwight Fish)

Mission: To provide lay leadership and assistance in the promotion of spiritual sustenance, intellectual stimulation, and fellowship through Sunday programming. This committee has an interactive relationship with the congregation seeking and responding to feedback to create and maintain relevance and vitality of worship experiences.

Review of year:

The first part of our church year was significantly impacted by the pandemic leading to our inability to meet in person. From July 2021 to December 2022 Rev. Amy DeBeck and a small group of technical people made services happen through recordings on YouTube or through Zoom. When Rev. Amy was out of the virtual pulpit, we had an occasional guest speaker or took “Field Trips” to other congregations. When Rev. Amy resigned as of December 31, 2021, the Worship and Arts committee became responsible for all services. At that time Oxana Werbiansky chaired the committee and made the services happen through some zoom services with guest speakers or continuing to “visit” other congregations.

Starting in March, Oxana needed to step away for health reasons and Joan Clayborn is now the acting chair of the committee. Also, starting on March 6th we were able to begin in-person services. Although this was wonderful, it put added pressure on the committee and especially the technical crew because we were expected to provide an in-person experience, record for YouTube, live stream, and have services open to zoom. These things had never been required before in an in-person situation.

In addition, over the past year Chad Crabtree, Steve Cripe, Shari Mellin, and Annette Long opted to step off the committee. Oxana joined as chair and Laura Snow and Chloe Lawrence also joined the committee, but the group was small and relatively inexperienced at a time when every service needed to be planned by our committee. Recently, Chuck Bower has joined us as a valuable member and resource, and Chloe Lawrence has opted to step off.

We currently have no option for a live pianist to play for our services, but Lizzie French has been doing a great job pre-recording hymns and postludes, and Carl Rust has been able to provide Gathering Music for us. He also has the expertise to insert the videos (with hymn lyrics) into the service. Sometimes it would have been convenient to use YouTube music recordings, but due to copyright laws this is not allowed without a license.

We are trying to use pre-recorded UUA sermons and some services utilizing members of the congregation to defray the cost and coordination activities required by hiring a guest speaker every week. We should also pursue investigating other lay led congregations and how they coordinate their services.

We are in uncharted waters now. We have never had a pandemic to recover from before, we have had a minister for many years, and the technological aspects of a service have never been as complicated as they are now. Hopefully the committee, the tech crew, and the congregation can all pull together to help our beloved community survive and thrive.

Sincerely,

Joan Clayborn (acting chair)

Finance Committee

Review of fiscal year: July 2021 to June 2022
April 15, 2022

Committee:
Finance Committee

Chair:
Ken Clayborn

Members:
Carl Rust: President-Elect, Steve Cripe: Assistant Treasurer for Deposits, T.J. Shaum: Assistant Treasurer for Withdrawals, Jim Barnes: Chair of Endowment Committee, William Becker: Chair of Stewardship Committee

Board Liaison:
Ken Clayborn

Mission:
To maintain the operations budget and keep accounts current and paid in full.

Introduction:
Last year I opened my report by saying "This has been a year like no other". I was discussing our experiences during the Covid shutdown of 2020-2021. Except the "year like no other" continued into this church year and we were only able to start back into "in person" meetings in March of 2022. The Covid pandemic continued to plague us and may well raise its head again.

Our minister Rev. Amy DeBeck resigned effective December 31, 2021. The Board and the Congregation are currently evaluating whether we should attempt to afford a full-time interim minister, a contract minister, a part time minister or become (at least temporarily, as we are now) a “lay-led” congregation. The key question is whether we can afford a minister long term for the years ahead, since this is the kind of move for ministers and their families which are life changing and making this kind of commitment frivolously would not be a responsible move.

Summary of Activities:

We received verification that the PPP loan from the SBA on May 19, 2020, for \$15,010.39 was totally forgiven by the Small Business Administration (SBA) on May 7, 2021. Due to the merger of our bank (TCF bank) with a larger bank (Huntington) during that same time frame we were not informed of this forgiveness until January 2022.

We changed our banking to the local Centier Bank in Elkhart during June of 2021. Aside from a few minor technical glitches this appears to have been a very good move.

We maintained our Honor Congregation Status with the UUA for the budget year by fulfilling our pledge using the quarterly payment plan. The total was \$6,943.00. This coming year the request has gone up slightly to \$7,026. This is based on our expense budget (not counting Capital Expenses) for the church year 2020-2021 and on our total membership for that year which was 86. (We now have a membership of 80).

Budget

Our Stewardship fund drive for next year’s budget came in at \$87,812. A budget has been prepared taking this into account. See the Budget section of this annual report for details.

It should be noted that the UUA median salary for a full time interim or regular minister, along with recommended benefits and insurance, is \$91,126 per year.

What worked?

Our team worked very well together, even with the pandemic restrictions. The Endowment and Stewardship Committee chairs have also been extremely helpful with matters as we moved through this difficult time.

Preliminary goals & activities for upcoming year:

We have provided a budget for 2022-2023 based on our best projections. Please see details in this full annual report which includes the budget submission for details.

Returning Members:

T.J Shaum, Steve Cripe and Jim Barnes will return. Ken Clayborn (Treasurer up for reelection) and a new president-elect will join the committee if the slate of officers is approved at the annual meeting.

Endowment Committee

Chair: Jim Barnes Secretary: Ron Gill

Members: Shari Mellin thru 2026 T.J. Shaum thru 2025, Jim Barnes thru 2024, Mary Adams thru 2023, and Ron Gill thru 2022

Board Liaison: Ken Clayborn

Mission: To prudently invest and administer funds consistent with fellowship policies

Over the last 10 years Vanguard calculates our investment return at 11.6% annually.

The April 30th fund balances	2019	470,006.83
	2020	463,677.49
	2021	644,987.85
April 14	2022	623,527.08

In the current fiscal year \$20,000 was added to the operating budget from the endowment and the 5,280 loan payment for the current fiscal year is still owed. The committee currently is planning to provide for about \$300,000 for the parking lot project. Our current stock funds include dividend growth fund, international growth fund, Primecap core fund, and mid-cap growth index fund.

The founder's fund is currently fixed at \$150,000. The growth fund will still be over \$150,000 after paying for the parking lot projected. 5% of funds for operating expenses would still allow \$15,000 to be spent annually.

Membership Committee

Committee Members: Annette Long (Chairperson), Joan Clayborn, Mike Darnel and Shari Mellin

Board Liaison: Mike Darnel

Mission Statement: To work toward sharing our liberal religious vision with others and inviting them into our spiritual community, providing an atmosphere of welcome and hospitality as well as assistance to visitors and new members in becoming more actively involved in the work and worship of this fellowship.

Summary of Year's Activities:

We reported 81 members in January 2022 for the official certification of membership to the Unitarian Universalist Association (UUA).

Contacted all UUFE members and friends listed in the 2020/2021 directory to confirm or update their listings for the 2021/2022 directory

Got the directory added to our website. ~**It is password protected.**~ Thanks to Mike Darnel, Jess Galicia and Terry Mark for making this happen.

Started publishing Member Spotlights in the monthly newsletter. Thanks to Terry Mark for contacting members and writing up their stories.

Sent out a total of over 200 holiday and birthday cards to everyone in the current directory beginning in August 2021 when we started the birthday card project

Hosted one membership class via Zoom in November

Welcomed two new members: Ed Wade and Lee Burdorf

In Memoriam: Norann Winn	7-17-021
Pedro Galicia	7-30-21
Doris Stickel	10-17-21
Shirley Ivy	1-29-22
Vern Thomas	2-19-22

Special thanks to Linda Becker for serving as chairperson of the Membership Committee from July 2017-June 2021.

Nominating Committee

Nominating Committee members: Linda Becker, Judy Darnel, Lorna Lane, Carl Rust, Ken Clayborn, Pam Wycliff,

This committee had three official zoom meetings to discuss potential candidates for positions available. We also relied on email to keep updated after these meetings. We managed to fill most of the slate however there are a few positions that will remain open, since we were not able to fill them. We are hoping there are members who will wish to fill these positions from the floor at the time of the Annual Meeting and there were a few positions in which the person on the slate was willing to hold that position if

approved but for only one or two years as they had held recent previous positions but did want our UUFE slate to be as complete as possible.

The challenges our congregation have faced, such as the resignation of Rev. Debeck at the end of 2021 and the two plus years of closure due to the Covid pandemic played a role in the difficulty of fulfilling a full slate.

Four members of the Stewardship Committee were unable to serve this year. Most of them still have at least one year remaining on their terms and will be consulted separately as we move forward.