

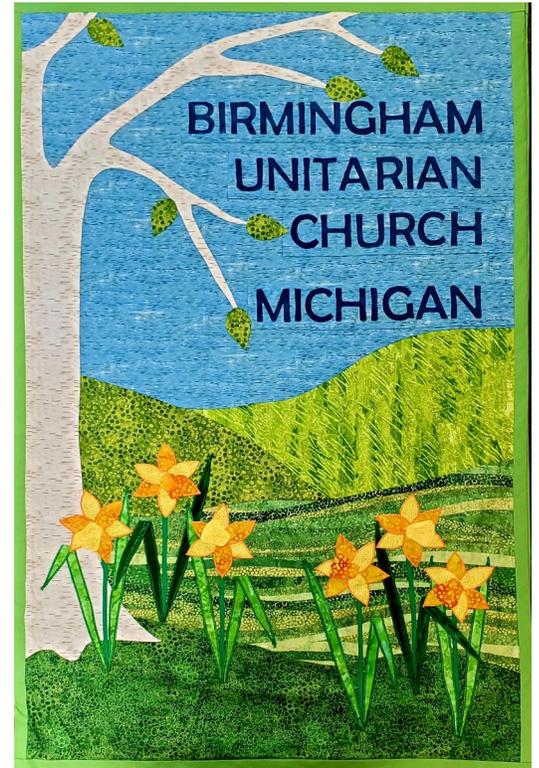
# BUC

Birmingham Unitarian Church

A UNITARIAN UNIVERSALIST CONGREGATION

## Annual Report

### 2020-2021



**LGBTQ**

Welcoming Congregation



GREEN  
SANCTUARY  
CONGREGATION

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# President's Report

*Donna Larkin Mohr*

This church year, the Board of Trustees began its work in the middle of a pandemic. During the prior year, a Covid-19 Task Force was established, and has continued to provide advice and counsel to the Senior Minister and the Board—not an easy task. We originally expected to spend time developing a strategic plan, but gave priority to managing the pandemic crisis. This necessitated increasing the frequency of Board meetings in September, October, January, February, March, April, and May. We also developed a new Board Covenant. Perhaps the most notable change the Board made this past year was the decision to set aside the Carver model of policy governance and move to the Hotchkiss model, which is specifically designed for churches. To enable us to better understand Hotchkiss, the Board added training sessions to our regular meetings. We adopted the material provided by the Unitarian Universalist Association to educate ourselves. We have arranged for the Rev. Dan Hotchkiss to lead us in creating a governance document after next year's Board is elected. When completed, we will be in a better position to create a new strategic plan.

During the prior year, financially-oriented committees were realigned. They came to the Board with varying procedures and levels of expertise.

The *Planned Giving Committee* had a comprehensive list of procedures that enabled them to work through the move to a new financial advisor, and they created a new Investment Policy Statement for Funds. Their chair has served the maximum time and is in process of training a new chair for the upcoming year. The Board adopted three new endowment policies.

The *Budget and Finance Committee* continues to do a fine job of reviewing the budget created by staff. Early in the church year, the Board voted unanimously to approve only balanced budgets, so we are in the midst of a conundrum due to a projected deficit. While we anticipate that residual dollars and another fundraiser will make up the difference, the budget is not what we wanted or expected. The Board is developing new procedures to ensure we are fully informed.

The *Revenue Committee* was previously chaired by a member of the Board, and we followed that procedure this year. However, considering policy governance, we know that a change in leadership to a non-Board member will likely happen next year. As you might expect, this Committee has been challenged trying to do

fundraisers during a pandemic. They are planning a Rummage Sale in Spring of 2022 and have agreed to other fundraisers during the next church year.

The *Personnel Committee* has not been active, and lacks the procedures and documents the other committees have. We will work with them to ensure that the necessary documentation is put in place during the next church year.

To accomplish tasks such as signing checks for routine bill payment, we implemented electronic signatures for payment of weekly operating expenses. The overall procedure was defined by the staff, and the Board created its portion of the process.

The Board reviewed and supported the work of the Environmental Action group's carbon footprint project. We discussed and strongly supported parental leave for Rev. Mandy. Some Board members attended the UUA's national New Day Rising conference, which helped to further educate ourselves on racial justice issues.

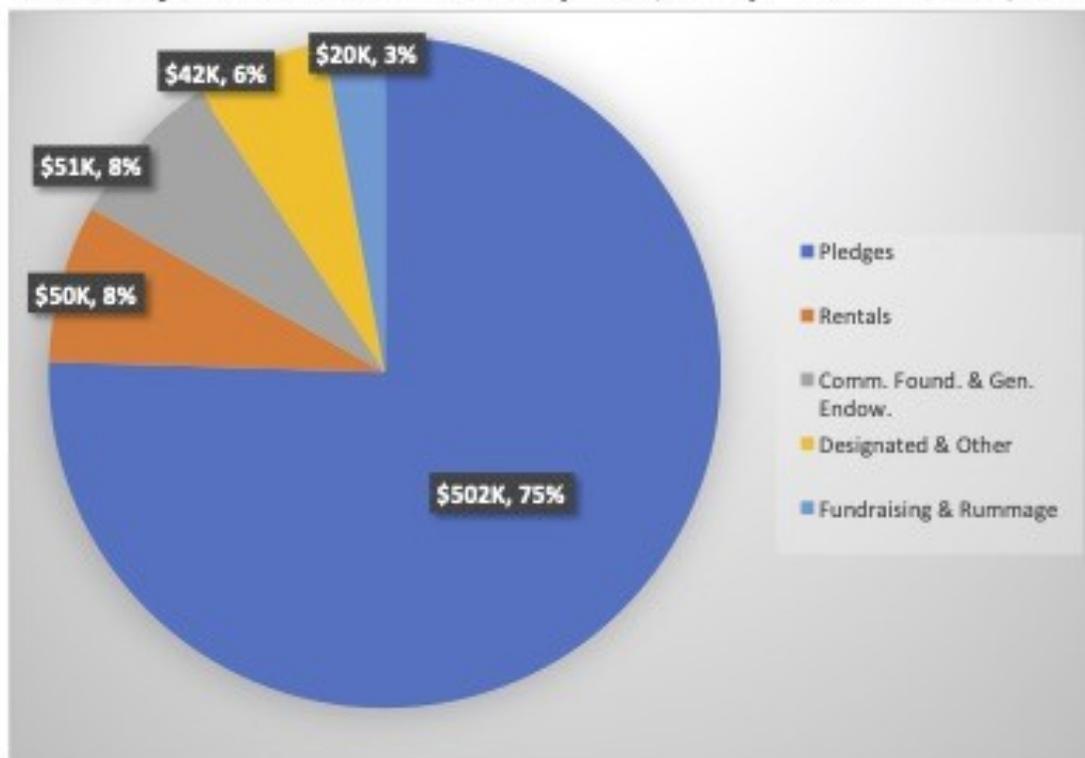
We continue to work closely with the Leadership Development Committee (LDC) and provided them with job descriptions for all Board members. We are accomplishing the planning efforts for the May Annual Meeting with the full involvement of the LDC. We continue to work to define the optimal oversight for the LDC, based on policy governance recommendations. The best way to describe this is to say that there is a closer relationship between the Board and the LDC than there was previously, which will benefit the congregation.

In conclusion, the Board wants to thank our amazing staff for all they do. We rely on them every day. We want to thank Rev. Mandy, in particular, for her excellent leadership and help in growing our faith. We want to thank all the committee chairs for their time, talent, and leadership. Last, but not least, I want to personally thank all members of the Board for their dedication and willingness to work more than they expected. Last year, Bruce Webber closed this report by saying: "We now have the opportunity to reevaluate our lives and the world we live in. The old normal was broken. I encourage you to step up and create a better world." I love those words. Yes, the old norm was broken. We need to step up and create the world we want. Yes, we can!

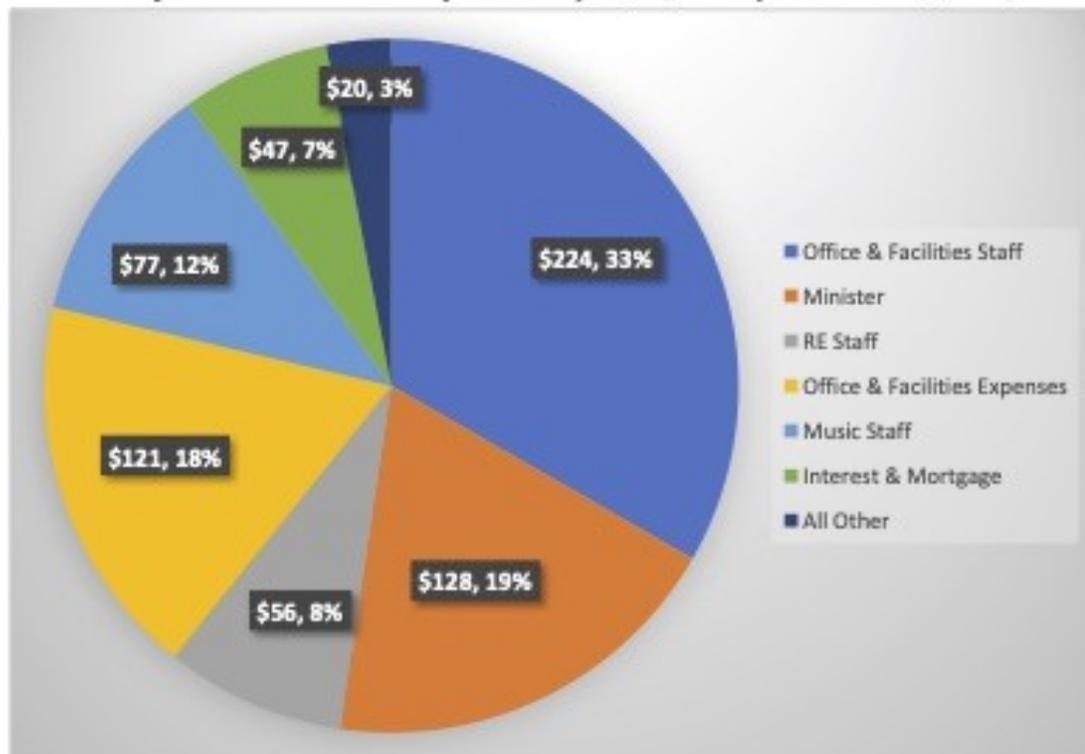
# Treasurer's Report - Fiscal Year 2020/2021

Diane Slon

## BUC Projected Annual Income (in \$1,000s) Total = \$665,000



## BUC Projected Annual Expenses (in \$1,000s) Total = \$674,000



## **FY 20/21 Budget**

The FY 20/21 budget was approved as a deficit budget of approximately \$9,000. Revenue was anticipated to decrease by \$109,000 from previous fiscal year, and administrative cost-cutting lowered budgeted expenses by \$117,000 from previous year.

## **Financial Position**

The Covid-19 pandemic impacted BUC's finances during fiscal year 20/21 in significant ways. Due to Michigan's restrictions on in-person gatherings, several revenue sources were eliminated or curtailed. Specifically, rental income was budgeted at less than 50% of the previous fiscal year, which was a decrease of \$63,000. Rummage sales and fundraiser events were budgeted to net much less than previous years; however, even the lowered expectations were not met, as restrictions on in-person gatherings continued into 2021, preventing any in-person fundraising activity from taking place.

On the positive side, BUC leadership and staff have managed expenses tightly, and as of March 31, year-to-date operating income is \$36,000, which is \$25,000 favorable to year-to-date budget. Due to the ongoing Covid-19 pandemic, there is still some uncertainty around the last quarter of the fiscal year, but all indications are that BUC will end the year in a positive position.

## **Paycheck Protection Program (PPP) Loan**

In May 2020, BUC received a \$90,000 PPP loan through the Federal CARES Act. This low-interest loan allowed BUC to cover mortgage expenses and bring BUC staff back to the pre-pandemic level of compensation. In March 2021, BUC was notified that the loan was entirely forgiven by the SBA.

## **Capital Campaign**

At the beginning of the fiscal year, BUC had a short-term loan of approximately \$93,000 related to the Cherish the Flame capital campaign. This loan was due in January 2021. BUC's careful management of expenses, as well as the PPP loan influx, put BUC in a significantly positive cash position. At the recommendation of the Budget and Finance Committee, the Board of Trustees approved using BUC's excess cash to pay off the loan in its entirety. This was completed in October 2020 and resulted in a savings of \$350 per month. An additional \$15,000 in unused capital campaign funds were designated for building needs.

## **Fiscal Year 2021-2022**

Due to the continued impact of the Covid pandemic on BUC finances, the budget for next fiscal year is expected to be approved with approximately a \$40,000 deficit. Rental income and fundraising will continue to be at much less than pre-Covid levels, and will account for the majority of the deficit position. The Budget and Finance Committee and the Board of Trustees are considering several options for covering the deficit, including the surplus from current fiscal year, excess cash (above recommended reserves), and new rental opportunities.

## **Leadership Development**

*Kathy DuHame, Chair*

First, I would like to thank last year's LDC Chair, Andrea Zellner. Last year, Andrea had different members lead meetings, which made my transition to chair this year much easier. To carry on this tradition in a smaller way, partially due to the difficulties of being virtual, current-year LDC members have chosen chalice-lighting readings and check-in topics. It has been wonderful to have a wide variety of perspectives.

LDC members are elected for two-year terms. Due to a member leaving the committee after one year, Natalie Price joined to finish out the two-year term, as she received the next-highest number of votes in the previous year's election.

Thanks, Natalie, for your willingness to join the committee!

The committee spent the first half of the fiscal year creating a new procedures document, utilizing information from previous years, Rev. Mandy, and the UUA. Our hope is that this "living" document can be used to provide continuity for years to come. Special thanks to Tony Kubien for making the final edits and Rev. Mandy for providing crucial feedback.

Recruiting candidates during a pandemic has posed many challenges and the LDC members rose to them! Emails and phone calls are very different from face-to-face conversations. Two members in particular, Judy Amir and Natalie Price,

helped with this challenge by providing helpful suggestions and documentation.

The LDC is charged with identifying and recruiting nominees for the Board, Stewardship Committee, and LDC. Yearly rotations this year required nominees for Board Officers (President, Vice President, Secretary, and Treasurer), one incoming Board Trustee, two incoming Stewardship Committee members, and nine LDC nominees (five of whom will be elected). We have found capable candidates for all of these positions, who we feel will provide BUC with strong leadership and dedicated service.

The election is online again this year. The committee decided to use Election Buddy again due to the congregation's familiarity with the tool and the comparable cost to other tools. Jane O'Neil assisted with the election to ensure shared knowledge of the tool for next year.

Special thanks also go to this year's rotating committee secretary volunteers: Jane O'Neil, Peter Schreck, and Tony Kubien. They all mastered this task while also learning Google Drive and Docs. This will be very helpful next year as they will be continuing on as second-year LDC members.

A few more thank-you's... Barbara Woolf and Judy Amir have been invaluable to me with their knowledge of governance and BUC history. Though Chris Slon and Izzy Khapoya may be unaware, their calm demeanors have helped me numerous times during the year.

The committee, along with all of BUC, keep Barbara Woolf and Camille Harris in our thoughts as they face health challenges. We have missed them!

Members of the 2020-2021 Leadership Development Committee:

In second year of two-year terms that expire June 30, 2021: Judy Amir, Kathy DuHame, Izzy Khapoya, Natalie Price, and Barbara Woolf

In first year of two-year terms that expire June 30, 2022: Tony Kubien, Jane O'Neil, Peter Schreck, and Chris Slon

# Planned Giving

*Rich Schreck, Chair*

The Planned Giving Committee oversees the three church investment funds: the General Endowment Fund, the Music Fund and the Memorial Glen Fund. At the end of 2020, the funds stood at \$682,475, \$56,497 and \$52,709, respectively. The last half of last year was a strong growth period in the markets and the endowments benefited. The 2020 payouts from the funds included 4% to the operating budget from the General Endowment (\$27,259), 5% from the Music Fund for special events, and payments from the Memorial Glen Fund as needed for maintenance of the Glen.

Additionally, the value from past BUC member contributions to the Community Foundation for Southeast Michigan (CFSEM) totaled \$495,716 at the end of 2020. This separate endowment will contribute \$22,307 in two payouts of \$11,154 each to the operating budget. We continue to partner with the CFSEM to maintain a Charitable Gift Annuity (CGA) for BUC which will allow members to donate money to the Foundation. Donations can pay a good rate of return to the donor with some tax advantages and an eventual gift to the church. Our committee is available to assist members with CFSEM donations.

There's still plenty of room for more donor names on the Hallock Heritage Donor Tree in the church lobby! See any committee member for details on donations. Current members are Mary Cay Dietz, Janette Andrews, Dick Halsted, Shawn Rooney, Steve Wright, Melissa Joy (advisor), and Rich Schreck.

# Stewardship

*Harper Woods and Walter Dean, Co-Chairs, 2021-2022 campaign*

*Mary Jo Ebert and Brian Schandavel, Co-Chairs, 2022-2023 campaign*



The Stewardship Committee faced a similar challenge many programs have faced in this past year: how to design a virtual campaign that would get results. Using our theme of “Celebrating Our Community,” we organized a Zoom kickoff event in March that aimed for family fun, with raffle prizes, music, and testimonials about what BUC means for members. Thanks to Craig Stroup for emceeding, Mary Jo Ebert for Zoom hosting, and Tom Raffel for contributing an original song!

The 2021-2022 campaign adopted the fundraising goal of \$565,000, a 1.8% increase. Rather than automatically mail out all pledge packets, we used publicity to encourage members to opt-in for email packets, which saved time, printing resources, and money. Thanks to Valerie Phillips and Sara Constantakis for helping with technical challenges that were new this year and for Sara’s help with publicity throughout the campaign, which was more important given the lack of face-to-face opportunities.

Because of the recent change to two-year terms on the committee, the “Stew Crew” has been able to make continuous year-to-year process improvements, without re-inventing the wheel each year. A spreadsheet created by Valerie Phillips and accessible by staff and all committee members was used to make the follow-up process as efficient as possible.

As of the deadline for publication, we can say we have reached 81% of our goal, with pledges from 207 pledge units, for a total commitment of \$472,034. Thank you to all members who were able to pledge generously in support of our beloved community. These donations are especially meaningful in this time of difficulty for the church and its members.

## **Budget and Finance**

*Eric Sargent, Chair*

Throughout the year, the Committee monitored the cash-flow and reserves of the church through monthly financial statements prepared by the church office.

Throughout the year, the church met its constitutionally-required cash reserves.

Events of note:

- The church retired the residual short-term building loan in 2020 with unrestricted cash funds, saving ~\$300 per month.
- At our meeting on April 20, 2021, Joanne Copeland reported that BUC's use of the \$90,000 Paycheck Protection Program loan had met the terms specified by the Small Business Administration and had been forgiven.

The Committee reviewed and advised the Board and Executive on the budget for the coming 2021-2022 fiscal year that meets the financial guiding principles ([Appendix 1](#)).

The current charter ([Appendix 2](#)) is in the process of revision to reflect our new status as a committee of the Board. The revision is not available at the time of this submission.

Committee members:

Dick Cantley, Max Kort, Eric Sargent, Cheryl Shettel, Diane Slon

Claudia Kocher rotated off the committee on December 31, 2020. Dick Cantley will rotate off on June 30, 2021.

## **Building and Grounds**

*Jim Shettel, Chair*

The B&G Committee is comprised of the following members: Jim Shettel (chair), Dick Cantley, Pat Hammer, Annette Sargent, and Valerie Phillips. Prior to the pandemic, the committee generally met every 2-3 months; this church year we only met on an ad hoc basis, by phone or Zoom. We typically consider building and grounds needs and proposed projects for the church, along with considering their impacts to the campus. We also would provide church administration with assistance in prioritizing these needs and projects along with known maintenance requirements.

During the pandemic crisis, with the building shut down or open to very limited use, our committee workload was significantly reduced. Several projects started pre-pandemic were completed prior to shut-down, and one was accomplished during the summer of 2020:

- Furnace replacement and maintenance: one more furnace was replaced (out of the three identified last year as “at risk”), and we concurred in the selection of a new HVAC maintenance vendor
- Mitchell Kort Eagle Scout project: wood bench at front entrance and new median landscaping was completed
- Courtyard poles were repainted (by assistant custodian Kirk Tucker)
- Classroom roof replacement and repairs were completed
- The Purple Door (Commons) refurbishment was completed in August

One significant project that was successfully completed during the pandemic by members of the committee (Annette [and Eric] and Jim) was addressing the wood-chuck problem on campus. It (they?) was (were?) monitored, the dens were identified and filled in with rock, brick, and Quikrete, in order to minimize damage to any building foundations.

The Committee has maintained a list of proposed projects from the prior church year that are pending approval, funding, and execution:

- One new area of involvement is our contribution to the due-diligence efforts towards installation of solar panels to provide a significant amount of BUC’s electricity and reduce our carbon footprint
- New and improved campus wayfinding (interior/exterior signage) proposed by Rev. Mandy
- Replacement of pavilion door to courtyard
- Courtyard landscaping and concrete repair
- New sound system in Hodas Family Hall.
- Chair rails in Hodas Family Hall (south wall)
- Sculpture garden installation in west courtyard (between office and Purple Door) – offered by David Sabbagh, approved by the committee, and awaiting scheduling.

# Raise the Roof Fundraiser

*Marcia Mahood, Chair*



At the end of the last fiscal year (2019-20), a need was identified for some critical repair work on the BUC roofs. This work had been deferred for several years. The Blue Door roof needed complete replacement, and almost all the other buildings needed substantial maintenance and repair to the tune of \$43,000, which was not in our operating budget. A committee was formed and in a few short weeks put all the pieces together to launch a “Raise the Roof” campaign. Through the generosity of the BUC Board, other BUC leaders, and a generous donor, a matching seed fund of \$14,000 was created. Donations were solicited from BUC members and friends to match these funds and double the impact of their donation, toward a total fundraising goal of \$28,000.

On Friday, June 26, a one-hour all-ages “ZUUmathon” was held as a thank-you to all the donors. Thanks goes out to the many members of the BUC community who supported this event and created memorable content for an evening of fun in a most unusual year.

The fundraiser exceeded expectations, and blew past the \$28,000 target, eventually raising \$46,000 to cover the total cost of the roofing project. Thank you to the members and friends of BUC who made contributions toward this critical project. It was heartwarming to see our beloved community rally in support for our building, even in the middle of a pandemic.

A big and hearty thanks goes out to the Raise the Roof Committee for their spectacular work “pivoting” to create a successful fundraiser and variety show supporting our beloved facility. It was an especially remarkable effort given the presence of a pandemic and a very short timeline to pull it all together.

Thanks to the talented RTR crew: Marcia Mahood, Andrew Schreck, Dick Cantley, Barb Eschner, Pat Butkiewicz, Amy Smalley, and Teresa Honnold. Thanks to Dari Butkiewicz for designing our spirited logo, and thanks also to staff members Joanne Copeland, Valerie Phillips, and Sara Constantakis for all their cheerful administrative support.

# Membership

*Brianna Zamborsky, Outgoing Chair*

Like many committees, Membership spent the year adapting to the realities of the pandemic. We did the best job we could to continue the important work of our committee, i.e. achieve our goals of welcoming new people, engaging current people, and keeping our community connected in a new virtual format without overburdening ourselves as individuals and risking our own mental and emotional health and well-being.

Here's what we were able to do:

## **Transitioned to a Virtual Greeting System**

Since our team of greeters can't welcome people walking through the doors, hand them swag and chat them up, and since we can't do that at the Membership table in Hodas Hall, either, we did our best to try to do that via email and even snail mail. Sara and/or Valerie would send us messages people sent through the BUC website requesting more information or simply reaching out, as well as the names of new subscribers to our email list, and we would take turns sending them brief or lengthy emails, as appropriate. I also sent several interested folks a physical "welcome packet" in the mail with items that would normally be on our greeter table, like bookmarks and pamphlets. We also took the chance to invite some of those folks to the GTKUU classes.

## **Moved the "Getting to Know UU" Class to Zoom**

Hey, look! We held two complete series of this class this year—one in fall and one in spring—in a more condensed schedule than our in-person classes so as to maintain connection. The first four-class series was held in October-November and the second in February-March. Classes were led by Rob Davidson, Brianna Zamborsky, Judy Amir, Kris Schreck, and Andrew Schreck (who's not even on the committee). Those wonderful Schrecks even gave us a real live tour of the church building so folks who'd never seen it could finally get inside (via Zoom). GTKUU attendance was low but consistent and participants were very engaged in discussions and greatly enjoyed the course. One participant has signed the Membership Book so far as a result.

## **Made BUC's Website More Visitor-Friendly**

After looking at the websites of many other UU congregations, we noticed that they were a lot more oriented to visitors and newcomers, whereas ours seemed more like a resource for those who were already members. Sara was making changes to the website already, so we worked together to make some improvements. We gave Sara ideas of what we wanted and provided the content and she made the updates. Now the [home page](#) has a [link](#) that speaks directly to visitors which takes them to a page with information they're most likely to be looking for or need: Learn About Us, Join Our Email List, Sign Our Guest Book, and Learn About Children/Youth Programs. We have even more ideas, but this is a huge improvement and a great start and was an especially important change to make during this virtual year.

## **Started a "Mixer and Game Night" via Zoom**

With the prospect of long post-holiday winter months in front of us and so many BUCers still stuck at home alone, we decided to start a virtual Mixer/Game Night so people could have an opportunity to socialize and have fun from home. We held four events total, at 7:00 pm on the third Saturday of the month from January through April. The first half of each evening consisted of answering pre-selected icebreaker questions in breakout groups. The questions ranged from silly to thoughtful and generated lots of laughs and conversation for all ages. Then we moved into the game portion of the evening. In January, we played BUC Bingo—everyone made their own cards using words from a list of BUC/UU-related words and chose their own (mostly edible) bingo square markers. In February, we played Kahoot!, a trivia game where you use your phone as the controller device. Questions were both random and BUC-related. We repeated the games with different content for March and April. At the end of each night we also spun the Wheel of Names a few times. Winners received their prizes, a variety of stickers and other swag, in the mail. Attendance was higher in January and February than when it got warmer, but still worth it each time. I believe we fostered a sense of community.

## **Looking Ahead...**

BUC has a booth for the thrice-rescheduled Ferndale Pride festival, now taking place on Saturday, October 2, which Membership will be doing as a community outreach event with the Welcoming Congregation Taskforce and any BUC members who'd like to work or stop by.

## **New members who signed the book in 2020-21:**

*Ashok Bhambri*

*Beth Singer*

Thank you to Board Trustee Cheryl Shettel for witnessing these book signings in person at the church.

We decided to skip the new member ceremony and reception this year since we're not in person and have only two signers. This has been done in the past and this year's new members can join next year's group.

We'd also like to recognize *Doug and Jill Boddy*, who signed the book on March 8, 2020 but were not mentioned in last year's report. Welcome!

## **Team Updates**

Two members rotated off the team this year: Judy Amir and Jann Devereux. We thank them for their hard work and faithful service.

Brianna Zamborsky stepped down as chair in January 2021, but remains on the team. We are trying something new—we all take turns making the agenda and running the meeting, and taking the minutes, as well as completing other tasks. As of January, Kris Schreck is the communication point-person for emails and office matters. We'll see how it goes...!

Membership team as of April 2021: Rob Davidson, Mary Masson, Cynthia Osterhage, Kris Schreck, and Brianna Zamborsky

# Worship

*Teresa Honnold, Outgoing Chair*

The church year began with Bill Fox transitioning from the role of chair, staying on the committee as a Worship Associate. Teresa Honnold has been the chair for the 2020-21 church year. Brianna Zamborsky will be taking on the role of committee administrator.

Continuing as Worship Associates from the previous year were Tom Raffel, Briana Zamborsky, Abby Schreck, Donna Larkin Mohr, Judy Amir, and Ed Sharples. Chris Slon joined the Worship Committee in the fall of 2020.

Judy Amir and Abby Schreck will be transitioning off the committee and we honor and thank them for serving the church so well. Andrea Zellner and Macy Kort will be joining Worship Associates for the new church year.

Rev. Mandy led a virtual training session in the fall of 2020 to continue to develop the Worship Associates' planning and presentation skills, with a focus on virtual worship.

Because of the continuing Covid-19 pandemic, BUC held virtual worship services for the whole church year. Worship Associates worked as teams of two, for a month at a time, twice during the year. They worked with Rev. Mandy on some services, and others were developed and led by the WAs themselves. They all worked hard to craft worship services that provided a weekly touchstone for our congregants and visitors.

The Worship Associates led services with guests during Rev. Mandy's parental leave. We were fortunate to have some outstanding guest preachers in the pulpit. Other services were led by teams of Worship Associates. My gratitude goes out to this group that is so committed to worship in our church.

# Music

## *Abha Dearing and Steven Dearing, Co-Directors of Music Ministry*

Even though many scientific folks predicted that a pandemic was inevitable, living through one every day for over a year while still doing church had its challenging moments. It appears that making music over Zoom will continue for a while, and the weird thing is that it is becoming normal.

Preparing music in a quick-turnaround fashion in order to present every Sunday has its challenges, most notable being that we've never done it before. None of our beloved hymns are written with guitar accompaniment, so each week required time dedicated to translating the choral-style hymnody set for a keyboard to a fretboard. Then one must be able to execute the arrangements in order for Sunday morning to continue to include community singing.

Steven learned to enjoy the transcription process as he became more proficient with the software. He also learned to enjoy the challenge of preparing the Preludes and Offertories, whether they be guitar solos or accompanying Abha on flute or voice. Abha learned to be more of a "cantor" than we normally see at BUC. Leading singing to a mirror (Zoom screen) is something that we are now used to but was challenging at first, because you do not have the reflection of the faces of our beloved BUC community looking back at you, nor can you hear the voices singing back to you. The give-and-take of worship just does not exist on Zoom. But we still played on and have appreciated the feedback we received.

We both felt support from Rev. Mandy, who felt our stress in late fall 2020 and insisted we take time away. This allowed Forrest to provide lovely piano solos from his home. Forrest also provided karaoke-style accompaniment for our cantors, who led our hymnody during our time away. We are so proud of our Music Committee, who served as cantors: Keith Ensroth (chair), Kaye Rittinger, and Brian Schandavel.

We have also enjoyed working with Nico as we help support our all-ages services and Youth Sunday. We also had the opportunity to work with Ellis Price, Dominik Mangrulkar, Holly Corteville, and other youth who led hymns and participated in music.

The BUC Chalice Choir met weekly on Zoom most Wednesdays. This stalwart group of dedicated individuals connected, sang, teased each other, commiserated, and rejoiced, holding each other through the highs and lows of the pandemic. Our singers prepared music for the Christmas Eve service, Music Sunday, and Choir Sunday, including readings, virtual choir performances of two of Benjamin Britten's *A Ceremony of Carols* ("There is No Rose" and "This Little Babe"), "Ave Verum Corpus" for Easter, and also "Let the River Run." The group No Treble (Chris Slon, Colin Slon, Evan Slon, Shawn Rooney, Amy Smalley, Tom Raffel, and Keith Ensroth) contributed to services with virtual choirs as well. Choir members were loyal and dedicated with their readings, poetry, personal reflections, and solo music contributions. Choir members who participated in fall outdoor in-person rehearsals or Zoom choir this year: Tom Allen, Judy Amir, John Brus, Pat Butkiewicz, Joanne Copeland, Steven Dearing, Kathy DuHame, Mary Dunn (and Arleigh), Keith Ensroth, Barb Eschner, Carol Forrester, Carol Hayford, Carol Lee, Ray McCarus, Debbie McMillan, Cynthia Osterhage, Tom Raffel, Kaye Rittinger, Shawn Rooney, Rich Schreck, Ed Sharples, Chris Slon, Diane Slon, Amy Smalley, Sylvia Whitmer, and Barbara Woolf.

We would like to send a shout-out to Amy Smalley, our Choir Librarian, who was always caring and organized about getting sheet music to our singers in a timely and safe manner. Also, Amy is in charge of the Sunday hymn slides, which are always clearly formatted and encourage congregational singing.

We miss our band, we miss our choir, and we miss having Forrest with us in our sanctuary. We greatly miss your warmth and reception of the music we program at BUC. Thanks to those who sent cards, notes, texts, and emails. This year was unlike any other, but we are emerging from it with a sense of shared purpose, an appreciation for our connections, and hope that we will be together again for worship, community and fellowship.

## **Music Committee**

*Keith Ensroth, Chair*

In this Covid-19 church year, the areas of focus have shifted to accommodate. We have continued to provide a sounding board for the Co-Directors of Music Ministry. We have also organized and volunteered as cantors for Zoom worship services for the one Sunday a month that Abha and Steve have off from playing the roles of not only directors of music, but also primary performers of music. The committee also took on a task with Diane Slon, BUC Board Treasurer, to formalize the use of funds from the Music Endowment Fund. We updated the previous charter (written in 1989) to conform to the policy format now being used for all the BUC endowments. Finally, the Co-Directors of Music Ministry, the committee chair, and two of the committee members (Kaye Rittinger and Brian Schandavel) have started participating jointly with our peers who are Worship Associates to take a more strategic, integrated look at the role of worship at BUC.

## **Religious Education**

*Nico Van Ostrand*

*Religious Education Coordinator/Incoming Director of Religious Education*

This year, BUC welcomed a new RE Coordinator as the program continued virtually. Our focus was on thematic integration and community building via online platforms.

This year's RE program was as follows:

**K-5th grade: Adapted Moral Tales** - This UUA curriculum offers a story-based exploration of foundational values. Each month, Moral Tales lessons were adapted by the RE Coordinator to relate to BUC monthly themes and emailed to parents. The streamlined and consistent format of lessons were designed so parents/caregivers could lead the activities independently at home.

**6th/7th grade: Building Bridges** - This UUA curriculum is an exploration of world religions, including "Family Fun" classes which invited the whole family to join in. Throughout the year, the Building Bridges group studied Abrahamic religions and began to think about where Unitarian Universalism and their own individual beliefs fit into the larger context of world religions. Class was held twice a month over Zoom, with social connection on Slack.

**8th grade: Coming of Age** (formerly ROPE) - This UUA curriculum of faith formation culminates in each participant writing and sharing a Credo during CoA Sunday. By journaling and reflecting together, CoA students dive deeper into their own beliefs and the beliefs of their Unitarian Universalist peers. Completion of this program signifies a new and deeper relationship with the BUC community. Class was held weekly over Zoom, with asynchronous journaling requirements and optional connection on Slack.

**High School: GUUSH** (Great Unitarian Universalist Senior High youth group) - As a program that centers youth leadership development, GUUSH was youth-driven and social justice-oriented. Class topics included identity exploration, non-violent communication, worship planning, anti-racism, current events processing, and values-based decision-making. GUUSH studied the 8th Principle in preparation for voting on its inclusion in their class covenant. Outside of class, the youth created land art, planned a small youth worship service, and planned the annual Youth Sunday service. Class was held twice a month over Zoom, with social connection on Discord.

**All-Ages Worship Services** - This year, BUC held monthly all-ages worship services, which included a story for all ages and child- or youth-led components. Kids and youth of all ages offered chalice lightings, hymn leadership, artwork, American Sign Language, and interpretive dance. These beautiful additions to worship served as a reminder of our vibrant church community.

Additionally, the RE Council—in partnership with the RE Coordinator—planned and hosted regular socials over Zoom, with games and music. The RE Council was also responsible for the popular and successful Poinsettia Fundraiser and BUC Bake-Off. They rose to the challenge of adapting beloved aspects of the BUC RE program to virtual platforms in fun and creative new ways.

Adults of BUC also supported our RE program through direct curriculum support and advising. Thank you to everyone who guided our students this year:

K-5 curriculum support: Mary Masson, Sylvia Whitmer

6th/7th-grade advisors: Michelle Chapman, Steve Lorey, Peter Schreck, Sharon White

8th-grade advisors: Doug Boddy, Dave Graham, LuAnne Holder, Tanya Nordhaus

Youth advisors: Jesse Beal, Dave Sabbagh, Bruce Webber, with the RE Coordinator

# Pastoral Care

*Drieka DeGraff, PCA Administrator*

Pastoral Care Associates are specially trained lay members of BUC who work in partnership with the minister to support BUCers through transitions, difficult situations, and crises. Our work is based on our Unitarian Universalist Principles, which affirm the inherent worth and dignity of every person, compassion in human relations, and the interdependent web which connects us all.

Pastoral Care Associates assist BUCers by being a confidential, caring presence and by listening with empathy. Support may include helping to locate appropriate community resources or referring to the minister for pastoral counseling if needed.

2020-21 Pastoral Care Team:

Rev. Mandy Beal

Chair: Jennifer Norber (through January 2021)

Administrator: Drieka DeGraff

Helping Hands Coordinator: Heidi Kapsokavathis

Rob Davidson

Camille Harris (through February 2021)

Dan Kosuth

Mary Markovski

Kim Schultes

Ed Sharples

# Helping Hands

*Heidi Kapsokavathis, Chair*

The Helping Hands (HH) team functions under the umbrella of the Pastoral Care Associates and, as such, the HH chair attends all monthly PCA meetings.

The HH team is currently made up of 18 members who have volunteered to assist congregants in need of short-term assistance with elements of their daily lives. The mission of this team is to assist those who, for whatever reason, need a meal provided, transportation to a doctor's office, some light housework done, brief respite care provided, etc. The volunteer opportunities are almost endless. All that is asked of those joining the team is a commitment to serving the stated needs of those who ask for our help. No special skills are needed, just reliability and lots of heart.

At the beginning of the year, the team found itself quite busy with numerous requests for help, but as the Covid-19 pandemic continued, the year passed by quite uneventfully. Some members were involved with delivering face masks to those in need. In addition, we delivered soup to those who requested this service. We were also involved in a greeting card-writing activity, sending them to those in the congregation most in need of the comfort of contact with the outside world.

As the work of HH expands, more volunteers will most certainly be needed to meet the demand for help. There is an expression: "Many hands make light work." Anyone wishing to join the group is most welcome.

Anyone with questions or suggestions regarding this program is encouraged to contact the HH chairperson, Heidi A. Kapsokavathis.

# Humanists of BUC

*Larry Larson, Committee Communications Manager*

The Humanists of BUC began their sixth year with Zoom meetings monthly on Sundays from 7:00 to 8:00 pm, as our church building was closed because of the pandemic. Our format has been for a speaker to talk for twenty to thirty minutes, followed by a discussion period with comments and questions from attendees. Larry Freedman has been our Zoom host and moderator.

The Humanists of BUC 2020-21 speaker lineup included:

- July 12: *Paul Plante*, “Help for Humans”
- July 26: *Ed Sharples* on necessary values
- August 9: *Rev. Mandy Beal* on her core values
- September 13: *Harper West*, “An Interpretation of Donald Trump Based on Humanistic Psychology and Mary Trump’s Book *Too Much and Never Enough*”
- October 11: *Rev. Suzanne Paul*, “Balancing Head and Heart”
- November 8: *Marilyn Kelly*, “The Future of the US Supreme Court”
- December 13: *Dr. Neb Duric*, “The Galactic Gene: How our genetic structure reflects the interconnected web of existence”
- January 10: five speakers on the American Humanists Association’s *Ten Commitments*
- February 14: *Deborah Drennan of Freedom House* on asylum seekers
- March 14: *Nico Van Ostrand*, “Look to the Children, on BUC’s RE program
- April 11: *Prof. Mike Whitty*, “Humanists Finding Their Voice in the Face of Right-Wing Religious Extremism”
- May 9: *Prof. Bruce Pollack-Johnson*, “The Proposed 8th UU Principle”
- May 16: *Kim Murphy-Kovalick of Voters Not Politicians*, “Ensuring our Freedom to Vote”

We are grateful to BUC for the use of the Zoom account and much technical assistance. We are also grateful for our speakers and those who participated in the discussion periods. We hope we have contributed to making BUC a more beloved community.

## **Sunday Discussion Group**

*Larry Larson*

The Sunday Discussion Group, formerly called the Sunday Morning Discussion Group, meets weekly on Sundays at 3:00 pm via Zoom on topics decided by majority vote. We also held book discussions this year on *White Fragility: Why It's So Hard for White People to Talk About Racism* by Robin DiAngelo and *The Tyranny of Merit: What's Become of the Common Good?* by Michael Sandel.

This group has continued for over ten years on a weekly basis to enrich the Sunday experience of those who enjoy group discussions about a wide variety of topics, both religious and secular. Mary Samal is our Zoom host, and Joanne Schouten is our facilitator. Each person wishing to speak without interruption is recognized by the facilitator for two minutes.

The Zoom link for our meetings is on the BUC calendar. Mary Samal will include you on our email list when requested.

We welcome all to join us.

## **Living by Heart**

*Karen Schreck*

Living by Heart is an ongoing group of people who gather on Mondays to write, do art, and read and write poetry.

We originally were lead by Penny Hackett-Evans, but since she moved, we have continued to meet—this year virtually on Zoom—led each week by a member on a rotating, volunteer basis.

We have been meeting for seven years and are open to all genders and abilities. Penny left us with this definition of Living by Heart: “Living by Heart is trying to consistently identify and then live by a path that is closest to one’s heart, finding joy in creativity and community in which to share what is close to your heart.”

# Holiday Gatherings

*Carol Winslow, Coordinator*

BUC has had a long tradition of offering a Thanksgiving and Christmas Day potluck dinner for members and friends of the church on each holiday. This offers an option for people who would like to celebrate the holiday but for one reason or another do not have plans with extended family or friends. Carol Winslow coordinates both dinners.

In 2020, pandemic restrictions prevented us from having in-person meals. After discussing various options, the coordinator decided to offer a late-afternoon Zoom session on each holiday. Attendees were asked to bring or transmit something that represented the essence of the holiday to share with the group.

22 people attended the Thanksgiving Zoom meeting. The group offered several videos on the meaning of Thanksgiving, including a poem and two Thanksgiving songs, and ended with the Mormon Tabernacle singing a hymn to Thanksgiving. There was a short breakout session into small groups for individuals to share their feelings of gratitude. Then, attendees shared what they brought to the entire group. Thanks to Jane O'Neil for helping Carol coordinate entry to the meeting, the videos and still pictures, breakout sessions, etc. Most people remained for the entire two hours. Feedback from attendees was positive about the format change in helping to celebrate the holiday.

17 people attended the Christmas Day Zoom meeting. Three videos were played: John Baptiste singing "Have Yourself a Merry Little Christmas," the Biden dogs showing sedate and rambunctious ways to celebrate the holiday, and "Lo How a Rose" sung by BUC choir members. People took turns sharing other items that were meaningful to them about Christmas. Beth Singer helped attendees enter the session and helped Carol coordinate some of the videos. Feedback was positive about the format change (even with the few glitches) in helping to celebrate the holiday.

Thanks to Sara Constantakis for helping Carol Winslow to learn how to coordinate the two Zoom sessions.

# Social and Environmental Justice

*Mary Jo Ebert and Jane O'Neil*

Pandemic conditions and response of the past year revealed and exacerbated some of the long-standing inequities in our society. Civil uprisings grew in response to highly publicized acts of violent racism, and a steady occurrence of extreme weather events drew heightened attention to climate change. As our country and the world confront hard truths and tough challenges, our SEJ team is committed to leading our congregation through action and learning to confront these challenges with love, attention to science, and awareness of our interdependent web of existence.

Our work focused in primarily four areas: Racial Justice, Environmental Action, Civic Engagement, and Economic Justice.

## ***Racial Justice***

*Project Team: Peggy Bocks, outgoing chair; Mary Jo Ebert, chair; Pat Butkiewicz, Izzy Khapoya, Helen Oliver Brooks, Marti Szilagyi*

The need to confront racism in ourselves and our communities rose to prominence during this historic year, marked as one of “racial reckoning.” The global pandemic revealed structural inequities based on race. Simultaneously, our nation bore witness to the continuing unjustified police killings of Black people, and violence was perpetrated toward people of Asian heritage, in some cases related to misperceptions about the Covid virus.

BUC’s Confronting Racism program brought people together online to learn, to examine our own hearts, and to commit to taking action to address long-standing harm and injustice. BUCers participated in nine Confronting Racism interactive workshops addressing topics such as the history of white supremacy, structural racism in the criminal legal system from policing to prisons, the Black Lives Matter movement, and intersectionality of race with both health care and environmental harm. Each workshop offered “something to do right now” to convert learning into action. Rev. Mandy and Worship Associates bolstered these efforts with Sunday service reflections and sermons about matters of racial injustice.

Regular notices of direct-action anti-racism opportunities were publicized to the congregation. BUC’s parking lot was the host site for the culminating rally of a Woodard Avenue vehicle caravan—organized by a metro-area coalition including members of BUC and other UUs—protesting police brutality after the killing of

George Floyd, Breonna Taylor, and other Black people. Rev. Mandy welcomed the 250+ participants. Congregants were urged to consider the level of anti-racism commitment of candidates as they cast ballots in the 2020 election.

This work continues. Our goal is to create a world community with peace, liberty, and justice for all, as stated in our 6th Principle.

### ***Environmental Action***

*Project Team: Jane O’Neil, chair; Tom Allen, Anne Calomeni, Cindy Clement, Mary Dunn, Mary Jo Ebert, Izzy Khapoya, Jeff Kingzett, Sharon*

*Kirchner, Donna Larkin Mohr, Dave Luckins, Karen Stankye, Annis Pratt*



The BUC Environmental Action (EA) team experienced a rebirth in 2020! The Climate Change Resolution, which our congregation passed in June of 2020 with 94% voting in favor, gave a clear direction for our goals. It includes BUC endorsement of the Energy Innovation and Carbon Dividend Act; commitment to providing educational programs on fossil fuels, their impacts, and alternative energy sources; and consideration of environmental justice and collaboration with frontline communities. It also renewed our commitment to BUC’s Green Sanctuary Ministry.

The UUA retooled the national Green Sanctuary program, with a renewed focus on climate change. Its expectations are virtually parallel with BUC’s thinking, and in the fall of 2020 our BUC Environmental Action group was formed, comprising members of the Green Sanctuary team, Climate Change Resolution Task Force, and new members. Its scope includes Green Sanctuary.

Our activities since then have included:

- Roundtables with speakers on topics such as food waste, indigenous philosophy, regenerative agriculture, and the intersection of environmental issues with institutional racism and its pernicious destruction of both our habitat and our society
- A deep dive into personal carbon footprints, using a carbon footprint calculator and discussion groups to examine various successes and challenges in achieving our goals

- Congregational opportunities for activism, including:
  - Writing letters to be hand-delivered to representatives in Washington DC, most recently resulting in an invitation to attend an online meeting with Senator Debbie Stabenow to discuss climate issues
  - Participating in a program to call legislators monthly to encourage their support of the aforementioned Energy Innovation and Carbon Dividend Act (EIA)
  - Contacting US House Rep. Haley Stevens to express support for the EIA; contacting local representatives about the solar energy cap in Michigan; and connecting with Oakland County commissioners about addressing climate change locally
- Organizing an ensemble of participants for an Earth Day-themed Sunday worship service with audience participation and, after the service, an opportunity for discussion about climate activism

The UUA Green Sanctuary focus on mitigation includes requiring congregations to address their own carbon footprint. BUC's carbon footprint project began with forming a team to look at a variety of opportunities for the church to reduce its carbon footprint. These include reducing energy use, examining possibilities for using renewable energy sources, and considering the variety of products we use around our campus. We expect the results of these explorations to come to fruition in 2021 and 2022.

Formally, members of the EA team include the people listed above. Informally, many congregants participate in various projects, and their participation is deeply appreciated and essential to our ongoing focus as a community on finding and implementing solutions to the climate crisis.

### ***Civic Engagement***

*Project Leader: Jane O'Neil*

Civic engagement opportunities were incorporated into BUC's racial, environmental, and economic justice programs as noted in those sections. In addition, having completed a "Beyond Voting" series adapted to online hosting earlier in the year, voting support for the ultra-important 2020 election continued with a host of information offered to congregants about voting by mail, where to find information on candidates' positions on issues, and other voting tips. News about how to support the election, such as serving as election workers and phone banking for issues that matter to them, was also shared. Many BUCers performed such

roles. One group of BUCers and other UUs assisted a Detroit community with door drops providing information on where and when to vote in the November election.

## **MUUSJN**

*Board Members: Mary Jo Ebert, Marti Szilagy*

BUC is an active member of the Michigan UU Social Justice Network, a statewide coalition of UU congregations. Mary Jo and Marti serve on its board as representatives and coordinators for the southeast Michigan region. A significant area of focus for MUUSJN is identifying legislative and other policy actions related to social issues of concern to UUs, based on our seven principles. Action alerts were sent throughout the year, outlining proposed legislative action and specific steps to take, often involving contacting elected representatives or legislative committee members. Any UU or friend may join the contact list at [uujustice.org](http://uujustice.org).

## ***Economic Justice***

### **South Oakland Shelter Support**

*Project Leader: Paul Plante*

South Oakland Shelter (SOS) typically partners with over 60 congregations who, in one-week rotations, host 30-35 shelter guests and provide them with overnight accommodations, three daily meals, transportation, and meaningful interactions with caring volunteers. Due to pandemic restrictions, SOS housed guests at a hotel throughout the year and expanded its capacity to over 100 people, of whom 45% are children. In lieu of hosting guests at the church building during our usual November week, we conducted a fundraiser to support purchase of meals safely cooked and packaged by Meals on Wheels. Our SOS host partners—Beacon, Farmington, and Northwest UU congregations and Muslim Unity Center—joined us in raising over \$16,600. Thank you to every person who contributed!

### **Walt Whitman Elementary School Partnership**

*Project Leader: Mary Jo Ebert*

CUFC Board: Ron Fredrick, George Lentz, Maria Runk, Cheryl Shettel, Mary Jo Ebert

BUC has a long-standing partnership with Walt Whitman Elementary School in Pontiac. This year, classes were conducted online for much of the school year, and in-school volunteer services were suspended. The annual Adopt-a-Family

project took a different shape, with cash donations from BUCers used to purchase gift cards for families, benefiting 147 Walt Whitman children from 46 families. We hope to resume regular programming—which includes tutoring, book trolley, and after-school Bananagrams programs—in the fall. These services are provided under the banner of Communities United for Children (CUFC), a nonprofit created by BUC in 2003 for this purpose. It is funded through donations from plate collection, Alliance, and individual donors.

### **Serving Homeless Guests at The Welcome Inn**

*Project Leader: Annis Pratt*

The Welcome Inn in Royal Oak provides a daytime warming center for unhoused people during winter months and weekly drop-in service at other times of the year. The warming center served a more limited number of guests this year in order to keep everyone safe. Thanks to cash donations from BUCers, we purchased supplies needed by the program.

### **Supporting College Education – Goldsmith Scholarship**

*BUC Contact: Mary Jo Ebert*

The BUC Goldsmith Scholarship Fund, administered through the Community Foundation for SE Michigan, awards a \$2,000 scholarship each year to at least one graduate of Pontiac high schools and is renewable for up to three more years at \$2,000 per year. For the 2020-21 academic year, four students were awarded scholarships, of which two are renewals and two are new. Any BUC member or friend may donate to this scholarship fund.

# Appendix 1

## BUC BUDGET AND FINANCE COMMITTEE CHARTER

Proposed: 1/21/2020

Accepted: 3/17/2020

<b>Reports to:</b>	The BUC Executive(s) and Board of Trustees
<b>Mission:</b>	<ul style="list-style-type: none"> <li>• To advise the BUC Executive and Board of Trustees in developing strategies to meet the financial needs of the church.</li> <li>• Review the financial statements of the church.</li> </ul>
<b>Objectives:</b>	<ul style="list-style-type: none"> <li>• Assist the BUC Executive and Board of Trustees in developing sustainable budgets that advance the objectives of the church.</li> <li>• Ensure that monthly and annual financial reports are complete.</li> <li>• Advise the BUC Executive and Board of Trustees when unforeseen or extraordinary financial exigencies arise.</li> <li>• Respond to Board of Trustees in reporting of meetings</li> </ul>
<b>Membership:</b>	<ul style="list-style-type: none"> <li>• The executive.</li> <li>• The church administrator.</li> <li>• The Treasurer of the Board</li> <li>• An even number, no fewer than 4, at-large members of the BUC congregation in good standing.</li> </ul>
<b>Vacancies:</b>	Vacancies shall be filled by the BUC Board and/or the BUC Executive by mutual consent.

<b>Officers:</b>	A committee chair will be selected from the membership of the committee, excluding the paid staff of the church.
<b>Meetings:</b>	Monthly; date and time to be agreed upon by the members of the committee.
<b>Minutes:</b>	Written minutes kept by a member of the Committee, submitted monthly to the membership of the committee prior to the next meeting.
<b>Terms:</b>	At large members shall serve 2-year terms on a rotating basis with the option to take one additional term.

Committee Members: Dick Cantley, Claudia Kocher, Eric Sargent, Cheryl Shettel, Diane Slon

## Appendix 2

# **Budget & Financial Committee Guiding Principles:**

- The church shall maintain an unrestricted cash balance equal to 1 month average monthly operating expenses based on a 3 month rolling average.\*
- The budget shall save funds for unforeseen physical plant needs.
- The budget will align with the vision and mission determined by the Board and Minister.
- The budget will maintain salaries and benefits within UUA guidelines.
- The budget will be balanced.

\*Note that this is a clarification of the previously published (Budget and Finance Report 2019 - 2020) principle on unrestricted cash balance.

# Service and Leadership Awards

## Religious Education

**Michelle Chapman**, Building Bridges advisor. Michelle rose to the challenge of leading the 6th & 7th grade curriculum, Building Bridges, in an entirely virtual format. Her leadership, wisdom, and communication with families ensured the program ran smoothly for BUC's youth. Additionally, Michelle was a grounding force and a source of institutional memory as member and fill-in chair of the RE Council, helping reimagine our RE program online.

## Music

**Keith Ensroth** serves as Music Committee chair and has been a huge asset as we have reconstructed how our Music Committee and worship team work both individually and together. Also, Keith's cantoring for Zoom services and new, enthusiastic membership in the BUC Chalice Choir have made him a contributing member to BUC music in musical skill as well as administration.

## Board of Trustees

**Richard Schreck** has served on the Planned Giving Committee, which oversees BUC's three Endowment Funds, for several years, and during the last fiscal year he oversaw the transition to a new external advisor for the funds, saving on advisory fees, and also worked with the Board and our investment advisor to update the Investment Policy for the Endowment funds. Thanks, Rich, for all your years of service leading this important committee!

## Executive

**Diane Slon**, Board Treasurer. Diane worked diligently to create an Endowment Policy to clarify how BUC's three endowments should be used. This process involved researching the history of the endowments and working with other lay leaders who currently oversee the usage of those funds. Diane's good work will serve our congregation for years to come.

## Minister

**Drieka DeGraff, Jane O'Neil, and Mary Jo Ebert.** These three took turns as Zoom greeters, or bouncers, every Sunday morning during this program year. They also serve as substitute Zoom hosts one Sunday a month. Each of them has also taken time to train fellow congregants in how to use Zoom. Through this work, they played a pivotal role in our success as an online congregation.

**Annual Meeting of the Membership  
Birmingham Unitarian Church  
Meeting Minutes  
June 14, 2020**

In response to the COVID-19 (Coronavirus) pandemic crisis, this Annual Meeting was held virtually on the Zoom internet platform. The Zoom polling feature was used for voting on motions.

**Welcome and Call to Order – Bruce Webber**

- Bruce asked, “Can you hear me?”, and used the polling feature to confirm that attendees could hear him.

**Reflection on the BUC Covenant – Bruce Webber**

**Invocation – Rev. Mandy Beal**

**Service and Leadership Recognition – Rev. Mandy Beal, Bruce Webber**

- Refer to page 42 of the 2019-2020 Annual Report. Five congregants were recognized for their service and leadership.
- From Religious Education – Kyle Sim
- From Music – Chris Slon
- From the Board of Trustees – Brianne Zamborsky
- From the Executive – Jim Shettel
- From the Minister – Jane O’Neil

**Quorum Count – Bruce Webber**

- Attendees were counted. A quorum count was declared.

**Meeting Covenant and Rules of Procedure – Bruce Webber**

- Bruce explained the Zoom polling feature would be used to conduct voting on motions. He asked that votes only be submitted by those who are currently members of BUC.

When it was discovered that the Zoom polling feature was not working for some attendees, Bruce kept a record of those votes by getting the information via the Zoom chat feature. Information from that record was added to the numbers derived from the polling feature for all the voting on motions.

### **Minutes from May 19, 2019 – Bruce Webber**

- Refer to page 43 of the 2019-2020 Annual Report.
- Donna Larkin Mohr moved the minutes from the May 19, 2019 Annual Meeting as published in the 2019-2020 Annual Report be approved.
- The minutes were approved using the Zoom polling feature by a vote of 130 in favor to 2 opposed.

### **Climate Change Congregational Resolution – Jane O’Neil**

- Refer to page 48 of the 2019-2020 Annual Report or to page 14 of the Voter’s Guide for the 2020 BUC Annual Meeting.
- Jane O’Neil moved that BUC approve the Climate Change Congregational Resolution as published in the Voter’s Guide for the 2020 BUC Annual Meeting.
- Discussion followed.
  - Jeff Kingzett moved that the question on the resolution be divided by separating the vote for the support for the carbon tax bill from the rest of the resolution.
  - Chris Slon called the question on Jeff’s motion to divide the resolution. Debbie Fordree objected to calling the question.
    - The attendees were polled with the following question, “Do you approve ending the discussion of Jeff Kingzett’s motion into two questions?”
    - The motion failed by a vote of 51 in favor to 67 opposed.
  - Discussion continued.
  - Jim Shettel called the question on Jeff’s motion to divide the resolution. There was no objection.
  - The members were polled with the following question, “Do you approve splitting the Climate Change Congregational Resolution into two parts by removing reference to the bill?”
  - The motion failed by a vote of 15 in favor to 94 opposed.
- There was no further discussion.
- The members were polled with the following: “I approve the Climate Change Congregational Resolution as published in the Voter’s Guide for the 2020 BUC Annual Meeting.”
- The motion passed by a vote of 110 in favor to 4 opposed.

- The vote tally met the BUC Constitution’s requirement that “positions on societal issues shall be decided by at least seventy-five percent (75%) of members present and voting by absentee ballot” (Article VII, section 7) with the percentage being ninety-six percent (96%).

### **Constitutional Amendments – Bruce Webber**

- Refer to page 49 of the 2019-2020 Annual Report or page 15 of the Voter’s Guide for the 2020 BUC Annual Meeting.
- For each amendment, Bruce explained the purpose of the changes.
- Amendment 1
  - Donna Larkin Mohr moved that Article IV, Section 8 of the BUC Constitution be amended as published in the Voter’s Guide for the 2020 BUC Annual Meeting.
  - There was no discussion.
  - The motion passed by a vote of 115 in favor to 2 opposed.
- Amendment 2
  - Donna Larkin Mohr moved that Article VII, Section 4 of the BUC Constitution be amended as published in the Voter’s Guide for the 2020 BUC Annual Meeting.
  - There was no discussion.
  - The motion passed by a vote of 108 in favor to 3 opposed.
- Amendment 3
  - Donna Larkin Mohr moved that Article VII, Section 5 of the BUC Constitution be amended as published in the Voter’s Guide for the 2020 BUC Annual Meeting.
  - There was no discussion.
  - The motion passed by a vote of 107 in favor to 3 opposed.
- Amendment 4
  - Donna Larkin Mohr moved that Article VII, Section 6 of the BUC Constitution be amended as published in the Voter’s Guide for the 2020 BUC Annual Meeting.
  - There was no discussion.
  - The motion passed by a vote of 111 in favor to 3 opposed.

- Amendment 5
  - Donna Larkin Mohr moved that Article XI, Section 3 of the BUC Constitution be amended as published in the Voter's Guide for the 2020 BUC Annual Meeting.
  - There was no discussion.
  - The motion passed by a vote of 108 in favor to 4 opposed.

### **Leadership Development Committee Report – Andrea Zellner**

- Refer to page 8 of the 2019-2020 Annual Report.
- Andrea reported that identifying individuals to be nominated for positions on the Board, Stewardship Committee, and Leadership Development Committee had been successful. Additionally, the LDC made recommendations to the Board for online voting and online annual meeting procedures when the church was forced to close in response to the COVID-19 pandemic.

### **Treasurer's Report – Claudia Kocher**

- Refer to page 6 of the 2019-2020 Annual Report.
- Claudia presented graphics to explain BUC's financial position, particularly the effects of the COVID-19 pandemic on revenues.

### **Capital Financing – Eric Sargent**

- Eric was unable to be present because he was attending his son's college graduation.
- The video, "Funding the Gap", explained BUC's financial obligations beyond operational expenses: specifically, the current mortgage; the gap of \$87K left in the capital campaign due to unfilled pledges; and the expense of repairing and replacing some of the classroom roofs. Currently, the Board is considering one of two options to cover the capital campaign gap: one, a loan from the endowment; or two, a hybrid option which would involve using the church's line of credit and a loan from the endowment.
- Any decision to borrow from the endowment would need congregational approval later.

### **Raise the Roof – Marcia Mahood**

- Marcia announced the “Raise the Roof” campaign to secure funds needed to replace the Blue Door classroom roof and perform any necessary repairs to the other classroom roofs.
- Seed matching funds of \$14K had already been secured from BUC congregants. The fundraising of \$28K would be announced shortly by the Raise the Roof committee.

### **President’s Remarks – Bruce Webber**

- Refer to page 5 of the 2019-2020 Annual Report.
- Bruce thanked the Board members, Rev. Mandy, and the staff for all their effort and work responding to the COVID-19 pandemic. He noted that everything became different very quickly. Stating that the old normal was broken, he encouraged everyone to step up and create a new and better world.

### **Minister’s Remarks – Rev. Mandy Beal**

- Refer to page 3 of the 2019-2020 Annual Report.
- Rev. Mandy noted how impressed she was with the resilience and adaptability of the congregation, lay leaders, and staff as BUC transitioned to a virtual format in response to the COVID-19 pandemic.

### **Planned Giving Report – Rich Schreck**

- Refer to page 9 of the 2019-2020 Annual Report.
- Rich explained that the Planned Giving Committee oversees the church investment funds; specifically, General Endowment, Music Endowment, and Memorial Glen Endowment.
- At the end of 2019, the funds benefitted from a robust growth year in the markets. However, the investment values were reduced considerably over the first quarter because of the pandemic. Rich noted that the subsequent market recovery left the fund values fluctuating, but that recovery was happening.
- Rich also said that the earnings from past contributions to the Community Foundation for Southeast Michigan (CFSEM) contributed \$18,500 to BUC’s operating budget.

- By partnering with CFSEM to maintain a Charitable Gift Annuity for BUC, members can donate money to the Foundation.
- Rich encouraged congregants to consider making a bequest to the church and to contact Planned Giving members for information.

### **Results of the Election – Kathy DuHame**

- Kathy announced the results for the Board of Trustees: Donna Larkin Mohr, President (one-year term); Craig Stroup, Vice President (one-year term); Diane Slon, Treasurer (1-year term); Mary Gawel-Ensroth, Secretary (1-year term); Andrew Schreck, Trustee (3-year term); Neb Duric, Trustee (3-year term).
- The meeting was interrupted during the report of the election results at 3:00 PM.
- The meeting was restarted at 3:08 PM. Not all attendees returned. However, over 40 people were present, which was considered a quorum. Kathy DuHame finished reporting the election results.
- Continuing the results for the Board of Trustees: David Greer, Trustee (one-year term); Cheryl Shettel, Trustee (two-year term); Paul Vachon, Trustee (two-year term).
- The results for the Stewardship Committee were Mary Jo Ebert and Brian Schandavel for two-year terms.
- The results for the Leadership Development Committee, all two-year terms, were Camille Harris, Anthony Kubien, Jane O’Neil, Peter Schreck, and Christopher Slon.

### **Issues Arising for the Good of the Congregation**

- No issues were raised.
- Debbie Fordree asked that an email be sent out stating the election results and asking for any issues that would have been expressed at the meeting.

The meeting was adjourned at 3:27 PM.

Respectfully submitted by Mary Gawel-Ensroth, Secretary