



Olmsted Unitarian Universalist Congregation

2019-2020 Annual Report

OUUC Annual Meeting Agenda

Sunday, June 28, 12:00 pm

Opening Words – Rev. Mary Grigolia

Call to order

Review meeting minutes from last year's meeting

Review committee reports

Motion – from board and finance committee for annual operating budget 2020-2021

- Discussion with vote to follow

Motion – by board and nominating committee - slate of board officers and trustees for 2020-2021

- Discussion with vote to follow

Presentation about different offertory share practices led by Marianna Carney

Any business / reports from the floor

Closing words

Adjournment

Thank you to all who attended our meeting today!

Your involvement and contributions strengthen our congregation!

2019 – 2020

Olmsted Unitarian Universalist Congregation

Board

President	Emily Williams
Vice President	Brian Warren
Past Presidents	Homer Farr Eric Jawarowski
Treasurer	Claire Ramsay
Finance Chair	Jim Carney
Secretary	-
Trustee	Kay Potetz, until 6/2021
Youth Trustee	-

Nominating Committee

Caitlin Chapman, until 6/2020

Kay Potetz, until 6/2020

Homer Farr, Chair, until 6/2020

Eric Jawarowski, until 6/2020

Committee on Ministry

Marianna Carney, until 6/2020

Emily Williams, until 6/2020

Pat Moore, until 6/2021

2020-2021

Olmsted Unitarian Universalist Congregation Slate of Nominees for Board Officers and Trustees

President	Emily Williams, until 6/2021, nonrenewable
Vice-President	Brian Warren, until 6/2021, renewable 5x
Treasurer	Claire Ramsay, until 6/2021, renewable 5x
Finance Chair	Open
Secretary	Zellda Zelley, until 6/2021, renewable 7x
Trustee	Kay Potetz, until 6/2021, renewable 2x
Youth Trustee	Open
Past Presidents	Homer Farr, until 6/2021, nonrenewable Eric Jaworowski, until 6/2021, nonrenewable

Nominating Committee

Homer Farr & Eric Jaworowski, until 6/2021
Fran Mulkins, until 6/2021, renewable 1x
Evelyn Sobczak, until 6/2021, renewable 1x

Committee on Ministry

Pat Moore, until 6/2021
Marianna Carney, until 6/2022
Emily Williams, until 6/2021

FINANCE COMMITTEE REPORT

2019-2021

I am so pleased to be able to report to you that we have had a very highly successful Pledge Campaign and budget proposal for next Church year. While many of our sister congregations struggle to get close to the amount pledged last year and many are reporting double digit shortfalls, we managed to balance our budget and *Stand on our own two feet*. We had an **INCREASE in pledges of 22%** for this coming year over last year. I haven't seen any other Church with comparable numbers.

Please see the accompanying proposed budget for next year. We have taken a hard look at the budget proposal in light of the closing of the building, the loss of income and expenses due to the Virus and, to be honest, our best guesses of the effects on our budget from the Corona virus on our operations. We will have to be vigilant and reactive in the oversight of our budget in the coming year.

Again, it is you, the pledging friends and members of OUUC that has created such a positive position for the Church to move forward next year.

THANK YOU!

Jim Carney, Finance Committee Chair.

Olmsted Unitarian Universalist Congrega 20-'21 Budget proposal - Annual Meeting

		Budget '19- '20	Notes	Budget '20- '21
1	INCOME			
1	Pledges	\$ 35,780.00		\$ 43,600.00
2	Pledges from new members. & groups	\$ 1,000.00		\$ 700.00
3	Building Use income	\$ 2,500.00	Closed Building	\$ 1,000.00
4	Collection Plate	\$ 4,000.00		\$ 4,000.00
5	Gifts Desig gifts/Earmarked	\$ 3,000.00		\$ 4,000.00
6	Service Auction	\$ 5,000.00		\$ 5,000.63
7	Other Fund Raisers	\$ 4,900.00		\$ 4,750.00
9	income from OUUC Programs	\$ 300.00		\$ 400.00
10	TOTAL INCOME	\$56,480.00		\$63,450.63
11				
12	EXPENSES			
13	Building and Grounds			
14	Utilities	\$ 7,341.00		\$ 7,200.00
15	Maintenance & Repairs	\$ 3,200.00		\$ 3,000.00
16	Building Insurance	\$ 4,488.00		\$ 5,000.00
17	Sub-total	\$ 15,029.00	\$ -	\$ 15,200.00
18	Administration			
19	Office Supplies	\$ 500.00		\$ 500.00
20	Technology/programs	\$ 900.00		\$ 900.00
21	Publicity costs	\$ 100.00		\$ 100.00
22	Conferences	\$ 900.00		\$ 900.00
23	Dues to UUA	\$1,260.00		\$ 1,260.00
24	Sub-total	\$ 3,660.00		\$ 1,000.00
25	Salaries and Benefits Expenses			
26	Minister package	\$ 18,921.00	(3% cola)	\$ 19,488.63
27	Minster's Professional conf.	\$ 700.00		\$ 900.00
28	Admin. Asst./Office Mngr.			\$ 8,500.00
29	Web Master/Developer			\$ 1,000.00
30	DRE Package	\$ 7,400.00	(3% cola)	\$ 7,622.00
31	Childcare & helpers	\$ 1,100.00		\$ 800.00
32	Janitor	\$ 3,000.00		\$ 3,000.00
33	Sub-total	\$ 31,121.00		\$ 41,310.63
34	Programs			
35	Sunday Svc Committee	\$ 1,600.00		\$ 1,600.00
36	Music	\$ 1,200.00		\$ 1,200.00
37	Re Committee	\$ 1,000.00		\$ 1,000.00
38	Membership & Growth	130.00		140.00
39	Gifts & half plate for charity	\$ 2,000.00		\$ 2,000.00
40	Sub-total	\$ 5,930.00		\$ 5,940.00
41	TOTAL INCOME	\$56,480.00		\$63,450.63
42	TOTAL EXPENSE	\$ 55,740.00		\$ 63,450.63

2020 Minister's Annual Report

from Rev. Mary Grigolia to Olmsted Unitarian Universalist Congregation

Dear Members and Friends of the Congregation:

Our Model of Ministry: There are different models for professional UU ministry: interim (1-3 years), developmental (3-5 years, with the possibility of being called by the congregation as a 'permanent' minister), consulting (hired on a yearly basis, accountable to the Board of Trustees), and settled (called by and accountable to the congregation, with no specified term of service). Here at Olmsted UU, I am hired by the Board of Trustees on a yearly basis as a consulting minister. The Board and I review my contract annually, assessing and adjusting priorities for my ministry with you. This annual report follows priorities defined in our Letter of Agreement (4/16/2019), averaging not more than 14 hours per week (which includes all UUA activities, studies, writing, program development and preparation, as well as time on-site).

This annual report is based on our covenant of ministerial services: varying from week to week, averaging not more than 14 hours/week (33% of full-time).

1. Hold the overview of the spiritual health and well-being of the congregation.

We are living in extraordinary times, in the midst of the Covid-19 pandemic, with an unparalleled arising of global resistance to the longstanding pandemic of white racism and brutality. Never before have we seen such a global insistence on the vision of democracy that all people are created equal. This is extraordinary as our country and other democracies are under attack by ruling demagogues, manipulating people with fear and blame in order to profit and stay in power.

We don't know the shape the Covid-19 pandemic will take. We know there is a presidential election scheduled for early November, framed by the current administration through conspiracy theories, polarization and normalizing the voices and faces of white supremacists.

All this makes the presence of UU spiritual community even more important. We can make a difference in the lives of people looking for support in living from the values of democracy, looking for a spiritual community from which to live as citizens who share faith in life, commitment to living from individual worth and dignity, while respecting the interdependent web of existence.

We don't know yet when it will be safe to reopen the building, to be in each other's physical presence. Our spiritual task now is to recognize what we can't control; to grow more resilient with uncertainty, with 'not-knowing;' even as we continue to engage the needs of our times together, responding as we can as a congregation.

Life is always impermanent. Congregational life is always changing. This year we see that more clearly. And perhaps that clarity of purpose and limit will help us respond to these times and these needs as we can, and enable us to grow the congregation during this time, welcoming others home to our spiritual community...

2. Support the Growth & Vitality/Membership team, meeting with prospective members, providing orientation, supporting connections and service, leading a welcome ceremony as part of a Sunday service as members join. *This team stabilized Sunday morning greeting and hospitality; it has not been meeting during pandemic. We welcomed our new members on Zoom on June 14.*

3. Supervise the Office Manager. *I appreciate Cathy Ross's professionalism and deep love of UU'ism. It is a joy to work with her and serve as her supervisor.*
4. Lead the Adult Program team [APT], facilitating adult programming for spiritual and religious growth. *Our programming continues on Zoom: UU Deep Dive concludes on June 21. Finishing Strong continues through the summer. WISE Women, Yin Yoga, Dream Group, Meditation with Mudras are all continuing. Poetry Group is once per month. Thursday morning meditation is on Zoom. APT is planning additional Zoom programming for summer.*
5. Support the work of the Board of Trustees, attending Board meetings, and providing a monthly written report of activities and observations.
6. Support the Board in focusing on long-term financial and institutional health, vision, purpose and viability.

Our financial efforts during pandemic were well-received; members and friends responded with a 22% increase in pledging. Times are uncertain; we will continue to monitor financial realities and, with your affirmation and help, thrive.

7. Participate in the worship life of the congregation, leading one Sunday service per month, attending Sunday service team meetings, as time permits.

Leading and co-hosting Sunday Zoom services has been at the top of my priority list during the pandemic, sending a clear message that Olmsted and Oberlin UU spiritual communities are well and welcoming. And a special thank you to Zellda Zelley who has stepped up to present several services with me, bringing a fresh new voice and perspective and deep skillfulness to Sunday mornings. And to Brian Warren for technical support and curiosity and follow through. And to Caitlin Chapman for her spirited, open-hearted Stories for All Ages.

Olmsted and Oberlin congregations decided to Zoom together through Labor Day. The possibility of Zooming together after Labor Day will be explored.

8. Work with Olmsted UU Care Team to provide pastoral care.

I appreciate the members and friends who are reaching out to strengthen connections during t physical distancing. Members of the APT organized outreach to everyone in the congregation. And Marianna Carney and Lynda Garvin are adding a geographically-based outreach. The Olmsted UU Care Team did not come together this year. And needs to be reconsidered in next year.

9. Supervise the Director of Religious Education. *I appreciate the energy, dedication to UU'ism, and expertise that Caitlin brings to our families and congregation. And honor that she is not on duty in the summer.*
10. Participate in the work of the Committee on Ministry.

11. Support congregational teams, task forces and committees as needed.
12. Be available by phone, e-mail, or personal visit.
13. Provide a monthly column for The Bellringer and website.
14. Present an Annual Report to the congregation.
15. Provide rites of passage, free from charge, for members of the Congregation.
16. Participate as the Congregation's ministerial representative in the Central East Region of the UUA, the national and local chapters of the UU Ministers Association. *I mentor several candidates for UU ministry and for Commissioned Lay Ministry. I am active in the local UU ministers cluster and participate in virtual GA.*

So glad to be ministering together! Rev. Mary Grigolia

OUUC Annual Treasurer Report

For fiscal year ending 6/30/2020

This started out as a “normal” year, but it sure didn’t end that way!

During 2019-2020 we had 24 pledging units from our 39 members.

Special income of note (as of 6/1/2020):

OUUC Adult Programs	\$ 398.50
Amazon Smile	\$ 88.27
~ smile.amazon.com program	
Birdhouse Donation Box in Lounge	\$ 27.00
~ donations made by AA, Mankind Project, and Rev Mary’s groups	
Book Sale	\$ 536.69
Summer Institute Sales Table	\$ 175.10
~ our members made items that were sold there	
Wine Pairing	\$ 1005.00

We donated a total of \$1601.00 to charity organizations this year.

We started a new Emergency Capital Reserve Fund. Designated donations to this fund will be held for major emergencies; building issues, etc.

We weren’t able to hold our Annual Service Auction, but we had enough other fundraisers that helped us to make it through the year.

Thank you, everyone!

Respectfully submitted,

Claire B Ramsay

OUUC Treasurer

Religious Exploration

Members, families and friends,

What a wild year it has been! The world is experiencing some tumultuous and unprecedented times. Our congregation has done what we decided was best to protect our families. I think we have done a pretty great job doing just that!

Before all of this, our RE program consisted of 5 regular children and 4 occasional children. Samantha Carney assisted me in the classroom. She is truly a joy to work with! I wish her all the best at Duquesne University. We created a 9 year old+ classroom taught by Claire Ramsay. That was a super fun adventure!

After our church made the decision to remain home, I began contacting families individually. We met during times that worked best for them, in the way that works best for each of them. I utilized GoogleDuo, email, phone calls, Facebook Messaging and Facebook Video Calls. My kids always love seeing, playing and talking to the families. It makes my heart so happy since we could not be together physically. It also helps me "check in" with our families and their children.

I am looking forward to the future and hopeful for what's to come.

All the best,

Caitlin Chapman CBS, DRE

2019-2020 Office Manager's Report

Submitted by Cathy Ross

General duties:

- Edit the newsletter (The Bellringer) and weekly updates (e-Bellsound)
- Print the Orders of Service
- Update the website
- Communicate events & meetings to members and friends
- Maintain database of members and friends
- Manage Olmsted UU's Zoom account and scheduling of Zoom meetings beginning June 2020
- Supervise the custodians
- Coordinate rentals and work with bridal couples to ensure smoothly run weddings
- Respond to inquiries and requests from the outside community
- Attend Board of Trustees meetings to stay informed about church goals and plans

Growing our wedding business

Facilitated a booth at a bridal show held at Wagner's Country Inn in Westlake on January 4, 2020. This event was not as well attended as in the past. We had two weddings booked for 2020. Both were rescheduled to 2021, one due to the corona virus.

Replacement Sign

Researched sign companies and requested bids for an LED sign to replace the current one on our front lawn. Requested bids from electrical contractors to connect the new sign. We've selected Wagner Electric Sign Company and Butchko Electric as our contractors. We are in the process of obtaining permits from the North Olmsted Landmarks Commission and the Planning and Design Commission.

Miscellaneous

- Responded to a request from the N. Olmsted to be part of a bus tour of historical sites scheduled for July 2020. Unfortunately, the tour was rescheduled to 2020 due to the corona virus.

Annual Report of the Growth and Vitality Committee June 2020
Committee's Focus: Create a Sense of Community; Increase Participation & OUUC Membership

Co-chairs: Kay P., Jen B. Members: Joann D., Mary G, Evelyn S., Brian W., Emily W.
Sometime Members: Lily B., Linda R.

1. Expanded the meaning of the word "Growth" in our committee name to include not only an increase in the number of members and friends, and the number of people attending and contributing; but also to include
 - Growth of each individual's awareness and ability to respond to the world.
 - Growth in our collective ability to connect with one another deeply and to foster each other's individual growth, and to act with emotional intelligence.
 2. Conducted an analysis of why some new people stay and join us, and why others try us out for one or 2 Sundays and do not return. And why some have left after several months.
 3. Identified the unhealthy interpersonal behaviors (aka disruptive behaviors) that have been displayed during our Sunday gatherings and other meetings, as the things that block, inhibit, or interfere with the growth we seek to encourage. Such behaviors make their targets feel unsafe, on edge, rejected, unwanted.
 - Unhealthy interpersonal behaviors include blaming, making fun of others, usurping another's authority, seeking to dominate or control, leaving meetings abruptly in disagreement, passive-aggressive actions such as speaking under one's breath intending others to hear, and aiming to damage relationships and reputations.
 - Over time, people can become inured to such behavior. However, new people are pushed away by display of such bad behaviors, which mis-represent, mis-lead, and confuse visitors as to who we are at OUUC, who is in charge, and how we conduct ourselves. These behaviors mark us as an unhealthy congregation, even tho' only 2 or 3 members commit them, **if** the rest of us tolerate the behaviors.
 - Said Susan Nienaber, MDiv, "Healthy churches tend to have a low tolerance for inappropriate behavior, while unhealthy churches tolerate all kinds of outrageous things, including words and actions that would not be tolerated anywhere else."
 4. Processed at length incidents of unhealthy behaviors each had witnessed at OUUC; and sorted out how best to deal with these and any future unhealthy behaviors.
 5. Agreed among fellow committee members, to confront each other in a gentle, productive way ('Call In' instead of Call-Out) about unhealthy behaviors -- the "September Agreement."
- Direct communication is key in reducing unhealthy behaviors** -- courageous conversations.
6. Acted upon our agreement several times. Witnessed change and growth on the committee.
 7. Chose "Nourishment of one another" as a major value to guide us and the congregation.
 8. Promulgated the idea of nourishing one another as the objective of the post-Sunday Service activity in Coe Hall: nourishing each other via food and via greeting, sharing, and conversation.
 9. Realized **we do not have to change the bad actors. We only have to change the way we respond to them** via emotional intelligence. Small steps to oppose the behavior can reduce it.
 10. Planned ways to promulgate this culture via modeling and programs to be presented by Rev. Mary and by the committee members speaking about it informally.
 11. Articulated how to interact with visitors / new people to allow them to get to know us, to see what we have to offer so they can make an informed decision about joining us without feeling pressured.
 12. Promulgated some of the committee's work via the January Sunday service on safety, "Welcoming the Stranger."

13. Articulated how to involve newbies in our community. Identified easy ways for them to participate including: ▲ take up the Sunday collection; ▲ do set-up & breakdown of the computer system for a TED talk Sunday; ▲ be part of the RnR crew; ▲ be a greeter.

14. Continued to recruit a 3 person crew for the **Recharge and Refresh** event that *Happens with Food* after every Sunday service. Note that from September to the end of 2019, we needed to recruit 54 crew members, and for the planned remainder of the church year January to June 2020, we would have needed 75 crew members. This means that of the approx. 18 people who attend the service on a typical Sunday, each of the 18 would have had to volunteer 4.167 times in the first 6 months of 2020!

15. Revised both the name (from the inaccurate 'Coffee Hour' or 'Welcome Team' to the hated (why?) 'Aliment Hour' to the current 'Recharge and Refresh' - RnR Crew) and the procedures for the crew to follow.

16. Identified the need to draft a new Covenant, one that includes the intentional culture change described above, and is more actionable than the current one. The draft will be shared with the congregation, perhaps as a Big Question in order to put all our minds together for a best idea.

17. Began planning for ways to explicitly attract people to us. So far, newbies have somehow found us while we remained passive. Now we want to actively look for them. We aim to be embodied, experiential on Sundays. We began to investigate having a nurse available some Sundays to offer, e.g., blood pressure readings.

18. Events include
- Jazz Nite
 - Comedy Nite version 2.0
 - Fall Festival
 - A Place for Civil Discourse
 - Celebration Sunday-Coffeehouse

19. Bylines include
- This is a charging station - Plug in here
 - Come for lunch. Stay for conversation
 - There is no hierarchy here. We take turns leading
 - Everyone and no one is in charge. We are all autonomous
 - We are partners in growth and nourishment, learning how to be better in community with one another
 - We cannot make anyone grow. We can only fertilize the soil
 - No one tells anyone what to do, rather we each act responsibly on reliable information which we share openly
 - We are self-organizing

20. Identified a need for a mechanism for keeping our environment safe, since growth most easily happens in safety. I.e., a structure to fix dysfunction, a venue to facilitate courageous conversations. We will coordinate with the new Safety Committee for this.

21. Lockdown for the pandemic ended our work prematurely, both for events and for addressing the needs we had identified, and for further promulgating the results of our work.

Respectfully submitted by Jen B.

Please talk to either of the co-chairs or other committee members for more information and to share your ideas about the G&V's work this year, especially to share your ideas about how our culture can change to best nourish each other for growth.

Sunday Services Committee Annual Report

Sunday Service Committee met the third Sunday of every month at OUUC during the 2019 -2020 church year until March 2020. At that time meetings continued using Zoom and will continue as such until the virus is addressed.

Programs were reviewed, and future presentations planned and scheduled. Also, the committee prepared several policy and procedures regarding providing Sunday morning services.

Thanks, Kay Potetz
Committee Chairperson

Adult Programs Team Annual Report

The Adult Programs team [APT], facilitates adult programming for spiritual and religious growth. Our programming continues on Zoom: UU Deep Dive concludes on June 21. Finishing Strong continues through the summer. WISE Women, Yin Yoga, Dream Group, Meditation with Mudras are all continuing. Poetry Group meets once per month. Thursday morning meditation is on Zoom. Adult Programs Team is planning additional Zoom programming for summer.

The Social Action Committee exists to help church members support several UUA Principles:

- 2) Justice, equity, and compassion in human relations;
- 5) The right of conscience and the use of the democratic process;
- 6) The goal of world community with peace, liberty, and justice for all;
- 7) Respect for the interdependent web of existence of which we are a part.

The committee plans projects to support these principles throughout the church year, and alerts members to social justice issues which might be of concern to UU's. The committee also recommends charities and organizations that support these values, and half of the cash offering each Sunday is shared with these organizations, as a way to show our value to be a caring community.

Throughout this church year, OUUC worked closely with the Urban Hope UU community to provide a Sunday meal at least monthly to residents of the near west side. Meals are served on Sunday afternoon (a time when most social service organizations are closed) at the Catholic Worker storefront on Lorain Road. Since the covid shutdown, snack bags and nonperishable food have been distributed to the residents who come in need of food. OUUC members have generously provided food and money to support Urban Hope. Special thanks to Jane Semple who has organized these meals and provides food for most of them, and Suzanne & Tyler Russo for their generous help with collecting and preparing food.

Justice: Marianna Carney attended a "Do Something Now" UUJO rally at the Ohio State House in September, to support reasonable gun legislation, and attended training to help refugees. Six OUUC members participated in a "Circle the City with Love" October event on Cleveland's Public Square, to support the cause of peace and justice in the world.

Offertory shares have gone to:

Summer: North East Ohio Coalition for the Homeless (NEOCH) and Winter Warmth Mission

September: Blessing House, a temporary shelter for children in crisis situations in Lorain County

October: Unitarian Universalist Justice Ohio (supporting our church's membership in UUJO)

November: Homeless Standdown (annual winter event in Cleveland), donations of clothing and money

December: Guest at Your Table (holiday program of Unitarian Universalist Service Committee) and

Christmas Eve collection for minister's discretionary fund.

January: Urban Hope, for ongoing expenses for their food and care program (showers, clothing, etc.)

February: Sanctuary for Senior Dogs

March: Ohio Environmental Council

April: North Olmsted Food Pantry (food collection also)

May: Plan was LGBT Community Center, speaker was unable to come due to church being closed, so we continued to suggest donations to the North Olmsted Food Pantry

Note: Social Action Committee was unable to meet as planned in April due to the church being closed, to begin planning for the 2020-21 church year. Jane Semple chaired the committee this year but does not wish to continue. She is willing to continue organizing the Urban Hope meal program. Volunteers are needed for this important committee.

Report submitted by Marianna Carney