

The Unitarian Universalist Church
Rockford, Illinois



Annual Report
2019 – 2020

The Unitarian Universalist Church

2019-20 Annual Report

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Officers of the Congregation

2019-2020

President: Linda Johnson Vice President: Carolyn Arevalo
Treasurer: Sue Molyneaux Clerk: Peggy Menze

Board of Trustees

Khanh Oehlke Neita Webster Gary Huckstep

Committee Chairs & Team Leaders

BUILDING & GROUNDS Dave Schubert
LIBRARY TEAM Mike Ullrich
FINANCE COMMITTEE Steve Lewis
 Investment Panel Steve Blomgren
 Fall Fundraiser Peggy Menze
 Memorials & Special Gifts Pat Lewis
 Stewardship Committee Staff, Board, and Finance Team
DENOMINATIONAL AFFAIRS COMMITTEE Teresa Wilmot
MEMBERSHIP TEAM Jami Edmonds
RELIGIOUS GROWTH & LEARNING Lindsay Dunn, DRE
SOCIAL JUSTICE TEAM Elyn Ahmer, Jason Peckels
WORSHIP TEAM Rev. Dr. Matthew Johnson
 Music Team Tim Anderson, Music Director
CARING TEAM Carol Foster
NOMINATING PANEL Rebecca Quirk

Staff

SENIOR MINISTER..... The Rev. Dr. Matthew Johnson
DIRECTOR OF RELIGIOUS EDUCATION..... Lindsay Dunn
MUSIC DIRECTOR Tim Anderson
MINISTER EMERITUS The Rev. David R. Weissbard
MUSIC DIRECTOR EMERITA Kay Hotchkiss
MEMBERSHIP MANAGER..... Chris Ainsworth
OFFICE MANAGER AND CUSTODIAN Autumn Powell

President's Report

Dear Fellow UUers,

I can't believe that my year of serving as your Board President has come to an end. When I began my tenure I remember being anxious and excited....anxious as I questioned my knowledge of church governance, church policies, budget, committees, teams, etc., and excited about learning what I didn't know as well as getting to know more members. If I had known that I was going to have to learn google docs, google drive, and Zoom, I may have backed out! Thank you, Matthew, for your patience and thank you, Khanh, for your teaching.

As has become tradition, the kick-off for a new UU Board year is held in July at Matthew's home with a potluck supper. Out-going Board members are thanked for their service and in-coming members are invited to get acquainted, review the monthly Board responsibilities on the church calendar and set dates for the 2019-20 Board meetings, hear what went well in 2018-19 and what was learned, assign Board members to serve as liaisons to teams and committees, and make plans for the annual Board retreat.

Annually the Board has responsibilities that include a Board retreat, a financial audit, performance evaluation of our senior pastor, the Stewardship Campaign, approving the budget, and the annual Congregational meeting. Typically guided by Matthew's leadership and the wisdom/experiences of Board members and committee chairs, these would have well established practices and procedures, but then along came COVID 19! The Stewardship Campaign was put on hold and then transitioned from face to face contact to technological contact. The budget had to be based upon so many unknowns....Would Woodsong and Spectrum rent continue to be included in our "income" column? How would pledges, contributions, and gifts be impacted when members were faced with loss of jobs and financial uncertainty? Would we need custodial care, snow removal, etc.? What tough decisions might we face as we tried to keep a balanced budget? As your President I would like to thank Matthew and all those members and staff who gave countless hours of dedicated service to arrive at solutions to address the challenges presented by COVID 19.

In addition to these annual responsibilities, occurred throughout the year as well: We thanked Pam Wilson for her service on the Board. Her decision to resign led to the addition of Gary Huckstep as an at large trustee for one year. Conversations were held and decisions were made regarding: the Shaheen Lectures, the ordination of Michelle Lattanzio at our church, the cancellation of Trash and Treasure, the continuation of the church Auction (chaired by Barb Giolitto and Peggy Menze), funding for Beloved Conversations which was also abruptly interrupted by COVID 19, two special congregational meetings (October: new siding and January: application for 501(c)3 status which was later withdrawn), review of the extraordinary church policy manual, Owl Roost's return for the coming year, review and approval of contracts, staff changes, Matthew's sabbatical and the procedure for selecting and welcoming an intern minister in 2020-21.

Through committee visits, committee participation, and involvement in church "offerings" I learned more about the benefits our congregation receives from the UUA, the many hats Matthew wears, the competency and responsible management demonstrated by members of our finance committee, the remarkable giving spirit and compassionate gifts of attention/connection provided by our members who tend to the most fragile among us, the countless hours of quiet volunteering by members who tend to the beauty, cleanliness and maintenance of our unique structure and green surroundings, the caring, patient adults who nurture the spiritual growth of the youngest among us, and the commitment and efforts of so many to help bring peace and social justice to the most marginalized in our community. At the risk of someone not feeling included in my above descriptions, trust and

believe that I STILL have much more that I want to continue to learn.....through committee visits and membership, personal conversations, and broader participation across the spectrum of opportunities.

I want to thank you for giving me the opportunity to serve as your Board President. It has inspired me to become more connected and more engaged in the years to come. I want to thank the members of the Board who came to each meeting willing to share their gifts, talents, and wisdom in order to support the mission of our church and honor our Board covenant. Finally, I want to thank Matthew for his leadership, encouragement, and tireless attention to the well-being of our spirit. With gratitude and continued service,
Linda

Mission, Vision, & Ends

Vision

A loving congregation that connects.

Mission

We care for ourselves, each other, and our neighbors and risk acting for justice. Our connections create self-acceptance, empathy, and empowerment in this inclusive and diverse community.

Ends

- **Each person in the congregation is spiritually alive. We are inspired and equipped to extend radical love through our daily lives and authentic conversations.**

“Each person in the congregation” means all persons, of every age, who are active in the congregation through worship, religious education, and/or small group ministries. They may or may not be members. We will expect that people who are more active, and with a longer tenure, will usually but not always indicate more spiritual aliveness and extension of radical love than those who are less active and newer.

“spiritually alive” means that a person considers spiritual and theological questions with intention, experiences and seeks feelings of wonder, connection and empathy, and acts on these thoughts and feelings through personal and social ethical living.

We measure spiritual aliveness through self-reports. A simple survey may suffice.

“inspired and equipped to extend radical love through our daily lives and authentic conversations” means that people hear, and are provoked and encouraged by, stories, examples, suggestions and guides about how to align their personal and family habits and practices with the call of love, and about how one-to-one and small group engagement and conversations can deepen relationships, change their own and other lives, and connect people to truth and community. By “radical love” we mean the love preached by Jesus of Nazareth and other prophets, which calls us to expand our care and solidarity to wider and wider circles, and to challenges existing systems of power.

- We measure “daily lives” through self-reports of alignment and activity. Are our suggestions and examples and inspiration effective in helping form habits and practices that align with our values? Do children, adults, and families try those practices and stick with them?
- We measure “authentic conversations” through percentage engagement in “authentic conversation opportunities” in and out of the congregation (small groups, human library, social justice listening campaign, pastoral care, and so forth). Do people report awareness, participation, and ongoing engagement?

Strategy 1A: Our leaders and staff lead, create, and offer spiritually alive worship and programs.

— The Minister, Music Director, Intern, DRE, and key volunteers create and lead sensory-rich, meaningful and memorable worship; these worship experiences make people feel connected, alive, and inspired to live lives of purpose and love all week long. We use the best practices from Worship Design Studio, and other resources, to produce quality and engaging experiences.

— The DRE and key volunteers create and lead Religious Education programs that engage people and families in self-discovery, community building, and religious growth. These programs engage the sense of wonder, creativity, compassion, and integrity that makes life good and beautiful.

— Key volunteers, with support from the DRE, lead family ministry programs that connect whole families with each other and others. These programs build community, engage in service, and explore our world together.

— Key volunteers, with staff support as needed, offer expanded opportunities to sing, make and experience art, and engage in a variety of spiritual practices. These “spiritual arts” engage people’s bodies, creativity, and soul in both one-time and ongoing practices.

— Key volunteers, with support from the Minister and Intern Minister(s), ground social justice in spiritual depth. Social justice efforts come from theological reflection on the world, our hungers and hurts. Those efforts feed back into further reflection and alignment with personal and social life.

Tactic	Authority	Timeline	Resource
SR + M + M Worship	Minister and Music Dir and Intern(s)	ongoing	Minister time 17K/annual for intern
RE program engage	DRE + team	ongoing 2018-2019 more volunteers with leadership 2020-2021 youth programming	DRE time Volunteers to step up
Family Ministry	Team with DRE support	ongoing 2018-2019 volunteers lead	2K annual Volunteers to step up
Embodied art and spirit	Team with staff support	ongoing 2018-2019 encourage projects 2019-2020 create team 2020+ clear offerings	include with intern time
Social Justice that’s spiritually alive	SJ team	ongoing	minister and intern time

Strategy 1B: We connect more people to worship and programs.

— The minister, working with key volunteers, arranges to stream worship for both live and later viewing. Homebound, traveling, and not-ready-to-visit persons can engage more fully in worship.

— The DCL creates a monthly postal mailing with the theme packet and a monthly calendar of events and programs, so that more people are aware and engaged with these materials.

— Key volunteers, and the DCL and membership coordinator, support a wide variety of small groups and activities. We improve our sign up and communication efforts, and continuously assess, create, and cease groups to focus on what is working to connect people. This can include ongoing groups for interest, affinity, or theme, one-time programs, and social events (for example, a return of the once-successful UniSupper program).

— The DCL, DRE and minister encourage and facilitate attendance at conferences, summer camps, and other wider UU events where people can connect with our faith at depth.

— Key volunteers, the membership coordinator, and other staff, use technology effectively, including social media, texting, and the website, to extend our message to our people and the public.

— We offer strong support family ministry events, including families and people with and without young children. (See above.)

— Key volunteers, with staff support, offer in-person and electronic programs to reach people at a distance from the church.

Tactic	Authority	Timeline	Resource
Stream Worship	Minister + volunteer	Spring 2018	Equipment Copyright permissions
Mailing content	DCL	Fall 2018	Paper and postage \$500 annual
Small Groups	DCL + Membership Coord.	ongoing 2018-2019 improve signup 2019 + create more groups, cull list	Time for DCL hours for Membership Cord.
Camps and conferences	Minister + DRE + Membership Coordinator	2018-2019 identify opportunities, publish 2019-2020 create scholarship fund, send people	3-5K for scholarships, beginning 2019
Tech/Web/Social	volunteer + mem cord?	2018- recruit volunteer, define scope	500/year for tech
Family ministry —above			
Distance reach	Minister + DCL + team	2019-2020 - identify remote leaders 2020+ begin programs	1000/year supplies and outreach, beginning 2020

Strategy 1C: Inspire and equip leaders and members to connect and converse with each other.

— The minister, intern minister(s), and the DCL collaborate to offer regular trainings to the Caring Team to inspire and equip them to do pastoral care work in the congregation.

— The minister and DCL hold a Group Leader Summit and training twice yearly, to equip leaders, share knowledge, and create common programs.

— The social justice team, with staff support, supports the social justice listening campaign. “Listeners” spend time with 2 people per month (1 new to the church) and create a useable inventory of passions and gifts.

Tactic	Authority	Timeline	Resources
Caring Team Trainings	Minister, Intern, DCL, team	Trainings in spring of 2019, 2021, and 2023	Intern stipend - above. Honorarium/ travel - 500 per
Group Leader Summit	Minister, DCL	Beginning fall 2019, 2x year	time for minister
Listening campaign	Team with support from minister/intern	ongoing. 2 “listeners” / month / team member summer 2018 - create inventory database	volunteer time

To accomplish all these tactics, we need the following resources:

We need to have an intern each year, or part-time assistant minister.

We need to expand membership coordinator to 17hrs/week.

We need to allow DCL to focus on pastoral admin and small groups, by shifting other responsibilities to the membership coordinator and using automated systems when possible.

We need to purchase the tech for live stream and have volunteers who can run it.

We need to allow minister and music director to focus on life-changing worship, but removing other tasks and distractions.

We need scholarship money for people to attend conferences and camps.

We need to allow the DRE time for family ministry and RE programming by having strong volunteers and using automated systems.

- **Our woven community celebrates differences, inspiring generosity of talent, time, and treasure, sustaining the congregation.**

“our woven community” means the interlocking circles of members, friends, children, family members, and community partners.

“celebrates differences” means that we provide quality ministry to people who identify as people of color and/or indigenous, working class, disabled, and/or LGBTQ, and that we include people, perspectives, and connections with these identities in leadership of worship, education, justice, caring, and governance. This inclusion is accountable, genuine, and avoids tokenization.

- We measure through a survey of members and friends in the church as a whole.
- We can also evaluate how many people from diverse identities are in leadership positions.
- We also measure through the content of worship, curriculum, and justice partnerships — verifying that perspectives from these identities are included in each worship service and other content we produce.

“inspiring generosity of talent, time and treasure, sustaining the congregation” means that members, friends, and partners give more of their gifts — their skills, their time, and their wealth — to the church. This generosity keeps the congregation thriving.

- We measure through the number of volunteers and an increase in median giving.
- The “sustained congregation” is measured through non-deficit budgets which are uniformly “fair compensation” and “fair share.” We can measure the gap between our actual budget and what it would take to be fair compensation and fair share.

Strategy 2A: Celebrate Differences

— The minister, the music director, the DRE, and the DCL, with key volunteers, ensure that all content is diverse in image, creator, and story.

— The minister and the Justice for All Team invest in POCI and LGBTQ members and friends, through providing pastoral care, leadership development, social and support groups, and other resources as requested.

— The social justice council and staff offer support for the Justice for All Team so they can be effective in their work.

— The Board and JFA team uses the Beloved Conversations program to engage each other, learn, and move toward depth.

— The minister and JFA team educates our folks about how to be good allies and accomplices. We regularly offer cultural competency training, “vocabulary lessons,” and so on.

— We all build connections between people within and beyond the congregation, through programs like human library, listening campaign, interfaith choir festivals or other partnerships, and so forth.

Tactic	Authority	Timeline	Resource
Diverse content	Minister, DCL, Music Director w/ justice for all team	ongoing spring 2019 - create sub-team for accountability	Minister, Music time
Invest in POCI/LGBTQ	Minister and JFA team	fall 2018 - ID team leaders, wants fall 2019+ fund it	2-4K annual for conferences, etc.
Support Justice for All Team	SJ Council, JFA Team, minister, intern	ongoing. ID needs, make happen	above
Beloved Confersations	Board, Justice for All Team	Spring 2020	\$2200
Educate our folks	Minister and JFA team	ongoing	time
Build connections	JFA and SJ team	ongoing	time

Strategy 2B: Inspire Generosity.

— The DRE and Membership coordinator hold regular volunteer open houses to recruit volunteers for their vital programs.

— The minister, with intern minister(s), offers the Harvest the Power leadership program every three years.

— The finance team, with staff support, ensures that there are strong stewardship efforts each year.

— The finance team, with staff support, promotes alternative giving ideas, including legacy giving and gifts discernment. We make sure to follow through on existing ideas.

Tactic	Authority	Timeline	Resource
Volunteer Open House	Membership Coord, DRE, teams	beginning fall 2018	staff time
leadership development	Minister	Harvest the Power in Fall 2019 and Spring 2022	minister time
Stewardship	Finance Team	ongoing	staff time volunteers
Alt. giving	Finance Team + DCL	ongoing. annual legacy giving event - oct each year.	DCL time to organize

Strategy 2C: Sustaining the congregation

— The Board aligns our governance with best practice, by using an appropriate version of policy governance to clarify roles and responsibilities, improve transparency, and release leaders (staff and lay) to do their best work. We also make an annual review of this plan, including the measurement of effectiveness. That annual review will include revision of tactics as necessary depending on circumstances, volunteer commitment, and so forth.

— The Building and Grounds team, with Finance and Board support, works to reduce, if not eliminate, deferred maintenance on our building.

— The Board, with the minister, ensure we have the right staff size and structure for our growing ministry. We continuously improve and communicate staff functions. We are fair compensation to all staff.

— The Board, Minister, DRE, and Office Assistant leverage our building for income through rentals and fee-based offerings. We have and execute a plan, whether Spectrum School continues or departs.

Tactic	Authority	Timeline	Resource
Governance	Board	2018-2019 - policy review, board retreat, clarify responsibilities Fall 2020 - Policy Governance Shift	3.5K consulting/ year 2020-2022
Deferred Maint. reduction	B and G team, DCL, Board	Spring, annual: review list Summer/fall, annual: tackle projects	existing cap. maint. reserve fund. funds to employ qualified maint. person.
Staff for size	Board, Minister	spring 2018 - comp. plan beginning fall 2018 - fair comp. increase mem. coord hours. annual - review, align needs have intern — if funds, consider 1/2 time assistant minister.	10K+ added annually to keep pace with fair comp standards and needs.
Leverage for income	Board, Minister, Office Assist	2018-2019 begin 2/3yo preschool keep or create major renter	hope to net 20-30K per year

To accomplish all these tactics, we need the following resources:

- We need the fee for for beloved conversations (currently \$2200 for our size congregation).
- We need money for leadership development opportunities for POCI and GLBTQ leaders.
- We need funds to eliminate deferred maintenance.

We need funds for fair compensation, and growing staff needs.

We need funds for policy governance consulting.

We need funds to employ a qualified maintenance person, especially if our B&G chair steps back from day-to-day repairs.

• **Our networks of connections and focused acts for justice foster a world of understanding, equity, repair, and solidarity.**

“networks of connections” means our personal and institutional associations and connections — organizations, neighborhood groups, collections of friends, co-workers, and more.

“focused acts of justice” means our intentional, supported efforts to serve needs, educate ourselves and others, witness to our values in the world, and organize with others for a more just world — organizing that is effective, with a concrete goal, strategy, and in relationship with others. It means that our justice is not passive but active.

“foster a world of understanding, equity, repair and solidarity” means a world with less hatred, inequality, despair, and disconnection. It means a world where people connect across differences to both serve the present needs and build structures which are more just and liberating. In small and large ways, our personal, collective, and cooperative efforts make a difference in the world.

- We measure our effectiveness in helping to foster this world by assessing the number and strength of the interventions, projects, and partnerships engaged in. Are our connections strong? Do our task forces, partnerships, and the work of the senior minister have diverse ways to engage, a plan to make change, and are making progress on that plan?

Strategy 3A: Create and sustain strong networks within and without the congregation.

— The SJ council and others create connections with our local neighborhood and in the greater Rockford region. We prioritize participation in projects that build a sense of place and relationship — such as community gardens, little free library, and so forth.

— The SJ council and the minister nurture key partnerships with interfaith and secular groups, including state, national and international UU groups (including UUPCC). We assess what partnerships are working, what they need, and how we can be good partners.

— We invest in listening campaign, training more folks to do relationship work and creating an inventory of the connections and hopes of members and others. (also in 1C above).

Tactic	Authority	Timeline	Resource
Connections	SJ Council and teams	annual review and plan	In STP for \$

Key Partnerships	SJ Council and Minister	fall 2018 — assess each partnership: who, what, etc?	In STP for \$
Listening campaign - above			

Strategy 3B: Effective focused acts for justice.

— The SJ Council, with minister support, strengthens, creates, and sustains justice teams by investing money, training time, and more, so those teams are effective in their work.

— The Board and SJ council empowers the minister and staffs the church so the minister can co-lead a community wide effort to improve early childhood services, referrals, and out- comes, as well as participate in efforts to promote racial justice and dismantle white supremacy.

— The SJ council, with staff support, clearly communicates opportunities to engage in this work to the congregation, and celebrates successes, and witnesses to our values in the world

Tactic	Authority	Timeline	Resource
Justice Teams	SJ Council and Minister	assess and strengthen annual	Minister time, existing budget for training/ support/outreach
Minister project	Minister	ongoing	existing + Alignment Rockford Staff
Communication	SJ Team, DCL, Office Assist	ongoing	above

To accomplish all these tactics, we need the following resources:

We need to ensure that Share the Plate funds are allocated for key partnerships. We need trained and supported volunteers who lead teams and projects.

We need sufficient staff in other areas so the minister is able to do his work in this area.

Senior Minister's Report

This completes my 12th year as your minister. And what a year.

This is the year that the world faced a global pandemic, a deadly respiratory disease, highly communicable, that caused the world to have to change. Some nations handled it better than others; and ours, predictably, handled it quite badly. As a result, as of this writing, more than 100,000 people in the United States have died, and we mourn for their families. The congregation went to all online worship as of March 15th, and will be doing so for the foreseeable future.

We made that transition quickly, in part because of the excellent work of Tim Anderson, Autumn Powell, Lindsay Dunn, and Chris Ainsworth.

Speaking of staff, this is also the year that Jamie Gaffke, who was our Director of Congregational Life, departed for Madison, WI. We miss her already. Chris and Autumn each increased their hours – and then the pandemic hit. We have managed in the last few months – and thank you for your grace and understanding.

Before the pandemic, we were doing good and important ministry – and we still are. Our small group ministry is vital for those participants. The Woodsong school, the Sunday School, and other activities and events produced connection and engagement. Folks were doing the work of justice in the world in a whole host of ways with a lot of partners. We had just started Beloved Conversations when the pandemic hit, and that work of growing our capacity for racial justice is so vital – as this week, of mass nationwide protests and calls for transformation resound across the nation.

We also said goodbye to a lot of people this year. Each year that I spend with you, the endings grow more bittersweet. I am glad to have known you so well.

We ordained Michelle Lattanzio, a former intern – by zoom, no less!

It remains my honor to serve you.

I preached (or will preach) 38 sermons this year, a large increase from previous years. Without an intern, and in light of the pandemic, we will have less guest speakers this year than other years. I will be taking my third sabbatical from late Sept. to late Dec. this year. I attended, again, hundreds of meetings, visited dozens of people, and had countless conversations. I performed, or will perform, 1 Quinceanera, and 8 memorial or funeral services -- for Mark McDonald, Byron Smith, Pat Tollefsrud, Barb Smith, Marlow Holstrum, Keith Hyzer, Verna Hays, and Scotti Lichtenheld. Services for Frank Dajka, Alan Bloomfield, and Jim Overley are upcoming or yet to be scheduled.

This was our second year under our new implementation plan for the ends you set a year ago. Because of the pandemic, I did not have the bandwidth to re-perform the survey of how we

are doing on our ends. Sometime in the coming year, we will do that and assess how, in these strange times, we are managing to meet our goals. For your reference, the ends are:

End #1: Each person in the congregation is spiritually alive. We are inspired and equipped to extend radical love through our daily lives and authentic conversations.

End #2: Our woven community celebrates differences, inspiring generosity of talent, time, and treasure, sustaining the congregation.

End #3: Our networks of connections and focused acts for justice foster a world of understanding, equity, repair, and solidarity.

How are we doing on these? Let me know what you think.

My goals for last year were largely driven by this implementation plan. That included:

1. *Continue to folks on memorable and meaningful worship. Use threshold moments, images, themes, and collaboration with music to produce worship that connects and moves people.*

I would say that this has been accomplished well. I would like to do more with creative threshold moments and elements now that we have our “online only” feet under us. But I think that Tim, Lindsay, and I along with the worship associates are doing high quality worship that is effective and powerful.

2. *Support vibrant small group ministry, offer high quality adult religious education programs (including offering Harvest the Power and supporting Beloved Conversations)*

We have a few strong small groups providing excellent ministry. We transitioned staff support for these groups from Jamie to Chris and they have been equipped to meet online. We had a wonderful Harvest the Power program, and two great adult RE sessions – one on mental and spiritual health, and one on faith perspectives in Unitarian Universalism. Both were amazingly well-attended. We had a powerful Beloved Conversations retreat, and the first session of of the program, before we had to hit pause.

3. *Hold two Group Leader Summits to support teams, groups, committees, and ministries across the church.*

We held the first of these (the second would have happened over the pandemic), and had some good concrete take-aways for improvement and communication.

4. *Support and supervise staff to accomplish their goals*

When Jamie announced she was moving, we spent some quality time considering our most cost-effective way to provide that key support. Although the pandemic will delay our ability to actualize our new plan, I feel good about what we set up. During the pandemic, we have provided staff flexibility to work from home as much as possible, given realities of parenting

for most of our staff. I'm proud of our justice as an employer. We've also kept everyone on at their current pay.

5. *Nurture key partnerships in the community, engage my Alignment Rockford Ready to Learn project, and complete my UUA/UUMA projects this year.*

The Alignment Rockford work has been very exciting this year. We rolled out our results, got feedback, and created an action plan. We recruited amazing people for those teams, and hired a program manager to support the work, who has begun to work for Alignment Rockford. I believe this work – of ensuring quality early childhood experiences, with a lens for equity and access – is more important than ever. If all goes well, in a few weeks, my denominational work for the UUMA will compete – and I'm very proud of the work we did to strengthen the ministers association's accountability procedures.

Based on our implementation plan, and the reality of the pandemic, here are my goals for 2020-2021:

- 1) Do ministry in a pandemic world. Figure out how to offer worship, learning, connection and justice ministry in a way that is sustainable, effective, and faithful. Experiment and innovate. Work with local and national partners for justice.
- 2) Support Chris and Autumn, in particular, and our ½ time intern for next year, Omega, as they grow into their new roles.
- 3) Take a meaningful and rejuvenating sabbatical. Use the time to grow in spiritual practice and depth, and offer those insights in worship, pastoral care, and education to the congregation.
- 4) With lay leaders, create plans for long term stability for the congregation's finances, in light of the pandemic and the attendant economic disaster.

Director of Religious Education Report

Religious Education

The 2019-20 church year was definitely a year of growth. Our focus was on building on the gains we had made in the prior year. Particularly, we wanted to encourage regular attendance and create an environment that offered a place where the children could continue to build meaningful relationships.

We had four age groupings of children that met for Religious Education on Sundays. In the grades K & Under classroom, the average attendance was 9 children. In the grades 1-3 class, the average attendance was 5 children. In the grades 4-6 classroom, the average attendance was 4 children. In the Youth Group (grades 7-12), the average attendance was 2 youth. The children are making connections with friends and caring adults, and we are thrilled that we have youth and parents who are committed to seeing the youth group flourish!

We continued to use the theme based Religious Education curriculum from Touchstones to set up our classrooms for children in Religious Education. The Touchstones curriculum provides an assortment of resources. On the first Sunday of each month, Lauren Smith led Children's Chapel for grades K & under. On the remaining Sundays of the month, Lauren offered the children in grades K & under an activity that related to the month's theme that would be out each week. We collaborated with Severson Dells to provide nature based programming that related to the month's theme for the children in grades 1-6 on the first Sunday of each month. This was a wonderful partnership, and I hope we can offer programming in conjunction with Severson Dells in the future. For the remaining Sundays of the month, Lindsay provided theme related programming for the children in grades 1-3. Sarah Greer, Beverly Broyles, Joyce Palmer, Judy Johnson, and Krysta Wasilewski led activities for the children in grades 4-6 for the remaining Sundays of the month. The activities focused on art, Unitarian Universalism, and social justice. Youth group met regularly with their advisors, Allyson Rosemore and Billie Callahan. The focus for the youth group was primarily relationship building and making connections with an eye toward beginning some service related activities.

This year we offered the Our Whole Lives Sexuality Education Curriculum to children in grades K-1. The facilitators of the group were Lauren Smith, Billie Callahan, and Amy Brandon. We provided the 8 sessions of O.W.L. from January through March during a one hour session that followed the regular Religious Education classes. Six children participated in the program. The leaders were able to get to know the children in a new way, and the children had a safe and open environment in which they could ask questions. It was a wonderful experience for all of those involved.

Of course, things changed drastically when the stay-at-home order went into effect in Illinois. An attempt at meeting with the Religious Education groups through Zoom on Sundays after worship was moderately successful. In particular, the grades K & under group and the youth group seemed interested in using that platform. The children in grades 1-6 showed little interest in connecting through technology. We suspect this is due to the fact that they were inundated with screen based obligations for school throughout the week and Zoom fatigue had set in by the time Sunday arrived. We wanted to encourage them to unplug, be outside, and connect with their loved ones anyway so we didn't stress showing up for Zoom meetings for the grades 1-6 group. As a substitute for virtual meetings, Lindsay created activity packets that contained instructions and simple supplies that were mailed to each of the children in that age group as a way to maintain connection. We hope that moving into phase 3 or 4 of the Restore Illinois plan will mean that we can safely connect in person soon since there really is no substitute for spending time in-person with those that we care about.

We have continued to use the Simple Church database to help with record keeping and communication. This software has helped us track attendance with ease. During the 2019-20 Religious Education year we had 90 children and youth that were members or visitors at the church. The average weekly attendance was 20 children and youth.

Finally, I coordinated with our senior minister Matthew Johnson to select and read the story for all ages and plan the multigenerational worship services throughout the year.

Community Fellowship Team

The Community Fellowship Team met on the first Sunday of each month after service. Our goal was to plan at least one whole congregation event each month that we could invite new members to so they could connect with other families and church members. This year's events included a bonfire (which had to be cancelled due to inclement weather), a donation drive for MELD, a Chili Cook-off and board game night, a family roller skating evening, and a kitchen clean up. We hope to see our membership and attendance grow when we are able to gather in person again.

Woodsong Nature School

I am happy to report that Woodsong Nature School had another successful academic year. School began on Tuesday, September 3, 2019 and ran through Thursday, March 12, 2020, at which point the state instituted the stay-at-home order. Class was in session on Tuesdays, Wednesdays, and Thursdays from 8:30 am - 11:30 am. We followed the academic calendar of Spectrum School with a winter and spring break and days off for the Thanksgiving holiday. We averaged 11-12 students over the course of the school year.

Lauren Smith and Lindsay Dunn serve as co-directors and co-teachers for the program and additionally handle administrative tasks, marketing, tours, admissions, and cleaning. This helps keep our operating costs significantly low.

Our program is primarily geared towards children that are 2 years old. A child needs to be 2 years old to enroll but can remain enrolled when they turn 3. Our mornings are mainly spent outside with each day beginning with free play time on the small playground designated for Woodsong. We then take a nature walk through the wooded area of the grounds. When we finish the walk, we spend time inside taking care of toileting needs, eating snack, and having work time in the classroom.

We plan to reopen Woodsong in July under the Restore Illinois phase 3 guidelines for childcare facilities.

Our goals for starting Woodsong Nature School were to offer a quality early childhood program for 2 year olds, capitalize on the beautiful grounds of the church, build interest in the church, and strengthen the relationship with Spectrum School. Based on the feedback from parents, we have been able to do just that. Parent satisfaction is high and recommendations from current families is one of our best marketing tools. Members of the church have enrolled their children in the program, and Woodsong families have become interested in and even new members of the church. Spectrum School staff generously recommended Woodsong to their current families that had children the right age for our school and passed along our marketing materials to families that toured Spectrum that had younger children eligible for our school. Finally, four of our Woodsong families have enrolled in Spectrum School for their next step in schooling. We couldn't be happier with our accomplishments.

In Gratitude

The success of the Religious Education Program is due in large part to the love and commitment of our volunteers. I would like to heartily thank the following people for their time, talent, and generosity: Shiraz Tata, Dianne Stenerson, Susan Caravello, Katy Haun, Amanda Tapfield, Renee Ekedahl, Krysta Wasilewski, Kim Lowman Vollmer, Fred Stellema, Heather Gunnell, Judy Johnson, Allyson Rosemore, Sarah Greer, Beverly Broyles, Jenni Lavasseur, Rachel Keyes, Wanda Hoover, Billie Callahan, Amy Brandon, and Joyce Palmer.

Thanks also to the Community Fellowship Team members: Rebecca Quirk, Kim Lowman Vollmer, Spitty Tata, Rayo Tata, Sandi Campbell, Amanda Tapfield, and Marian Nash.

Finally, for her tireless dedication and continued commitment to excellence, I would like to send immense gratitude to Lauren Smith.

Respectfully Submitted by Lindsay Dunn

Music Director's Report

Usually my annual report follows a fairly predictable format. Understandably, this year's report requires something different given the extraordinary times in which we find ourselves these days. Like all of our programs at church, the music program has been disrupted by the current pandemic, so it would seem reasonable to first report on what happened preceding the suspension of in-person worship services in March 2020, followed by a report of what has become the new normal for the music program currently and for the foreseeable future.

The program year began in August 2019 as it usually does. A pick-up choir provided music at several Sunday morning worship services before the choir season officially began in September. The **Unicantors** provided music for worship services except for just two Sundays. Violinist **Rachel Handlin** was our guest for worship one Sunday in November, and our friend **Ron Holm** sang and played for worship one Sunday in January. As always, I am thankful for the talent and dedication of the **Unicantors** and the important role they play in regularly leading worship in song.

A feature of our music program for many years, we celebrated what was supposed to be the first of two Music Sundays in December. The musical centerpiece of the service was *The Immigrant Experience*, a cantata by John Kramer, who serves as the Music Director of the Winchester Unitarian Society in Winchester MA. In its seven movements, the cantata offers a variety of perspectives on what has been and continues to be the experience of those individuals who leave their homelands in search of a better life here. It was a thrill to prepare this piece and present it on the second Sunday of December with a number of guest musicians: violinist **Rachel Handlin**, clarinetist **Mark Bond**, cellist **Martha Dunegan**, pianist **Lisa Miller**, tenor **Joe Sweeney**, and soprano soloist **Sarah Simmons**.

The cancelation of our May Music Sunday as originally conceived resulted from our decision in March to suspend in-person worship services. Instead of featuring a larger choral work presented by the **Unicantors**, our alternative May Music Sunday featured musical friends **Rachel Handlin**, **Michael Beert**, and **Aria Beert**, who presented a variety of delightful music for voice and strings, and a dialogue between Matthew and me about the role and importance of music in worship and in our lives. The service most certainly was not our standard fare for a Music Sunday, but was warmly received by the many people who worshipped with us that day.

The **Unicantors** have been on hiatus since March 8, but we still meet at our regular rehearsal time on Thursday evenings via Zoom to remain socially connected while physically distanced. They regularly express how much they miss singing and making music together. I applaud my UU music colleagues who have ventured into the daunting world of virtual choir singing. I hope to learn from them and see what we might do to put something simple together occasionally for worship this fall, assuming we will not be back together yet in September.

Even if we are able to congregate in person again for worship this fall, scientific studies clearly indicate that singing in groups will continue to present great risk to singers until such time as we have a vaccine for COVID-19. While professionals in all the performing arts have found this news devastating, we believe that it would be irresponsible not to follow the recommendations of the scientific community. We can only hope that the challenges presented by our current circumstances will provide the impetus for ingenuity and creativity as we discover new ways to make music together. In the meantime, we will continue to provide music for virtual worship at UU Rockford as we have since March.

I feel compelled to conclude my report by pointing out that the change in my working conditions occasioned by the pandemic has not changed either my basic responsibilities as Music Director or the amount of time I dedicate to my work. I still attend worship planning meetings and staff meetings. In fact, the move to Zoom has made it easier for me to attend staff meetings each week, which in the past have often conflicted with my responsibilities at Kishwaukee College. I still meet with the choir weekly for the same amount of time that we would have been rehearsing. I still have to research and plan music weekly for worship, and I still lead all the music at worship services. The only difference is that I am playing and singing instead of playing and directing. I continue to strive for the same standard of excellence in music in worship, even though now I am the only person regularly being held to that standard. In spite of all the obvious differences in how we do church now, nothing in essence has changed for me, and I offer this clarification for anyone who might think otherwise.

Thank you for your support of our music program. I feel a great sense of accomplishment in completing my sixteenth year as your Music Director, and I look forward to the years to come – whatever they might bring.

Respectfully submitted,
Tim Anderson
Music Director

Membership Manager Report

I'm happy to be starting my fifth year at the church and my first year with a new title. As such, I continue to welcome and connect newcomers, encourage active participation in church life for both members and potential members, track membership, manage weekly giving and deposits, and assist AIM team meetings. In addition, I am also now the staff liaison for the Caring team, Welcoming team, and manage adult programming.

Welcome & Hospitality

The most beloved component of my position has been hosting the guest table on Sunday mornings. Unfortunately, with the current Covid situation, that is temporarily suspended, so for the time being, I'm hosting virtually online during our livestream services. Typically, I help manage the scheduling of hospitality volunteers using Ministry Scheduler Pro. Using our visitor intake form, I connect with new visitors and provide them with information they've indicated an interest in as well as church news.

Our team of Sunday welcome volunteers consists of 75 people which help with hospitality duties including guest table hosts, greeters, ushers, and coffee and snack hosts. We have wonderful folks who help with hospitality –Many thanks to all who serve in this way! It has been expressed by many new visitors and new members alike how genuinely welcoming our church is to walk into on Sundays. Our growing membership is a testament to our wonderful volunteers!

Membership Development and Team Leadership

Using Simple Church, I am able to keep an accurate list of Church members, teams, friends, and visitors. With the help of a volunteer from the Membership team, we host the Path to Membership classes. We offer a 4.5 hour class, 3x/year- Fall, Winter, and Spring. After each Path to Membership class, we facilitate the book-signing ceremony for new members to join our congregation. The Spring of 2019 had 7 folks in attendance, of which 7 folks joined. Fall 2019 PTM consisted of 8 in attendance, of which 4 folks joined, and Winter of 2020 with 6 in attendance and 6 folks becoming members.

We have welcomed a total of 17 new members to our congregation since the Spring of 2019. They include: Jennifer Lavasseur, Sara & Jesse Dorner, Geordon VanTassle, Leslie Williams, Marge & Chuck Elliott, Rachel Keyes, Art & Rebecca Benetitz, Gloria Perez, Rich McKnight & Bill Schuyler, Hannah Kaytona, Alicia Carlton, Mary Neubel, and Jay Swanson. We currently have 331 members. We've had 14 of our members pass on this year.

The Membership Team includes Jami Edmonds, Neita Webster, Gaen McClendon, Geri Carter, Jennifer Riley, Matt Menze, and Wendy Bennett. The team assists with the Path to Membership classes, conduct new member interviews, connect new members within our community, train new volunteers, and implement new strategies for making ours a welcoming community.

I am also connected with the UU Association of Membership Professionals (UUAMP), a community in which I am able to share and draw ideas as well as connect with others in the same role.

I'm the staff liaison to the AIM (Accessibility and Inclusion Ministry) team (Teresa Palmeno), the Welcoming Congregation team (Jay Swanson), and the Caring team (Carol Foster).

Administrative Assistance

I manage the weekly deposits, including STP donations and pledge monies, and provide our bookkeeper with monthly reports. Each week I send informational welcome packets to new or interested guests, and put my energy into a variety of tasks that help manage membership, team planning, and Sunday schedules.

Respectfully,
Chris Ainsworth

Treasurer's Report

Through April, total pledge income for the fiscal year was on about on target with budgeted income; other income has been less, mainly because of COVID-19-related closings. Nonetheless, fiscal Year-to-Date income through April still exceeded fiscal Y-T-D expenses and we are hoping to end the fiscal year with expenditures in line with income. The staff and Finance Committee monitor income and expenditures closely and, if end-of the year expenses exceed income, the committee will determine

how to address the shortfall. The end-of-the fiscal year (June 30) financial reports will be available in mid-summer.

The church received a loan under the *Payroll Protection Plan* (PPP). When we apply for forgiveness after the PPP funds are spent, the amount of the loan that is forgiven becomes permanent income. Finance Chair Steve Lewis prepared the paperwork for the church's Payroll Protection Loan (PPP) application and shepherded the application through the necessary hoops.

We have now had over a year's experience with the church's bookkeeping being performed by Belay "Virtual Bookkeeping Services" based in Atlanta. (Belay is experienced in handling church accounts.) This bookkeeping arrangement is working very well. Belay prepares detailed financial reports, which staff and the Finance Committee review monthly. And monthly the church Board also receives these reports as well as a Finance Overview report and Finance Committee notes.

I have been on the Finance Committee for four years and am completing over two and one-half years as church Treasurer. Our church budget is complex and I appreciate the financial expertise of our Finance Committee members who, with Matthew, assure our church financial standing remains firm and financial records are sound.

Sue Molyneaux
6/1/2020

Committee Reports

Building & Grounds Committee

Name of committee: Building & Grounds Committee

Committee's purpose: The Building and Ground Committee plans, budgets for and executes maintenance and improvements to the Church property, building, furnishings, and equipment. It prepares recommendations for the Church Board and / or the Congregation, as appropriate, for major maintenance, significant, or Capital level improvements.

Summary of committee's activities during the current year (please limit to one paragraph):

1. Numerous repairs to the HVA/C systems, and plumbing systems were a major portion of the expenses.
2. Landscaping plans for the Atrium and Parking lot island were developed by Carole Hunter and others and work is in progress. The Japanese maple that was damaged by the winter was pruned and an additional tree was purchased to supplement the original tree. Removal of dirt from the Parking lot island was completed and the lighting electrical conduits were repaired. Sprinkler system was removed from the Atrium and the Parking lot island. Allen Penticoff designed and built the raised vegetable gardens for Spectrum School, and most recently has undertaken the substantial project of tree trimming, removal, and major grounds work.
3. The Church Office siding replacement funding was approved by the congregation at a special meeting in October 2019, with a start date set for May of 2020. Due to the impact of the Covid-19 pandemic that date has now passed and is still uncertain at this time. Tentatively, this month. (June 2020.)
4. Annual building equipment: Numerous other projects were completed. Parking Lot crack fill, Annual Christmas tree, routine testing of fire alarm, H2O supply, elevator, HVA/C, and other operational equipment. Sanctuary sound and video systems were enhanced. Office entry door operating mechanism replaced.
5. Spectrum School: Spectrum School was notified in April by the Illinois State Board of Education that they were to have an asbestos inspection done in order to obtain state certification. Discussion of the scope and the cost of the inspection were discussed with Church senior leadership which resulted in a 50/50 split of the \$3,000.00 inspection costs. The inspection of the "student occupied

areas” was completed by Anderson Environmental Engineering just prior to the statewide restrictions in response to the Covid-19 situation. As of this report information regarding the results, the site Management Plan, any actions, or measures, by Spectrum and the Church have not been received. Abatement, remediation, or removal costs will be the responsibility of the Church and are unknown at this time.

6. The Building & Grounds Committee meetings for 2020 were moved to the second Sunday of the month at 11:30 AM following Church service to allow additional committee members, or others, to attend. Meetings since April have been via e-mail, or possibly Zoom if required, and will continue in that fashion until further guidance is received.

7. A Peace Pole project was initiated by the Partner Church and Justice for All Teams. Design has been completed and the carving and lettering are in progress. Location is currently under consideration.

8. Finally: The loss of two of the B&G Committee’s senior members has left a significant void in the committee as far as Church organizational experience and leadership. Sandi Campbell withdrew from the committee to take on other significant responsibilities at her condo association. Her participation is greatly missed. The second loss is the passing of Pat Tollefsrud. Her decades of membership in this Church, and her involvement in virtually all of the organizational workings of the Church including: Finance, Memorials and Gifts, the Church Board, and many more, proved to be a valuable asset to this Committee. She joined after her husband and longtime member of the B&G Committee, Dean passed away. She is greatly missed by more than just the members of the B&G Committee.

Hopes for the coming church year (Please limit to one paragraph):

1. Continue with the identification and resolution of major building maintenance repair items, and Church facilities improvements as identified by the B&G Committee and others. (e.g. Completion of the replacement of the building siding on the Church office addition, resealing and re-stripping of the parking lots).

Committee members (names):

Skip Abare, Carolyn Arevalo, Shoko Chien Jim Dehler, Anita Johnson, Allen Penticoff, Fred Stellema, Kim Lowman-Vollmer, Carole Hunter, Autumn Powell, & MaryBeth Cumat Spectrum School, *Committee chair:* D.J Schubert, B&G

Library Team

Purpose Statement: it is the purpose of the committee to support the goals and mission of the Church by maintaining an accessible collection of materials reflecting the needs and interests of the congregation with a particular focus on Unitarian Universalist themes and principles.

Summary of committee activities during the current year: The committee met every month or two in the library when it was available. We processed donated books, reshelfed returned books, recorded checked-out materials, repaired damaged and decayed materials and kept the collection in good order. We have purchased a few new books and DVDs. Our team is currently not accepting donated books so that we may better focus on new materials and collection maintenance. We haven't done anything since the epidemic began in order to keep the collection and ourselves uncontaminated. All and all, things have been pretty quiet in the library this year, which happens to be the way we like it.

Expenditures this year: We have spent very little of our budget this year but hope to resume adding to the collection when things become safer.

Goals for the coming year: The committee will continue to process new books, update our catalog and to keep the library attractive and inviting for our church readers .

Committee members are: Mike Ullrich, President;
Kathy Young, Secretary ; Rhea Overley; Jan Dunham

Finance Committee

Purpose Statement: The Finance Committee monitors the financial status of the church and helps to maintain its sound condition by its activities and recommendations to the Board of Trustees.

Summary of committee activities during the current year:

-Reviewed the church's income and expenses monthly, as well as the status of the fundraising activities, service contracts, memorials and other financial matters.

-As of May, the committee reports the church financial year to be running surprisingly well. The biggest impact and concern were the effects of the Coronavirus, its economic shock, and the resulting four month church physical shutdown. There has been some falloff in donation income, but less than feared. With the shutdown, fee income from the Woodsong program stopped as did much of the rental income. Spectrum School continued their rental of the lower level. Expenses for building and programs were reduced due to the shutdown. By fiscal year end, June 30, there will be a deficit of up to \$10,000. Thankfully, the Deficit Reserve Fund has a large enough balance to cover it.

-Through the CARES Act, we were able to apply for and receive a PPP Loan intended to assist small organizations bridge disruptions of the pandemic shutdowns. This will enable us to continue staffing levels without furloughs for 10 weeks.

-With the minister, built a balanced annual budget for fiscal year 2020-2021. This budget anticipates shutdowns and slow reopening for significant part of the fiscal year. It anticipates reduction in incomes. However, anticipated relief from the PPP Loan will make up for the income losses.

-The Internal Audit Committee consisting of Steve Blomgren, Dave Zinn, and Eric VanEst. They performed certain tests of our financial systems. Additionally, funds were allocated that will allow an outside independent professional Financial Review every 5 years.

-Reviewed and updated 10 and 20 year old church purchasing policies.

Committee Members: Steve Lewis (Chair), Sue Molyneaux (Treasurer), Steve Blomgren (Investment Panel Chair), Pete Giolitto, Ruth Little, Dave Zinn, Matt Menze, Mark Schultz.

Respectfully submitted, Steve Lewis, Chair

Auction Fundraiser

It was a South of the Border Fiesta, celebrating our friends south of the border. The annual auction was held the evening of Nov. 16, 2019.

Deale Hall was decorated with colorful balloons, Mexican Picado banners, wall hangings and table coverings. Light snacks consisting of tortilla chips, guacamole, queso and salsa were available as well as churros. Pedro's Cantina was available for soft drinks and adult beverages for donations, which covered the costs and then some. We also had entertainment...live Latin American music by Tito Cevallos, Jr., from 6:30-7:30 pm, creating a lively, musical atmosphere.

Linda Zuba provided hand made note cards for donation to support the Al Otro Lado organization. This is a bilingual, direct legal services organization serving indigent deportees, migrants and refugees in Tijuana, Mexico. The 50/50 raffle winner, Leslie Mahan, took the winnings (\$471) and donated it to Linda Zuba's cause. Total donations to this organization - \$557.

There were six items auctioned off at the live by auctioneer, Matt Menze. 125 items were sold in the silent auction...most everything that had been donated. Total sales: \$8974
Expenses were: \$563. Food donations: \$38, Cantina: \$91 (covered cost & then some)
The church gained: \$8449.

We used the software we'd purchased last year. Thanks to my co-chair, Barb Giolitto, for helping make this such a fun evening. And many thanks, again, to Carolyn Arevalo for her invaluable assistance and to the dedicated committee members who helped create this successful event. Many thanks too, to the donors who gave an amazing variety of donations, helping make this an interesting event and valuable to our church community.

Submitted by: Peggy Menze

Investment Panel

Permanent Fund Allocations to 2019-20 Operating Budget

47001 - Intern Ministry Fund	3,600
47002-Facilities & Church Equipment	8,400
47002.1 - direct to capital maint reserve	8,300
47003-Programs & Growth	11,500
47004 · Flowers	400
47005 · Outreach	2,400
47006-Religious Education	1,400
47008 · Leadership	200
47009 - Shaheen Lecture	1,800
	38,000.00

Denominational Affairs Committee

Committee's Purpose: The Denominational Affairs Committee informs the congregation about the larger denomination--the MidAmerica Region and the UUA--and provides feedback from the congregation to the UUA.

Summary of Committee's Activities During 2019-2020: Attended 2019 General Assembly in Spokane, WA. The theme was "The Power of We."

Rev. Marta I. Valentín challenged us to share our power with those without power in her sermon, "The Meditations of My Heart: It Is Time Now."

Richard Blanco, Obama's inaugural poet, delivered the Ware Lecture, reciting poem from his latest book, *How to Love a Country*, published by Beacon Press in April 2019.

The Covid-19 pandemic introduced everyone to the technology of ZOOM and webinars. By forwarding emails from MidAmerica Region, I offered many webinars to church leaders for training. I participated in one for new board members.

Hopes for the coming church year:

Support the UUA's UU the VOTE campaign through *Kairos* articles.

Committee Members: Teresa Wilmot

Other Church Members and Friends Who Have Assisted the Committee:

Duane Wilke (Partner Church)

Signature of Committee Chair: Teresa Wilmot

Caring Team

Team's Purpose: The team is a vehicle for the congregation's ministry to one another. The team assists in providing caring help and temporary support.

Summary of the Team's Activities: The Caring Team meets every other month to make sure that members, who are in need of support or contact, are being looked after. We have pastoral care associates who visit members and friends who are hospitalized. Others are visited in nursing homes, rehab facilities and their own homes. Rides to church and to appointments are sometimes provided. Food might be taken to members. Notes and cards are sent. Christmas cookies made by members of the congregation are distributed in December. The committee works very closely with the church staff to provide timely assistance, support and contact.

The members of the Memorial Reception sub committee provided excellent hospitality to members and friends in times of need. Sue Wilke, Linda Spelman and Carol Foster have acted as co-chairs. Teresa Palmeno has acted as assistant chair.

In response to needs of some members, a UU Ride Ministry was created two years ago. The service has not been greatly utilized this year, though drivers remain ready to serve when needed.

Caring Team Members serving during this church year include Carolyn and Bob Arevalo, Shari Smallwood, Carol Foster, Wanda Hoover, Judy Johnson, Lynn Liston, Pat Littlejohn, Kathy Scarpaci, Teresa Palmeno, Tom Walsh, Reggie French, Sue Cooling, Clark Logemann, and Dan Hatfield.

Respectfully Submitted: Carol Foster, Chair

Membership Team

Please see Membership Coordinator report.

Vital Statistics

MEMORIAL SERVICES

Sept. 7, 2019	Mark McDonald	The Rev. Dr. Matthew Johnson
Sept. 14, 2019	Byron Smith	The Rev. Dr. Matthew Johnson
Sept. 21, 2019	Pat Tollefsrud	The Rev. Dr. Matthew Johnson
January 11, 2020	Barb Smith	The Rev. Dr. Matthew Johnson
Feb. 22, 2020	Marlowe Holstrom	The Rev. Dr. Matthew Johnson
Feb. 28, 2020	Keith Hyzer	The Rev. Dr. Matthew Johnson
March 27, 2020	Verna Hays	The Rev. Dr. Matthew Johnson
May 31, 2020	Scotti Lichtenheld	The Rev. Dr. Matthew Johnson

Religious Growth & Learning

Please see the Director of Religious Education Report

Social Justice Team

Ellyn: A primary intent in accepting a leadership role was to co-create cohesion & coherence among the many compassionate, on-going activities in which so many members are involved. And while most agreed that's a worthy effort, very few were asking for that cooperation or collaboration. A few asked how. And I don't feel good when I push an agenda, nor do I appreciate that from someone else. I began to discern when I was being coerced & manipulated (however subtly) or when I was being invited & inspired into action. I don't think I'm in the minority in preferring the latter. And I'm betting that the "poor & oppressed" feel the same.

Because our efforts were not gathering momentum, we now meet quarterly rather than monthly to accomplish the tasks for which we are responsible.

I've been seriously examining my activities with social justice in general. While a few but mighty attend our council meetings, I welcome thoughts or suggestions from the entire congregation as to how to better coordinate & support each other.

Jason:

This is my third year as co-leader of the Social Justice Council. When Ellyn and I were called to this position, we were inspired by a vision of broader collaboration. We were tasked with building mutual cooperation between different individual church members who are doing social justice work in the communities we serve. We also were called to level the hierarchy, so that the voice and authority of one person or group did not overpower the voice and authority of the church members. However, in the past three years, we have defaulted to resolving the

business of the quarter: choosing Share The Plate recipients, lending input regarding the Council's budget, and deciding the annual Social Justice awards. Yet my heart still resonates with that original calling. Are these goals - active participation, collaboration, and empowerment of the congregation's members shared with the congregation's members? And, are we the right leaders to pursue these goals? Please reach out to the Social Justice Council with any input or guidance. Thank you!

In the last year,

Council - Share the Plate, Connelly Award, Beloved Conversations

Jon McGinty - continued to support RUM & report progress & activities each month

David Black - Immigration advocacy, expungements & sealing of criminal records

Bob Babcock - Green Sanctuary

Shiraz Tata & Duane Wilke - And Justice for All - Human Library, sermon discussions, Healing Justice, Listening, UU the Vote/Vote Love

Geri Carter - Therapeutic Poets, Social Justice Leadership Corps

Barb Chidley - Social Justice Leadership Corps

Wanda Hoover & Gaen McClendon - Single Payer Health Care, voter registration, neighborhood canvassing

Barb Giolitto - Winnebago County Citizens for Choice

Dale Dunigan - League of Women Voters, Winnebago County Citizens for Choice

In the coming year, we will be asking more of you about Share the Plate & request suggestions for organizations to receive our donations. Because we are perceiving our donations as tinged with colonialism, we will also urge friendships & potential partnerships with the organizations who receive our money so that we can learn, contribute to & receive from them.

We continue to see our work through a collaborative lens, so will continue to find ways to have more direct & effective impact to co-create a world that works for everyone, with nothing & no one left out.

Thank You All! Ellyn Ahmer Jason Peckels

Music Team

See Music Director Report.

UU ROCKFORD ANNUAL MEETING MINUTES

Sunday, June 2, 2019, 11:05am

Meeting begins at 11:28 am with Call to Order by Ross Ticknor

Rules and Procedures for Congregational Meeting were reviewed

1. Election of Officers:

President: Linda Johnson (1 year term)
Vice President: Carolyn Arevalo (1 year term)
Clerk: Peggy Menze (1 year term)
Treasurer: Sue Molyneaux (1 year term)
Trustee: Khahn Oehlke (3 year term)

Note: Pam Wilson and Neita Webster will continue to serve as Trustees.

- a. Teresa Wilmot moves to approve the noted officers
- b. Barb Gioletto seconds and the motion carries

2. Election of Nominating Panel members:

Ross Ticknor (2 year term)
Ryan Vyborny (2 year term)

Note: Mary Caskey, Dale Dunnigan, and Rebecca Quirk will continue to serve for a second year on the Nominating Panel.

- a. Teresa Wilmot moves to approve the noted members
- b. Jim Callahan seconds and the motion carries

3. Approval of the 2019-2020 Permanent Fund Income Allocations

Intern Ministry	\$3,400
Building & Grounds budget	\$7,950
Capital Reserve	\$7,850
Growth Programs	\$10,900
Outreach (Justice)	\$2,300
Religious Education	\$1,300
Other Designated Funds	\$600
Shaheen Lecutre	\$1,750
Totals	\$36,000

- a. Steve Blomgren moves to approve the noted allocations
- b. Wendy Bennett seconds and the motion carries

4. Approval of the Social Outreach Task Force Recommendations

Actions for Children and other Social Outreach Projects, total of \$2,300

- a. Jason Peckels moves to approve the recommendations
- b. Dale Dunnigan Seconds and the motion carries

5. Approval of the 2019-2020 Annual Operating Budget

- a. Steve Lewis moves to approve the recommendation
 - b. Nikki Ticknor seconds and the motion carries
6. Approval of Joyce Palmer as Affiliated Community Minister
- a. Matthew Johnson moves to approve Joyce Palmer as an Affiliated Community Minister
 - b. Barb Gioletto seconds and the motion carries

Recognitions:

Those Completing Terms of office
Charles Parker Connolly Award: Dale Dunnigan
Memorial Moment
Twenty-Five and Fifty Year Members
Unitarian Universalist of the Year: Sue Molyneaux

Adjournment:

Ross Ticknor Moves for Adjournment
Dan Fellers seconds and the motions carries