



Olmsted Unitarian Universalist Congregation

2020-2021 Annual Report

OUUC Annual Meeting Agenda
Sunday, June 6, 12:00 pm

Opening Words – Rev. Mary Grigolia

Call to order

Review minutes from last year's meeting

Review committee reports

Motion – from board and ad hoc finance committee for annual operating budget 2021-2022

Discussion with vote to follow

Motion - by board and nominating committee - slate of board officers and trustees for 2021-2022.

Nominations from the floor

Discussion with vote to follow

Discussion of by-laws changes regarding church governance proposed by the Ad hoc Finance Committee

Any business/reports from the floor

Closing words - Rev. Mary Grigolia

Adjournment

Thank you to all who attended our meeting today!

Your involvement and contributions strengthen our congregation!

2021 – 2022

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

Board

President	Evelyn Sobczak, until 6/2022, renewable 1x
Vice President	Brian Warren, until 6/2022, renewable 4x
Treasurer	Claire Ramsay, until 6/2022, renewable 4x
Finance Chair	Open, renewable 7x
Secretary	Open, renewable 7x
Trustee	Open, until 6/2022, nonrenewable
Trustee	Open, until 6/2022, renewable 1x
Trustee	Linda Rich, until 6/2022, renewable 2x
Youth Trustee	Open, nonrenewable
Past President	Emily Williams, until 6/2022, renewable 1x

Nominating Committee

Fran Mulkins, until 6/2022, nonrenewable

Open, renewable 2x

Emily Williams, until 6/2022, renewable 1x

Committee on Ministry

Marianna Carney, until 6/2022, nonrenewable

Bob Perry, until 6/2022, nonrenewable

Homer Farr, until 6/2022, renewable 1x

Committee on Ministry is approved by the Board and is not voted on by Congregation

Olmsted UU Congregation Ad Hoc Committee Report for June 6, 2021

The Congregation formed an ad hoc finance committee this year to conduct the Stewardship Campaign. We met, organized and created a packet for all members and friends we felt might be interested in becoming supporters of OUUC. We conducted an efficient pledge drive and received pledges from 25 pledge units totaling \$ 33,049 with an average pledge of \$1,370. However, we did not make the goal set for the drive. We now need your **HELP** and your **INPUT** on how we adjust the budget to balance it.

Respectfully submitted: The Ad Hoc Finance Committee.

Ad Hoc Finance Committee Report – June 6, 2021

Total pledges to date (6/06/21)		\$ 32,949.00	Proposed budget from pledges 2021-2022
Plus non-pledge promise		<u>\$ 1,200.00</u>	
Total received to date		\$ 34,149.00	\$43,600.00
	Number of pledge units	25	
	Average pledge	\$ 1,365.96	
Amount still needed for 21-22 budget		\$ 9,451.00	
Percent of budget achieved		78.3%	

OUUC Budget Sent with Stewardship Packet

Olmsted Unitarian Universalist Congregation

21-22 BUDGET

April 9, 2021

"PRESERVING OUR FUTURE"

INCOME	BUDGET 2021-2022	Budget 2020 - 2021	ACTUAL July 2020 thru March 2021	FULL YEAR PROJECTED July 2020 thru June 2021	ACTUAL 2019 - 2020
Pledges	\$ 43,600	\$ 43,600	\$29,750	\$ 39,667	\$ 35,780
New Member Pledges	\$ -	\$ 1,000	\$0	0	\$ 1,000
Building Use/Rent	\$ 500	\$ 1,000	\$862	\$ 1,149	\$ 2,500
Collection Plate	\$ 1,000	\$ 4,000	\$224	\$ 224	\$ 4,000
Gifts, undesignated	\$ 2,000	\$ 4,000	\$1,755	\$ 2,340	\$ 3,000
Gifts, Designated	\$ 3,000	0	\$8,486	\$ 11,315	0
FundRaisers eg Service Auct'n	\$ 2,000	\$ 9,900	\$1,917	\$ 1,917	\$ 9,900
Adult Programs	\$ 400	\$ 400	\$75	\$ 100	\$ 300
TOTAL INCOME	\$ 52,500	\$ 63,900	\$ 43,069	\$ 56,712	\$ 56,480

EXPENSES	BUDGET 2021-2022	Budget 2020 - 2021	ACTUAL July 2020 thru March 2021	FULL YEAR PROJECTED July 2020 thru June 2021	ACTUAL 2019 - 2020
Building and Grounds					
Utilities	\$ 7,000	\$ 7,200	\$ 5,275	\$ 7,033	\$ 7,341
Maintenance & Repairs	\$ 2,000	\$ 3,000	\$ 3,102	\$ 4,136	\$ 3,200
Supplies	\$ 250	0	0	0	-
Building Insurance	\$ 4,700	\$ 5,000	\$ 2,806	\$ 4,700	\$ 4,488
Sub-total	\$ 13,950	\$ 15,200	\$ 11,183	\$ 15,869	\$ 15,029
Administration					
Office Supplies	\$ 300	\$ 500	\$ 318	\$ 424	\$ 500
Technology/programs	\$ 1,000	\$ 900	\$ 535	\$ 713	\$ 900
Publicity costs	0	\$ 100	0	0	\$ 100
Conferences	0	\$ 900	0	0	\$ 900
Pay Transaction Costs	\$ 50	0	\$ 406	\$ 541	0
Dues to UUA	\$ 462	\$ 1,260	\$ 1,960	\$ 1,960	\$ 1,260
Sub-total	\$ 1,812	\$ 3,660	\$ 3,219	\$ 3,639	\$ 3,660
Salaries and Benefits Expenses					
Minister package	\$ 19,488	\$ 19,488	\$ 14,617	\$ 19,488	\$ 18,921
Minster's Profnl Conference	\$ 300	\$ 900	.	\$ 300	\$ 1,200
Office Manager	\$ 8,500	\$ 8,500	\$ 6,340	\$ 8,500	
Web Master/Developer	\$ 400	\$ 1,000	0	0	
DRE Package	\$ 5,000	\$ 7,622	\$ 5,355	\$ 7,622	\$ 7,400
Childcare & helpers	\$ -	\$ 500	0	0	\$ 1,100
Janitor	\$ 1,800	\$ 2,000	\$ 1,010	\$ 1,347	\$ 3,000
Sub-total	\$ 35,488	\$ 40,010	\$ 27,322	\$ 37,257	\$ 31,621
Programs					
Sunday Svc Committee	\$ 800	\$ 1,000	\$ 150	\$ 200	\$ 1,600
Music	\$ 300	\$ 890	\$ 100	\$ 133	\$ 1,200
Re Committee	\$ 100	\$ 1,000	\$ 34	\$ 45	\$ 1,000
Membership & Growth	\$ 50	\$ 140	0	0	\$ 370
Gifts & half plate for charity	0	\$ 2,000	\$ 1,995	\$ 1,995	\$ 2,000
Sub-total	\$ 1,250	\$ 5,030	\$ 2,279	\$ 2,374	\$ 6,170
Total Expenses	\$ 52,500	\$ 63,900	\$ 44,003	\$ 59,138	\$ 56,480

Help Us Survive into the Future

"The Future of OUUC and its survival!" Many of you may not know how fragile our future is. We are operating on the good will and generosity of a few VERY good friends!

Proposed Bylaws Changes

A Better Way to Build the Board

Each year for the past several years, the nominating committee (NomCom) for that year has struggled to present a complete slate of officers and trustees to the congregation to be elected for the next church year. NomComs each year have been coming to the Annual Meeting with one or more blank spots on the slate. One reason is that agreeing to be the President appears to be a big role to fill, a big responsibility to take on. The president role appears to have preeminence over other board members, and many capable members of our church who could be president hesitate to take on this apparently enormous responsibility.

There is a solution to the struggle that NomCom after NomCom has experienced year after year after year. This solution is the way many other UU congregations choose their boards, and OUUC can also apply this solution if the bylaws were changed to permit it. What many - perhaps most -- UU congregations do is this:

The NomCom presents a slate of Trustees. The congregation votes to elect Trustees. Then, each year the newly constituted board select their own officers for the year. This method more clearly gives evidence that the Board comprises equals and acts as one unit without the hierarchy of officers, and has collective responsibility for the church. Yes, there are officers, each with the duties described in the bylaws. The one whom the trustees select to be president is the president of the corporation under this model just as with our current method. But otherwise the president remains one of the Trustees, and the Board speaks as one, without hierarchy. The Board President runs the meetings as equal to the others. The trepidation that currently prevents capable people from saying Yes to the NomCom to the role of president, is eliminated. Or at least lessened.

At our Annual Meeting this year, we will consider a proposal to change to this model. This is a significant change that needs consideration. Please attend the meeting this year and participate in the deliberations.

Bylaws change to all-Trustee model AND non-voting Treasurer and FinChair

Getting the change made requires a 2/3 vote of the members present at a congregational meeting at which at least 25% of the active members are in attendance. Here are relevant bylaws on that:

ARTICLE V – MEETINGS OF THE CONGREGATION Section 6. A quorum shall be constituted by 25% of the ACTIVE members. A lesser number may adjourn the meeting. Majority vote of the ACTIVE members present will decide any question unless these Bylaws specify differently.

ARTICLE XIV- AMENDMENTS. These Bylaws may be amended by a two-thirds (2/3) vote of the VOTING members present at a Congregational meeting, Only if the proposed amendment has been included in the notice calling the meeting.

So, here are the changes that the Ad Hoc committee could go forward with in a proposal.
First, the complete Article in which there is a change, is shown as it is currently in the bylaws.
Then the Article is shown again with the proposed changes. Additions are shown in yellow highlight and deletions as cross through text.

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ARTICLE VI - ELECTION OF OFFICERS AND TRUSTEES

Section 1. At each annual meeting, a vote of the Congregation shall elect the following five officers of the Congregation from the current ACTIVE members with a minimum of 2 years of ACTIVE membership:

- President
- Vice President
- Secretary
- Treasurer
- Finance Chairperson

The officers shall take office on the first day of the following fiscal year and shall serve for a one-year term. No one shall hold a voting position on the Board of Trustees for more than eight consecutive years.

Section 2. At each annual meeting, a vote of the Congregation shall elect one Trustee from the current ACTIVE members who shall take office on the first day of the following fiscal year and shall serve for a three year term.

Section 3. At each annual meeting, a vote of the Congregation shall elect one Trustee from eligible ACTIVE YOUTH members who shall take office on the first day of the following fiscal year and shall serve for a one-year term.

Section 4. At each annual meeting, a vote of the Congregation shall elect two members to the Nominating Committee who shall serve for one year.

Section 5. At each annual meeting, a vote of the Congregation shall fill such other vacancies as may have occurred during the year and for a period representing the balance of the original term of office.

proposed change to ARTICLE VI - ELECTION OF OFFICERS AND TRUSTEES

Section 1. ~~At each annual meeting, a vote of the Congregation shall elect t~~ The following five officers of the Congregation **shall be** ~~from the current ACTIVE members with a minimum of 2 years of ACTIVE membership:~~

- President
- Vice President
- Secretary
- Treasurer
- Finance Chairperson.

The officers shall take office on the first day of the ~~following~~ fiscal year and shall serve for a one-year term. No one shall hold a voting position on the Board of Trustees for more than eight consecutive years.

Section 2. At each annual meeting, a vote of the Congregation shall elect ~~one~~ two Trustees from the current ACTIVE members who shall take office on the first day of the following fiscal year and shall serve for a three year term. Between the Annual Meeting and the beginning of the new fiscal year, the Incoming Board shall meet to elect from among themselves a President, Vice President, and Secretary. The Incoming Board comprises continuing Trustees and newly elected Trustees; exiting Trustees do not participate in this vote.

Section 3. At each annual meeting, a vote of the Congregation shall elect one Trustee from eligible ACTIVE YOUTH members who shall take office on the first day of the following fiscal year and shall serve for a one-year term.

Section 4. At each annual meeting, a vote of the Congregation shall elect two members to the Nominating Committee who shall serve for one year.

Section 5. At each annual meeting, a vote of the Congregation shall fill such other Trustee vacancies as may have occurred during the year and for a period representing the balance of the original term of office.

ARTICLE VII- DUTIES OF THE OFFICERS

Section 1. The PRESIDENT shall preside at all meetings of the Congregation and of the Board, and shall be the executive head of the Corporation. The President is an ex-officio member of all committees except the Nominating Committee. S/he shall give direction to all Board considerations and should represent the Congregation on all appropriate occasions. A President who has served his/her Congregation in this capacity for two consecutive terms is not eligible for re-election or appointment as President, for a period of one year. Nevertheless s/he is eligible to serve in any other capacity. The President shall continue on the Board of Trustees as Past President during the term of their successor and has voting membership on the Board. If the Incoming President was previously a Vice President, the Outgoing President is not required to be a Past President, but may do so by choice, if s/he desires.

Section 2. The VICE PRESIDENT shall act in the place of the President during his/her absence and shall perform such other duties as may be prescribed. The Vice President shall serve as the chairperson of the Council of the Congregation. In the absence of a Vice President, the Board shall appoint a Board member or other ACTIVE member to be the Chairperson of the Council of the Congregation.

Section 3. The SECRETARY shall give notice of all meetings of the Congregation and the Board and shall keep an accurate record of the transactions of each such meeting. The SECRETARY shall also maintain the archives of and post the minutes of the meetings of the Board of Trustees and of the whole congregation.

Section 4. The TREASURER shall disburse and keep an accurate record of all money, pledges, payroll records, receipts, disbursements, and other property entrusted to his/her care under the direction of and to the satisfaction of the Board. The TREASURER shall be responsible for keeping the Board apprised of the financial condition of the Congregation.

Section 5. The FINANCE CHAIRPERSON shall be the chairperson of the finance committee. The Finance Committee shall be in charge of the pledge drive and any other fundraisers. She/he shall work in

conjunction with the Treasurer to maintain and issue pledge statements and prepare an annual proposed budget.

Section 6. The PAST PRESIDENT of the Congregation shall serve as an active member of the Board of Trustees and shall advise the new President on actions previously taken and/or pending from the previous congregational year. The Past President shall serve as a member of the Nominating Committee.

proposed change to ARTICLE VII- DUTIES OF THE OFFICERS

Section 1. The PRESIDENT shall preside at all meetings of the Congregation and of the Board, and shall be the executive head of the Corporation. **She/He shall ensure faithful compliance with the Bylaws in all operations of the Congregation and Board.** ~~The President is an ex-officio member of all committees except the Nominating Committee.~~ S/he shall give direction to all Board considerations and should represent the Congregation on all appropriate occasions. A President who has served his/her Congregation in this capacity for two consecutive terms is not eligible for re-election or appointment as President, for a period of one year. Nevertheless s/he is eligible to serve in any other capacity. The President shall continue on the Board of Trustees **ex officio** as **Immediate** Past President during the term of their successor ~~and has voting membership on the Board.~~ If the Incoming President was previously a Vice President, the Outgoing President is not required to be a Past President, but may do so by choice, if s/he desires.

Section 2. The VICE PRESIDENT shall act in the place of the President during his/her absence **at Congregational and Board meetings** and shall perform such other duties as may be prescribed **by the President.** The Vice President shall serve as the chairperson of the Council of the Congregation. In the absence of a Vice President, the Board shall appoint a Board member or other ACTIVE member to be the Chairperson of the Council of the Congregation **or Congregational and Board meetings.**

Section 3. The SECRETARY shall give notice of all meetings of the Congregation and the Board and shall keep an accurate record of the transactions of each such meeting. The SECRETARY shall also maintain the archives of and post the minutes of the meetings of the Board of Trustees and of the whole congregation.

Section 4. The TREASURER, **who is appointed by the President with the approval of the Board, serves as a non-voting advisor to the Board.** She/He shall disburse and keep an accurate record of all money, pledges, payroll records, receipts, disbursements, and other property entrusted to his/her care under the direction of and to the satisfaction of the Board. The TREASURER shall be responsible for keeping the Board apprised of the financial condition of the Congregation. **The financial books are the Congregation's property and are open for inspection at any reasonable time to any Member.**

Section 5. The FINANCE CHAIRPERSON, **who is appointed by the President with the approval of the Board, serves as a non-voting advisor to the Board.** She/He shall be the chairperson of the finance committee. The Finance Committee shall be in charge of the pledge drive ~~and any other fundraisers.~~ The FINANCE CHAIR ~~She/he~~ shall work in conjunction with the Treasurer to maintain and issue pledge statements and prepare an annual proposed budget. **The Finance Chair shall make recommendations to the Board in regard to sound financial policies and procedures and ways to improve the financial**

position of the Congregation, all for the long term benefit of the church. In order to execute the duties of the office, the Finance Chair shall be familiar with accounting and financial management principles.

Section 6. The IMMEDIATE PAST PRESIDENT of the Congregation shall serve as an active member of the Board of Trustees and shall advise advisory to the a new first term President on actions previously taken and/or pending from the previous congregational year. The Past President shall serve as a member of the Nominating Committee.

ARTICLE VIII - BOARD OF TRUSTEES

Section 1. The Board of Trustees shall consist of the

President
Vice President
Secretary
Treasurer
Finance Chairperson
Past President

Three (3) Trustees (3-year staggered terms elected from the ACTIVE membership.) One Trustee (1-year term, elected from the eligible ACTIVE YOUTH membership.) The election of officers is provided in Article VI.

Section 2. Duties of the Board:

(a) The Board shall be responsible to the Congregation for the exercise of its administrative powers. It is responsible for the general welfare of the Congregation, the functioning of all committees, have general charge of the property, the conduct of its business affairs, and the control of the administration. It represents the executive power of the Congregation and it establishes administrative policy through its decisions.

(b) It shall appoint, supervise and dismiss all employees of the congregation, except a Called Minister or Minister of Religious Education, and it shall establish their compensation and responsibilities.

(c) It authorizes all financial expenditures at its own discretion; however, no contracts involving a non-budgeted expenditure of or indebtedness over 5% of the annual budget shall be made without an affirmative vote of the Congregation.

(d) It shall keep itself informed as to all activities of the Congregation and shall call special meetings of the Board and/or of the Congregation as it may deem necessary.

(e) It will act on all applications for new organizations within the Congregation. It shall reserve the right to approve or deny all requests for the use of the building and its facilities.

(f) If a vacancy occurs on any elective position, such vacancy shall be filled by the Board until the next Annual Meeting of the Congregation.

(g) It does not have the authority to vote anything which represents a major change in the Congregational policy, or in the financial arrangements of the Congregation, or the employment or dismissal of the Called Minister or the Called Minister of religious education.

(h) Lay persons assuming leadership roles and responsibilities will serve at the pleasure of and under the direction of the Board of Trustees.

Section 3. The Board members shall assume their duties on the first day of the following fiscal year and shall serve through the fiscal year.

Section 4. The Board shall meet monthly and a quorum, which shall consist of 2/3 of its members, is necessary for any official transaction of its affairs. A lesser number may adjourn the meeting. All members and friends of the Congregation who are not Board members shall be welcome at all regular Board meetings and shall be given the courtesy of the floor within the structure of the policies of the Board and the meeting agenda.

Section 5. By a 2/3 vote of the Board members present, closed executive sessions may be held for the limited purposes of discussing personnel and/or legal matters.

Section 6. If a member of the Board is unable or unwilling to fulfill his/her responsibilities, he/she may be removed from his/her position by a two-thirds vote of the Board at a monthly Board meeting. The Board must inform the individual of the reason for the proposed removal and the day of the proposed vote at least 30 days in advance.

Section 7. DELEGATES.

The Board shall approve all delegates and alternates as representatives to area, regional, and continental organizations of this denomination in ample time to comply with the rules thereof.

proposed change to ARTICLE VIII - BOARD OF TRUSTEES

Section 1. The Board of Trustees shall consist of ~~the President~~

~~Vice President~~

~~Secretary~~

~~Treasurer~~

~~Finance Chairperson~~

~~Past President~~

~~Three (3)~~ **six (6)** Trustees (3-year staggered terms elected from the ACTIVE membership-) **all with equal powers.** One Trustee (1-year term, elected from the eligible ACTIVE YOUTH membership.) **Election of Trustees occurs annually, and two Trustees will be elected each year.** The election of officers is provided in Article ~~VII~~ **VII.**

Section 2. Duties of the Board:

(a) The Board shall be responsible to the Congregation for the exercise of its administrative powers. It is responsible for the general welfare of the Congregation, the functioning of all committees, have general charge of the property, the conduct of its business affairs, and the control of the administration. It represents the executive power of the Congregation and it establishes administrative policy through its decisions. **The Board operates as a unit; individual Trustees have no authority to act or make decisions unilaterally.**

(b) It shall appoint, supervise and dismiss all employees of the congregation, except a Called Minister or Minister of Religious Education, and it shall establish their compensation and responsibilities.

(c) It authorizes all financial expenditures at its own discretion; however, no contracts involving a non-budgeted expenditure of or indebtedness over 5% of the annual budget shall be made without an affirmative vote of the Congregation.

(d) **The Board shall assess and represent the will of the Congregation.** It shall keep itself informed as to all activities of the Congregation and shall call special meetings of the Board and/or of the Congregation as it may deem necessary.

- (e) It will act on all applications for new organizations within the Congregation. It shall reserve the right to approve or deny all requests for the use of the building and its facilities.
- (f) If a vacancy occurs on any elective position, such vacancy shall be filled by the Board until the next Annual Meeting of the Congregation.
- (g) It does not have the authority to vote anything which represents a major change in the Congregational policy, or in the financial arrangements of the Congregation, or the employment or dismissal of the Called Minister or the Called Minister of religious education.
- (h) Lay persons assuming leadership roles and responsibilities will serve at the pleasure of and under the direction of the Board of Trustees.

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ARTICLE XI – COMMITTEES

Committees of the congregation shall fall within the following designations: Elected Committees and Volunteer Committees.

Section 1: Elected Committees may include but are not limited to:

a) COMMITTEE ON MINISTRY

The two primary purposes of the Committee on Ministry are:

- 1) To provide the congregation with the means of evaluating the overall quality of ministry—lay and professional--based on the most current version of the congregation's mission and covenant.
 - 2) The committee monitors the pulse of the congregation and if a potential conflict becomes apparent, efforts will be made to mitigate the situation based on OUUC conflict-resolution policies. This committee also functions as the Response Team as defined by OUUC's Safe Congregations Policy.
- The committee shall consist of three (3) members, serving staggered three-year terms. To fill a vacancy, the Committee on Ministry, in consultation with the Minister, shall submit at least three names to the Board of Trustees for consideration. The Board of Trustees will appoint new members to the Committee

on Ministry from this list or shall request additional names. The Committee shall meet regularly. The chairperson shall be elected from the committee membership by the Committee.

b) NOMINATING.

This committee shall consist of three (3) members, one of whom will be the Past President of the Congregation. No member shall serve more than two consecutive one-year terms on the Nominating Committee.

Its function is to prepare a ballot listing each elective office and the new nominating committee to be voted on at the annual meeting. In addition to presenting nominations for these offices and committees, space should be provided on the ballot for additional nominations under each elective position. Such nominations may be made from the floor at the annual meeting. It is required that the list be posted and published at least 14 days in advance of the meeting, so that consideration may be made of it.

Section 2:

Volunteer Committees shall serve at the pleasure of the Board of Trustees in order to fulfill the necessary functions of the congregation. Committees shall elect their own chairpersons. Chairpersons of Volunteer Committees are required to report to the Board as the Board may prescribe and participate within the Council of Committees as directed by the Vice-President. Each committee is expected to submit an annual written report to the president 14 days before the annual meeting of the Congregation.

proposed change to ARTICLE XI – COMMITTEES

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 - 2) The committee monitors the pulse of the congregation and if a potential conflict becomes apparent, efforts will be made to mitigate the situation based on OUUC conflict-resolution policies. This committee also functions as the Response Team as defined by OUUC's Safe Congregations Policy.
- The committee shall consist of three (3) members, serving staggered three-year terms. To fill a vacancy, the Committee on Ministry, in consultation with the Minister, shall submit at least three names to the Board of Trustees for consideration. The Board of Trustees will appoint new members to the Committee on Ministry from this list or shall request additional names. The Committee shall meet regularly. The chairperson shall be elected from the committee membership by the Committee.

b) NOMINATING.

This committee shall consist of three (3) members, one of whom will be ~~the Past President of the Congregation~~ **an exiting Trustee (one who has just completed his/her Board term and is not continuing)**, appointed by the Board. No member shall serve more than two consecutive one-year terms on the Nominating Committee.

Its function is to prepare a ballot listing each elective **Trustee** office and ~~the new~~ **two candidates for the** nominating committee to be voted on at the annual meeting. In addition to presenting nominations for these offices and committees, space should be provided on the ballot for additional nominations under each elective position. Such nominations may be made from the floor at the annual meeting. It is required that the list be posted and published at least 14 days in advance of the meeting, so that consideration may be made of it.

Section 2:

Volunteer Committees shall serve at the pleasure of the Board of Trustees in order to fulfill the necessary functions of the congregation. Committees shall elect their own chairpersons. Chairpersons of Volunteer Committees are required to report to the Board as the Board may prescribe and participate within the Council of Committees as directed by the Vice-President. Each committee is expected to submit an annual written report to the president 14 days before the annual meeting of the Congregation.

2020 Minister's Annual Report

from Rev. Mary Grigolia to Olmsted Unitarian Universalist Congregation

This monthly report uses priorities listed in the Covenant of Ministerial Services for 2020-2021 between the Board of Trustees of the Olmsted Unitarian Universalist Congregation and the Reverend Mary Grigolia.

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

As we come together for the Annual Meeting, I observe OUUC doing well in terms of online programming even in time of pandemic.

The annual meeting is also the change of the guard for OUUC's Board of Trustees, Nominating Committee, and Committee on Ministry. As a small congregation, we have called on the same volunteers who need downtime. Several Board members continue. Several seats are open. And several members have volunteered to join them.

Following the death of Dana Morgan, our Finance Chair, I was heartened by the energy of the Ad Hoc Finance Committee, with its willingness to engage in hard discussions about financial choices. The challenge facing OUUC is to set precedents for who OUUC becomes in a post-Covid world.

If OUUC is to grow and thrive, to 'preserve the future,' it requires listening together to what is emerging as most important for OUUC as a congregation. We are seeing ourselves and each other and our community differently than before the pandemic. This requires self-reflection, willingness to look at OUUC through new eyes, deeply listening to each other, and creating trust, as we explore our needs, present and future:

What are we learning from the pandemic about ourselves and our relationship to congregational life?

How do we see our ministry with families, children, and youth? And what are we willing to do to attract and welcome families with children?

How do we see our ministry for the second half of life, Aging as Awakening?

How do these two different focuses work together?

In this next year, as OUUC listens deeply to one another and envisions the future, I hope that OUUC will ground itself in what it does best: inclusive social gatherings, celebrating life as a spiritual community, grounded in the Universalist heritage of 'God as love', in service to community.

2. In time of pandemic, with the building restricted, stabilize the worship life of the congregation; attending Sunday Services Committee meetings. For example, while OUUC Zooms Sunday services with OUUF, the minister will lead one Sunday service per month on behalf of OUUC, in addition to the two services she leads on behalf of OUUF. When pandemic passes, the minister will lead one Sunday service per month, except during study leave or vacation.

The two Sunday services teams agreed to continue to Zoom together through the end of the summer. Zoom Worship Retreat Sunday, June 27, 2-5 p.m.

All are welcome. (See the Annual Report from Sunday Services Committee)

3. Lead the Adult Program (APT) team, facilitating adult programming for spiritual and religious growth.

The two Olmsted and Oberlin Adult Program teams met together all year. Our programs are going well. (See the Annual Report from the Adult Program Team.)

4. Support members in providing outreach and pastoral care.

I am excited to work with Olmsted's new Care Team. And I encourage everyone to get involved.

5. Supervise the Office Manager.

6. Supervise the Director of Religious Education (DRE).

The pandemic has been especially hard for families with children. Our DRE, Caitlin Chapman, created weekly emailed activities to support participating families, is the OUUC face of RE on Sunday mornings, and stays in touch with our families. OUUC needs to re-spark its vision of and commitment to children's RE, which has historically been at the heart of the congregation.

7. Support efforts for membership growth and outreach
8. Support the work of the Board of Trustees, attending Board meetings, and providing a monthly written report of activities and observations.
9. Support the Board in long-term health, vision, purpose and viability.
10. Consult with the Committee on Ministry as requested.
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.

I lead a memorial service for Dana on Sunday May 23rd, concluding with scattering of ashes in the Memorial Garden on the OUUC grounds..

16. Participate as the Congregation's ministerial representative in the Central East Region of the Unitarian Universalist Association, the national and local chapters of the Unitarian Universalist Ministers Association.

I continue in covenant with UU ministry colleagues; I mentor a candidate for professional UU ministry, serve as a Critical Friend for new Commissioned Lay Minister, Elizabeth Reilly. I'll attend UU Ministry Days and General Assembly in June.

In fellowship,
Rev. Mary

President's Annual Meeting Report, 2020-2021

There's an ancient curse that goes, "May you live in interesting times." This past year has certainly fit that description; all-in-all, this has undoubtedly been the most unusual year in my memory. Our "interesting times" started out in the spring of last year with the closing of our church due to Covid-19. Members and staff (most notably Reverend Mary) scrambled to create alternative Sunday Services and programs via Zoom. We joined forces with the Oberlin Unitarian Universalist Fellowship. Our collaboration has allowed each organization to benefit from the other's strengths. The combined programs and services have been well received, with combined attendance generally well in excess of what either entity had prior to the joint venture.

Our congregation met in small groups while wearing masks and social distancing, to write letters encouraging people to vote. We also mailed cards and phoned members and friends all through the year to check out how they were doing and to offer general encouragement. We also had several gardening/clean-up projects to enhance the grounds while enjoying each other's socially distanced company, and we (and our historical bell) participated in a Unity Vigil of 15 people on the 19th of January.

Our Finance Chair, Dana Morgan, died in December; she is sorely missed. Jim Carney, former finance chair, along with Jen Bierman and the *ad hoc* finance committee stepped up to organize a fund drive and prepare a budget. On a positive note, we finally got permission from North Olmsted to install an electric sign which means no one will need to brave Winter weather to change the sign by hand! The sign was installed in April.

Thank you to everyone who has stepped up and gone out of his or her comfort zone to be of service to our community this year. Thank you all for being with us. It is hard to predict what next year will bring (although I personally hope that it will be somewhat less "interesting"); however, if we come anywhere close to what we achieved this year, next year will be a resounding success.

Emily

Treasurer's Annual Report for 2020-2021

What a crazy year for us all! Had someone tried to explain the Covid Crisis and how it was going to affect us all, a few years ago, we certainly would have thought they had lost their minds.

During this 2020-2021 church year, we had 35 church members which included 30 pledging units.

Our one-page monthly Treasurer Report that all past Board Members remember, has grown to a now 4-page report, plus a cover page. This year's Board has requested more and more information, which I have provided. Besides the basic report, we now have a detailed, itemized list of every cent that is paid out, along with a list of definitions for each and every line item on the basic report.

This year with both Givelify and PayPal charging approximately 2.9% for the use of their services, the Board voted to give our donors full credit for their donations. Example: if you donated \$20 to OUUC via Givelify or PayPal, you will get full credit for your \$20 donation, and the church "eats" the fee. We created a new line on the Monthly Treasurer report to capture the amount that we are paying for those donations. The PayPal or Givelify fee now shows up on the new "Operational Expenses" line. Reminder: if you manage your personal bank account online, you might have seen Zelle as an option to send or transfer money to friends or businesses. Zelle is free for both the sender and the receiver. Please consider this method as an alternative to writing a check, or using PayPal or Givelify. We currently have 12 people using these 3 methods of donations, some of them as automatic reoccurring donations. Hopefully, more will switch to using Zelle through their own banks.

We continue receiving Amazon Smile donations. This year we received \$115.67 from Amazon Smile; a 31% increase over last year. Thank you to all of you for purchasing through www.smile.amazon.com to make your Amazon purchases!

Our Fall Sale Fundraiser brought in over \$1400! I'm looking forward to our next sale or auction. Hopefully, our next Finance Chair will have some great fundraising ideas, too.

Our Building Repairs this year included installing brighter and more economical bulbs in the lobby entrance, and sanctuary storm window repairs.

Adult Programs brought in \$75.00 this year. Thank you, Eric Jaworowski for your painting classes!

The Pagan Studies Group paid \$324 in building usage fees. Both the Mankind Project Men's Group and the AA Groups are re-starting so there will be more building use income coming in this year.

Our beautiful, new front sign has been totally installed. The entire cost was \$29230.45. Thank you to all of the donors that helped that to happen! It's gorgeous!

We received a payment of \$750 from Translucent LLC for our damaged back awning. They used to have a lifetime guarantee. When our back awning came down in an early spring storm, we contacted them. They no longer install awnings, so they sent us payment that we will use towards repairing or replacing it. Watch for our new awning, this summer!

During the winter we had a bit of damage to the storm drain in the driveway close to the trash shed; probably caused by a snow plow. Please be careful driving and walking there. It will be replaced this summer.

Respectfully Submitted,
Claire B Ramsay
Treasurer of the Board of Trustees 2020-2021

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

2020-2021 Annual Report from the Adult Program Teams (APTs)

To the Oberlin UU Fellowship and the Olmsted UU Congregation:

This year of pandemic has been an unusual year as we have combined the Adult Program Teams from the Oberlin and Olmsted congregations, supporting each other's programs and starting a few new programs together.

Purpose of the Adult Program Teams in both the Olmsted and Oberlin congregations is to support programs that express the missions of the congregations: engaging in spiritual growth, exploring our religious journeys, and understanding the justice/ethical needs of our times.

Programs we supported this year included:

Art & Spirituality
Current Events Covenant Group
Democracy Deep Dive (aka UU Monthly Kendal Gathering)
Dream Group
Friday After-Lunch UU Check-in (ended at the end of April)
Game Night
Living with Change Covenant
Men's Group
Pagan Studies
Poetry Group
Reading Writers of Color
Thursday Evening Meditation
Thursday Morning Meditation
Vigil pre-inauguration
Walking in the Woods
What Would Jesus Do?
WISE Women

Programs in preparation/under construction:

8th Principle / Racial Justice congregational engagement
Compassionate Communication
End-of-Life Choices Ohio

Adjunct Activity: Olmsted APT organized outreach to the congregation which is morphing into the Olmsted CARE Team.

(See separate report for Oberlin's Care Team.)

Dual-Platform Programs: APT is encouraging all groups to discuss how hybrid programming will work and support their programs.

APT created a policy for approving new programs sponsored by both congregations.

For more detail or to get involved, contact Jeff Witmer for Oberlin or Lynda Garvin for Olmsted.

2020-2021 Office Manager's Report

Submitted by Cathy Ross

General duties:

- Edit the newsletter (The Bellringer) and weekly updates (e-Bellsound)
- Update the website
- Maintain master calendar of meetings & events
- Communicate events & meetings to members and friends
- Maintain database of members and friends
- 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

Building Use & Weddings

In general, our building was not open for Sunday Services or meetings due to the COVID-19 pandemic. As vaccinations have increased and infections have lessened, we have been allowing small groups to meet following protocols. The Pagan Studies Group has continued to meet, a small yoga group began meeting in Coe Hall in December, and The Mankind Project is resuming meetings in the building. We have a memorial service scheduled in August and a wedding scheduled for September.

Replacement Sign

Our new sign has been installed and is operational. This past year, I have worked with Wagner Sign Co., Brian Warren, Emily Williams, and other OUUC members to obtain approval for the overall design and the LED changeable screen. This involved obtaining permits from the North Olmsted Landmarks Commission and the North Olmsted Department of Planning and Development. I assisted in monitoring the approval process of North Olmsted's new Sign Code that originally did not permit LED signage on historic landmark buildings such as ours. Along with several OUUC members, I attended virtual meetings of both North Olmsted departments. In the end, the Code was amended to allow LED signage for historic landmark buildings. Now that the sign is installed, I am working with Brian Warren to master the software application for updating our messages.