



Unitarian Universalist
Fellowship of
Central Michigan

Open Arms • Open Minds • Open Hearts

2022 Annual Meeting

**A Summary of accomplishments
for the period of July 1, 2021
through the present**

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UUFCM Board of Trustees

President: Norma Bailey

President Elect: Stacey Pattison

Past-President: Guy Newland

Treasurer: Terrie Robbie/Assistant Treasurer: Jen Prout

Secretary: Elaine Emerick

Trustees: Cynthia Damer, Jennifer Davis, Jodi Fisher

Candidates for the UUFCM Board of Trustees for 2022-2023:

President Elect: Cynthia Damer

Treasurer: Terrie Robbie

Trustee (2 year): Victoria Sladek

Trustee (1 year): Debbie Reid

Trustee (1 year completing Cynthia Damer's 2 year term): Penny Swart

UUFCM Staff

Minister: Andrew Frantz

Director of Religious Education: Jakobe Neal

Administrative Assistant: Kirsten Keeton

Unitarian Universalist Fellowship of Central Michigan Annual Meeting Agenda – May 15, 2022, immediately following the service

1. Motion from Board to hold electronic balloting on the individual candidates on the slate put forward by the Nominating Committee as follows:
 - President elect: Cynthia Damer (3 year: leads to president and past president)
 - Treasurer: Terrie Robbie
 - Trustee (2 year): Victoria Sladek
 - Trustee (1 year): Debbie Reid
 - Trustee (1 year completing Cynthia Damer's 2 year term): Penny Swart
2. Motion from Board to hold electronic balloting on budget as presented.
3. Motion from Board to hold electronic balloting on the individual bylaw modification proposals as presented.
4. Annual report
5. Volunteer recognition for 2021-2022
6. Delegates for GA

Proposed UUFCM Budget for Fiscal Year 2022-2023

Expense Category	2021-2022	2022-2023
Accounting & Bank Fees	\$900	\$900
Assessment Special Tax	\$750	\$0
Building Costs	\$14,500	\$14,500
Child Care	\$1,700	\$1,700
Communications	\$5,000	\$515
Copies & Postage	\$1,500	\$1,500
Fair Share Payments	\$5,000	\$5,357
Insurance	\$2,500	\$3,000
Minister Base Salary	\$60,465.00	\$62,278.95
• In Lieu of FICA	\$4,625.57	\$4,764.34
• Health Care Plan	\$9,594.72	\$10,788.77
• Retirement	\$6,046.50	\$6,227.90
• Disability/Group Term Life Insurance	\$1,293.93	\$1,332.77
• Professional Expenses Allowance	\$6,046.50	\$6,227.90
Music	\$600	\$300
Religious Education Expenses	\$900	\$900
Religious Education Director	\$6,000	\$6,300
Secretarial	\$7,500	\$7,500
Supplies & Miscellaneous	\$3,000	\$3,000
Leadership Development	\$200	\$200
Minister's Discretionary Expense	\$500	\$500
Endowment Contribution	\$1,000	\$1,000
Total	\$139,008	\$138,793

Key

- **Accounting & Bank Fees:** Pays for checks, bank fees, Vanco fees (online), and accountant services.
- **Assessment Special Tax:** Tax that is being assessed by the city for businesses in the downtown area.
- **Building Costs:** Pays for utilities, repairs, maintenance, improvements, cleaning, snow removal, lawn mowing, etc.
- **Child Care:** Pays for weekly services and special events.
- **Communications:** Cost of new website, Zoom services, Vimeo, MailChimp, and web domain.
- **Copies & Postage:** Pays for purchasing stamps, post office box rental, copying of orders of service, directories, annual reports, and other documents.
- **Fair Share Payments:** Payments to the UUA and Mid-America Region.
- **Insurance:** Pays for building, liability, and workman's compensation.
- **Minister:** Pays for salary, benefits, and ministerial expenses.
- **Music:** Pays for substitute pianists, hymnals, music purchases, and piano tuning.
- **Religious Education Expenses:** Pays for fees and expenses for OWL training, education materials, snacks for special occasions, decorations, and craft items.
- **Religious Education Director:** Pays for a 1/4 time RE Director.
- **Secretarial:** Pays for contracted administrative assistant.
- **Supplies & Miscellaneous:** Pays for food and drink items; kitchen, building, and bathroom supplies; worship supplies; office supplies; etc.
- **Leadership Development:** Pays for expenses at UUA and Mid-America Region Conferences.
- **Minister's Discretionary Expense:** Provides seed money for the minister to provide monetary aid for those who ask for help.
- **Endowment Contribution:** Our yearly contribution to our Endowment Fund.

UUFCM Board President's Report

I am so pleased to have been able to serve you as president during this 2021-2022 year! Even with the challenges of responding to the changing situations with the pandemic, it has been a busy and wonderful year of growth and sharing as a community.

As in any typical year, we had weddings, birthdays, funerals, graduations, divorces, moves, retirements, surgeries, illnesses, new jobs, and many other events that created many individual opportunities for us to connect, comfort, grieve, love, celebrate, and honor one another. So many of our members and friends comment about how important this community's support is in their lives.

Yet, given the continuing pandemic, from the very beginning of our year in July, the Board recognized the need for and developed our Board retreat around the theme "What does this congregation need this year?" We knew that much of the work for this year would be to figure out how to maintain and build our community given the restrictions of the pandemic: how to bring together those who wanted to meet in person and those who preferred meeting via Zoom, both in worship and beyond.

Led by Drew and the worship team and utilizing a new technology called OWL, we started offering hybrid (in-person and virtual) worship services in late August and, except for a brief hiatus in January/February, we have maintained those throughout the year. Guided by recommendations from our Coronavirus Task Force, the Board nimbly responded to the fluid situations with COVID, developing - and modifying when necessary - guidelines for in-person worship - vaccination and masking requirements, social distancing, numbers of attendees, and singing protocols. Our team and committee meetings, as well as our various interest groups, were also under those guidelines if they met in person. And, as of March, our Youth RE program is now meeting under those hybrid guidelines!

As a church, we also planned other activities to bring us together. We held a two-part water ingathering service in September - indoor worship and outside water gathering ceremony; held a hybrid Harvest Feast in people's homes in November; and celebrated our Christmas Eve service outside with carol singing and hot chocolate. We sent Valentine's cards to all members and friends; instituted Sunday Strolls after worship for people to gather and visit in the area parks; and are currently in the process of analyzing our congregational survey to provide other shared activities such as a possible book club and/or movie club.

As well, we had an excellent all-congregation retreat in January planned and led

by Drew and the Board. We spent part of the time learning about and discussing the proposed UUA 8th principle, and then we collectively brainstormed ideas about how we could, as a congregation and as individuals, plan and commit to and carry out activities in resistance to racism. Based on the results, an Anti-Racism Task Force is now planning activities for us in which to engage. The retreat also gave us the opportunity to get to know one another a bit better and to dive more deeply into what church means to each of us as individuals and as citizens of the world in this time and place.

As we continue our transitioning from a family church to a pastoral church, the Board has also worked to create policies to guide our functioning. Over the course of the year, we developed a service and meeting cancellation policy, various COVID policies (time specific), safety procedures for an intruder, and currently, we are in the process of developing policies for supervision of staff, keeping of personnel files, and hiring practices.

We continued to learn and grow as we reached out to make the world a better place. We continued our support of the homeless by providing meals and volunteers for two weeks at the shelter. Many of us read and discussed several books so that we could better understand white privilege and systemic racism, and we marched in the Martin Luther King, Jr. Peace March behind our new UUFCM banner. One member developed a learn and act column in our eNews, Mother Earth Love, to help us work toward environmental justice. A number of us are working on supporting voting rights for the upcoming election. And we very generously donated to monthly special plate collections to support the work of various agencies in our community.

As we look forward, we know that there are two “biggies” in the near future. A number of us have been working on a new and exciting website renovation which should have its debut by the end of the summer! As well, we will be celebrating our 20th anniversary as a UU congregation in early 2023!

We truly have a special community in UUFCM and, as in any community, there are many teams and tasks that need attention and care. Please volunteer your time and talent to this work. Read the eNews weekly and the order of service insert for ideas of ways to become more involved. The board of trustees and teams (Adult and Youth Religious Education, Worship, Social Justice, Building and Grounds, Communications, and Fellowship Life) are enlivened by the addition of new people joining us to help take care of each other, take care of our church, and take care of our world!

~ Norma J. Bailey

Treasurer’s Report

Current Budget Status

The budget status for the UUFCM as of April 1, 2022 is given in the table below.

Budget Status after 83% of the July 1, 2021 – June 30, 2022 Budget Year

	Amount	As % of 2021-2022 Budget
Budget Year Spending	\$95,666.37	68.5%
Budget Year Income	\$98,895.65	

Status of Financial Accounts

- Our most recent Mercantile Bank account statement (March 31, 2022) balance: \$37,703.65
- Our most recent Edward Jones account statement (March 25, 2022) balance: \$90,808.56, with a deposit in the Mutual Fund from the CD from Mercantile Bank of \$25,000 on October 9, 2021.
- Our UU Common Endowment Fund account (February 28, 2022) balance: \$18,383.32 (with a \$1000 deposit on March 20, 2022, which brings us to a total of \$19,516.70 without March totals).

Income Sources

As of April 9, 2022, the following income information holds:

- Income from offerings is \$93,267.34.
- Income for Leadership Training is \$0.
- Income from rentals is \$70.
- Income from Minister’s Discretionary Fund collections is \$3,125.70.
(carryover balance from previous year of \$478.70)
- Income from Building Fund is \$0 (carryover balance from previous year of \$2,382.01)
- Income from other sources is \$86. (Church Mutual Dividend)

Treasurer and Assistant Treasurer Duties

The Treasurer,

- pays the bills of the UUFCM,
- prepares a quarterly report of income and spending for the UUFCM Board,
- together with the Board and Finance Team prepares a draft budget,
- oversees the UUFCM financial accounts,
- ensures 1099 and W-2 statements are sent to employee and contract workers,
- monitors the Vanco account and transfers money weekly from savings to checking, and

- performs other duties as directed by the Board.

The Assistant Treasurer,

- records and deposits donation and other income collected from worship services,
- provides periodic donation reports to members, and
- serves in place of the Treasurer as needed.

~ Terrie Robbie

Minister's Report

My Ministry Here and Professional Status

I have been serving as full-time minister to this congregation since September, 2019—first as a year-to-year or “contract” minister, and as a permanent or “settled” minister since January 2021. I am the sixth minister to serve the UU Fellowship of Central Michigan in your 21-year history.

This is my first full-time ministry, as I came to this calling after a career in teaching and the raising of my children. I am ordained as a Unitarian Universalist minister, and I am a member of my professional organization, the UU Minister's Association, which supports ministers and maintains standards of professional conduct. I am very active in this organization: I attend national conferences and monthly state-wide meetings, and I now serve as president of the Heartland regional chapter.

Separately, the Unitarian Universalist Association grants and renews my professional credential as “minister in preliminary fellowship,” the designation for ministers in their first three years of service. As part of my annual renewal process, this winter I completed a thorough review of my work along with the Board of Trustees and the Shared Ministry Team. At a special meeting with these 12 leaders of the Fellowship in February, we discussed my strengths and areas of growth as a minister, as well as the strengths and areas of growth for the Fellowship as a whole.

Governance, Committees, Committee on Shared Ministry

I attend the Board of Trustees meetings, as well as monthly planning meetings with the president, past president, and president-elect. I lead the Coronavirus Task Force. I am part of the planning for the newly designed website. I supervise the part-time staff positions of Administrative Assistant, Director of Religious Education, and

Worship Technical Assistant, meeting at least monthly with each of them. I meet monthly with the Worship Team and the Shared Ministry Team. I consult with the Finance Team for the annual stewardship drive.

In all of my roles on committees and teams, I do not vote. The decisions of the Fellowship on matters of policy and finance are for the members and friends to decide. I do offer advice and opinions as appropriate, and I have a coordinating role because I stay informed of the business of the committees and teams, just as the Board does. The main role of the minister in the governance of the Fellowship is to maintain alignment with UU values and UUFCM mission.

Pastoral Care

A primary part of my role is to provide pastoral care to the congregation. This means that every member, friend, and visitor to the Fellowship should see me as a resource to turn to for support. Pastoral care includes being in touch with congregants on a regular basis, offering support during times of crisis, and responding when congregants call on me. This year I provided more pastoral care than last year—in part due to more spiritual and emotional stress in the pandemic, and in part because the congregation is increasingly aware that I am available and increasingly comfortable reaching out to me.

Worship

This year we have been on a journey that included in-person worship in the fall, reverting to Zoom-only worship during a spike in the pandemic, and going back to in-person. All the in-person services have been hybrid or multi-platform: streaming live on Zoom simultaneously with the in-person experience. To have a quality worship experience for both groups of participants is a tremendous challenge. The Fellowship has invested in camera, microphone and projector technology. Recently we have hired a tech assistant for Sunday mornings; even so, technical challenges are part of hybrid worship. Everyone is getting used to a world where virtual streaming is part of what we do, and I don't think we will be going back to the old way of doing things.

Soulful Sundown, the monthly Thursday evening worship, was discontinued due to low attendance. Other creative forms of worship may follow—again, we are not going backwards to the way things used to be, and trying different forms of worship is one way forward. This year I led a special “Blue Holidays” service on a Saturday in December; we also experimented with outdoor services including the Flower Service, Water Ingathering, and Christmas Eve candlelight service.

In our Unitarian Universalist tradition, the weekly sermon is the free expression of the minister or the lay leader who is speaking. I bring my own perspective, opinions, and personal history to the pulpit when I preach. This year I have preached about religious, spiritual and cultural holidays such as Hanukkah, Kwanzaa, the Day of Dead, and Holi. I have preached on scientific topics such as the language of trees and the language of primates; on historical figures such as Black Elk and Thomas Merton; and on social and political topics including reproductive justice, racism, transgender rights, public education, and pacifism. I have offered reflection on topics such as joy, connection, accountability, self-denial, and possibility. These Sunday sermons are generally available as videos on our website in the week following the service. I welcome the feedback of the congregation at any time regarding my Sunday morning messages.

Social Justice

The national Unitarian Universalist movement has a radical commitment to social justice, especially in the realm of anti-racist, anti-oppression multiculturalism. National leaders continue to express this commitment in the strongest terms and to prioritize this work in ways that make some members uncomfortable. I tend to be similarly vehement and radical in my approach to social justice—especially anti-racism, which I see as a central part of my mission and identity as a UU. At times this year I have sensed that the UU Fellowship of Central Michigan and its individual members are not quite as radical as I am. There have been good conversations about where we agree and disagree, and I look forward to more conversations. I am committed to continuing my own anti-racist, anti-oppression multicultural work, beginning in my own heart. At times I will be on exactly the same page as the congregation in terms of how to proceed with this work, and at other times we may disagree. I am confident, however, that we all have the same goal in mind: a world of greater love and justice for all people with no exceptions. As Hosea Ballou said, “If we agree in love, there is no disagreement that can do us any injury.”

Coronavirus Pandemic

As I said above in the worship section, COVID has created a feeling at times of two congregations: those who are willing and able to gather in person and those who are not. The boundaries of these two groups have not always been the same, but the overall impression remains. As minister, it is my job to serve everyone—those whom I see in the UUFCM building regularly for Sunday worship and committee meetings, as well as those I have not seen in person for two years since COVID

started; those who don't come because they aren't vaccinated; those who have never been on Zoom because they can't or don't want to connect that way; and those who have joined us from out of state. Everyone's job, mine and yours, is to strengthen the connections in this congregation – in all the many parts – across the barriers of distance and difference and technology. This is the new UUFCM in the new world. Things are not going back to how they were, and with creativity and resilience, we can go forward together to make our life-saving, life-giving, love-affirming movement of Unitarian Universalism reach more people more deeply. I am blessed to be part of this work with you.

~ Rev. Andrew Frantz, minister

Administrative Assistant's Report

As administrative assistant, I assist the Board of Trustees, Minister, Team and committee members in carrying out administrative duties for the Fellowship. An average of 22.5 hours each month (July 2021-March 2022) was spent performing the following duties:

- Communicate regularly with Board President, Minister, and Team members
- Prepare and send out weekly e-newsletter
- Maintain and update website
- Maintain online church calendars
- Maintain directory of members and friends, available online and printed annually
- Maintain various email address lists (e.g., eNews, Members)
- Send out emails as requested and approved by President, Minister, or designee
- Design and produce brochures, flyers, annual reports, handbooks, mailing labels, digital forms, and other documents
- Assist with online voting
- Maintain digital back-up system regularly
- Serve on the Communications Team
- Other duties as appropriate and requested

~ Kirsten Keeton

Adult Religious Education Report

The members of the Adult RE Committee are Jim Dealing, Jodi Fisher (chair), Joyce Henricks, Stacey Pattison and Debbie Reid (since February 2022). Joyce Henricks served as the Chair until January 2022.

The committee planned and provided a variety of educational experiences since its May 2021 inception and first offering in June 2021. The goal of adult religious education is to provide events that engage a wide range of members and meet different members' needs for education. Programs must meet the UUFCM mission and the UU Seven Principles. Planned programs have been both multiple sessions/series and one-time programs. Topics ranged from religious in nature, to collaboration with other groups/committees, such as the Social Justice Coordinating Team. The committee also tried to be responsible to member needs through a congregational survey developed early in its development, as well as brainstorming from the January 2022 retreat. All offerings in the past year were offered through Zoom due to COVID concerns.

The following is a list of educational events provided in this year:

- June, 2021- Islam 101 - Hal Downs, presenter
- September, 2021- Buddhism 101 - Guy Newland, presenter
- October, 2021 - Retirement: The Golden Years (4 part series) - Jim Dealing, presenter
- January, 2022 - Supported the UUFCM all-congregation retreat about the 8th Principle
- February, 2022 - Living with Mental Health Disorders and Sharing Our Stories - Roxanne Flee, Justin Flee, Matthew Cavalieri, Stacey Pattison, presenters; Jodi Fisher, moderator
- March, 2022 - Voting rights, resources and what you can do (collaboration with the Social Justice Coordinating Team) - Norma Bailey, presenter

Possible schedule of events for the rest of 2022:

- April - Paganism - Annette Pratt, presenter
- May - presentation on poverty to prepare UUs for the Poor People's Campaign March in Washington, DC
- June- Either a field trip to the Ziibiwing Center or Jim Crow Museum of Racist Memorabilia at FSU
- July - Art class
- August - exercise and/or interpretative poetry class
- September - referendum about minimum wage on the ballot
- October - possibly Native American spirituality and/or Karen Turnbull's Water class
- November - The Sum of Us book reading
- December - Judaism 101

~ Jodi Fisher

Building, Grounds, and Safety Team Report

Members are Norma Bailey, Jerry Cavalieri, Daniel Davis, and Kris Los.

Scheduled tasks completed:

- Inspections of physical lift/elevator, AED unit, fire extinguishers, furnaces and air conditioners
- Contracts for lawn care, snow removal and inside building cleaning renewed
- Sprinkler system maintained – summer and fall
- Security light on Wisconsin Street entrance maintained to reflect daylight time changes
- Rain gutters and flat roof cleaned
- Ongoing maintenance tasks – furnace filters, smoke detectors, hoses in, lights replaced

Other tasks accomplished:

- Maintenance of outside of building completed by volunteers for each side of the building
- Had the Fellowship floors cleaned and waxed
- Had the sidewalks on Wisconsin and University professionally edged
- Trimmed the trees on the Wisconsin side of the building
- Rain barrel emptied, cleaned and stored
- Keys in key box resorted and labeled
- Had the sanctuary stage cleaned and protected from further wear
- Moved the TV monitor from the sanctuary to the Fellowship Hall
- Had two Aerus Air Scrubbers installed
- Had the egress window installed in the upstairs room
- Repaired the tear in the rubber flat surface outside the egress window
- Installed a bannister in the stairway to the upstairs attic room
- Had all electrical connections and circuits in the fuse boxes in the building checked
- Installed several new smoke detectors
- Ordered new front doors which will open out
- Ordered two new trees to replace the ones on Wisconsin Street that the city removed in order to widen the sidewalk

Future tasks/plans for 2022-2023

- Finalize the safety plan for a possible intruder, purchase kick sticks and locks, develop and train the safety team, prepare laminated safety cards with our intruder procedures, and have a practice drill
- Have a practice tornado drill
- Complete the exit system for the upstairs attic room
- Caulk all the windows
- Install a new rain gutter in the area near the kitchen
- Complete a folder with all building information – locations, explanations, etc.
- Have a building audit for heat

~ Norma Bailey

Communications Coordinating Team

Team members: Sally Armstrong, Stacey Pattison, Terrie Robbie, Norma Bailey, Kirsten Keeton (non-voting member)

Like ducks who seem to float effortlessly across the water, while they are actually paddling furiously below surface, most of our work happens out of sight and beneath the surface.

Each week, the eNews is compiled, reviewed, and published by the eNews sub-team so that it can be delivered to email recipients on Thursday morning. As soon as the eNews arrives, the Facebook sub-team gleans information that is then converted into a format that works on social media. Finally, content from the eNews and Facebook is connected to our church website. All of this activity is conducted so smoothly and efficiently that no one notices how furiously we are paddling.

Along with the work that we do each week, a sub/team has spent months working with Kirsten Keeton, our Fellowship administrative assistant, to improve and update our church website. We reviewed websites from churches of comparable size as well as from both larger and smaller congregations. This gave us the opportunity to determine what we liked and what we wanted to avoid. Kirsten has translated our ideas into what we believe will be a fantastic new web presence. We are all very excited by this project and look forward to the big reveal expected sometime this summer.

Our team has also been exploring ways to expand our outreach through additional social media platforms such as Instagram and Twitter, and we are very encouraged by volunteers willing to help us move this piece forward.

As we return to in-person gatherings, our team will be addressing the needs, concerns, and policies necessary for communication within our physical space. One area we're working on is how to make effective use of the TV monitor in the Fellowship Hall. Such an exciting time.

We thank you for trusting us with this important and sacred task. It is through communication that we learn to know, understand, and love one another as individuals and as a fellowship.

~ Sally Armstrong

Fellowship Life Coordinating Team Report

Several important committees are combined under the heading of “Fellowship Life Coordinating Team” as a means to better support the functions of these related areas as well as provide more opportunity for collaboration. This team currently is comprised of membership, the Arms Around program, hospitality, communications, building and grounds, and social fun.

This year, the team started planning for our 20th Anniversary to be celebrated on March 25 and 26, 2023. The Steering committee is comprised of all FLCT members plus Nancy White. Already accomplished are the following tasks: secured the keynote speaker, commissioned a UUFCM hymn, made up a guest list, searched for current addresses of guests, discussed various formats, and worked with the Social Justice Coordinating Team on an outreach project benefitting a local non-profit organization.

Leadership and membership on this team are not limited – newcomers interested in serving on this multifaceted ministry team are most welcome! The team meets every first Sunday of the month at 1 p.m. Contact Gisela Moffit or Laura McBride if you have questions or are interested in getting involved.

Membership and Hospitality Report

Our membership report this year reflects the continued melding of our hospitality ministry with membership services. Viewed as a continuum from initial welcome to engaged membership, it is fairly obvious how these fit together. Radical hospitality is an essential ministry of our Fellowship, and its practice is integral to our growth together in community, virtually and otherwise. In spite of the limitations imposed on us due to COVID-19, we continued to reach out to newcomers and experienced our largest membership increase since our inception.

Membership Goals That Support Board Goals:

- To create a ministry of hospitality that is radically generous in the scope of its welcome to all who cross our threshold.
- To provide statistical data on visitor participation to the Board.
- To provide information and support to help interested people discern if our church community meets their personal spiritual needs.
- To offer *Welcome to UU* orientation classes and *Path to Membership* workshops for anyone interested in deepening their understanding of Unitarian Universalism and/or pursuing membership in our Fellowship.

- To clearly outline the meaning and responsibilities of membership in the UUFCM.
- To help all members find their personal ministry through conversations, engagement in church activities, surveys and trainings.
- To update the membership list with the UUA regularly and supply data by February 1 each year to renew our certification.

Accomplishments That Support Stated Goals:

- Every Sunday, visitors were warmly welcomed virtually on Zoom by Drew and Laura via the chat box. Inquiries were made regarding the eNews and/or welcome letters.
- A newcomer gathering series was reprised with leaders and team participants engaging with newer members and friends regarding our current offerings and ways to become involved.
- Visitors were encouraged during the opening of worship to join the virtual coffee hour fellowship time following worship.
- To facilitate communication and recognition of fellow congregants, color photos with captions of leaders of the congregation and their areas of responsibility continued to be updated on the east wall of the Fellowship social hall in an effort to give credit and to encourage newcomers to get involved as well.
- In order to facilitate relationships to people outside of Sunday worship, a handout with all the social and small interest groups was developed and is available to anybody who is interested in deepening their commitment to UUFCM.
- The Directory was updated and printed in addition to the online Directory.
- A welcome letter was sent to all visitors who had signed in within a few days following their visit.
- Visitors' email addresses were added to the eNews mailing list and other information entered into the Fellowship's data base.
- A follow-up process was implemented whereby volunteers made contact with folks who have been absent from worship or Fellowship activities for a time.
- This was year #7 of our *Pathway to Membership* process. It is comprised of three steps: *Welcome to UU* orientation class, *Path to Membership* workshop, and the *New Member Ingathering* ceremony. Thus far this year we have held:
 - *Welcome to UU* classes on the last Sundays of the month following worship.
 - Two *Pathway to Membership* workshops.
 - Two *New Member Ingatherings*.
- Currently, we have a membership of 76 individuals (60 family units).
 - ~ Laura McBride and Gisela Moffitt

Arms Around Report

The *Arms Around* program is our congregational ministry of care. This is care provided in addition to the pastoral care offered by our minister. The members of the team provide basic support in an effort to lessen the pain and stress on an individual or family going through a difficult time. This year they prepared and delivered meals, provided transportation for doctor appointments, and made visits to homes. They also sent cards, made phone calls, and made themselves available during the time of healing.

This year also marked our seventh year of participation in the Isabella County Restoration House project. Partnered with the St. John's Episcopal Church, volunteers made and served meals for the guests for two weeks. We thank the coordinator, Joyce Henricks, and the many volunteers for sharing their time, energy, and good food with people in need.

~ Gisela Moffit

Social Fun Report

This year's social fun report is short and sweet again due to the COVID-19 pandemic.

On August 16th, 2021 we held a UUFCM Friends and Family Picnic. We had a good turnout of 47 people and we fed them all! Extra precautions were used with the serving and preparation of the food because of COVID-19. It went so well that we're planning to make it an annual event, keeping it at the Rosebush Park on the 3rd Sunday in August.

Because of the pandemic, the choice was made to not hold our Harvest Feast in November. Instead we had volunteers who hosted small group dinners in their homes. Our minister, Drew, gave a blessing and short message via Zoom connecting all circle suppers. It turned out to be another successful Plan B.

In order to connect with one another in a safe way, we started Sunday Strolls a few months ago. Sundays after church, people are invited to meet at various parks to walk together. The turnout has been fairly low, but we expect an increase once the weather improves.

In February, we sent out Valentine's letters to all members and friends, which included a collage the children had made and a wallet-size laminated card which read "Valentine's Day is the perfect time to remind each other of the transformative

power of the love that we share as a Fellowship. It is that love that sustains us, motivates us, and defines us. May the reminder of the love be a blessing upon each of us.” Sally Armstrong designed and laminated the beautiful cards. They were a big hit.

Although COVID-19 has changed much of what we’re used to doing, it has encouraged new ideas. Your Social Fun Trio, Annette Pratt, Kris Los and Jen Prout, has been discussing and making tentative plans for the times when we are able to meet again face to face.

~ Jennifer Prout

Shared Ministry Team Report

Charge, history, and members

The Shared Ministry Team (SMT) is charged with three tasks: supporting the professional development of the minister; evaluating the effectiveness of the Fellowship’s many ministries; and engaging in conflict resolution. The SMT has been in existence for only two years—last year it was called the Committee on Shared Ministry and this year the name changed from “committee” to “team.” Guy Newland finished serving and rotated off the SMT on July 1st. Betty McBride joined at that point as a new member, joining Chris Bailey and Carolyn Hancock who had served in the previous year. Another new member, Jennifer Prout, joined the SMT in February because the SMT and the Board of Trustees agreed to expand the team to four members (plus the minister) instead of three.

Confidentiality

Unlike most other teams and committees, meetings of the SMT are not open to visitors. The conflict resolution role of the SMT, and its role in evaluating and advising the minister, mean that much of the business of the SMT is confidential. Members of the team, of course, welcome comments and questions about our work at any time and we will share whatever we can.

Supporting the professional development of the minister

The SMT has taken a greater role in advising Rev. Drew this year because less time has been required on conflict management. Two members of the SMT with a background in mental health advised Drew on best practices for individual pastoral care as well as small group pastoral care (such as a grief support group). The SMT

has also recommended professional development for Rev. Drew that complements his strengths and addresses his areas of growth as a leader and as a minister.

Evaluating the effectiveness of the Fellowship's many ministries

The SMT has a very broad charge to keep a finger on the pulse of the whole Fellowship. "The Fellowship's many ministries" is a deliberate phrase that reflects the fact that it isn't just the minister who provides ministry. The worship team is a ministry of the Fellowship; the religious education program is a ministry; and the Board of Trustees provides a ministry to the Fellowship. The SMT's job is to keep track of the big picture: where the Fellowship is more healthy and where it is less healthy. To this end, a focus for the SMT this year has been the effect of the COVID pandemic and the extent to which it has caused divisions within the Fellowship.

Engaging in conflict resolution

In the previous year, this part of the SMT's charge took most of its time. During 2021-22, thankfully, there was less conflict in the Fellowship. There will always be challenging behaviors, there will be times when we treat each other badly, and there will be disagreements that escalate. The health of this Fellowship depends on us learning to deal constructively with conflict when it occurs, and the SMT plays a key role in this. This year, in addition to intervening in minor conflicts, the SMT continued to develop policies for dealing with disruptive behavior, and we are looking into possible further training for ourselves to be better mediators of conflict in the future.

~ Rev. Andrew Frantz, minister

Social Justice Coordinating Team

Members are: Norma Bailey, Jennifer Davis, Gisela Moffit, Debbie Reid, Janis Shinn, Karen Turnbull, Katie Zapoluch

The UUFCM has been involved in a variety of community service and social justice activities over the course of the 2021-2022 church year as noted below.

Our congregation served others through:

- Caring Committee: our committee to help those in need within our congregation (meals, household help, driving, etc.). Several individuals and families were served by a number of volunteers this year.
- Isabella County Restoration House (ICRH): a number of members and friends volunteered by preparing and serving meals at St. John's Episcopal Church for two weeks. One member also served on the Board of Directors of ICRH.

UUFCM educated and served ourselves and the greater community through:

- We made sure that the various diversity events on CMU's campus (ex., Black History Month, Women's History Month, etc.) were posted in the eNews each week.
- We planned and implemented a schedule for plate collections for local agencies for the 2021-2022 year. In the July 2020-June 2021 year, our congregation donated \$4,155.
- One individual served on the Board of Directors of the Michigan Unitarian Universalist Social Justice Network (MUUSJN) and passed action alerts on to the MUUSJN email message list.
- Throughout the year, people were contacted with action alerts according to their interests in social justice issues.
- Two Social Justice Coordinating Team members served on the coordinating committee of the Community Action Dialogue on Black Lives Matter which provided meetings of the action group on Police Oversight.
- The SJCT Team supported the reading and discussion of *White Fragility* by Robin DiAngelo on four Mondays in July. One member of the SJCT was the co-facilitator.
- We encouraged congregants to attend the City Commission meeting to support the Citizens Advisory Board proposal regarding strengthening community relations and promoting equitable and non-discriminatory practices in public safety with the Director of Public Safety (police).

- Several members tabled at the farmers' market sharing information from Voters Not Politicians (VNP) about a petition that would bypass the governor and a vote of the people in order to pass the 39 voter suppression bills proposed by the Michigan legislature.
- We organized the reading of two books – *Widening the Circle of Concern* and *Used to Be UU* – with a discussion to follow to have more people more fully engaged in the congregational January retreat about the 8th principle.
- Developed and implemented Mother Earth Love, a program of articles in the eNews and on Facebook that each describes an environmental justice issue and offers actions that we can take individually and collectively.
- We organized congregants to march in the CMU-sponsored MLK Peace March and Vigil behind our new UUFCM banner.
- We co-sponsored with the Adult RE Committee a presentation from the League of Women Voters (LWV) titled "Update on Voting Rights, Voting Bills and 2 Initiatives," and we have committed our primary efforts from now until Election Day on November 8 to work on voting initiatives – petition signing, education and getting out the vote.

UUFCM has donated to help others through:

- Fair Share Contributions to UUA and Mid-America Region - \$5,411
 - Guest at Your Table program for the UUSC (UU Service Committee) - \$800
 - Plate collection for MUUSJN - \$200
 - Collecting items on the 1st Sunday of every month to donate to the local infant pantry
 - Social Justice Coordinating Team coordination of monthly special plate collections to donate to support the work of various agencies (through March):
 - Discretionary Fund (for minister for local requests) - \$1,742
 - Kentucky Tornado Relief Fund - \$371
 - The Food Pantry - \$30
 - CMU Student Food Pantry - \$25 (from Harvest Feast event)
 - ICRH - \$85
 - Soup Kitchen - \$198
- ~ Norma Bailey

Worship Team Report

The current members of the Worship Team are Drew Frantz (minister), Norma Bailey (music representative), Laura McBride (lay worship leader), Jakobe Neal (DRE), and Annette Pratt (congregational representative).

The team developed the liturgical calendar for the year through August – minister-led services, lay-led services, and multigenerational services. At each meeting, themes and topics were discussed, lay leaders and worship associates were suggested, and ideas were generated for music and Stories for All Ages. All services were planned and led by Drew, except for the following:

June 27 – General Assembly (GA) worship service

July 18 – Laura McBride

July 25 – Norma Bailey

August 1 – Annette Pratt

September 12 – Joined the worship service of UU Church of Somerset Hills, NJ

October 3 – Norma Bailey and Laura McBride

November 7 – Brigitte Bechtold

November 28 – Norma Bailey and Annette Pratt

January 2 – Ricky Courlander

January 30 – Guy Newland

February 6 – Joined the worship service of the UU Congregation of Ann Arbor

March 6 – Norma Bailey

April 3 – Joyce Henricks

May 8 – Jessica Jernigan

Multigenerational services were provided on September 19, January 16, and May 1, co-planned and delivered by Drew and Jakobe. A goal this year was to continue the involvement of the children in the multigenerational services, and we were able to accomplish this. We are glad that the Youth RE program has begun to have hybrid worship (both in-person and on Zoom), at this point, two Sundays a month in the Social Hall.

Drew planned three special services. Besides planning a Blue Holidays service to support those for whom the holidays are difficult, Drew planned and delivered two outdoor services to allow more people to participate by feeling comfortable outdoors – the water in-gathering service in September and the Christmas Eve service. Both were well-received.

Our worship services throughout this year were hybrid (online and in-person) for the most part, with people signing up to attend in person. Those who attended in person attended under the guidelines of being vaccinated, wearing a mask, and social distancing, and there was no coffee hour. The services were led by Drew and supported by technical assistants through the Zoom platform. Technical assistants – Mary Alsager, Sally Armstrong, Chris Bailey, Elaine Emerick, Justin Fleer, Roxanne Fleer, Monica Jean, Laura McBride, Kendra Peffers, Annette Pratt, and Terrie Robbie – have been faithful and competent volunteers who helped make smooth worship services possible. Annette Pratt and Monica Jean also volunteered to run the OWL program to allow for the hybrid services and did an excellent job until a tech person was hired on March 13. Based on recommendations from the Coronavirus Task Force and approved by the Board, we continue with hybrid services, but effective April 3, people do not have to sign up to attend in person but rather can simply show up.

Recognizing that our future will surely be hybrid worship services to serve those who wish to worship in person and those who value the online capacity to worship, led by Drew, we will continue to provide high-quality worship services supported by volunteers who serve as tech assistants and worship associates. A goal this coming year is to expand the number of people who serve in these capacities.

~ Norma Bailey

Youth Religious Education Team Report

Team Members

The current members of the Religious Education Team are Jakobe Neal (Director of Religious Education), Jennifer Kennedy (Team facilitator), Carla Jensen (Secretary), Mel Bailey (Historian), Monica Jean Atkins (Team member), and Roxanne Fleer (RE Lead teacher). Most recently, our team adopted team roles to help with the organization and flow of meetings and tasks.

Throughout the 2021-2022 year, the Youth Religious Education Team has been working to create programming and learning opportunities for youth of all ages as we return from the pandemic with uncertainty for the future.

We have had online religious education since March of 2020, allowing youth and teens to join a religious education program on Zoom. Recently, in March 2022, the Youth Religious Education Team made the switch to hybrid services which allows the youth and children the option of attending online or in person in the fellowship. This decision was suggested by the Youth RE Team and approved by the Board under the guidelines that everyone be vaccinated and masked in the fellowship at all times.

The Youth RE program has had sporadic attendance across all ages this year. The most consistent attendees have been in the 1st-8th grade range, and they have engaged in the Soul Matters curricula. In an effort to attract interest in the program and to keep current students engaged, the 2021-2022 curriculum was shifted to be conversationally engaging. Furthermore, the Youth RE Team has begun to offer monthly videos that feature members of the RE and Worship Team as well as summer monthly folders as a part of our curriculum.

We have not had many events this year because of the pandemic. We co-planned three multigenerational worship services on September 19, January 16, and May 1, and we have been able to create a sense of unity by providing events and projects such as the summer garden, Valentine cards, and the monthly folders. These events have been enjoyed by the youth and teens who participated.

One of the Youth RE Team goals this upcoming year is to bring back opportunities that allow students of all ages in the congregation to get involved and to further invest in their religious education. As the world re-opens, we plan to offer new and traditional opportunities for the youth religious education program that can engage the many interests of our youth.

~ Jakobe Neal, Director of Religious Education and Youth Religious Education Team

Stewardship Committee Report

Membership

The members of the committee are Guy Newland (committee chair and Past President), Norma Bailey (President), Stacey Pattison (President-elect), Andrew Frantz (minister) and Matt Emerick.

Theme and Method

The committee identified this year's theme as "Healing in Community," a reflection of how the community is sustaining itself during the pandemic as well as the role of community members in caring for one another during this time. Direct contact between committee members and other members was greatly constrained by health precautions.

We identified a list of members and friends from whom pledges might be expected and surface mailed to each household a packet of material including a letter reflecting on our ministry to one another and the need for stewardship and a pledge card. We also announced the stewardship drive in the eNews and during worship services. It should be noted that Gisela and Tom Moffit, though not members of the committee, offered substantial assistance in this.

Reverend Frantz stated that he felt ministers could have a special role in working with larger donors to make sure they know how much their sustaining contributions are appreciated. We put him in touch with one such donor from who we had not received an expected contribution or clear pledge.

We identified four members to give testimonials during worship; they spoke about their reasons for giving on four consecutive Sundays (March 20-April 10) preceding Stewardship Sunday (the "deadline" for pledging), which was set as April 17. We heard testimonials from Matt Emerick, Jodi Fisher, Gisela Moffit and Jim Moreno.

Having received relatively few pledges as of April 10, we drafted an email message reminding people that they needed to get their pledges in and giving them again instructions on how to do this online or with the paper materials. This went out on April 11. Early reports from Treasurer Terrie Robbie suggest that this reminder was timely and did spur many people to get their pledges in.

Outcome

As of this date, we do not know the results of the stewardship drive. The plan is to identify by Monday, April 18, people who were expected to pledge but have not done so. We will then have members of the committee contact these individuals to prompt them.

~ Guy Newland

Coronavirus Task Force Report

The Coronavirus Task Force is charged with meeting regularly to review COVID data and trends (especially local) and best practices. We advise the Board of Trustees regarding UUFCM COVID policy but do not set the policy. The Board votes on any recommendations of the task force.

Three members served on the task force all year: Rev. Drew Frantz, Laura McBride, and Guy Newland. Two members stepped off the task force during the year (Deb Allore and Kris Los) and two new members joined: Jodi Fisher and Steve Gellman. They bring public health and medical expertise to the task force.

The main criteria that the task force considers are data from COVID Act Now and Bridge Michigan, as well as local trends that task force members are aware of. The UUA has some general guidelines and best practices, but local variations in the virus are the most important consideration.

The task force meets on the first Sunday in order to advise the Board of Trustees for their meeting on the second Sunday; and if necessary, the task force meets again on the third Sunday to advise the Board for a special COVID meeting on the fourth Sunday. In this way, the task force and the Board can respond to shifting COVID conditions more than just monthly if need be.

In the past year, we have started in-person worship, suspended it, and started it again. We have had different policies about singing or no singing, and different numerical limits on how many can attend worship. Twice we have sent contact tracing letters to the entire congregation when someone tested positive after attending worship. We have faced hard decisions, and there has been disagreement about policies. As always, we have tried to have health and safety first, and have sought to balance risk of infection with the spiritual and social benefit of gathering in person. Task force meetings are open to anyone who wishes to attend and be part of the discussion. Going forward it seems likely that COVID will continue to go up and down, and this task force will continue to offer its best advice for reasonable safety measures for all aspects of the activities of the Fellowship.

~ Rev. Andrew Frantz, minister

The UUFCM Mission:

*We are a religious community guided by love,
transforming our lives and our world.*