

First Unitarian Church Of Toledo Annual Report 2019 -2020



Table of Contents

Minutes From 2019 Annual Meeting.	4
Message From the President.....	5-6
Annual Report for the Board.....	6-7
Minister's Report.....	8
Commissioned Lay Ministers	9-10
Music Program.....	10
Religious Educator	11
Spiritual Adventures	11-12
Ambience Committee.....	13
Auction.....	13
Audit.....	13
Awareness of Special Needs Support Group.....	13
Bazaar	13
Building and Grounds Committee.....	14
Caring Circle.....	14-15
Chalice Circle.....	15
Committee on Shared Ministry	15
Compass and Membership.....	15
Endowment	16
Flower Committee	16
Kitchen Committee.....	17
Knit Wits.....	17
Leadership Development.....	18
Marketing.....	18-19
Meditation Group	19
Nominating Committee	20
Office Volunteers... ..	20
Safety Committee.....	20
Social Justice Committee	21
Stewardship Committee	21
Strategic Planning Committee	22
TEALL Committee.....	22
Technology/IT Committee	23
UU Rummage Sale.....	23
UU Worship Team	23
Treasurer and Financial Reports.....	24-30
UU FYI	31
UFACE.....	31
Covenant, Mission, and Vision Statement.....	32

**Minutes From 2019 Annual Meeting
First Unitarian Church of Toledo
May 19, 2019**

13 voted by proxy

59 voting in person for a quorum for a total of 72

11:46 am on 5/19/19 annual meeting called to order

- Secretary Petronella Holmes read that there were 13 proxy votes and 59 voting in person for a quorum
- Rev. Tim Barger read loved ones lost
- Terry McCauley read highlights of board mentioning ordination of Jami Yandle and commissioning of Melissa Jeter and David Strickler
- Nick Conrad offered to discuss issue of solar panel in more detail.
- Terry McCauley read six items to be presented in order of service
- No discussion of first item; approved and carries
- No discussion of second item; approved and carries
- Nominees presented for board: Sandra Kosek-Sills, President-Krista Schneider, VP-Elliot Adams as Secretary-Mary Souther, Treasurer-Board Members: Mike Davisson, Arun Nadarajah, Tom Sheehan, Colette Cordova.
- Terry McCauley asked if persons could stand to be recognized.
- No discussion of elected board members; asked to approve entire board slate; new board elected.
- Bonnie Rowe, Kathy Crowther elected to Committee on Shared Ministry
- Melanie Christiansen, Marsha Gamble, & Carol Keierleber all elected to Nominating Committee
- Budget printed and made available; two meetings for discussion
- Additional pledges; restricted income funds moved. May need to take a little extra out of restricted funds
- Board presented proposed operating budget. Shall proposed operating budget be approved? Discussion about 14K deficit and funds being taken out of Endowment; do we have a plan moving forward? Paul Lehmann asked. Carol Keierleber responded instead of pushing for last minute for pledge campaign; board decided to propose a special task force to develop a 5 year Strategic Plan. Special task force would make recommendations on additional income resources such as special events and product sales which are sustainable and renting part of the church. Rainy Day Fund not in danger as per Krista Schneider. Terry called for budget vote, yes to approve; budget approved.
- One of the congregation members present at the meeting thanked board for well thought out and well presented budget.
- Tishie Bozeman thanked the congregation for all their kindness.
- Rev. Tim announced a picnic for Memorial Day.
- Rev. Tim gave closing words.
- Asked for approval to appoint Blue Ribbon Committee Task Force; board will appoint persons for Committee
- Approved for Task Force.

Annual Meeting concluded and adjourned at 12:20 pm

MESSAGE FROM THE PRESIDENT

Every Sunday, we declare in our Covenant that love is the doctrine of this church. We are here together to share and learn about how to live together in a loving way. Let me start by being grateful that you are here to read this message. Thank you to each one of you who shared your time and resources to be a part of this vibrant spiritual community this past year. Thank you to our dedicated, valiant staff who have gone above and beyond to continue in service not just Sunday but all week despite not being able to take hard earned vacations (yet). Special thank you to our volunteer CLMs, who picked up extra midweek meditation to sustain us while staying apart but staying connected.

Our financial position was stronger than one might think before the economy collapsed. We are a generous congregation and in some ways the church is in a better place financially than it was 20 years ago. Our per-pledge donations exceed the average amount being pledged in 1999 even after inflation. We have an endowment that is greater than one year's annual budget, that we did not have at all in 1999.

Even after the economic collapse due to COVID-19, we have been able to continue paying our staff, providing Sunday services, and supporting each other. This congregation survived the 1918 pandemic, two "Great" economic crashes, two world wars, and religion going out of style generally. We can survive COVID-19 as well.

In 2017, we completed a Capital Campaign and accomplished several much-needed capital projects to maintain our sacred space. The board is working on finishing up the last items on the capital campaign list and we expect to spend it down within a year.

If we were to run into excessive financial difficulty due to the COVID-19 pandemic, it would be possible to repurpose the Capital Campaign money that is remaining. Please know that if we were to do that, we will bring it to a vote with the congregation at a Special Meeting. The intent remains to spend it on the maintenance that is needed.

It is too soon to know how the collapse of the economy due to COVID-19 will affect our budget next year. If you need to revise your pledge, please feel free to do so at any time. It is better for the treasurer and bookkeeper to know what to expect rather than have to deal with surprise shortfalls. We applied for a Paycheck Protection Program loan. I think it is unlikely that this money will reach us – but at least it's a possibility.

A review of the membership list indicates that among people who have signed the book, only about 60% are using the pledge form to tell us in advance how much they plan to donate for the year. We want everyone to have confidence that their money will be well used to support the mission of the church, and we want to be connected so that people feel the purpose in their giving and are comfortable making a commitment.

The Board feels that this is a good time for Stewardship to be an all member canvass this coming year. Don't opt out – it is an opportunity to have a pleasant conversation with another church member – and please pitch in to be a canvasser. This is team building and love sharing, not an ask for money on the part of the canvasser. The board and the pulpit do the ask. The canvassers will be sharing information about how we spend our money to achieve our mission and vision. They will be listening to ideas and concerns and collecting sealed pledge envelopes. Let's use this time to reconnect.

We should consider a new capital campaign to further bolster the endowments and address a need to update the sanctuary. We could have started in the coming year, but we will wait a year in the hope that the economy will stabilize and recover.

Our biggest challenge is that over these past 20 years since 1999, we have had a steady decline in the number of pledge units of about 2% per year. We should each do a small something to reach out and tell people about our church.

MESSAGE FROM THE PRESIDENT CONTINUED

Here are some ideas:

- Like and share Toledo Unitarians Facebook page and Twitter posts. Here is something productive to do on social media: reject hate by only liking and sharing positive messages. Don't like and share negative memes. Create positive messages, even in replies to other messages. Let's work towards smothering the hate by spreading love instead. Call out the seven Principles (and the proposed eighth one) when you see them. Dig out one of the six Sources and quote it from a UU perspective. Build your friend network among UUs. "Like" or "follow" pages or feeds that are positive and uplifting. Share their content so others can find them.
- Take pictures on your trips with UU items or of UU places for us to share on our web page and social media accounts.
- Buy UU gear and wear it around town. Shirts, pins, jewelry, etc. Let it be a conversation starter.
- Take a stack of our UU cards and leave them in suitable places.
- This year, voter registration and engagement is a theme – follow along at #UUtheVote. If you are attending an event (if that happens before October when registration closes in Ohio) I have fliers available to hand out.
- Talk to people about being a UU. If nobody had ever come to Toledo to talk about being one U or the other, we would not be here - and think about all the good that Toledo would have missed over the past 150+ years. This year already I have talked up UUs to two young adults. Be proud of who we are and confident in what we believe. It is worth sharing.

I accepted the call to take the Board President position knowing full well that the main job of the president is to handle whatever emergency or emergencies may come along. Running the Board meetings is just what one does in the meantime. Little did I suspect that our emergency this year would be dealing with the effects of a global pandemic! Thank you for staying with us as we have retooled for a stronger online presence. Let's continue to Stay Apart and Stay Connected, and we will gather together again in our sacred space when the crisis is past.

In Fellowship, Sandra

ANNUAL REPORT FOR THE BOARD OF TRUSTEES

Chair: Sandra Kosek-Sills, President

Members' Names: Krista Schneider, VP; Mary Souther, Treasurer; Elliot Adams, Secretary; Dominic Wilson, Mike Davisson, Arun Nadarajah, Colette Córdova, Tom Sheehan, Members At Large.

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church's mission and vision:

- Held a board retreat in September 2019 with the assistance of Rev. Sunshine Wolfe of the Central East Region to do some team building and goal setting. This was important as we had more new members than usual this year.
- Kicked off/participated in the Strategic Planning process. This recurring effort was recommended by the previous Board to assist in the budget development process.
- Reviewed and collated the policies and procedures of the church and discussed/drafted a fiscal control procedure. This is part of the ongoing efforts to have these collected in a Board Book to help with continuity of governance.

- Negotiated a new letter of agreement with the Senior Minister.
- Re-formulated the RE Council. Religious education for our children and teens remains an important function of the church.
- Oversaw work towards the Capital Campaign projects. We want to be good stewards of the money put forward by the members for these projects. The solar panel installation is complete and we are generating about 25% of our own power on an annual basis now.
- Hosted a viewing of the UU the Vote kickoff webinar in Fellowship Hall and offered one Sunday collection plate to support this UUA effort to encourage voter registration. This is in support of our fifth Principle as UUs.
- Developed a new website, and engaged on our social media (Facebook and Twitter). We continue to make efforts to reach out to the community and share our ideas, activities, and values.
- Rapid decisions made in the face of the COVID-19 pandemic to oversee building use, direct resources as needed to pivot to online Sunday services, and the adoption of videoconferencing. Doing our part to Stay Apart – Stay Connected.

List a few goals that your group set for this past year and whether you met them:

- Spend down the Capital Campaign funds. This was interrupted by the need to close the building when the coronavirus pandemic hit. We did manage to get a commercial grade dishwasher installed (with financial assistance from the Ullman family). Quotes were solicited for lighting, sound, parking lot, and furnace upgrades. We will plan to do the furnace upgrade as soon as we feel comfortable having contractors in the building. The other projects are on hold for now.
- Complete the next Strategic Plan. This has been delayed by the pandemic, but significant work was done and we still plan to complete it by the end of the summer.
- Re-connect the Board with committees via liaisons. This was accomplished.
- One of our goals was to encourage church members to be more in touch with one another and to have more fun. Of course we had no idea that we would all be spending the late summer and early winter under a stay-at-home order. However, many people have made phone calls, learned how to use video conferencing, and been more active on Facebook. We as Board members are actively participating.

List a few goals that your group has set for this coming year:

- Oversee an all-member, one-on-one Stewardship drive this coming fall.
- Finish the current Capital Campaign projects as feasible.
- In the draft Strategic Plan, the Board has listed working towards the adoption of the proposed eighth Principle as a goal.
- Have a printed Board Book available for members, or at least provide it electronically.

Briefly add any other notes you think are important about the work your committee has done this year:

I am very grateful for the service of the current board and the excellent working relationship we have had with our Senior Minister, CLMs, and staff. Thank you to all our volunteers – whether you are a Board member, Committee Chair, serve on a committee, assist with events, or come to the Annual Meeting and vote. When you share your time with us, we live our vision of being a vibrant spiritual community that achieves growth, visibility, and relevance. In fellowship, Sandra

MINISTER'S REPORT

Our congregation isn't congregating as usual at this annual meeting time, but we are together online. This is 2020, the year of the COVID-19 global pandemic (I hope it's "the year" versus "the first year"; time will tell). Our regular ways have been suspended while "stay at home" is the order for those who aren't essential workers—and *essential* extends from custodians to physicians; people in labs, hospitals, fighting fires, giving emergency medical care, in law enforcement, driving trucks, getting your mail and your packages to you, making or delivering food to order, reporting the news, stocking grocery store shelves, and running cash registers. Students and teachers are home instead of at school. We have church members staying at home and members who are essential workers.

Technology helps for us to approximate some of our norms, like the weekly Sunday service. We use Zoom and YouTube; my laptop computer, iPad, and iPhone; given and lent audio, video, computer, and lights, with special thanks to Pat Buchanan; a church projector to show PowerPoint slides; and we purchased some items, too. With all of that gear, we kind of converted the sanctuary into a studio, and only a few of us—typically Rich Miller, for building security and behind-the-scenes help; Bonnie Rowe, our accompanist; Mickey Miller, music director; and I, the minister—come to the building on Sundays to offer a livestream service. We've had valuable help, consultation, and equipment donations from Walter McGhee and Eric Sills; prerecorded music contributions from Garth Simmons, Lesli McCage Simmons, and others; early participation by our acting religious educator, Kristin Olson; coffee hour leadership from our president, Sandra Kosek-Sills; and input from others. Thank you all.

With the way things have changed in this pandemic that is changing the way the world comes together, there's a detailed review of my ministry over the past year seems to be of small importance. I did the usual: preaching regularly, including beginning an extended monthly series on Jesus from my perspective as a humanist; teaching, along with a couple of "ask the minister" Spiritual Adventures Forum sessions; giving pastoral care both at the request of congregants and at times reaching out just to make contact; using my ministerial and our Unitarian Universalist voice in the larger community; making efforts to attract the community into our doors with concerts, lectures, promotion spots on public radio, and other events; honoring shared ministry with our Commissioned Lay Ministers, Caring Circle, Strategic Planning Committee, board, and others; and taking part in professional development, too, such as participation in the Religion News Association conference in Las Vegas in the fall.

It should be noted that in November I was informed that I now hold "full fellowship" as a Unitarian Universalist minister; that means that the probationary period since I was awarded "preliminary fellowship" in 2013, prior to the Toledo Unitarians ordaining me, is over; I hold the highest level of ministerial credentialing in our movement; and I'm fully in good standing in the view of the Unitarian Universalist Association. I'm pleased that the Toledo Unitarians have called me and helped me through the obstacles of forming a congregational ministry. Let's build on that.

What is important now is how we move forward. We'll be an in-person and online congregation, and all of us have to learn how to do that well, in ministry, as a congregation, and individually. Our church ways will be different, and that can include deeper connections in our congregational ways.

Yours,

Rev. Tim

COMMISSIONED LAY MINISTERS

Melissa Jeter

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church's mission and vision:

1. Led 4 service
2. Pastoral care
3. Regular meetings with Senior minister
4. Lead services in the Central East Region as called
5. Strategic Planning lead
6. Regular meetings with Music Director
7. Participant in Social Justice Committee
 - a. Welcome the Stranger
 - b. Multifaith activities
 - i. Multifaith /multicultural Storytimes
 - ii. Universal Worship services
 - iii. Multi faith Picnic -Emcee
 - iv. :Love One Another Challenge
 1. UUtoledo Feb Service
 2. Multifaith Clergy Breakfast
8. Social Witness Activities
 - a. UUJO
 - i. Panel participant on Conversations about Race in UU congregations
 - b. Ohio Poor People's Campaign
 - c. UU the Vote webinar
 - d. Black History Month.
 - i. Toledo Museum of Art- Speaker on the Vote
 - ii. Branden United Methodist Church-Speaker on Voting

List a few goals that your group set for this past year and whether you met them:

1. Create a UU theomusicology
 - a. Encourage congregational singing towards goal of One music community
 - b. February Spiritual Adventures create songs that can be sung when congregation members march in Toledo Pride
2. Connecting Congregation to UU social justice activities
3. Lead Summer Services including getting speakers
4. Continue Online Midweek Meditation as needed

List a few goals that your group has set for this coming year:

1. Midweek meditation
2. Led 4 services
3. Summer services

COMMISSIONED LAY MINISTERS

David Strickler

I completed the first year of a three term as Commissioned Lay Minister.

During the past year (01-Apr-2019 to 31-March-2020), I

- organized and led 6 worship services at First Unitarian Church Toledo
- worked with my CLM colleague, Melissa Jeter, to organize speakers and worship associates for the June and July 2019 worship services at First Unitarian of Toledo.
- worked with our Board President to organize First Unitarian of Toledo's participation in the 2019 Toledo Pride Parade & Festival. Once again we marched in the parade with members of the Maumee Valley UU Congregation and we had an information booth at the festival.
- presented an overview of the UUA Social Witness process at GA for the Spiritual Adventures session on Nov. 24. Three other members of the congregation participated by discussing specific Congregational Study Action Issues as well as their experiences at GA.
- organized the first meeting of the First Unitarian Men's Group in February.

During the next year, I plan to

- Organize and lead 4 - 6 worship services at the First Unitarian Church of Toledo.
- Serve on the Worship Team and participate monthly in other Services as a Worship Associate, reader, musician, or other role.
- Continue facilitating the Men's Group.
- Offer programming for Adult Faith Development, which could include Spiritual Adventures on Sunday morning or book discussion groups on other days.
- In addition, I may accept invitations to lead services or preach at other congregations. In these cases, I will charge a fee according to the guidelines established by the CLM Council.

Respectfully submitted, David Strickler

MUSIC PROGRAM

Annual Report of Piano Accompanist

This is the Piano Accompanist annual report for the fiscal year 2019-2020. In collaboration with the Music Director, Mickey Miller, I provided weekly piano accompaniment support for the Chalice Choir and in played accompaniments and solos for Sunday services. I also accompanied Mickey Miller and guest artists from time to time in their solos during Sunday services. On the rare occasions when Mickey wasn't present, I provided all the music in a Sunday service. Since mid-March 2020, when the church building was closed to the congregation due to the COVID-19 health threat, I continued providing these services for video streamed Sunday services and am doing so through the date of this annual report.

Respectfully submitted, Bonnie Rowe

Annual Report from Mickey Miller

This has been an exciting year for music ministry at First Unitarian. Beyond our weekly and biweekly music rehearsals, we've been fortunate to bring our ensembles together for the winter All-Music Service, feature more guest artists in service, and broaden our repertoire as we build upon previous skills. Regarding last year's goals, we've made some good progress but there is more room for improvement. We've followed through on building community sings with diverse repertoire and a children's song, though I'd like to work with RE next year to build musical opportunities into the children's space. Last year, I set the goal of increasing our music ministry roster by a third: While this number wasn't reached directly, new engagement has been best seen in our Handbell choir, with some improvement in our Chancel choir, and needing improvement in The Gathering. To that end, I've been in discussion with several music ministry members about creating a formal Music Committee this year. This group will be open to all, specifically seeking those with musical interest to assist with organization, communication, and mission-setting for each ensemble as we create Beloved Community.

It's difficult to set specific goals regarding musical fellowship in the year of Covid-19. We've been fortunate to engage with our musicians on Zoom, but over the summer I'll be actively building ways to make music (though very likely distantly) in the coming year. I thank everyone who has made this first year with First Unitarian Church of Toledo such a rewarding experience and am grateful for the opportunity to serve with our congregation.

RELIGIOUS EDUCATOR

Acting Director of Religious Education: Kristin Olson

Members' Names: Arun Nadarajah, Judy Paschalis, Sandra Kosek-Sills

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church's mission and vision:

- 1 The PreK -2nd will be doing a Dr. Seuss unit, which involved reading a story by Dr Seuss and briefly discussing the moral of the story. Various volunteers helped teach this class.
- 2 The middle group, 3rd-6th, will be doing a UU curriculum called *Timeless Themes*. This explores stories from Hebrew and Christian Bibles through a UU perspective. Bonnie Olson taught this class and had the most consistent attendance out of all of the groups. Judy P. substituted when Bonnie had her heart surgery.
3. The Senior High, 7th-12th, will be working a UU curriculum called *Why Do Bad Things Happen?* I taught this class. Attendance was sporadic. Sometimes one or two most of the time no children in this age group. Volunteers helped out when I couldn't be present

List a few goals that your group set for this past year and whether you met them:

1. Used SignUp Genius to make it easier for people to volunteer for RE teachers
2. I tried to get the *Our Whole Lives* class going. I was in the process of setting it up when COVID 19 happened and that was canceled.
3. We also began live streaming RE *Timeless Themes* in March.
4. Planned and performed a successful Christmas play *Christmas in a Stable* which everyone seemed to enjoy.

List a few goals that your group has set for this coming year:

1. This is hard to say until we are allowed back into the church building
2. I will be continuing livestreaming until further notice.

Briefly add any other notes you think are important about the work your committee has done this year:

TEALL purchased the Flannel Board set for the *Timeless Themes* Curriculum \$330.

SPIRITUAL ADVENTURES

Spiritual Adventures Mission: To plan and organize programs for adults and families in our congregation and the wider community which lead to spiritual growth and social responsibility through presentations, interactive discussions, and participatory activities.

Spiritual Adventures Vision: To bring, to our congregation and the wider community, opportunities for spiritual growth through a variety of engaging, innovative, and participatory programs which will foster spiritual growth and compassionate action.

Chair: Susan Spiegel,

Members' Names: Alieah White, Ginny Washing, Patt Church,

Board Liaison: Colette Cordova

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church's mission and vision:

1. We planned programs on topics of concern to members, including sustainability, poverty, racism, education, voting rights, addiction, feminism, meditation, mental health, incarceration, international affairs, and (most recently) the COVID 19 pandemic. Two church members, Saroya King and Phil Teitlebaum, offered a series of programs over multiple weeks. On months with 5 Sundays we offered lighter programs with more "hands-on" activities on the fifth Sunday.
2. By the end of June 2020 we will have offered 56 Sunday morning Spiritual Adventures. There were planned programs every Sunday throughout the 2019-20 fiscal year, except for March 15th, which was the first Sunday following the Pandemic "shelter at home" order
3. We offered programs every Sunday throughout the summer months, with the hope that summer "visitors" would attend and be inspired by our programs.
4. We rapidly adapted to the need for "virtual programming" after the COVID-19 virus appeared in the United States, which required a major change in program format and technology. This virtual programming is ongoing.

SPIRITUAL ADVENTURES

List a few goals that your group set for this past year and whether you met them:

1. Due to the small number of committee members (just 2 at the beginning of this FY, with 2 additional members joining later in the year), our primary goal was simply to continue offering programs every Sunday morning. This was a challenge for us, however we did meet this goal.
2. Other goals involved resolution of ongoing issues: failures of technology, better management of our budget (including payment of “honorariums” to local speakers from non-profit organizations supported by our church), and recruitment of additional committee members and new leadership for the coming year. We have improved our use of technology, though the option of offering audio and video programs was not possible after the onset of the pandemic, so there is still more work/training to be done in this area. We were unable to meet the goals of financial management and volunteer recruitment, primarily because the few members of our committee were primarily engaged in the provision of weekly Sunday programs.

List a few goals that your group has set for this coming year:

At this time, it is unclear who will remain on—or join—the committee after my resignation as committee chair on June 30th. Though I announced my intent to “retire” several months ago, new leadership has not come forward. Because of my need to devote more time to my personal life, I have not been able to replace myself as leader.

Goals for the coming year will be identified by remaining and incoming committee members. Goal setting has not been addressed yet.

Briefly add any other notes you think are important about the work your committee has done this year:

I have mixed feelings about exiting my leadership role on the Spiritual Adventures committee, which I have chaired since its formation 4 years ago. I strongly support the mission of our church and this committee, and I have enjoyed the challenge of seeking and organizing meaningful programs. However, I no longer have the time or energy to devote to this committee at a time when other life concerns must take first priority. The members who have served on this committee throughout the years have become friends and often sustained me when I needed support. I am so grateful to this church and these friends for the opportunity to serve in this capacity.

Submitted by Susan Spiegel

AMBIENCE COMMITTEE

Nicole Jonsson-Ambience Committee Chair

Nothing to report. Nicole has stepped down for the 2020-2021 year. Please discuss with Rev. Tim if you would like to take over this committee.

AUCTION

The Luck of the Irish auction, scheduled for March 21, 2020, was postponed indefinitely because of the Covid 19 pandemic. Most of the work had been done, dozens of items and events had been generously donated and members had volunteered to help. A decision about the auction's future has not been made, mainly because the future of gatherings such as this are uncertain. Judy Paschalis, Co-chair

AUDIT

There have been no activities on audit for several years.

AWARENESS OF SPECIAL NEEDS SUPPORT GROUP

Chair: Joanne Hartough

Members' Names: Abigail Humphreys, Alieah White, Ginny Blair-Van Hoy, Lesli McCage, Melanie Christiansen, Bobi Kochendoerfer, Becky Hrabovsky, Bernie Spiegel, Nicole Jonsson

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church's mission and vision:

Our group meets on the fourth Saturday of the month at 1pm to 2:30pm. We have tea or coffee and cookies and gather around my dining room table. Everyone has a chance to check in and tell how they are doing.

List a few goals that your group set for this past year and whether you met them:

Our goal is always to provide a space for people to come together and have a chance to talk about whatever might be happening in their lives. We listen to each other. Sometimes we can suggest solutions, sometimes not. We all learn about each other and forge a deeper understanding of each other.

List a few goals that your group has set for this coming year:

A goal for this year is to invite more people to join our group whether on a permanent or drop in basis.

BAZAAR

Chair: Carla LoganMercer, Terry McCauley, Members' Names: Cheryl Garrett, Sue Childers, Cindy Gilmore, Gwen Wilson, with help from Mike Davisson and Thatcher Goetz

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church's mission and vision:

1. Preparing for bazaar
2. Advertising to get clients
3. Work with Wufoo for client registration
4. Setting up and tearing down

List a few goals that your group set for this past year and whether you met them:

1. More advertising

List a few goals that your group has set for this coming year:

1. To raise more money
2. To get more full tables and attempt to not have people cancel the night before show
3. Sue Childers and Carla Logan will co chair next year

Profit is \$1535.46 from this past year's bazaar.

BUILDING AND GROUNDS COMMITTEE

Chair: Phil Teitlebaum, Jarvis Gamble, Members' Names: Dave Murray, Joe Moran, Ron Haun

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church's mission and vision:

1. Lawn care, including bush trimming
2. Snow removal
3. Relamping light fixtures, checking and maintaining emergency and exterior flood lights
4. Gutter cleaning
5. Obtaining bids, contracts for capital improvements including the dishwasher, HVAC, sanctuary lighting, repaving the parking lot
6. Maintaining the lawn equipment: tractor, mower, hand-held power tools, wheelbarrow

List a few goals that your group set for this past year and whether you met them:

1. Our goals were to do the items listed above. We met those goals

List a few goals that your group has set for this coming year:

1. Follow through with bids and contracts for HVAC, sanctuary lighting, paving
2. Continue supervising lawn care, snow removal, and gutter cleaning building
3. Continue maintenance of power equipment
4. Perform or supervise building repairs

CARING CIRCLE

Chair: Marsha Gamble

Members' Names: Terry Acocks, Karen Christie, Kathy Crowther, Kathy Deanda, Marsha Gamble, Joanne Hartough, Sue Hoffman, Carla Logan Mercer, Karen Porter, Rita McDougale, Susan Smith, Phil Zepp, Rev. Tim

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church's mission and vision:

1. We received information regarding and acted on needs for over 45 members and friends in the past year, offering compassionate support by way of cards, phone calls, social media contact, meals, transportation or visits.
2. We signed and mailed over 50 Christmas cards to congregants who are older, who have been ill, haven't been to church for awhile or who are confined to their residences.
3. We work in co-ordination with the minister, keeping him informed and assisting with nursing home and hospital visits.
4. We share frequent email updates within the committee to share knowledge of needs and have bi-monthly meetings to share information and to refocus.
5. We have weekly announcements from the pulpit as needed regarding health concerns of members and friends to increase awareness and foster community.

List a few goals that your group set for this past year and whether you met them:

1. We continue to increase awareness, communication and tangible support of members and friends by increasing communication in the FYI, from the pulpit, and on bulletin boards, as well as frequent emails within the committee.
2. We continue to have available and promote our 211 resource cards for congregants to have accessible in their cars to hand out to people seeking assistance on street corners, to have in the Little Pantry and to hand out at our church door. 211 is the phone number for the United Way help line which can provide access to various community services.
3. Congregational Contact Cards were included inside the new church directories when they were passed out and over 61 persons have completed them. That's an increase from about 50 that we had collected over the past couple of years. These provide us with contact information for any congregant who has health or other issues for which we need to contact significant others. The cards are kept securely in Rev. Tim's office in a drawer which can be accessed when needed.
4. We lost one member of our committee this year. Ginny Blair-VanHoy continues to be available for reception planning.
5. Recognizing the isolating effects of the COVID-19 restrictions and sheltering at home, the Board requested that we set up a phone tree to make contact with individuals in the congregation. The Caring Circle, along with a few other volunteers, has organized a phone tree and are making phone calls every 2-3 weeks to touch base with all Toledo Unitarians and friends in the updated directory. We have received much positive feedback.

CARING CIRCLE Continued

6. Also at the Board's recent request, we have put out a call in all of our publications to have people let us know how they would be able to help other congregants in this time of pandemic if needed; make a meal, make phone calls, run an errand, transport to a doctor's visit, or other needs not apparent at the moment. We have received four responses so far.

List a few goals your group has set for the coming year:

1. We missed our last bi-monthly meeting in March because of the church closing so we formally have not decided on goals for next year. One of our goals would have been making contact with all congregants at least twice a year just to touch base and also if we haven't seen them for awhile at church to see if things are okay with them. This started with the recent medical crisis and we plan to continue.

Respectfully submitted, Marsha Gamble, Chair

CHALICE CIRCLE

Chair: Leitha Sackman

Nothing to report at this time. There were three groups, but only one group continues to meet via Zoom due to pandemic.

COMMITTEE ON SHARED MINISTRY

Chair: Phillip Teitlebaum

Members' Names: Bonnie Rowe (secretary), Rich Miller, Kathy Crowther, Rev. Tim Barger

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church's mission and vision:

1. We reviewed all component ministries of the church: professional ministry, music ministry, UFACE, Compass/Hospitality (membership), children's RE, Spiritual Adventures, Social Justice, Caring Committee. All reviews were done with committee chairs or the designated leader of each ministry. Suggestions were made when appropriate.
2. We were available to deal with complaints, grievances, and suggestions regarding all aspects of ministry.

List a few goals that your group set for this past year and whether you met them:

1. Review component ministries, and provide committee chairs face time with the minister: goal met
2. Handle complaints/concerns: goal met

List a few goals that your group has set for this coming year:

1. Same as last year
2. Have more visibility in FYI and in person

COMPASS AND MEMBERSHIP

Chair: Carla LoganMercer

Members' Names: Ginny Van-Hoy, Rev. Tim

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church's mission and vision:

1. New members signed
2. Since there are only 2 of us and Ginny and myself have had health issues, we are looking for more members to help.

List a few goals that your group set for this past year and whether you met them:

1. To get more help

List a few goals that your group has set for this coming year:

1. To get more help

ENDOWMENT

Chair: David Strickler, Members' Names: Mary Souther

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church's mission and vision:

- The Endowment Investment Committee is responsible for exercising oversight of the church endowment funds. The Committee works with Mr. Matthew Sheets, investment manager, and Ms. Diane Ohns, administrator, from The Trust Company of Toledo (TTCOT) to manage the balances in three sub-funds: the Operating Reserve (or Main Endowment), the Restricted Endowment, and the Capital Campaign Funds.
- The Operating Reserve (formerly known as the Main Endowment Fund) consists of funds that were contributed in prior years and had a market value of \$277,699.62 as of March 31, 2020. According to our ByLaws, up to 5% of the Operating Reserve Fund can be distributed to support the annual operating budget. We encourage all members and friends to support the Annual Pledge drive so that we can minimize distributions and continue to grow the Endowment assets.
- The Capital Campaign fund (I5301001) had a balance of \$108,912.51 as of March 31, 2020. Since the Capital Campaign assets will be spent during the next few years, the asset allocation consists of 30% Cash equivalents and 70% Fixed Income funds.
- The Restricted fund (I5301003) was established in May 2006 with an initial deposit of \$1,000. In September 2009, a Special Projects Fund was closed and the balance of \$10,389 was moved into the Restricted fund. The current balance is \$21,978.36. Distributions from the Restricted Fund are limited to interest only, so the goal of this fund is to support the long-term financial stability of First Unitarian of Toledo.
- The asset allocation for the Operating Reserve and Restricted Funds is 62% stocks, 36% fixed income funds, and 2% cash & equivalents.

List a few goals that your group set for this past year and whether you met them:

- The committee chair updated the Board of Trustees at the November 2019 meeting.

List a few goals that your group has set for this coming year:

- The Board of Trustees should consider consolidating the Endowment Investment Committee with the Finance Committee to insure full integration of all financial accounts.
- We have had a long relationship with The Trust Company of Toledo and they have charged us a low fee. At some point, we might need to consider finding a new investment manager and should consider the UU Common Endowment Fund (UUCEF) which is operated by the UUA for member congregations (<http://uucef.org/files/2018/07/UUA-Fees-per-Fiscal-Year.pdf>.)
- Review the asset allocation ranges in the asset allocation policy and revise if needed.
- Review the investment distribution policy in the By-Laws and clarify the method for determining the 5% distribution (e.g. base the distribution on the trailing average of several financial quarters).
- Since no additional deposits have been made into the Restricted Fund during recent years, the Board may want to consider a Planned Giving program to encourage members to include First Unitarian in their estate plans.

FLOWER COMMITTEE

Chair: Ann Strickler

Members' Names: Marsha Gamble with seasonal help from Tahree Lane and Rita McDougale

The Flower Committee serves to beautify Sunday mornings. Due to the dynamic, varying arrangements of pulpit presentations under Rev. Tim's leadership during the 2019-2020 church year, the Flower Committee is modifying its placements. What that will look like in the future remains to be seen.

KITCHEN COMMITTEE

Carla Logan-Mercer - Chair person

Members: Jewel Barger, Cheryl Garrett, Patt Church, Sue Childers, Cindy Gilmore, John Pettigrew, Ginny VanHoy, Tishie Bozeman, Eva Slawson, and Gwen Wilson.

People that help frequently: Rich Miller, Marsha and Jarvis Gamble, Nicole Jonsson, Mike Davisson, Tina Baker, Phyllis Ferguson, Dan Wilson, Rick Haun, Janet Struble, Dominick Wilson, Joe and Joyce Moran, Terry McCauley, Thatcher and Lauren Goetz.

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church's mission and vision:

1. Served food at the bazaar
2. Made popcorn to help people get in their pledges
3. Help served juice and coffee for other committee functions
4. Serve for memorials, funerals, and weddings

List a few goals that your group set for this past year and whether you met them:

1. To serve for other churches that may need the use of our fellowship hall.
2. To serve at weddings, baby showers, wakes, etc.
3. To get equipment needed from money donated for the kitchen
4. To use the new dishwasher

List a few goals that your group has set for this coming year:

1. To thank Jo Ullman and others that donated money for our new dishwasher
2. To thank Jo Ullman for the cart and mixer for kitchen and to thank another anonymous donor for another kitchen cart
3. To help raise money with serving at bazaar and auction
4. To get permission from the board to make cinnamon rolls one Sunday a month to raise money for the church
5. To continue to serve at weddings, funerals, and other events that may come up
6. To use the new dishwasher

Briefly add any other notes you think are important about the work your committee has done this year:

When we get back to church to work on serving food and drinks in a safe way to maintain healthy people.

KNIT WITS

Chair: Ann Strickler

Regular contributors: Carrie Baum, Karen Porter, Nicole Jonsson, Kathy Deanda, Mary Souther, Leitha Sackman

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church's mission and vision:

- Knit Wits members work with yards of yarn to form winter-wear items which are donated to two of First U's outreach programs: Leading Families Home and Lucas County Children's Services,

List a few goals that your group set for this past year and whether you met them:

- Knit Wits contributed between 100-150 hours to the Compassion Games of 2019-2020.
- Knit Wits donated more than 120 scarves, hats, mittens and gloves in the fall and spring.

List a few goals that your group has set for this coming year:

- Knit Wits hopes to increase its membership in 2020-2021 as we are missing charter member, Ruth London and her sidekick, Madge Levison.
- Knit Wits will continue to donate warm and beautiful fiber works to the community as needed.

LEADERSHIP DEVELOPMENT

Chair: Terry McCauley

Members: Joe Moran, Leitha Sackmann, Luanne Billstein, Lesli McCage

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church's mission and vision:

Leadership Development Team goals for this year were:

- 1 Identify leaders and potential leaders in the congregation.
- 2 Develop list of potential leader's talents & backgrounds.
- 3 Update Skills Bank Questionnaire
- 4 Provide training through UU Institute for 3-6 leaders.

We did update and put out a new skills bank questionnaire. However, due to scheduling conflicts and the Covid-19 pandemic we were unable to accomplish our goals for this year. We suspended our meetings and activities in March for the rest of the year due the stay-at-home order from the governor.

Our hope and expectation is that we will be back and up and running by the fall of 2020.

List a few goals that your group has set for this coming year:

Leadership Development Team goals for the 2020-2021 year:

- 1 Identify leaders and potential leaders in the congregation.
- 2 Develop list of potential leader's talents & backgrounds.
- 3 Provide training through UU Institute for 3-6 leaders.
- 4 Provide in-house training for committee heads.
- 5 Possible opportunities for training through webinars & other courses.

MARKETING

Chair: Michael Davisson

Members' Names: Michael Davisson, Dominic Wilson

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church's mission and vision:

1. The Marketing/PR Committee kept the First Unitarian Church of Toledo's website up-to-date regarding Sunday service notices up until technical issues made that impossible, at which point the committee began working with the Technology/IT Committee to establish a new Internet presence for First Unitarian Church of Toledo.
2. The Marketing/PR Committee has also regularly posted information about each Sunday service and Spiritual Adventures to First Unitarian Church of Toledo's public Facebook page.

List a few goals that your group set for this past year and whether you met them:

1. The Marketing/PR Committee had resolved to ensuring that the First Unitarian Church of Toledo's website was updated with relevant information in a timely manner. This was largely accomplished until the website became inoperable in September. This also impacted our ability to post audio recordings of the Sunday services.

List a few goals that your group has set for this coming year:

1. The Marketing/PR Committee is looking forward to continuing to contribute towards the debut of First Unitarian Church of Toledo's new website.
2. With First Unitarian Church of Toledo's expansion into YouTube and Zoom, the Marketing/PR Committee is excited to play a part in best utilizing the streaming and social media opportunities available to us.

MARKETING (Communications and Advertising)

Chair: Rev. Tim Barger

This is not a formal committee, but the minister acting in consultation with the board and congregants. The minister welcomes interest and activity from people in the congregation, and there are many opportunities for regular “tech crew” activity.

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church’s mission and vision:

- Established year-round, three-times-a-week 15-second promotional spot for First Unitarian Church of Toledo, broadcast on news/talk programming on WGTE-FM. TEALL chose to underwrite rather than this being part of advertising budget. Gets our congregation’s name into the larger community while supporting public radio.
- Began to “boost” selected events on the public Facebook page—low-cost advertising with ability to target audience segments. Potentially draws people unfamiliar with our congregation but drawn to what we offer.
- With the “stay at home” order in the global pandemic, began Toledo Unitarians YouTube channel to have video of religious education, Spiritual Adventures Forum, new Midweek Meditation, and livestreamed Sunday services. An attempt to keep us vibrant, visible, and relevant.
- Obtained a Zoom account through the Unitarian Universalist Association to provide for two-way audio and video communication within the congregation. Enables our congregation to be in contact, in conversation, in community.

List a few goals that your group set for this past year and whether you met them:

- Developing a podcast—while some progress was made in the planning, the podcast, likely to be named The Index, is on hold while we focus on congregational ministry during these early days of the pandemic.
- Investigated advertising on bus stop benches, as the city has contracted with a company that will upgrade the stops, but have not yet received word about advertising terms.

List a few goals that your group has set for this coming year:

- Be more “professional”—able with technology and minimizing glitches—with audio and video presentations of the congregation, especially Sunday services.
- When we’re back to regular services, have a tech crew to help with audio, video, and computer technology.

Briefly add any other notes you think are important about the work your committee has done this year:

We “geared up” and went to livestreaming with little preparation and are learning by doing. We appreciate the grace of the congregation sticking through the mistakes and the encouragement to improve our programming. We invite all to participate.

MEDITATION GROUP

Chair: Karen Christie, **Members’ Names:** Church members often in attendance: Carrie Baum, Karen Porter, Judy Trautman, Alieah White, Ginny Blair VanHoy, Pamela Johnson, Hydie Ralston, Leitha Sackmann

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church’s mission and vision:

1. Tuesday Evening MultiFaith Meditation Group (6:60-7:30PM). Various Faith Leaders share meditations from a variety of Faiths
2. Second and Fourth Sundays Flowing Waters Meditation group (currently meeting every Sunday from 5:30-7PM during this time of sheltering in place)
3. On August 24, 2019 we held a Day of Mindfulness led by Sister Ocean on the practice of compassion; compassion for ourselves as well as others.
4. The practice of meditation supports individuals’ spiritual growth and naturally fosters compassionate action within the church community and in the world.

List a few goals that your group set for this past year and whether you met them:

1. We held a Day of Mindfulness on August 24, 2019 with approximately 34 attendees.
2. Both Tuesday MultiFaith Group and the Sunday evening mediation group continue to meet regularly with an average of about 10 attendees.

List a few goals that your group has set for this coming year:

1. To keep the meditation group vibrant and active during this COVID-19 pandemic via on-line resources such as ZOOM
2. Maintain a relationship with Buddhist teachers from the Thich Nhat Hanh tradition including Brother Phap Vu and Sister Ocean

NOMINATING COMMITTEE

Chair: Marsha Gamble, Members: Melanie Christiansen, Carol Keierleber, Board Chair: Sandra Kosek-Sills

Due to Ohio's Stay at Home order, The Nominating Committee met via conference call. We each generated a list of potential candidates and discussed the best fit for the positions to be filled. Positions to be filled included: Vice President, Treasurer, Secretary (for unexpired term) and two Member-at Large positions. We were pleased to get "yes" responses from our first choices. The following people agreed to serve on the Board of Trustees:

Slate for Election at the Annual Meeting:

Officers for a two-year term ending June 30, 2022:

Krista Schneider for Vice President

Hydie Ralston for Treasurer

Officer for an unexpired term ending June 30, 2021:

Tom Sheehan for Secretary

Member at Large positions for a two-year term ending June 30, 2022:

Teresa Betts Cobau

Mary Souther

The following board members will be continuing their term ending June 30, 2021:

President:

Sandra Kosek-Sills

Members-at-Large:

Colette Cordova

Mike Davisson

Arun Nadarajah

Nominating Committee Members for Election for a term ending June 30, 2022

Elliot Adams

Dominic Wilson

Continuing member term ending June 30, 2021

Carol Keierleber

OFFICE VOLUNTEERS

Thank you to all of our office volunteers, especially: Rich Miller for helping in the office every Thursday, and for doing so many other numerous volunteer jobs, Bonnie Rowe, for her proof-reading skills, Carol Titus, for updating the white board and mailing the newsletter to shut-ins, Maria Raiti, for making sure all literature is refilled, and Luanne Billstein and Chris Stockwell for taking the lead on the Christmas Giving Tree.

SAFETY COMMITTEE

Chair: Marsha Gamble,

Members' Names: Rich Miller, Dominic Wilson, Mike Davisson, Robin Stone, Tina Baker, Cindy Gilmore

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church's mission and vision:

1. We are an atypical committee of seven people who rotate responsibility for monitoring the church building and grounds each Sunday morning, helping to produce the ambiance for a welcoming and enjoyable worship service.
2. We are greeters for late-comers and a resource for issues that may arise during the service or coffee hour.
3. We open entrances to the building at 9:30am and make sure the building is locked and secured at the end of Sunday service.
4. We also occasionally help provide security for non-Sunday morning activities.
5. We work closely with Building and Grounds and Guardian Alarm when there are alarm issues.
6. The chair also helps manage the key and code distribution and helps instruct congregants who need access to the church when it is not open.

List a few goals that your group has set for this coming year:

1. Our continuing goal is to increase the number of persons on our committee so that the Sunday responsibility is divided between two people, one who opens the building and one who closes.

SOCIAL JUSTICE COMMITTEE

Chair: Phil Zepp. **Members:** Judy Trautman (Vice Chair & MultiFaith Council), Karen Porter (Secretary & Green Sanctuary/Sacred Grounds), Carrie Baum (UUSC/Guest at Your Table), Steve Roberts (Citizens Climate Lobby), Mary Souther (Leading Families Home), Stefania Czech, Dominic Wilson, Dawn Parsons, John Makay, Abigail Humphreys, Kirsten Thomas, Alieah White, Mike Croke. **Board Liaison:** Mary Souther. **Committee budget:** \$4,550

Activities which the committee oversees or has done this year as part of our church's mission and vision:

We support

- A. **Leading Families Home** (Formerly FOCUS/Beach House), as well as the Christmas giving trees (one for household items for LFH families and the other for gifts for needy children in Sylvania)
- B. Additionally we fund blanket-making workshops for LFH. And **Knit Wits** also make scarves and hats shared with Lucas County Child Services Board and LFH.
- C. We supervise and deliver what comes from our collection bins for Leading Families Home (Household items and hygiene products), Feed Your Neighbor (canned and packaged food), Toledo Zoo (Terracycle Recycling), and, of course the Little Free Pantry (with non-perishable food and hygiene products).
- D. Our church is a major sponsor of the **MultiFaith Council of NW Ohio**, as well as growing and supporting the designation of Greater Toledo as a Compassionate Community; playing a part in the annual compassion games; joining with the City of Toledo and University of Toledo as Platinum sponsors of the MLK Unity Celebration. Also, they continued the monthly Universal Worship services, revived the Dances of Universal Peace; held a Parliament of NW Ohio Religions in November. They have co-sponsored with the Social Justice Committee, a Welcoming the Stranger Event on the issues of immigration.
- E. The global pandemic caused the MultiFaith Council to move many events online and was asked by the Lucas County commissioners to serve as liaison with 37 faith leaders of local religious groups.
- F. Since being certified in 2012 with **Green Sanctuary** designation we have continued to find new ways to increase our recycling efforts. We continue our community gardens and contribute some produce with Seagate Food Bank. Last fall we received our Sacred Grounds certification. Its main project has been our rain garden hoping to support pollinators and lessen runoff from our parking lot. And of course, we now have solar panels.
- G. New this year we are adding the **Citizens Climate Lobby**, an international non-profit working to pass the Energy Innovation and Carbon Dividend bill. Hoping to educate ourselves about climate change and how we can work toward solutions. Steve Roberts is spokesperson for the program.
- H. **Guest at Your Table** is our annual chance to highlight the many programs UU's are supporting around the world and here in the United States. Carrie Baum organizes this drive and encourages us all to become UUSC (Unitarian Universalist Service Committee) members.
- I. Independently, UU members volunteer regularly at our adopted school, Arlington Elementary. 'Caught Being Good', a weekly recognition program has 8 volunteers. Two members volunteer as library aides, and 5 others served a 3rd grade reading tutor. Contact Carol Kiellieber for more information.
- J. Finally, we are part of **UUJO (UU Justice Ohio)** which focuses on social action on a statewide level. Past activities involved the Poor Peoples Campaign, Black Lives Matter, immigration issues, abortion rights and in 2020 UU the Vote to promote voter registration and getting citizens to vote this year especially.

Our goal is to continue what has been started and find more ways to grow and live our religious faith. With limited resources, we still hope to be a voice for good and strive to be better advocates for social justice.

STEWARDSHIP COMMITTEE

Chair: Ann Strickler

Though no formal committee was formed, many people pitched in the process of raising funds for the budget. Carol Slomka diligently worked behind-the-scenes on a poster, publication design, and supply ordering. Gwen Wilson and Carla Logan-Mercer filled the building with the scent of popcorn, reminding people to turn in pledge forms. Rev Tim and Sandra Kosek-Sills brought forth great ideas and words of aspiration throughout the Stewardship season. Members of the Board kicked off the campaign with their early pledging. Rich Miller helped with mailings. David Strickler supplied moral support and editing expertise.

The campaign achieved a workable goal of \$200,000-220,000 for the 2020-2021 budget.

First Unitarian functions and achieves its mission and vision because of the people who support it. Thanks to all who support the stewardship of our church with their thoughtful giving.

STRATEGIC PLANNING COMMITTEE

Chair: Colette Cordova, Members' Names: Eva Slawson, Terry Acocks, Nick Conrad, Carol Keierleber, Paul Lehmann

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church's mission and vision:

1. Review prior plans and budgets as a starting spot
2. Met monthly to organize and brainstorm for Strengths, Weaknesses, Opportunities, and Threats (SWOT) Focus Groups to assess congregational needs and wants
3. Organize, promote, and involve the entire congregation in the 4 Focus Groups for the SWOT analysis keeping with the concept of a democratic process
4. Compile the results of the 4 Focus Groups held on 2 Saturdays in January and February 2020

List a few goals that your group set for this past year and whether you met them:

1. **Facilitate Information Gathering through Four Focus Groups below with SWOT Analysis to get input from the congregation-MET**
 - A. Community Engagement to sustain and maintain an inclusive and beloved community
 - B. Ministry and Church Services to raise our voices and deepen our shared values
 - C. Fostering Personal Development and Spiritual Growth to improve our world
 - D. Enhance the Church Culture through Building and Operations
2. Compiled Draft Strategic Plan with comments from Focus Groups-MET
3. Created a Special FYI with the top priorities as identified as the attendees, seeking input from those unable to attend-MET
4. Solicited Goals and Activities from Committee Chairs-**IN PROCESS**
5. Subcommittee of the Strategic Planning Group Met to discuss how to make decisions regarding future budgets/fundraising in relation to the Strategic Plan- **IN PROCESS**

List a few goals that your group has set for this coming year:

1. Present Strategic Plan to Congregation in May or June 2020 via Zoom at a Spiritual Adventures timeslot
2. Finalize with the Chairs their goals with the assistance of the Strategic Planning Lead members, for operational elements for the internal staff/chair to follow
3. Submit the final version of the Strategic Plan in August 2020

Briefly add any other notes you think are important about the work your committee has done this year:

- Our committee discussed recommending to add the word "inclusive" to the **Vision Statement: "To be an inclusive, vibrant community..."** as this is a term that the LGBTQ Community recognizes as a welcoming place.
- Also, would like the congregation to consider adopting the 8th principle below add as a **Value Statement** or goal of the Congregation and work on activities to promote a diverse beloved community .

"We, the member congregants covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions."

TEALL COMMITTEE

Chair: Jarvis Gamble

Members: Kathy Deanda, Wendy DeBord, Rick Goheen, Phil Zepp

In the past year:

- TEALL paid the registrations for four members to attend Summer Institute for a total of \$972.
- TEALL paid Bonnie Olson \$320 for RE supplies.
- Paid WGTE radio \$3315 for 256 15 sec spots.
- Paid \$1000 in January 2020 for the Afro-Semitic Experience. The donations for the concert given by those attending were given to the Minister's Discretionary Fund.

****For the upcoming year TEALL will consider covering the registrations for members attending SI or GA.**

TECHNOLOGY/IT COMMITTEE

Chair: Dominic Wilson / Michael Davisson

Members' Names: Dominic Wilson; Michael Davisson

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church's mission and vision:

1. Dominic Wilson has put together a new website for First Unitarian Church of Toledo that is currently being tested and refined before becoming public. This endeavor has completely occupied the Technology/IT Committee.

List a few goals that your group set for this past year and whether you met them:

1. The primary goal of the Technology/IT Committee was to establish a new Internet presence for First Unitarian Church of Toledo. Although this goal was not met outright, significant progress was made and we are confident the new website will go public very soon.

List a few goals that your group has set for this coming year:

1. The Technology/IT Committee will have the new First Unitarian Church of Toledo website launched for the public.
2. The Technology/IT Committee will assist the church body make the best use of all the tools the new First Unitarian Church of Toledo will make available to them.

UU RUMMAGE SALE

Chair: Michael Davisson

Members' Names: Michael Davisson

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church's mission and vision:

1. The Rummage Sale Committee, with the assistance of several members and staff of First Unitarian Church of Toledo hosted the church's annual rummage sale in August of 2019

List a few goals that your group set for this past year and whether you met them:

2. The Rummage Sale Committee's sole goal last year was to host a rummage sale. The sale took place and brought in an above average amount of money for the church.

List a few goals that your group has set for this coming year:

1. The Rummage Sale Committee would like to match or exceed the sale total of last year's auction.

UU WORSHIP TEAM

Chairperson: Julia McGhee, **Members' Names:** Minister, Worship Associates, Music Director, Ushers, etc.

Although I am still "listed" as chairperson, time and different practices have configured this committee in new ways. Reverend Tim is actually the leader of the Committee! He and I will eventually be discussing what this Committee is and how it needs to be organized if at all. When this Committee came about, it was to find guest ministers and speakers until First Unitarian found its permanent minister. Once the virus permits us to get together, Reverend Tim and I will put our heads together to decide exactly what the Worship Team is! In the meantime, everyone stay at home as much as you can, use social distancing until further notice, and BE KIND.

TREASURER

The treasurer works with the bookkeeper to ensure the income and expenditures of the church are properly accounted for and are in accordance with accounting standards. The treasurer also advises the board on fiscal policies and alerts the board to trends in current income and expenditures that will have an impact on the church's financial health.

As of 3-31-20 the church has current assets of \$484,974.

The following is a breakdown:

Huntington Checking Account.	\$53,383
Trust Endowment Account.	277,670
Trust Capital Campaign.	108,913
Trust Restricted Account.	21,978
Huntington Teall Account.	23,030

As of 3-31-20 our budget was in very good shape.

YTD pledge income \$159,128, over budget \$13,287
YTD total income \$189,385, over budget \$10,769
YTD expenses \$191,078, under budget \$1,838

That has all changed with COVID-19. Our income will decrease and our expenses will continue. I can't predict the future of what this will do to our financial resources.

On the brighter side our solar panels we're installed at a cost of \$31,968. With warm weather and sunshine we should see a significant savings.

Please feel free to call or talk to me about any questions you have regarding this report.

Respectfully submitted,

Mary Souther

4:14 PM
05/05/20
Cash Basis

First Unitarian Church of Toledo
Balance Sheet
As of April 30, 2020

Apr 30, 20

ASSETS

Current Assets

Checking/Savings

10001 · FMHunt 8113 Operating Account	46,220.24
10011 · Trust Company Reserve	408,590.49
10014 · Huntington TEALL	23,034.88
Total Checking/Savings	477,845.61

Accounts Receivable

11100 · Accounts Receivable	
11200 · Pledges Receivables	-328.66
11300 · Capital Campaign Receivables	-412.27
11100 · Accounts Receivable - Other	50.00
Total 11100 · Accounts Receivable	-690.93

Total Accounts Receivable -690.93

Other Current Assets

12000 · Undeposited Funds	3,100.00
Total Other Current Assets	3,100.00

Total Current Assets 480,254.68

Fixed Assets

10050 · Buildings and Improvements	914,150.35
Total Fixed Assets	914,150.35

TOTAL ASSETS **1,394,405.03**

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Credit Cards

24100 · Credit Card Payable - Minister	475.81
24500 · Credit Card - C Slomka	390.60
Total Credit Cards	866.41

Total Current Liabilities 866.41

Total Liabilities 866.41

Equity

32000 · Unrestricted Net Assets	259,470.45
32001 · Unrestricted Net Asset Accounts	
32020 · Endowment Fund	335,603.69

4:14 PM
05/05/20
Cash Basis

First Unitarian Church of Toledo
Balance Sheet
As of April 30, 2020

	Apr 30, 20
32030 · Fixed Assets Fund	913,948.73
32170 · Library Fund	344.02
32001 · Unrestricted Net Asset Accounts - Other	-271,984.79
Total 32001 · Unrestricted Net Asset Accounts	977,911.65
32100 · Temporary Restricted Net Assets	
32110 · Capital Improvement Fund	147,663.80
32120 · Music Special Fund	2,104.04
32125 · RE Fund	2,405.04
32130 · Chalice Lighters Fund	2,453.37
32133 · U - FACE	407.81
32140 · Youth Fund	677.01
32141 · Garden Grant	2,051.73
32150 · Memorial Fund	33,558.82
32155 · Food For Thought	1.00
32160 · RE Scholarship Fund	500.00
32165 · Hygiene Pantry	58.72
32175 · Gardens for Haiti	48.53
32180 · Focus Holiday Fund	-252.27
32190 · UU Kids Care Club	213.02
32195 · TEALL Fund	28,218.49
32100 · Temporary Restricted Net Assets - Other	-448.62
Total 32100 · Temporary Restricted Net Assets	219,660.49
32200 · Perm. Restricted Net Assets	
32040 · Endowment - Restricted	5,694.90
32050 · Special Projects - Restricted	10,399.00
Total 32200 · Perm. Restricted Net Assets	16,093.90
Net Income	-79,594.21
Total Equity	1,393,542.28
TOTAL LIABILITIES & EQUITY	1,394,408.69

FIRST UNITARIAN CHURCH OF TOLEDO			
DRAFT BUDGET	2019-20 Budget	2019-20 Esti- mated Actual	2020 - 21 Pro- posed Budget
INCOME			
40100 · Pledge Income	\$ 194,453	\$ 194,453	\$ 197,431
40150 · Non-Pledge Donation	\$ 9,500	\$ 16,721	\$ 10,000
40300 · Cash Offering	\$ 4,500	\$ 4,000	\$ 5,000
40350 · Pledge UUA Dues Payment	\$ 5,000	\$ 3,709	\$ 5,000
40400 · Product Sale Income	\$ 2,000	\$ 973	\$ 2,000
40600 · Bazaar Income	\$ 3,000	\$ 1,919	\$ 2,000
40700 · Auction Income	\$ 9,000	\$ 10,000	\$ 10,000
40725 · Special Events Income (misc)	\$ 1,500	\$ 1,000	\$ 1,500
40800 · Rebate Income	\$ 1,000	\$ 1,000	\$ 1,000
40900 · Coffee Hour Donations	\$ 1,200	\$ 1,500	\$ 1,200
41000 · Rental Income	\$ 2,500	\$ 2,700	\$ 2,500
41500 · Religious Education Fee	\$ 500	\$ -	\$ 500
43000 · Misc. Income/Refunds			
43200 · 5% Transfer from Operating Res.	\$ 15,000	\$ 15,000	\$ 16,184
Total Operating Income	\$ 249,153	\$ 252,975	\$ 254,315
EXPENSE			
Personnel Expense			
51100 · Salary - Minister	\$ 39,300	\$ 39,300	\$ 45,900
51110 · Housing - Minister	\$ 23,000	\$ 19,166	\$ 23,000
51115 · Health Costs - Minister	\$ 18,990	\$ 15,664	\$ 19,500
51130 · Payroll Tax Reimbursement - Min	\$ 4,766	\$ 3,958	\$ 5,057
51300 · Professional Expense - Minister	\$ 6,230	\$ 3,688	\$ 8,000
51400 · Pension - Minister	\$ 6,230	\$ 4,799	\$ 6,890
51500 · Life & LT Disability - Minister	\$ 1,250	\$ 1,044	\$ 1,250
51600 · Minister Mileage			
Total 51000 Minister	\$ 99,766	\$ 87,619	\$ 109,597
51900 Pulpit/Guest Ministers	\$ 1,000	\$ -	\$ 1,500
52100 · Salary - RE	\$ 14,000	\$ 8,866	\$ 3,880
52130 · Payroll Tax Exp - RE	\$ 1,071	\$ 679	\$ 287
52300 · Professional Expense - RE	\$ 350	\$ 350	\$ 350
Total 52000 Religious Ed. Employees	\$ 15,421	\$ 9,895	\$ 4,517
53100 · Salary - Music	\$ 11,200	\$ 14,060	\$ 15,506
53130 · Payroll Tax Expense - Music	\$ 1,165	\$ 1,071	\$ 1,186
53300 · Professional Expense - Music	\$ 500	\$ 300	\$ 500
53400 Pension - Music	\$ -		
53500 LT Disability - Music	\$ -		
53000 Total Music Employees	\$ 12,865	\$ 15,431	\$ 17,192

FIRST UNITARIAN CHURCH OF TOLEDO			
DRAFT BUDGET	2019-20 Budget	2019-20 Esti- mated Actual	2020 - 21 Pro- posed Budget
54100 · Salary - Admin	\$ 18,133	\$ 14,625	\$ 18,496
54120 · Health Insurance - Office	\$ 12,848	\$ 10,231	\$ 13,301
54130 · Payroll Tax Expenses - Office	\$ 1,387	\$ 1,119	\$ 1,415
54300 Professional Expense - Office	\$ 350	\$ 250	\$ 291
54400 · Pension - Office	\$ 1,813	\$ 1,375	\$ 1,850
54500 · LT Disability - Office	\$ 350	\$ 293	\$ 300
Total 54000 Office Employees	\$ 34,881	\$ 27,893	\$ 35,653
56100 · Bookkeeper Hourly	\$ 6,108	\$ 55	\$ 6,000
56130 · Bookkeeper Payroll Tax	\$ 467	\$ -	\$ 459
56120 · Bookkeeper Expense - Other	\$ -	\$ 3,960	\$ -
56000 Total Bookkeeper	\$ 6,575	\$ 4,015	\$ 6,459
58000 Bureau of Workers Compensation	\$ 750	\$ (886)	\$ 700
Total 50000 - Personnel Expenses	\$ 171,259	\$ 143,967	\$ 175,618
Operating Expense:			
Office Expense			
61100 · Office Equipment Maintenance	\$ -	\$ -	\$ -
61110 · Copier Lease Plus per copy char	\$ 5,200	\$ 4,569	\$ 4,752
61200 · Online Services	\$ 625	\$ 536	\$ 600
61210 · Computer Consulting Expenses	\$ 1,000	\$ 898	\$ 750
61230 · Internet Expense	\$ 1,450	\$ 1,103	\$ 1,400
61300 · Payroll Services	\$ 1,600	\$ 1,581	\$ 1,700
61400 · Postage Expense	\$ 875	\$ 610	\$ 650
61500 · Office Supplies (Paper, pens, e	\$ 750	\$ 641	\$ 750
61600 · Telephone Expenses	\$ 925	\$ 906	\$ 950
61700 · Professional Fees	\$ -	\$ 160	\$ 150
61800 · Copyright Fees	\$ 480	\$ -	\$ -
61900 · Bank Charges	\$ 15	\$ 8	\$ 25
61910 · Vanco Credit Card Fees	\$ 1,400	\$ 1,271	\$ 1,500
61998 · Equipment Purchase/Maintenance	\$ -	\$ 483	\$ 250
61999 · Misc. Expense (Office)	\$ 750	\$ -	\$ 250
61000 - Total Office Expense	\$ 15,070	\$ 12,765	\$ 13,727

FIRST UNITARIAN CHURCH OF TOLEDO			
	2019-20 Budget	2019-20 Esti- mated Actual	2020 - 21 Pro- posed Budget
DRAFT BUDGET			
Building Expense			
71100 · Building Repairs & Misc Supplie	\$ 5,500	\$ 4,120	\$ 5,000
71200 · Insurance Expense	\$ 11,675	\$ 12,449	\$ 10,500
71210 · Security Expenses	\$ 600	\$ 280	\$ 500
71300 · Custodian contracted services	\$ 8,043	\$ 5,306	\$ 8,000
71310 · Garbage Collection	\$ 2,018	\$ 1,756	\$ 2,000
71320 · Lawn Maintenance & Snow Removal	\$ 6,267	\$ 6,204	\$ 6,000
71330 · Housekeeping Supplies	\$ 750	\$ 300	\$ 500
71400 · Electric	\$ 6,000	\$ 7,125	\$ 6,000
71410 · Natural Gas	\$ 6,145	\$ 4,568	\$ 6,000
71420 · Water	\$ 3,500	\$ 3,474	\$ 3,500
71500 · Property Assessments	\$ 1,210	\$ 1,483	\$ 1,200
71999 · Misc. Expense (Building)	\$ -	\$ -	\$ -
71000 - Total Building Expense	\$ 51,708	\$ 47,064	\$ 49,200
Total Operating Expenses	\$ 66,778	\$ 59,829	\$ 62,927
Program Expenses:			
RE Expense			
81100 · RE Curriculum	\$ -	\$ -	\$ -
81110 · RE Supplies	\$ 750	\$ 58	\$ 100
81115 · Junior Choir	\$ -		\$ -
81120 · Adult RE	\$ 500	\$ 69	\$ 100
81160 - Snacks	\$ 25	\$ -	\$ -
81170 - Chalice Camp	\$ -	\$ -	\$ -
81180 · Training for Volunteers	\$ -	\$ 60	\$ 75
81100 - Total Religious Ed Expense	\$ 1,275	\$ 186	\$ 275
Music Expense			
82100 · Music Purchase	\$ 250	\$ 75	\$ 100
82110 · Musicians	\$ 2,500	\$ 100	\$ 1,500
82120 · The Gathering	\$ 150	\$ -	\$ -
82000 · Total Music Expense	\$ 2,900	\$ 175	\$ 1,600
UUA Expense			
83100 · UUA Dues	\$ 2,300	\$ 2,300	\$ 2,400
83200 · Central East Region (OMD) Dues	\$ 2,700	\$ 2,700	\$ 2,700
83300 · Assoc for Music Ministries AUUM	\$ 140	\$ 140	\$ 140
83400 · LREDA			\$ 55
83000 - Total Association Dues	\$ 5,140	\$ 5,140	\$ 5,295

FIRST UNITARIAN CHURCH OF TOLEDO			
DRAFT BUDGET	2019-20 Budget	2019-20 Esti- mated Actual	2020 - 21 Pro- posed Budget
84000 · Committee Expenses			
84100 Ambiance Committee	\$ -	\$ 28	\$ -
84135 · Leadership Development	\$ 500	\$ 250	\$ 250
84140 · Kitchen/Coffee Hour	\$ 1,000	\$ 850	\$ 1,000
84150 · Caring Committee	\$ 100	\$ 50	\$ 100
84170 · Sanctuary and Ambiance Committe	\$ 50	\$ -	\$ 50
84180 · Membership Committee	\$ 200	\$ -	\$ 200
84190 · Stewardship Committee	\$ 25	\$ 110	\$ 125
Total 84200 · Social Justice Committee	\$ 4,550	\$ 4,000	\$ 4,000
84300 · Worship Expense	\$ 50	\$ 165	\$ 175
84400 · UFACE	\$ -	\$ -	\$ 750
Total 84000 · Committee Expenses	\$ 6,475	\$ 5,453	\$ 6,650
85000 · Advertising Expenses	\$ 1,500	\$ 250	\$ 750
89999 · Misc./Uncategorized Exp (Prog)	\$ -	\$ -	\$ -
Total 80000 · Program Expenses	\$ 17,290	\$ 11,204	\$ 14,570
Total Expense	\$ 255,326	\$ 215,000	\$ 253,114
Income minus Expense	\$ (6,173)	\$ 39,315	\$ 1,201
2% Allowance for Pledge loss	\$ (3,889)	\$ (5,086)	\$ (3,949)
Surplus (Deficit)	\$ (10,062)	\$ 34,229	\$ (2,748)
Additional Transfer from Operating Fund			\$ 2,748
Income minus Expense with Additional Transfer			\$ -

UU FYI

Chair: Judy Murray **Members' Names:** Tina Baker, Joanne Hartough

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church's mission and vision:

1. The UU-FYI Team produces a weekly e-mail that advances the church's mission by highlighting each week's Sunday Service, Religious Education offerings, committee meetings, fund raisers, and opportunities for social or spiritual gatherings. It is used to invite our community to come together and participate in these offerings.
2. We are also responsible for e-mailing out a monthly link to the church's Monthly Newsletter once it has been created and posted to the website by the office administrator.
3. We create, upon request, special emails to highlight particularly important or time sensitive news including Special Meetings and Special Announcements.
4. We maintain an accurate database of members' emails and a larger database of friends and members of First Unitarian Church who receive our weekly email FYI. We worked to increase the integrity of the database by removing emails that continually bounce, and contacting all subscribers to make sure they want to continue to receive emails.

List a few goals that your group set for this past year and whether you met them:

1. One of our goals this past year was to post the FYI to the Facebook private group more consistently. We did not meet this goal.

List a few goals that your group has set for this coming year:

1. We want to more closely monitor the accuracy of the database. The cost of the product goes up by the number of subscribers, so it is to our advantage to remove any nonfunctioning emails, etc.
2. We want to cross train all our volunteers to fill in if a member of the team is not available. This would enable our FYI and other mailings to continue seamlessly.

Briefly add any other notes you think are important about the work your committee has done this year: As of April 20, 2020, we have 480 subscribers for the FYI with an average open rate of 34% with an average click rate of 17%. The cost of Constant Contact is \$168.00 and the Wufoo is \$90.63.

UFACE

Chair: Joe Moran and Luanne Billstein, **Members' Names:** Carol Keierleber, John Pettigrew, and Gwen Wilson

List several activities your committee has overseen or done this year, and state briefly how those activities relate to or advance our church's mission and vision:

1. 07/13/19 Sweet Sounds Annual Summer Outdoor Musical
2. 10/17/19 Voices of Experience on the Death Penalty
3. 11/24/19 Vocado Jazz Choir
4. 02/20/20 and 03/05/20 Prisoner Reentry: Restoring Communities Piece by Piece. The series was cut short due to the Corona Virus and we have hopes of still holding the final the event before the end of this fiscal year.
5. We are in the planning stages for a final event in June that will focus on restoring neighborhoods.

These events help advance the church mission and vision by providing the community with programs that foster personal and spiritual growth, are relevant to the issues and interests of our community, and promote the visibility of Unitarian Universalist values and 1st UU of Toledo.

List a few goals that your group set for this past year and whether you met them:

1. The goal of addressing relevant and timely social justice issues was met.
2. The goal of providing the community with professional musical experiences was met.
3. The goals of screening "I Am Not Your Negro" and hosting an event with former white supremacist Christian Piccolini were not met. The cost of bringing Piccolini is prohibitive until we can work out partnering with other community organizations.

List a few goals that your group has set for this coming year:

1. The annual Sweet Sounds musical in July or August
2. The Vocado Jazz Choir in the fall.
3. Two social justice and educational events. Hopefully one of these will be "I Am Not Your Negro."

I think it is important to note the good publicity and community turnout for each of our events. In addition we partnered and built bridges with several other community and state wide organization including a social justice sub-committee of the Catholic Church. We thank the generous support of the church and the many that volunteered and attended our programs.

COVENANT

*Love is the spirit of this church,
The quest for truth is its sacrament,
And service is its prayer.
This is our great covenant:
To dwell together in peace,
To seek the truth in love,
And to help one another.*

Mission: Fostering compassionate action and spiritual growth.

Vision: To be a vibrant, spiritual community that achieves growth, visibility, and relevance.

In Memoriam

Members former members, and friends Henry Doder, Donald Elkins, Kandace Kendall, Dawn Naujock, Gloria Parker, Eric Summons, Herman Zielinski

New Members

Pamela Johnson, Patrick Kees, Nancy Matlowski, Steve Roberts, Patty Sheehan

Dedications

Luna Jane Sweeney and Delta Rae Van Hoy

