

Unitarian Universalist Church
of Cheyenne

Annual Meeting
Sunday, May 23, 2021
11:30 am



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Unitarian Universalist Church of Cheyenne

Annual Meeting Agenda

May 23, 2021

Call to Order: Mike Kercher

Chalice Lighting and Opening Prayer: Rev. Hannah Villnave,

Quorum Count: Camille Furtney

Opening Remarks: Mike Kercher / Rev. Hannah Villnave

Approval of 2020 Annual Meeting Minutes: Mike Kercher

Budget Discussion 2021/2022 Budget Presentation & Vote: Camellia El-Antably

Live Streaming Budget Request - Wake Now Our Vision Funds: Mike Kercher

- Hardware - \$1,600
- Setup / Training: \$500
- Advertising: \$1000
- UCC Networking Upgrade: \$500
- Total Budget for approval by Membership: \$3,600

Presentation and Approval of the Candidates for Board, Committee on Shared

Ministry, and Investment Committee: Rhonda Woodard

Ministerial Search Discussion: Camellia El-Antably / Marcie Kindred

Adjournment: Mike Kercher

Closing Words & Extinguishing the Chalice: Rev. Hannah Villnave

UUCC Annual Meeting Minutes: May 31, 2020

UUCC Board Approved via Zoom, 2020/06/20

The meeting was called to order on Zoom by President Caroljean Bongo at 11:15 AM. Rev. Hannah Villnave completed the Chalice Lighting and gave an Opening Prayer.

Quorum Count: Caroljean asked for a Quorum count. Board Secretary Phil Stump reported 45 voting members on Zoom and we had received 4 completed proxy vote forms. (Quorum necessary for 131 Members is at least 33 voting Members present.)

President Caroljean Bongo began with her opening remarks. We are in the midst of the COVID-19 pandemic. We are gathering to worship on Zoom. Hopefully this is the last time to gather this way for an annual meeting. We appreciate your patience as you navigate this meeting today. We are grateful to have been able to serve you. We have a total of 5 motions to vote on.

Mike Kercher explained the procedures for voting. He asked members to please raise their hands to notify any questions as needed discussion during motions. He explained that votes will be taken orally over Zoom and we will unmute everyone. If there seems to be numerous “Nay” votes the vote may need to be completed again through the Chat box. Folks with multiple members online on the same Zoom connection should submit votes to the Chat box each time.

Approval of 2019 Annual Meeting Minutes: Caroljean brought the question of approval of 2019 Annual meeting minutes. Robert Weinland made the Motion to approve the minutes and Gene Heater 2nd the Motion. There was no discussion.

All “Ayes” on Zoom. In the Chat box, 26 individual “Ayes” were counted. Gene Heater voted “Aye” with 3 proxy votes.

Living Generously Update: Abbey Kercher spoke as Chair of the Living Generously Campaign. She thanked her members of her Team, Mike Lammers, Sharron Kelsey, Arlene Shanklin with assistance from Mike Kercher. As of May 10th, 77 pledges were received for a total of \$150,266. The Team was very sensitive about following up because of COVID-19 and the potential financial effects it had on some of the UUCC members. Mike Shonsey asked how the pledge amount was compared to last year. Camellia El-Antably asked Joey VanSchaik about sharing the pledging amount from last year. (Later in the meeting Joey added to the Chat box that the current pledge total is \$155,266 and the pledge total from last year was \$155,934.)

2019-20 Budget Presentation: Caroljean thanked members of the financial team; Treasurer Camellia El-Antably, Co-Treasurer Joey VanSchaik, volunteer Bookkeeper Andrea Heater, and the members of the Finance Committee: Paul Howard as Chair, Joey VanSchaik, Steve Furtney, Mike Shonsey, Marci Linde, John Sanford, and Dori Klopfer. She also thanked the Investment Committee: Emily Smith, Randy Bruns, and Steve Furtney. Paul Howard is the advisor to the Committee on behalf of RBC Wealth Management. The church monies are well managed and carefully spent. Caroljean said Camellia will present the proposed 2020-21 Church budget.

Camellia said the church had received 3 of 4 payments of the Wake Now our Vision funds. The total of all 4 payments is \$80,000. The Church is very fortunate for these funds and she thanked all that participated in the Campaign. She said the church receives rent for building use and this past year we received generous payments from the Feminist Leaders for Reproductive Justice Project for use of the building. She said the current pledges do not provide sufficient funds to address the budget so the Church expects to use money from reserves. She said the proposed budget includes only 6 months of employment for Bookkeeper and Music Director Positions.

The Bookkeeper computer housing the Church Windows (accounting software) was very outdated so it was recently replaced. She thanked Gene Heater for all the work setting up the new computer. The revenue projections are lower and fewer households are pledging. The Church is keeping expenses flat so there will be no raises this year. We were sorry not to be able to give raises to our excellent staff. All budgets for church programs are the same or less than last year; although, the Church utilities are expected to be lower due to far less activity happening inside of the building. She said we are expecting to use \$27,000 from our gifts in the budget. We are not reducing program budgets except where it was suggested by the committee or staff. If our revenues improve, we can rely less on the gifts.

Camellia moved to approve the 2020-21 Church budget. Robert Weinland 2nd the Motion.

Kathleen Peterson asked about where we are on this year's budget. She asked if there was anything different based on not having the building open.

Camellia said that we do not have anyone in the Bookkeeper or Music Director positions. She said there has been reduced dependence on gifts. Since the building is closed, we are not receiving any rent and there is a slight reduction in utilities. Joey reported that there is a good chance of not needing to use reserves in this year's budget. She explained that the Wake Now Our Vision and Reproductive Justice building rental is not in the Church operating fund.

As the Chair of Buildings and Grounds, Mike Shonsey, explained that Bob Twyford will not be able to help with the mowing and watering as he had done every summer in the past. He said the Church is looking at the sprinklers and may want to have new valves installed.

Camellia said mowing and watering help is needed and to contact Mike Shonsey or Mike Kercher about volunteering this summer.

Barbara Guilford asked about whether the church may be able to hire a person to address some of the upkeep of doing outside work at the Church.

Mike Shonsey said the Building & Grounds budget will be reduced by \$1,000 in the upcoming year. He thought Bob Twyford was able to continue his help this summer so this has been a surprise. Mike said plumbing jobs will be needed in the future.

Barbara Guilford agreed about staying within the forecasted budget, and needing to think about replacing Bob Twyford's work done at the Church. Barbara asked how the \$80,000 was invested because of concern with the stock market.

Camellia explained that the funds are invested in RBC and in conservative CD's and money market funds. Camellia mentioned the need for Building & Grounds to discuss long term labor needs. Following the discussion, Caroljean asked for approval of the 2020-2021 Church budget.

All "Ayes" on Zoom. On the Chat box, 34 individual Ayes were counted. Gene Heater voted "Aye" in chat box with 3 proxy votes.

Mission Statement Presentation and Vote: Rev. Hannah talked about the steps to develop the new Mission Statement. She added the Mission Statement to the Chat box. She said the September and Fall cottage conversations began to develop and discuss the Mission Statement. The members with collecting more data from members. Rev. Sarah Gibb Millspaugh assisted the Church by leading a workshop. There was over 20 church members attending the workshop and we did the labor of moving from cottage conversations to a draft Mission Statement.

What is our mission in this Community? The Mission Statement provides this answer.

Rev. Hannah was grateful to all members that participated with this process.

The current mission statement has served the Congregation well for 20 years. The Mission Statement Emeritus will be framed and hung in the Church library.

Committee on Shared Ministry (COSM) member Jan Behrens presented the New Mission Statement motion to the members present.

Jan moved Article I, Section 2 of Church of the UUCB by-laws be removed and the new Article I, Section 2 of the UUCB by-laws read: The mission of this congregation is to create a community of refuge where all have equal worth and are invited into spiritual exploration as a foundation for hope, compassionate service, and action."

Gene 2nd the motion.

All "Ayes" on Zoom. On the Chat box, 32 individual Ayes were counted. Gene Heater voted "Aye" in chat box with 3 proxy votes.

Financial Policy Update: Gene Heater provided an update on policy development. The members of the Committee include John Sanford and Sharon Wisroth. The Committee is addressing concerns about policies. The Committee found four different versions and noted many inconsistencies between the versions. The initial step was for the Committee to develop a policy to create future policies. The policies have been reformatted to align with procedures established in the new policy to create new policies. He explained that five policies are going thru the process of being re-written. One policy is going thru final review by the Committee. One policy is being reviewed by the Financial Team and two financial policies are needing revisions. Gene provided his contact information in the Chat box so members can contact him directly for more details about the process.

Caroljean thanked Gene and the Committee for all the work that has been completed.

Thanks to Elected Leaders: Rhonda Woodward recognized the other members of the Leader Development Team consisting of Chuck Skinner and Ken Vernon. Rhonda spoke for LDT and thanked the elected leaders of the Church; Caroljean Bongo, Mike Kercher, Camellia El-Antably, Phil Stump,

Garth Shanklin, Gene Heater, Bob Weinland, and Hailey Ellingham. She also thanked members serving on the Committee on Shared Ministry (COSM), Finance Committee, and Investment Committee. Mike Kercher shared words about Caroljean's service as President. He recognized the great respect for her time and dedication to the organization. Her tenacity and determination has served us well. Her leadership was demonstrated with the development of our Mission statement and working through the complications of COVID-19. Mike provided a screen share on Zoom of a "Cat" painting that was being presented to Caroljean as a present from the Board.

Presentation of Candidates for Board, Committee on Shared Ministry, and Investment

Committee: Rhonda Woodward presented the slate of candidates for leadership positions.

Board Candidates:

- President Mike Kercher
- Vice President Marcie Kindred
- Treasurer Camellia El-Antably
- Secretary Jackie Hutchins
- At-Large: Garth Shanklin (2-year term), Gene Heater (2-year term)

Committee on Shared Ministry Candidates:

- Carol Bowles (2-year term)
- Jan Behrens (2-year term)

Investment Committee:

- Steve Furtney (3-year term)

Rhonda moved to accept the slate of candidates. Gene 2nd the motion.

All "Ayes" on Zoom. In the Chat box, 34 individual "Ayes" were counted. Gene Heater voted "Aye" in chat box with 3 proxy votes.

Ministers Report: Rev. Hannah Villnave thanked all leaders and all staff, Mary Scherden, Sharon Kelly, Tamra Mabe, and Pris Golden, for all their work. Rev. Hannah talked about what is next and what has changed in the last 10 weeks. How do we do Faith Development, COSM, ministry to care networks, and justice ministry? How is revenue and income affected? We had a joint meeting earlier this week with church leadership. Leadership reviewed a number of references on COVID-19. Where do we go from here? What is the way forward? We need to talk through some hard things. How will we do worship and Sunday morning activities? We are thinking worship will be virtual for the foreseeable future. We do singing and loud talking and get together in one room for worship. There is a lot of different guidance out there. A May of 2021 date was shared by UUA.

The Board is committed to reviewing this question at the end of the summer and revisiting the decision at the end of August. Worship will likely be the last activity that returns to normal. We have a longer-term reality. We all are missing this activity very badly. We are mourning that we cannot get back together. The Church is reopening with Staff beginning office hours on June 1st.

Board will review the reopening question on a monthly basis going forward. The Board and COSM will want to see what will happen with the pandemic. We are thankful for what you all have done. We are grateful for staff and lay leaders. We are serving vulnerable populations. We are all learning new things.

Mike Kercher made a motion to adjourn the meeting and Gene 2nd the motion.
President Caroljean adjourned the Annual Business at 12:29 PM

Respectfully submitted,

Phil Stump, Board Secretary

Minister's Annual Report

By Rev. Hannah Roberts Villnave

To spark my inspiration for my Annual Minister's Report each year, I usually return to the prior year's report to help give me a sense of the ground we've covered together over the past year. I truly laughed out loud upon reading these words of mine from a year ago: "Out of these times, new practices, skills, and strengths will surely emerge. But that emergence will be complicated, frustrating, and (at times) downright unpleasant."

I must say, knowing ahead of time that we were in for a complicated, frustrating, and downright unpleasant year of learning did not make this past year of Zoom triumph, Zoom despair, waving at beloveds across the lawn, unexpected quarantines, preaching to a screen, audio recording in closets, or editing videos late on Saturday nights any easier. What made it easier was knowing that all of it was in service of this congregation's people and mission. What made it easier was struggling and learning and growing alongside the other staff, leaders, and volunteers who keep UUCC going. What made it easier was the promise that we would come through this ready to share our faith in new and imaginative ways.

And there is much to report on from this past year! The staff and volunteers of this congregation have worked unbelievably hard to keep our community connected through this time of physical distance. We have produced a podcast, run congregational meetings large and small on Zoom, worshipped in new and different ways, created electronic versions of administrative processes, and taken Sunday school out of the classrooms and brought it to our homes. There have been successes and failures and, most often, it's been a little bit of both. Through it all, my goal has been to treat all of it as an opportunity to learn and grow. As I recently told a group of church leaders -- next time we'll get to make a new and different mistake.

With that in mind, I am (hesitantly, hopefully, with both reservation and relish) looking forward to this next year together. We are making plans for a return to some form of in-person worship in September. We haven't set an exact date yet because there is a lot of time and a lot of viral activity between now and then. As part of this return, we are planning for a livestream/virtual worship option to continue to connect with people who aren't able to access our building (whether due to health, geography, or preference). This creates the opportunity to share our message wider than ever before -- to create a community of refuge that is housed in our hearts as well as the four walls of our building. We are also exploring how we might do the work of faith development, fellowship, justice ministry, pastoral care, and more given the hybrid nature of this coming year. Phew. I'm both exhilarated and exhausted just thinking about it! Luckily, none of us has to face this future alone. We get to do it with the blessing of this community.

In addition to these endeavors, there are two other things to note for this coming year: First, I will be on parental leave after the birth of our second child in early August! Look for more details about dates and other information in the coming weeks. Second, UUCC will be preparing for a ministerial transition in the spring and summer of 2022, and I know that the Board is doing excellent work to discern the best path forward for the congregation.

If you ever have any questions or concerns about something happening at UUCC, please do reach out to me or a member of the Board or Committee on Shared Ministry. We are human and, as much as we want to be present to all of you, we sometimes fall short. Please email us (minister@uucheyenne.org, board@uucheyenne.org, or cosm@uucheyenne.org) or call and leave a voicemail at the church at (307) 638-4554 so that we can get in touch and listen to what's on your heart.

In faith,
Rev. Hannah Villnave

Faith Development Report

2020 was a very unique year for UUCC and Faith Development as we struggled to support families and community members through the COVID pandemic. While our Faith Development Team was challenged to meet programming in new and innovative ways, they were also challenged to find ways to remain in contact without the ability to have in person programming. Our Faith Development program branched out in many new ways during 2020 as we were called upon to learn new avenues for program development and service delivery. Given the nature of online programming, attendance in programs is hard to measure this year. Our goal was to have contact and support the families we could while inviting new members to join our collective of wonderful community members who work tirelessly to bring innovative ideas to UUCC. Included below are some examples of how our program has made an impact in our community this last year.

The Faith Development Committee consists of

Cynthia Williford - Chair
Sara Serelson - Senior High Youth, Secretary
Spencer Kelley - Preschool and Nursery age population
Stacey McReynolds - Member-At-Large
McKenzie Weber - Youth Representative
Mary Claire Scherden - Director of Faith Development

This year our Faith Development committee strived to bring focus to serving marginalized populations in our wider community and worked to bring our program more in line with fair and equitable standards of support for families/children/youth. We began looking at the 21st-century framework of Faith Development and inquiring about how we, at UUCC, invite new youth and families to share in our faith while still supporting our current UUCC population.

All of our initial 2020 programming plans were sidelined by the COVID 19 pandemic. Originally, we assumed that the quarantine guidelines would be short lived and, to that end, a good chunk of time was spent planning for in person worship. When it was obvious that we were in this for the long haul, the FD Team started looking at ways to support our community and still maintain social distance. We found we needed to be even more flexible with program planning and expectations. Since we had already been

using Zoom as a platform for our Faith Development Team meetings, it was a logical recourse for us to incorporate online program resources for religious education instruction. Rather than targeting a single age group, our thought was that Religious Education materials would be most beneficial if provided to families who could then be the stewards for their children's faith development. In addition, our goal in focusing on families was to provide a support for families to worship and learn together particularly since the quarantine dictated social separation. After surveying our community, we planned and replanned enrichment activities to support UU spiritual life. Padlet, Message Boards, Google classroom, Email, and Zoom were all tools in our arsenal for providing materials to and offering a community for our families.

Our Programming Outline

Ongoing and with a few virtual modifications -

Each year we ask for input from current and past families/youth and children about their experiences at UUCC and how Faith Development specifically might be of help to new families visiting us for the first time and considering choosing UUCC as their faith home and partners in raising kids UU. The committee decided to begin our focus on new families/children walking into UUCC for the first time. Throughout the year, we discovered this approach was valuable, appreciated, and took about 3 - 4 hours per week from the DFD to support adequately.

UUCC's primary approach to attracting new families would be three-fold.

1. A warm Welcome (Welcome bags and via ZOOM, inviting them to explore our program/offering/showing them around)
2. Giving each child/family a tangible reminder of our support and programs we offer (magnetic info postcards) and our redesigned trifold highlighting our main program offerings and current contact information for our DFD and committee members.
3. Provide a follow-up card in the mail/email, ZOOM support calls or personal phone calls. Maintaining connection, especially with our new families who have come to us in this time of isolation was our primary goal during 2020.

YOUNGER UCC YOUTH/KIDS PROGRAMMING/OLDER YOUTH AND FAMILIES

Relationship is the cornerstone of faith formation for families, caregivers, children, and youth. The youth and children represented by the attendance in our program stretch across many different identities and social locations. Considering these factors, our team decided our focus is to be more sensitive to the needs of our families and youth and to include them in the planning for their group. We decided we needed to consider our kids/youth enrolled, our availability of less than part-time staff, and the capacity of our volunteers when moving forward. Over several months and many emails, Newsletter requests, and Facebook posts, our team gathered information from first-hand interviews and public surveys. With that information, we have designed a program that offers spiritual exploration to all ages contained as best we could in a virtual world.

In the last year, we have offered and developed several unique options for VIRTUAL youth programming. The COVID pandemic has changed the way we do a lot of things. With RELATIONSHIP being the cornerstone of our faith, we began planning for what we could manage. After surveying and emailing parents and caregivers, over and over again with very little response from anyone outside the Faith Development team members. Months later, at the request of some of the older youth and families, we planned several youth VIRTUAL events. During the summer of 2020, the Faith Development Director and team planned, organized, advertised, and hosted several evening/weekend virtual events for the teens such as a Movie night (no one attended) a Pizza Night (No one attended) and a virtual Game

Night (no one attended). The Faith Development team invited youth to virtual space to brainstorm ideas and give thanks for what has been working in our communities. After our initial meeting, an additional meeting was planned to meet with High School parents, caregivers, and youth. Our Faith Development program/Director is limited by many factors besides Covid. We have a part-time Director with less than part-time contract hours (19), this means we have less than ½ a program. We have limited trained volunteers, and outdated tech equipment. Due to all programming going virtual, numerous hours have been AND continues to be spent learning new platforms for virtual Faith Development programs and as well as providing direct support to Sunday service and events each week. support to our church community during Sunday service. In support of our virtual needs, our Faith Development Director spent a huge portion of their time learning and using new programs and platforms such as Tablet, Vimeo, Canva, Magisto, Discord, Slack, Bitmoji, Google Suite, and Imovie.

Another area the Faith Development team spent some time on this year is discussing the role of the congregation and its responsibility to the Faith Development program. Regardless of whether or not individuals and families have children who are participants in the program, faith development touches every member of the congregation. We are building a future for both our church and our faith through our actions. In order to be able to maintain our program, we have to provide our professionals with the tools that they need. To this end, we feel it's time we consider our responsibility as fair and just employers and raise our Faith Development Director's contract hours to 20 or more hours per week. Furthermore, we feel it would be helpful for a representative from the Faith Development team to be included in the conversation to determine the viability of this proposed change. We ask that the Compensations and Benefits committee include a Faith Development representative to adequately evaluate the level of staffing and program need to cover our unique needs and demographics. Restricting membership of this committee contravenes fairness and transparency and diminishes fair representation. Only DREs who are contracted at least 20 hours or more get delegate status in the UUA, which means that our voice is not represented on the national level by our religious professional. Initially, our DRE was asked to become a credentialed professional. To that end, two years of time and resources were sunk into the acquisition of this status. It has, however, become evident that this educational opportunity lacks board support. We ask that UUCC support future educational and professional development opportunities to comply with UUA guidelines, and for best support and continuing growth of the congregation of UU Church of Cheyenne. The plan moving forward is for the DRE to attend trainings relevant to our congregation as they become available. The UUA provides employment guidelines to congregations, and congregations agree to follow the recommendations. We need to review our practices and ascertain our adherence to these guidelines.

Summer 2020

Creating a Sabbath Space/Home Altar, created by Soul Matters and adapted by Mary Claire Scherden, DFD, 8 weeks of interactive programming offered via Zoom, with exploration kits offered for each family to pick up on the church porch to support the spiritual practice offered in the packet/weeks programming. July and August 2020 **12 Families participated weekly on average**

May - Sept 2020 - Weekly Coffee Chat for parents who were isolated and needed to chat. **2-3 families participated weekly**

Youth Chat Friday afternoons - Friday afternoons during the summer youth were invited to come and check in. Mostly a social club. We did discuss UU faith when I could mingle it into the conversation. **2-3 Youth attended weekly**

Fall 2020/Spring 2021 Programming

In early August the Faith Development Team met via ZOOM to discuss programming options for the 2020/21 COVID pandemic school year. Our focus turned to building relationships rather than a finished product or expectation. With the partnership of our Faith Development Director and our minister, we were able to plan services and activities for the community built on shared ideas and needs.

Backpack Blessing - Early September found us needing to adapt our traditional Backpack Blessing and broaden our scope. We decided EVERYONE needed blessing in this turbulent time. We handed out Backpack charms via a basket on the church porch.

Soul Matters (SM) Home packets - written by SM, adapted by Mary Claire Scherden, DFD, for our community needs were emailed through the UUCC newsletter and printed and snail mailed to those who requested it in hard copy.

Halloween Parade - Virtual We asked families and individuals to send us their ghoulies and funniest Halloween pictures and put them together as a slideshow during opening of service.

UUA Get Out and VOTE - We supported the effort to get people out to vote. We asked members to make a video or take a picture of them VOTING and made a slideshow for us before service. We offered VOTE masks on the front porch of the church.

Christmas Pageant - Our Christmas pageant was a little different this year due to the nature of a pandemic. Our Christmas Pageant looked a little different as it was completely virtual. The youth read all the parts and each person was asked to find a costume from around their house. Anything that might work was just perfect. They were encouraged to be as creative as possible. The pageant was held during virtual church service the Sunday just prior to Christmas and was well attended.

Climate Community - The youth are exploring causes of climate change and discovering new ways we can help. We're using the UUA Climate Curriculum to learn how we can help our climate and reverse the effects of climate change. The Do One Thing (DOT) campaign helps us focus on one thing, we can change in our environment, for the better, every week. Making changes a little at a time. It adds up to BIG changes. Activities are sent to families via newsletter and the Facebook group. (March - June)

General Sessions, Breakout Rooms and Classes - We've found that meeting in addition to Sunday service via ZOOM, during COVID is neither tenable nor desirable for families. We've had families attend one or the other of the Sunday offerings, but most have indicated that they find it too hard to manage 2.5 hours on Zoom on Sunday mornings with kids. We held several events via Zoom before or after service with very low attendance or interest shown. We've also tried evening and weekend nights without much success. Most of our successful religious ed or faith development programming happened via Padlet, Facebook and Google classroom. Each month, Mary Claire Scherden, DFD would adapt each lesson to fit our virtual, interactive format. After 2 services a month, during Coffee breakout sessions, Mary would lead a check in and instruct individuals on how to use the interactive Padlet page to show families how easy manipulating and using the program is.

Mid December FD Team Planning Retreat - Our members of the Faith Development team met for a planning retreat in mid-December. We found that our adaptations of programming were doing as well as expected AND we needed to find a way for more connection with our middle and high school teams. Our team recommitted to quality programming for all members of UUCC as well as for ourselves. We

found that more than anything over the last year we've missed real connection with each other and are excited to be together again in person. Until then we needed to focus on staying in and building relationships.

Faith Development did not offer any virtual fundraising effort in 2020. We did however support the Silent Action by encouraging our members to donate and attend. The feedback from those who participated was VERY POSITIVE.

Our Faith Development program has grown over the past few years in attendance, participation, and volunteers. We've become a sort of family. During Covid our volunteer bandwidth has dwindled a LOT! With the onslaught of work it takes to maintain a family and household during a pandemic and our own self-care being considered, we decided to invest in our volunteers. We encourage spiritual growth by participating in the larger UUA programming such as Beloved Conversations. Several members of our FD team participated in the first session of this program and are looking forward to using our learnings to support our community.

OWL - Our Whole Lives is a program that is currently ONLY offered in person. With Covid-19 we weren't able to offer OWL in 2020. We hope to offer two groups in the spring/fall of 2021/22. Our vision is to find a way to include UU congregations near us/WY.

Middle and High School Youth - Volunteers also lead the Middle School and High School Youth Groups and volunteer time setting up, organizing and running programs, chaperoning youth trips, and planning UUCC's participation in MDD/PWR Youth Cons and retreats. Additional leaders and volunteers are always appreciated. Adding valuable leaders to our program would give all our volunteers' time to attend services to nourish their own spirituality. During the pandemic, the UUA has offered virtual meetings and conventions for middle school and high school youth from across the country, and we have encouraged participation in these events as a social outlet for our youth. These virtual experiences allow for a broad range of diverse interactions with other UU youth.

I would like to say thank you to the congregation, to all the Faith Development volunteers, staff, parents, and children of UUCC's Faith Development Program. We do a lot with our various abilities, and I/we appreciate your amazing dedication, creativity, and willingness to share your hearts that make it all possible. We continue to call on your support and ask for your action beside us as we discover who we are, our place in this world, and how we can partner together to fight injustice. Together we can build a world of love and light.

In love and gratitude,

Mary Claire Scherden
Director of Faith Development
Unitarian Universalist Church of Cheyenne

Cynthia Williford
Faith Development Committee Chair
Unitarian Universalist Church of Cheyenne

2021-2022 Slate of Candidates

Board of Directors

President - Marcie Kindred

Vice-President - Elaine Hayes

Treasurer - Camellia El-Antably

Secretary - Open

At-large - Emily Smith (2-year term)

(Also serving will be Mike Kercher as Past President, and Garth Shanklin and Gene Heater in their second year of their At-large terms)

Committee on Shared Ministry

Mac Marino (1 year term to fill term of Jan Behrens)

Birgitt Paul (2-year term)

Lauren Danley (2-year term)

Natalie Vernon (2-year term)

(Also serving is Carol Bowles in the second year of her term)

Investment Committee

Mike Shonsey (3-year term)

(Also serving are Randy Bruns in the third year of his term and Steve Furtney in the second year of his term.)

Candidates for UUCC Elected Positions – Profiles



Marcie Kindred for Board President:

When Marcie Kindred wandered into the Unitarian Universalist Church of Cheyenne in 2014 with a baby carrier in the crook of her arm and two little boys clutching her skirt, she knew she was home. Immediately when the opportunity arose for her to gain employment while serving the new community she loved, she jumped on it. She was grateful for the opportunity to serve as the congregations Director of Faith Development for 4 years and Music Director for 3. She and her family have grown so much at UUCC (not just spiritually, they welcomed added another member to the congregation in 2017) she would love nothing more than to give back to the community that has given her and her family so much.



Elaine Hayes for Board Vice President:

I was born the youngest of five kids in Kansas City, Kansas but only lived there until age 12. My family then moved to Canon City, Colorado and that's where I graduated high school. I lived in Boulder, Colorado for 10 years and earned a BA in Psychology and an Elementary Teaching Certification from the University of Colorado in Boulder. I also lived in Salt Lake City, Utah and worked for the University of Utah Health Sciences Library and earned a Master's degree in Library Science while I lived in Utah. I currently work full time for the Laramie County Library System as the Special Collections Librarian and am a part-time librarian at LCCC Ludden Library. I have one daughter named Jess who is 28 years old and lives in Laramie. I was married for 25 years but divorced in 2014. I joined UUCC in 2015. I love cats, I like to read, hike in the mountains, do genealogy and travel.



Camellia El-Antably for Board Treasurer:

Camellia El-Antably is a visual artist, writer and arts administrator. She has been a member of the church since 2005 or so, and in that time has served in a variety of roles including Board President and Treasurer. In 2009, Camellia co-founded Clay Paper Scissors Gallery & Studio in Cheyenne, a contemporary art gallery and studio space. In response to artist requests, she started the Studio Wyoming Review in 2016 to advance the visual arts in Wyoming through critical writing. She holds a MA in Book Arts from Camberwell College of Arts in London and a BA from Mills College in Oakland, California.

Board Secretary: This position is currently open



Emily Smith for Board At-Large (2-year term):

Emily Smith is the Executive Director of Wyoming Guardianship Corporation (WGC), Wyoming's only nonprofit specializing in both life and financial management services. She has a degree in Social Work from Boise State University. She began her career as a licensed social worker in Idaho, and she has been a certified social worker in Wyoming since 2002. Ms. Smith has an eclectic work experience, which includes home health social work, psychiatric social work, community mental health and crisis work. In 2010, she began working at Wyoming Guardianship Corporation, becoming Executive Director in 2011. WGC serves a diverse population of people who have disabilities, including people with serious mental illness, acquired brain injury, intellectual disability, dementia and other disabling conditions. Ms. Smith has been a Nationally Certified Guardian through the Center for Guardianship Certification since 2010, and she oversees the provision of guardianship, representative payee services and other fiduciary programs to more than 1000 people, annually. In addition, Ms. Smith oversees management of Wyoming's only Substance Abuse and Mental Health Ombudsman Program which provides advocacy, coaching and education for the mental health and substance abuse system of care in Wyoming. She sits on the Wyoming State Adult Protection Team and The Governor's Elder and Vulnerable Adult Task Force. She frequently provides education across the United States regarding professional decision making. Ms. Smith currently lives in Cheyenne with her husband, two kids and four rescued dogs.

Mac Marino for Committee on Shared Ministry (1-year term to fill term of Jan Behrens)

Through the UU Church Mac Marino has coordinated with COMEA House and Family Promise. She is a worship associate and on the Committee of Shared Ministry. She is a long-retired educator whose career spanned middle school through university instruction as well as administrative positions.



Birgitt Paul for Committee on Shared Ministry (2-year term):

Born and raised in Cheyenne, Birgitt Paul spread her wings on the island of Kaua'i Hawai'i and returned to nest in her hometown. Birgitt has earned a living as a paper girl, babysitter, pizza maker, flower planter, playground painter, science teacher and currently as a nurse for the VA. She has a retired husband, Steve, who cooks, grocery shops, grows an amazing garden and coaches his daughters in life and athletics. She is the dedicated mother to 2 budding human beings, Meredith and Adelaide, and has proudly served in UUCC leadership for more than 7 years and volunteers her time and energy to the UUCC mission.



Lauren Danley for Committee on Shared Ministry (2-year term):

Lauren is a retired person, who first started coming to UUCC in 2003. She became a member in 2004 and has been actively involved except for the two years she lived in Loveland Colorado (2012-2014). Lauren has been part of the Committee on Shared Ministry since 2019 and is seeking a second term. Lauren has served in various ways at UUCC including Membership/Warm and Welcoming Team, Faith Development Team, and a short stint on the Worship Team.

President's Report

From Mike Kercher

This past year has been quite an experience for most of us to say the least. Regardless of your background, beliefs, or current status the pandemic has touched all of our lives in one way or another. We have experienced great loss as a community and as a people with what can feel like multiple steps backwards on a local, state, and national level. Through all of the tumult of the last year glimmers of hope and a return to a more normal life have helped us get to where we are, the beginning of the end to the deadly COVID-19 pandemic.

I appreciate all of you. I appreciate when you show up for all of our virtual events to try to make our community the best it can possibly be without being able to physically be together. I appreciate all of the volunteers for the UUCC still making sure meetings are held, goals are set, and work is getting done. I also appreciate our staff who have been trying to piece together something that most of us thought would never happen or be needed at the UUCC, a virtual presence. You have all succeeded and accomplished more over the last year than I had ever thought possible with the world figuratively and sometimes literally burning around us. Thank you all.

Our virtual service has been a beacon of light throughout this last year of what has seemed for some like unending darkness. Reverend Hannah has done an amazing job making sure we are able to connect as a community in as many ways as possible. She did this through virtual service, virtual coffee hour, Facebook groups, and through many other formats. Her willingness to shoulder these responsibilities and to help make sure the UUCC can stay viable is a testament to the person Rev. Hannah is. Her contagious optimism and out of the box thinking has not only helped hold this community together, but it has also made it very easy for her to gain Full Fellowship status this year. COSM has also played a large role in making sure the virtual service was a success. Lauren Danley is an excellent leader for that team, and I have been very honored to be able to work with her as a peer. She will lead our shared ministry vision into the future while all the while making sure all of us are being taken care of.

I am also extremely grateful to the UUCC bookkeeping team, which is a fully volunteer effort. This group of ladies has allowed the UUCC to stay in a much better financial place than most churches and communities like ours have through the last 14 months. Our Treasurer, Camellia El-Antably, does a great job explaining our unique financial position, and I encourage all of you to really start thinking about how we want our monies to serve us and what our priorities are going to be in the near future. We have many opportunities in front of us, but it will take all of us working together to be able to maximize our funds moving forward.

I am anticipating a lot of fun for the coming year. The UUCC has many opportunities and exciting times ahead. We are hoping to capitalize on our current virtual presence and expand our reach even as we move back to in-person service this fall. We also have opportunities with other regional UU churches and communities where we can collaborate on different levels and potentially share resources as we try to build a large UU community in the more rural parts WY and CO. I am also looking forward to being able to gather with this community in person where we can hopefully have fun together at future fundraising and community events. Our future is very bright and I am looking forward to Marcie Kindred leading the way as we set off on many different adventures as the UUCC moves into the 21st century as a stronger and more accepting community.

Our membership decision on how we manage the next search will also be an exciting time this year. There is a letter inside of this packet that will give a better description of our options when we meet together.

Overall, it has been a very humbling and rewarding experience being the President of the Board at the UUC. The experiences gained will last a lifetime and the support from our community will forever make an impact on my soul.

Living Generously Report

Sara Serelson and Kelsey Oliver joined the team this year and are planning to continue next year.

Because this was an odd year in so many ways, the Board decided to mostly handle Living Generously this year. We decided to handle it as a straightforward ask, without a specific increase requested. Sara Serelson and Kelsey Oliver created the brochure. Rev. Hannah wrote the letter. Our Administrator Tamra, Rev. Hannah, and Camellia El-Antably stuffed envelopes and sent out the request. The Board divided up follow-up calls.

The Board and everyone who worked on the annual campaign appreciates the generosity of members. We encourage every member, and friend, to pledge—even a small amount like \$5/ month helps.

Treasurer's Report

Our church is in a funny position financially. Let me try to explain what I mean by that.

We do not bring in sufficient funds from pledges and fundraisers each year to cover our basic expenses. Since we started having shortfalls in 2011-2012, we have budgeted use of major gift money from \$9000-\$47,000, depending on the year. Most of them, we have budgeted to use more than \$20,000. In the 9 years we have been budgeting the use of major gifts to cover basic operating expenses, we have spent \$193,968 of major gift funds.

We are fortunate that is all we have spent, because we budgeted \$286,572 for those same 9 years. The reason we have not used it most years is primarily due to empty staff positions, and because of the great generosity of our volunteers, who have stepped in to fill roles which has saved us significant funds.

This year, the budget shortfall is just shy of \$40,000. At this level of expense, we have 5-6 years left of funds to cover our operating expenses. This shortfall does not include funding for gutters and the upcoming search which are coming from earmarked reserves.

This is an unsustainable level of deficit. Soon, it will require us to make hard decisions about what matters to us as a church. It is time to consider our spending in terms of our mission.

However, I said the church is in a funny position financially. Here's why: from the outside, we look like we are in fantastic shape.

- We have a beautiful building, which is in excellent shape.
- We do not have any debt.
- We have significant reserves, which are currently allowing us to budget at a deficit and have sufficient funds for a ministerial search (and outsiders don't know we are budgeting at a deficit most likely).
- We consistently pay our fair share to the Unitarian Universalist Association, and we pay our staff within the UUA's Salary Recommendations (there is no data on this, but we believe this may not be common among churches our size).

This is why our Finance folks have been sounding the alarm for several years. We are very fortunate as a church in that we have received significant donations and gifts over the years, and we have been good stewards of those funds.

The Board has decided to deficit budget again this year. In part this is because we have just emerged from the oddest year in most of our memories. In part, it is because we are optimistic that we can build on our online capacities and perhaps attract new members from across Wyoming, which is very underserved by UU churches. And, in part, because the Board trusts YOU, our members, to help us find a way out of this situation. We need every one of us to step up and help us work our way into a sustainable situation where we have reserves to be able to do whatever we want to as a community. So please, consider joining our fundraising team. If you have ideas for a fundraiser, spearhead it (talk to Marci Linde first, please)! What sort of event can we hold that will draw the larger community into our church and make us some money? How can you, personally, help?

We have emerged from 2020 and the first part of 2021 in better shape than we thought. We have spent significantly less of our program funds and our expenses have been relatively low, especially staffing. We won't be deficit spending for 2020-21, thanks to volunteers, our members and the pandemic.

Finally, I want to thank the following:

- Joey Van Schaik and Andrea Heater for their very generous donation of many hours of time devoted to ensuring our bookkeeping is accurate. They are a big piece of why we have spent less of our major gift funds. They make being Treasurer of this church easy and enjoyable.
- The Finance Committee: Marci Linde, the chair, Paul Howard, Joey Van Schaik, Mike Shonsey, Dori Klopfer, Steve Furtney, Sharron Kelsey and Rev. Hannah Villnave for their careful review and consideration of all things financial in the church.
- The Investment Committee: Emily Smith, Randy Bruns, Steve Furtney and Paul Howard for paying attention to how best to steward our reserves.
- Every member and friend who pledges and donates to the church. Without you, we wouldn't exist. Thank you.

Thank you for the opportunity to serve as your Treasurer. It has been an honor.

Camellia El-Antably

Treasurer's Financial Report

Unitarian Universalist Church of Cheyenne - Cheyenne WY
Treasurer's Report as of March 2021

Saturday, April 3, 2021

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Account #	Account Name	Period Activity	YTD Balance	Annual Budget	% of Annual Budget
ALL FUNDS INCOME					
<i>Operating Fund Income</i>					
4.100.100	Pledge Current	15,415.60	125,720.30*	135,000.00	93
4.100.102	Pledge Previous	0.00	1,000.00*	0.00	0
4.100.110	Contributions - Sunday Collection	1,370.00	10,765.00*	13,200.00	82
4.100.120	Contributions - Other	1,339.32	5,789.22*	800.00	724
	Pledges & Contributions	\$18,124.92	\$143,274.52*	\$149,000.00	96
4.100.240	Miscellaneous Income	0.00	445.00*	100.00	445
4.100.250	Facility Usage Fee Income	0.00	0.00	1,650.00	0
	Other Income	\$0.00	\$445.00	\$1,750.00	25
4.100.310	Service Auction Income	6,967.30	7,480.51	13,000.00	58
4.100.345	NPR Contributions	0.00	1,660.00*	2,000.00	83
4.100.350	Program Fees	0.00	400.00	1,600.00	25
4.100.360	Faith Development Fundraisers	0.00	0.00	1,000.00	0
4.100.390	Other Fund Raising Income	0.00	0.00	2,000.00	0
	Fund Raising Income	\$6,967.30	\$9,540.51	\$19,600.00	49
4.100.420	Transfer from Nigey Fund	0.00	19,440.30*	19,441.00	100
4.100.430	Transfer from Other Memorials / Gifts	0.00	6,573.70*	6,573.00	100
4.100.440	Transfer From Facility/Equipment Reserve	0.00	2,510.74		
	Fund Transfers	\$0.00	\$28,524.74*	\$26,014.00	100
	TOTAL Operating Fund Income	\$25,092.22	\$181,784.77	\$196,364.00	91
<i>Non-operating Funds Income</i>					
4.150.100	Security Deposit Received	0.00	0.00		
4.300.110	Investment Income	765.90	4,653.71		
4.300.115	Change in Market Value	8,286.96	44,400.62		
4.400.010	Transfer: Facility/Equipment Reserve from Building	0.00	1,552.36		
4.675.440	Other Memorials / Gifts Income	0.00	0.00		
4.700.010	Transfer: Operating to Minister's Discretionary	0.00	688.96		
4.700.100	Minister's Discretionary Fund Income	0.00	1,140.16		
4.700.200	Auction Flash Drive Income	905.83	1,005.83		
	TOTAL Non-operating Funds Income	\$9,958.69	\$53,441.64		
	TOTAL ALL FUNDS INCOME	\$35,050.91	\$235,226.41	\$196,364.00	91
ALL FUNDS EXPENSE					
<i>Operating Fund Expense</i>					
<i>Compensation Expense</i>					
<i>Ministers Compensation</i>					
5.100.100	Minister Salary	3,077.00	27,693.00	36,924.00	75
5.100.109	Minister Housing	1,375.00	12,375.00	16,500.00	75
5.100.112	Minister FICA	340.58	3,065.22	4,087.00	75
5.100.120	Minister Disability	57.88	520.92	695.00	75
5.100.122	Minister Life Insurance	37.40	336.60*	449.00	75
5.100.125	Minister Health Insurance	309.90	2,785.38	3,897.00	71
5.100.130	Minister Pension	445.20	4,006.80*	5,342.00	75
5.100.134	Minister Professional Expense	457.28	3,157.16	6,000.00	53
	Total Ministers Compensation	\$6,100.24	\$53,940.08	\$73,894.00	73
<i>Administration Compensation</i>					
5.106.110	Administrator Salary	884.50	8,317.94	12,064.00	69
5.106.140	Administrator Professional Expense	0.00	0.00	100.00	0
5.106.155	Bookkeeper Salary	0.00	0.00	2,574.00	0
5.113.100	Custodian Salary	533.90	6,166.59	11,690.00	53
	Total Administration Compensation	\$1,418.40	\$14,484.53	\$26,428.00	55
<i>Faith Development Compensation</i>					

Unitarian Universalist Church of Cheyenne - Cheyenne WY
Treasurer's Report as of March 2021

Saturday, April 3, 2021

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Account #	Account Name	Period Activity	YTD Balance	Annual Budget	% of Annual Budget
5.109.100	Nursery/Child Care Staff Salary	0.00	0.00	3,745.00	0
5.109.110	Nursery/Child Care Non-Employee Compensation	0.00	0.00	0.00	0
5.110.100	DFD Salary	1,211.80	11,823.35	16,401.00	72
5.110.120	DFD Professional Expense	28.97	330.50	1,200.00	28
	Total Faith Development Compensation	\$1,240.77	\$12,153.85	\$21,346.00	57
Music Compensation					
5.111.100	Music Director Salary	0.00	0.00	1,938.00	0
5.111.140	Music Director Professional Expense	0.00	0.00	100.00	0
5.112.100	Accompanist Salary	0.00	943.86	3,664.00	26
	Total Music Compensation	\$0.00	\$943.86	\$5,702.00	17
Payroll Taxes					
5.115.100	Payroll Tax Expense	197.39	2,050.32	3,982.00	51
5.115.110	Workers Compensation Expense	0.00	117.29	323.00	36
	Total Payroll Taxes	\$197.39	\$2,167.61	\$4,305.00	50
	Total Compensation Expense	\$8,956.80	\$83,689.93	\$131,675.00	64
Finance					
5.135.135	Youth Fundraising Expense	0.00	0.00	250.00	0
5.170.300	Banking & Investment Expense	163.27	1,584.88	2,160.00	73
5.170.310	Service Auction Expense	715.74	1,015.74*	958.00	106
5.170.330	Living Generously Expense	0.00	0.00	500.00	0
5.170.390	Other Fund Raising Expense	0.00	0.00	300.00	0
	Total Finance Expense	\$879.01	\$2,600.62	\$4,168.00	62
Facilities					
5.120.100	Gas & Electricity Expense	0.00	2,948.44	6,300.00	47
5.120.120	Telephone & Internet Expense	181.95	1,637.55	2,250.00	73
5.120.140	Water & Sanitation Expense	138.59	2,093.34	3,000.00	70
5.125.100	Building & Grounds Expense	476.95	2,354.32*	2,500.00	94
5.125.110	Snow Removal	565.00	1,160.00*	1,300.00	89
5.125.115	Garden Expense	0.00	74.01	200.00	37
5.125.120	Property & Liability Insurance	0.00	5,274.00*	5,000.00	105
5.125.140	Building Supplies	217.38	2,722.02*	3,100.00	88
	Total Facilities Expense	\$1,579.87	\$18,263.68*	\$23,650.00	77
Administration					
5.130.100	Office Supplies	29.25	333.67	1,100.00	30
5.130.105	Fixtures & Furniture	0.00	2,563.25*	200.00	1,282
5.130.110	Postage	165.00	330.00	455.00	73
5.130.120	Computer Software	9.54	504.86*	600.00	84
5.130.130	Photocopies	57.67	586.21*	750.00	78
5.130.140	Advertising	0.00	180.00	2,800.00	6
5.130.145	Media License	137.00	405.27*	400.00	101
5.130.190	Miscellaneous Expense	0.00	58.23	500.00	12
	Total Administration Expense	\$398.46	\$4,961.49	\$6,805.00	73
Faith Development					
5.135.090	Adult Faith Development	0.00	83.28	224.00	37
5.135.100	Faith Development Expenses	120.41	1,311.20	3,700.00	35
5.135.107	Program Expenses	0.00	1,755.00*	1,400.00	125
5.135.139	Teen Congregational Contributions	0.00	0.00	300.00	0
	Total Faith Development Expense	\$120.41	\$3,149.48	\$5,624.00	56
Sunday Worship					
5.145.130	Special Worship Speakers	0.00	620.00*	640.00	97
5.150.115	Worship Materials	0.00	240.26*	250.00	96
	Total Sunday Worship Expense	\$0.00	\$860.26*	\$890.00	97
Membership					

Unitarian Universalist Church of Cheyenne - Cheyenne WY
Treasurer's Report as of March 2021

Saturday, April 3, 2021

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Account #	Account Name	Period Activity	YTD Balance	Annual Budget	% of Annual Budget
5.160.100	Membership Committee Expense	0.00	0.00	400.00	0
5.160.120	Fun & Fellowship Expense	0.00	0.00	325.00	0
5.160.130	Hospitality & Coffee Expense	0.00	0.00	700.00	0
5.160.132	Caring Committee Expense	0.00	0.00	200.00	0
	Total Membership Expense	\$0.00	\$0.00	\$1,625.00	0
<i>Music</i>					
5.145.135	Special Music Performers	0.00	0.00	250.00	0
5.150.110	Organ & Piano Maintenance	0.00	155.00	300.00	52
5.150.120	Music Supplies	71.98	101.98	200.00	51
	Total Music Expense	\$71.98	\$256.98	\$750.00	34
<i>Leadership</i>					
5.160.135	Board Expenses	0.00	0.00	150.00	0
5.160.140	Conferences & Meetings	0.00	0.00	300.00	0
5.160.145	Committee on Shared Ministry (COsM)	0.00	0.00	160.00	0
5.160.147	Professional Dues for Staff	0.00	130.00	300.00	43
5.160.150	UUA Annual Program Fund Expense	0.00	8,787.75*	11,717.00	75
	Total Leadership Expense	\$0.00	\$8,917.75	\$12,627.00	71
<i>Social Justice</i>					
5.165.100	Social Justice Expense	0.00	0.00	250.00	0
5.165.110	COME A Dinners Expense	0.00	0.00	1,000.00	0
5.165.120	Family Promise Expense	0.00	0.00	700.00	0
5.165.130	Share the Plate Expense	555.00	5,422.50*	6,600.00	82
	Total Social Justice Expense	\$555.00	\$5,422.50	\$8,550.00	63
5.175.350	Transfer to Minister's Discretionary Fund	0.00	688.96		
5.175.400	Transfer to Long Term Reserves	0.00	0.00		
	TOTAL Operating Fund Expense	\$12,561.53	\$128,811.65	\$196,364.00	65
<i>Non-operating Funds Expense</i>					
5.200.050	Security Deposit Refund	0.00	0.00		
5.200.100	Building Fund Expense	0.00	4,244.51		
5.200.105	Transfer: Building to Facility/Equipment Reserve	0.00	1,552.36		
5.300.110	Investment Expense	166.05	166.05		
5.400.100	Transfer: Facility/Equip Reserve to Operating Fund	0.00	2,510.74		
5.675.020	Wake Now Our Vision Expense	0.00	0.00		
5.675.031	Howard Nigey Gift Expense	0.00	19,440.30		
5.675.440	Other Memorials / Gifts Expense	0.00	6,573.70		
5.700.100	Minister's Discretionary Fund Transfer	688.96	1,829.12		
5.700.200	Auction Flash Drive Expense	0.00	0.00		
	TOTAL Non-operating Funds Expense	\$855.01	\$36,316.78		
	TOTAL ALL FUNDS EXPENSE	\$13,416.54	\$165,128.43	\$196,364.00	65
	Difference	\$21,634.37	\$70,097.98	\$0.00	

* = Income/Expense exceeds amount budgeted to date

Balance Sheet

Unitarian Universalist Church of Cheyenne - Cheyenne WY
Balance Sheet as of March 31, 2021

Saturday, April 3, 2021

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Account Name	Beginning Balance	Previous Period Balance	YTD Balance
ASSETS			
Checking	90,983.86	75,083.88	87,508.03
Investments - Net Gain / (Loss)	65,183.15	101,296.81	109,583.77
Investments - Principal	251,828.26	279,716.07	280,315.92
TOTAL ASSETS	\$407,995.27	\$456,096.76	\$477,407.72
LIABILITIES			
941 Tax Withholding	1,460.72	1,280.18	1,244.78
Accounts Payable/Vendors	469.70	591.94	104.54
Garnishment	0.00	171.18	0.00
Prepaid Pledges	475.00	0.00	370.57
TOTAL LIABILITIES	\$2,405.42	\$2,043.30	\$1,719.89
FUNDS BALANCE			
Building Fund Balance	5,796.87	0.00	0.00
Challenge Fund Balance	50,000.00	50,000.00	50,000.00
<i>Memorials / Gifts Balance</i>			
Howard Nigey Gift Balance	69,407.15	49,966.85	49,966.85
Other Memorials / Gifts Balance	6,573.70	0.00	0.00
Wake Now Our Vision Campaign Balance	83,850.00	83,850.00	83,850.00
<i>Total Memorials / Gifts Balance</i>	<i>\$159,830.85</i>	<i>133,816.85</i>	<i>\$133,816.85</i>
Operating Fund Balance	0.00	40,442.43	52,973.12
<i>Reserves Balance</i>			
Facility / Equipment Reserve Balance	0.00	14,041.62	14,041.62
Long-term Reserves Balance	189,962.13	194,963.60	203,850.41
Sabbatical / Search Reserve Balance	0.00	20,000.00	20,000.00
<i>Total Reserves Balance</i>	<i>\$189,962.13</i>	<i>229,005.22</i>	<i>\$237,892.03</i>
<i>Special Projects Balance</i>			
Auction Flash Drive Fund	0.00	100.00	1,005.83
Minister's Discretionary Fund	0.00	688.96	0.00
<i>Total Special Projects Balance</i>	<i>\$0.00</i>	<i>788.96</i>	<i>\$1,005.83</i>
TOTAL FUNDS BALANCE	\$405,589.85	\$454,053.46	\$475,687.83
Total LIABILITIES and FUNDS BALANCE	\$407,995.27	\$456,096.76	\$477,407.72

Introduction to the Proposed Budget for 2021/2022

Welcome to our new fiscal year!

Putting together a budget for this coming fiscal year has been quite a challenge. There are still so many unknowns! That said, the budget represents our hopes and wishes for the coming year. Many budget lines have stayed the same as last year, but there are some changes. A few specifics:

- The compensation lines include a 1.2% COLA and a step increase for our minister, director of faith development, administrator and accompanist. This is the first salary increase or COLA we have given in a few years.
- We will be searching again for a new bookkeeper, and we have budgeted for a full year of bookkeeping services.
- The music director position has changed. Given the challenges of finding someone to work for 6 hours per week as an employee, Rev. Hannah suggested that instead we set aside a sum of money for musical special projects. This could include hiring someone to work with the choir on specific songs, hiring musicians for specific services and more. We hope that this system will allow us more flexibility to bring music into our services.
- A team has been looking at the software we use to manage our information and has provided us with an estimate based on switching software to one they believe will serve us better.
- Buildings and Grounds requested \$1900 for adding gutters to some other sections of the building. This has been taken from the Buildings & Grounds Reserve line.
- We included a budget of \$20,000 for search and moving expenses. This comes from our Search Reserve line.
- Inflation increases, such as for health insurance premiums, utilities and similar items are included.
- We may also have some unexpected financial expenses related to Rev. Hannah's upcoming maternity leave for ministerial support.

Neither Finance nor the Board recommended any significant cuts in spite of the ongoing concerns about our use of major gift funds to cover our operating expenses. This budget represents slightly more than \$60,000 being used from major gifts and reserve lines (including search and buildings & grounds). We do not want this to continue, and it is our hope that we will be able to find some new ways of bringing in funds so that we will not need to use reserves and major gifts. However, we feel that we are coming out of a very unusual and challenging year, and that there is much to hope for. The Board is excited about the opportunities presented by a virtual presence to reach a larger constituency across Wyoming. Most of Wyoming is not served by a UU church, and we hope we can use our resources to draw in some of the people who might be hungry for our message but too distant to participate in person.

UCC Proposed Budget 2021-2022

UCC Proposed Budget 2021-2022 Fiscal Year

	Current Approved 2020-2021	Proposed 2021-2022	Proposed - Current
REVENUE			
Pledges	135,000	130,000	(5,000)
Contributions			
Sunday Collection	13,200	13,200	
Other Contributions	800	800	
	<u>14,000</u>	<u>14,000</u>	-
Other Income			
Miscellaneous Income	100	100	
Facility Use Income	1,650	1,500	
	<u>1,750</u>	<u>1,600</u>	(150)
Fund Raising			
Service Auction Income	13,000	15,000	
Other Fundraisers	2,000	1,500	
Faith Development Fundraisers	1,000	1,000	
Program Fees	1,600	1,600	
NPR Advertising Contributions	2,000	2,000	
	<u>19,600</u>	<u>21,100</u>	1,500
Transfers & Gifts			
From Search / Sabbatical Reserve		20,000	
From Facility & Equipment Reserve		1,900	
From Nigey Gift	19,441	33,343	
From Other Gifts	6,573	6,573	
	<u>26,014</u>	<u>61,816</u>	35,802
TOTAL REVENUE	196,364	228,516	32,152
EXPENSES			
Compensation			
Minister Compensation			
Salary & Housing	53,424	54,599	
In lieu of FICA	4,087	4,177	
Pension	5,342	5,460	
Health Insurance	3,897	4,295	
Life Insurance	449	459	
Disability Insurance	695	710	
Professional Expense	6,000	6,000	
	<u>73,894</u>	<u>75,700</u>	1,806
Administrator Compensation			
Salary	12,064	12,330	
FICA	923	944	
Worker's Compensation	34	32	
Professional Expense	100	100	
	<u>13,121</u>	<u>13,406</u>	285
Bookkeeper Compensation			
Salary	2,574	5,148	
FICA	197	394	
Worker's Compensation	7	13	
	<u>2,778</u>	<u>5,555</u>	2,777

UUCC Proposed Budget 2021-2022 Fiscal Year

	Current Approved 2020-2021	Proposed 2021-2022	Proposed - Current
DFD Compensation			
Salary	16,401	16,766	
FICA	1,254	1,283	
Worker's Compensation	123	117	
Professional Expense	1,200	1,200	
	18,978	19,366	388
Music Director Compensation			
Salary	1,938		
FICA	147		
Worker's Compensation	15		
Professional Expense	100		
Non-employee Music Compensation	-	3,500	
	2,200	3,500	1,300
Accompanist Compensation			
Salary	3,664	3,744	
FICA	280	287	
Worker's Compensation	28	26	
	3,972	4,057	85
Custodian Compensation			
Salary	11,690	11,947	
FICA	894	914	
Worker's Compensation	88	84	
	12,672	12,945	273
Nursery / Child Care Compensation			
Salary	3,745	2,250	
FICA	287	172	
Worker's Compensation	28	16	
	4,060	2,438	(1,622)
Total Compensation Expense	131,675	136,967	
Finance Expense			
Youth Fundraising Expense	250	250	
Banking / Investment Expense	2,160	2,400	
Service Auction Expense	958	900	
Living Generously Expense	500	500	
Other Fundraising Expense	300	300	
	4,168	4,350	182
Facilities Expense			
Gas & Electricity	6,300	6,300	
Telephone / Internet	2,250	2,400	
Water & Sanitation	3,000	3,000	
Building & Grounds	2,500	6,200	
Snow Removal	1,300	1,300	
Garden	200	200	
Property & Liability Insurance	5,000	6,000	
Building Supplies	3,100	3,600	
	23,650	29,000	5,350

UUCC Proposed Budget 2021-2022 Fiscal Year

	Current Approved 2020-2021	Proposed 2021-2022	Proposed - Current
Administration Expense			
Office Supplies	1,100	1,100	
Fixtures & Furniture	200	200	
Postage	455	455	
Computer Software	600	1,700	
Photocopies	750	716	
Advertising (includes NPR)	2,800	2,800	
Media License	400	542	
Miscellaneous Expense	500	500	
	6,805	8,013	1,208
Faith Development			
Adult Faith Development	224	224	
Faith Development Expenses	3,700	3,700	
Program Expenses	1,400	1,400	
Teen Congregational Contribution	300	300	
	5,624	5,624	-
Sunday Worship Expense			
Special Speakers	640	1,280	
Worship Materials	250	250	
	890	1,530	640
Music & Supplies			
Special Music Performers	250	250	
Organ & Piano Maintenance	300	300	
Music Supplies	200	200	
	750	750	-
Membership Programs			
Membership Committee Expense	400	400	
Fun & Fellowship	325	325	
Hospitality & Coffee	700	700	
Caring Committee	200	200	
	1,625	1,625	-
Leadership			
Board Expenses	150	150	
Conferences & Meetings	300	300	
Comm on Shared Ministry	160	160	
Professional Dues for Staff	300	383	
UUA Annual Program Fund	11,717	11,114	
	12,627	12,107	(520)
Social Justice Programs			
Social Justice	250	250	
COMEA Dinners	1,000	1,000	
Family Promise	700	700	
Share the Plate	6,600	6,600	
	8,550	8,550	-
Search Expenses		20,000	20,000
TOTAL EXPENSES	196,364	228,516	32,152
GAIN / (LOSS)	-	-	

Investment Committee Report

The Investment Committee Members included Emily Smith (Chair), Randy Bruns, and Steve Furtney. Camellia El-Antably attended as the UUCC Treasurer and Paul Howard attended as the investment advisor from RBC Wealth Management. Paul retired in 2020 and his replacement, Peter Kline, attended as investment advisor from RBC Wealth Management after Paul's retirement

During FY 2020, the committee met virtually via email on 5/5/2020 and via Zoom on 11/30/2020 and 1/21/2021. The goals for 2020 were as follows:

- Meet virtually and continue our committee mission despite Covid 19. The committee met this goal as we continued to meet and do business virtually.
- Oversight of UUCC Investments. The committee presents the following information for review:
 1. WNOV Gifts: Wake Now Our Vision payments were received by UUCC in 2020.
 2. Oversight of Investments: In 2020, The investment committee changed the way our investments are managed, to better benefit UUCC. The committee chose to engage in the following:

RBC Socially Responsible portfolio

- This is a new portfolio constructed by RBC, focusing on socially responsible investing. These investments do their best to avoid controversial areas of the market (fossil fuels, tobacco, etc.). This portfolio is constructed using a combination of passive ETFs and actively managed mutual funds. It is comprised of funds from a number of different fund families. This portfolio has done better than some similar portfolios recently, because of their avoidance of oil stocks which have struggled. This portfolio is more aligned with the values of UUCC.

Cost

- Changing to the advisory cost method means the account is now charged a % of assets under management fee. This cost is based off the account's value quarterly and the fee is divided by four and deducted quarterly from the cash balance of the account. Normally for a portfolio between \$250,000 - \$500,000 the fee would be 1.2%, but RBC has reduced the all in cost to 1% to give UUCC a break. Based on the account size today, this roughly correlates to \$3,700/year or \$930/quarter. This structure also eliminates any transaction costs and more effectively moves these assets into a professionally managed wrapper.

Per Peter Kline, UUCC investment advisor at RBC Wealth Management, has this to say about UUCC's invested funds in 2020:

In 2020, there were three deposits into the Unitarian Church Account (\$20,000 in March, \$40,000 in June, and \$24,000 in July). There were no withdrawals. The balance at the beginning of January 2020 was \$271,404. With the previously mentioned additions of \$84,000 and market growth, the value of the account today is \$399,800. Over the last year, the account returned 25% from the market lows and has averaged just shy of 8% over the 3- and 5-year time frame. In March of 2021, we refocused the account to be more disciplined and balanced. We took on a new investing approach with more diversification, less risk, a focus towards socially responsible investments, and professional management. The account is about 60% stock and 40% bonds and is invested in mutual funds that focus on social

responsibility. Less tobacco, oil & gas, and weapons and more invested in companies that strive for equality, environmental footprint, etc.

Respectfully Submitted,

Emily Smith
Chair, UUCC Investment Committee

Compensation & Benefits Committee Report

Members: Joey VanSchaik, Birgitt Paul, Caroljean Bongo, Rhonda Woodard, Camellia El-Antably, Reverend Hannah Villnave

- Some of the committee's activities this year included:
- Developing new contracts as needed for new staffing
- Developed salary and benefit recommendations for 2020/21 fiscal year for the budget committee, finance committee and board
- Reviewed and recommended policies to the Finance Committee and Board
- Involved in ensuring staff compensation and benefits were in line with pandemic provisions
- Annual review of compensation for all staff members, including an analysis of relationship of compensation levels to UUA guidelines.
- Annual review of employment contracts and preparation of recommended changes and/or new contracts for board review and approval.
- Annual review of UUCC benefits, including a review of the relationship of UUCC benefits to UUA recommendations.

Committee on Shared Ministry Report

The CoSM is a congregational committee charged to strengthen the quality of total ministry for the Congregation. We do this by **assessing** Congregational needs and desires; **communicating** those needs and desires to members, friends, and leadership of the church; **supporting & nurturing** by promoting both ongoing and new programming; and **recommending** actions to fulfill the mission of the church.

The committee began the year with members Birgitt Paul, Carol Bowles, Jan Behrens, John Sanford, Lauren Danley (chair), and Rev Hannah. Both John and Jan moved during the year, and Mac Marino was elected to fill one of those vacancies in January 2021. Continuing to adapt to online culture and resilience during the pandemic while meeting Congregation needs and fulfilling the Church's mission have been our priorities.

CoSM is still monitoring the Share the Plate program that in Calendar Year 2020 shared \$7232.00 with our partners. Contributions so far this CY have been strong, and we thank Kathleen Peterson, Natalie Vernon, Abbey Kircher, Britney Wallesch, and Sharron Kelsey for their excellent administration of this program. Crow Creek Greenway cleanup led by Kathy Jenkins and Mike Shonsey is another recent program the committee has supported.

Nineteen individuals responded to an on-line survey the committee developed in September 2020. This information has been used to guide the committee's actions. CoSM was part of the evaluation process that led to Rev Hannah attaining Full Fellowship with the UUA. On March 7th, CoSM led the first Congregation discussion on desires of what 'retuning to in-person church' could be and what elements of virtual church could be retained. The committee is supporting a renewal of the Pastoral Care program. We are also beginning the process of renewing UUCC's status as a Welcoming Congregation.

CoSM will soon begin evaluation of two new programs that members are proposing. We do have a process for new proposals. Please contact a committee member. The church will still meet by Zoom for a few months, and the exact nature of in-person church is still to be determined, but meeting people's needs and fulfilling the Congregation's desires will always be what we are about.

Respectfully submitted,
Lauren Danley, Chair

Membership/Outreach Committee (Warm and Welcoming Team) and Fun & Fellowship

Members: Brett Avila, Jan Behrens, Camille Furtney (chair), Elaine Hayes, Sharron Kelsey, Mike Lammers, Susan Lett, Lori Miller, Kathleen Petersen, (Matthew Waterman), and Rhonda Woodard. (All Membership members are part of Fun & Fellowship.)

Fun & Fellowship members: Kayla Lyday, Thomas Redding, and Lilie Klein

The Membership/Outreach Committee has three main goals: 1) warmly greeting everyone on Sunday mornings and helping newcomers feel welcomed; 2) providing meaningful opportunities for prospective members to explore Unitarian Universalism and the path to membership; and 3) providing ways for new members to connect with and integrate into the congregation. Due to the virtual nature of church this year, the work of the Membership/Outreach/Fun & Fellowship Committee has been significantly modified.

In June, members of the Membership Committee helped call people at unidentified numbers who had called into our Sunday morning service. We worked to help identify who the people were and give them our new dial-in information for Sunday services.

In October we helped sort through a list of members that we had not seen for some time to decide whether they should remain on the rolls.

In December we held a follow-up to the May Starting Point class, "Finding Your Way at UUCC." On

January 10th we had two new people join the church.

Respectfully submitted,
Camille Furtney, Membership Chair

Building and Grounds Report

Thankfully we were not faced with any significant and unexpected repairs over the past year. There has been some discussion of developing a master plan with input from church leadership and members to help prioritize future projects and to reserve funds for the improvements. Kitchen remodeling and improved handicap access have been suggested as well as other building improvements.

Thanks to Bob Twyford and the Kercher's for installation of our nice colorful bike rack on Thomes. Many thanks to Mike Shonsey for leading a project to repair our colorful floor tiles in the Rainbow Room. A small repair of the asphalt shingles at the front of the church was necessary due to wind damage. With our new flat roofs and the recent shingle fix, we are in good shape.

We have been served well by Bob Twyford and Mike Shonsey over many years. Thankfully, other volunteers are stepping up to take on many of these responsibilities. The ongoing volunteer efforts are snow shoveling, lawn mowing, garden and flowerbed tending, frequent boiler upkeep, and various other activities. Annual rain gutter cleaning will be an important maintenance need for the future. Thankfully, the old failing sprinkler system was replaced this last summer with a completely new system for lawn and landscape/garden watering which is fully automated. Thanks to Mike Kercher we now have an outdoor outlet near Pioneer Street.

Some of the near-term plans include rock landscaping along 30th Street and replacing sod with native drought tolerant plants, new landscaping near Pioneer Street at our parking lot, installing new building rain gutters where none exist, painting, and installing our new projector system.

We are thankful for your support and generous labor contributions to the church building and grounds!

Respectively Submitted,
Phil Stump

COMEIA House Dinners Report

For the fiscal year of 2019/2020 - We the UUCC Comeia House Committee are saddened that we did not have the opportunity to prepare and serve any meals for the guests and staff at Comeia House - due to the severity of the Covid 19 pandemic. The staff at Comeia House had to close the kitchen to all outside civic organizations that provide meals to guests and staff.

As of May 1st, 2021 that policy is still in effect.

In this fiscal year of 2020/2021, we will continue our quarterly schedule of preparing and serving dinner at Comeia House.

As of May 1st 2021, we will resume doing dinners at Comeia House in September,2021, providing that there will be a change in policy at Comeia House.

We the UUCC Comea House Committee would like to continue with our request of a \$1000.00 budget, so that WE the members and friends of UUCC can continue providing these delicious and awesome dinners to the guests at the Comea House.

Thank You

Thomas S. Redding UUCC Comea House committee co-chair

Family Promise Program Report

From Mac Marino

Under normal circumstances, Cheyenne UU, as one of the churches supporting Family Promise, would provide shelter and food a week at a time for families in the program. Because of the restrictions brought on by Covid 19, alternate housing and food support had to be put in place. Churches are still providing meals or meal cards for the families who, at first, were housed in local motels. Eventually two of the families moved into one of the houses for the Unaccompanied Student Initiative program; Family Promise is paying a nominal fee per month. A second house was donated for use through May for a third family. Both of the houses have kitchens. UU members donated money for food cards which allowed families to purchase and prepare their own meals. UU Cheyenne has also made donations to help with the unexpected costs of housing. We made Christmas a little merrier for the children by providing gifts for their stockings.

Because of the donations from UU Cheyenne and other churches, Family Promise Cheyenne has not faltered in fulfilling its mission even with the strains and demands of covid-19. Family Promise provides CHILDREN and their family who are experiencing homelessness with emergency and ongoing shelter, meals and supportive services through a unique partnership with various local faith communities. The goal is to help families become self-sufficient through the development of self-coping skills and ongoing employment.