

**First Unitarian Universalist Congregation
of Ann Arbor**

2020-2021 Annual Report

June 6, 2021



First Unitarian Universalist Congregation of Ann Arbor 2020-21



Board of Trustees

Erik Stalhandske	<i>President</i>
Laura Johnstone	<i>Vice President</i>
Vanessa Campbell	<i>Treasurer</i>
Rick Witten	<i>Secretary</i>
Kathy Edgren	<i>Trustee</i>
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Erin Krajcik	<i>Trustee</i>
Gregg Petersen	<i>Trustee</i>
Toni Wander	<i>Trustee</i>



Staff

Rev. Manish Mishra-Marzetti	<i>Senior Minister</i>
Rev. Cassandra Hartley	<i>Executive Minister</i>
Dr. Glen Thomas Rideout	<i>Director of Worship & Music</i>
	<i>Director of Chalice Singers</i>
	<i>Director of Chalice Sparks</i>
Ed Lynn	<i>Interim Administrator</i>
Hannah Hotchkiss	<i>Coordinator of Welcome Ministries and Membership</i>
QuianaDenae Perkins	<i>Coordinator of Congregational Life</i>
Mark VanKempen	<i>Director of Spiritual Growth & Development</i>
Don Hackney	<i>Building Manager</i>
Rev. theresa rohlck	<i>Congregational Chaplain, Director of Chalice Bells</i>
Allison Halerz	<i>Pianist-in-Residence</i>
<i>Karishma Gottfried</i>	<i>Communications Ministry Specialist</i>
Hahn Bui	<i>Child Care Coordinator and Nursery Assistant</i>
Wasem Saleh	<i>Special Needs Assistant</i>
Erin Dixon	<i>Lead Preschool Teacher</i>
Sanne Krummel	<i>Lead Nursery Teacher</i>
Mike Halerz	<i>Technological Consultant</i>

UUAA gratefully acknowledges the years of good work together with Rev. Lindasusan Ulrich who left to answer a call to ministry in New Haven, CT at the beginning of the program year, and Debby Casamatta, former office assistant who left us in June, 2020.



In Memoriam

May 2020 - May 2021

Garland Lewis

5-17-20

Bill Lewis

6-1-20

Joanna Corteau

7-5-20

Tom Wilson

7-23-20

Mark Doman

7-29-20

Kathleen Russell

8-26-20

Eileen Rogers

9-2-20

Dan Ayres

10-16-20

Victor Hola

10-27-20

John Frank

11-11-20

Barbara Smith

12-8-20

Diane Bauld
12-14-20

Irwin Goldstein
12-26-20

Robert Reed
2-11-21

Pat Runyon
4-6-21



Annual Report – June 2021

Submitted by the Rev. Manish Mishra-Marzetti, Senior Minister

As we move toward the close of the current congregational year, I can only marvel at what an unprecedented and historic congregational year it has been. We have journeyed together through the first-ever year-long nurturing and maintenance of congregational community in a primarily distance-based virtual space; so much learning and adjustment has been needed from us all. It has been a year of yearned for civic and political change, while also being one of upheaval: we have seen how fragile our cherished democracy can be, even as many of us have labored hard in protecting and supporting it. It has been a time of inward reflection, of connecting with the natural world, and of looking deeper at ourselves and the meaning/purpose of our lives. It has been a time of dreaming about justice and greater equality, and one of actively shifting and re-imagining that which needs to be re-imagined in support of that. When taken as a whole, truly, it has been a time like no other.

In the midst of all that, our community has continued being a force for good here in Washtenaw County, and an exemplar of what community can be to others around the nation and globe. Our congregants have helped articulate UUAA's priority areas, which will tangibly guide our efforts, harness our collective energies, and demonstrate how we Unitarian Universalists are locally living into our values and commitments. (Please see the video recording of the May 23rd Vision 2050 Team-led Sunday service for more on all this: <https://www.youtube.com/watch?v=HuZjxKtEAEs>.) This vision is one unambiguously grounded in the arc of our community's history, connecting the hopes and dreams of our community's founders to the needs of today. It is a trajectory of progressive thought and action, one that has consistently been embodied through our community's presence and leadership. It is a historical trajectory that we can take deep pride in. Uncertainties lie ahead, we know – and, we Unitarian Universalists are a people of courage, committed to one another and the greater good, just as our members have been since UUAA's inception. That history will anchor us and guide us well. We can rely on it.

Leaning into that historical arc, of who we have been as a community and where we are headed, the time ahead will be one of building and re-building. We are actively building the multi-modal processes and structures that will allow us to honor our community's commitment to accessibility and inclusivity. This will look like multiple meeting rooms that will be able to accommodate in-person and virtual participants simultaneously. It will include Sunday services that you will be able to continue livestreaming from your living room or watch on demand, at your leisure, as well as join live, in-person on a Sunday morning. It will mean re-gathering together, in the early fall, after a long hiatus, no doubt with tears of joy at simply being in one another's physical presence once again. I would hazard to say that none of us is exactly who we were in February 2020, before the pandemic settled in. As such, we will be getting reacquainted with one another, discovering who we are today, and what our needs are now, in this new time.

It is no small accomplishment that at the start of the pandemic our leadership teams recognized, and committed to meeting, to 'showing up for,' the immense pastoral stresses that many of our community members have been navigating. On a personal level, I feel strongly that love and mutual care are at the heart of community; it is the foundation that roots community and helps it weather any storms. We made manifesting our community's love and care a top priority, and by and large, our

community created and innovated forms of congregant support, outreach, and care that were widely received and appreciated. This is not something to take for granted. The experience of love and care, in times of such profound societal need, matters. We did well in this regard, each and every one of us who helped do something big or small: from the gift of handmade face masks, that helped kept people safe; to pastoral shawls; to Quarantine Buddies; to cards, flowers, & gift baskets received and delivered; to respite meals for families and caregivers; to meditation circles in which we quietly 'held' one another; to pandemic-era support groups; to lending one another our silliness and support on Facebook; to our Valentine's Day Love Tree; to the many individual and small group efforts to reach out, check-in with one another, and be the expression of love. I am so very proud of each and every one of you – it is this spirit that makes UUAA such a remarkable, healthy community.

The new congregational year ahead, our fourth year together, will likely hold its own unique challenges and opportunities, as every season of community and human living does. Having been through this 2020-2021 season with you - in all its immense and never-ending complexity - I dare say, proactively, "we've got this" --

The spirit of UUAA is strong,

*our shared commitment to meeting the needs of our time is unwavering, and
the deep wellsprings of love, at the core of our community, will sustain us.*

I love you. It's such a beautiful thing to be on this journey of community with you.

ADDENDUM A

(Previously published in the November 2020 UUAA Monthly Newsletter.)

Senior Ministry Goals for the 2020-2021 Congregational Year

Living in a time of inherent and complex uncertainty, goals/plans for the current congregational year are contingent on assumptions which may or may not hold as the year unfolds, such as: key members of the staff team (including the Senior Minister) will not be incapacitated for prolonged durations of time due to illness; the public health impacts of the COVID-19 pandemic in Washtenaw County will remain roughly commensurate with what we have locally experienced to-date; UUAA will gradually return to in-person activities sometime in 2021, while maintaining digital/virtual access to activities and programs; and, the financial impact to UUAA of pandemic-related recessionary pressures will be modest-to-moderate and institutionally manageable.

Given these assumptions, in collaboration and consultation with the UUAA Board of Trustees, Rev. Manish has finalized the following prioritized goals, and summary work plan, for the senior ministry for the 2020-2021 congregational year:

- 1) Spiritually and institutionally supporting UUAA thru the COVID-19 pandemic. This will be worked on by:
 - Supporting community members pastorally, spiritually, and/or ethically as they engage in the public health, justice, societal, and/or personal needs of this time; and,
 - Convening UUAA's COVID-19 Advisory Team, in support of discerning the best health and safety operational practices for our UUAA community during the pandemic.

- 2) Deepening and articulating UUAA's staff team structures, both during and post-pandemic, in support of longer-term sustainability, affordability, and stability. This will be worked on by:
 - Leading and guiding the staff team through pandemic-era restructuring of the team's work and work flow, with an eye toward resumption of more 'typical' work and work flow on the other end of the pandemic;
 - Partnering with the UUAA Working Group on Personnel in the continued improvement of our documentation related to employment practices/expectations, job descriptions, and staff contracts/letters of hire, as well as on matters related to the sustainability of our staff team structures; and,
 - Leading/guiding any necessary staffing reconfigurations/reimaginings that support our forward momentum into a post-pandemic era, with an eye towards aligning lay and staff efforts to live into UUAA's 2050 vision and its core values.

- 3) Continuing to transition, develop, and deepen Sunday service experiences during this pandemic era, with an eye toward post-pandemic operations. This will be worked on by:
 - Continuing the pandemic era transition of our Sunday services, with an eye toward virtual era operational sustainability;
 - Forward planning for post-pandemic operations, which will require the possibility of virtual access for community members side-by-side with in-person access;
 - Developing and living into staffing models (paid professional + unpaid volunteer) that can sustainably support multi-modal Sunday services.

- 4) Supporting the Board of Trustees in implementing its action planning for Vision 2050 outcomes. This will be worked on by:
 - Supporting staff alignment with and support of our community's eventual Vision 2050 action plan, with an eye towards the sustainable engagement of the staff team with such.
 - Providing the Board with relevant information ("monitoring") and guidance in support of action planning and anticipated needs related to the organizational alignment with such.

- 5) Continuing to support healthy, covenant-based relationship, healthy communication, and healthy processes within the congregation. This will be worked on by:
 - Supporting and guiding the work of UUAA's organizational development doctoral intern, Rev. Amber Beland;
 - Supporting the ongoing work of the Shared Ministries Team, the Living Our Values Team, and the Music Ambassadors Team in support of such goals;
 - Convening the Healthy Congregation Response Team, as/if needed; and,
 - Continuing the development, revision, and/or articulation of operational processes and policies, as warranted and as institutional capacity allows.

Board of Trustees Annual Report, 2020-2021

Submitted by Erik Stalhandske, President

Description of the Board of Trustees

Per our Bylaws, the Board of Trustees (The Board) “is charged with establishing, maintaining, and communicating policies and strategic priorities that are forward-looking, congregation-wide, and reflective of the values and mission of the Congregation.”

The Congregation elects lay leaders at the annual May/June meeting to serve on the nine member Board of Trustees, including four officers and five members at large. Terms of services are rotated to ensure stability. Each year, the Congregation votes on a slate, presented by the Leadership Development Team (LDT). In addition, the Senior Minister actively participates in Board meetings and is a non-voting member.

The Board conducted four Board member orientation/retreat sessions in Summer of 2020, and met virtually September 2020 through May 2021 for our formal Board meetings. We also conducted less formal Board of Trustees meetings for discernment and team building in September, December, and May. All virtual Board meetings were widely publicized with encouragement of visitors. All meetings had at least one non-Board member at the meeting.

Members of the Board of Trustees: (May 31, 2020-June 6, 2021)

- Officers: Erik Stalhandske (president), Laura Johnstone (vice president), Vanessa Campbell (treasurer), Rick Witten (secretary)
- Trustees at Large: Erin Krajcik, Toni Wander, Gregg Peterson, Glenn Harris, Kathy Edgren
- Senior Minister for entire year: Reverend Manish Mishra-Marzetti

2020-2021— Summary:

Operations in the midst of COVID: This year as a society, UUAA community, and individually, we continued drastically modified aspects of our lives. As mentioned last year, in-person services were curtailed as of March 15, 2020. With a one-week hiatus to prepare, Sunday services commenced virtually on March 22, and have continued to the present day.

The board has served a key role as collaborator, consultant, and support for the Senior Minister on a host of policy matters related to these transitions.

Vision 20/50: This year witnessed substantial efforts around our purpose and vision 20/50 work. During the Summer of 2020, the Board appointed a transitional team to map out a course of action for the year. Their recommendations were adopted, resulting in the Board appointing Rick Witten and Kathy Edgren as co-chairs for the Vision 20/50 steering committee. That steering committee met throughout the year. Their report provides extensive detail on their activities. The Board is kept apprised through monthly updates, and other occasional special meetings and briefings as needed.

Our UUAA website contains extensive information on the Vision 20/50: uuaa.org/vision.

Bylaws and Governing Policies: We are fortunate to have the wisdom and energy of Tom Reischl, Sandy Simon, and Paul Morris supporting the Board and the congregational work on the Governance Advisory Team (GAT). In addition to annually orienting the Board members, GAT provides advice and staff work on policy and governance issues. This year, the Board adopted a new governance policy on Congregational Resolutions that we have jointly worked on over the past two years. In addition, we sought counsel on implementing updates to the by-laws for some areas that needed attention. These will be presented and voted on by the congregation at our annual meeting on June 6, 2021. The GAT also provided counsel on bylaw support for electronic meetings and implementing absentee ballots in the age of virtual meetings.

Board Activities and Accomplishments can be broken down into six main areas, as delineated in detail in our work plan.

1. Support the Vision 20/50 Activities

This was identified as one of our primary tasks, and the Board devoted time at every Board meeting to this activity. In the Summer of 2020 we constituted an Action Planning Workgroup, and adopted their recommendations including establishing a Vision 20/50 Steering Committee.

2. Provide Leadership in fostering our beloved community

As needed, assist in resolving conflict between congregants, identifying the behavior and working to schedule restorative justice activities. Living our Values and Shared Ministries team have been collaborative partners in these endeavors, along with the Senior Minister.

The board reads part of its covenant with each other at each meeting and is deliberate and loving in identifying behavior or incidents that fall short of our ideals and expectations, holding ourselves and each other accountable.

3. Honor our Shared Leadership through governance formulation and updates

Board Leadership meets with the GAT approximately every other month to support their work in recommendations on by-laws, policies, and Board skill development. Major accomplishments: Adoption of governing policy on Congregational Resolutions, development of proposed by-law changes, and forum on the proposed by-law changes. We appointed a workgroup that developed a process and standard for choosing delegates to the UUA General Assembly. They are continuing their work in the 2021-2022 year. Members on the workgroup from the board are Glenn Harris and Vanessa Campbell. Laura Bollettino, former Board Vice President is also a member of the workgroup.

A separate board workgroup continues in dialogue with UJME leadership about the process of responding to the 2019 petition for a special congregational meeting. This workgroup is also working to codify a member meeting process that meets the current needs of our community. As one outgrowth, we will initiate an independent process moderator at our annual meetings starting in June 2021. The workgroup is chaired by vice president Laura Johnstone; other board members are Gregg Peterson, Glenn Harris, and Toni Wander.

We have instituted absentee ballots as an option for voting for some items at our all-congregational meetings. For June 2021, we are implementing absentee ballots in our virtual meeting. Based upon our experience and feedback, we will modify and adapt for future meetings.

4. Communicate and engage with the congregation

Updates occurred in our on-line services about Vision 20/50, and Board activities from Board Secretary videos (Our inimitable video persona Rick Witten).

Regular summaries of the Board activities were presented in bulletins and newsletters.

The Board workplan was communicated electronically in Sunday bulletins and newsletter, and posted online.

A virtual forum over Zoom on the proposed bylaw changes occurred. It was led by Board members Laura Johnstone and Gregg Peterson, and the Governance Advisory Team.

5. Address policy issues

After due consideration and in-depth briefing by Board member Toni Wander, the Board approved a policy regarding investing our non-restricted endowments in the UUA Common Endowment Fund. At our January 24th, 2021 all-congregation meeting, the Congregation was briefed on the new policy.

Personnel working group continues to support and collaborate with the Senior Minister on personnel issues (contracts, staff organization, and other issues).

6. Check-in monitoring sessions with different ministries and programs

In reviewing our time commitment to in-person reports from different professional staff, we reached the decision to allow written reports and updates from the Senior Minister on activities. We will revisit what will best support the Board's desire for updates, and the time constraints of Board meetings. We received live updates from the acting Administrator Ed Lynn at regular intervals, and from the director of Worship and Music. On a monthly basis, we receive written reports on Finance and our social media presence and engagement. Also written reports were received from the Welcome Ministries Coordinator (Hannah Hotchkiss) and the Executive Minister (Rev. Cassandra Hartley).

The Board President talks and meets with the Senior Minister at least every month, with regular consultation between these meetings. The Vice President often participates.

The Board President supports the chair of the Leadership Development Team in goal setting and consultation.

We helped the Senior Minister in finalizing his work goals for the year, and likewise he contributed to our development of a workplan.

The Board is pleased with what we accomplished. We acknowledge that regularly we fall short of our ideals and aspirations, and continue to search for truth in love, and to help one another.

In Community,
Erik Stalhandske

President of the Congregation | Chair, Board of Trustees

2021 Annual Budget Campaign Committee Report

Building our Vision: #roadto2050

Submitted by Beth Hospadaruk

1st Unitarian Universalist Congregation of Ann Arbor's 2021 Annual Budget Campaign (ABC) drive titled "Building Our Vision: #RoadTo2050" ran during the months of October-December, 2020. The committee consisted of Beth Hospadaruk, chair and Ed Lynn supported by The Stewardship Team, Senior Staff, Mike Halerz, Kari Gottfried, Rick Witten and the Board of Trustees. An initial goal of \$1.1million was set.

A letter of inspiration, encouragement and information was sent out in September to kick off the campaign. This year's theme "Building our Vision: #roadto2050" was a focus on our Vision 20/50 work and looking to our future. 2020 was a once in a lifetime year with the Coronavirus (Covid 19) attacking the world. Our in-person gatherings were brought to a halt in March and all in person activities cancelled, including our Annual Goods and Service Auction. However, the social justice work of our congregation continued as well as the planning and work towards the goals of our year long Vision project.

A pledge form was included in the mailing. Website updates with the ability to pledge online was done. Reminder e-mails and notices in the monthly newsletter, weekly bulletin and social media took place in October and November. Ed Lynn sent email reminders in late November and throughout December to encourage those who had not pledged yet and a decision was made NOT to use BoT for phone reminders given the extraordinary times.

This year, due to our virtual only connection and communication, several videos were made to share during the campaign. The initial video, produced by Rick Witten, highlighted 5 of our social justice programs. Programs featured were The Farm Project organized through our Mindful Eating Team with Colleen Crawley, The Immigration Action Coalition with Cesilie Cordovilla, Habitat for Humanity with Mike Muha, UUCiv's with Carrie Hatcher Kay and Alpha House with Sandy Eyl.

During each service in October, a different member of the congregation gave a "testimonial" describing what this congregation means to them and why pledging is so important. Those giving testimonials were:

Geneve Thomas-Parker, YRUU-radical welcome
Kathy McLean- co chair of our Challenging Racism group
Jeannine LaPrad- co-chair of our Climate action group
Beth Hospadaruk- Chair of the ABC.

Thank you notes were written by Beth Hospadaruk and the Board of Trustees.

We received **354 pledges for a total of \$975,966**. 24 of these were new pledges.

A heartfelt and deep appreciation for all who support UAAA financially goes out to all who helped to insure the ongoing presence of our liberal faith and work here in Ann Arbor.

AIM. (Accessibility and Inclusion Ministry) Annual Report 2020-21

Submitted by: Monica Cochran & Mary Burton

AIM mission is to: maintain and enhance a comprehensive and sustainable program that provides guidance, resources, education, and other events that address this congregation's needs in all matters related to disability

This year has been very low-key for AIM. We had a few Zoom meetings in the fall and an online get-together to thank Meredith Ley for her years of service and to wish her well in her new location.

We look to resume our meetings as the congregation begins to meet again to ensure people with all sorts of abilities and disabilities can fully participate in our spiritual community.

These will include:

- Shifting the congregation's mindset from thinking that changes made in physical accessibility are being done, with considerable cost, time, and energy, for just a few people to when everyone is included in the planning of physical structures, activities, and services, everyone benefits.
- Increasing the number of accessible exits from the sanctuary and social hall
- Working with the IT team to improve the ability of those with hearing loss to hear in the sanctuary and social hall
- Providing an ample number of chairs with arms and cushions, so people can sit and stand comfortably
- Encouraging the use of microphones in meetings so those with hearing loss can fully participate
- Fostering an atmosphere of inclusivity by making social and spiritual gestures of welcome through working with staff to model inclusive behaviors and attitudes
- Co-creating workshops and webinars to educate congregants and encourage and welcome those with disabilities to join the AIM team

UUAA Alpha House Committee Annual Report 2020-2021

Submitted by: Sandy EYL

Overview: Alpha House is an emergency shelter for children and their families, who are temporarily experiencing temporary homelessness and is the only family and children shelter in Washtenaw County. This is a key component to the priority of the congregation identified in the vision 20/50 report: **anti-racism and anti-oppression work**.

UUAA hosts four weeks each year: June, November, January and April, and in 2020 we added a special host week in September. Volunteers donate and dishes for the dinner each night, drop off a hot breakfast on weekends and school holidays, and supervise children's activity time outdoors when it is safe to do so. Committee members help with tasks like making children's activity packets, calling activity time volunteers; and purchase groceries and supplies for the host week.

Key accomplishments:

- Full Thanksgiving dinner during November host week, even though none of us were in the kitchen.
- Added a special host week in September when no other congregation was hosting.
- Donated activities and games to keep families entertained during COVID.
- Collected DVDs to donate to Alpha House in 2020 when they were showing a movie every night for the kids.
- Continued reducing food waste by freezing fruit and making smoothies at the end of the week.

Supporting Alpha House during COVID-19:

Worked with IHN staff to buy COVID preparedness supplies for the shelter each time we hosted. Changed volunteer roles to keep volunteers as well as residents and staff safe. We updated our sign-up genius online to keep up with changing needs. Dozens of UUAA donors contributed financial contributions to support our host week (these were sent to UUAA or donated online on UUAA.org). Committee members searched the internet for fun and engaging content to share with Alpha House parents.

In 2020, in the middle of a global pandemic, over 100 volunteers filled 420 unique spots on our signups. We even took on a special week in September in addition to what we usually do. Thank you to all of those volunteers! For a personal thank you, check out my message in the Social Justice Connections segment of the [January 17th online service](#) titled **Articulate Dreams: Hope from Voices of Color and Community**.

UUAA Bookworms Annual Report

2020-2021

UUAA Bookworms is a fairly new, small evening book discussion group. We meet the third Thursday of each month at 7:00 via Zoom - however, this is subject to change whenever we return to our normal lifestyles.

A few of the books we've read and discussed were *The Bean Trees*, Barbara Kingsolver; *The Shipping News*, Annie Proulx; and *The Graveyard Book*, Neil Gaiman. Using Zoom, Bookworms read Dr. Suess's, *How the Grinch Stole Christmas*, aloud for all UUAA congregants and their families in December.

Contact Liz Hartley, bookworms@uuaa.org for questions or comments.

Caregivers and Kiddos – 2020-21 Annual Report

Group Lay Leaders: Charlene Mangi and Arika Lycan

We are a fellowship group of the UUAA congregation for the parents, guardians or other caregivers of young children! We support each other and our kids through social and spiritual activities, including in-person get togethers for parents and kids, as well as online events.

Due to COVID19, Caregivers and Kiddos paused in-person activities in March 2020. We re-started online engagement in May 2020, keeping in touch over email and providing mutual support. In August we began assessing comfort in small, masked outdoor groups. Based on group input in September 2020 we began a What'sApp thread, dedicated to planning optional outdoor playdates.

By The Numbers- During COVID:

- **10+ in-person play gatherings** were held
- **3 virtual playdates** were held online thru Zoom
- **10+ Babies & Bedtimes online story sessions** were held, using pre-recorded stories via UUAA YouTube Channel

Group Membership: Caregivers and Kiddos has 7 engaged group members (and their kids!) and has 2-4 more sporadically engaged members as well.

UUAA Core Values: Caregivers and Kiddos touches all aspects of UUAA's core values in some capacity, but there are several we are focused on: Community, Stewardship, and Culture.

Community: Parenting a young child can be isolating and challenging, especially in COVID-times. Caregivers and Kiddos offers an opportunity for caregivers to connect, forming an inter-UUAA community of folks with very similar joys and sorrows. Caregivers and Kiddos also offers an opportunity for community-building for youth in our group, and helps establish ties to the UUAA community before formal SGD programming begins.

Stewardship: Many of our activities are outdoors, and there is a natural element of environmental stewardship present in teaching children to enjoy nature, and stepping lightly on each trail.

Culture: Caregivers and Kiddos helps young kids (and their adults) to establish connections to each other within the UUAA congregation, and therefore to UU culture. It is often difficult for caregivers with young kiddos to make it to services at appointed times, and paying attention/having space for spiritual nourishment can be hard. By joining in community, we are fostering a connection to UUAA that will hopefully remain as kids grow and can connect in more ways to UUism.

Future and 20/50 Vision: In the future, Caregivers and Kiddos hopes to develop additional lay leaders who can develop further structure for long-term group sustainability. The nature of parenting a young kid is that they're not always young! Our group is embodying the 20/50 Vision most through Radical Welcome. In 2020 we changed our group name from "Mothers and Others" to Caregivers and Kiddos, to be more inclusive of the different types of caregivers in our community (Dads, Grandparents, Non-binary folks). In addition, we realize that connecting and building meaningful relationships is life-giving and essential for well-being! This group ensures that caregivers and their young children feel welcome and creates space for them at UUAA, outside of Sunday service/preschool.

Chalice Circles Annual Report – 2020-2021

Submitted by Chair Ginny Preuss

The Chalice Circle Program, now in its 15th year, provides facilitated small group sessions that offer opportunities to grow spiritually, connect as individuals, and build beloved community within the circles and within the congregation.

Due to COVID-19, circles were held through Zoom, which proved very effective for sharing and discussion on thought provoking and stimulating topics, and connecting to one another.

1. Two six-week circles ran in fall of 2020 and two more six-week circles ran in early spring of 2021. This new format introduced this year was very accessible to many participants. Our thanks to Anne Ramsey, Emily Simon, Susan Randall and Halla Motawi for facilitating the sessions.
2. One traditional 14 session circle met from October thru April. Every participant was new to Chalice Circles. Zoom made it possible to have people from outside the Ann Arbor area attend. Thank you to Luke Willson and Karen Hale for facilitating.
3. The Newcomers' Chalice Circle is offered on the third Saturday of the month and introduces the Seven Principles to those new to Unitarian Universalism. Many thanks to Cathy Olson, Hannah Hotchkiss and Cindy O'Conner for their support in making these sessions happen.
4. The steering team met monthly to guide the program through an unusual year. Steering Team members are: Ginny Preuss, Karen Hale, Nicki Scholtz, Anne Ramsey, Cathy Olson, Shelley Stoll

The majority of the steering team is retiring from the Chalice Circle program, as of May 2021. Programming for 2021-2022 will include Newcomers circles, but the status of other programming is TBD, based on the availability of facilitators and new leadership for the steering team. All content developed over the years including chalice circle topic documents, facilitator training, registration processes and planning documents are being archived for future use. Support will be available from prior steering team members if programs restart in the nearer or longer term future. Please direct questions/comments to Nicki Scholtz.

The Challenging Racism Group Annual Report for 2020-2021

Submitted by: Kathy McLean
Challenging Racism Group chair

The Challenging Racism Group (CRG) spent most of this past program year working on the transition to supporting the evolving Racial Justice Arc.

The CRG core team met some on our own, had meetings with QuianaDenae Perkins, and some of us became involved in the formation of the Racial Justice Arc. Others are concentrating their efforts on working with groups such as ICPJ (Interfaith Council for Peace and Justice), and the UUAA Restorative Justice group.

As the congregation brings the vision of becoming more involved in Anti Racism/Anti Oppression work to life, this is a natural home for the work that the Challenging Racism Group has done in the past.

UUAA Climate Crisis Action Team 2020-2021 Annual Report Update

Submitted by: Jeannine LaPrad, Team Co-Lead

The [Climate Crisis Action Team](#) is a virtual group of UUAA members and friends who share concern about environmental and climate change and seek to take actions, big and small, to move our planet toward a more just and sustainable future.

Congregation members who have participated in activities this year include: Ruth Mohr; Sandy Simon; Ed Lynn; Priscilla Spencer; Hajnal Minger; Julie Dybdahl; Kate Hutchens; Elijah Hatcher-Kay; Larry Junck; Dave Friedrichs; Mark D Sanderson; Ruth Vail; Tom Bauld; Sally Preston; Virginia Preuss; Edith Croake; and Joanie Parker.

Major Highlights May 2020-April 2021

- Due to pandemic much of the climate action and justice work in 2020 happened virtually. For example, we've made the 80 people on the climate action email list aware of the following opportunities for action:
 - *Ann Arbor and Washtenaw County* – advocating for AA City Council to vote to implement and fund its carbon neutrality plan, A2Zero; and showing up for Sunrise and Black Lives Matter.
 - *Detroit and Southeast Michigan* – learning about and advocating for water justice in Detroit tied to COVID-19 and water shut-offs as well as other environmental justice issues.
 - *Michigan* – advocacy regarding the Enbridge Application for Line 5 Project; water and environmental justice; and climate related policies.
 - *National* – advocacy related to the Congressional Action Plan for a Clean Energy Economy and a Healthy, Resilient, and Just America; Increased Environmental Justice Funding through the EPA.
- The team has also been participating in climate action related initiatives and events through [UU Ministry for Earth](#), including sharing information and resources with the congregation for celebrating World Water and Earth days.
- The team has also collaborated with other UUAA members, staff, and ministry group leaders in support of a team of students from the University of Michigan Graham Sustainability Institute who led a project to look for ways for UUAA to achieve carbon neutrality, focusing on the building, and internal processes.
- In late 2020/early 2021 we began discussion with more than two dozen people in the congregation about how to organize our climate action and sustainability work in ways that align with our commitment to climate justice, anti-racism/anti-oppression, and radical welcome.
- To help us evaluate and act on opportunities to lower our carbon footprint, build sustainability, partner with local climate justice groups, and learn from and alongside other UU congregations, in April 2021, we joined the Unitarian Universalist Association's (UUA) [Green Sanctuary 2030](#) certification program.

Future Goals and Plans for 2021-2022

- Our goal for 2021-2022 is to engage many different people and groups inside the congregation in the Green Sanctuary congregational assessment and action planning initiative to advance the vision 20/50 goals related to carbon neutrality and environmental/climate justice.
- Our plan is to work with a steering team to design a series of monthly activities that would allow for some combination of learning, reflection/assessment, and action.
- Groups we plan to include: sustainability/recycling/zero Waste; renewable energy; facilities; mindful eating; YRUU or other UUAA youth group(s); Outdoor Womyn; and Unity.
- We're also continuing to work with the Ann Arbor Climate Partnership; Interfaith Council for Peace & Justice's Caucus on Consumption, Waste, and Climate; the Michigan Interfaith Power and Light; Michigan Unitarian Universalist Social Justice Network; Michigan Alliance for Justice in Climate; and Michigan Environmental Justice Coalition.

UUAA Communications Committee Annual Report 2020-2021

Compiled by: Karishma Gottfried (Communications Ministry Specialist) and Kimberly Ellerthorpe (Communications Committee Chair) with input from the Communications Committee

The Communications Committee was established in 2020 to develop and support communications that keep our congregation informed, engaged and connected, as well as communications that promote our congregation to the wider community. The committee reports to the Communications Ministry Specialist.

Active members of the Communications Committee: Kimberly Ellerthorpe, Karishma Gottfried (CMS), Sandy Simon, Laura Bollettino, Susie Thompson

As COVID-19 has shifted our congregation to focus on virtual connections, Communications at UUAA have been more important than ever. Here are some highlights:

- *Virtual gatherings:* 387 Zoom room meetings reserved through UUAA
- *Deep connections:* Our UUAA Community, our closed Facebook group, was started, and has nearly 350 members.
- *A new platform:* In March 2020, UUAA created an Instagram account (@uu_annarbor) which now has over 250 followers.
- *International reach:* While the majority of our followers are from the Ann Arbor/Ypsilanti area, we also reached people in India, the United Kingdom, Romania, South Africa, and beyond!

Connections to UUAA core values:

Communications make it possible for congregants to learn about activities related to each of our core values. For example, Communications support Spiritual Life by informing congregants about classes being offered and about times and topics of worship services. We support Social Justice and Environmental Action by informing congregants about opportunities to take action. We support Stewardship and Culture by informing congregants about events and policies related to those core values.

Most of all, Communications support Community by informing congregants of opportunities to connect with each other, for example, Chalice Circles, Friday Fun Nights, and identity groups. Without Communications, those activities wouldn't be possible because no one would know about them.

Future ideas, plans, and goals to support the Vision 20/50 process:

- Resources for lay leaders in communications strategy
- Streamlined process for publicizing events through publications and social media
- Updated website to better communicate throughout the congregation and promote ourselves to the wider world
- Creation and maintenance of policies that aid in UUAA operations and governance

UUAA Community Walk and Talk 2020-21 Annual Report

The Community Walk and Talk get togethers are a new activity, stemming from the pandemic lockdown. Leadership and planning was provided by UUAA's *Outdoors Women* group, until UU Community Walks became its own group. This year the UUAA building was closed and congregants had very little opportunity to get together, other than on Zoom.

In November, 2020, Welcome Ministries Coordinator Hannah Hotchkiss and Congregational Life Coordinator QuianaDenae Perkins began recruiting lay leaders to plan walks in the parks and neighborhoods around Ann Arbor for the day after Thanksgiving. Hannah Hotchkiss also organized small group hikes on the UUAA property around this same time. This seemed to connect members of our congregation to each other in a way that they very much needed during the pandemic, so volunteer leaders stepped up to continue organizing walks in 2021 beginning with first day walks on January 1st.

This led to a desire to offer more types of group activities outdoors including: walks, strolls, or rolls (wheelchair/strollers), where small groups of UUAA congregants could mask up and meet outdoors for a bit of exercise and conversation. Small group hosts usually decided where and how long the walks would be. Leaders and hosts tried to make sure there were activities for everyone -- some walks were kid-friendly, pet-friendly, wheelchair or walker accessible, etc. Some were short walks with benches for resting, some multi-mile hikes over varied terrain. Anyone in the community could go to a SignupGenius page and see the walk choices for each month.

Walk locations varied throughout the Ann Arbor / Ypsi area and beyond. They included Gallup Park, Argo Park, Leslie Science and Nature Center, North Bay Park, Matthei Botanical Gardens, Nichols Arboretum, Saginaw Forest, Frog Island, and the Border to Border trail in Chelsea, and many more.

Some walks were on specific occasions: Jan 1st, first day of Spring & March 14th (Pi Day) for example.

Some walks had additional purposes. In February there was a collaboration with the Racial Justice Arc to hold walks in the historically black neighborhoods of Ann Arbor and Ypsilanti and then hold Zoom conversations to talk about what we learned. On International Women's Day a group toured outdoor art by women that can be found on the University of Michigan Campus. On Pi Day a group hiked 3.14 miles in Gallup Park. Getting out in nature with a small group led many of us to find new places in our cities to enjoy the interconnected web of existence in our community.

As pandemic precautions eased and weather heated up, participation in the walks decreased and at the end of May we suspended the walks. We will re-evaluate the popular demand for more walks in September.

Vision 20/50-- While the walks are primarily about the strengthening community aspect of the Congregational Vision, they supported other parts of the vision as well. The walks in historically black neighborhoods raised awareness of the history of racism in our communities. Certainly all of the walks set an example of a radically welcome culture by actively working to include all ages, gender identities and ability levels in the walks and adapting to their needs. In future, we may add guided walks on the UUAA property to talk about some of the landscaping goals for UUAA's Green Sanctuary 2030 program.

Submitted by Sandy Eyl, S.O. (super organizer) and Sandy Simon

2021 Annual Report of UUAA Community of Writers
By Kathy Friedrichs and Sandy Kunkle

- **WHO WE ARE:** The Community of Writers was begun and continues on the premise that every person is a writer. The group offers a confidential and supportive space to share our creative writings, receiving in return encouragement and appreciative feedback.
- **WHAT WE DO:** Members of the group and guests are invited to read their original writings in any genre at monthly meetings or to simply listen. From May through July, writings and comments were shared via email. Beginning in August we gathered on Zoom, and 10 to 12 members read regularly with their writing screen-shared upon request.
- **WHEN WE MEET:** Meetings are held on the third Sunday of every month, 1-3:00 pm. Zoom links are provided to members and other interested guests. The members look forward to meeting in person when it is safe to do so.
- **OTHER ACTIVITIES:** A bi-annual tradition of a Reading for the Congregation was held in December. Future readings for the Congregation are planned. The Community of Writers was highlighted in the Congregational Life Series, April, 2021.
- **LEADERSHIP:** Leadership is shared in the facilitation of readings, and the suggestion of writing topics and programs. Members share notices of writing opportunities outside the group. Kathy Friedrichs and Sandy Kunkle became co-chairs of the Community of Writers when Mary Lund requested a leave of absence as chair.
- **HOW WE REPRESENT CORE VALUES of UUAA and SUPPORT VISION 20/50:** The Community of Writers fosters community in an intentionally welcoming and safe environment. The group welcomes diversity and is inclusive of all.

FIBER ARTS GROUP

ANNUAL REPORT 2020-21

Submitted by Leah Tame and Sissel Bridges

- **Total of 27 members**
- Members knit, crochet, embroider, quilt, or engage in some form of fiber arts together on the first Saturday and third Wednesday of the month for fellowship and sharing of knowledge and ideas. Beginners find support from experienced .
- Some help make comfort shawls or baby blankets for Pastoral Care.
- The group is a social group for developing friendship and support.
- We do have different people on different days, and an average of between 10 and 12 people joining us each day.

The group started in January of 2021 and meets on zoom for now. The plan for the group is to meet in person when we safely can do so. We may keep zoom meetings for those who cannot attend regularly for different reasons (disabilities, living too far away from UUAA, etc)

- **We have plans for:**
- We have activities that support Pastoral Care, and ideas and plans for continuing another support project we can do together.
- Group get together just for fun
- Group get-togethers to visit, exhibitions, galleries, craft stores, people's homes, and gardens.
- We have plans on having people do small workshops in whatever hobbies they choose as: learn how to - knitting socks, crochet, making your own designs etc.
- We did have a gathering at a Fiber Expo in April, five members attended.

Governance Advisory Team Annual Report 2020-21

Submitted by Paul Morris, Tom Reischl, Sandy Simon

The Governance Advisory Team (GAT) is a standing committee that advises the Board of Trustees (BOT) on governance issues. The GAT is also charged with helping train new BOT members in UUAA governance and with presenting information to the congregation that will help them understand our governance structures and procedures. The current committee members are:

	Term began	Term Ends
Sandy Simon	March 2018	March, 2023 (2 nd)
Tom Reischl	May, 2018	March, 2024 (2 nd)
Paul Morris	May, 2019	March, 2022

Governance Advisory Team serves the congregation's Vision primarily by improving processes and governance to make it easier for other groups to act on our vision.

During this program year, we continued to work on guidelines for bringing resolutions to a vote in the congregation. In December, the BOT adopted a process and added it as an appendix to the Board's governing policies document. We then assisted the Board in wording bylaw changes that would support the new process. Along the way, we found related improvements to the UUAA Bylaws and helped present a set of bylaw changes to the congregation, to be voted on at the June Annual Meeting.

We also did some research on electronic meetings to decide if any bylaw changes are needed at this point to support our Zoom annual meeting, for example. (We don't think this is necessary right now.)

We are in the process of looking at the Operations Policy on Disruptive Congregant Behavior, to see what governing policy language might be needed to support this policy.

Future work: We anticipate taking part in training the new BOT taking office in June and will look forward to hearing their questions and their priorities for 2021-22 that might benefit from our support.

Graham Scholars - UUA Carbon Neutrality Team 2020-21 UUA Annual Report

- **Author(s):** University of Michigan Graham Sustainability Scholars, Zoe Bultman (Team Leader), Bridgette Pollaski, Morgan McBain, Elana Weberman, Eloise Jansen
- **Brief description:** The Graham Sustainability Scholars - UUA Project Team worked with UUA staff and ministry group leaders.
- **Engagement:** Students led an analysis of the UUA building, internal processes, and collaborated with six UUA members, staff, and ministry group leaders, and engaged with others (Washt. Cty. Waste Mgmt., MI Interfaith Power & Light, etc.)
- **Active participants in this project:** Elizabeth LaPorte, Ed Lynn, Jeannine LaPrad, Colleen Crawley, Don Hackney, and Dave Friedrichs

Major Themes (Deliverables):

- **Building & Energy** – Potential to get to carbon neutral through energy efficiency and additional rooftop solar.
- **Zero Waste** – Partnerships can reduce material and hauling costs.
- **Landscaping** – Reduce mowing, incorporate native plant species, consider carbon sequestration and ensure trees do not impact rooftop solar.
- **Engagement** – Event Toolkit (recycle, compost, plastics), recruit volunteers.
- **Short, medium, and long-term Recommendations:** Energy efficiency audit, recycle more, composting, renewable energy, and minimize waste.
 - **~220 Tons of Carbon Reduced:** Sure-saver plan to decrease carbon emissions.
 - **Thousands of products diverted from landfill:** Switch to compostable serviceware diverts more than 3,500 disposable products from the landfill monthly.
 - **Changing Culture:** Water bottle refill fountains (eliminate plastic bottles) and educational efforts to reduce waste will help shift to a culture of sustainability.

Key Accomplishments:

- Completed a robust summary report and presentation
- Building and Energy Analysis Report
- Landscape Report & Recommendations
- Outreach & Engagement Toolkit
- Eight Zero Waste documents, including a guide to implementing a Zero Waste plan

UUA Vision 20/50 alignment with the Graham Scholars Recommendations:

The UUA Vision 2050 strategic plan prioritizes Climate Justice as one of three vision focus areas. The project report, recommendations, and the deliverables that accompany it, reflect the first step toward climate justice. However, the Graham Scholars team recognizes that UUA members and staff will need to take an active role in the implementation of these recommendations.

UUAA Habitat for Humanity Team Annual Report 2020-21

Submitted by: Mike Muha and Sandy Simon

UUAA is a member congregation of the Good News House Group, a 30-year ministry of 13-17 area congregations that combine resources and volunteers to support the mission and work of Habitat for Humanity of Huron Valley (HHHV).

UUAA's Habitat team does fundraising and recruits volunteers to work on-site, refurbishing foreclosed homes primarily in nearby Ypsilanti. We strive to make a difference in our community, in a way that supports our work on economic injustice, racism and sexism. We do this work with other congregations in the community, an interfaith cooperative effort. All houses we work on achieve energy star ratings, so we are also supporting energy conservation in our county, in line with UUAA's climate action goals.

This year, we were fortunate that UUAA could be of above-and-beyond help to the local Habitat projects as HHHV adjusted to cope with the pandemic safety needs. In July, we took on a new kind of project, constructing a food cart used to distribute local fresh produce at a food bank. A delayed build season began in July, when safety standards could be put in place for sanitizing equipment and providing masked, distanced, outdoor work. This meant limited numbers of site work volunteers and no lunch volunteers for the 2020 season. Many congregations struggled to find volunteers this year, and UUAA volunteers often stepped forward to fill in. The season extended into November to catch up on multiple Habitat houses that had fallen behind. By the end of the season, HHHV did catch up. One of our volunteers, Dale Sniegowski, continued working with HHHV throughout the year.

In 2021 UUAA has sent a small crew to a "Women Build" work day, and 16 volunteers to a neighborhood Spring Cleanup day. Our summer crews will remain small as the pandemic continues, but we hope vaccinations will help increase participation from all congregations.

Committee members: Mike Muha (chair), Sandy Simon, Fran Lyman, Gwen Guthrie, Lucy Graff, Keleigh Anders

The Humanist Study Group (HSG)

2020-21 Annual Report

By Bruce Gibb, April 10, 2020

The HSG is an official subgroup or ministry of the UUAA for those who are interested in or have a humanist philosophy. We have over 100 registered members; more or less 20 are active in each of our zoom meetings. We meet from 2:00PM to 4:00PM the first and third Thursdays and from 7:00PM to 8:30PM the first and third Mondays of the month. Bruce Gibb facilitates the Thursday meetings; Hal Breidenbach leads the Monday meetings.

We revised the HSG mission: The Humanist Study Group provides a forum for members to explore and deepen their understanding and application of Humanism. We actively affirm and promote Humanism in the UUAA and Ann Arbor community. We carry the flame of Humanism in the UUAA.

We embody all of the UUA Principles in both the content and the processes we follow in our meetings. We use all of our Sources in our meetings but have an emphasis on Humanist teachings, direct experience and current affairs. We studied in depth 60 articles or books during the 2020-21 year.

We have and continue to advocate for becoming a Freethinking Friendly welcoming congregation. We actively engage with the Shared Ministry Team and Board of Trustees to consider improvements in governance so that as a Congregation we use democratic processes and structures.

The LOV team met with us to explain their mission. Twelve of our members are contributing to a scholarship for a participant in the University of Michigan Alumni Association's LEAD program.

Our goals for the 2020-2021 year were:

1. To continue to build and sustain a pluralistic community where free thinkers can feel safe and be supported.
2. To give a voice to humanists, atheists and agnostics through discussion, constructive activism, education, and philanthropy.
3. To support building the UUAA community using democratic principles and the active pursuit of the separation of religion and government.
4. To use our human capacities of empathy, compassion, and rational thinking as the foundation for ethical behavior.

IMMIGRATION ACTION COALITION ANNUAL REPORT

April 30, 2020 - May 3, 2021

Submitted by Cesilie Cordovilla, Dan Saunders, Susie Thompson, Inés Llorente

The Immigration Action Coalition (IAC) at UAAA believes in the inherent worth and dignity of every person. We are committed to support immigrants in our community through education, advocacy for policy reform, action in anti-oppression efforts, and collaboration with other community groups. We have 6 co-facilitators, 2 for each subcommittee: Education, Policy, and Action. We've developed a covenant, living handbook, and communal dropbox. We meet monthly on Saturday mornings, in a virtual setting, and we will continue that structure for the bear future. We are looking forward to increased collaboration with UAAA's Racial Justice Arc and Justice in the Middle East.

Fundraiser

On March 6th, we co-hosted with WICIR and Mexiquenses a Virtual Drag Bingo fundraiser. Over \$2,500 was raised for an alternative COVID relief fund.

Education highlights

In May of 2020, IAC hosted a book talk with Dr. William Lopez, a local public health and immigration expert. He joined us to discuss his book Separated: Family and Community in the Aftermath of an Immigration Raid.

Mexiquenses en Michigan shared their work during the Feb 21 worship service.

Policy highlights

The Policy Sub-Committee provided regular updates on local, state, and national policies and recommended actions to improve policies at all three levels.

On the local level, we drafted a "sanctuary policy" for our school systems. On the state level, we initiated actions to protect the health of migrant workers and detainees and worked on the campaign called "Driver's Licenses for All". Nationally, we supported access to the Affordable Care Act for Dreamers. We countered several policies, including an asylum policy, a regulation fining sanctuary members, and a rule that used a public health law to prevent legal asylum-seeking.

Action highlights

We donated \$684.89 to support new DACA recipients and tuition help for an immigrant graduate student, \$500 to support WCS's guest, and \$500 to the Movimiento Cosecha's Learning Center for undocumented families.

We used funds from the sanctuary budget to house and support a local asylum seeker who was required to self quarantine after being released from immigration detention, prior to being reunited with her family.

We contributed \$1,400 to Connect the Camps that installed equipment needed for farmworkers to have access to the internet.

IN MEMORY:

IAC remembers two members lost in 2020: Joanna Courteau (4/15/1939 - 7/5/2020) and Marian Horowitz (9/27/1948 - 1/22/2020).

INTERWEAVE GROUP - Annual Report 2020-21

Submitted by: QuianaDena Perkins

Team description: Our Interweave Group has the following mission: "We are a spiritual home to lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQIA) people, their families and allies to nurture social connections; educate ourselves and others, and advocate for social justice. Interweave provides a welcoming presence and gathering place for LGBTQIA people, their families, and allies.

Our purpose is transformation within ourselves, the Congregation, and the greater community." All are welcome. Please email interweave@uuaa.org for more information, or if you would like to be added to the Interweave listserve to receive timely announcements of our activities.

Highlights:

1. Hiatus status- Based on many factors, the group lay leaders worked with QDP to place the group on hiatus status from November 2020- March 2021
2. Trans Day of Visibility- a small group reconvened in March of 2021 to plan and execute a successful trans day of visibility event for the larger UUA community
3. PIVOT meeting- In March 2021, a meeting to discuss the future of Interweave took place.
The current leaders, Ronda Hemingway and Claudette Snow-Schell officially stepped down from their leadership roles. Those in attendance decided they did want the group to continue but wanted to spend time with vision and mission.
4. Mission/ Vision- working with QDP, a small team is generating a new mission and vision
5. Summer gatherings- there is also a desire to host summer outdoor covid safe events; those will be planned by the small group and share widely with the community.

FUTURE:

1. Reintroduction of the group in the Fall with a clear mission and vision statements
2. Some summer gatherings under the UUA COVID safety guidelines
3. Someone will be designated as the "new people responder" checking emails and guiding new folks over the summer while the group is still re-establishing itself.

2021 Annual Report
Khasi Hills Sponsor a Student (SAS) Committee
Submitted by Cathy Doherty and Allen Duncan

The Khasi Hills SAS Committee provides financial support for the Unitarian lower primary school in the village of Mawkisiyiem in the Khasi Hills of northeast India. This support helps to improve access to education in the region and makes possible personal connections between the students there and their sponsors in Ann Arbor by providing a conduit for written communication. Each sponsor provides support in the form of a \$50 contribution and is assigned to a particular student.

The committee also organizes occasional pilgrimages to the Khasi Hills. Such trips were made in 2006, 2011 and 2016. Due to the COVID-19 pandemic, our previously planned trip (autumn, 2021) has been cancelled. The next trip is tentatively scheduled for October of 2022.

The committee directs its work to support the following Unitarian Universalist principles:

1. The inherent worth and dignity of every person;
2. Justice, equity and compassion in human relations;
3. The goal of world community with peace, liberty and justice for all;
4. Respect for the interdependent web of all existence of which we are all a part.

Program Highlights - May 1, 2020 through April 30, 2021

The committee continued its work in pairing sponsors and students, receiving letters from the school during the summer and distributing them to sponsors in the fall; and collecting letters from sponsors and returning them to the school. We also hosted a Sunday afternoon forum where we discussed the current status of the school, its faculty and students. Additionally, in this year's forum, we discussed the history of the Sponsor A Student Committee, and read a letter written by our founder, Rev. Eva Cameron.

Committee members include Cathie Breidenbach, Hal Breidenbach, Cathy Doherty, Allen Duncan, Betty Fox, Deborah Golden, Gwen Guthrie, Peter Hochgraf, Rick Johnson, Hashen Sohtun, and Robert Treadway.

The committee plans to continue support of the Unitarian school at Mawkisiyiem through the sponsorship program during the 2021 school year.

Leadership Development Team (LDT)
2020-21 Annual Report
Submitted by: Dixie Hibner, Chair and Dawn Salo

The Leadership Development Team is a standing committee of the Board that is charged with identifying, cultivating and developing leaders for the Congregation and to prepare a slate of nominees for positions to be filled by election. Specifically, those elected positions are for the Board of Trustees or the Leadership Development Team.

The COVID-19 pandemic required that all meetings of the LDT were held online via Zoom. It also required that all lay leader training be held online. In spite of not being able to meet in person, we were able to fulfil the requirements of the charge to the LDT.

Lay leader training was offered using an online UUA program, Centered Leadership 001, as a pilot program so we could become familiar with it and see how it would work for UUAA. Twelve participants took advantage of the program and provided feedback to the LDT. This course has eight modules that seem to be exemplary examples of leadership training for a UU congregation. Participants met four times via Zoom to discuss program content make suggestions to the LDT regarding the viability of using the UUA materials in future years.

Additionally, the LDT identified an impressive slate of nominees to be voted on at the June 6th Congregational Meeting and provided recommendations to the Board of Trustees for appointed positions to the Board and the LDT. Recommendations for elected positions included nominees for president, treasurer, two trustee positions for the Board and one elected position for the LDT. Additionally, recommendations were made for three appointed positions. Two of those were to fill uncompleted positions on the Board, vice president and a trustee position. One was for and LDT position that our Bylaws require to be appointed by the Board.

Leadership Development Team Members 2019-20: Dixie Hibner (Chair), Laura Johnstone (partial term (BoT Liaison), Pete Mooney, Leigh Robertson, and Dawn Salo.

LOV (Living Our Values) Team

Annual Report 2020- 2021

The purpose of the lay-staffed LOV Team is to serve as partners in building, maintaining, and repairing congregational relationships to ensure that we are living in alignment with our UUAA covenant. We work to strengthen the shared covenant-based fabric of our community.

The LOV Team is committed to supporting and nurturing healthy, right relationship* by:

- Providing proactive, skills-building activities as workshops, seminars, and discussion circles that promote covenant-based relationship **in the absence of** harm or conflict.
- Addressing potential or actual harm **in the moment**, serving as proactive bystanders and reminders of healthy covenant and mutual care.
- Serving as facilitators and guides who assist/support the conversation, healing, re-committal to covenant, and affirmation of love & care that is sometimes needed **after harm has been caused**.

[Use this link to read the February 2020 Charge to the LOV Team.](#)

LOV Team Members include: Maryn Lewallen (chair), Ken Clein, Cynthia Dunitz, Mark Jagner, Jeannine LaPrad, Kathy McLean, Gregg Peterson.

We are convened by Rev. Manish; QuianaDenae Perkins is our staff liaison.

During the past year the team has:

- Said goodbye to two members, cristy cardinal and Ginny Preuss, and recruited two new members, Cynthia Dunitz and Ken Clein.
- Met virtually monthly to learn from each other and occasional guest teachers, as well as reflect on emerging opportunities to engage with other groups in the congregation to support relationship building.
- Continued to support the virtual Sunday Social Hours and relationship building through hosting and break out room facilitation.
- Planned for and hosted, during Congregational Life Hours in November 2020, January 2021, and February 2021, conversations on the role and importance of Covenant in our community.
- Three members of our team responded to an invitation from the Humanist Study Group to attend a meeting wherein we represented the charge of LOV and answered questions
- Participated in discussions with the Shared Ministries Team on how to support congregants in voicing cares, concerns, and disagreements in constructive ways, with the goal of preparing resources for congregants on awareness-building, conflict, and dissent in our community.

The LOV team chair also joined the Leadership Advisory Team (LAT) which serves as one source of high-level consultation, coordination, and feedback for the Senior Minister on operational decisions that intersect in critical ways with the congregation's values and vision. The Leadership Advisory Team consists of the Senior Minister (and/or their designee(s)), the President and the Vice President of the congregation, and the lay chairs of the Living Our Values (LOV) Team and the Shared Ministries Team (SMT).

Memorial Reception Team 2020-21 Annual Report

The Memorial Reception Team is composed of volunteers whose goal is to create a welcoming community for UUAA family members and guests celebrating the life of a deceased loved one.

Due to the pandemic, no in-person memorial receptions took place at UUAA in 2020-21.

Team members include Carolyn Barber, Marie Duke, Ellie Shappirio, Fran Lyman, Pat Appleberry, Sara Matthews, and Melinda McKay.

Liz Hartley, Judi Lintott, Richard Lintott, and Betsy Price are team coordinators.

2020-2021 UUA Men's Fellowship Report

Submitted by Glenn Kime

The UUA Men's Fellowship comprises UUA congregants who identify as men and who participate in the activities sponsored by the Men's Council. The Men's Council consists of 9 men who serve three-year staggered terms and are elected by members of the fellowship. The council provides leadership and support for activities which are designed to enhance friendships, spiritual growth and positive community engagement.

The membership of the 2021 Council includes:

Pat Herbst, Tim Miller, Kenji Yano
Glenn Kime, Glenn Harris, John Russell
Tom Chettleburgh, Jim Schaefer, Gregg Peterson

Highlights: Nurturing a supportive community of men, now and in the future

- In this pandemic year, the Men's Circle and its sponsored activities were challenged to adapt. We met this challenge virtually, keeping safety in mind while fostering the connections and activities so important to our community
- This year marked the 21st anniversary of the UU men's retreat. Thirty six men started the one-day event in zoom breakout rooms discussing the theme of "Change". Optional in-person events followed including afternoon hikes, kayaking, biking and evening campfires in appropriately socially distance groups. Feedback was overwhelmingly positive and a welcome relief from the pandemic lock down.
- In June, 35 men participated virtually in our annual men's dinner via zoom. Groups of 6-9 men used the breakout room feature to discuss one of the following topics: "The impact of the pandemic on your well being and plans for the future", "Unexpected Joys and discoveries" or "Lessons learned: Public policy and Social Justice".
- Eight active circles continue to provide ongoing mutual support to 80+ men of the congregation. This work has continued via virtual meetings at an even greater pace since the beginning of the "stay-at-home" orders.
- Monthly breakfasts provide an additional avenue for men to gather in community. The monthly breakfast remains a *weekly* online virtual gathering in light of COVID-19.
- The Council is actively working on a way to financially sponsor initiatives from our younger male congregants.

Multicultural Outreach & Black Congregants at UUAA & People of Color (POC) Gatherings

Submitted by Quiana Perkins Coordinator of Congregational Life

Multicultural Outreach (MCO) at UUAA centers the voices, needs, and spiritual growth of Black, Indigenous, People of Color. This ministry stands at the intersection of welcoming + racial justice + social justice.

The two subgroups that fall under MCO are Black Congregants at UUAA and POC Gatherings.

HIGHLIGHTS May 1, 2020- April 30, 2021:

- BC at UUAA + POC Gatherings has several small online zoom-based gatherings from June 2020-March 2021 with sporadic attendance.
- After a call for lay leadership; Vanessa Marr stepped in the role in Dec 2020.
- Black History Walks 2021; working on the collaborative community team, MCO represented by Vanessa Marr, co lead Black History Walks and discussions. The overall event was a success reaching about 40 UUAA members.
- In March 2021, Vanessa stepped down as lay leader due to other life commitments
- Citing the lack of attendance and lay leadership; BC at UUAA and POC Gatherings are on hiatus status until the Fall. At that time, another open meeting and call for lay leadership will be held.

COVID-19

In response to COVID-19, Multicultural Outreach is hosting bi monthly zoom calls attended by members of both POC gatherings and Black Congregants @UUAA.

FUTURE: Citing the lack of attendance and lay leadership; BC at UUAA and POC Gatherings are on hiatus status until the Fall. At that time, another open meeting and call for lay leadership will be held. If a Black or POC person is seeking information or support from UUAA while the group is in hiatus, QDP will respond.

Annual Report for the Music Ministries at UUAA

submitted by rev. theresa rohck

Chalice Singers

Director of Worship and Music Dr. Glen Thomas Rideout leads the music ministries at UUAA, and serves as the director of the Chalice Singers. Due to the emerging Covid-19 pandemic, the music ensembles suspended rehearsals in mid-March 2020. This happened just days before the greatly anticipated 6th annual BIGsing, with special musical guest Melanie DeMore. The BIGsing for 2021 was also cancelled but we look forward to a particularly exciting event in spring of 2022.

The Chalice Singers are supported by an active team of volunteers from within the ensemble, who assist with score preparation, social events, the BIG sing, sectional rehearsals, and program note writing for the Order of Service. Of note is the work of the congregation's pianist-in-residence, Allison Halerz whose recorded music has been heard (and seen) in just about every service created during the pandemic. Allison also plays a vital collaborative role in rehearsals for the Chalice Singers, not only as pianist, but sectional leader and occasional conductor. Of note is the work of Debita Graham, the music librarian, who has recently completed an online database of the Chalice Singers music library. She and Robert Graham also sort, organize and prepare folders and scores for the choir at the start and end of each church year.

The lay-staffed **Music Ambassadors (MA) Team** continues to serve the broader UUAA community as a resource in responding to questions or feedback related to our Music Program. Team members are selected by and report to the Director of Worship and Music to serve staggered three-year terms. The MA Team for 2020-2021 is Jim McCargar and Kristin LeSueur (co-leaders), Deana Shields, and Priscilla Spencer. Priscilla rotates off the team and we welcome Debita Graham who will serve beginning May 2021. The MA Team coordinated weekly Chalice Singer zoom gatherings throughout the summer of 2020.

In Fall 2020, the group began to meet via zoom under the direction of Dr. Rideout, and prepared 2 pieces (in collaboration with the Chalice Bells) that were recorded and produced into a virtual choir video for use in worship. In 2021 the choir again prepared a virtual piece that aired in May. In each case, the Chalice Sparks were invited to participate as well in the virtual choir. Two of these choir pieces were

also featured in the Association for Unitarian Universalist Music Ministries' (AUUMM) Virtual Choir Festival in May 2021.

Chalice Sparks

The Chalice Sparks children's choir took a hiatus during the pandemic. However, singers were invited to join rehearsals with the Chalice Singers from time to time, and also met to prepare for the virtual choir pieces with rev. theresa via zoom. Those who were able to participate were part of the recorded virtual pieces mentioned above.

Chalice Bells

The Chalice Bells, under the direction of rev. theresa rohlck, continued weekly rehearsals on Zoom that involved creative ways to work on music without having the instrument at home! By Fall 2020, when the pandemic seemed unlikely to be over anytime soon, the individual handbells were carefully packed and distributed to the musicians, and rehearsals continued virtually. It was a year of learning and growth, as individuals and as an ensemble. The interdependent nature of handbell ringing realized in a virtual setting created new challenges that the ensemble bravely conquered. After recording the piece Dona Nobis Pacem for the Christmas Eve service, we heard from the arranger/composer of the piece, who was very impressed with what the bells and singers put together. The group looks forward to Fall and the possibility of safely meeting for in-person rehearsals, and to see how the skills that developed over the past year will translate when meeting in person. It is our hope to bring handbell music to worship frequently in the new church year.

AUUMM CONFERENCE

In 2019, our Congregation accepted an invitation from the Association for UU Music Ministries (AUUMM) to host their 2020 conference. The conference welcomes nearly 300 staff and volunteer music leaders, ministers, and religious professionals from the span of Unitarian Universalism. This conference is the Association's most active hub for peer-to-peer learning and dialogue, professional development, and resource exchange. This invitation is an honor for any community, as it is extended to music programs of health and high regard. Of note, the Association extended UUAA an invitation with hopes of learning more about the deeply-collaborative worship planning process here. As congregations across the denomination explore what it means to craft services as a team, our community has come to be known as

a leading resource for learning, and offers wisdom from seven years of successes, shortfalls, and deep reflection.

Due to the extended COVID-19 precautions in place, the AUUMM annual conference planning team has since cancelled the 2020 and 2021 conferences, inviting our community to host the conference in-person in summer of 2022.

North AA UU
2020-21 Annual Report
Submitted by Al LaRose

The North AA UU was formed in 2015 by people who live in or near the north side of Ann Arbor, to provide opportunity for discussion, conversation and community outside of the formal service structure of UUAA. In 2018 we expanded to include UUAA members in other geographical areas of Ann Arbor. We meet on the second Tuesday of the month, 7:00 PM, with an attendance ranging from ten to twelve participants.

During the Covid-19 lock-down, and effective with the April 2020 meeting, we moved to a virtual meeting via Zoom.

Partner Church in Transylvania

2020-21 Annual Report

At the beginning of 2020 we had new and increased activities. We had a regular table in the social hall. We hosted the January Friday Fun night, providing crafts for children and videos of past trips for adults. Our planning group, (Lee Boeke Burke, Donna Clark, Hajnal Minger, Cathy Muha, and Phyllis Valentine), planned contributions to the church auction. Part of the contribution, kalacs (a Hungarian delicacy), was made before the church was closed and we donated it to church staff.

Our small group has met via Zoom to plan activities. We made a baby quilt for our partner church minister's new baby, sharing fabric and sewing. In the fall we gathered small Christmas gifts for the Transylvanian families who have hosted us.

In November we had a Zoom meeting with Rev. Istvan to discuss mutual activities for 2021. That meeting prompted another in early December with more people participating from both congregations. It warmed all our hearts as we saw each other's faces and shared stories. We plan to continue to do this in the new year. Our goal has always been to provide good connections between the members of our congregations.

We have contributed regularly to both the church bulletin and newsletter. Our partners have been contributing You-Tube clips of services, music, and activities in their congregation which we share with the congregation through Facebook, newsletter, and virtual programs. We plan to increase our own sharing of video with them. We will fundraise to support the new charitable activities of our partners, equine and music therapy programs.



Pastoral Care at UUA

Annual Report - 2020-2021

rev. theresa rohlck, Congregational Chaplain

It is important to note the Covid-19 pandemic began before and will extend beyond the year represented in this report. In addition, Pastoral Care staff leadership changed during that time. Quiana Denae Perkins moved to full time Coordinator of Congregational Life in September 2020, at which point rev. theresa rohlck was designated as the Congregational Chaplain and coordinator of Pastoral Care.

The Pastoral Care Team: Donna Clark, Julie Dybdahl, Karl Sikkenga, LB Hilbert, Priscilla Spencer, Sandy Breck, Sherry McCargar.

In the past year, Sandy Breck completed the UUA's online Spiritual Care Training course for Lay Leaders, with rev. theresa mentoring. The program may be one that others on the team will consider in the coming year.

Ongoing activities of the Pastoral Care team over the past year:

- PC news published weekly
- Newsletter article from Congregational Chaplain published monthly
- PC team monthly meetings, with additional meetings when needed
- Verbal weekly update by Congregational Chaplain to Staff at staff meetings
- Comfort shawl ministry continues, with collaboration with the new FiberArts group
- Round 2 of the QBuddy program
- "Comfort" or "respite" meals specifically targeting families with school age children
- Rides (limited due to Covid-19 restrictions)
- Meal trains
- Cards to mark a variety of pastoral needs (deaths, births, anniversaries, birthdays, awards, thanks/gratitude, checking in, etc.)
- Numerous calls and visits with congregants to provide support; these were mostly by zoom or phone due to pandemic restrictions, but in some cases the congregational chaplain was able to visit in person (at home, in the hospital).
- Visitors team met monthly, even though in person visiting was on hiatus during the pandemic

One time projects over the past year:

- Creating a charge and mission, outlining roles of the team and its members
- Revision of PC webpage
- Redesign of PC logo for the weekly and monthly electronic news, and other PC related communications (note cards, etc.)
- End of year cards to the family member(s) of congregants who died in the past year, and cards to congregants who have lost a beloved in the past year

Looking ahead: The Pastoral Care team anticipates holding a mini-retreat in August 2021, to recognize those leaving the team and welcoming the new member(s), and to engage in planning for a possible series of educational events around the theme of Aging in Place. We also hope to more resume in-person visits, and as such will work with the visitors team to expand the number of congregants we are able to reach.

Pastoral Care is difficult to quantify; it is the love and care we give to each other, when we are present for each other, when we listen to each other. May this be the way we are with each other, always.

Prison Books Program

2020-21 Annual Report

The Prison Books last delivery to a prison was on March 13, 2020, to Huron Valley Women's Prison. We had one pick-up since lockdown, a 2018 edition of World Book Encyclopedia, which is in storage, awaiting the re-opening of our service. The encyclopedia was provided by the Ypsilanti Public Library, doing inventory control during lock-down. In all, in 2020, we collected 1220 books from 5 libraries and delivered 1280 books to 4 prisons and 1 school.

In the past 10 months we have had numerous emails, to prisonbooks@uuaa.org, offering donations and expressing interest in helping out. Most requests have come from outside our congregation. All have been answered with an explanation of our situation. All newcomers have been asked if they would like to join our email group list, prisonerbooks@uuaa.org, and most have accepted and are now part of the group list.

Use of both email addresses, prisonbooks@uuaa.org for leadership and prisonerbooks@uuaa.org for the group, have been helpful. We have had major leadership changes with both Bob Heinold moving away. Dave Schwab has stepped in to help, but when we resume operation we will need to re-evaluate the program and its various operations: volunteer coordination, collection points, storage, and distribution. At the moment Phyllis Valentine is replying to all emails to prisonbooks, but the email is currently directed to Phyllis, Dave Schwab, Anne Vanden Belt, and Debbie Zivan.

Submitted by Phyllis Valentine

Racial Justice/ Anti Oppression Arc Annual Report 2020-21

Submitted by: QuianaDenae Perkins

Team description:

The Racial Justice Arc was created to serve several functions in the UUAA Community:

1. A response to the call in the 2050 Vision work for dedicated and defined anti-racism/anti-oppression space; to be the priority area anchor.
2. To be a centralized landing space for all things anti-racism/ anti-oppression at UUAA where congregants can come dialogue, incubate ideas, seek support, create collaboration, project design, etc on all things related to and at the intersection of anti-racism/ anti-oppression.
3. To name and weave anti-racism/ anti-oppression education, advocacy and action through all UUAA groups and programming.

Highlights:

1. The **first meeting** took place Thursday, Sept 3, 2020, via zoom. It was focused on sharing dreams and vision for racial justice/anti-oppression (RJ/AO) work at UUAA.
2. At that time the **Perkins Engagement Model** was introduced; the model calls for various ways for the community to engage RJ/AO that supports a variety of learners, styles, and needs.
LINK:
3. Listening and dreaming session were held in September and October; A wide variety of participants from a cross-section of the UUAA community attended.
4. In November, the **Racial Justice Arc asked those in attendance to commit to a 6-month process dedicated to vision, mission and create the function and form of the Racial Justice Arc (RJA) at UUAA.**
5. **Black History Month Walk + Talks!** In January, Outdoor Women + Black Congregants at UUAA + RJA did a short-term project, Black History Walk and Talk. They hosted walks in historically Black Ypsilanti and Ann Arbor as well as hosted facilitated dialogues to where people could unpack their experience. These were a huge success reaching about 40 UUAA members.
6. Jan- April on going meetings. Meeting were spent pushing through various vision and mission statements; considering how the RJA would exist in/with/ for the community
7. **CASTE Book Discussion.** Based on a request for education, a short-term small project group formed to host a Caste Book discussion in April. The Caste group meet 3x over a month offered an AM session and a PM session, and generated a detailed facilitation guide. After a HUGE success, the CASTE book group will do one more Summer session in July 2021. They may consider hosting another book i the Fall.
8. **UUAA Got Roots!** GOT ROOTS? is a UUAA lay-led collective including Mindful Eating, Racial Justice Arc, Climate Crisis Action Group, and the Social Justice Council.

The collective will arrange farm+garden visits at a variety of community spaces; receive tours of the spaces, learn how the work of the farm+ garden is related to the collective liberation of the communities they serve; UUAA congregants will volunteer at the location as well. This project starts in May and has the potential to run until harvest time in the Fall.

9. **NEW LEADERSHIP!** In May, Cindy O'Connor and Arika Lycan stepped into the lay leadership of the RJA. Their work will begin with solidifying the RJA vision mission, infusing more anti-oppression and intersectional perspective into the RJA as to align more closely with the 20/50 Vision priority area expectations; generate program, support, and direction of the Racial Justice/ Anti Oppression Arc for the 2021-22 program year

FUTURE:

1. New leadership will make plans for the 2021 program year
2. Continued support of GOT ROOTS?
3. Continued support of Caste Book Discussion in July

Restorative Justice UUAA Annual Report (May 2021)

Restorative Justice UUAA (RJUUAA) has 17 members from our congregation and we meet every 4th Wednesday of the month.

Highlights of the past year:

- Continued our support for the women at the Huron Valley Correctional Facility by sending books and materials for their wellbeing and reflection and by engaging mentors from our congregation and beyond to write to the women during this very challenging time.
- Discussed the potential for joining with Prison Books for a coordinated effort to get materials into the prisons.
- Offered a Congregational Life meeting with Quianadenae with approximately 15 participants to present the goals and mission of our role in the congregation.
- Established an institutional membership of the National Association of Community and Restorative Justice (NACRJ) which included five memberships. Two of us are individual members. <https://nacri.org/>
- Through NACRJ, RJAA applied for a mini grant of \$4,500 to support returning citizens (formerly incarcerated) to participate in the restorative justice training offered through the Dispute Resolution Center (DRC) in the spring and fall. The grant supports stipends for 10 participants and support for the DRC training
- April 23, RJUUAA organized (co-sponsored with MUUSJIN) a panel discussion of the film, "Prison Within" . The panel includes director, producer and returning citizens involved in the making of the film. Viewing of the film is possible via <https://theprisonwithin.org/?eType=EmailBlastContent&eld=78c49de7-4a7d-4550-b7f2-6df4213756ae>
- May/June RJUUAA will sponsor a book discussion on Reuben Miller's (former UM social work professor, currently Univ. of Chicago) book, *Halfway Home*.
- Established a realm presence

Submitted: Co Chairs, Kathy Friedrichs and Carolyn Madden

Room Team Annual Report 2020-21

In response to COVID-19, the room team continued to book Zoom room reservations to allow our congregation to stay in community with each other.

Support on how to use Zoom was provided to congregants.

A request form for reserving outdoor spaces on the grounds of UUAA while adhering to the UUAA COVID policies was developed and implemented.

The Room Team is debita graham with staff support from Ed Lynn

report submitted by debita graham

Scrip Team Annual Report 2020-2021

The Scrip Team has not had much to do this past year. Since services have not been held in person, we have not been able to set up shop in the Social Hall. However, there were five people who continued to order People's Food Coop gift cards and almost 20 people who have continued to order eGift cards, physical cards, and reloads either online or with the new phone app RaiseRight. Thanks to them, the congregation received \$3,813.95 of the budgeted \$7,000. If this is what 25 people can earn in the worst of times, just think of what 300 people could earn in the best of times!

Pre-Covid, the Scrip Team never met altogether, as we each had a defined shift to work with one other person. In the good times, the work was shared by Carolyn Barber, Jo Dodge, Becky Swank, Sara Gibb, Sara Mathews, and Cindy Krueger. Now, with mostly just People's Food Coop cards to deliver, the current deliveries are done by Carolyn. In an effort to hang together though, the Scrip Team has been meeting by Zoom twice a month. It is wonderful to maintain our connections, see smiling faces, and get to know each other better than when we worked together in pairs.

—Submitted by Carolyn Barber, Scrip Program Coordinator

Shared Ministries Team, Annual Report 2020-21

As the Shared Ministries Team entered the work year in September 2020, it was clear that it would be a year of online Zoom meetings. Events that we had hoped to present for the congregation earlier in 2020 would have to wait, and the Shared Ministries Team would organize meetings around questions about processes that then evolved into questions and conversations about current and possible new policies.

These “generative conversations” throughout the year resulted in the development and honing of policies and procedures that were noticeably absent or in need of modification or clarification, often in response to questions brought to the team by congregants. We were fortunate to have UUAA intern Rev. Amber Beland with us to help us discern much of what we have been discussing, as we discovered new concerns and researched topics in sub-committees.

Among the items that have been visited are the Memorials reservation process and the policy around signage and how UUAA is represented visually at home and in the larger community. The Shared Ministries Team shared in researching and benchmarking these policies and worked with staff to craft language that clarifies and brings a common understanding to answer operational questions at UUAA.

In addition to specific operational policies and procedures, the SMT embarked on a series of conversations, exploring areas of communication within our community. These discussions generated plans for a series of guides to help congregants navigate processes and operations with an eye on preserving healthy relationships. Topics that are currently being developed include how to best bring awareness to the community about a concern or an idea one wishes to share, how to help those who may feel they are in the minority or hold minority opinions as issues are brought to the congregation, and processes or recommended practices for holding what might be considered difficult conversations with others with whom we are in community.

As needs arise, the Shared Ministries Team will continue to tackle concerns as we work toward a community that is able to move together in support and in covenant with one another.

Respectfully submitted,

Margie Teall, Chair
Laura Bollentino
Jim Breck
Allen Duncan
Mike Halerz
Reese Havlatka

**Social Justice Council
Annual Report 2020-2021
Submitted by Sally Preston, Chair**

Mission and Core Values

As the administrative umbrella for all social justice groups and projects at UUAA, the SJC's mission is to:

- Coordinate, nurture, and support the congregation's efforts to advocate, educate, organize, serve, and witness for social action.
- Develop and maintain policies and procedures for UUAA's social justice groups.
- Review and provide oversight for the initiatives and actions of the congregation's social justice programs and projects.

SJC's work supports UUAA's Core Values of Social Justice, Environmental Action, and Community through ministries that promote:

- Justice, equity, and compassion in human relations
- Respect for the independent web of all existence

Members

Sally Preston, Connie McGuire, David Kohn, Mary Ann Hergenrother, Susie Thompson, Jeannine LaPrad and QuianaDenae Perkins (Congregational Life Coordinator).

Selected Activities

- Hosted a SJ Zoom Roundtable on Covid-19 and Visioning in April 2020
- Worked with the 20/50 Vision Team to reimagine how the SJC fits within the 3 Priority Areas
- Approved over \$4,600 for social justice groups, most going to UUCivs to support their Get Out the Vote efforts
- Drafted and gained approval for an Honorarium policy
- Coordinated with the Worship Team to continue Social Justice Connections during online Sunday services. Carolyn Madden has continued this work after she retired from the council in May of 2020.
- Hosted a SJ Zoom Roundtable in January, focused on Realm, collaborating, and connecting to the 20/50 Vision.
- Hosting a Roundtable in April to focus on communication tools and needs.

Goals

We expect SJC will be re-structured as the 20/50 Vision work continues. At this time, we do not know what that will look like, but expect it to include representation on the council from the Board and from more members of social justice groups so that collaboration and intersectional work can more easily be identified and coordinated.

2020 - 2021
Spiritual Growth and Development (SGD)
Annual Report

Written by Mark VanKempen

Many thanks to our SGD Committee - Stella Anderson, Delphine Benard, Henrike Florusbosch, and Tim Miller.

Summary

Our SGD program this year has experienced significant challenges, like many other programs of the congregation. However, we are still committed to serving the children and families of UUAA during and after the pandemic with high quality classes, events and activities, and at-home family experiences.

Challenges in the past year

Like so many other institutions working with children, our SGD program has been severely hampered by the pandemic. As many events moved to zoom, including public schools classes, many families were increasingly “zoomed out,” and attempted to limit screen activities for their kids. Younger children especially found the online format challenging, and it was difficult for teachers (especially our volunteer teachers) to find ways to engage their kids through a computer screen. So much of our children’s program relies on relationships: between teacher and student, between child and child, and between parent and teacher. We have learned (and are not surprised) that it is difficult to forge significant relationships over an internet connection.

Approaching our Challenges

When we started the SGD year in Fall 2020, we tried something different. We didn’t feel comfortable teaching our regular content

online, so we asked our volunteer teachers to find fun passions and projects, and then invited our families to sign up for any classes that interested their kids and had 40 families sign up. As we moved through the fall, attendance began to drop and we diagnosed the online format as the culprit.

We then shifted our focus to outdoor and at-home activities. Nursery teacher Hanh Bui began outdoor crafts and games for elementary kids, and Nursery Teacher Sanne Krummel began creating themed activity bags that parents could do with their kids at home, (parents reported the children really enjoyed the bags!) At the same time, our Lead Preschool Teacher Erin Dixon kept holding online meetings for any elementary students interested. These kids programs continued until our program year ended in May 2021.

Our middle and high school groups kept a modest online presence. Our high school group, YRUU, met weekly online, and gave kids a place to have fun with each other, even when they couldn't meet in person. YRUU also planned and created a [digital worship service](#). Our middle school kids created a youth group, modeled after YRUU, that began meeting weekly, again with opportunities for kids to connect, have fun, and discuss what is going on in their lives. Though we did not have a high number of participants, we had consistent participation and genuine engagement from the kids involved.

Adult SGD

Our Adult SGD transitioned more smoothly to online spaces. We have had a full offering of classes, including a COVID parenting class, a class on Humanism focused on BIPOC Humanism, Transforming Hearts, a trans-inclusion workshop, and a class about money management. Looking forward, we are excited about offering classes that focus on our 3 vision priority areas for next year.

Looking Forward

SGD is excited to safely move into our re-opening process. We want our kids to gather in community! However, we realize that families face significant challenges and barriers to health; even as vaccines are available to adults and teens, we still are awaiting a vaccine for young children. Our COVID response team will continue to monitor the health situation in our nation and Washtenaw county, and the SGD program will follow their guidance.

We still need to make plans for Fall 2021, and we will be offering our traditional slate of SGD classes, with the intention of meeting in-person. Being flexible will be key, and as the health situation progresses, we know that we may need to meet outside, stay masked, and even possibly go online for some portions of the year. Additionally, we plan to offer additional sessions of certain core classes (mainly OWL and COA), so that students who missed out this past year have opportunities to experience them.

Additionally, we will keep some accommodations made over the past year. We will be offering monthly themed activity bags for families to take home and enjoy. Select classes for older grades will have an online option, and we will explore ways for kids to participate who are not comfortable gathering in person.

We don't know what the next year will bring us, but we will strive to serve our community and the children in it.

Treasurer's Assistants Annual Report 2020-21

Submitted by Carolyn Barber, Member

This year, UUAA was not meeting in person due to the pandemic.

In a normal year, the Treasurers Assistants would meet most Monday mornings to count and process all monies (currency and checks) received by UUAA during the previous week. These monies include the weekly offerings, pledges, memorial and Comprehensive Campaign gifts, Social Hour activities (Equal Exchange Coffee Project, QUUest Bookstore, Scrip, Alpha House, Khasi Hills, etc.), rental income, and other sources. Counting and processing involve filling out standard forms and counting twice to insure accuracy. The group fills out bank deposit slips, with actual deposits made by staff. Each congregational group that processes money fills out a standardized sheet that separates cash and checks and provides the treasurer and the individual groups with an accurate record of their financial activity. These forms also allow the team to work more efficiently, with fewer questions. The counting process works ideally with at least four people each Monday.

The current group members are Roberta Allen, Carolyn Barber, Jo Dodge, Roylea Furniss, Ruth Vail, and Phyllis Valentine. With no task to perform because of Covid-19, the group has been limited to meeting socially on Zoom. This has worked as an excellent team builder, as when we're counting, we need to concentrate, and conversations are disruptive.

Unity Group Annual Report 2020-21

Our mission states that we wish to offer intellectual and cultural programming representing a range of religious perspectives, in an effort to expand interfaith and intercultural understanding. We strive to present programming that reflects our UU principle of respecting the inherent worth and dignity of every person. We are especially interested in presenting under-represented voices at UUAA. We say that we represent “3 Cs”: Curiosity, Conversation. Covenant.

The Unity Group was mostly dormant this year during the pandemic. We felt that our most effective programming involved in person sharing of food and ideas, so we did not rush to the Zoom format already in use by so many other groups.

For 2021-22 we are exploring how dialog and perspectives presented in either in-person, Zoom or hybrid format might contribute to the ongoing work on the Vision 20/50 goals. Discussions are underway with the Climate Action group for possible summer programs. Our mission also fits well with dialog about Radical Welcome and Anti-Racism. We look forward to the time when we can do this in person again.

This year, the Unity Group coordinators were Cynthia Dunitz, Laura Johnstone, Joan Burleigh and Sandy Simon.

UUAA Coffee Project 2020-21 Annual Report

When the UUAA building closed due to the pandemic, Cathy and Marlin Whitaker took on the task of continuing to sell our products. They cleaned the merchandise, transferred it to their home, and set up shop. This included following the COVID-19 safety plan of the UUAA, taking orders, continuing to do the bookkeeping, packaging products to be sold from their front porch, and delivering if needed. They also publicized in the UUAA newsletter, bulletin and Facebook Page.

During this year, most orders were for coffee and tea. Sales for 2020 were \$6,113, and we were able to donate \$2,000 of profit to the UUAA, down from \$10,044 in 2019. The number of people purchasing was 29-- "out of sight, out of mind." Even with all the necessary changes related to the pandemic our coffee project has remained in the top 5% of faith-based partners of Equal Exchange (EE) in terms of sales for 2020.

We continue to support fair trade practices, Equal Exchange small farmer growers, and raise funds for the UUAA and the UUSC.

We especially want to thank the Whitakers for all their hard work and dedication to keep this project going.

Sara Gibb

UU Civs Annual Report 2020-2021

Submitted by Co-Chair Joanie Parker (joancparker@gmail.com)

UUCivs was founded as **UU Indivisible** in 2017, and played an important role in mobilizing Washtenaw County to pass Proposition 2 and end partisan gerrymandering.

UUCivs was renamed in early 2020 and grew into a team of 54 volunteers to get out the vote in traditionally excluded communities in Washtenaw County and Southeast Michigan, plus in our own UUAA congregation. We worked through partnerships with non-profits including ICPJ, League of Women Voters, ACLU, local food banks, etc.

- UUCivs held over 47 in-person events despite Covid-19 (with precautions).
- UUCivs created and staffed a voting helpline for six months, making sure anyone with a phone could get individualized voting support. That system was also used by the League of Women Voters on their printed materials.
- UUCivs trained activists from other networks on Michigan laws and procedures for voter registration, absentee ballot applications, and support in voting.
- UUCivs co-founded the **Voting Access for All Coalition (VAAC)** to advance voting access for those impacted by the criminal justice system. VAAC is a notable legacy from UUCivs' 2020 effort.

Cumulatively, UUCivs reached over 9000 households between May and November 2020, the majority of which were economically disadvantaged or households of color.

UUCivs fundraised a total of \$18,000, including \$3800 from individual contributors who gave through UUAA, and \$3000 from UUAA's Social Justice Council, plus UUAA provided in-kind support like photocopying and Zoom.

In 2021, UUCivs has refocused on civic education around three key areas: (1) combatting disinformation; (2) constructively engaging with people we disagree with; and (3) supporting voting rights and fair elections in Michigan. UUCivs' work with VAAC also continues as a major part of securing voting rights for those impacted by the criminal justice system.

Contact email: UUCivs@uuaa.org.

UUAA Veterans for Peace Annual Report 2020-2021

Group Leader: Michael Muha

UUAA Veterans for Peace is part of a larger organization, Veterans for Peace, which is a global organization of Military Veterans and allies whose collective efforts are to build a culture of peace by using our experiences and lifting our voices. We inform the public of the true causes of war and the enormous costs of wars (including physical, psychological, emotional, environmental), with an obligation to heal the wounds of wars. Our network is comprised of over 140 chapters worldwide whose work includes: educating the public, advocating for a dismantling of the war economy, providing services that assist veterans and victims of war, and most significantly, working to end all wars.

We didn't do what we anticipated because of not having the usual social contact. Along with our parent organization, Veterans for Peace Chapter 93, accomplished the following:

- Martin Luther King Day presentations EMU, UM, and Ann Arbor Public Library, with the theme "Beyond Militarism: Where Do We Go From Here?" (<https://aadl.org/node/575155>)
- Ann Arbor's Veterans Park on Veterans Day, and Detroit's Grand Circus Park on July 4, erected a memorial for military members from Michigan killed in Iraq and Afghanistan - to remind people of the costs of war
- Awarded scholarships to student who will pursue studies in a Peace Studies program or other program that actively promotes the study of global conflict resolution or issues of peace and justice.
- To fund our scholarships, hosted a virtual John Lennon Birthday Concert with local musicians, and created a CD: <https://www.vfp93.org/john-lennon-concert-cd>

We definitely relate to the Sixth Principle: The goal of world community with peace, liberty, and justice for all, as well as the First Principle: The inherent worth and dignity of every person, and the Seventh Principle: Respect for the interdependent web of all existence of which we are a part.

Web Team 2020-21 Annual Report

Submitted by Sandy Simon & Don Winsor

The Internet Technologies group (or web team) have been responsible for the operation and overall organization of the uuaa.org web site. The group also addresses technical issues, maintains uuaa.org mail accounts, listservs and uuaa.org forwarders, interfaces with our Internet Service Provider (currently UUism.net) and helps answer technology related questions. We have also kept track of some of the UUAA Google accounts (Board, Communications, etc) including Vimeo and YouTube subscriptions. This year we discontinued the Vimeo account due to the cost.

We maintained the main UUAA Facebook page until August, 2020 when Karishma Gottfried, Communications Specialist, joined the staff and took this over.

Until 2021, web content updates have been submitted to “webtech@uuaa.org” by program leaders and UUAA staff. Now a central form is available for groups to send content to the newsletter, bulletin, website, etc., all at once.

We continue to rotate “webtech” duty monthly and have been kept very busy with maintaining our listserv email lists and updating many parts of the website as many changes were needed to support our virtual operations, our Congregational Vision priorities and activity group’s general needs to get the word out during difficult times in the ongoing pandemic.

More changes are now underway at UUAA, including a new Wordpress based website, so we are uncertain of the web team’s role going forward. This has kept us from trying to recruit new members, and after losing lost 2 valued members last August, we have been limping along with three dedicated volunteers.

Our current members are Don Winsor (chair), Tricia Mooney and Sandy Simon, retired members Connie Lippert and Brandy Sinco were of great help at the beginning of the program year and still provide occasional input.

We expect to have a better sense of our role going forward at the beginning of the 2021-22 program year.

Wednesday Morning Readers 2020-2021

Annual Report

Submitted by Hajnal Minger

UUAA Wednesday Morning Readers has about 25 participants. We meet on the last Wednesday of the month, at 10:00 AM. For the last year, we met on Zoom and participation hovered around 20 each time.

As a group, we are looking forward to return to our face-to-face meetings.

The books we discussed for this report are:

Light from the Cage by Judy Patterson Wentzel

Cry the Beloved Country by Allan Paton

Olive Kitteridge by Elizabeth Strout

The Library Book by Susan Orlean

How to Change Your Mind by Michael Pollan

Drawdown by Paul Hawken

In a Different Voice by Carol Gilligan

The Women of the Copper Country by Doria Russell

Caste: The Origin of Our Discontents by Isabel Wilkerson's

The Night Watchman by Louise Erdrich

Factfulness by Hans Rosling (the ten instincts that distort our perspective)

Our book selections are suggested and voted on by members and the discussions are led by the members whose books were chosen. As you can see, we tend to chose books that reflect our challenges and in line with congregational efforts on justice and climate change.

For more info, please contact Readers@uuaa.org

Welcome Ministries Annual Report 2020-21

Submitted by Hannah Hotchkiss, Welcome Ministries Coordinator

The mission of Welcome Ministries is to welcome all who “enter” UUAA, provide easy access to information about Unitarian Universalism and this congregation, and integrate visitors and new members into our community.

Vital Signs 2020

(January 1, 2020–December 31, 2020)

- Total membership reported for UUA Certification in February 2020: 620 Previous year: 632
- New members in 2020: 11 Previous year: 34
- Visitor cards in 2020: 115 Previous year: 187
- Introduction to Our Faith Attendees: Not Available Previous year: 40

Despite adapting programs to online Zoom format and extra efforts made to connect with visitors, participation among “seekers” was down overall during this year of physical distancing due to Covid.

Accomplishments in 2020

- With the assistance of the office volunteer, launched the new database and congregant log-in on Realm. Features now available for use are Realm personal profile login, giving, groups and group communications. Offered training sessions to congregants and lay leaders on Realm use.
- Adapted offerings for newcomers to online format. This includes creating an online Visitor Survey and adapting Introduction to Our Faith and Newcomer Chalice Circles to Zoom format.
- Formalized a process for Virtual Membership Signings and the rights and responsibilities of virtual members.
- Collaborated with the Womyn’s Council to run a second offering of “Welcoming Transgender Folks into Our Congregations” —a six-session series focusing on examining the existing culture of the congregation and how to expand inclusion using Transforming Hearts curriculum.
- With the help of the participants in the Transforming Hearts workshops, laid the groundwork for the 20/50 Vision Priority Area “Radical Welcome.”

Goals for 2021

- Collaborate with the various communications teams to develop a uniform message and logo for marketing purposes.
- Heighten UUAA visibility in the community through marketing, enhanced community engagement, and collaboration with existing non-profit organizations in the area.
- Create an alternative offering to newcomers wanting to learn about Unitarian Universalism.
- Work with the Radical Welcome Team to provide education opportunities that explain and promote Radical Welcome.
- Explore and utilize features of Realm not currently up and running, such as Pathways and Serving Teams.

UUA Womyn's Community

2020-21 Annual Report

(Spelling of the word Womyn is under discussion by the Council)

Mission Statement: The UUA Womyn's Council provides structure and leadership to coordinate events, activities, educational programming and pastoral support for all who identify as women in the UUA community. By "women" and "womyn", we mean anyone who identifies as a woman in a way that is significant to them, be they trans, non-binary, gender fluid or gender non-conforming individuals. All are welcome.

- We are pleased that the **Womyn's Council** has become increasingly diverse. We are looking forward to more diversity.
- **A colorful monthly newsletter** informs the community about upcoming events and pastoral care needs. This has been expanded in 2020 to include the Womyn's Council meeting information to help the UUA Womyn's Community stay in touch during the pandemic. Our email contact list includes over 400 UUA women.
- **Our monthly Women's Breakfast** has expanded to 2 opportunities, but is temporarily on hiatus due to the pandemic.
- **Sisterhood Socials** are held virtually on the 4th Friday of the month at 7 p.m. hosted by individual women by UUA zoom reservation and on the 2nd Saturdays of the month at 10 a.m. From 10-15 people attend.
- Ongoing group initiatives include **Caregivers & Kiddos**, **Womyn's Book Groups**, **Outdoor Womyn**, and **1 Liason to the Vision Steering Committee**.
- We continue to coordinate participation in, advocacy of, and education about **women's issues**. We participated in the **Women's March**. Currently we are negotiating the use of the spelling of "**Womyn**" in our intra-UUA communications, with those in the UUA community who are uncomfortable with it.
- **Womyn's Circles**. Judi Lintott and Meg MacKenzie have regular meetings to form new circles. Currently, there are about 15 Womyn's Circles.
- **We are planning the 2021 Womyn's Retreat**, for September 24-26, at Camp Copneconic; in person if it's safe; virtually, or a hybrid if it's not. The theme is *Self-Compassion: Discovering Joy*. All womyn ages 15+ are invited to attend the retreat, and scholarships will be available.
- **Authors:** Shirley Smith (sipoetess@gmail.com); Amy Gibson Thomas (agthomas@umich.edu); Judi Lintott (jlintott@comcast.net); Michele Zmich (zmichm@umich.edu)

First Unitarian Universalist Congregation of Ann Arbor
Year to Date Statement of Activities as of
December 31, 2020

	Unrestricted	Temporarily Restricted	Permanently Restricted	December 31, 2020
Income				
Pledge Related Income	1,083,438.49			1,083,438.49
Weekly Collection	40,930.27			40,930.27
Rentals	15,702.50			15,702.50
Fundraising	6,813.95	169,485.30		176,299.25
Other Income	49,799.81	177,643.36	138,600.54	366,043.71
TOTAL INCOME	1,196,685.02	347,128.66	138,600.54	1,682,414.22
Direct Program Expenses				
Worship & Music	17,009.55	676.47		17,686.02
Spiritual Growth & Development	2,529.92	6,518.16		9,048.08
Social Justice	4,585.98	60,466.28	30,500.00	95,552.26
Community	6,314.99	20,118.73		26,433.72
Culture	15,700.00	23,894.40		39,594.40
TOTAL PROGRAM	46,140.44	111,674.04	30,500.00	188,314.48
Stewardship Expenses				
Buildings	79,216.33	6,904.00		86,120.33
Grounds	24,584.76			24,584.76
Office	55,125.02			55,125.02
Debt & Mortgage	113,322.56	73,902.00		187,224.56
Finance	24,216.41			24,216.41
Capital Projects		50,245.38	12,600.32	62,845.70
Fundraising	1,012.69	30,011.44		31,024.13
Other Personnel Expenses	28,126.66			28,126.66
TOTAL STEWARDSHIP	325,604.43	161,062.82	12,600.32	499,267.57
Personnel Expenses				
Ministers	305,880.70			305,880.70
Music Staff	148,265.49			148,265.49
Spiritual Growth & Development Staff	82,627.09			82,627.09
Other Program Staff	185,614.37			185,614.37
Building & Office Team	101,621.27			101,621.27
TOTAL PERSONNEL	824,008.92	0.00	0.00	824,008.92
TOTAL EXPENSES	1,195,753.79	272,736.86	43,100.32	1,511,590.97
Increase(Decrease) in Net Position Before Transfers & Depreciation	931.23	74,391.80	95,500.22	170,823.25
Transfers	150,336.14		(3,000.00)	147,336.14
Depreciation	(269,433.84)			(269,433.84)
Increase(Decrease) in Net Position	(118,166.47)	74,391.80	92,500.22	48,725.55
Net Position Beginning January 1, 2020	2,724,684.32	161,207.71	1,123,543.74	4,009,435.77
Net Position December 31, 2020	2,606,517.85	235,599.51	1,216,043.96	4,058,161.32

Prepared by S. Khan

**First Unitarian Universalist Congregation of Ann Arbor
General Operating Fund Budget Vs. Actual**

December 2020

	<u>Dec 20 Actual</u>	<u>Dec 20 Budget</u>	<u>2020 Actual</u>	<u>2020 Budget</u>
Ordinary Income/Expense				
Income				
4010 · Pledge Related Income				
4030 · Pledge Drive Receipts	80,157.22	100,000.00	936,050.16	987,000.00
4040 · Continuing Canvass	0.00	0.00	0.00	89,000.00
4060 · Using Prepaid Pledges in Gen Fd	0.00		147,388.33	
Total 4010 · Pledge Related Income	<u>80,157.22</u>	<u>100,000.00</u>	<u>1,083,438.49</u>	<u>1,076,000.00</u>
4015 · Weekly Collection				
4016 · Cash	0.00	2,900.00	6,177.60	28,900.00
4017 · Checks	1,265.00	3,770.00	16,471.67	23,690.00
4015 · Weekly Collection - Other	1,279.00		18,281.00	
Total 4015 · Weekly Collection	<u>2,544.00</u>	<u>6,670.00</u>	<u>40,930.27</u>	<u>52,590.00</u>
5340 · Facilities Rental				
5341 · Long-Term Rentals	1,185.00	3,510.00	16,102.50	29,933.00
5342 · Short-Term Rentals	0.00	250.00	-400.00	10,000.00
Total 5340 · Facilities Rental	<u>1,185.00</u>	<u>3,760.00</u>	<u>15,702.50</u>	<u>39,933.00</u>
5490 · Other Income				
5995 · CC Processing Costs Income	59.10		59.10	
5310 · Interest Income	5.96		78.49	
5454 · Social Hour Income- Unrestrictd	0.00	730.00	1,537.99	8,000.00
5492 · Miscellaneous Income	2,289.38	250.00	6,853.23	2,000.00
6900 · PPP Loan Proceeds	32,300.00		32,300.00	
5561 · Memory and Tribute Gifts	921.00	170.00	8,971.00	2,000.00
Total 5490 · Other Income	<u>35,575.44</u>	<u>1,150.00</u>	<u>49,799.81</u>	<u>12,000.00</u>
5600 · Fundraising Income				
5603 · Coffee Income UNRESTRICTED	0.00	1,250.00	2,000.00	2,500.00
5604 · Bookstor Fnd Donates to Gen Fnd	0.00		1,000.00	
5605 · Grocery Scrip/Amazon UNRESTRICT	118.48	1,750.00	3,813.95	7,000.00
5606 · Auction - Goods & Services	-3,816.99	0.00	0.00	29,376.00
Total 5600 · Fundraising Income	<u>-3,698.51</u>	<u>3,000.00</u>	<u>6,813.95</u>	<u>38,876.00</u>
Total Income	<u>115,763.15</u>	<u>114,580.00</u>	<u>1,196,685.02</u>	<u>1,219,399.00</u>

**First Unitarian Universalist Congregation of Ann Arbor
General Operating Fund Budget Vs. Actual**

December 2020

	<u>Dec 20 Actual</u>	<u>Dec 20 Budget</u>	<u>2020 Actual</u>	<u>2020 Budget</u>
Expense				
62b - Program Expenses				
W - Worship and Music				
7010 - Guest Performers	400.00	250.00	4,167.56	2,000.00
8022 - Piano Maintenance	0.00	275.00	2,570.00	2,975.00
8023 - Promotional - Music	0.00	0.00	0.00	500.00
8111 - Worship Supplies	482.33	180.00	7,645.32	1,330.00
8112 - Music Supplies	606.41	2,000.00	1,761.67	5,240.00
8113 - Consult/Speaker - Worship	0.00	0.00	600.00	2,500.00
8119 - Copy/Print - Music	0.00	0.00	0.00	100.00
8129 - Refreshments - Music	0.00	250.00	0.00	500.00
8149 - Conference/Workshop- Music	0.00	0.00	0.00	949.00
8152 - Equipment - Music	0.00	125.00	215.00	1,500.00
8175 - Childcare	0.00	500.00	0.00	500.00
8176 - Organ Dues/Fees	0.00	0.00	50.00	500.00
Total W - Worship and Music	<u>1,488.74</u>	<u>3,580.00</u>	<u>17,009.55</u>	<u>18,594.00</u>
SG - Spiritual Growth and Developmen				
8031 - Children's Ministry Team				
8432 - Supplies - Children Min	0.00	0.00	0.00	200.00
Total 8031 - Children's Ministry Team	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>200.00</u>
8037 - Our Whole Lives	0.00	100.00	127.66	1,200.00
8038 - SGD Supplies	11.40	380.00	1,848.04	3,800.00
8070 - YRUU				
8447 - Supplies - YRUU	0.00	150.00	94.07	1,350.00
Total 8070 - YRUU	<u>0.00</u>	<u>150.00</u>	<u>94.07</u>	<u>1,350.00</u>
8075 - Coming of Age				
8435 - Supplies - CoA	0.00	150.00	460.15	1,800.00
Total 8075 - Coming of Age	<u>0.00</u>	<u>150.00</u>	<u>460.15</u>	<u>1,800.00</u>
8426 - Child & Nursery Care	0.00	0.00	0.00	1,000.00
8427 - Adult SGD				
8430 - Supplies - Adult SGD	0.00	100.00	0.00	400.00
Total 8427 - Adult SGD	<u>0.00</u>	<u>100.00</u>	<u>0.00</u>	<u>400.00</u>

**First Unitarian Universalist Congregation of Ann Arbor
General Operating Fund Budget Vs. Actual**

December 2020

	<u>Dec 20 Actual</u>	<u>Dec 20 Budget</u>	<u>2020 Actual</u>	<u>2020 Budget</u>
Total SG - Spiritual Growth and Developmen	11.40	880.00	2,529.92	9,750.00
SJ - Social Justice				
8423 - External Grants - SJ	0.00	500.00	3,061.29	2,000.00
8425 - Social Justice Supplies	600.00	500.00	1,524.69	2,800.00
Total SJ - Social Justice	600.00	1,000.00	4,585.98	4,800.00
CL - Community Life				
81200 - Social Hour Exp				
8120 - Social Hour Supplies	0.00	90.00	0.00	410.00
8736 - Refreshments - SH	2,794.85	730.00	5,815.61	9,000.00
Total 81200 - Social Hour Exp	2,794.85	820.00	5,815.61	9,410.00
81800 - Pastoral Care				
8180 - Pastoral Care Supplies	79.37	70.00	102.53	840.00
Total 81800 - Pastoral Care	79.37	70.00	102.53	840.00
81822 - Chalice Circles				
8182 - Supplies - CC	0.00	0.00	0.00	100.00
Total 81822 - Chalice Circles	0.00	0.00	0.00	100.00
81833 - Hospitality Ministry				
8183 - Supplies - HM	0.00	100.00	0.00	1,200.00
8729 - Promotion - H	0.00		266.00	
81833 - Hospitality Ministry - Other	0.00		30.85	
Total 81833 - Hospitality Ministry	0.00	100.00	296.85	1,200.00
81844 - Interweave				
8184 - Supplies - I	0.00	900.00	100.00	2,700.00
Total 81844 - Interweave	0.00	900.00	100.00	2,700.00
81855 - Multi Generational				
8185 - Supplies - MG	0.00	50.00	0.00	150.00
Total 81855 - Multi Generational	0.00	50.00	0.00	150.00
8676 - Assessibility				
8059 - Cater/Food/Refresh- Access	0.00	150.00	0.00	600.00
Total 8676 - Assessibility	0.00	150.00	0.00	600.00
Total CL - Community Life	2,874.22	2,090.00	6,314.99	15,000.00

**First Unitarian Universalist Congregation of Ann Arbor
General Operating Fund Budget Vs. Actual**

December 2020

	<u>Dec 20 Actual</u>	<u>Dec 20 Budget</u>	<u>2020 Actual</u>	<u>2020 Budget</u>
CU - Culture				
86700 - Board of Trustees				
8670 - Supplies - Board	0.00	0.00	0.00	500.00
Total 86700 - Board of Trustees	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>500.00</u>
8674 - Denominational Connections				
8531 - UUA Annual Program Fund	0.00	0.00	13,000.00	11,000.00
Total 8674 - Denominational Connections	<u>0.00</u>	<u>0.00</u>	<u>13,000.00</u>	<u>11,000.00</u>
8692 - Leadership Development				
8695 - Copy/Print - Ldr	0.00	200.00	0.00	850.00
Total 8692 - Leadership Development	<u>0.00</u>	<u>200.00</u>	<u>0.00</u>	<u>850.00</u>
8773 - Reflective Conversations				
8772 - Supplies- Reflective Connection	0.00	50.00	0.00	200.00
Total 8773 - Reflective Conversations	<u>0.00</u>	<u>50.00</u>	<u>0.00</u>	<u>200.00</u>
8289 - Khasi Hills Sponsor Fund Expens				
8638 - Transylvania Partner Church				
8683 - Dues/Fees - TP	200.00	0.00	200.00	150.00
8687 - Salary Supplement - TP	0.00	0.00	1,000.00	1,000.00
8688 - Pilgrimage	0.00	0.00	0.00	2,000.00
8691 - Youth Scholarship - TP	0.00	0.00	1,500.00	1,500.00
8768 - Postage/Ship	0.00	0.00	0.00	50.00
Total 8638 - Transylvania Partner Church	<u>200.00</u>	<u>0.00</u>	<u>2,700.00</u>	<u>4,700.00</u>
Total 8289 - Khasi Hills Sponsor Fund Expens	<u>200.00</u>	<u>0.00</u>	<u>2,700.00</u>	<u>4,700.00</u>
Total CU - Culture	<u>200.00</u>	<u>250.00</u>	<u>15,700.00</u>	<u>17,250.00</u>
Total 62b - Program Expenses	5,174.36	7,800.00	46,140.44	65,394.00
62c - Stewardship Expenses				
B - Buildings				
8116 - Supplies - Cleaning & Maint	22.96	400.00	1,390.58	4,200.00
8118 - Supplies - Kitchenettes	0.00	25.00	273.56	2,300.00
8231 - Gas	361.03	2,000.00	7,785.00	10,642.00
8232 - Electricity	1,572.07	1,300.00	20,890.53	21,250.00
8240 - Custodial Service	0.00	2,000.00	5,585.00	13,000.00
8265 - HVAC Maintenance	9,806.69	2,620.00	22,620.73	12,480.00

**First Unitarian Universalist Congregation of Ann Arbor
General Operating Fund Budget Vs. Actual**

December 2020

	<u>Dec 20 Actual</u>	<u>Dec 20 Budget</u>	<u>2020 Actual</u>	<u>2020 Budget</u>
8267 · Elevator Maintenance	241.80	0.00	967.20	1,300.00
8456 · Misc Maintenance - Bldg	502.98	876.00	5,567.69	10,446.00
8469 · Pest Control	67.00	0.00	737.00	510.00
8522 · Commercial & Liab Insurance	0.00	0.00	9,647.00	10,000.00
8544 · Trash & Recycling	193.25	185.00	1,821.10	2,220.00
8545 · Fire System Monitoring	26.00	50.00	1,910.94	1,850.00
8650 · Fees and Taxes	0.00	0.00	20.00	250.00
Total B · Buildings	<u>12,793.78</u>	<u>9,456.00</u>	<u>79,216.33</u>	<u>90,448.00</u>
Gr · Grounds				
8223 · Sewer/Water Maintenance	916.50	4,000.00	8,961.75	8,390.00
8269 · Landscape & Lawncare	0.00	0.00	125.00	4,000.00
8458 · Snow Plowing	6,207.00	2,800.00	14,483.01	16,800.00
8460 · Miscellaneous - Grounds	0.00	0.00	0.00	2,500.00
8462 · Downy Hawthorne	0.00	0.00	335.00	500.00
8468 · Supplies - Grounds	160.00	0.00	680.00	500.00
Total Gr · Grounds	<u>7,283.50</u>	<u>6,800.00</u>	<u>24,584.76</u>	<u>32,690.00</u>
O · Office Services				
8110 · Office Supplies	0.00	800.00	4,735.80	4,200.00
8131 · Telephone	1,503.44	6,170.00	13,665.64	18,328.00
8140 · Postage	10.80	150.00	1,235.67	2,000.00
8168 · Website Constant Contact Usage	0.00	0.00	539.00	490.00
8172 · Copying/Printing Expenses	671.53	450.00	2,806.39	5,400.00
8262 · Office Equipment Lease	415.00	415.00	4,980.00	4,980.00
8264 · Computer Maintenance & Repair	0.00	2,000.00	17,136.00	8,000.00
8470 · Website - UUISM Usage	0.00	0.00	180.00	180.00
8471 · Computer Purchase	0.00	0.00	6,932.50	1,500.00
8561 · ACS Database Support	268.00	125.00	2,485.50	1,500.00
8720 · Furniture - Office	0.00	1,000.00	428.52	2,250.00
Total O · Office Services	<u>2,868.77</u>	<u>11,110.00</u>	<u>55,125.02</u>	<u>48,828.00</u>
D · Debt & Mortgage				
8250 · Monthly Mortgage Payment	9,901.88	9,402.00	113,322.56	112,822.00
Total D · Debt & Mortgage	<u>9,901.88</u>	<u>9,402.00</u>	<u>113,322.56</u>	<u>112,822.00</u>

**First Unitarian Universalist Congregation of Ann Arbor
General Operating Fund Budget Vs. Actual**

December 2020

	<u>Dec 20 Actual</u>	<u>Dec 20 Budget</u>	<u>2020 Actual</u>	<u>2020 Budget</u>
F - Finance				
7520 - Bookkeeping Service	1,155.28	1,050.00	12,996.72	13,700.00
8678 - Bank & Merchant Service Fees	1,001.78	775.00	11,219.69	8,660.00
Total F - Finance	<u>2,157.06</u>	<u>1,825.00</u>	<u>24,216.41</u>	<u>22,360.00</u>
FR - Fundraising				
8511 - Annual Pledge Drive				
8473 - Postage - AP	0.00	0.00	550.00	500.00
8787 - Sunderland Society	0.00	150.00	0.00	1,000.00
8883 - Copy/Print	0.00	0.00	286.74	750.00
Total 8511 - Annual Pledge Drive	<u>0.00</u>	<u>150.00</u>	<u>836.74</u>	<u>2,250.00</u>
8680 - Goods & Services Auction	0.00	0.00	175.95	6,000.00
Total FR - Fundraising	<u>0.00</u>	<u>150.00</u>	<u>1,012.69</u>	<u>8,250.00</u>
OTH PER - Other Employee Related Expenses				
8242 - Workers Compensation Insurance	0.00	0.00	2,298.00	3,000.00
8788 - Ordination	0.00	0.00	500.00	3,000.00
8937 - Employee & Volunter Recognition	0.00	7,000.00	730.89	9,250.00
Total 72770 - Employee Business & Prof Exp	<u>615.51</u>	<u>2,849.80</u>	<u>24,597.77</u>	<u>36,696.30</u>
Total OTH PER - Other Employee Related Expenses	<u>615.51</u>	<u>9,849.80</u>	<u>28,126.66</u>	<u>51,946.30</u>
Total 62c - Stewardship Expenses	<u>35,620.50</u>	<u>48,592.80</u>	<u>325,604.43</u>	<u>367,344.30</u>
62a - Employee Compnsation & Benefits				
Total 62a - Employee Compnsation & Benefits	<u>52,811.42</u>	<u>63,164.89</u>	<u>824,008.92</u>	<u>786,660.70</u>
Total Expense	<u>93,606.28</u>	<u>119,557.69</u>	<u>1,195,753.79</u>	<u>1,219,399.00</u>
Increase(Decrease) in Net Position Before Transfers & Depreciation	<u>22,156.87</u>	<u>(4,977.69)</u>	<u>931.23</u>	<u>0.00</u>

First Unitarian Universalist Congregation of Ann Arbor
Balance Sheet
As of December 31, 2020

ASSETS	Unrestricted	Temporarily Restricted	Permanently Restricted	December 31, 2020 Total
Current Assets				
Cash				
General Fund - UB&T Checking	264,858.04	48,977.76		313,835.80
Reserve Fund - UB&T Money Market		175,884.10		175,884.10
Reserve Fund - UB&T Checking		5,737.65		5,737.65
Sanctuary Bonds		5,000.00		5,000.00
Note Receivable - Sr. Minister	15,000.00			15,000.00
Total Current Assets	279,858.04	235,599.51	0.00	515,457.55
Long-Term Investments				
21st Century Endowment Acct			326,938.57	326,938.57
Liberal Church Endowment Acct			101,715.76	101,715.76
Jackson Endowment Acct			26.14	26.14
Jackson Social Welfare Endow Acct			782,611.89	782,611.89
UUA Common Endowment			4,751.60	4,751.60
Total Investments	0.00	0.00	1,216,043.96	1,216,043.96
Total Current Assets	279,858.04	235,599.51	1,216,043.96	1,731,501.51
Capital Assets				
Land				
Main Building	3,393,681.04			3,393,681.04
SGD Building	3,201,710.98			3,201,710.98
Capitalized Re-Finance Costs	16,085.30			16,085.30
Equipment and Furnishings	194,348.21			194,348.21
Depreciable Land Improvements	731,496.16			731,496.16
Building Improvements	63,596.34			63,596.34
Less: Accumulated Depreciation	(4,523,564.60)			(4,523,564.60)
Total Capital Assets	3,426,023.09			3,426,023.09
TOTAL ASSETS	3,705,881.13	235,599.51	1,216,043.96	5,157,524.60
LIABILITIES & NET POSITION				
Liabilities				
Deferred Auction Ticket Sales	3,816.99			3,816.99
Accrued Maint Contract Fees	9,545.25			9,545.25
Security Deposits from Renters	2,800.00			2,800.00
Deferred Donation - IA Land Proceeds	3,000.00			3,000.00
N/P SBA PPP Loan	115,000.00			115,000.00
Deferred Donation - Prepaid Pledges 2021	105,533.50			105,533.50
Total Current Liabilities	239,695.74	0.00	0.00	239,695.74
Long Term Liabilities				
Loan/Mortgage - ONB	859,667.54			859,667.54
Total Long Term Liabilities	859,667.54	0.00	0.00	859,667.54
Total Liabilities	1,099,363.28	0.00	0.00	1,099,363.28
Net Position				
Net Investment in Capital Assets	2,566,355.55			2,566,355.55
Allison Dybdahl Fund		1,945.30		1,945.30
Alpha House/IHN Fund		7,308.41		7,308.41
Border Trips Fund		3,500.00		3,500.00
Capital Projects Reserve Fund		60,013.86		60,013.86
Challenging Racism Fund		1,426.00		1,426.00
Comprehensive Campaign Fund		61,623.46		61,623.46
DACA Scholarship Fund		189.89		189.89
Fair Trade Coffee Sales Fund		2,626.14		2,626.14
Family Camp Fund		4,370.93		4,370.93
Friday Night Activities Fund		0.00		0.00
Geisenhainer Music Fund		9,518.96		9,518.96
Grocery Coupon/Scrip Fund		8,057.84		8,057.84
Habitat For Humanity Fund		6,068.06		6,068.06
Handbell Concert Fund		50.00		50.00
Khasi Hills Student Sponsor Fund		3,844.48		3,844.48
Kinney Music Fund		3,615.87		3,615.87
Klein Lectureship Fund		3,159.21		3,159.21
Memorial Plaques Fund		608.83		608.83
Men's Council Fund		5,916.67		5,916.67
Ministers' Discretionary Fund		20,539.75		20,539.75
Partner Church Fund		774.50		774.50
QUUest Bookstore Fund		1,885.36		1,885.36
Sabbatical Fund		10,000.00		10,000.00
Sanctuary Flowers Fund		1,927.47		1,927.47
Shared & Special Collections Fund		0.00		0.00
SGD Fund		769.10		769.10
YRUU Fund		6,925.75		6,925.75
Sanctuary Congregation Fund		7,471.27		7,471.27
UUCivs Vote 2020 Fund		50.00		50.00
Womyn's Council Funds		1,412.40		1,412.40
Wind/Solar Fund		0.00		0.00
21st Century Endowment Fund			326,938.57	326,938.57
Liberal Church Endowment Fund			101,715.76	101,715.76
Jackson Endowment Fund			26.14	26.14
Jackson Social Welfare Endow Fund			782,611.89	782,611.89
UUA Common Endowment Fund			4,751.60	4,751.60
Unrestricted	40,162.30			40,162.30
Total Net Position	2,606,517.85	235,599.51	1,216,043.96	4,058,161.32
TOTAL LIABILITIES AND NET POSITION	3,705,881.13	235,599.51	1,216,043.96	5,157,524.60

First Unitarian Universalist Congregation of Ann Arbor
Balance Sheet
As of December 31, 2020

ASSETS	Unrestricted	Temporarily Restricted	Permanently Restricted	December 31, 2020 Total
Current Assets				
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Reserve Fund - UB&T Money Market		175,884.10		175,884.10
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Sanctuary Bonds		5,000.00		5,000.00
Note Receivable - Sr. Minister	15,000.00			15,000.00
Total Current Assets	279,858.04	235,599.51	0.00	515,457.55
Long-Term Investments				
21st Century Endowment Acct			326,938.57	326,938.57
Liberal Church Endowment Acct			101,715.76	101,715.76
Jackson Endowment Acct			26.14	26.14
Jackson Social Welfare Endow Acct			782,611.89	782,611.89
UUA Common Endowment			4,751.60	4,751.60
Total Investments	0.00	0.00	1,216,043.96	1,216,043.96
Total Current Assets	279,858.04	235,599.51	1,216,043.96	1,731,501.51
Capital Assets				
Land				
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Building Improvements	63,596.34			63,596.34
Less: Accumulated Depreciation	(4,523,564.60)			(4,523,564.60)
Total Capital Assets	3,426,023.09			3,426,023.09
TOTAL ASSETS	3,705,881.13	235,599.51	1,216,043.96	5,157,524.60
LIABILITIES & NET POSITION				
Liabilities				
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Deferred Donation - IA Land Proceeds	3,000.00			3,000.00
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N/P SBA PPP Loan	115,000.00			115,000.00
Deferred Donation - Prepaid Pledges 2021				
Deferred Donation - Prepaid Pledges 2021	105,533.50			105,533.50
Total Current Liabilities	239,695.74	0.00	0.00	239,695.74
Long Term Liabilities				
Loan/Mortgage - ONB				
Loan/Mortgage - ONB	859,667.54			859,667.54
Total Long Term Liabilities	859,667.54	0.00	0.00	859,667.54
Total Liabilities	1,099,363.28	0.00	0.00	1,099,363.28
Net Position				
Net Investment in Capital Assets				
Net Investment in Capital Assets	2,566,355.55			2,566,355.55
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Allison Dybdahl Fund		1,945.30		1,945.30
Alpha House/IHN Fund				
Alpha House/IHN Fund		7,308.41		7,308.41
Border Trips Fund				
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Capital Projects Reserve Fund				
Capital Projects Reserve Fund		60,013.86		60,013.86
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Challenging Racism Fund		1,426.00		1,426.00
Comprehensive Campaign Fund				
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DACA Scholarship Fund				
DACA Scholarship Fund		189.89		189.89
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Geisenhainer Music Fund		9,518.96		9,518.96
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YRUU Fund		6,925.75		6,925.75
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Sanctuary Congregation Fund		7,471.27		7,471.27
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21st Century Endowment Fund			326,938.57	326,938.57
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TOTAL LIABILITIES AND NET POSITION	3,705,881.13	235,599.51	1,216,043.96	5,157,524.60