

Table of Contents	Page
Record of Attendance	3
Minutes of the Annual Meeting on June 17, 2020	4-6
Minister's Report	6-7
Board of Trustees Report	8-9
Congregational Administrator's Report	9-10
Healthy Congregation Team	10
Religious Exploration Team	II
Music Team	12
Small Group Ministries	13-14
Way Forward Team	14-16
Building and Grounds	16
Antiracism Ministry Team	17
Ministerial Support Team	17
Social Justice Council	18
Babies First Loan Program	19
Hospitality Team	19
Nominating Committee	20
Sharing Sundays	20
Library Team	20
Stewardship Team	21
Summer Services	21
Engagement and Outreach	22
Men's Group	22
Service Auction	23
Book Discussion Group	23
Celebrations Team	23
Care Team	24
Women's Circle	24
Environmental Interest Circle	25
Aesthetics Team	25
Endowment and Investment Committee	26-28
FUSIT Financials - Profit and Loss	29-33
Finance Committee	34

	2016-17	2017-18	2018-19	2019-20	2020-21	2016-17	2017-18	2018-19	19-20	2020-21
	Ce	elebrations	(+ teache	rs)		Religiou	s Explorat	ion (+ child	l  in  S + P)	
SEP	121+2	212+4	172+2	161+0		0+17	2+31	1+31	0+17+0	
	132+7	173+5	174+2	133+7	140	27+4	26+2	1+2	40+3+0	71
	120+4	172+6	155+7	172+4	200	21+2	21+1	17+3	29+5+0	
		,		89+7	110				30+6+0	
OCT	126+6	112+6	141+11	164+13	130	28+1	18+2	36	50+1+0	67
	134+11	172+11	180+8	135+0	136	26+0	21+3	28	2+17+0	
	127+13	141+9	139+10	150+14	101	23+0	27+2	23 +4	42+3+0	
	120+12	157+6	160+5	164+6	94	26+3	18+2	15	25+0+2	
NOV	116+5	130+2	149+11	172+14	192	33+1	5+12	39+9	53+3+1	68
	111+6	122+6	144+12	149+8	102	33+0	16+1	33+2	43+3+1	+1
	200+12	150+10	162+8	162+17	177	31+2	26+2	0+25	45+7+3	
	133+11	192+2	164+7	165+0	146	29+1	3+13	25+6+2	0+32+0	
	82+4	144+5				12+2	21+1			
DEC	117+6	173+6	180+12	Snow	144	29+5	20+0	37+2+0	Snow	68
	143+13	168+13	185 + 7	131+6	103	31+1	27+5	36+2+5	27+3+4	+3 / -3
	134+2	187+13	167+11	170+13	115	0+31 Int	27+4	31+5+1	37+4+0	
	XMAS	77+2	140	171	CA	XMAS	0+30	26 + 1	0+18+4	
	84+1	123+2	60	86	146	0+6	2+12	0+?+2	0+5+0	
JAN	104+6	163+6	170	85+6	110	23+1	23+8	10	29+13+1	68
	137+7	133+14	128+ 14	136+8	163	23+6	27+2	34 (1+0)	33+5+2	+1/-1
	105+9	164+10	SNOW	118	157	22+9	31+4	SNOW	0+23+1	
	146+8	166+7	103+10	151+8	304	33+5	27+2	23 (1+2)	28+1+0	
					148			50 50 50		
FEB	115+6	150+4	159 + 3	148+5	86	28+8	20+2	14+21+10	34+2+0	63
	118+6	186+10	172+12	177+11	472	21+5	29+5	29 (2+1)	34+6+1	-5
	110+11	153+10	136	141	167	25+5	16+5	15	0+9+0	
	131+6	153+5	143 + 6	152+6	441	28+2	20+5	22 (0+1)	37+?+0	
MAR	80+8	162+5	164+12	120+12	111	25+3	24+4	34+4+0	36+7+1	59
	116+10	180+9	160+13	131+12	94	25+7	29+6	27+5+2	30+?+?	-4
	106+5	139+10	133+11	115	101	21+0	25+5	37+0+1		
	123+9	146+7	203	n/a	82	18+5	11+0	0+29+2		
	102+7	181+2	168+?	172		13+9	2+26	23+3+0		
APR.	145+8	199+7	166+7	180	103	26+3	25+5	21+20+1		54
	130+2	253+5 I	166+0	171	76	0+10	17+14	16+18+1		-5
	241+5	159+12	198+0	142	89	26+9	26+1	0+22+0		
	247+5	151+2	176+13	149	104	25+3	1+13	31+1+1		
MAY	166+6	147+7	157+11	159	80	18+18	18+10	26+3+3		52
	129+8	112+8	132+9	167	60	18+2	21+2	18+12+1		-2
	142+10	146+2	144+2	241	49	21+8	4+22	7+15+0		
	104+4	131+5	81 + 3	156		10+3	20+3	8+10+0		
				150					8	
JUN	121+2	145+5	107+12	186	7	0+10	15+5	26+0+2		
	***	110+10		73						

Average overall attendance 05-06 245 Average overall attendance 06-07 254 Average overall attendance 07-08 260 Average overall attendance 08-09 227 217 Average overall attendance 09-10 192 Average overall attendance 10-11 202 Average overall attendance 11-12 Average overall attendance 12-13 184 Average overall attendance 13-14 161 Average overall attendance 14-15 174 Average overall attendance 15-16 158 Average overall attendance 16-17 163 188 Average overall attendance 17-18 Average overall attendance 18-19 188 Average overall attendance 19-20 176 Average overall attendance 20-21 XXX

# FUSIT Annual Meeting Minutes on June 17, 2020

Reverend Margaret Weis called the regular annual meeting of the First Unitarian Society of Ithaca (FUSIT) to order at 5:09 p.m. First ever Zoom-based virtual annual meeting!

Note-Taker: Matt Hare, Parliamentarian: Elton Hall

Quorum: 57 Members Present

Annual Report; FUSIT Annual Meeting Minutes, 2019; nominee bio paragraphs

Opening words of welcome and chalice lighting by the Rev. Weis

# 57 Members Present

### Year in Review Presentation by President Andy Turner

- Launched Dreamcatchers strategic planning process
   \*Thanks to Angela Zhang as Board liaison
- Supported successful DRE search led by Rev. Weis
  - \*Thanks to Board members Matt Hare and Kim Wilkinson for search team participation
- The Board of Trustees focused on fiscal health in terms of volunteer fundraisers
- Thanks to our outgoing Board members Angela Zhang and Wendy Salomon

### Year in Review Comments by Rev. Weis

- —Inspiring how the community has come together and lived into their covenant during this odd and trying year
- —Up until March I pandemic closure we had I multigenerational service per month and were starting to consider 2 services per Sunday
- —Some staff departures and replacements
  - \*Thanks to Beth Pallace for filling-in as Outreach and Engagement Coordinator until Viviani was hired.
  - \*Thanks to Sandy who is retiring this month after a long career with FUSIT
  - \*Susanne Quagliata finished her 2nd year as interim DRE thanks for her efforts
- —DRE search Rev. Margaret with Lynn Garman, Leah O'Conner, Kim Wilkinson and Matt Hare. Over a dozen applicants from across continents, 3 rounds of interviews, we hired an excellent candidate Emily Richards
- —COVID has eliminated our choir for now and Jennifer Birnbaum was furloughed until January.
- —Our childcare workers have been furloughed.
- —Hiring Sandy Soule's replacement is on hold.
- —Safety team has been actively working on COVID security procedures. The Way Forward task force has volunteers from each ministry team and is focused on how and when to reopen safely and inclusively.
- —This year we welcomed 18 new members
- —Offered middle school and high school levels of OWL lifespan sexuality education programs
- —Began investigating and discussing becoming an international partner church
- —4 delegates are attending UUA in addition to Rev. Weis; Jessica English, Stephanie Ortolano, Sara Catterall and Barbara Shew
- —Thanks to ministry teams and members for your efforts in all that we do.
- —Wrapping up 3rd year of Rev. Weis's ministry at FUSIT thanks for your support

### Zoom logistics for voting - Susan Weis

- —Please change your Zoom ID to your full name, first name last name
- —"Raise hand" if you have a question (chat box will work too)
- —Use "yes" or "no" button for voting when told to vote. If two people are sharing a computer, one of them votes during the first round of voting, there will then be a second round of voting to include votes by the 2nd persons.
- —Vote tally will be recorded in addition to a screenshot of participant list with votes, in addition to recording the entire Zoom session

### President Andy Turner - Opening of business meeting

Motion 1 - Move to approve minutes from May 29, 2019 annual meeting

Discussion

—Add to minutes - For the Nominating Committee, Beth Howard, Arthur Woll and Fred Balfour were elected for 2 year terms, Kathy Hopkins & Geoff Dunn were for 1 year terms.

**Motion 1b** - Move to approve amendment to minutes, seconded.

Discussion on amendment - none.

Vote to accept amendment - 47 + 12 yes / 0+0 no (first pass voting + second pass voting)

PASSED 59 yes / o no

Motion 1a - Move to approve minutes from May 29, 2019 annual meeting

Second from Kim Wilkinson

Vote to accept minutes - 45 + 11 yes / 0+0 no

PASSED 56 yes / o no

### Budget presentation by Jennifer Streid-Mullen

Budgeting process similar to previous years, but Vision of Ministry was left unchanged this year due to strategic planning process

#### Revenues

- Revenues down slightly
- Projecting slight deficit this year due to accounting error with respect to Rev. Weis' FICA
- In response to COVID lockdown, Payroll Protection Plan loan of \$54,500 was applied for and received.
- We expect to qualify and do the paperwork to have this loan forgiven.
- Pledges for next year are nearly equal to last year's, very generous
- Rental income is projected to be down next year
- Plate income is slightly down since services went online, so projecting less revenue next year
- Recycle Sale was cancelled, but we got a one time \$20,000 grant from a generous member to make up the difference.
- Auction is projected at \$12,000 revenue, less than usual because it may need to be online
- We need to develop additional fundraising events/plans
- Endowment will contribute at a level equal to last year.

#### Expenses

- Full time DRE at UUA salary range this may become financially challenging after next year.
- 1.8% cost of living increase for all staff
- Reduced due to Choir Director furlough until January 2021
- Reduced due to delay replacing Sexton contract cleaning service and snow removal at a savings
- Reduced due to childcare worker furlough until January 2021
- No new technology in the budget will probably use available capital funds

# **Motion 2** - Move to accept 2020-21 budget as proposed 2nd by Elton Hall

#### Discussion

- Expressions of gratitude for Jennifer Streid-Mullen and the budget team concern about violations of church/state separation by accepting PPP loan.
- Why wasn't this PPP loan opportunity brought to the congregation?
- There was very little time before the loan application deadline. All religions had equal access to PPP, and the goal of the program was to keep people employed. Church staff are eligible for unemployment (as always) and the PPP loan is a similar program. Board welcomes continued discussion and consideration of these considerations.
- Request for reason behind cost of living increase for staff given that so many organizations are laying off and freezing salaries.
- Capitilization of technology what is in this fund? 25K in endowment for capital needs, maybe -10K in operating budget that also could be used. There is still a need for more expensive capital projects, may need capital campaign in near future.

- —From perspective on Music Team, aren't there ways that Jennifer Birnbaum could be kept on to help solve the challenges of re-opening?
  - \* Jennifer Birnbaum's position is very specifically choir director, one of two staff supporting music at FUSIT (with music director). It required much discernment and discussion to make this furlough decision.

Move to call the question, plus 2nd.

Vote to cease discussion: 42 + 11 yes / 1+0 no

PASSED 53 yes / 1 no

**Vote to accept the budget:** 44+10 yes / 2+0 no

PASSED, 54 yes / 2 no

#### Slate of Candidates for the Board of Trustees - Arthur Woll

- The two board members stepping down, Wendy Salomon and Angela Zhang, from 8-member Board given that Oliver Habicht stepped down last year.
- These two Board members served two 3 year terms (maximum allowed consecutively). We are grateful for their service and thankful for the strong leadership skills that they brought to the Board.
- Thanks to current Nominating Committee members for their service
- Thanks to the current slate and the willingness of many others to consider this nomination

**Motion 3:** Motion to approve the slate of Simon Catterall, Carsten Hess, Therese O'Connor 2nd by Angela Zhang

Discussion

—Clarification that motion is made by Nominating Committee

**Vote on Motion 3:** 48+9 yes / 0+0 no **PASSED, 57 yes / 0 no** 

Call for (any additional) floor nominations. None.

Motion 4 - Move to approve Simon Catterall, Carsten Hess, Therese O'Connor for 3 year Board terms, 2020 - 2023
2nd by Margaret Nichols
Discussion - None
Vote on Motion 4: 43+9 yes / 0+0 no
PASSED, 52 yes / 0 no

Closing words by Rev. Weis, extinguishing chalice. Welcome to our new board members!

Join us at Summer Services, 9:30 am Sundays

Meeting adjourned at 7:00 pm

# Minister's Report

The 2020-2021 church program year has been a time of learning, of digging deeper, and of learning what it means to live into our covenant. In March, we marked a whole year of living in the pandemic of COVID-19 and learned how to create connections, find inspiration, and engage the world all without gathering in person. Our nation welcomed a new presidential administration, manufactured and distributed a coronavirus vaccine, and more thoroughly answered the continued cry for racial and economic justice. At FUSIT, we introduced the Living the Pledge workshop and programming, continued our worship online, and reimagined how to be the church in a whole new way.

This year, our services on Sunday mornings, small group ministries, and Religious Exploration focused on the Soul Matters themes of Expectation, Deep Listening, Healing, Stillness, Imagination, Beloved Community, Commitment, Becoming, Story, and Play. All of our Sunday worship services were pre-recorded

and we are so grateful to Tim Ball, Jack Zinda, and Brian Heltsley for their hard work as our Tech Team. In addition, our services premiered weekly on Youtube and featured weekly on channel 13. We distributed packets for holidays in November and December so that our members could feel connected to ritual and spirituality during that time. We created a candle lighting ritual online so that we could mirror our annual tradition of passing the light.

Our Religious Exploration program became a delivery service where monthly crates were brought to the homes of our children and youth, complete with weekly projects, time for wonders, racial justice resources, and more. Over 60 children and their families participated in these monthly UU crates. We also hosted our first ever stuffy sleepover!

Our sanctuary and our organ have undergone a beautiful transformation, complete with new audio and visual equipment (ready for live-streaming!), plastering and painting, and an overhaul of the organ. We hope to hold a dedication of this space in the fall, and are grateful for the efforts to raise over \$100,000 for this project in a very short time span. Our Way Forward team, staff, and board have been meeting and discerning how to consider re-opening our buildings and in-person activities in a way that is accessible and welcoming to people of all ages in our community.

Our staff team had some changes this year. Powers and Viviani Tillett resigned from their positions as RE Assistant and Engagement and Outreach Coordinator in August. We welcomed Emily Richards as our Director of Religious Exploration in August and she created amazing opportunities for children, youth, and families to engage in congregational

50 members completed the "Living the Pledge" workshop

life, worship, and spiritual development. Both our Music Director and Director of Religious Exploration are actively involved in the credentialing processes with their UU professional organizations. Jessica English is leaving FUSIT after two and a half years of outstanding service as our Congregational Administrator, and she will be dearly missed! We welcomed Michelle Waffner as our Congregational Administrator to replace Jessica, and she officially started on Monday, April 26th. We are glad to have her on board. With the uncertainty of what church will look like in the coming year, our RE assistant, Engagement and Outreach Coordinator, and Choir Director positions remain unfilled and in flux at this time.

This year we welcomed **2 new members**, Carolyn Emerick and Jessica Brown, after holding a session of the Newcomers Inspired Connected Engaged (NICE) curriculum with six participants this spring. This was the second New Member Ceremony to take place virtually, because of the pandemic. We had 5 members participate in the first ever New Day Rising conference for racial justice on a national scale with our UUA. FUSIT had 19 members trained as facilitators for the Living the Pledge workshop and over 50 members completed the workshop as participants.

We have a number of new ministry teams including the Healthy Congregations Team, Anti-Racism Ministry Team, and the Shared Ministry Team. In addition, we have a Tech Team that has been coordinating and creating our Sunday morning worship premieres. Our annual service auction was transferred to an online format, and raised over \$6,000! We are finding that some people have been able to access our programming because of our enhanced online presence. This is an exciting time!

On June 30th, I will end my tenure as settled minister at First Unitarian Society of Ithaca. After four successful and wonderful years, it is time for me to move on to another path in my journey. The Interim Minister Search Team is working diligently to find a good match for the gifts and needs of FUSIT and its congregational life and development.

It is my fervent hope that this congregation finds its way forward in a way that is both nurturing and offers a path toward growth. It has been my honor and privilege to be your minister.

Respectfully submitted, Rev. Margaret Weis

# Board of Trustees Report 2020 - 2021

Submitted by Andy Turner, Board President - May 6, 2021

The FUSIT Board of Trustees for the 2020-2021 year included the following dedicated, passionate, and thoughtful individuals:

Andy Turner, President
Matt Hare, Vice-President
Diana Nier, Clerk
Elton Hall
Lyn Staack
Kim Wilkinson
Simon Catterall
Carsten Hess
Therese O'Connor
Jennifer Streid-Mullen, Treasurer (Ex-officio)
Reverend Margaret Weis (Ex-officio)

The
Board of
Trustees meets on the
second Wednesday of
the month.

The Board of Trustees is responsible for supporting and serving the FUSIT community through leadership, policy governance and education. We do this by: supporting the Principles and Purposes of the UUA and the Mission and Vision statements of the congregation. We support the Minister and the Ministry and provide fiscal stewardship to ensure the sustainability and health of FUSIT. Board meetings are open to the FUSIT community and take place from 6:00 to 8:00 pm on the second Wednesday of the month, with special meetings scheduled as needed. You may contact the entire Board through an email addressed to board@uuithaca.org. The minutes of Board meetings are published one month after the meeting. This time delay occurs because the minutes must be read, amended, or corrected, and then approved, by the Trustees at the next meeting of the Board. The Board creates a short summary of each meeting which is published in the weekly Announce one week after the meeting has occurred. The Board also has created a ten-minute standing agenda item allowing for the participation of members of the congregation.

### **Board of Trustee Highlights**

The 2020-2021 FUSIT Board developed and has pursued the following goals this year:

- Work with the Minister to review FUSIT communication strategies to improve communication between the Board and the Minister and staff team and between the Board and the congregation.
- Provide opportunities for the Board to understand and implement effective partnership governance, as
  well as opportunities for the congregation to better understand the role of the Board within
  partnership governance.
- Provide leadership for the planning and implementation of a virtual service auction.
- Provide leadership for prioritizing, initiating, and recruiting volunteers for additional fundraisers.
- Initiate a review process of FUSIT personnel policies and procedures through the lens of equity and anti-racism.
- Provide support to the process of the transition of the FUSIT treasurer to allow for a successful transition by the end of the church year.
- Support and actively participate in FUSIT Anti-Racism efforts, including participation in the "Living the Pledge" program.

The COVID-19 pandemic continued to play a significant role in Board processes, priorities, and operations during this church year. Despite the challenges, significant progress has been made on the goals outlined above. Highlights include:

<sup>\*</sup> The Board provided leadership for a successful virtual service auction in February.

- \* A January retreat, including the Board, Minister, Staff, and members of the Anti-Racism Ministry Team, launched the process of a FUSIT mission and goals for building a FUSIT wide culture supporting our long-term anti-racism vision.
- \* Walt Peck has been recruited and now appointed to serve as the FUSIT treasurer and will be working as Co-treasurer with Jennifer Streid-Mullen until her retirement from the position on July 1.
- \* The Board has been actively engaged and supportive of the "Living the Pledge" program, participating in the training and stepping up to leadership roles.

In addition, the final Vision of Ministry developed and passed by the Board to guide budgeting for the 2021-22 church year was as follows:

In the year 2021-2022, the First Unitarian Society of Ithaca will project our mission of creating connections, finding inspiration, and engaging the world in the following ways:

**Connection:** We will work together to support the physical and emotional needs of our community as we continue to convene remotely, and also to re-connect and recover from the strains of the pandemic when the church doors reopen. We will create space for healing and building a congregational culture that reinforces our vision, mission and adheres to the principles of our covenant.

**Inspiration:** We will continue to advance opportunities for congregational faith formation by creating spaces for dialogue and reflection that help members of our community grow their Unitarian Universalist spiritual identities, strengthen community, and embody our values and principles in their daily lives. We will embrace ideas and opportunities to support a culture of innovation and creativity that allows us to reimagine what it means to be part of FUSIT in a rapidly changing and uncertain world.

**Engage:** We will strengthen and extend our collective commitment to service, social justice, and environmental responsibility based on our UU principles; projecting our UU voice and values in Ithaca and beyond. This year, our engagement efforts will focus on our congregational commitment to anti-racism, including our embrace of the UU Living the Pledge program and exploration of the proposed UU Eighth Principle, building our personal and congregational commitment and capacity so we can be more effective within our own walls, and in the broader community.

Obviously, Rev. Margaret's decision to resign her position as our Minister has created anxiety, uncertainty, and concern throughout our community. The Board has been working closely with Rev. Margaret, the UUA and the newly created Healthy Congregation Team to create space for the congregation to share concerns, reflections and hopes for the future. The Board established an interim Ministry Search Committee in April and that team has been working with the UUA to guide us through a successful Interim Minister search. We anticipate a successful search and look forward to welcoming a new Board, and a new Minister, for the beginning of the 2021-2022 Church year in July.

# Congregational Administrator's Report

After two plus years, Jessica English, your previous Congregational Administrator left FUSIT for another opportunity. Jessica was a hard working and dedicated Administrator who could always be counted on. She led the way upgrading our systems and software, including the move to the Breeze database. We are grateful for all that she contributed-thank you Jessica! She has been replaced by me, Michelle Waffner and I am excited to meet all of you and use my skills to contribute to FUSIT.

Even though we were unable to open our doors this year due to COVID-19, we continued to work to create a sense of love and community.

Each week's Sunday Service was posted on our YouTube channel and on our Facebook page (and are still available for viewing). On average we had 149 people view service each week. We have two new members and our membership list of active members is 307.

We are as eager as you are to resume services in person. In order to make decisions about how and when to safely reopen, the Way Forward Team was created. The team consists of Reverend Margaret Weis, Jennifer Streid-Mullen, Sara Catterall, Geoff Dunn, John Gaines, Lynn Garman, Scott Grover, Stephanie Ortolano, Marsha Kardon, Walt Peck, Molly Robbins, Emily Richards, Lyn Staack, and Angela Zhang. On April 20, 2021, the Way Forward Team issued a statement to the congregation outlining the approach through Labor Day. This statement is available on the FUSIT website. The team will continue to meet and evaluate when it is safe to reopen.

And speaking of reopening, we completed a renovation to the Sanctuary this year that included a new audio/visual system and painting and plastering of the Sanctuary. It is looking beautiful and we cannot wait for you all to see it!

Before closing, I would like to take a moment to honor the passing of the following long-time members, as well as attendees: Norma Helsper, Blanche Maynes, Nan Hanslowe, Dalva Hedlund, Oliver Habicht, Joyce Kantor, Joyce McAllistor, and Dorothy Rinaldo. We are grateful for their time with FUSIT and will carry them in our hearts.



Michelle Waffner, Congregation Administrator 149
Average number
of people watching
FUSIT You Tube services

### Healthy Congregation Team (HCT)

The Healthy Congregation Team was chartered by the Board of Trustees "to facilitate the well-being of the First Unitarian Society of Ithaca by fostering harmonious relations and mediating conflicts within the membership and to be a listening ear."

As it so happened, our Team, composed of Walt Peck, Angela Zhang, Betsy East, and Arthur Woll, had scheduled our first meeting for the very week that Reverend Margaret announced her upcoming resignation. In response to what we perceived as a need for congregants to process their responses to this development, we arranged, with the cooperation of the Board of Trustees, a series of 'Listening Circles'. These ten small gatherings gave people an outlet that was sorely needed. As part of our mission, and in concert with the newly formed Shared Ministry Team, we have continued to listen to and to facilitate conversations with individuals particularly affected by events of recent months.

Going forward, we plan on developing our team's skills in conflict resolution and mediation. Our goal is to improve our congregation's conflict resolution skills perhaps through workshops offered to all congregants.

Respectfully submitted, Walt Peck



**General Assembly** (GA) is an unforgettable experience for the 5,000+ attendees from 750+ UU congregations. June 23-27 we will reconvene as an all-virtual event.

Circle 'Round for Justice • Healing • Courage is the theme for General Assembly 2021. GA is a time to circle 'round in community. We circle 'round in care and healing; for liberation and justice; and for love and courage.

### Religious Exploration

2020-2021 has been a year of change and transformation, trying new things, and finding new ways of connection for the Religious Exploration program at FUSIT. After two years Susanne Quagliata, the Acting Director of Religious Exploration, stepped down and Emily Richards was hired as the new permanent Director of Religious Exploration for FUSIT.

The RE program has appreciated the generous assistance of community members helping to deliver monthly packets including Scott Grover, Dawn Grover, Jennifer Streid-Mullen, Brian Heltsley, Jan Pfleiderer, Kathy Hopkins, Leah O'Connor, Molly Ingram, Kim Wilkinson, Jessica Brown, Patricia Conroy, Jill van Leuken, Sarah Wright, Kelsey Underwood, Loretta Heimbuch, and Lynn Staack. And thank you to Audrey Hopkins for our weekly Story Time.



Religious Exploration for children and youth is a cooperative venture involving both children and adults in the church community. In a liberal religious tradition such as Unitarian Universalism, religious learning, spiritual growth, and faith development are viewed as a lifelong journey each person takes. We may hold different beliefs but we covenant to journey

together as a community, using as our guide our common principles and values. Together, we strive to create an atmosphere of respect, compassion, and spiritual growth for ourselves and others.

In a typical year Religious Exploration at FUIST looks like a curriculum-based program that includes two classroom Sundays every month, one Multi-Generational Service, and one Creative Sunday, along with a variety of in-person special events. This year COVID-19 has created unique challenges and opportunities for reimagining Religious Exploration during this time when we cannot be together in our classrooms and spaces. Below are details of what the RE program has offered to families and youth this year.

- 77 children and youth 48 families have received emails on the themes of Soul Matters, Chalice Home, Monthly Meditations, and Growing Anti-Racist UUs.
- UU Crates delivered monthly to as many as 42 families and 68 children and youth each month which included:
  - \*Three to four physical crafts and/or activities
  - \*A small dated packet to be opened during the TFW portion of our virtual services that included a physical object that related to the topic of the week
  - \*Coloring sheets
  - \*Two stories related to the monthly theme
  - \*Welcome letter and instructions for all activities
  - \*Other (has included personalized notes to parents, Chalice Lighting words, popcorn etc.)
- Planned and ran monthly themed activities such as virtual meetings based on age, a Virtual Winter Solstice and Cookie Decorating event, a Stuffy Sleepover, An 8 Principles of UU Photo Challenge, a "Love Is" Video Collage, A Becoming Tree Activity, Among Us Youth Game Nights in collaboration with local youth groups from UCC and UMC, an opportunity for youth to collaborate with the Anti-Racism Team, and a Six Sources Storytelling Scavenger Hunt.
- Weekly Time For Wonder recordings for Sunday Services on our Soul Matters monthly themes
- Collaborated with the minister on special services such as Water Communion, No Rehearsal Holiday Pageant, Winter Solstice, and the Flower Communion.

Love Is...
...having someone
to lean on.





...socks and service.

### Music Team

The mission of the Music Team is to provide a variety of high quality music for Sunday Celebrations and to encourage and facilitate musical participation from the church community. Our Music Team members are Stephanie Ortolano (chair), Jack Roscoe, Sue Roenke, Russ Posegate, Emily Richards, Tim Ball, and Kevin Moss. This amazing team still found ways to enhance our musical life throughout the year, whether it was submitting recordings of themselves singing, playing ukuleles or guitar, or by using their technical skills to help make the patchwork of submitted videos turn into a coherent Sunday service (thanks Tim Ball!!).

What does the music ministry at First Unitarian usually look like? Adult Choir, UUUU (our ukulele choir), Children's Choir, Special Music for Sundays, Sunday guest speakers, and events for the wider community. This year, due to the COVID-19 pandemic, our programming looked very different, with continued online services and the cancellation of favorite events, such as PorchFest and the Ithaca Festival Parade.



### **3** UUUU Sundays

The Unitarian Universalist Ukulele Union is still strumming and several members took part in our Sunday services by recording themselves and being part of videos created by Music Director, Stephanie Ortolano. We're hoping to play together in person for the last Sunday of the year on June 13th.

### **7** Sundays with members providing special music

With in-person choir not being a safe possibility, we made the difficult decision to furlough our Choir Director for the year. There were still some opportunities to combine voices by submitting audio recordings for hymns that were then digitally combined by our Music Director, Stephanie Ortolano. We also had a Sunday where Music Team Member Kevin Moss provided the offertory music, which was a treat!

### **I** Special Music Sunday

The amazing team from Sanctuary Boston provided music for a full Sunday service without having to leave Massachusetts!

#### **I2** Musical Acts for Christmas Eve

Our Christmas Eve service was pre-recorded and premiered on YouTube, but we still got to listen (and watch!) the Cornell Chimes. Various talented individuals and families from within our congregation (and a few friends) shared their music including vocal music, cello, violin, banjo, and accordion.





### Small Group Ministry (SGM)

Small Group Ministry (SGM) has been an important part of the FUSIT community for 19 years. By its nature, SGM carries out FUSIT's Annual Vision of Ministry:

- We welcome new members to our groups, where confidentiality, support, and thoughtful sharing from the heart of life experience and wisdom allow members to form deep connections.
- We explore topics important to our lives and these explorations inspire us to lead more deeply intentional lives.
- Small Groups perform at least one service project each year engaging either the FUSIT community or the greater Ithaca community.



At this time at FUSIT there are 10 SGMs containing about 96 people. SGM topics are drawn from Soul Matters topics, from the UU Small Group Ministry Network website, or from suggestions of members. During most of the COVID-19 pandemic, all SGM meetings have been held on Zoom rather than at FUSIT or in members' homes. Because the connection provided by SGM has been even more important during the pandemic, many of the groups are meeting more often than previously, e.g., every week instead of twice a month, twice a month instead of

once. Groups meet on Sunday morning before the FUSIT Sunday celebration, on Monday evening, Tuesday evening, Thursday evening, and Friday morning. All groups welcome new members as their size allows. Facilitators this year are Corirose Benitez, John Gaines, Judy Jones, Marsha Kardon, June Locke, Mike Mann, Kevin Moss, Andrew Quagliata, Sue Rakow, Veronica Richter, David Salomon, and Jennifer Streid-Mullen. Facilitators or a representative from the group meet every month for a business meeting and a small group session led by Rev. Weis. With the expected return of warm weather, several SGMs are considering inperson gatherings outside instead of zoom.

The first ever SGM for the FUSIT LGBTQ+ community formed in March of 2021 with twelve people attending and with Kevin Moss as facilitator. Despite being forced to switch to virtual meetings via Zoom after that first meeting, the majority of the original group continued and the group currently has 10 members meeting on the first and third Wednesday of each month. All individuals on the LGBTQ+ continuum are welcome in this group and can find connection, community and support in a safe, confidential and nurturing environment.

In addition to its weekly zoom meetings during the pandemic, the Thursday evening group has also had one in-person gathering. In October 2020 on a beautiful fall day, they gathered safely, with masks, at Hazel's backyard to spread the ashes of one of its members, Norma Helsper, and to plant many daffodils there in her honor (see photo below).

Service projects are an important part of SGM. This year's service projects include:

- Supporting Second Wind Cottages for Homeless Men by cleaning cottages between tenants and by joining the effort on designated work days
- Supporting the Village at Ithaca by collecting and delivering food and household products to the twenty some families of color that are supported by the Village
- Caring for Hazel's Backyard
- Packing lunches for the Friendship
   Center once each quarter,
   adapting where and how we
   worked to the current
   pandemic circumstances



- Supporting the First Congregational Church of Ithaca Sanctuary Project and the residents of their sanctuary apartment by delivering groceries, gifts, and dinners to the residents, and speaking virtually with the adult resident to provide connection and English language practice, and recent in-person meetings with her to help her with her bead bracelet income project
- Volunteering for Trees Up Tompkins: The SGM meets at Light House Point to plant non-invasive
  native trees to replace invasive plants to improve the environment and support both migrating and
  resident birds.

To find out more about SGM or to join SGM contact Marsha Kardon (mfkardon@gmail.com or 607-272-6582) or call the FUSIT office. SGM is a great way to develop significant connections with others in our growing congregation.

# Way Forward Team

During the 2019-2020 program year, the Way Forward Team was established with the following charge. The team has continued to meet throughout this 2020-2021 church program year.

**Purpose:** As we care for the most vulnerable among us, we seek to develop guidelines to reduce the risk of the First Unitarian Society of Ithaca (FUSIT) community to transmit or contract COVID-19 when either on the FUSIT property (herein referred to as FUSIT campus) or when staff, church clergy, or church groups, are in official functions in the wider community.

**Goal:** Develop guidelines for a phased re-opening the FUSIT campus, based on current local, county & state health orders and Unitarian Universalist Association Guidelines for Gathering.

#### Responsibilities:

- Create and update guidelines as needed, using Unitarian Universalist Association Guidelines for Gathering, current Tompkins County Health Department's 4 Phase approach and Church Mutual & Insurance Company's best practices for space use.
- Make decisions that prioritize the "good of the whole" including: the health and safety of staff, congregants, contractors, renters, and visitors of all ages, frailties, and physical abilities when on site or in official church capacity off-site.
- Develop an anticipated "order of re-opening" template.
- Design recommendations for implementation including consideration of program and budget ramifications.
- Be available as a resource to supervisory staff and the Board regarding COVID-19 staffing and budget issues.
- Ensure that the approved guidelines are made readily available to the FUSIT community.

#### Special Qualities or Skills Needed by Members:

- Experience related to public health and safety
- Knowledge of FUSIT operations
- Understanding of Core FUSIT Values
- Knowledge of the demographics of our congregation
- Ability to think through critical issues
- Ability to provide leadership during times of crisis
- Trusted by the congregation



**Frequency:** Once a month or as needed if there are major changes in COVID-19 trending.

**Selection process for members:** The Minister and the Board Chair will identify and recruit church members based on the special qualities or skills needed in this charge.

**Reporting:** This team will be under Operations. Final approval of the guidelines for use of the FUSIT campus is made by the Minister and the Board, in consultation with appropriate staff and leaders. These guidelines will be enforced by the clergy, staff, and the Board.

The 2020-2021 members of the Way Forward Team include: Rev. Margaret Weis, Emily Richards (DRE), Stephanie Ortolano (Music Director), Geoff Dunn, Lynn German, John Gaines, Marsha Kardon, Sara Catterall, Molly Robbins, Jennifer Streid-Mullen, Megan Conaway, Walt Peck, Scott Grover, Lyn Staack.

On April 20, 2021 the Way Forward Team issues this communication about reopening plans/guidelines through Labor Day 2021.

#### Statement to the Congregation

April 20, 2021

The Way Forward Team is continuing to meet to discuss a timeline for safely re-opening our spaces and gathering in person. We are considering all of the factors for how and when to reopen, both in the context of all of our many programs, and also in the context of building use. Our most salient value in this process is the safety of our staff, our lay leaders, and every one of you. Further, we are committed to being a just and equitable community that operates in a way that is accessible to all, safe, and welcoming.

These are our guidelines as of May 1st and thru Labor Day for spring/summer programs at FUSIT:

- In-person, outdoor, masked and socially distanced gatherings below the number of people allowed by NYS law begin May 1st. These can continue as weather permits and active cases in Tompkins County remain below 100. These gatherings are at your own risk.
- If the percent of positive cases rises above .5% (average cases/average tests) or the number of active cases in Tompkins County exceeds 100, we will return to all virtual programming for at least one week until the above criteria are met.
- These guidelines will not apply after Labor Day. (Stay tuned for further updates).

#### How did we make this decision?

As a Unitarian Universalist congregation, we believe in Radical Inclusion and we see this as an opportunity to live into that vision. One area that we believe needs to be explicitly mentioned: our children are not currently eligible for vaccinations. It is easy and natural to feel optimism at the number of people who are being vaccinated, and we are so grateful to those who are availing themselves of this opportunity! However, we would hesitate to say "everyone is getting vaccinated" when the truth is that our children and youth —a critical part of this congregation—are not. We cannot meet our vision of being radically inclusive if reopening means doing so without our children and families, and it would make a strong statement that we don't value the children in our congregation.

We are all excited to be back in person, we all miss being together in community, singing together, welcoming one another during services, singing the children out to their classrooms, chatting over homemade bread during coffee hour. While coming back in-person will feel good for those who are able and want to do it as soon as possible, we must take into consideration who will be left out. We need to center our perspective on who is being excluded when we are making decisions. If we want to be a community and a people who are centered around justice and radical inclusion, this is how we live out those values.

We also need to be aware of that fact that even individuals who are fully vaccinated are not 100% safe from, or immune to, COVID-19 and its variants. These vaccines lower the chances of infection and lower the chances of serious illness and hospitalization if someone is infected. They do not guarantee immunity, and more importantly, they do not guarantee that someone who is vaccinated will not transmit it to someone who is not. Breakthrough cases of COVID-19 are rare, but current data shows that around 6,000 cases have been reported so far, as well as approximately 100 deaths.

In re-opening, we will be looking at science and there are numerous factors to take into consideration including how to be in intergenerational community with one another, the possibility of hybrid/multi-platform worship and programming, congregational life (including food, singing, and other vital pieces of our life together).

#### SO WHAT DOES THIS ALL MEAN?

#### Will there continue to be virtual worship?

Yes, though we are still working out a timeline and process for creating multi-platform/hybrid worship. This may not be in place for summer services.

#### Can my small group meet?

If it's after May 1, 2021, and you are all outside, masked, and socially distanced, you can meet with your small group as a FUSIT sanctioned gathering, at your own risk.

Can we have meetings, worship, classes, rentals, or other events in the building?  $N_0$ .

#### If there is inclement weather, can we move indoors?

No. If the weather is bad, please reschedule your gathering to be on zoom, or reschedule to another date.

At what point can we relax some of those restrictions? When can we allow closer proximity? When can we gather and sing? When can we gather without masks? We hope someday soon, but not yet.

#### What happens in the fall?

If we have learned anything in the past year it is to take this whole process one step at a time. We will reassess when the fall gets closer and be in communication with you about how our congregational life will look then.

#### Great! We are going back to normal! Right?!

Not quite. As much as we yearn to be together as we once were, our reality is different now. We also need to

### **Buildings and Grounds Team**

Buildings and Grounds took advantage of lockdown to accomplish some major projects this past year:

- Worked with staff to select and install a new dishwasher in the main kitchen; new wifi thermostats; and a new A/V system in the sanctuary.
- Oversaw the renovation of the sanctuary, including new insulation, plaster repair, repainting, and conversion of the three hanging pendants from high wattage incandescent bulbs to LED.
- Got the powered roof ventilators for the annex working again (replaced motors).
- Sold the parlor woodstove and closed off the flue to stop heat loss.
- Painted the main office
- Cleaned out and organized storage closets
- Installed a new hatch in the sanctuary ceiling
- Now participating in the Way Forward committee meetings to help make our buildings safer for reopening.







# Antiracism Ministry Team

#### **New Energy for Antiracism at FUSIT**

This church year brought renewed efforts in racial justice learning and action at FUSIT, in the form of **The** (Richmond) Pledge to End Racism and a new Antiracism Ministry Team.

**The Pledge to End Racism** (the Richmond Pledge) was developed at the First UU Church of Richmond (Virginia) in 2014 to encourage individuals, congregations, and communities to help dismantle racism and white supremacy. The founders also created a unique 12-hour training workshop to provide basic knowledge and tools for antiracism work. The workshop culminates with a personal commitment from every participant to help end racism and racial injustice.

Rev. Margaret and a small team from FUSIT (Jennifer Streid-Mullen, Jens Wennberg, Nancy Miller, and Beth Howard) brought the Pledge, and the "Living the Pledge" workshop to Ithaca in fall of 2020, launching with a virtual Sunday service featuring Pledge founders Anita Lee and Annette Marquis. The FUSIT team, trained by the Richmond leaders, conducted the first FUSIT workshop virtually in January and February, 2021 with 20 participants. The second virtual workshop concluded in April of 2021 with an additional 24 participants and four new facilitators recruited from the first cohort. Follow-up activities are planned for summer 2021, and a third workshop is scheduled for fall 2021. We hope to bring the Pledge and workshop to as many congregants as possible in the near future, and eventually to expand its reach beyond FUSIT.

The new **Antiracism Ministry Team** was launched in October 2020, with the mission of facilitating and supporting antiracism education and action in the FUSIT community. With more than a dozen initial members, the Team chose to divide its efforts into three areas: Programs, Projects & Activism, and Communication.

All of these areas have seen significant activity. In addition to Living the Pledge, the Program's group mounted a six-part series of films and lectures on racial justice topics. Each film or lecture is followed by discussion among participants, some with invited experts. To date the series has been attended by more than 40 people, including a few guests from outside the congregation. The Projects group supported the Small Group Ministry effort on behalf of The Village at Ithaca, collecting and delivering household supplies to families during the pandemic, in order to free up Village staff for their core mission, working for educational equity for Ithaca's students. The Communications group has publicized the Team's work, has provided a short informational piece on antiracism for each mid-week announcement, and is working to help FUSIT members learn about local opportunities for fighting racism and white supremacy. In addition to these ongoing activities, the Team plans to work with FUSIT youth in the near future to present the proposed 8th UU Principle on Racial Justice to the congregation, and will offer information and discussion sessions with the goal of adopting the 8th Principle as a congregation at our Annual Meeting in 2022.

Dismantling racism in ourselves, our communities, and our nation is work for everyone at FUSIT. All ages, races and ethnicities are invited to join. If you'd like to be involved in the efforts of the Antiracism Ministry Team or the Living the Pledge to End Racism, contact Beth Howard at beth4howard@gmail.com. Current members of the Antiracism Team are: Beth Howard, Jennifer Streid-Mullen, Nancy Miller, Jens Wennberg, Peggy McKernan, Barbara Shew, Joann Kowalski, Fred Balfour, John Gaines, Corryn Sullivan, Jessica Brown, Sharon Costianes and Sue Rakow.

### Ministerial Support Team

Elizabeth Bixler, Laura Free, Rod Howe, Kevin Moss

The Ministerial Support Team helps to ensure the health of FUSIT by supporting the minister and congregation in the task of shared ministry. The MST serves as a support to the minister and facilitates communication around conflicts and other issues that arise. They are rooted in our FUSIT covenant. Email: sharedministry@uuithaca.org

### Social Justice Council

Volunteers: SJC coordinates FUSIT's participation in Area Congregations Together (ACT) to reduce food insecurity in Ithaca. Our turn is the first Tuesday of each month, and our annual contribution equals over 75 volunteer hours to the Ithaca Kitchen Cupboard and 720 lunches to the St. John's Community Day Center.

**Sharing Sunday:** SJC selects the recipients of the plate collected each month on Sharing Sunday. The total so far this fiscal year is \$9,068.

*Membership:* SJC is a member of Tompkins County Workers Center.

#### **SJC Actions/Action Teams:**

- SJC asked the Board of Trustees to revise its 2021 Vision of Ministry to address climate change, and the Board did so.
- **Single-Payer Health Care** continues to fight for the passage of the New York Health Act, likelier to be passed this year than ever before. The action team submitted a Memorandum of Support for the NYH Act and signed on FUSIT and SJC as supporters.
- **Veterans Affairs/Peace/Refugees** remains active in the Warrior Writers program and helps feed and find services and housing for homeless veterans in Tompkins County.
- **Environmental Interest Circle** has organized forums, book discussions and an online padlet bulletin-board to help the FUSIT family learn about environmental issues and to support sustainable lifestyles. Team has met monthly until recently.
- Sanctuary, Migrants, and Farmworkers has worked with the Thursday Small Group Ministry to help Ithaca Sanctuary Alliance (ISA) support a Guatemalan family in sanctuary at First Congregational Church since July 2020. The action team also worked with ISA and Tompkins County Immigrant Rights Coalition (TCIRC) to fully provide for a Haitian family of five who came to Ithaca after being released from immigrant detention. The team helped ISA and TCIRC raise funds for both families. The team worked with other FUSIT congregants to collect 90 sweatshirts and jackets that were distributed to migrant farmworkers in King Ferry.

Submitted by Jackie Jablonski





Mary Hopkins helps prepare lunches to deliver to the Ithaca Homeless Shelter (left). Jackie Jablonski loads her car with 90 sweatshirts and jackets collected from FUSIT congregants to distribute to migrant farmworkers at Turek Farm in King Ferry.

### Babies First Loan Program

Walt Peck and Sue Rakow (Coordinators), Pat Gaines, Jane McArthur, Trudy Pantalia

Our Babies First Program is a church sponsored community outreach program. The program supplies infant and toddler equipment to low-income families in Tompkins County. We receive requests for these articles through Tompkins County Social Service agencies and also from individual families who contact us directly.

Equipment for this program is acquired through several different avenues. All car seats are purchased new. Mama Goose and Jillian's Drawers sell some articles to us at reduced prices. Salvation Army directs people to our program for the drop-off of children's equipment. Pat Gaines is largely responsible for our purchases from garage and yard sales, as well as from online sources. And we receive some direct donations from the public.

We support this program through the generosity of our congregation by way of donations, bake sales and other sales, and the annual Christmas Eve offering. We also receive a generous \$800 grant from the Presbyterian Church's Wiggans fund. The income for the 2019-2020 church year (6/1/19 to 5/31/20) was \$4466 and the expenditures were \$5345.

Distributed Equipment	2015	2016	2017	2018	<b>2019</b> (to 4/30)	2019-2020	2020-2021
Car Seats	37	60	72	72	27	56	36
Pac 'n Plays	24	36	31	35	19	17	9
Strollers	9	31	33	24	8	18	IO
High Chairs	7	22	23	13	5	13	7

Other: Baby Gates, Baby Carriers, Potty Chairs, Bouncy chairs, Swings, Activity Centers

This has been a big year of transition for Babies First, as Sue Rakow and Walt Peck have taken over administration of the Program from the able hands of Lois Ecklund. Thanks so much to her for her able leadership through the years! The transition has been more complex than we had expected as the church has, at the same time, transitioned to a new computer system. But now, with this upgraded system, we hope to have a more efficient and streamlined channel for receiving and fulfilling client requests. Of course, the COVID pandemic has closed us down for the past three months. How that affects our operations and finances in the near and distant future is still unknown. But our hope is that this vital service can continue to serve the needs of our community.

Respectfully, Walt Peck and Sue Rakow

### Hospitality Teams

This, as with most church teams and groups, has been our most unusual year. What was to be the last year of our Third Generation of the Hospitality Teams has been a non-starter. There have been no HT activities conducted.

When the Way Forward Team and Board of Trustees approve restarting in-person indoor services Hospitality Teams will need to be reconfigured and reconstructed from the ground up. Although some of the previous Team Co-coordinators may be willing to re-enlist some new Co-coordinators will need to be identified, existing Teams will be re-shuffled, and Team jobs will need to be modified to fit new health and safety requirements.

Hospitality Teams have been an integral part of our vibrant Sunday mornings for six years and, no doubt, they will return to that service in the future.

John A. Gaines IV
Overall HT Coordinator

# **Nominating Committee**

Beth Howard, Fred Balfour and Arthur Woll

Section 2.3 of Article IX of the Constitution and Bylaws directs that the Nominating Committee should consist of 5 members of the congregation, and that this committee shall each year recommend a slate of candidates for vacancies on both the Nominating Committee and Board of Trustees.

Nominating Committee: During the 2020-2021 year, the Nominating Committee has consisted of Beth Howard, Fred Balfour and Arthur Woll. Fred and Beth are completing their first 2-year term, and Arthur is completing his 2nd two year term, which is the term limit for Nominating Committee. For the 2020-2021 year, Fred and Beth will each stand for reelection to 2-year terms. We are pleased to announce that Amber Sky Harris and Sue Roenke have stepped forward to stand for election to Nominating Committee. This will leave one of five total seats remaining to be filled. Nominating Committee continues to recruit for candidates for the remaining seat.

Board of Trustees: The Nominating Committee asks the congregation to join them in expressing our deep gratitude to outgoing members of this year's Board of Trustees. Andy Turner, Matt Hare, and Kim Wilkinson have each completed three-year terms and will be stepping down. Additionally, Lyn Staack and Carsten Hess are stepping down due to increased demands outside FUSIT. We are very pleased to announce a complete slate of five candidates for these seats. Please voice your support for Valerie Graves, John Gaines, Nancy Miller, Don Barber, and Margaret Nichols, who have each stepped forward to announce their candidacy.

In addition to these activities, Nominating Committee has begun actively engaging with the current board and incoming candidates to discuss future activities of the Committee, for instance in nurturing future FUSIT leadership.

# **Sharing Sundays**

Once a month FUSIT shares it's offertory plate with organizations that are chosen by the Social Justice Council. Thanks to the generosity of our congregants, the following amounts were donated to the organizations listed below.

### Fall 2020 - Spring 2021

September - Loaves and Fishes - \$940
October - Foodbank of the Southern Tier - \$663
November - Foodnet Meals on Wheels - \$660
December - Babies First and Food Bank of the Southern Tier - \$1612.50 each
January - Al-Huda Islamic Center of the FL - \$605
February - CMC workers cafeteria GC's - \$1505
March - Mayor Potencial - \$655

### Library Team

April - St John's Day Center - \$815

Our library services have essentially been on hold during this Pandemic year. However, the librarian has ordered six pertinent books from Beacon Press related to the churches' interest groups for environmental and anti-racist themes.

Three new members have requested books which were selected and placed for pickup in the office. Please contact Barbara Shew if interested in borrowing.

Plans have been made to start a reading group this summer devoted to our UU Common Reads and Ware lecturers' titles.

# Stewardship Team

Spark the Magic

In January to March 2020, the Team conducted the "Spark the Magic: Giving With Love" Stewardship Campaign to raise money for the 2020 – 2021 church year. Fortunately, we were able to have the opening celebration for the pledge campaign—complete with a magical lunch, attended by many wizards—just before the COVID-19 shutdown in March. We helped the congregation pledge a total of \$325,625 for the year. We were thrilled to receive pledges from 189 households: 11 new pledges, 72 for an increased amount, 62 the same as last year, and 33 for a decreased amount.

The team had fun planning the campaign, eating pizza and drinking beer at our meetings.

For the spring of 2021, our theme was "Moving Forward: Love Will Guide Us." By the time we began our campaign, it had been almost a year since the church had held an in-person service; so we called first to see how folks were doing before sending out pledge cards. It was good to reconnect with some people we hadn't seen in awhile. Also, because of the difficulty of being socially distant, we decided on a no-frills campaign. We sent out no letter or campaign brochure, just a pledge postcard, followed by emails and cameo appearances at the Sunday service on YouTube.

The response has been encouraging. As we go to press, 124 pledges have been made totaling \$268,347. Every year, we encourage everyone who can to make their pledge by the end of April, so the Treasurer, Finance Committee, and Board can settle on next year's budget in time for the Annual Meeting in May. As of this writing, we continue to contact those who have not yet pledged this year, and to thank the many who have.

The team looks forward to planning next year's campaign with a new leader while once again eating pizza and drinking beer at our meetings (don't tell anyone). We are looking for new team members to share in the fun, so join us!

Submitted by Margaret Nichols

### Summer Services 2020

We had an exciting group of people leading our summer worship services. These services were streamed at 9:30 am on Sundays between June 21 and Labor Day. The summer's theme was **Journeys: physical**, **emotional**, **and life adventures**. Below is the list of titles and guest speakers.

June 21 - "So Great a Cloud of Witnesses" Walt Peck

June 28 - UUA GENERAL ASSEMBLY

July 5 - "A Cancer Journey" Cheryl Botts

July 12 - "Reorienting What We Prize" Jim Antal

July 19 - "4500 Journeys" John Gaines

July 26 - What I Hope I Will Remember From This Time" Janet Shortall

August 2 - "Animals and This Pandemic: A Personal and Collective Journey" Amy Hamlin

August 9 - "Exploring Solitude and Community" Andrew Quagliata

August 16 - "A HIV Journey to Harlem, Africa and Home" Jens Wennberg

August 23 - "Healing in the Time of Pandemic" David Schwartz

August 30 - "The Inward Journey" Rev. Margaret Weis

September 6 - "Journey to the Center of the Earth" Rebecca Schillenback



### **Engagement and Outreach Team**

The Engagement and Outreach Team reconvened for our first meeting after a brief hiatus in December 2020. The team meets on the 4th Tuesday of each month from 3-4 pm via Zoom. We met 5 times this church year.

We were overjoyed to have Angela Zhang join the team this year! Current members include: Scott Grover, Kari Richards, Beth Pallace, and Angela Zhang. Jessica and Reverend Margaret joined us for a few meetings as well. We would like to add a few new members in 2021/22.

2020-2021 was a full COVID year so we took the time to recommit to engagement, think through the ways we can support immediate engagement and outreach needs, as well as work to solve the ongoing challenge of helping people stay connected!

- Maryhai Erlyn.

  Maryhai Erlyn.
- We welcomed 21 New people to FUSIT community
- Newcomers form is now online
- 2 people became FUSIT members on Sunday April 25, 2021
- 6 people participated and graduated from our NICE program
- Pub Theology also moved online with roughly 10 members who enjoyed a fun time together virtually.
- Virtual coffee hour received unexpected positive feedback. Some members feel more connected with people they wouldn't normally chat with during coffee hours in the parlor.
- E/O brainstormed new ideas to help people stay connected while we are socially distanced.
- **Community Connection** is the new engagement idea that was created to encourage and support members of FUSIT to tell their personal story. The stories will be published on our website in the News section.

Next year, we look forward to showing our support by assisting in coordination for the Newcomers, Inspired, Connected, and Engaged (NICE) class, supporting the congregation and staff as we grow into this new chapter, and specifically in finding ways to bridge the gap between NICE and community life. We recognize that people continue to seek out community during these trying times. We look forward to working closely with the Team Leaders to recover from the impacts of COVID-19 and revitalize the connections among our First Unitarian community - new and old! We are here for you!

Submitted by Beth Pallace

# Men's Group

The FUSIT Men's Group currently has an email list of 43, however attendance at meeting is usually around 10-12, sometimes lower. Due to COVID we switched to Zoom, like everyone else, and some members stopped coming once we were no longer meeting in person. However we have picked up a couple of new members from outside the area, who are not regular FUSIT congregants. We also decided to meet twice a month instead of once, as a way of staying connected during the COVID shutdown, which we are still doing. Meetings generally follow the same format as Small Group Ministry, but are very informal. We do a chalice lighting, check-in then a group discussion around a specific topic, and take turns acting as facilitator.

Last summer and fall, we started having occasional in-person outings, outside of the regular meeting schedule, as suggested by different members. These outings have included weekend hikes or walks, and gatherings at Hopshire Brewing, South Hill Cidery, and Liquid State. We stopped doing those over the winter but now that spring is here we have started again.

# Service Auction



Over the Valentines Day weekend in February FUSIT held its first ever online service auction. We used the biddingowl auction management software system which allowed us to build our own auction website, showcase donated items, register bids and accept credit card payments. Each auction item came with a picture, some description, suggested minimum price and donor contact information. A small team was assembled to advertise the event, solicit donations, add items to the site and troubleshoot any technical difficulties that arose of which there were few.

We ended up with 120 donated items with around 65 individual bidders participating and raised a little over \$6000 over the 3 days - actually far more than we had expected for this initial experiment! We plan to repeat this again in the future possibly augmented by an in person event.

Submitted by Simon Catterall

# **Book Discussion Group**

The FUSIT Book Group met throughout the summer (in person at Stewart Park, see picture) and on zoom throughout the church year. We try to read a variety of fiction and non-fiction, from traditional and marginalized voices, focusing on the US and beyond. Together we read and discussed the following books:

Testament by Margaret Atwood
How to be an Anti-Racist by Ibram Kendi
Nickel Boys by Colson Whitehead
A Burning by Megha Majumdar
Talking to Strangers by Malcolm Gladwell
Shadow King by Maaza Mengiste
Night Watchman by Louise Erdrich
Caste by Isabelle Wilkerson
Vanishing Half by Britt Bennett
The Truths We Hold by Kamala Harris
Girl with the Louding Voice by Abi Dare



Submitted by Jennifer Streid Mullen

### Celebrations Team

The 2020/2021 Church Year represented new ground for the Celebrations Team with the decision to prerecord services. CA Team members Magdalen Lindeberg, Geoff Dunn, Mike Mann, Jennifer Streid-Mullen, Sue Roenke, Jens Wennberg, and Dave Salomon rotated responsibility for recording the Welcome & Announcements and Offertory segments of the service and forwarding to the tech team for assembly into a single service recording. CA Team members and FUSIT staff Emily Richards and Stephanie Ortolano also covered services for Sept 13, Dec 27, Jan 3, Jan 31, Mar 28, and May 30 with outside speakers covering services for Sept 27, Nov 29, Feb 21, and Apr 4. Service topics followed the pre-determined monthly Soul Matters themes.

While we deeply miss the interpersonal connections and live music that in-person worship permits, the broadcast of services online and on local television has had positive aspects including expanded access to the homebound. Virtual services have also enabled us to connect with UU ministers in our cluster and in other parts of the country, Stephanie has located beautiful and moving musical recordings to use as meditation and incidental music, and Emily has conveyed thoughtful quiet messages during 'Time for Wonder' that touched many viewers. While Rev Margaret lamented the disconnect inherent in preaching to the computer, her warm and calming presence - even though the layers of technology - remained the highlight of our services this year.

### Care Team

The Care Team has been active this year with Madonna Stallmann being the contact person who then passes requests onto Nancy Miller, Walt Peck, and Nancy Dolge. Requests for support have also come through the church office with the Church Administrator passing on messages to us.

When the lockdown happened in March of 2020, the Care Team created a list of FUSIT members who are elderly, live alone or have a challenge in their lives. A Call Team was created to keep in touch by phone with these folks. This has continued through this church year. The Joys and Sorrows team have continued to offer a formal Joys and Sorrows time during our virtual coffee hour after Sunday Services

IO Members were bonored at a Virtual Memorial Service

On December 12 the Care Team and Rev Margaret collaborated on a virtual Memorial Service to honor those church members we have lost since the Pandemic began or for whom services were can celled Family or friends were asked to make a short video. Oliver Habicht, Barbara Kane Lewis, Connie Currier, Pat Court, Warren Knapp, Kit Lambert, Blanche Maines, Norma Helsper, Nan Hanslow, and Dalva Hedlund were remembered. FUSIT members, friends and family attended vitually.

Early in the Pandemic there were few requests for support, but as the months of isolation wore on there were more. Meals were organized for several families where a family member had COVID, another illness, or injury. Rides were provided to appointments and procedures. Several people have been supported with mental health issues. Discussions among us about how far we can go to support those in need (especially in the area of mental health) were helpful and are ongoing.

Several have sporadically taken on the task of writing cards. Pat Court had been doing this until her sudden death in February of 2020. Karina Helgelin has been sending cards for Birthdays of our kids in DRE and friendly cards to seniors.

Some new leaders will be needed for the coming year as Walt Peck is taking on the role of Treasurer for FUSIT and Nancy Miller is running for the Board of Trustees. Madonna Stallmann will continue to be the contact person. Nancy Dolge and Rita Barber will continue to coordinate Memorial Service receptions when they begin happening again.

Thanks to all who have provided meals, rides, friendly voices at the end of the phone. Members of our FUSIT community have been very generous in supporting each other in this time of our world being turned upside down and not knowing about the future. One of the goals of the Care Team is to encourage a culture of caring for each other. May this continue in many informal and wonderful ways as we move into a year of transition.

Submitted by Nancy Miller

### Women's Circle

Women's Circle has continued this year via Zoom. We have continued to be a source of contact and support to a small number of continuing attendees as well as a couple of women new to the church. We have moved our meeting time to the 4th Monday of the month 7PM. All who identify as women are welcome. Wonderful poetry written by group members has been shared.

Submitted by Nancy Miller

### Environmenal Interest Circle

The Environmental Interest Circle (EIC) continued to be active through the summer and fall, with regular monthly meetings, forums on various topics, and sharing timely information with our now 31-member EIC email list (with several newcomers joining over the past year) and sometimes with the full congregation. We also now have an online bulletin board to share timely info: https://padlet.com/scheibei/tptbiubyw24vfruk. Starting in December, however, we decided to take a pause on most of our activities until we are in-person again. This was due to poor attendance at our online forums and lack of time, energy and leadership among our small group of active members.

Over the summer and early fall, we hosted 4 online forums, as follows:

- Racial Justice and the Impacts of Climate Change: Building Understanding through the Lens of Media Literacy, presented by EIC member Cyndy Scheibe, Executive Director, Project Look Sharp, Ithaca College (July 12)
- Microplastics: From Knowledge to Action, presented by Bethany Jorgensen, PhD candidate in Cornell's Department of Natural Resources (Aug 9)
- A Planet To Win Why We Need a Green New Deal Book Discussion, led by EIC members Deanna English and Jack Zinda (Sep 13)
- Moving Forward on Environmental Issues: A Post-Election Chat, led by Jack Zinda (Nov 22)

Our weekly Green Tips in the e-newsletter continue, thanks to EIC member Sasha Paris, with positive feedback. We plan to resume our FUSIT composting and recycling efforts, as well as movement toward Green Sanctuary and other activities, once we are back in-person, if not before.

EIC General Plans: EIC supports the Vision of Ministry, which now specifically includes environmental responsibility, by helping members of our community embody our UU values and principles both at FUSIT and in their daily lives, particularly related to our 7th principle, through reading groups, bringing in outside speakers and programs, and other educational projects, and through taking steps to help FUSIT toward becoming a UU Green Sanctuary. We hope to also co-sponsor or host events for the larger Ithaca community, working with other community groups. Learning together connects us to one another and to our planet and all of its inhabitants. Our work in this area inspires FUSIT members as well as community members to consider their own green practices. We engage all in the practice of going green.

Submitted by Wendy Wolfe

### Aesthetics Team



In March 2020, members of the Aesthetics Team met in the Sanctuary to install the monthly display around the theme of "Journey", featuring footprints cut from different media making their way across the walls of the sanctuary. Little did we imagine that less than two weeks later we would be leaving the sanctuary and embarking on a congregational journey far different from anything we had ever imagined.

Since that time, the main involvement of the Aesthetics Team has been to provide consultation on the Sanctuary renovation. It is with hope and enthusiasm that we look forward to creating engaging and meaningful displays for our beautifully renovated space.

Submitted by Magdalen Lindeberg

# Endowment and Investment Committee Annual Report

#### FOR THE YEAR ENDED JUNE 30, 2020

#### Results for the year ended June 30, 2020

As shown on the balance sheet that follows, the Endowment Fund ended the fiscal year with a total fund balance of \$727,279, as compared to \$722,513 in the prior year resulting in a net increase of \$4,766 for the year. Total income for the year amounted to \$29,398. This included \$15,576 in contributions, \$1,000 in semi-annual distributions from the Hare Trust, \$8,308 in interest and dividends, and \$4,514 in realized and unrealized gains on investments for the year. Total expenses for the year amounted to \$24,633. \$13,800 was paid to the Operating Fund for the Endowment Fund's annual contribution to the church; \$6,002 was spent on life insurance premiums paid for with contributions by the donor of the policy; and \$4,831 was spent on investment custodial fees.

#### **Fund Balances**

As shown on the balance sheet, the Endowment Fund is comprised of a general endowment as well as individual funds restricted for specific purposes at the request of the donors.

#### <u>Investments</u>

The Committee's investment policy was for the investment of the endowment funds in a conservative mix of index funds, with low volatility, low maintenance and low custodial fees. Restricted funds were separately invested in an intermediate-term bond index fund for accurate tracking and income allocation. During fiscal years 2013 - 2019, the Committee elected to reposition \$305,000 of the Endowment Fund's Assets to the Unitarian Universalist Common Endowment Fund (UUCEF) and utilize its investment management program.

#### Gifts to the General Endowment

The Committee encourages friends and members of the congregation to increase contributions to the general endowment. It is vital to provide income with regard to future operating budgets. The Committee has also developed a program of planned giving to encourage various methods of giving that would be beneficial from income tax effect to the donor and help facilitate participation and growth in the endowment contributions. Information regarding this program is available at the church.

Rich Dolge, Chair Patrick Jordan, Treasurer

#### FIRST UNITARIAN CHURCH ENDOWMENT FUND BALANCE SHEET

			JUNE 30 2020	JUNE 30 2019
<u>ASSETS</u>			-	<del> </del>
UNRI	ESTRICTED			
2	CASH - CHECKIN	NG	28,376	40,572
	ALTERNATIVES	CD, SAVINGS	11,854	11,726_
	INVESTMENTS	CASH	41,666	46,493
		MUTUAL FUNDS (VEXMX) @ COST	74,702	74,702
		UNREALIZED GAIN (LOSS)	144,543	144,985
		MUTUAL FUNDS (VEXMX) @ MARKET	219,245	219,687
		UUCEF @ COST UNREALIZED GAIN (LOSS)	196,705	185,912
		UUCEF @ MARKET	<u>40,532</u> 237,237	<u>48,231</u> 234,143
	MORTGAGE REC	CEIVABLE - OPERATING	20,245	27,931
	TOTAL UNREST	RICTED	558,624	580,552
RES1	TRICTED			
1120	SPECIAL FUNDS	CASH	36,963	29,144
		UUCEF @ COST	109,193	101,471
		UNREALIZED GAIN (LOSS)	22,500	11,346
		UUCEF @ MARKET	131,693	112,817
	TOTAL SPECIAL	FUNDS CASH AND INVESTMENTS	168,656	141,961
	TOTAL ASSETS		727,279	722,513
LIABILITIE	<u>S</u>		-	-
FUND BAL	ANCES			
UNRI	ESTRICTED		555,416	577,345
RES1	TRICTED - RE		2,150	2,150
RES1	TRICTED - LIBRA	RY FUNDS	1,057	1,057
SPEC	CIAL RESTRICTE	DFUNDS		
	PITAL IMPROVEN		57,830	32,488
	AMBERLAIN TRU ZEL'S BACKYARI		51,922 5,375	51,381 5,319
		RESTRICTED MUTUAL FUNDS)	46,498	46,014
	NO FUND	,	7,030	6,759
	TOTAL RESTRIC	TED FUNDS	168,656	141,961
	TOTAL FUND BA	LANCES	727,279	722,513
	TOTAL LIABILITI	ES & FUND BALANCES	727,279	722,513

FIRST UNITARIAN CHURCH ENDOWMENT FUND INCOME & EXPENSES FOR THE PERIOD 7/1/19 - 6/30/20

	TOTAL	936	1,000 6,002 3,449 3,978 148	4,956 (442 <u>)</u>	29,398	(13,800)	(6,002) (3,809) (1,022)	(24,633)	4,766	722,513	727,279
	PIANO FUND	200	23	77	330		(69)	(69)	271	6,759	7,030
STRICTED	PERRY ESTATE		364	522	886		(401)	(401)	484	46,014	46,498
SPECIAL RESTRICTED	HAZEL'S BACKYARD MAINTENANCE	•	42	09	102	r	(46)	(46)	99	5,319	5,375
	CHAMBERLAIN		406	583	686		(448)	(448)	541	51,381	51,922
	CAPITAL IMPROVEMENTS		257	369	625	25,000	(283)	24,717	25,342	32,488	57,830
	RESTRICTED CHALLENGE PLEDGE	•				•			¢		•
	UNRESTRICTED	736 8,638	1,000 6,002 2,328 3,978 148 733	3,344 (442)	26,465	(13,800) (25,000)	(6,002) (2,570) (1,022)	(48,394)	(21,929)	580,552	558,623
		INCOME CONTRIBUTIONS CONTRIBUTIONS - MEMORIALS CONTRIBUTIONS - LIBRARY	HARE TRUST LIFE INSURANCE PREMIUM INTEREST/DIVIDENDS UUCEF INTEREST/DIVIDENDS TTC INTEREST - CHECKING / CD INTEREST - MORTGAGE	GAIN (LOSS) UUCEF UNRESTRICTED UNREALIZED GAIN (LOSS)	TOTAL INCOME	EXPENSE OPERATING PLEDGE OPERATING TRANSFER TRANSFER TO CAPITAL PROJECTS CAPITAL PROJECTS	LIFE INSURANCE PREMIUM BANK FEE UUCEF BANK FEE TTC	TOTAL EXPENSE	NET INCOME	FUND BALANCE 6/30/19	FUND BALANCE 6/30/20

FUS	IT P&L	21-22	19-20	20-21	21-22	
		5/6/21	Actual	Budget	Budget	
	Income					
4	Mini	strial Escrow	0			
5	19-2	20 Pledge accrual	0	33,000	35,000	
6	Rec	ycle cancellation gran	nt	20,000		
7	Mar	k's fund accrual	161			
8	Auc	tion	14,936	12,000	12,000	
9	Con	tribution Income	750	1,000	1,000	
10	End	owment	0	14,000	14,000	
11	Othe	er Income	1,416	1,000	1,000	
12	Xma	as eve collection	5,904	4,000	3,000	
13	Plat	e Collections	17,870	15,000	15,000	
14	BLU	U Collection	0			
15	Pled	lge Income				
16	F	Y 2020 Pledges	335,300			
17	F	Y 2019 Pledges	1,800			
18	Tota	I Pledge Income	337,100	330,000	325,000	***
19	Rec	ycle sale	22,197	0		
20	New	Fund Raisers		5,000	0	
21	Ren	t				
22	Α	nnex Cost Sharing	28,710	28,848	29,000	
23	В	uilding Rent	10,183	8,000	8,000	
24	Tota	l Rent	38,893	36,848	37,000	
25	Total I	NCOME	439,227	471,848	443,000	
26	Expense	9				
27			0			
28	ADMIN	NISTRATION				
29	Pay	roll Taxes	9,358	10,617	10,968	
30	Disa	ability Insurance	1,099	1,800	1,800	
31	Adm	ninistration Personnel				
32	В	ackground checks, Le	213	225	225	
33	Α	dministrator	39,701	40,926	39,000	
34	Α	dministrative Assistan	6,944	8,567	8,746	
35	Α	dmin Health Care	7,208	8,453	8,073	
36	В	ookkeeper	2,949	3,200	3,200	
37	Α	dmin Staff Pension	3,464	4,911	1,170	
38	Tota	I Administration Perso	60,479	66,281	60,414	
39	Star	tup Retreat	967	500	200	
40	Sum	nmer staff ex Outreach	0			

FUSIT	ΓP&L 21-22	19-20	20-21	21-22
	5/6/21	Actual	Budget	Budget
41	Contingency	69	400	400
42	Copying	1,150	1,500	1,500
43	Denomination Contributio	25,812	27,987	26,180
44	Office equipment	993	1,200	1,200
45	Office Supplies	1,005	1,300	1,100
46	Payroll Accounting Servic	2,020	2,200	2,100
47	Postage	1,496	1,800	1,500
48	Professional Developmen	1,001	1,100	1,000
49	RestoringMinimalReserve	Acct		
50	Stewardship Committee	2,889	3,000	3,000
51	Board Strat Planning	185	0	
52	Programming/Tech Suppo	1,620	1,800	1,500
53	Telephone	2,865	2,800	2,800
54	Workers Comp	2,061	3,200	3,200
55	Total ADMINISTRATION	115,069	127,485	118,862
56	CHURCH MAINTENANCE			
57	City Sidewalk Assessmen	497	500	500
58	<b>Building Personnel</b>			
59	Sexton	26,989	8,142	8,241
60	Cleaning		9,600	7,200
61	Snow removal		3,200	600
62	SextonHealth	2,736	0	0
63	Maint Staff Pension	3,248	0	0
64	Total Building Personnel	32,973	20,942	16,041
65	Building & Liability Insura	8,819	8,800	9,100
66	Debt Service	8,419	8,400	8,400
67	Garbage/Recycling	330	500	500
68	Housekeeping supplies	1,077	1,100	1,300
69	Annual Inspections		4,000	4,000
70	Repairs & Routine Mainte	19,488	16,000	15,617
71	One-time Projects	0	0	0
72	Utilities			
73	Gas & electric	14,353	14,000	15,000
74	Water/Sewer	3,218	3,300	3,500
75	Total Utilities	17,571	17,300	18,500
76	Total CHURCH MAINTENAL	89,174	77,542	73,958
77	MINISTRY			
78	MinisterCompensation			

FUSIT	P&L 21-22	19-20	20-21	21-22	
	5/6/21	Actual	Budget	Budget	
79	MinisterMovingExpense	0		9,370	
80	MinisterSalary	0		51,541	
81	MinisterHousing	92,008	92,600	34,361	
82	MinisterProfessionalEx	5,967	8,000	8,590	
83	MinisterBenefits				
84	MinisterDisabilityInsı	1,204	1,000	1,000	
85	Minister in lieu of FIC	15,101	7,084	6,571	
86	MinisterHealthInsura	3,327	4,400	8,073	
87	MinisterLifeInsusrand	799	1,014	1,100	
88	MinisterPension	10,923	11,112	10,308	
89	Total MinisterBenefits	31,354	24,610	27,053	
90	Total MinisterCompensati	129,329	125,210	130,915	
91	Care Services	112	900	200	
92	Celebration supplies	2,181	1,700	1,800	
93	Christmas Eve Service	735	600	600	
94	Campus Ministry	350	460		
95	Communications Equip	783	800	500	
96	<b>Guest Honorariums</b>	400	1,200	500	
97	Leadership Development	94	700	700	
98	New Mission-driven ideas	753	1,700	500	
99	Newsletter	670	700	700	
100	Parking	790	480	0	
101	Reverse Offering	1,500	1,500	0	
102	Ministerial Discretionary F	-151	100	0	
103	Accrual for sabbatical	2,000	2,000	0	
104	Enhancement & Aesthetic	55	200	100	
105	Total MINISTRY	139,601	138,250	136,515	
106	MUSIC				
107	Music Service	51	450	450	
108	Guest musicians/worksho	363	500	500	
109	Music Personnel				
110	Professional Developm	757	1,800	1,800	
111	Music Director	15,955	16,659	16,859	
112	Substitute organ/choir	125	1,000	500	
113	Memorial Services			500	
114	Choir Director	6,437	3,978	960	
115	Total Music Personnel	23,274	23,437	20,619	
116	Equipment/Supplies	480	500	350	

FUSI	ΓP&L 21-22	19-20	20-21	21-22	
	5/6/21	Actual	Budget	Budget	
117	Xmas Eve music	639	500	500	
118	Organ Repair	1,153	1,200	600	
119	Piano Repair	0	500	500	
120	Sheet Music	630	<u>700</u>	500	
121	Total MUSIC	26,590	27,787	24,019	
122	RELIGIOUS EXPLORATION				
123	Adult RE	64	400	400	
124	RE Personnel				
125	RE Director Salary	35,139	43,000	43,516	
126	DRE Health Benefit	0	8,453	8,073	
127	DRE assistant	5,671	6,732	3,407	***
128	DRE Asst summer		1,409		
129	Nursery	3,434	2,000	1,704	
130	RE Staff pension	3,000	2,580	5,222	
131	Total RE Personnel	47,244	64,174	61,922	
132	Texts	25	475	475	
133	Childrens Programming	215	675	675	
134	Teacher Appreciation	107	300	300	
135	Sunday Snack	127	350	400	
136	Consultant, Strategy Dev.	0			
137	C&Y Arts Enrichment	6	450	450	
138	Youth Group	98	500	500	
139	Supplies	345	600	600	
140	Parent Outreach/Comm e	159	400	450	
141	Shared Ministry, Service I	115	250	250	
142	Library	28	0		
143	Teacher Training OWL	304	1,000	0	
144	Professional Expense	447	4,300	4,352	
145	Total RELIGIOUS EXPLORA	49,284	73,874	70,773	
146	SOCIAL ACTION & OUTREA	ACH			
147	Anti-Racism			1,200	
148	Charitable Giving	10,002	7,900	8,000	
149	BLUU Collection				
150	Child Care	0	200	380	
151	Membership	1,407	2,500	700	
152	Outreach Coordinator	8,321	14,310	7,242	***
153	Outreach Prof Dev	0	400	200	

FUSIT P8	kL 21-22	19-20	20-21	21-22	
	5/6/21	Actual	Budget	Budget	
154	Rental Docent	0	600	300	
155	SJC Programs	783	850	850	
156	WebsiteCommunications	0	<u>150</u>	0	
157 To	tal SOCIAL ACTION & OU	20,513	26,910	18,873	
158 Tota	l Expense	440,231	471,848	443,000	
159 NE	ET INCOME	(1,004)	(0)	0	

Indicated contingent items that cannot be spent until Revenues are assured to reach \$443,000

### Finance Committee

2020 - 2021

The Finance Committee met periodically throughout the year to advise and assist the Treasurer in monitoring the Society's financial plan, and in other financial issues that arose during the year.

Key actions included participating in the development of a plan to finance pressing renovations to the Church sanctuary and refurbishment of the organ, in conjunction with the Endowment Committee. The sanctuary project will cost about over \$136,400, including repair of the plaster cracks in the ceiling, some insulation, lighting fixture upgrades, and repainting. A quiet campaign among congregants raised a generous \$95,000 and the existing internal loan from the Endowment to finance earlier capital improvements was extended to raise the remaining \$41,400. The needed refurbishment of the organ will cost \$25,000 and is being financed through a contribution from the Endowment's capital fund. The Endowment also contributed \$17,000 toward sanctuary audio-visual upgrades.

As usual, the Finance Committee participated in development of the proposed 2021-2022 year Society operating budget to be voted on at the Annual Meeting. Additional pledging is critical to balancing this budget at a level that will support basic program operations. Also key to balancing budgets over 2020-2021 and 2021-2022 has been receipt of the Payroll Protection Plan (PPP) pandemic-related loan, through the Small Business Administration. That loan allowed the Society to maintain staffing levels during the past year and into the next, but has now being closed out, with about \$50,000 being forgiven as intended by the federal legislation, and \$4,000 paid back in a lump sum.

It has been an eventful year that, among other changes, will see the conclusion of the long service as Treasurer of Jennifer Streid-Mullen, who has rendered superb service to the Society during her tenure, at times fulfilling roles beyond that of Treasurer. Her leadership will be missed by the Finance Committee. But her planned successor, Walt Peck, is a long-time member of the Society and has served as Treasurer among other duties for the Society in the past. The Committee looks forward eagerly to assisting Walt.