



Unitarian Universalist Church of Bloomington, Indiana, Inc.

Annual Report to the Congregation Sunday, June 13, 2021

Current Membership: 572

Certified Membership: 574

Board of Directors, 2020-2021

Stuart Yoak (President), Abby Gitlitz (Vice President), Steven Gilbert (Secretary), Rich Slabach (Treasurer)
Julie Lawson, Jane McLeod, and Drew Schrader (At-Large)

Monthly Board meeting minutes are posted here: ubloomington.org/about-us/board-of-directors

Ministers

The Reverend Mary Ann Macklin, Senior Minister
The Reverend Emily Leite, Minister of Religious Education

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Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Approved **Congregational Meeting** Minutes

June 7, 2020



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Submitted by Steven Gilbert, Secretary

ATTACHMENTS:

- A. Modified Slide Deck
- B. Senior Minister's Report
- C. Planned Giving Report
- D. Proposed Changes to UUCB Bylaws
- E. Treasurer's Report and Proposed Budget
- F. Board of Director's Report

Call to Order

President Stuart Yoak called the meeting to order at 4:13 p.m.

Guidelines for Conducting the Virtual Congregational Meeting

Vice President Abby Gitlitz provided an overview of the procedures for the online meeting and for voting, and a covenant of rules for participants to follow.

Introduction of Parliamentarian and Agenda

President Yoak introduced Parliamentarian Guy Loftman and provided an agenda for the meeting (Attachment A slide 1)

Vote to Proceed Under Emergency Rules

President Yoak called for a motion to proceed with the meeting online under emergency rules as previously explained by VP Gitlitz. A motion to that effect was made by VP Abby Gitlitz and seconded. The motion carried by poll vote.

Chalice lighting and Opening Words

Reverends Mary Ann Macklin and Emily Manvel Leite lit the chalice and provided the opening words.

Senior Ministers' Report

Reverend Mary Ann Macklin provided the Senior Minister's report (Attachment B)

Planned Giving Report

Chairperson Libby Devoe provided the planned giving committee update (Attachment C).

Quorum Report

One hundred and sixty-four confirmed members signed into the meeting, which considerably exceeded the 56 members (10%) needed to ensure a quorum.

Motion for Approval of Minutes

President Yoak called for a motion to permit the Board of Directors to approve the June 2020 Congregational Meeting minutes at a future Board meeting. VP Abby Gitlitz so moved. The motion was seconded and carried by poll vote.

Motion to Approve Changes to UUCB Bylaws

President Yoak called for a motion to approve changes to the UUCB bylaws as shown in Attachment D. Deb Hutton so moved. After a second the motion carried by poll vote.

Leadership Cultivation Committee Report

Chairperson Deb Hutton provided the Leadership Cultivation Committee report (Attachment A slides 2-3) along with the slate of candidates for 2020-2021 openings on the LCC and Board of Directors (Attachment A slides 4-8).

Motion to Approve the LCC Slate of Elected Officials

Chairperson Hutton called for a motion to approve the slate of candidates. A motion was made and seconded, and the motion carried by poll vote.

Special Purposes Fund Report

Chairperson Andrew Appel provided the Special Purposes Fund report (Attachment A slides 9-11). He noted that assets were up some from last year at the same time. The recent slide in the markets have prompted him to consider maybe being a little more conservation in UUCB investments, but no action has been taken yet to that effect.

Board of Directors' Report

President Stuart Yoak provided the report for the Board of Directors (Attachment F).

Treasurer's Report and Motion to Approve 2020-2021 Budget

Treasurer Rich Slabach presented the Treasurer's report and proposed budget for the 2020-2021 (Attachment E, and Attachment A slides 12-17), cautioning that the proposed budget should be considered tentative in light of unknown factors that may affect church finances over the upcoming months; and that a revised budget may be presented to the Congregation for approval at its December meeting.

Abby Gitlitz moved to accept the presented budget. After a second, the motion carried by poll vote.

Vote to Select the 25% Sunday Plate Recipient

VP Gitlitz and Board Member Drew Schrader explained the procedure for voting on the 25% Sunday Plate Recipient for 2020-2021. The vote is to be conducted online immediately after the meeting for a half an hour, with the results being announced by email and in the church bulletin next week.

Minister's Closing Words

Reverends Macklin and Leite provided the closing words and extinguished the chalice.

Adjournment

VP Abby Gitlitz moved to adjourn. After a second, the motion carried by poll vote. The meeting adjourned at approximately 5:25 p.m.

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Approved **Congregational Meeting** Minutes

December 13, 2020



Amended retroactively by the Board February 17, 2021 to include the written President's Report (aka Board of Directors' Report)

CALL TO ORDER AND CHALICE LIGHTING	3
GUIDELINES FOR CONDUCTING THE VIRTUAL CONGREGATIONAL MEETING	3
INTRODUCTION OF PARLIAMENTARIAN AND AGENDA	3
SENIOR MINISTERS' REPORT	3
CONGREGATIONAL LIFE AND RELIGIOUS EDUCATION REPORT	3
INTERIM MINISTER'S REPORT	3
COMMITTEE REPORTS	3
GREEN BUILDING	3
GREEN GROUNDS REPORT	3
PLANNED GIVING REPORT	4
SOCIAL JUSTICE FUNDS REPORT	4
TREASURER'S REPORT	4
QUORUM REPORT	4
MOTION FOR APPROVAL OF MINUTES	4
MOTION TO APPROVE ADOPTION OF THE 8TH PRINCIPLE	5
BOARD OF DIRECTORS' REPORT	6
MINISTER'S CLOSING WORDS	6
ADJOURNMENT	6

Submitted by Steven Gilbert, Secretary

ATTACHMENTS:

- | | |
|------------------------------|-------------------------------------------------|
| A. Modified Slide Deck | E. President's (aka Board of Directors') Report |
| B. Senior Ministers Report | |
| C. RE Ministers Report | |
| D. Interim Minister's Report | |

Call to Order and Chalice Lighting

Vice President Abby Gitlitz called the meeting to order via ZOOM at 4:20 p.m. after which Rev. Emily Manvel Leite conducted the Chalice Lighting

Guidelines for Conducting the Virtual Congregational Meeting

Vice President Gitlitz provided an overview of the procedures for the online meeting and for voting.

Introduction of Parliamentarian and Agenda

VP Gitlitz introduced Parliamentarian Guy Loftman.

Senior Ministers' Report

Reverend Mary Ann Macklin provided the Senior Minister's report (Attachment A).

Congregational Life and Religious Education Report

Reverend Emily Manvel Leite provided this report (Attachment B).

Interim Minister's Report

Reverend Dave Clements reported on his activities as Interim Minister (Attachment C).

Committee Reports

Green Building

Molly O'Donnell provided an overview of the current state of our green building efforts (Slides 1-2 Attachment D). UUCB has succeeded in reducing its carbon footprint earning an energy star certification rating of 97%. To date UUCB has saved \$33K in energy costs through Green Building Committee efforts. It's next major goal is to reduce natural gas usage.

Green Grounds Report

Anna Knust reported on efforts of the Green Grounds Committee (Slides 3-4, Attachment D). Currently she is looking to make the group's efforts more efficient by restructuring the use of volunteer time and by using automation where possible.

Planned Giving Report

Retiring Chair Libby Devoe provided the planned giving committee update (Slides 5-6 Attachment D). She reported that at the present time 67 households representing 17% of the congregation were engaged at some level of planned giving. She went on to urge others in the congregation to include gifts to the church in their estate planning.

At the conclusion of this report, Reverend Macklin offered strong and heartfelt thanks to Libby for her long and fruitful service as Chair of the Planned Giving Committee, crediting her with making the committee's efforts really "take off." She also revealed that a gift had been left for Libby near her birdbath at home.

Social Justice Funds Report

Denise Ogren reported on Social Justice Committee funding (Slides 7-9 Attachment D). The committee approved \$1300 in two new grants as well as extending \$1000 dollars grants previously made but deferred due to the pandemic. Disbursements for the 25% plate fund were reported and are shown in Slide 18.

Treasurer's Report

Rich Slabach provided the treasurer's report (Slides 10-12 Attachment D). He noted that the financial condition of the church is good at this time, with income currently exceeding expenses. However, this situation will require monitoring as conditions may change in the Spring. He noted changes made in the budget that had been adopted in June, with the largest being \$5K for more hours for our technology specialists. This leaves a comfortable buffer of around \$40K between income and anticipated expenses.

VP Gitlitz moved for congregational acceptance of the Treasurer's Report. Julie Lawson seconded. The motion passed.

Quorum Report

VP Gitlitz reported that 146 confirmed members were signed in at the beginning of the meeting exceeding the 58 members (10% of eligible membership) needed to ensure a quorum.

Motion for Approval of Minutes

VP Gitlitz called for a motion to permit the Board of Directors to approve the December 2020 Congregational Meeting minutes at a future Board meeting. After a second, the motion carried.

Motion to Approve Adoption of the 8th Principle

VP Gitlitz moved and Stuart Yoak seconded the motion that UUCB adopt a modified version of the UUA 8th Principle, which reads:

We, the members of the Unitarian Universalist Church of Bloomington, Indiana covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.

Drawing on feedback from open informational sessions held online ahead of the Congregational meeting, Board members Julie Lawson, Drew Schrader and Jane McLeod provided background on the origins and history of the 8th Principle along with the Board's reasons the Board was asking for its adoption as written and presented above. They focused especially but not exclusively on the meaning that such an action would have for members of color, both here and elsewhere.

The motion was then open for discussion. An objection was raised that version presented for adoption differed from the UUA version disseminated earlier to the congregation for review, specifically that the first eleven words in the UUCB version replaced the UUA wording, which was: *We, the member congregations of the Unitarian Universalist Association...* VP Gitlitz replied that anyone who objected to the wording change should indicate that by voting against the motion.

Concerns about the 8th Principle focused on that it did not follow the structure of the other seven principles, it was too vague, that the first seven principles already covered these issues, that it did not cover additional kinds of oppressions, etc.

Responses included that our traditions as Unitarian Universalists are not fixed and must be responsive to new understanding; that adopting the 8th Principle would clearly identify our commitment to dismantling racism; that it is simply not enough to dismantle racism in ourselves we must acknowledge and dismantle racism in our institutions; adopting the 8th Principle would honor and clearly demonstrate our solidarity with Black Lives UU who proposed this principle Individuals expressing concern tended to favor postponing the vote pending further study rather than rejecting the motion outright.

The discussion lasted for over an hour, during which a motion was made and seconded to strike the colon from the proposed 8th Principle for the sake of grammatical clarity. After the question was called to end all discussion, a vote was held on this question. The motion to strike the colon from the statement failed.

The original motion to adopt the 8th Principle was then put to a vote via email, with phone links for those unable to access email. Voting remained open until 8 p.m., after which the votes were tabulated.

Subsequent data showed the motion that UUCB adopt the 8th Principle as written carried by a vote of 151 to 2.

Drew Schrader, who conducted the online vote, added later by email:

It is noteworthy that that is more than our quorum report of 146 as well as more than were actually in the meeting at the time we called the vote - more like 123ish. We can attribute the additional numbers to:

- *additional people added during the meeting that did not get counted for quorum*
- *Places where there were more than one member on a device that we did not get recorded during check-in*
- *The fact that some people might have left the meeting, but were originally in attendance and voted because of the email we sent to all of the folks from the quorum.*

Board of Directors' Report

President Stuart Yoak declined to report orally due to the length of the meeting, opting instead to email his report to the congregation at a later date. *These minutes were amended retroactively by the Board on February 17, 2021 to include the report for informational purposes, provided in Attachment E.*

Minister's Closing Words

Reverend Macklin provided the closing words, thanking Board, staff and those in attendance for their efforts and concerns, as well as their willingness to listen to one another while working out contentious issues.

Adjournment

VP Abby Gitlitz moved to adjourn. Jane McLeod seconded. The meeting adjourned at approximately 6:55 p.m.

UUCB Leadership Cultivation Committee

In spite of the pandemic, the LCC functioned well last year. The four committee members were Dan Wiseman (Chairperson), Beth Hollingsworth, Nicole Motz, and Pat Brantlinger. Stuart Yoak and Ann LeDuc are also ex-officio members, with support from Rev. Dave Clements. The LCC depends greatly on the background work of Ann LeDuc, our Zoom Queen and database expert, for much of our work to be successful. Nicole and Beth will become co-chairs next year, as Dan's term is over.

Our initial activities involved conducting leadership conversation sessions to get to know members of the congregation with the potential to be leaders. We did two sessions in the fall and one in the Spring involving 10 people. We were also greatly blessed to sponsor two workshops by a very talented newer member of the congregation, Suzanne Fodor. Her workshops in October and April were well attended (30 plus people) and much appreciated. We are grateful that Suzanne will be joining the LCC next year as a committee member.

We had two open election positions to fill this year. After much discussion and consultation with Rev. Macklin, we were able to find highly qualified members for the Special Purposes Fund and LCC. Ed Long and Suzanne Fodor's names will be placed in nomination for these two positions at the June 13th annual congregational meeting.

Respectfully submitted by Dan Wiseman, LCC Chairperson 2020-21.

Nominations for Elected Office June 2021

- 1. ELECTION BIOS**
- 2. FULL BOARD & COMMITTEE MEMBERSHIPS FOR UUCB YEAR 2021-2022**

-
- 1. ELECTION BIOS**

SPECIAL PURPOSES FUND COMMITTEE

Ed Long

Ed has lived in Bloomington for two years but has been a UU since 1982. While in Nebraska he served three years on the Board of Trustees and six years in financial leadership positions. He also served for about a year on the lay management team in Texas. He has also served on the Board of a non-profit community radio station (similar to WFHB) for six years, which included three years as Chair. Since moving to Bloomington, he has volunteered for short stints at WFHB and at the Rise and has been involved with the hiking group and the men's discussion group. Ed is a retired Claim Representative and is now working part-time at IU Health as a registration specialist.

LEADERSHIP CULTIVATION COMMITTEE

Suzanne Fodor

Suzanne Fodor, PCC (she/her) is an Executive Coach and Instructor within the Kelley School of Business and provides team building and communications consulting to corporate and nonprofit companies. She enjoys staying active in the theater and film community, and in Bloomington, can be found at the library, hiking the Boathouse Trail with Arnold and Molly, or in the backyard trying to keep plants alive. She is deeply honored to serve on the LCC and hopes to foster all members' confidence in their leadership ability.

2. FULL BOARD & COMMITTEE MEMBERSHIPS FOR UUCB YEAR 2021-2022

BOARD OF DIRECTORS

Stuart Yoak, President
Abby Gitlitz, Vice President
Steven Gilbert, Secretary
Rich Slabach, Treasurer
Julia Karin Lawson, At Large
Jane McLeod, At Large
Drew Schrader, At Large

SPECIAL PURPOSES FUND COMMITTEE (SPF)

Andrew Appel
Ruth Aydt
Ed Long

LEADERSHIP CULTIVATION COMMITTEE (LCC)

Pat Brantlinger
Beth Hollingsworth
Nicole Motz
Suzanne Fodor

MINISTERS and STAFF

Senior Minister's Report

The Reverend Mary Ann Macklin

We, as ministers, staff, friends, and members of this congregation, and we, as people living in this country, and we, as global citizens, have experienced change, grief, and stress at an unprecedented rate this year as a result of what a colleague, Dr. DEW, names as the Triple Bottom Line Pandemic. First, we have dealt with a biological threat, a virus, which resulted in social isolation, distrust, and death. Second, we are living into a new level of social and racial justice while dealing with economic, ecological, and emotional disruption of structures. Third, as a result, many are now questioning or seeking to explore their concept of the sacred, God, Goddess, and the nature of the Universe.

What role do faith communities play in today's society? How have we sustained ourselves as a congregation and what are the challenges?

I believe we begin with gratitude, gratitude for all that is our lives. As a congregation we have much for which to be grateful. I am grateful for the ancestors who first conceived of the idea to have a Unitarian Fellowship some seventy years ago. I am grateful for each President that has served this congregation and each Board Member. I am grateful for all the staff members throughout the years. And, yes, I am grateful for all the ministers. Each had a dream when they arrived at UUCB. While not all were able to find completion in their hopes and dreams, I choose to believe that each dreamt for the betterment of this congregation. I am grateful for all the elders, adults, young adults, youth, and children that have been, are and will be part of this congregation. I am grateful for our community partners and hope the number of partners grows for the congregation in years to come. I am grateful for the plethora of ministers we have in our midst. And I am grateful for all who create music in this place. I am grateful for the building. I am grateful for the awareness that has led to a land acknowledgement at the beginning of each worship service. I am grateful for the social justice makers, the spiritual seekers, the community caretakers, the steadfast leaders, the detail organizers, the passionate educators, the holders, the blessers, the ritual makers, the change players, the generous givers and the full life lovers (meaning living a full life not the organ in our body, not that I am not grateful for my liver, I am). And I am grateful for the opportunity to serve this congregation one more year.

Since it has been a weird year, I decided to do my annual report a little differently. In this weird and tender year, I share with you my Senior Minister Goals for 2020-2021 (for the Board of Directors) and my present day, end-of-year responses for my ministry in 2021-2022.

Goals for COVID-19 Ministry 2020-2021

by Reverend Mary Ann Macklin

Educate, demonstrate, and inspire others to model being a non-anxious presence in the face of the unknown, including the space and resources to grieve, with hearts open to those who are suffering, particularly those who are marginalized or isolated. Meanwhile, hope for the best and plan for the worst.

- 1) Work with the Board and Ministers to help define our vision for going forward in these unknown times with input from congregation, staff, ministers, and other stakeholders.
 - *As staff and lay leaders, we have relied on our own congregation, the MidAmerica District as well as the revamped vision of other large UU Congregations to understand the limits and possibilities during COVID-19 times. We have been creative in our efforts to bring people together outdoors as well as new structures for some of our fundraisers and regular gatherings, from the car choir to religious education rituals and connections, even the Annual Church Bazaar. People got creative!*
 - *The Church Zoom Coffee Hour has become a source of listening for the Ministers, Board, and Lay Leaders. We thank everyone who takes time to participate in these sessions and Breakout Rooms.*
 - *We have also utilized surveys as well as one-on one connections to gain feedback. Again appreciation for everyone who has participated.*

- 2) Work with the Board to explore the current shape of our ministerial team, and create clear lines of communication throughout staff and leadership in terms of role clarity, responsibility, and accountability.
 - *In this past year we have been engaged in an Interim year since the departure of our Associate Minister in the early winter of 2019. We are exploring lines of communication and responsibilities as part of this Interim process. Reverend Dave Clements arrived in September to help us with this work in process.*

- 3) Create a comprehensive End of Life program for the congregation in collaboration with the End of Life Task Force.
 - *Our End Of Life Task Force has been steadfast in stepping up to host a Breakout Room during the Coffee Hour at the end of each month. While I personally have facilitated several virtual Memorial Services and attended to those dying as best as one can do during COVID, the creation of an End of Life Program was put on the proverbial back burner.*

- 4) Meet with CFO, Treasurer, and President twice a month to assess finances across the board and create concrete plans for economic downturn that will impact the life of the church and others.
 - *These meetings have been very helpful in maintaining an overview of our church finances. We are fortunate that our church was not affected deeply by the uncertain economic times for 2020-2021, which have left some devastated. A PPP loan helped the congregation's position. Not all pledges are in for 2021-2022 and we will continue our meetings, at least monthly, through the next year.*

- 5) Since our live-stream Sunday worship services have become the absolute primary means of connecting as a congregation, a key focus, as Senior Minister, is to ensure that rich and meaningful worship services are created which keep us grounded in our identity as Unitarian Universalists, nurtured in mind/body/spirit and inspired to our greater selves. Also include more embodied joy and sacred movement.
 - *Staff and lay leaders have worked diligently, creatively, and consistently to bring rich and meaningful worship services to UUCB. Plenty of energy and resources have gone into these creations. We know that many of you have used the Sunday worship service as a touchstone. We also know that some of you do not enjoy worship on a screen. Still others have joined our church who have never entered the physical building and may never do so.*

As in many things during pandemic times, we are entering new ways of being together which means that we will be integrating both virtual and in-person worship over the next few years and in years to come. Thanks to all the amazing volunteers and musicians.

- 6) Create space and resources for after pastor issues.
 - *We asked that our Interim Consultant, Reverend Dave Clements, have this within his purview. I, along with others, have used UU MidAmerica Resources and UUA resources to integrate the aftermath of our Associate Minister's departure. We hope our congregation will continue to integrate the loss some experienced with a departure of a minister.*
- 7) To discern ways to upgrade our technological communication and outreach to the greater whole.
 - *We are currently exploring a multi-platform format for both our library and fellowship hall. With that model, we could do a combination of Zoom and in person gathering for small groups. Also, we are working with our tech team to upgrade our live-stream service and recently switched to a new platform for streaming and archiving. We plan to improve social media outreach next year and experiment with podcasts as part of our UUCB communication. We are waiting to hear about a UUA grant that would increase this possibility.*
- 8) Assess and bring together the various lines of anti-racism efforts in the congregation.
 - *This congregation took an important leap forward when you all voted to adopt The 8th Principle in the December congregational meeting. What a process that was. Our Racial Justice Task Force has helped lead the way with this effort, along with our DRE Adrienne Summerlot and MRE Reverend Emily Manvel Leite, and Interim Consultant Dave Clements with hosted meetings and opportunities. The congregation-wide reading of Caste by Isabel Wilkerson proved life changing for many, particularly those involved in small groups. Currently, many of us are engaged in the 21 Day Racial Justice Challenge, and we will have our summer read, An Indigenous People's History of the United States by Roxanne Dunbar Ortiz, during the summer months. Other action-oriented activities have taken place and are covered in other reports.*
- 9) Have means of keeping staff informed of key communication from Regions and UUA
 - *We are engaged in regular correspondence and meetings as staff and lay leaders. We hope to have some on-site visits with UUA staff in the coming year.*
- 10) Assess possible impact of new hospital being built nearby upon our property, the Belcher property. Work with the President of the Board to meet with stakeholders in this situation.
 - *OK, this one went on the back burner. Will do this before my departure in 2022.*
- 11) Work with Ministers, Board, staff, and lay leaders to explore changes needed to create larger church organizational structure in which an anti-white supremacist lens is utilized and staff and lay leaders feel valued.
 - *We seek guidance from diverse voices as we go forward within the Mid-America region and the Unitarian Universalist Association as well as Bloomington.*

Personal Professional Goals

- 1) Find ways to rekindle collegial relationships.
 - *I joined a small group of Regional colleagues that meets monthly. I have found this refreshing.*
 - *Also have begun meeting with other colleagues one-on-one.*
- 2) Reconnect with the inner life and source of my ministry
 - *I have engaged in some invigorating spiritual practices, particularly during the winter months, which I have found grounding. Also, I find time off allows me to rekindle this connection.*
- 3) Explore and embody new approaches and priorities to my ministry and relationships.
 - *COVID-19 made this happen whether I wanted it to or not. Priorities have included the creation of Team Tend and other ways to keep track of those in our congregation who are vulnerable or isolated, or experiencing illness or other challenges, from economic to emotional. Support groups for those grieving and for those who are caregivers have been invaluable. Thanks to staff and volunteers for caring for one another.*
- 4) Reignite pursuit of ongoing education to nurture my mind, body, and spirit as a spiritual leader.
 - *I have taken some classes (and taught one) in death education and trauma ministry. My Zumba classes are definitely part of my ongoing nurturance of mind, body, and spirit as is basketball with my friends from the Mormon Church. I was able to Zoom Zumba and Tabata all through COVID-19; thanks to my minister aka Dance Fitness Instructor, Darrelyn Valdez. And after a year-long hiatus, basketball resumed in May,*
- 5) Increase my education and use of technology.
 - *Yes, indeed. To sum it up---Zoom is no longer my enemy. I turned the other cheek, so to speak. And I have spent more hours getting to know my computer and cell phone. Ugh but good.*
- 6) Create space for after pastor issues.
 - *With help from Mid-America Region Resources, Interim Consultant, Board of Directors.*
- 7) Reconnect and VALUE my creative ministry and the joy that comes with that ministry for myself and others.
 - *I have done that while also recognizing that I am entering a different season of my ministerial life. And now my letter to that end, so to speak.*

May 24, 2021

Dear Members and Friends of the Unitarian Universalist Church of Bloomington,

I am writing to let you know that, with both heartache and hope, I will depart this congregation as Senior Minister in June of 2022, after serving one final year of full ministry. Something is calling me beyond the ministry of congregational life.

This decision is not an easy one, and I have not made it hastily. I have a deep love and gratitude for this congregation, and I had hoped to accompany you all upon life's journey until my eventual retirement. Still, I must listen to that sacred voice within that has never betrayed me when I have had the courage to listen. That inner voice led me into ministry over thirty years ago; I trust it to lead me forward now.

What, exactly, is calling me forward? It's a little mysterious, but it may not surprise you that it involves end-of-life ministry. I will be exploring various paths, such as chaplaincy, death doula education, and other ways of leaning into the sacred mystery of life and death. I find myself excited and scared, delighted and sad, strong and vulnerable as I prepare to move into this unknown ministry.

As of June 2022, I will have served this congregation in ministry for twenty years. I believe that the success and satisfaction of that ministry will be found not only in the events of those years, but in the growth and achievements of UUCB in the years ahead. I am excited when I ponder the vibrant energy and fresh perspectives that new ministerial leadership will bring to this congregation.

Also, after June 2022, I will be following the usual practice of ministerial absence from the congregation, allowing you all to let go of me as Senior Minister and allowing me to let go of my identity as your Senior Minister. My spouse Deborah and I have selected a support team to help us with this transition. We have more questions than answers about our future, but we have no current plans to leave this area.

And so, my friends, I ask for your support. I ask that you engage my ministerial service to this congregation one more year, sharing together all that life may bring and entering closure next spring. I ask that you honor the changes that Covid has brought, and the changes that my departure will bring, and take tender care of yourselves and each other. We have much ministry ahead of us this year, including finding our way forward in these awkward times of pandemic. Together may we continue Seeking the Spirit. Building Community. Changing the World.

I close in deepest gratitude for my spouse Deborah, the Board, lay leadership, staff, colleagues and the members and friends of this Unitarian Universalist congregation. To paraphrase Rabindranath Tagore, "may this not be an ending but rather a completeness." My heart is full.

*Peace and Love,
Reverend Mary Ann Macklin*

Lastly, on a congregational polity geeky note, here's my moment of education. In policy governance, the Board sets forth Ends Statements which establish our general principles as well as what our congregation aspires to do. These statements expand upon our congregation's vision statement of "Seeking the Spirit, Building Community, and Changing the World" and our congregation's mission statement to provide spiritual and governance guidance to the ministers, staff, and lay leaders. I utilize this framework to set forth goals for the year and thus expected outcomes. I include it with this report to emphasize that this is a living document which the Board changes in response to the congregation.

The term "Ends" refers to the fact these statements are not policy that dictate "means" or how things are done but are, rather, our expected outcomes. The Ends statements were adopted by the board in September of 2010 during the transition to policy governance and are a living document maintained by the board with input from the congregation. **These Ends statements were revised in 2021 following the congregation's**

decision to adopt the 8th principle. By adopting the 8th principle, we have committed ourselves to working to build a multicultural Beloved Community in which people of diverse racial, ethnic, educational, class, gender, sexual orientation backgrounds and identities come together in mutually-respectful, loving, and caring relationships to seek justice within our congregation, the local community, and in the broader world. (Emphasis mine)

Policy I. Ends Statements

Seeking the Spirit

UUCB exists to:

1. Provide members from a variety of faith traditions with a liberal, universally accepting spiritual home.
2. Provide compassionate spiritual care to congregants without the burden of restrictive creeds, tenets, covenants or preordained beliefs.
3. Provide a space where people from diverse backgrounds with different perspectives can freely gather to explore their beliefs.
4. Provide people of all ages with opportunities to grow together spiritually through liberal religious education and practice, leadership, and community action.
5. Encourage adherence to the Seven Principles adopted by the UUA and to the 8th Principle adopted by the UUCB.

Building Community

UUCB exists to:

1. Build a liberal community dedicated to accountably dismantling racism and other oppressions both within itself and in the larger community.
2. Build an accepting community inclusive of diverse gender orientations.
3. Build a welcoming community where those from diverse cultural and religious backgrounds feel that their experiences and perspectives are valued.
4. Build an active community where members share their time, talents and resources for the common good.
5. Build a thoughtful community where people can explore ideas and perspectives without trepidation or fear of rejection.
6. Provide members, ministers, and staff with an environment where they know that they will be welcomed and valued.

Changing the World

UUCB exists to:

1. Encourage leadership and participation in efforts to eliminate prejudice, injustice, and oppression within the community and in the world at large.
2. Provide members with the means to undertake projects fostering social justice and community welfare according to their interests.
3. Provide members with ways to contribute financially and otherwise to good causes within the community and in the world at large.
4. Partner with other congregations and organizations in efforts to foster positive social change.
5. Engage with and encourage the UUA to build a diverse and multicultural beloved faith community.

6. Encourage leadership and participation in projects that foster ecologically sound, sustainable, and livable communities, both locally and throughout the world.

Thank you to the Board for this living document to guide our way.

Reverend Mary Ann Macklin

Music Minister's Annual Report

In this unprecedented year, I am so very grateful for the talent, generosity, and ingenuity of our congregation!

As the pandemic dragged into the Fall, many musicians stepped in to provide music for our livestream services. Of course, our very own Gift of Music, Ray Fellman, carried the bulk of responsibilities, with Kim Carballo subbing when necessary. Jill Courtney spent many hours crafting wonderful virtual choir videos with our talented children. Carrie Newcomer provided music time and again - and such glorious music! Sylvia McNair, Scott Hogsed, Dan and Beth Lodge-Rigal, Malcolm Dalglish, Sarah Flint, Keaton Springfield, Dan Reed and family, Richard Roland and Raymond Sage, Alain Barker, Janiece Jaffe, Kit Boulding, Jay Sissom, Colleen Haas, Steve Pollitt, Catherine Barker, Denise Breeden-Ost.... We are very lucky in the amazing talent within our congregation.

And our choir survived with a lot of help from our tech friends! First we created individual videos for a virtual premiere (coming!) of our choral tango, *Weave In*, by Aaron Travers with text by Walt Whitman, which we commissioned in honor of Dan Quilter and his leadership of Interweave.

In December, our media gurus Andy Beargie and Ned Joyner, with the blessing of Reverend Mary Ann and help from Reverend Dave and the Barbara Carlson fund endowed by Clarke Dewey Wells, created the set-up for our car choir (or "the world-famous car choir," as Rev. Dave calls it.) This allows the choir to sing and hear each other from our cars, so we can rehearse and record audio recordings of music for Sunday services. Then whiz videographer Miles Eddy takes video footage and creates wonderful, artistic videos. Andy's drone camera has been put to use, too.

I anticipate we will continue to use the car choir for several more months, since singing is a particularly dangerous activity. I have also ordered singers masks, so we can also find ways to sing together in an unmediated way.

A highlight of this year was working with Dr. Raymond Wise of the African American Arts Institute.

And we have commissioned two more pieces we look forward to performing for you: *Amendment* by Melissa Dunphy with texts by Stacy Abrams and others, commissioned in honor of Ray Murray and Bill Lynch. And a new work for Water Communion, a mash-up of three familiar tunes, created in honor of Dan Willard by Shawn Kirchner, arranger of our fun Christmas piece *Brightest and Best*.

I continue to be inspired by this amazing congregation. Thank you all!

Susan Swaney, Music Director

p.s. Be sure to get your *Ray of Sunshine* CD! Sylvia McNair, Executive Producer, Ned Joyner, Audio Engineer, and Our Pianist Ray Fellman created a beautiful compilation of the beautiful solo piano pieces Ray has played as preludes and offertories over the years. Thanks to Sylvia's largesse, all proceeds go to the church!

Church Administrator's Annual Report

I hardly know where to begin. I wrote my last annual report in mid-May 2020, and none of us had any idea whatsoever what the coming year would bring. That's always true, I guess, but we really could not have imagined what the rest of 2020 was going to be like. Uncharted territory is a place that eventually has become familiar, even if it never is really quite comfortable. But you know what they say about comfort; it's overrated. If you stay too comfortable, you never grow.

The Really Short Answer.

I did all the tasks I usually do as your full-time church administrator for the past year, except I did them remotely, from my home 20 miles away. Oh, one exception is that I did not schedule any meetings inside the church building, but I did help schedule about a gazillion Zoom meetings!

The Short Answer.

The short answer is that for the past year, during a worldwide pandemic of epic proportions, with the assistance of our amazing and gifted Office Assistants Monica Overman and Mandy Skinner, volunteer Wonderwoman Arzetta Hulst-Losensky, Treasurer Rich Slabach, our accountant Cathy Martin, Custodian Jeff Stone, Eryn Cusack's Earthborn Cleaning Service, many helpful volunteers, and of course the Almighty Internet, we have been able to maintain our building, keep our staff and bills paid, produce our newsletter and updates, do all of our banking and recordkeeping for pledge contributions, and administratively support all the programming and worship services planned and facilitated by other staff members, ministers, and volunteers, all of the time working remotely from our homes. This is nothing short of miraculous. Believe me, I have honed coping and creative skills during the past year that I did not even know I had!

The Answer in Haiku Form.

This year was weird, but

We found new ways to connect

Even with masks on.

Church Administration Beyond Bloomington.

I have been a member of the Association of UU Administrators, my national professional organization, since 1993. This year, I have been nominated to serve as President of that august body of over 200 members. I hope my service will encourage excellence in church administration and provide the kind of learning opportunities that other administrators find helpful. I am honored to be asked to serve. Our annual Professional Days two-day training will take place in mid-June on Zoom, as it did in 2020. I am so glad this technology exists so that we can continue our work in new ways, even under the most unusual circumstances.

I continue to appreciate the love, support, and determination of our truly exceptional congregation.

In faith,

Carol Marks, Church Administrator

Connections Coordinator Annual Report

Although this year brought many challenges to how we do church, this congregation continued to grow and meet the challenge. Throughout the year we continued to welcome newcomers and new members into our congregation. We have welcomed a total of 32 new members since this time last year, bringing us to a total of 573 members.

The year also brought a large shift in the work of this position. Instead of the opportunities to connect and warmly welcome visitors and members in-person, my work required finding ways to creatively use technology to make this happen. Through Zoom, thousands of emails, a multitude of phone calls, and the help of great volunteers we persevered.

This year the generosity and heart of this congregation was truly visible through the hard work and dedication of all our volunteers, who make this church wonderful. My heartfelt thanks to every volunteer!

Overview of 2020-21 Connections Activities

- Facilitating of the New to UU (formerly First Steps) classes once a month via zoom
- Organizing of the Exploring Unitarian Universalism classes throughout the year via zoom
- Connecting newcomers with the leaders of groups and activities
- Hosting membership ceremonies
- Creating and Supporting “Baby Welcomers”
- Communicating via email, phone, and zoom with newcomers to help them understand Unitarian Universalism and get to know our church.
- Assisting and leading volunteer recruitment, including Green Grounds volunteers
- Maintaining membership and attendance data and providing reports
- Conducting the annual review of the membership roll
- Contacting members during the month of their membership anniversary
- Working with ministers and Lay Leaders to create on-line questionnaires as needed
- Creating Facebook posts and events
- Providing technical support for Zoom and PayPal
- Organizing and hosting weekly Virtual Coffee Hour
- Assisting with the UU History class

Serving Committees and Groups

I play an active role on several committees including: The Annual Goods and Services Auction Committee, the Leadership Cultivation Committee, the Caring Committee, Team Tend, and the NEST committee (Next Steps in Transition). Additionally, I support the following groups: UU Hikers, Gardeners, Baby Welcomers, and the new UU online book club.

Ann LeDuc

Connections Coordinator

Religious Education Annual Report

Minister of Religious Education and Congregational Life: Reverend Emily Manvel Leite

Director of Religious Education: Adrienne Summerlot

Religious Education Assistant: Stephanie Kimball

Our focus for this year in Religious Education has been **Connection**.

This has been a year like no other in living memory. A year of making things up from scratch as we met each challenge that arose, and then of making things up anew as we discovered ways we were falling short or could be serving you better.

This was especially true in Religious Education, but also in Sunday worship and community life, where we needed to figure out how to recreate beloved community rituals and services through Covid times. That work included continually seeking possibilities for adults, youth and children to actively participate in online Sunday services, keeping us visible to one another as a gathered community, and creating meaningful and connected ways to mark rites of passage as a virtual congregation. It wasn't easy to figure out how to run an Equinox service, flower communion, or baby dedication online! And it felt especially good to come together in person for our Gathering of Spirits Ancestor Celebration and Covid Memorial, our Celebration of Light Procession of Giving, and our more recent Sunshine Extravaganza.

In Religious Education, we have struggled alongside our families to cope with the demands placed upon parents to be not only parents, but also teachers, coaches, religious educators, and playmates for their children, even while being challenged to learn new ways to do their own work and self-care. We have offered ongoing programs and drop-in opportunities in various formats, and have had two thirds of our pre-Covid families participate in some way in these programs--a remarkably high percentage, according to religious education leaders at the Unitarian Universalist Association. I hope you will read the Religious Education Report which outlines the programs and activities that were created and offered in this extraordinary year. I am especially excited that we have gained 4 new active families and 1 new active youth in religious education during this time. We cannot wait to meet them in person in the coming months.

As we end this year, and draw near the end of Adrienne's and my leadership in Religious Education, I want to say out loud how grateful I am to have worked with the remarkable children, youth, families, staff members, RE Vision Team leaders, volunteer teachers, mentors and advisors who have made our program all that it is. I have loved working with each of you and sharing my passion for Religious Education here.

On my own, I would not have chosen to end that work for myself, but as I have reflected upon the Board's decision, it has become clearer and clearer to me that the staff changes that are planned are a good thing for the congregation at this time. I deeply believe in the Board's vision of taking time as a congregation to re-imagine the welcoming community we want to create for all ages. I wholeheartedly support their planning for:

- hiring a full-time Director of Lifespan Faith Development through a nationwide search using the best possible hiring practices
- lifting up faith formation as a lifelong process, recognizing that we need to support people of all ages on that journey, not just our children and youth

- creating a strengthened multigenerational beloved community that supports building relationships among people of all ages.

I am excited for our future and the possibility it holds for our families, children and youth, and all of our members through these plans.

Personally, I am preparing to enter into a new role in the coming weeks--moving from full-time Minister of Congregational Life and Religious Education to being your half-time Minister of Story and Ritual. In this role, I will still be working with kids, youth, and families and with all of you as we discover new ways to worship together and to support one another through moments of celebration, challenge, and change. I will be creating services and congregational rituals, offering programs for spiritual deepening, and exploring ways to continue to involve people of all ages in leading and enhancing our shared worship experiences. I will still lead our Coming of Age program, continue my pastoral work, create multigenerational services, and tell you stories.

I want to express my trust in the wisdom of this community and my belief that we will emerge from this time with greater strength and vision. This isn't an unfounded belief, but the result of witnessing true care for children, youth and families among those without children in our congregation, and of witnessing the tenacity of those with kids through many changes, and particularly through all the adversity of this past year. In my fifteen years on the staff, I have witnessed this congregation learning and changing in many ways, but always with the intention of creating an evolving community of love, growth, and justice for all ages.

I will be here with you on that journey--not in all the same ways as before, but present and ready for the time of discovery that we are embarking upon together in the coming days.

Reverend Emily Manvel Leite
Minister of Congregational Life and Religious Education

Religious Education Program Offerings (September-2020 - June 2021)

Anti-Racist Families

facilitated by: Adrienne Summerlot, Stephanie Serierre and Jason Michálek

Enrollment: 13 families (20 parents and 21 children)

This program utilized picture books and lessons that centered characters of color and told the stories of important figures in history. Our goals were to provide adults and children with language for ongoing conversations, deepen understanding of race, racism, and oppression, and increase awareness of what it means to actively work toward being anti-racist. We collectively explored 1 story and 1 larger concept per month and provided additional resources for pick up and individual exploration through a lending library. There were two gatherings online per month via Zoom: one with a conversation for parents and caregivers and another which was family friendly activities, sharing and discussion for all ages. This program did not regain momentum after winter break and instead we shifted to sustaining the lending library. We are using the spring and summer to make the lending library more robust and considering how to help families keep the 8th Principle front and center and stay engaged with anti-racism work.

Practicing Our Promises

facilitated by Reverend Emily Manvel Leite and Stephanie Kimball

Enrollment: 15 families (21 parents 26 children)

This program provides an opportunity for families to explore our UU Principles (or Promises, as we refer to them with children), including the 8th Principle, which, in children's language, is "Make a loving community for everyone, regardless of skin color or group." This program was designed to help families and children develop a strong sense of themselves as Unitarian Universalists and to connect to one another through collective craft projects and journals. Reverend Emily and Stephanie designed and created 22 traveling story boxes. Each box contains a Spirit Play story basket, wondering questions, crafts/activities, and a social justice project. Videos of familiar teachers telling the stories are available online in a Vimeo channel that Emily and our Media Specialists created to make videos accessible.

This program has offered the beginning of a relationship with UUCB for two new families this year. This program will continue through July 2021 at the request of participants. We hope to offer a display of this group's communal art whenever we are able to re-gather on Fee Lane.

UU Home

facilitated by Reverend Emily Manvel Leite and Stephanie Kimball

Enrollment: 15 families (21 parents 22 children)

This program delivered monthly kits of materials to help families explore our monthly congregational theme through small moments of story, conversation, activity, and spiritual practice. It was designed to provide parent/caregiver connection and support and opportunities to integrate UU values and practices into home life. We were one of two on that: we found that online meetings were hard to sustain, and the parent meetings were discontinued in March. But the kit materials were rich and appreciated.

In February we added a kids' page, which made the items in the kits accessible for reading-age children to use on their own, whether or not their family had time to dig in together. At that time, some of the children started taking leadership in getting their families engaged with UU Home.

Youth Group

facilitated by Adrienne Summerlot, Kelly Rockhill, Jessie Monroe and special guests.

Enrollment: 25 youth

This year we combined middle and high school and met almost exclusively over Zoom on the 3rd Sunday of the month. The group of 7th-12th graders is small but steady with 5-10 youth attending monthly and 2 new members to the group. Youth have appreciated kits delivered to their home which allows them to participate in an activity together in real-time while socializing. Highlights included: s'mores, painting, pizza making, and playing games. 2 youth and one adult volunteer joined with youth and leaders from 10 UU churches in our area for our first virtual youth conference in March. Our largest gathering was in April with 14 youth in attendance! In May, we had our first in person gathering at Griffy for a hike which was a tremendous joy for the 9 youth in attendance. The facilitators noted how you could feel the buzz and energy of their connection just being able to talk while walking and some meeting each other in person for the first time. We are thankful for the protocols given by NEST and from the hiking group which made this event a success.

Additional Programs and Activities

June & July 2020:

Interfaith Social Justice Summer, Anti-Racism Work and Back to School

We partnered with Interfaith Friends: a group of religious educators from First Presbyterian, Beth Shalom, Trinity Episcopal, Islamic Center, and First United to create a social justice summer outreach program. Our campaigns were centered on caring for those in our community most impacted by Covid. Focus was on

Essential Workers, Hunger, Immigrants and Refugees, Homelessness, Racial Justice, Elders and Prisoners. We launched a second round of our Postal Pal program and made eight more connections. We continued calling, emailing and sending cards to families. Adrienne and Emily facilitated a parent and child virtual discussion of the book *Not My Idea* (we gave over 50 copies away in November 2019). In response to the events surrounding the death of George Floyd and police brutality, Adrienne Summerlot and Kelly Rockhill worked to support a youth-led conversation about *The Hate You Give* with youth and parents. We hosted two conversations for parents who were discerning what back to school means for their families in Covid times and offered backpack blessing charms to mark the beginning of the school year.

August 2020: WonderfUI Families

This program offered kits filled with materials to use at home and weekly breakout rooms hosted via coffee hour on Sundays. With the help of our childcare staff, we were able to deliver around 70 packages to our previously registered RE Families. This was well-received, inspired us for future programming, and helped us to discern that our focus during this time of long-distance church should be connection.

We hosted three virtual orientation sessions for families to learn about our program offerings (see above) and set up September as a month for people to try them out and figure out what might work best for their family.

December 2020: Winter Play

Winter Play--we invited families to participate in an exploration of winter holiday traditions through the month of December. 25 families requested kits and participated and enjoyed learning together about: Advent, Hanukkah, Solstice/Yule, St. Lucia's Day, St. Nicholas Day, Christmas, Kwanzaa, and 3 Kings Day. A website with interactive virtual rooms and activity pages were available to the entire congregation from late November through early January. Adrienne, along with special guests, hosted a weekly breakout room for families to show and share about their holiday traditions.

January 2021: Worlds of Imagination

Religious Education was instrumental in creating the Worlds of Imagination program that our whole congregation connected to through the January Times for All Ages that invited us into a new imaginary world each week. Follow up conversations were enjoyed after each service (often including a show-and-tell of items associated with that world) and activities were offered over Facebook for community members to continue connecting with that world. We visited *Wonderland*, *Oz*, *The Snowy Day* of Ezra Jack Keats, the Hundred Acre Wood and Middle Earth. It was fun to gather with different groups of people each week, including those who don't have many connections with religious education families. A **Coming of Age Reunion** was facilitated by Reverend Emily at the end of January. 6 youth and 6 mentors from last year's Coming of Age group gathered to check in, reconnect, and play. They were glad to see each other, to hear about one another's lives, and to share playful on-line activities.

8th Principle Conversation facilitated by Reverend Dave Clements and Adrienne Summerlot on the 1st Sunday of each month. We had a considerable turnout (28 participants) at the first meeting in February. March and April's meetings were smaller with a handful of engaged folks connecting the monthly congregational theme to the work of living into the 8th principle. Due to the conversation on May 2 about our congregational read of *Caste*, we didn't have an 8th principle conversation that month.

Conversations with families of 4th-6th graders helped us realize that this group needed an invitation to reunite and connect with one another. Adrienne crafted and mailed homemade cards for the 22 kids in February which included a bingo card and invitation to join us for a virtual reunion. Martha Nord and Laura

Jesseph hosted that reunion with game time during coffee hour in February. 12 kids attended. In April, they gathered again on zoom to make slime with Adrienne and Martha. Even one of our kiddos who moved to Germany was able to join us! There was loads of fun and mess and was one of the closest to an in-person experience we had over zoom. Martha and Laura expressed appreciation for the opportunity to reconnect with the kids (who have changed so much during this time). They would be glad to help again in the future.

We also experimented with offering two regular “drop in” opportunities per month:

Starting the Month Together facilitated by Reverend Emily Manvel Leite and special guests. We offered this on the 1st of the month as a brief time (30 minutes) for anyone in the congregation to begin dipping into the monthly theme together. We discontinued this in February 2021 due to lack of interest.

Time for Young Families created by Adrienne Summerlot and facilitated by childcare staff Natalia and Olivia was offered on the first Sunday of each month. It was piloted as an engaging time designed for children age 7 and under and their caregivers to connect to friends and our monthly theme through fun activities. While initially well attended, we discontinued in December 2020 due to lack of interest.

Worship & Congregational Events:

Summer Solstice Intergenerational Service
Back to School Blessing/Backpack Blessing Charms
Water Communion Intergenerational Service
Fall Equinox Intergenerational Service
Blessing of the Animals
Celebration of Ancestors
An Online Age of Reason Celebration
Thanksgiving Intergenerational Service
Celebration of Giving Service and Drive-through Procession of Giving
Winter Solstice Intergenerational Service
Away in a Manger- Family Friendly Christmas Eve Service
Spring Equinox Intergenerational Service
Easter Child Dedication through Zoom and Videos
Earth Day Intergenerational Service
Sunshine Extravaganza--including Solar Fun Kits for families
Graduation Recognition for post-high school programs/degrees
Flower Communion Intergenerational Service
Bridging Ritual for youth leaving high school
Celebration of High School Completion in the service

Childcare

As part of our PPP loan, our childcare staff were compensated for their average hours from pre-Covid through December 2020. In January, we switched to paying childcare staff to help with creation or delivery of the religious education program kits, materials, and story boxes which made our offerings this year possible.

Religious Educators' Work and Professional Development:

The RE Staff began using a new database, Planning Center, in the summer of 2020, as well as an email program, Mailchimp, which allows staff to gain insights into click rate and engagement and makes our emails much more attractive and user friendly. We devoted significant staff time to learn and navigate these two new systems.

In June, Emily and Adrienne both attended Liberal Religious Educators Association (LREDA) professional days and the UU General Assembly. In October, they both attended the LREDA Fall Conference. They are both attending professional days again this month.

In April, Adrienne and Emily attended Mid America's Future Change Framework Workshop and the RE Staff Team attended the UUA program Conversations with Leaders: Dual Platform Future for All Ages.

Gratitude to the Board for recognizing the exhausting challenges this year has brought and encouraging staff to take a month off if they could. Reverend Emily was away in February and Adrienne in March.

Director of Religious Education, Adrienne Summerlot

In June, Adrienne attended Pivoting to Innovation- Designing Faith Formation in 2020-21 and helped the RE Staff and Vision Team explore possibilities for asynchronous and synchronous programming for religious education. Adrienne has continued digital ministry and spends a good portion of her time creating resources for families that help them to engage more deeply with worship, bring spirituality into their home lives, or connect with the community and regularly updating these resources on the RE website. Adrienne was made responsible for committing additional time to stay abreast of denominational affairs and bring that information back to the whole staff. In June, Adrienne attended virtual General Assembly and has been continuing to delve deeply into anti-racism resources, such as the Commission on Institutional Change's report, *Widening the Circle*. She continued to develop her youth ministry and Anti Racism Anti Oppression Multicultural (ARAOMC) portfolios throughout this year through professional development. Adrienne is continuing to serve as the religious educator liaison for the Heartland Youth Area Council (high school youth and adults who plan our middle school and high school youth events). She is also serving as co-chair of the Heartland Chapter of Liberal Religious Educators, working to create opportunities for educators to connect and find professional support. She is also a member of the 8th Principle Learning Community which meets virtually monthly to explore the adoption of the 8th principle in their congregation. In April, Adrienne attended the New Day Rising Conference (along with several lay leaders) focused on how congregations could advance the work of dismantling white supremacy. She also began Youth Peer Pastoral Care Training through the UUA. In May, Adrienne joined the Soul Matters ARAOMC Team working to develop resources for use in our and other congregations.

Minister of Congregational Life and Religious Education, Emily Manvel Leite

Reverend Emily intentionally deepened her thinking and understanding of four main areas this year: supervision, how to do online church, anti-racism work, and ritual and worship design for spiritual well being. To further this learning, she attended trainings with The Management Center, Susan Beaumont, the Center for Congregations, EmbraceRace, Worship Design Studios, Haggadot.com, the UUA, and the UU MidAmerica region. Emily used what she has learned to create clearer job descriptions and supervision practices for Adrienne Summerlot and Stephanie Kimball, to create programming for families, to enhance her worship design during this year of online worship and plan for future in-person experiences, and to further her personal engagement with anti-racism work. Finally, as she begins preparing for her new work as Minister of Story and Ritual, Reverend Emily has begun attending Storytelling workshops to increase her professional skills in this area and is using the model offered in the MidAmerica "Future Change" workshop to begin to design rituals for re-entry for the congregation.

Religious Education Vision Team

Members: RE Staff (Stephanie Kimball, Adrienne Summerlot, Reverend Emily Manvel Leite), Ruellen Fessenbecker, Amy Makice, Lisa Meuser, **Amy Beck, **Sarah Kopper (**new members as of June 2020), Jamie Kirkley (left the team November 2020)

The Vision Team has been critical in helping the RE Staff maintain communication with families, bringing their voices into our conversations as we imagined and re-imagined how to move forward with religious education during the pandemic. To keep this communication a priority, the Vision Team created caring circles in which each member checks in regularly with families in their circle, helps share information regarding what is going on in religious education, and informs staff if there is a pastoral or caring committee need.

Kelly Sage facilitated an online visioning session for the RE Vision Team at the beginning of July 2020. We then utilized our own Spirit Play resources and Anti-Racism training along with Soul Matters programs during this Religious Education year. Soul Matters provided resources for parent support, family to family connection, kid to kid/youth to youth connection and helped us focus on building relationships.

The Vision Team is continually exploring new ways to bring our congregation's commitment to the 8th principle into all of our programs for children, youth, families, and adults and to support people in doing things at home to engage in dismantling white supremacy. The team is especially interested in evaluating how to be more welcoming of people who do not arrive from a position of privilege. It was powerful to witness the congregation's responsiveness to the call of its young people during the congregational meeting considering the adoption of the 8th principle. Witnessing their leadership and the congregation's response reminded the Vision Team how important it is to have children and youth have a part of the agency and ownership of the vision of the congregation. How can we lift up their voices and help them take even more leadership? How are they going to come to a place where they are a strongly visible part of what makes the congregation what it is? And how can people of all ages learn together how to disrupt racism and other oppressions? The Vision Team is wrestling with these challenging questions.

COMMITTEES and TASK FORCES

Caring Committee

Our UU Caring Committee continued our caring services to our UU Church Community. We thank the members of the UU Caring Committee for coordinating our services. UU volunteers are appreciated for all they do to provide; transportation, meal delivery, cards and limited visiting in this COVID-19 time.

The ministers, caring committee, and our health team have continued to collaborate to provide consistent contact by phone or email for those who have been especially isolated during this difficult time. We are looking forward to starting to visit again!!

Based on a church survey in early winter to update on concerns during COVID-19, we realized there are many people who are caregiving in this isolation. We are now offering a Caregiver Network Group for a limited time to provide support and exchange resources. Cathy Hiatt and Sharon Yarber are co-facilitating this group.

We offer special thanks to Ann LeDuc for her role in connecting us to our UU Community. We are grateful for Melinda Swenson for her professional medical knowledge to better serve the medical needs in our church.

Submitted by Sharon Yarber, Chair

Chalice Circles

The Chalice Circles ministry this year operated entirely online, using Zoom rooms for each circle, for the monthly Facilitator Circles, and for all Executive Team meetings. The facilitator training was also held over Zoom, and instead of the 7-hour in-person training format we used to offer in one day, we offered several two-hour meetings. Participant sign-up was done online as well, with the assistance of the church office staff, and this was done very efficiently, also accommodating people who wished to be added to a circle after the year started. During the year we continued to advertise openings in our circles. We had facilitator training in September and circles began meeting in October, ending in May. We had fewer circles this year - six, with seven facilitators. This was a drop from our historical average of ten to eleven circles. A major change was that we could not do service projects, since meeting in person was not allowed due to the pandemic. Participants missed being able to do service. Using Zoom was very beneficial, once people learned how to use it, and allowed us to continue to provide deep connections among our participants, some of whom were feeling isolated otherwise.

We are grateful to Rev. Barbara Child, who volunteered to be our ministerial consultant for Chalice Circles, and who participated in the facilitator training, the work of creating new session plans and revising existing ones, in the monthly facilitator circles, and in at least monthly meetings of the Executive Team all year. She has been an invaluable source of knowledge and inspiration for our team in this year of changes and especially considering the challenges of tailoring the program to be completely online.

Chalice Circles Executive Team: Jan Armstrong, Anne Haynes, Linda Pickle
Rev. Barbara Child, Consultant Minister

Holiday Art Fair and Bazaar

The 2020 Bazaar was a virtual event this year. We are proud to continue our uninterrupted presence in the church and the Bloomington community for 61 years. Donations were accepted and sold on the Auctria site. Over 1000 different items were sold this way. A limited number of volunteers sorted items in the church, and a larger number of hearty volunteers donated items and did outdoor duties such as accepting donations, delivering items, and putting purchased items into cars. The organization of this new kind of event was a larger task than usual, but the Bazaar committee persevered in creative and energetic ways.

The Bazaar was, in our opinion, a financial success. We earned over \$12,000. That amount is less than our historic proceeds from in-person Bazaars, but we are cutting ourselves plenty of slack. Also, our expenses were less this year. About half of the amount raised was earned by the task forces who offered their items for sale within the Bazaar sale, imitating our usual process.

We expect another virtual Bazaar this year, or at best a hybrid in-person/virtual Bazaar. We will be consulting with the NEST committee for advice on church use.

Submitted by Ruellen Fessenbecker.

Library

Ralph & Annetta Fuchs Library

The Library Committee was largely inactive during this year due to the COVID pandemic. Since our library is a physical one, and the building was closed, we could not get into the building to maintain the collection and allow people to borrow materials. We met several times during the year to discuss ideas and plans for when the library reopens. We received eight boxes of books as a donation, gratefully received, from the family of a deceased church member. We will go through the books as we are able, to make decisions about what we can keep for the library. We received an audio CD copy of the book *Caste*, the congregational read, which we will make available to those who wish to borrow it. We all look forward to being able to work together in person!

Judy Bennett, Anne Haynes, Michele McCaffrey, Glee Noble, Ginny Richey

Planned Giving

Due to the isolation of the pandemic, our committee has found it more difficult to identify church members interested in planned giving to the church. Cold calls and emails just cannot replace the in-person conversations before and after a service. In spite of this, our Legacy Circle has grown by four members this past year! Obviously we have been unable to hold our annual luncheon to thank the Legacy Circle, but we were able to find a non-contact way to let them know just how important they are to our congregation. We are looking forward to the Sunday when we are all back at church and can once again safely hold our Legacy Circle Luncheon.

Special Purposes Fund

The Special Purposes Fund (SPF) committee for the 2020-21 fiscal year consisted of: Andrew Appel (Chair), Julie Lawson (Board at large), Harlan Lewis, Rich Slabach (Treasurer), and Ruth Aydt, who joined the committee when Kathy Sideli's term ended.

During this fiscal year SPF received a bequest from the estate of Ed Robbins. The major expenditure was from the Clarke Dewey Wells music designated fund for car choir equipment.

SPF started this fiscal year with \$438,748 in assets (endowment plus general) and stood at \$489,900 at the end of the third fiscal quarter. Operating assets started at \$138,986 and ended March, 2021 at \$173,085. The full fiscal year numbers will be available in July.

Women's Alliance

The Women's Alliance was founded in 1959 to manage the annual fundraising bazaar, help build fellowship, and give service and financial support to the church and community projects, as voted upon by the membership. This year's officers were Ann Connors, President; Kathy Gilbert, Secretary; Doris Wittenburg, Treasurer; and Sharon Wiseman and Michele McCaffrey, Program Co-Chairs. In October, job responsibilities necessitated Ann Connors' resignation. Doris Wittenburg became Acting President.

Everyone is welcome to attend our meetings and to join the Alliance. We meet on the first Thursday of the month. In normal times we would meet for a fun brown bag lunch (with beverages and desserts provided by member volunteer hosts) with an interesting 30-minute presentation by a representative of a local nonprofit, or the church, or other speaker. However, the COVID-19 pandemic necessitated our meeting by Zoom. We still had a variety of very interesting speakers each month, although with fewer attendees.

Our previous funding from 20% of the net income from the UU Bazaar was removed this year leaving our income from \$20 in annual dues from our over 50 members. With these funds we gave back to the community and to the church. This year we gave over \$500 to local nonprofits. This included Planned Parenthood, MCUM Holiday Basket, Soup Bowl Benefit (Hoosier Hills Food Bank), and RESULTS. We also provided \$1,300 in annual cash gifts to all church staff.

We hope to see you at an upcoming meeting and that you will join our group!

Respectfully submitted, Doris Wittenburg, Acting President

SOCIAL JUSTICE Annual Report



Social Justice permeates all programming at the UU Church of Bloomington: [worship](#), [religious education](#), fellowship, and special groups like [Chalice Circles](#) and the [choir](#). Social Justice Task Forces are formed when a number of people wish to work together around a specific social justice area.

Our congregation is very active in many areas of social justice. With the pandemic, activities have changed and in some cases been delayed. In other areas particularly with hunger and homelessness, activities have increased substantially. Thanks to all for your continued and ongoing commitment to Change the World!

3rd Sunday Social Justice Film Series

The Social Justice Film Series was suspended due to the pandemic.

End of Life Task Force

The End of Life Task Force (EOLTF) believes that our cultural consciousness needs to change with respect to death, terminal illnesses, aging, grief, and other parts of the end of life, and will work to do so.

Contacts: [Tracy Turner](#) or [Kathy Gilbert](#)

In the past year, the End-of-Life Task Force co-sponsored the Gathering of Spirits event that took place on the grounds of the church in concert with the annual Day of the Dead service. We also held several coffee hour Zoom breakout sessions.

We have several ideas brewing for the coming year. We continue to plan to hold monthly coffee hour Zoom sessions, as long as the services continue to be held online. Once we are able to meet indoors, we plan to hold coffee hour mini-workshops on various aspects of end-of-life planning, such as memorial and funeral planning, ways to ease the challenges of talking about your wishes for end-of-life care with loved ones, and how to talk to a person who has experienced a loss. We will continue to work with Rev. Macklin as we move forward.

Green Sanctuary Task Force



The [Green Sanctuary Task Force](#) (GSTF) promotes mindful, Earth centered living, working to educate and motivate individuals and institutions to take positive steps toward reducing greenhouse gas emissions with the understanding that it is our moral imperative to care for the Earth. Contact: [Marcia Veldman](#)

The GSTF activities have been limited during the pandemic, but we were able to keep in touch and move some projects forward.

Energy Report/Energy Star Rating

For the 6th straight year UUCB has been certified in the upper 90th percentile for US buildings of worship. This year, based on data Molly supplied through mid-December 2020, we are at 96%.

Fiscal Year 20 Energy Summary (mid-May 2020 to mid-April 2021, while building was largely closed)

From mid-May 2020 to mid-April 2021 our solar panels produced 1.43% more electricity than was used. Of that, 38% was used directly from the panels and the rest (62%) was sent to the grid to offset our usage. (In 2019, before the pandemic, 89% of the electricity produced was directly used or offset, 41% of which was used on site.). Energy produced by the solar panels resulted in a savings of \$4,673.

Carbon Footprint Assessment by Carbon Neutral Indiana

UUCB's carbon footprint was assessed by Carbon Neutral Indiana. In order to meet our Paris Pledge of being carbon neutral by 2050, we need to reduce or offset about 42.2 mtCO_{2e} annually. We have already exceeded the commitment to reduce our carbon emissions by 50% by 2030 and certainly will work to reach carbon neutrality well before 2050.

Sunshine Spectacular Drive-thru Festival

The GSTF gave away hundreds of trees, shrubs, perennials and annuals at the Sunshine Spectacular Drive-thru Festival.

Earth Day Bird Walk

Eve Cusack led a group of UU'ers on a bird walk at Winslow Woods Park.

Friday Update Weekly Tips

Thanks to Sura Gail, each Friday Update concludes with a tip on small steps we can take to better care for our Earth.

Environmental Voter Project Get out the Vote

GSTF members participated in the Environmental Voter Project's get out the vote efforts, teaming up to call people who hold concerns for the environment, but don't typically vote.

Endorsement of the Energy Innovation and Carbon Dividend Act

The GSTF endorsed the Energy Innovation and Carbon Dividend Act, a carbon fee and dividend style approach to addressing climate change that, if enacted, will dramatically reduce greenhouse gas emissions while ensuring low- and moderate-income households remain financially whole.

Habitat for Humanity Task Force



The [Habitat for Humanity Task Force](#) strives to educate the congregation about housing needs of Monroe County, including the purpose and accomplishments of Habitat for Humanity and other related housing groups. The congregation can contribute in many ways to help provide decent affordable housing in Monroe County.

Contact: [Barb Berggoetz](#)

The Habitat Task Force during 2020-21 had a primary focus of raising funds to co-sponsor a Habitat home as soon as possible, and trying to do a limited number of fundraising activities to support that goal while keeping task force members as engaged as possible. With the advent of COVID-19, Habitat suspended the volunteer building activities through May 2021, for the most part, with the exception of a curtailed Women Build in the fall of 2020.

Habitat Task Force members are: Barb Berggoetz, chair, members Kathleen Chmelewski, Nedra Carlson, Jackie Hall, Angela Lexmond, Mary Blizzard, Kathy Sideli, Brian and Pearl Springfield, Dian Robbins, Dirk and Susan Herr-Hoyman, Laura Hannam, Deb Martin, Sandy Davoren, Richard Stumpner and Licia Weber. Several new UUsers have voiced an interest in joining and/or volunteering and other UUsers typically participate in builds, fundraisers and contributing money. The task force typically meets on the first Sunday of most months, 10:15 to 11:15 a.m., but we have not met during the pandemic in-person since March 2020. Within the past year, we have had two Zoom meetings and have corresponded by email and phone to do some projects.

Objectives/funds: Educate the congregation about local housing needs, including the purpose and accomplishments of Habitat and other housing-related groups; support Habitat by providing volunteers, food and raising money for builds and its needs, including equipment. As of May 2021, we had about \$13,900 in our account.

During the 2020-21 year, the task force:

- We have raised \$13,900 over the last 2-3 years of our \$20,000 (minimum) goal to co-sponsor a Habitat home as soon as possible. The search continues for church/community co-sponsors. The Evangelical Community Church previously committed in 2020, although it is uncertain whether that still holds now. Tentative interest also has been voiced by Sherwood Oaks Christian Church, pending leadership approval. Inquiries are still being made to potential partners.
- We organized and sponsored the “In Harmony with Habitat” livestreamed online concert on May 22 (one week after submitting this report). We got five groups/singers to submit videos, including Jenn Cristy, Sylvia McNair, King Bee and the Stingers, Keaton Springfield, and a BHHS duo, plus Radical Moderates performed live from the UU sanctuary. Emcees were Rev. Bill Breeden and UUser Angela Lexmond. We used much of the \$500 Special Purposes Fund grant to award honorariums to some performers and pay the UU medial specialist. We used the Mandolin livestreaming platform. Anticipated income was at least \$2,000.
- We applied for and received a UU Special Purposes Fund Matching grant in May (approximately) for \$2,770. The program awarded the task force the entire amount of the request, which went to Habitat for Humanity of Monroe County for purchasing PPE, primarily masks, and hand sanitizer for staff and builders. Masks and sanitizer stations are still being used now on sites and at the ReStore.
- Our Social Justice moment in March 2021 featured a video talk from Barb Berggoetz about Habitat’s special needs during the pandemic and plans for the Osage Place neighborhood and a video of a homeowner.
- The Habitat Women Build in 2020 occurred in the fall over an extended period of time, with the two houses completed in November. Co-leaders Barb Berggoetz and Lauren Bryant organized a team of 39 UU and other women, who raised more than \$15,000, the most of all the 14 teams. Due to the pandemic, only a limited number of volunteers could build, but about 8 did so from our team.
- We applied for the UU 25% Sunday Plate Fund again to help fund our goal of sponsoring a home. We were not nominated as a recipient this year. The committee said the funds would not help enough people. But it should be realized that this type of assistance makes a profound impact on one family

AND contributes to improving the amount of decent, affordable housing in Bloomington because the family's mortgage goes back to Habitat to pay for other homes.

- We sold handmade crafts donated by about 8 task force members and other UUsers for the online UU Holiday Bazaar in December, 2020, earning \$1,817, a new record for our bazaar sales, including some puppet sales Nedra Carlson made on her own. Task force members made cookie/soup jars, pottery, puppets, and Christmas decorations.
- We participated in Habitat's online More Than Houses event in November 2020 by sending information about Habitat to 15 UUsers and requesting contributions.
- We increased our task force membership with several new members, but they haven't participated yet.
- During 2020, several Habitat TF members helped with Hunger Task Force's food pantry at College Square. This furthers a UU initiative to create cross-currents among task forces.

Help Feed Our Hungry Neighbors Task Force



The [Help Feed Our Hungry Neighbors Task Force](#) (HFOHN) engages in projects to reduce hunger in our community, including monthly College Square (Walnut Grove) Pantry, Christmas baskets for MCUM, Bountyful Sunday Food Drives, and staffing Shalom breakfast once a month. Contact: [Mary Blizzard](#)

14 members on the task force - 9 active.

35 - 40 congregational volunteers.

Current Balance: \$9921.24 (constantly being drained by ongoing projects *)

- **MCUM Holiday Basket Food Drive** (November 2020) - 25 baskets were collected
- **Bi-Monthly Food Drives**
 - Recipients: New Hope Family Shelters, Backpack Buddies (Community Kitchen), Shalom Community Center, Black Lives Matter-Bloomington, Area 10 Agency on Aging, Monroe County United Ministries, College Square Pantry
- **IU Football Parking** - No parking needed this year due to COVID
- **Fiber Arts Booth at Holiday Bazaar** (December 2020) - \$980 netted
- **College Square Food Pantry** - Uninterrupted monthly service *
- **Hot Breakfasts at Shalom** - Financial support for monthly breakfasts * (no in-person volunteering yet)
- **Community Kitchen Help** - Two shifts per month, two volunteers per shift, in-person
- **Support for UU Families** - With help from Ann LeDuc, we were able to distribute 9 grocery cards to needy UU families. Total to date: \$1125 *
- **Little Free Pantry** - Located next to Needmore Coffee on Pete Ellis Drive. This is our latest successful project. A task force committee oversees the maintenance. *
- **Time for Change** (September 2020) - A fundraiser which netted over \$400
- **Cookbooks** - Continuing to sell our cookbooks in the Spring Auction

FUTURE PROJECTS

- **Each One Feed One** - MCUM's biggest annual food drive. Help with providing drop off points and publicity.
- **Future Fundraising Projects:**
 - a) An online UU store, open to all task forces
 - b) A yard sale at Moss Creek Court later in the summer

Homelessness Task Force



The [Homelessness Task Force](#) works with agencies in Monroe County to provide services and support to people experiencing homelessness, to develop strategies dealing with issues related to homelessness including hunger and unemployment, and to end homelessness.

Contact: [Alan Backler](#)

The major activity of the Homelessness Taskforce, until last year, was to operate the winter shelter at Wheeler Mission on the second Saturday of each month from November 1 to March 31. (Before that, the taskforce was involved with the operation of the Interfaith Winter Shelter for several years.) Because Wheeler Mission took over the total operation of its shelter, many fewer volunteers from the churches, including UUCB, are needed to staff the shelter. This led the taskforce to get involved in other activities.

The following is a review of our current activities:

For years, the Homelessness Task Force has worked with the Hunger Task Force. This year, like last year, the two task forces are working much more closely together. We supply clothing, coffee, macaroni, and spaghetti to Shalom Community Center and other agencies identified by the Hunger Task force every week, year-round. We even collected tents and other outdoor gear for use by homeless people who were camping out in city parks.

We continue to do this activity but have expanded the service. In January 2021, the Beacon Winter Shelter opened. And we began to also supply this winter shelter with food, clothing, and other supplies, every Friday. The servicing of Beacon Winter Shelter ended on May 6, then the shelter closed.

Since the church is closed, we placed bins near the portico entrance where congregants can leave donations. We collect the items donated every day and take them to the designated agencies for their use

When the Beacon Winter Shelter opened, the Homelessness Task Force contributed needed items to the shelter, using taskforce funds. We purchased cold weather clothing for guests of the center, purchased space heaters for use in the shelter, and purchased gas cards for homeless individuals who lived in their cars. We worked with Sue Murphy, the Volunteer Coordinator and Susan Dabkowski, the Director of Operations at Beacon, Inc. (formerly Shalom Community Center) on these efforts.

This year, the task force planned to focus primarily on volunteer activities for Beacon, Inc., which includes Shalom Community Center, Friend's Place and Crawford Homes. Our intent was to recruit volunteers to engage in activities such as food services (preparing meals), supervising the Shalom library, sorting clothing and other donations as well as building repair work, painting, and cleaning. (UU volunteers provide one hot breakfast a month for Shalom and its clients.) Unfortunately, because of the coronavirus epidemic, those opportunities were limited, though some people still volunteered. We are hoping that next year, as the health of the nation improves, the taskforce will be able to get much more involved in helping our homeless neighbors.

Dirk Herr-Hoyman, Marlin Howard, and Alan Backler serve on the Homelessness Task Force. Alan serves on the Program Committee for the Shalom Community Center. Marlin volunteers at Shalom every week. Again, we are all limited by the coronavirus.

Alan is looking for someone to take his place as co-chair of the task force.

Hope for Prisoners Task Force



The [Hope for Prisoners Task Force \(HFPTF\)](#) works on projects based on recognizing the humanity of those in prison and their families. The goal of this task force is to serve and advocate for individuals during incarceration and their return to this community, and also their families and support systems, with a major effort to support KAP, Kids with Absent Parents. Contact: Deb Fish

This past year we became very involved in opposition to the death penalty.

Over \$6,000 was raised to assist people with visiting family members on death row. Some of those incarcerated have not seen any family in over 20 years.

In addition, this task force did the following:

- Helped Chad Fulks and Phillip Stroud, two men who are incarcerated in Indiana prisons, become members of UUCB
- Represented UUCB during each execution at Terre Haute Federal Prison, both on that site and on the corner of the UUCB grounds, ringing the bell and holding up signs
- Created a Facebook page: UUCB Hope for Prisoners
- Connected with New Leaf New Life Executive Director and presented her with a check for over \$7,000 following the showing of *Sentences: From the Pen to the Page*
- Did a request for public records from the Monroe County Jail of filed grievances from January 2021-March 2021; planning to make this a quarterly request to stay updated on issues and to drive future activity for prisoners' rights
- Requested that members of our task force make calls to prisons to protest specific issues

KAP (Kids with Absent Parents)

A committee of the Hope for Prisoners Task Force, chaired by Mary Goetze

Even though the KAP program stopped meeting in person in March 2020, volunteers kept in touch with the families throughout the pandemic. Most children were "adopted" by a volunteer who sent them cards and activities in the mail, had FaceTime visits or dropped off activities or gifts occasionally. Mary Goetze delivered pizzas about once a month and stayed in touch with the caregivers. As of April 2021, in-person meetings resumed, starting with an outdoor gathering in a park.

Thanks to a generous donor, the children started a climbing program on May 8, 2021 under the leadership of Tommy Gardiner, a recreational therapist. They will be meeting twice a month at Hoosier Heights through July, and after an assessment, have the option of continuing. KAP volunteers serve as monitors for the climbing and provide activities for 5 children who are too young to climb.

Fifteen children will be attending camp this summer paid for by KAP funds. With Deb Fish's assistance, two children will attend the Wild Forest Camp in June, and in July, thirteen children will go together to Camp Rancho Framasa in Brown county for 3 days.

Future plans include participating in art programs at the Eskenazi Museum of Art on the IU campus.

International Outreach Task Force (IOTF)



The [*International Outreach Task Force \(IOTF\)*](#) aims to expand and improve cross-cultural and international understanding through hands-on involvement with projects fulfilling local needs in developing countries. Currently three projects are in Kenya. Contact: [Claire Robertson](#)

Our Task Force exists to raise funds for projects in Kenya. Every 2 years we visit the projects to see how things are going.

Our fundraising has suffered tremendously from closing the church, other venues being prohibitively expensive. Volunteers did manage to put on a yard sale of African items last September, which raised some \$1600, a decent sale. The Bazaar submission raised \$600, way below our usual. Given that we have been raising about \$18,000 over 2 years of work, we are woefully and perhaps fatally behind. We are hoping to do a June sale in a room at the church, but that probably won't be permitted (despite appropriate COVID precautions, of course).

Various conditions prohibit servicing a permanent website sale or using ebay-type sites, mainly having to do with the necessity for 24/7 attention or for having replicable identical objects to sell. There is enough merchandise on hand to do a few more sales but cancelling the Kenya 2021 trip means we will run out in not too long.

Suggestions welcome, keeping in mind that we need a large room in order to sell, with minimal or no rent. We also accept tax-free contributions, of course.

Just Peace Task Force



The *Just Peace Task Force* works to promote peace and justice in the world, recognizing the essential role of grassroots organizing in creating a consensus for a new foreign and military policy. Contact: [David Keppel](#)

In the year of the pandemic, it was not possible for the Just Peace Task Force (and its ally Bloomington Peace Action Coalition) to bring the issue of nuclear weapons to the attention of the Bloomington City Council. Not only was it difficult to gather in person, but City government was consumed with other issues, including policing, homelessness, and zoning. Nevertheless, the year prompted a rethink in many people's priorities, making it clear that a \$1.5 trillion program for new and more deadly nuclear weapons is not a good investment in national or global security.

2021 shows a growing national movement to address the nuclear threat. We hope to bring a resolution to the Bloomington City Council. As part of the [Back from the Brink](#) campaign, cities and towns around the nation are calling upon the President and Congress to declare that the United States will never be the first to use a nuclear weapon; to end sole Presidential authority to launch a nuclear war; to cancel destabilizing new nuclear weapons programs such as ground based nuclear missiles; and to enter global negotiations with other nuclear weapons states toward the global abolition of nuclear weapons. We hope that new members will join us in this effort.

Racial Justice Task Force



The [Racial Justice Task Force](#) joins UU communities across the US, and with faith, arts, and civic organizations around the city and state, to educate, organize, and take action on racial justice issues. Contacts: Ruth Aydt and Martha Oakley

The Racial Justice Task Force underwent a leadership transition in November 2020 when Martha Foster and Earon Davis stepped aside after five years as co-chairs. We thank Martha and Earon for the initiatives and relationships they developed over their tenure and are delighted that Martha will remain active as liaison to Resilience Productions.

Martha Oakley and Ruth Aydt assumed co-chair responsibilities and have focused on ways the task force, as one part of the congregation, can truly “walk the walk” of the 8th principle. The task force met via Zoom in January and identified four major themes to guide our activities:

- We will deepen our understanding of racial injustice and its historical context.
- We will raise our awareness of current racial justice issues in our communities – issues that may be invisible to many of us in our day-to-day lives.
- We will build and strengthen relationships with Black, Indigenous, and People of Color (BIPOC) in our communities.
- We will engage in service activities led by BIPOC groups.

In line with the first two themes, a major focus in 2021 was the Congregational Read of Isabel Wilkerson’s book *Caste: The Origins of Our Discontents*. Martha and Ruth joined Rev. Dave Clements, Rev. Emily Manvel Leite, and Board President Stuart Yoak in planning and behind-the-scenes logistics support for the read. Many task force members were involved as facilitators and participants.

COVID-19 restrictions effectively shut down task force in-person activities over the past year. No fundraising was done and no funds were spent.

The task force mailing list and webpages have served as the primary means of communicating information and resources. Task force members remain active with the local NAACP and Black Lives Matter organizations. Two members presented their work on Race and Criminal Justice, conducted jointly with the local NAACP, to the Indiana Supreme Court’s Commission on Race/Gender Fairness in October of 2020.

Looking forward, we plan to begin holding monthly meetings – in person, on Zoom, or in a hybrid format – sometime this summer.

As COVID health precautions permit, we will:

- Organize and/or support events with Resilience Productions.
- Take a (pandemic-delayed) trip to Lyles Station, a historic Indiana African American agricultural village, with Elizabeth Mitchell as consultant and guide. As originally planned, participants from Second Baptist Church of Bloomington, along with UU members and friends, would be invited to make this trip together. If the trip does occur, it will be limited to people who have been fully vaccinated. The task force previously received a \$500 Social Justice grant to support this trip.
- Engage in other in-person relationship-building and service activities.

Rainbow Rights Task Force



The [Rainbow Rights Task Force](#) seeks to work with and for the congregation in the area of LGBTQ rights and concerns. Contact: Jason Michálek

In 2021, Rainbow Rights was revived in order to document and establish the history of the task force in its various iterations for congregational awareness, and to determine the opportunities for the group moving forward. To get congregational conversations back in the broader conversation, we sponsored a discussion about the importance of pronouns and discussed the continuation of building resources for trans- rights. Though the future of gatherings is uncertain, Rainbow Rights is already planning to bolster access to LGBTQ+ resources in and around our community. A guiding principle for our current efforts is to create a space for the prism of individual perspectives and identities to form a progressive understanding of current needs in LGBTQ+ matters and the lives of people in the community.

Refugee and Immigration Support and Education (RISE) Task Force



The *Refugee and Immigrant Support and Education (RISE) Task Force* welcomes people from other countries and reaches out to support folks new to our community and form friendships. Contacts: Barb Backler and Cindy Mosca

RISE sponsored a book study of the book *Refugee* by Alan Gratz. We purchased several copies of the book and distributed them to Susan Yeley, Lisa Meuser, Jane Silva, Diane Legomsky and me. We met on Zoom to discuss the book. Lisa Meuser led the discussion. It clearly gave all of us a taste of what it would be like to be forced to leave your home due to conflict or threat of genocide, then take a dangerous journey to escape and then end up some place where you had to start your life over with very few resources and feeling alone and alienated. We invited the Religious Education program at UUCB to invite middle school youth to read this book together. It is written for young adults. The members who read the book were encouraged to pass this book on to others in our community. Susan Yeley wants to read it with her daughter, and then she will give it to someone else.

During the holidays Daniel Soto, who is from Costa Rica and is very connected to the Hispanic community in Bloomington, asked us to provide gifts for three refugee families who are struggling. Our members were very generous. Several members took the name of a child and purchased an outfit and a toy for each of the 10 children. The families were grateful, and I was able to meet them when they picked up the gifts at my house. Besides the gifts from members we contributed a Kroger \$50 gift card to each family.

In March we had a Zoom meeting for all of our RISE members. We introduced them to two families who are undocumented refugees in Bloomington - two from Mexico, and a couple from China who are Uyghurs, who are experiencing atrocious acts of genocide. The husband spoke from Turkey and the wife from here in Bloomington, where she receives wonderful support from two of our RISE members.

I have been active in the Immigration Justice Task Force that is chaired by Christie Popp, a Bloomington immigration lawyer and Jane Walter. We have a sub committee that is trying to figure out how to reach people who are not really for or against immigrants, but non-committal, which makes up about 40% of our population. We'd like to demonstrate what an asset these folks are to our community and our country. This committee is

also looking at ways to help the refugees feel welcome in our community. And, finally, this organization is working with other churches to see if there is a possibility of sponsoring an asylum seeker. People who entered our country at the Mexican border and were put in detention centers only need a sponsor to allow them to be released and to be sent to a community where they could start the process of becoming citizens.

We are following Biden's initiatives closely. He is reuniting families who were separated and trying to repair and rebuild our immigration laws and processes. Once this is accomplished, we will be seeing an increase of immigrants. At this point hopefully we will have a large influx of immigrants to Indiana and through the work of Exodus in Indianapolis we're anticipating some people being brought to Bloomington.

We are also very supportive of the work that the Refugee Support Network (formerly Bloomington Refugee Support Network) is doing. Last year we proposed that 25% of our Sunday morning plate be awarded to this organization, and they actually were designated as the recipient for this year. Unfortunately, their board was reorganizing and the remaining officers didn't think they were in a position to accept the money. Now they have a very stable board. The new president is Elizabeth Dunn, who teaches in the Geography Department at IU. Her speciality is the study of displaced persons. Because of the pandemic and the squelching by Trump of bringing more immigrants to the U.S. during his presidency, we decided to wait until next year to reapply for these funds to support refugees. We anticipate that the funds will be greatly needed in 2022 when there is sure to be an influx of refugees.

Several people have recommended books and videos that are helpful in understanding the plight of refugees. I will distribute this list to our task force in order to help educate ourselves and gain even more compassion and understanding of refugees' needs and how we can support them. We also try to share information about current legislation and encourage people to contact their members of Congress. Recently I invited people to speak out for congress people to support the US Citizenship Act of 2021.

Elizabeth Dunn was featured in the October/November 2020 issue of Bloom Magazine. She shares her passion of working with refugees. She said that it would be a good move for Bloomington to accept refugees for many reasons. Economically, they are a good source of labor, and many are entrepreneurs. They are also consumers. It's also a big gain culturally, bringing people with different languages, music and art. "Helping refugees is, of course, a humanitarian act. By helping people fleeing war and violence, we give them and their children a chance at a normal, safe, and productive life. It's the morally right thing to do," says Elizabeth.

Reproductive Justice Task Force



The [Reproductive Justice Task Force](#) (RJTF) promotes an active liberal voice to educate ourselves and the community, advocates for reproductive justice, and connects with community partners to ensure reproductive justice for all.

Contacts: [Nan McKinley](#) and [Cindy Lonnberg](#)

The RJTF mobilizes around the concept of reproductive justice as *"the right to bodily autonomy, to have children or not have children, and to parent the children we have in safe and sustainable communities."* We educate, advocate, and connect within the church and with outside community partners to support and advance reproductive justice for all.

Ongoing Work

- **Legislative liaison:** A task force member monitors anti-choice *and* pro-family bills during legislative sessions and reports out to the task force with “action items” (i.e. phone calls, letters, testimony, committee watch/observation, rallies, etc).
- **Statehouse/City/County Council meetings:** Face-to-face or Zoom meetings with representatives and supportive presence and public comment for PPINK and All-Options PRC.
- **PPINK:**
 - Volunteer and support clinic escorts. Escort services on hold due to pandemic.
 - “Snack Stewards” provide snacks/drinks to patients awaiting abortions; staff provided access to snacks during pandemic.
 - provide scrub uniform bottoms to the clinic for women in need
- **All-Options Pregnancy Resource Center:**
 - Promote and volunteer as peer counselors and talkline support
 - Virtual diaper drive
 - Annual Hoosier Abortion Fund drive
 - Promote Practical Support Network, a project that trains volunteers to provide rides and other support to women seeking abortion access
- **Maternal Advocates Resource Alliance (MARA):** Recruited volunteers for training in UU community postpartum support; support trainees’ creation of a UU action plan
- Monitor the implementation and work of the state’s **Maternal Mortality Review Committee**, mandated by 2018’s Public Law 48.

Education & Outreach

- Activities curtailed due to the pandemic.

Fundraising/Donations

- **Football parking** - suspended due to pandemic
- **February Siding With Love bake sale** - suspended due to pandemic
- **Hoosier Abortion Fund** - donation of \$400 from the task force brought our UU team total to \$2061, from the congregation and friends of UU donations. As of this writing, the event is still ongoing.
- **Annual UUCB grant to the task force for Snack Stewards** - \$400 for food and beverages.
- **All Options (AO) Diaper Program** - donation of \$400 from the task force and open donations by the congregation and friends to the AO diaper website.
- **Donation** - \$400 to **Planned Parenthood** of Bloomington

Social Justice Funds Committee (SJFC)

Fall Social Justice Grants

In October 2020, SJFC sought grant applications for funding consideration by the church's SJ grants fund. The following grants were recommended to and approved by Special Purposes Fund Committee:

- Extension of **Habitat** grant from 2019 until Nov. 30, 2021
- Extension of **Racial Justice Task Force** grant to support tour of Lyles Station to Nov. 30, 2021
- Grant to **Reproductive Justice Task Force** to support snack stewards program at Planned Parenthood
- Grant to **Team First Books Monroe County** to give grants to schools for books for low income children

Spring 25% Sunday Plate Fund

In March 2021 SJFC sought nominations for non-profit agencies to be the recipient of 25% of undesignated Sunday Plate funds for July 2021-June 2022.

- **New Hope for Families** to support The Nest (childcare program)
- **Nurse-Family Partnership**
- **Friends of Monroe County Public Library** to supplement the Coretta Scott King Exhibit

SJFC selected the three agencies on the above list to present to the congregation for a vote at the June 13, 2021 congregational meeting. SJFC is using multiple virtual avenues to educate the congregation about these agencies throughout May.

SJFC Members: Steve Mascari, Denise Ogren, Jay Sissom, Sarah Kopper, Anna Beaucamp,
Advisors: Jackie Hall and Rev. Bill Breeden

Members of the UU Church of Bloomington

Members on June 11,
2021

572 members

Quorum for meeting
= 58

Debbie Acito

Julia Adams

Julie Adams

Ruth Albright

Thomas G. Albright

Judy Allensworth

Bob Althaus

Lisa Blomgren Amsler

Terry Amsler

Maureen Anderson

Andrew Appel

Charlotte Appel

Robert L. Appelman

Jan Armstrong

Carol Arnold

Paul Arnold

Stephen Arnold

Callen Aster

Pat Aungst

Marianne Aurich

Ruth Ayard

Alan Backler

Barbara Backler

Janice Bagwell

Carolyn Bailey

Maya Baird

Rhonda Baird

Tim Ballard

Bill Baus

Andy Beargie

Anna Beauchamp

Dan Beauregard

Elizabeth Beauregard

Amy Beck

Jim Beck

Sheri Benham

Judy Bennett

Mary Bent

Barb Berggoetz

Judy Berkshire

Lauren Bernofsky

Maureen Biggers
Reilly

Jason Blankenship

Mary Blizzard

Kathy Boone

Rebekka K. Boustani

Mary Boutain

Linda Boyle

Bill Boyles

Cindy Brandes

Pat Brantlinger

Darrell Breeden

Glenda Breeden

Rev. Bill Breeden

Denise Breeden-Ost

Cynthia Bretheim

Clark Brittain

Lauren J Bryant

John Bunde

Paula Bunde

Scott Burgins

Louray Cain

Danny Callison

Patty Callison

Laura Campbell

Kim Carballo

Elof Carlson

Nedra Carlson

Rev. Barbara Carlson

Dora Carter

Jack Cassidy

Karen Cassidy

Doug Cauble

Julie Cauble

Joan Caulton

Jon R Chaffin

Larry Cherniak

Kathleen Chmelewski

Allison Chopra

Chris Chopra

Sandra Churchill

Joanna Cichocka

Sandra Clothier

Patricia Coleman

Craig Coley

Bill Conley

Mary Jo Conley

Ann Connors

Jessie A. Cook

Michelle E. Cook

Anastacia
Corbit-Clarkson

Bill Corcoran

Amy L. Cornell

Jill Courtney

Amy Cox

Jeanie Cox

Nathaniel
Cox-Thurmond

Heather Craig

Dave Crane

Juliana Crespo

Jordon Criss

John Crosby

Amy Crozier

Kathleen Cruikshank

Eve Cusack

George Cusack

Sam Cusack

Malcolm Dalglish

Bill Daniels

Earon Scott Davis

Jeff Davis

Jessica Davis

Murray Davis

Dennis Davoren	David Emmert	Allen Gifford	James A. Harvey
Sandy Davoren	Georgia K. Emmert	JaneAnn Z. Gifford	Sally Harvey
Orion Day	Judith Epp	Kathleen Gilbert	Brian Hathaway
Deborah DeChurch	Taylor Erickson	Steven Gilbert	Clarence Hawking
Marie F. Deer	Stephanie Estell	Kevin Gill	Lorraine Hawking
Beverly DeFord	Ray Fellman	Lynne Warner Gilliatt	Anne Haynes
Courtney DeMeulenaere	Ruellen Fessenbecker	Rev. Forrest Gilmore	Christopher Thomas Haynes
Gladys DeVane	Daun Fields	Gayle Gingrich	William H. Hegarty
Bob DeVoe	Debbie Fish	Abby Gitlitz	Eric Heim
Libby Kay DeVoe	Penny Fisher	Molly Gleeson	Helmut Hentschel
Frank Diaz	Patsy Flint	Mary Goetze	Sandra Hernshaw
Jim Dietz	Sarah Flint	Susan Goldberg	Dirk Herr-Hoyman
Emma DiLavore	Kathy Floyd	Robinson Gonyea	Susan Herr-Hoyman
Philip DiLavore	Bob E. Flynn	Jane Goodman	Emily Hewitt
Regina DiLavore	Mara Elizabeth Flynn	Janet Greenblatt	Cathy Hiatt
David Dilcher	Arnold Fodor	Diane Gregory	Dick Hiatt
Stephen W. Dillon	Suzanne Fodor	Tom Gregory	Perry Hodges
Martha Dogan	Martha Mitchell Foster	Joe Grimme	Scott Hogsed
Sandra K. Dolby	Eddie Franklin	Shannon Grimme	Carol Holding
Abby Downey	Sue Fratianni	Douglas H. Gulick	Lois Holl
Jim Downey	Sue Fratianni	Susan L. Gulick	Richard Holl
Mike Drescher	Laurette Susan Frazier	Colleen Haas	Erin Hollinden
Rita Drescher	Sandra Freund	Cathy Haggerty	Beth Hollingsworth
Cindy Duffy	Linda Grace Frost	Jacqueline Hall	Tom Hollingsworth
Tom Duffy	Cathy Fuentes-Rohwer	Linda Hall	Amy Holmes
Miles Eddy	Luis Fuentes-Rohwer	Ted Hall	Joan Hongen
Brandi Edwards	Chadrick Evan Fulks	Christopher Hanna	Robert Hongen
Kate Ellis	Meg Garner-Ballard	Jack Harlow	Brianna Horne
Ron Ellis	Janessa Gerber	Pat Harris	Martin Horne
Carolyn Emmert	Lukas Dalton Gibson	David Hart	Steve Host
		Marcia Hart	

Marlin Howard	David Keppel	Richard LeDuc	Cynthia Marion
Malea Hudson	Iris Kiesling	Abe Leite	Carol Marks
Arzetta Hults-Losensky	Stephanie Kimball	Adam Leite	Nicole Martins
Linda Hunt	Jack King	Jonathan Leite	Steve Mascari
Jeffrey Huntsman	Mindy King	Veronica Lenard	Laura Mattingly
Deborah S. Hutton	Sylvia King	Steve Lessmann	Michele McCaffrey
Christoph Irmscher	Sarina King Criss	Harlan Lewis	Tom McCaffrey
Millie Jackson	Gigi Kirkley	Angela Jacoba Lexmond	Rev. Dennis McCarty
Julie James	Jamie Kirkley	Christine Linnemeier	Carol McCord
Tracy James	Sonny Kirkley	Richard Linnemeier	Sheila McDermott-Sipe
Richard Janda	Judy Klein	Diann Lock	Ann McEnderfer
Jerry Jesseph	Angie Kleptz	Ted Lock	Ed McEnderfer
Laura Jesseph	Philip Knieriemen	Beth Lodge-Rigal	Beverly McGahey
Karen Lee Jewell	Andrew Knust	Dan Lodge-Rigal	Celeste McGregor
Marty Joachim	Anna Knust	Connie Loftman	Michael McGregor
Darlene E. Jolley	Noretta Koertge	Guy Loftman	Sally McGuire
Valerie Jones	Neil Kopper	Ed Long	Ann McIntosh
Ned Joyner	Sarah Kopper	Bill Lonnberg	David McIntosh
Gayle P. Judd	Alan Kosinski	Cindy Lonnberg	Kitty McIntosh
Viola Kadish	Steven Krahnke	Patricia Lopes	Nan McKinley
Ann Kamman	Laura Kress	Paul Losensky	Anne McLaughlin
Linda Kaplan	Aleisha Kropf	Barb Lund	Jane McLeod
Kathy Kardynalski	Thomas Kuhn	Laresa Lund	Sylvia McNair
Renate Kasak	Karla Kunoff	Jim Lynch	Sue Medland
Hannah Kasak-Gliboff	Betty Laird	Sandy Lynch	Robert Meitus
Judy Kelly	Cathy Larson	Pam MacLaughlin	Kathrynn Meuser
Keith Kelly	Joan Lauer	Mary Mahern	Lisa Meuser
Susan Kelly	Naomi Lawlis	Amy Makice	Jason Michalek
Hans Kelson	Julia Lawson	Darja Malcolm-Clarke	Joan Middendorf
Victor Allan Kelson	Gretchen Laymon	Jessica Marchbank	Clarke Miller
	Ann LeDuc		

Susi Miller	Don Ottinger	Vickie Provine	Deborah Rush
Dotty Mitchell	Jim Overman	Maire Quilter	Emma Minoti Rush
Linda Mjolsnes	MonicaOverman	Kelly M Rauch	Amira Sabbagh
Laura Mojonnier	Judy Owens	Susan Rautio-Dietz	Kim Sackmann
Amy Money	Mary Jane Padron	Kara Reagan	Kelly Sage
Jessie Monroe	Amber Panwitz	Mary Reardon	Raymond Sage
Dee Morris	John Pappas	Adrian Reed	Sarah Sanchez
Cindy Mosca	Lindsay Pappas	Daniel Reed	Emily Sanders
Ellie Moss	David Parkhurst	Renee Reed	Ruth Sanders
Nicole Motz	Doris Parlette	Carol Reimers	Scott Sanders
Andrea Murray	David Parsons	Roger Reimers	Christopher Sapp
Jeanne Myers	SharonParsons	Barbara Restle	Dinorah Sapp
Tera Nance-Knieriemen	Joanne Passet	Michael Rhodes	Martha Sattinger
Jennifer Naylor	Elizabeth Peck	Ginny Richey	Jim Sauer
Shawn Naylor	Jana Perea	Ilona Richey	Susan Schneider
Cyndi Nelson	Laura Petersen	Thayr Richey	Drew Schrader
Dale Nelson	Melinda Pettijohn	Madeline Rivera-Gill	Margie Goodwin Schrader
Connie Nelson Laird	Harriet Pfister	Dian Robbins	Alysa Schroff
Tom Nelson Laird	Deborah Phelps	Claire Robertson	Peter Schwandt
Nancy Newton	Emily Phelps	Ed Robertson	Barbara Schwegman
Glee G. Noble	Tom Phelps	Ann Robins	Justin Schwemmer
Martha Nord	Charlie Pickle	Cassidy Rockhill	Margaret Sears
Mary Beth O'Brien	Linda Pickle	Kelly Marie Rockhill	Stephanie Serriere
Brian O'Donnell	Steven Pock	Kris Roehling	Deirdre Sheets
Matthew O'Donnell	Stephen L. Pollitt	Victoria Rogers	Sylvia Sheets
Molly O'Donnell	Cindy Florence Port	Richard Roland	Hwamei Shei
Martha Oakley	Diane Port	Kevin Rottet	Catherine Shipp
Denise Ogren	Robert Port	GK Rowe	Edwin Shipp
Harold Ogren	Avram Primack	Barry Rubin	Eric Shipp
Crystal Olry	Meg Prince	Linda Ruchala	James Shipp
	Genevieve Pritchard	Larry Ruich	

Margi Showman	Michael Stucker	Jim Wager Miller	Mary Wright
Robert Shull	Richard Stumpner	Betty Wagoner	Sharon Yarber
Kathleen Sidel	Angela Sturdevant	Tiffany Walton	Brian Yeley
Samantha Sieloff	Adrienne Summerlot	Roberta Watson	Susan Yeley
Dennis Sipe	John Summerlot	William D. Watt	Stuart D. Yoak
Jay Sissom	Susannah Summerlot	Yasukolto Watt	
Janice Skinner	Claire Sunkel-Spiller	Ann Watzel	
Pat Slabach	Kathryn E. Suskie	Kevin Weaver	
Richard Slabach	Susan Swaney	Renee Weaver	
Angel Cheyanne Smith	Melinda M. Swenson	Licia Ann Weber	
Bryan Smith	Sura Gail Tala	Carol Weingartner	
Floyd Smith	Maggie Talmage	Dixie Welch	
John Eric Smith	Ellen Tamura	Janeth Welch	
Roxanne Smith	Jim Tarnowski	Von Welch	
Kathleen Soens	Bob Taylor	Tracy Whelan	
Brian Springfield	James Thurmond	Erica D. Whichello	
Pearl Springfield	Rebecca Timmons	Gaia White	
Catherine Stafford	Ryan Timmons	Joanne Wilhelm	
Veda Stanfield	Allison Tomusk	Gerald Wilkens	
Jan W. Steenblik	Richard Torstrick	Mary Ann Williams	
Nicki Stewart Ingersoll	Laura Trout	Rebecca Willig	
Rob Stewart Ingersoll	Christy True	Dan Wiseman	
Matthew Stonecipher	Tracy Zollinger Turner	Sharon Wiseman	
Nathan Stonecipher	Barbara Vance	Judy Witt	
Barbara Straube	Thomas Vanderplough	Lee Witt	
Al Strickholm	Marcia Veldman	Doris Wittenburg	
Lee Strickholm	Elizabeth Venstra	Yvonne C. Wittmann	
Phillip Andrew Stroud	Carol Ver Wiebe	Amy Deitchman Wolf	
Lynn Struve	Charlotte Wager Miller	John Woodcock	
Keeva Stucker	Erin Wager Miller	Ian Woollen	
		Brian Wright	