

**Agenda of the 2020 Annual Business Meeting
of the MidAmerica Region of the Unitarian Universalist Association
Saturday, April 18, 2020**

This meeting will be held as part of the MidAmerica Regional Assembly at 11:00 am, Central time.

Please note that the following reports are included in the Annual Business Meeting Delegate Packet available online: <https://www.midamericauua.net/ra2020>

- Report of the MidAmerica Region President
- Report of the MidAmerica Regional Lead
- Report from MidAmerica Directors of the Midwest Unitarian Universalist Conference (MUUC)
- Report from the Camp UniStar Foundation
- Report from the MidAmerica Region Nominating Committee
- MidAmerica Region FY2019 Financial Reports
- MidAmerica Region FY2020 Financial Reports (through 12/31/2019)
- MidAmerica Region FY2021 Budget (as approved by the MidAmerica Board)

Agenda

1. Call to Order and Opening Words
2. Introduction to MidAmerica Region
3. Credentials Report and Certification of a Quorum
4. Approval of the Rules of Procedure
5. Recognition of New Congregations
6. Report of the Nominating Committee and Election of MidAmerica Trustees, MidAmerica Nominating Committee members, and Midwest UU Conference Directors
7. An Expression of Appreciation from our Unitarian Universalist Association
8. Recognition of Those Completing Their Service to the MidAmerica Region this year
9. Closing Words
10. Adjournment

TO: Presidents, Ministers, Religious Educators, Musicians, and Administrators of Member Congregations

FROM: Dorit Bergen, MidAmerica Region Board Secretary

DATE: February 14, 2020

RE: **CALL TO THE ANNUAL MEETING OF THE MIDAMERICA REGION AND 2020 SLATE OF NOMINEES**

This is the Official Call for the 2020 MidAmerica Region Annual Business Meeting:

Saturday, April 18, 2020
Unitarian Universalist Church, Rockford
4848 Turner Street, Rockford, IL 61107

Business Meeting begins at 11:00 AM Central Time
Delegates must register in person by 10:00 AM Central Time

This Call to Meeting ([PDF](#)) notification also includes:

- [Tentative agenda for the Annual Business Meeting](#) ([PDF](#))
- [Proposed Rules of Procedure](#) ([PDF](#))
- [Congregational Listing of Delegate Numbers](#) ([PDF](#))
- [2020 Slate of Nominees](#) ([PDF](#))

Delegates

The Bylaws of the MidAmerica Region of the UUA state that congregations and individual members of the Church of the Larger Fellowship may have the same numbers and kinds of delegates at the Region's Annual Meeting as are permitted at the UUA General Assembly. This includes member delegates in the numbers set out in the UUA Bylaws. In addition, ministers in fellowship serving congregations, credentialed religious educators, credentialed musicians, and those serving as directors of religious education are also eligible to be delegates. Delegate cards in the appropriate numbers will be mailed to congregations in early March, 2020. Delegates must bring their delegate credentials to the Annual Meeting and register for their voting credentials.

Voting materials will be made available on the MidAmerica Region website (www.uua.org/midamerica), and will be emailed to presidents, ministers, religious educators, musicians, administrators, and those registered for Regional Assembly by no later than March 19, 2020.

Questions? Contact the Regional Office at 312-636-9724, or email midamerica@uua.org.

ANNUAL MEETING FAQs

When should we receive our Delegate Credential Cards? The Delegate Credential Cards should reach your church office shortly after March 19, 2020.

When will delegates receive voting materials? Voting materials will be emailed to all those registered for the Regional Assembly by March 19, 2020. Materials will also be available on the Region website. Because of our commitment to the environment, we will be making a limited number of copies available at the meeting.

How many delegates is each congregation entitled to send to the Annual Meeting? [This document](#) contains a list of congregations, sorted alphabetically by state then city, that shows the number of delegates each congregation may send to the Annual Meeting.

Should you believe that the number of delegates is in error, please contact Lisa Presley, Congregational Life Consultant, at lpresley@uua.org, or 248-514-5458.

How is the number of delegates determined? The number of delegates is determined by the MidAmerica Bylaws. For congregational delegates, the numbers are the same that the congregation would be entitled to for General Assembly. Ministers in fellowship serving congregations, affiliated ministers, ministers emeritus/emerita, credentialed religious educators, credentialed musicians, and directors of religious education are afforded delegate status by virtue of their position.

How are membership numbers determined for each congregation? The congregational membership is reported/certified with the UUA in February each year. The number of certified members as reported by February 3, 2020, is used to determine the number of delegates for each congregation for this year's Regional Assembly.

2020 Slate of Nominees

The Nominating Committee of the MidAmerica Region has submitted their [slate of candidates](#) for election at the Annual Meeting in Rockford on April 18, 2020.

Under the [MidAmerica Region Bylaws](#), individuals may run by Congregational Action. The Bylaws read:

Article VII. Nominations

“Section 2. **Nominations by Congregational Action.** A member of a congregation in good standing with the Region may be nominated for any position to be elected by formal endorsement of the governing bodies of at least ten (10) congregations within the Region. Nominations by congregational action must be received by the Secretary no fewer than thirty-five (35) days in advance of the Annual Meeting at which the election is to be held.”

Any endorsements for an individual who wishes to run must be received by MidAmerica Board Secretary, Dorit Bergen, by no later than March 14, 2020. Ms. Bergen can be reached at midamerica@uua.org.

PROPOSED RULES OF PROCEDURE

Annual Meeting of the MidAmerica Region, UUA

April 18, 2020

Given the situation of the global pandemic concerning Coronavirus and COVID-19 illnesses, we the representatives attending the Annual Meeting of the MidAmerica Region realize that this is not “business as usual,” and agree to these relaxed Rules of Procedure, given the exigencies of the situation.

RULE 1. ORDER OF BUSINESS

Consideration of and action upon items must proceed in the order set forth in the Final Agenda unless, during the meeting, that order is changed by majority vote.

RULE 2. PARTICIPATION IN DEBATE

Speakers recognized by the President shall identify themselves by name and congregational affiliation. Participation in debate is limited to delegates. The President may waive this requirement.

RULE 3. MEANS OF VOTING

Action on any question, unless the Bylaws otherwise provide, will proceed by vote of those in attendance. A vote will be called by the President. The required proportion of votes cast by delegates to approve any action or resolution will be as set forth in the Bylaws or these Rules of Procedure. Given the global pandemic, those present have the right to declare to a quorum being present, without an actual tally of all delegates.

RULE 4. PRESENTATION OF ITEMS

The provisions of Rule 5 notwithstanding, the Board will, at its discretion, either move the item as printed on the Final Agenda or move an amended version of the item.

RULE 5. AMENDMENTS

Except for clarifying amendments, amendments to the main motion and motions to refer, table or to call the question will not be in order until there has been at least ten minutes of debate, if that much is needed, on the merits of the main question as moved. No amendment or other change to any motion under consideration will be entertained unless it is submitted in writing. However, the President may waive this requirement.

RULE 6. TIME LIMITS

The following time limits are imposed on all business transacted by the assembly. If, however, there is no objection from the floor, the President may grant minor extensions of time. Any time limits imposed by this rule may be extended by a two-thirds vote.

- a) No person may speak on any motion for more than two minutes, and not more than once, so long as there are others who have not spoken who desire the floor, except that persons having special information may, with the permission of the President, reply to questions.
- b) Twenty minutes is allowed for discussion of any proposed bylaw amendment, rule change, resolution, or action on a report that is on or admitted to the Final Agenda, unless the time limit is extended in the manner provided in the first paragraph of this Rule 6. Whenever possible, the discussion time will be equally divided by proponents and opponents and by the alternate recognition of Pro and Con speakers.
- c) A motion to call the previous question on the main motion shall not be in order if there are potential speakers at both Pro and Con microphones and the original or extended time for discussion has not expired. A motion to call the previous question on a motion to amend the main motion is in order after 8 minutes of discussion concerning the amendment.

RULE 7. COMMITTEE OF THE WHOLE

At any stage of the meeting, the President, without a vote of the assembly, at their discretion from time to time may order the meeting resolved into a Committee of the Whole or reconvened in regular Session. While the meeting is acting as a Committee of the Whole, the following Special Rule will apply: The Presiding Officer, without a vote of the Committee of the Whole, may permit reconsideration of any action taken by the Committee of the Whole, and other departures of the Rules of Parliamentary Procedure if it appears to them that the work of the Committee of the Whole will thereby be expedited. When the assembly is reconvened, the only motion in order will be to adopt the recommendation of the Committee of the Whole. A motion recommended by the Committee of the Whole will not be subject to amendment, debate, or delay.

RULE 8. AMENDING THE RULES OF PROCEDURE

These Rules of Procedure will be adopted by a two-thirds vote and may be amended, suspended, or repealed during the course of the assembly only by a two-thirds vote.

***MidAmerica Region, UUA
2019 Business Meeting, April 6, 2019, St. Louis, MO
Approved by the Board of Trustees, June 2019***

Welcome and Call to Order

President David Lauth called the meeting to order at 10:50 am Central Time with opening words from Rebecca Edmiston-Lange.

Introduction to MidAmerica Region

President Lauth welcomed delegates and other members of the MidAmerica Region to the 6th gathering as a Region. He acknowledged Board Members Tammy Lemmer, Omega Burckhardt, Christopher Sims, Brian Bach and Mitra Jafarzadeh in attendance. He reported that MidAmerica consists of 186 UUA affiliated congregations across 13 states with 28,000 individual members and serving 8,000 children and youth in religious education programs. Ten Congregations have membership over 500 people (making up ¼ of the Region's total membership,) with 129 congregations (79%) with under 150 members, and 51 congregations with under 50 members.

Credentials Report/Certification of Quorum

Secretary Tammy Lemmer affirmed that quorum was met by exceeding the required number of represented congregations (25) located in at least five states. Officially there were 165 total delegates (129 congregational delegates and 36 professional delegates) representing 66 congregations from all 13 states.

Approval of Rules of Procedure

Vice President Mitra Jafarzadeh moved adoption of the Rules of Procedure as distributed to congregations and as appears on the Region's website. Janet Nortrum (First Unitarian Society of Milwaukee, WI) seconded. The motion carried.

Nominating Committee Report and Election

Kay Slama (UU Church of Willmar, MN) reported that she and Bob Lovell (UU Church of Greater Lansing, MI) were selected as Co-Chairs of the Nominating Committee. She presented the report of the Committee, including a review of the outreach and recruitment process and presentation of the proposed slate. She shared her appreciation for the opportunity to serve, and thanked those who have accepted invitations to serve. She noted that the Region had provided space for an information table for those interested in learning more about Regional Leadership.

With no other nominees submitted for consideration, Dale Handeen (UU Church of Willmar, MN) moved adoption of the slate. Susan Cohn (UU Church of Lexington, KY) seconded. The motion carried.

Following the acknowledgement that the Region was meeting on land once belonging to the indigenous Osage, Miami, Sioux and Haudenosaunee (also called Iroquois) tribes, Kay Slama responded to several questions about the Nominating process.

Q. What steps were taken to address white supremacy and bias?

A. There was a specific request from the Board to focus on increasing diversity. The Committee surveyed sitting members of boards and committees on their identities. They also made contact with various people of color individuals and organizations for recommendations. In looking at available candidates, the committee weighed in favor of increasing diversity.

Q. What about names that were submitted for consideration that were not included on the slate, especially young adults?

A. Committee members made attempts to reach all individuals submitted for consideration. Some individuals did not respond. Anyone interested is encouraged to speak with a Committee member or to visit the info table and share their contact information. Younger adult representation is welcomed and encouraged.

President Lauth thanked the Nominating Committee for their service.

Proposed Amendments to the Bylaws of the MidAmerica Region

Secretary Tammy Lemmer described the process the Board launched in the fall to update the bylaws which were originally adopted as part of regionalization. The Nominating Committee in particular had articulated concerns related to filling vacancies. Board members Tammy Lemmer and Kyrie Bock were selected to serve on a Bylaws Workgroup with Kay Slama, Bob Lovell and Kees DeWitt from the Nominating Committee. Feedback was solicited from across the Region.

Proposed changes relate to the election of officers, clarification that Ministers may serve (even if not members of their congregations), clarifying the Camp UniStar appointment process, and adding Nominating Committee vacancy language. T. Lemmer made a motion to adopt the proposed amendments to the MidAmerica Region Bylaws. Helen Dwyer (All Souls Unitarian Church, Indianapolis, IN)

Tammy Lemmer and Kay Slama addressed several questions.

Q. Did the committee consider institutionalizing attention to anti-racism and multi-culturalism especially in the role of the Nominating Committee?

A. Inclusivity and diversity are already codified in Article II, Section 4, as well as Article VII, Section 1 e. These principles remain at the forefront of conversations and decision-making.

Q. What if no one wants to take a position of leadership once elected to the Board?

A. There is process language in the bylaws to address identification of leaders and the role of the Board and Nominating Committee. Specific skills and experience will still be sought in the nomination process.

Q. Is there a way to ensure young adult representation?

A. The Region could consider a future Bylaw change. However, there is currently and has been young adult representation on the Board since Regionalization.

Q. Is there concern about filling the position of Treasurer?

A. It is the role of the Nominating Committee to know who is on and coming off the Board. They will continue to identify and recruit people to fill any gaps.

Q. Should the Region adopt language similar to the UUA bylaws regarding Youth Caucus members?

A. That could be considered for a future update.

Q. Could the Treasurer position be made ex-officio to pull in expertise?

A. That could also be considered.

Q. Should the Charge from the Board to the Nominating Committee include a request for specific representation (i.e. need for specific experience, young adult.)?

A. The Board and Nominating Committee take their role very seriously, and the makeup of leadership positions is looked at closely. The Board Charge often does highlight and identify specific gaps. One of the biggest barriers is the response (or lack thereof) from Congregations when the call for nominations goes out.

Q. What other ways could we codify the commitment to diversity?

A. Some ideas include updating the nominee questionnaire and referring to the Commission of Institutional Change for suggestions. The Nominating Committee continues to be open to other ideas and values the input of all.

With no additional questions the vote was held and the motion passed unanimously. Tammy Lemmer thanked the committee for their time and efforts.

Expression of Appreciation from our Unitarian Universalist Association

Rev. Vail Weller, Congregational Giving Director of the UUA Stewardship & Development Office shared greetings and gratitude from UUA President Rev. Susan Frederick-Gray. Rev. Weller described contributions to the Annual Program Fund (APF) as the way we, as Congregations, make a commitment to each other through financial support for our Association. The mission of the APF is to equip congregations for healthy, vital ministry, to credential and support leaders, and to advance UU values. She thanked the Region for our support for each other and the Association.

Expenditures for the Association rose in the period of 2005-2015. Attainment of APF goals was 73% nationally, but only 62% in MidAmerica. Rev. Weller and Stewardship staff welcome conversations about attaining Honor Congregation status (those contributing their full requested contribution of the end of the fiscal year,) and thanked those that are maintaining and striving to reach that status.

Recognition of Those Completing Their Service to the MidAmerica Region this year

Rev. Ian Evison acknowledged staff member Peg Boccard, who is completing her service to MidAmerica.

Nancy Combs-Morgan, Jessica York, and President Lauth honored the work of outgoing Congregational Lead, The Rev. Ian Evison, who was set to retire as of April 20. President Lauth

described Rev. Evison as steady, astute and unflappable, and someone who acknowledges mistakes and strives to make amends.

In his parting words, Rev. Evison thanked his colleagues and the many volunteers he's worked with over the years. He noted it was an honor to serve the Association, even in difficult times. His experience in supporting the Native American Water Protectors at Standing Rock in North Dakota with the Rev. Karen VanFossan has been life changing, and he plans to continue that work.

President Lauth acknowledged the service of outgoing Board Member Omega Burckhardt, who is pursuing ministerial studies. He also noted the passing of former Board Member Janis Cheney, who is greatly missed.

Closing Words

President David Lauth offered closing words from Andrea Hawkins-Kamper on "being about the work."

Adjournment

Iris Kiesling (UU Church of Bloomington, IN) moved for adjournment and Terry Wiggins (First Unitarian Society of Milwaukee, WI) seconded. The motion carried and the meeting was adjourned at 11:57 a.m.

Respectfully Submitted by Tammy Lemmer, Secretary

Report on behalf of the MidAmerica Region Board of Trustees

March 10, 2020

Since our last business meeting at Regional Assembly in St. Louis, the MidAmerica Region Board of Trustees has been working to serve our congregations, our Region, and our Unitarian Universalist Association. We met in person last October and will meet again at this Regional Assembly, and we have met via conference call every other month. In addition, individual Board members have been contacting congregations to better understand the needs and successes of our congregations. Information regarding our meetings is available at <https://www.uua.org/midamerica/midamerica-board>.

I am disappointed to report that four Board members resigned this year before completing their terms, including the people of color who had been serving on the Board. Each situation was unique, but it has certainly been troubling to experience so many resignations. As a principal goal this year, we have continued to work individually and collectively as a Board to be better able to advance the cause of dismantling a white supremacy culture. We continue to model a shared leadership process, with a different Board member chairing each month's call. As a group, we have been reading and discussing this year's UUA Common Read, *An Indigenous Peoples' History of the United States*. We have also discussed, updated, and adopted an explicit covenant about how we commit to being in relationship with each other.

We have welcomed Rev. David Pyle as the new lead of our Regional staff. He and our other staff members have been working diligently to support our congregations and build our faith. We are grateful for their dedicated and tireless service to the Region.

None of our Region's work would be possible without the generous support we receive from MidAmerica congregations. We appreciate all of that support, especially that of our Honor Congregations, as well as the support of individuals who have contributed to the Friends of MidAmerica.

I want to acknowledge the service of Kyrie Bock, who will be leaving the Board in June after serving two full terms. We appreciate her many contributions to the Board.

Thank you for allowing me the privilege of serving in this role, and for everything that you and your congregations do to nurture and advance our saving faith throughout MidAmerica.

David Lauth

President, MidAmerica Region

MidAmerica Regional Lead's Report to the MidAmerica Regional Assembly

March 12, 2020

Since September, I have had the honor of returning to the MidAmerica Region as a member of the UUA Congregational Life Staff, and to working with the wonderful Religious and Administrative Professionals of the MidAmerica Region. When I was asked in my interview process to become the MidAmerica Regional Lead why I wished to serve in this role, I named two things... my experience serving as a minister in congregations of the MidAmerica Region, and my desire to serve our faith movement with the amazing staff of MidAmerica Region. I wanted to serve with Nancy Combs-Morgan, Sharon Dittmar, Andrew Zallar, Cameron Young, Phil Lund, Lisa Presley, Kathy Charles, Gretchen Ohmann, Katie Phillips, Christine Purcell, and all of the Adjunct Consultants, who together serve the congregations of MidAmerica. While I am not, and will never be my beloved friend and mentor, Ian Evison, it has been a joy to move into the role of Regional Lead and Congregational Life Consultant with this amazing staff. While we may be fewer in number than any other Regional Staff in our Association, the skill, dedication, wisdom, and humor of this team make that sometimes easy to forget.

I also wish to celebrate the work of the MidAmerica Regional Board, as we look closely at the future of the Region in the changing environment of our faith. I have never seen a Board look more deeply at their own assumptions and interactions, seeking to find the way towards the Beloved Community. These wonderful Leaders of our religious movement have dedicated their time, their talents, and their hearts to inspire the Region to live up to our shared values, to ask necessary and sometimes difficult questions, and to helping me not only to integrate, but to let go of being the "Executive" in a Policy Governance system that became ingrained in me when I was a District Executive, and to move into a governance partnership based on relationship and trust.

I also wish to thank all of the Lay Leaders and Religious Professionals who volunteer of their time and talent as Regional Adjunct Consultants, as members of the Nominating Committee, as staff and leadership for our two Leadership Schools, as volunteers in Regional programming, and as partners in the work of building a healthy and vibrant Unitarian Universalism throughout the MidAmerica Region.

There are some significant questions before the Board and the Regional Staff through this year and into next. One of the transitions of this year involved the integration into the Regional Budget of approximately \$32,000 of new staffing costs in order to support the shared staffing relationships between the MidAmerica Region and the other Regions of our UUA. For the last several years, the MidAmerica Region has benefited from the support of sharing Faith Development, Youth Ministry, and Events Planning staffing with the Southern Region, with significant amounts of the costs of that shared staffing delayed until this year. Also, the MidAmerica Region joined with the other five Regions of our UUA to create a national Transitions Program Manager position, to provide

consistent support to all of our congregations in ministerial search. The integration of these costs this year into the Regional Budget is the reason why your MidAmerica Board approved a deficit budget for next fiscal year. We are grateful to the other Regions of our UUA that have carried the burden of these costs on our behalf these last few years, and it is time for us to integrate those costs into our own budget. A deficit budget is not something we can continue, and so your Regional Staff and your Board are exploring several paths to eliminate this deficit through a fuller integration with our UUA.

But it is not numbers that tell the story of the MidAmerica Region this year... it is you. Our story is told by our two new UU Congregations this year, the Lakeshore Unitarian Universalist Fellowship in Manitowoc, Wisconsin, and the Mt. Vernon Unitarian Universalist Fellowship in Mt. Vernon, Illinois. Our story is told by the Unitarian Universalist Church, in Rockford Illinois, who volunteered their spiritual home not just to host this Regional Assembly, but also to host two gatherings of Religious Professionals, a gathering of UU Social Justice activists hosted by the UU Advocacy Network of Illinois, a Board and Staff Meeting of the MidAmerica Region, and a Get-Out-The-Vote Training by UU the Vote... all in the same weekend! That we needed to shift these events to an online format due to the pandemic in our nation does nothing to lessen the generosity of heart and the living of the covenant of our faith that the Rockford UU's had committed to, and we thank them from the depths of our hearts.

Our story is told by the Faithify campaigns that our congregations have put forward in the past year, and the ways UU's and our own Chalice Lighter Program have helped to fund those campaigns for new staff, youth programming, building expansions and modernizations, our work for Justice, Ordinations, Installations, Retirements, and Internships for Religious Professionals, and so, so much more.

Our story is told by the generosity of our congregations in supporting the Annual Program Fund of the UUA, which funds all of the work of your Regional and National Association Staff and Programs. Every webinar you have attended, every workshop, every phone call with or visit from a Congregational Life Consultant, every good idea or program that you find in your email, every curriculum for faith development, every book from Skinner House, every minister, religious educator, or professional musician who receives fellowship or credentialing, every effort for to build the Beloved Community through the justice programs of our association... all of this and more is funded through your congregation's gifts to the Annual Program Fund of our Association.

Our story is told by the difficult work of looking at ourselves, to see where the cultural assumptions of ourselves, our congregations, our Region, and our Association prevent us from living the Beloved Community and cause us to foster harm to those who hold identities outside of the white dominated and cis-gender dominated cultural paradigms of our country. In seeking to dismantle white supremacy culture in ourselves, in our congregations, in our Region, and in our Association, we seek to lay the foundation and learn how we might, one day, dismantle the white supremacy culture that is endemic to

our country. That work is hard, and not everyone is in the same place in that work at the same time. For some, the changes and the challenging of assumptions appear to be happening so fast that it causes fear and resentment. For others, especially those who have been wounded by the cultural assumptions that privilege the white and the cis-gendered in our movement and in society, the changes and the challenging of assumptions have not come soon enough to prevent the harms they have experienced.

We, your Regional Staff, remain committed to continuing this work of dismantling these cultural assumptions that cause real and ongoing harm, in our own lives and in our work within our shared faith. We also are committed to supporting you and your congregations as you seek to challenge and change those cultural assumptions that privilege dominate culture in our congregations and in our country.

This is our story, and it is one that we tell together. I am honored that I get to tell that story with you.

Rev. David Pyle

Regional Lead

MidAmerica Region of the Unitarian Universalist Association

Report of the Nominating Committee
MidAmerica Region of the Unitarian Universalist Association

April 18, 2020

The Nominating Committee is pleased to present eleven highly qualified, enthusiastic candidates to you today. We began our work last April, staffing an information table at the Regional Assembly. This allowed delegates and visitors to learn about elected governance in the Region, and a few folks indicated interest in serving in the future. We began with these candidates and candidates from last year who indicated that they might be interested later. Regional staff, particularly Andrew Zallar, assisted us in setting up Internet video meetings and in twice canvassing the Region's congregational lay leaders and ministers by email, asking for nomination suggestions. Notices were also placed in the MidAmerica Messenger asking anyone interested to contact us. The result is the slate we present today. In addition to their qualifications and enthusiasm, these nominees, if elected, will provide viewpoints diverse in age, gender, sexual orientation, UU experiences, professional skills, and location. In short, we are proud of our work.

Our work this year was greatly simplified by your vote last year changing the bylaws to provide for election of Board officers by the Board, rather than by the delegates at the Regional Assembly. Thank you!

We worked to improve our process this year. We have expanded and emphasized our candidate tracking table. We are again staffing an information table at this assembly, and we invite you to drop by for discussion and recommendations. We have created a database to track Board and committee members' appointments, elections and term and service eligibility to help us comply with the by-law changes made last year. The committee shares and archives documents through a Dropbox file with common access. We have a small budget allocation and we expect to spend it on a professionally-led diversity seminar when our new members take office this summer.

Still, despite these efforts, a serious problem has arisen. None of the three persons of color on the Board chose to continue their service, and the Nominating Committee also will lose both of the persons of color who worked with us this year. We received no recommendations or applications for candidates who identified as persons of color. Thus, none of the nominees on the slate recommended to you today identified as a person of color, and there are no incumbent persons of color.

The Board recognized what was happening to its makeup and asked us to concentrate on nominating persons of color. Departures from the Nominating Committee became evident only late in the process, but we were aware of them before making our final recommendations. The reasons for the departures vary widely, so more than one remedy will be needed.

Representation of persons of color in our leadership is an important, ongoing goal. Nothing can substitute for having their lived experience in our leadership. Unitarian Universalism is having a denomination-wide debate about how and sometimes if we can collectively and effectively combat white supremacy. And yet, we must recognize that asking persons of color to deeply engage with these discussions from leadership positions is asking for a significant amount of unpaid emotional labor. The Nominating Committee is more than willing to consider and promote the inclusion of people who choose to take that on, regardless of color.

Now, we are pleased to make the following nominations:

Nominations for the Board of Trustees

For the Term Expiring in 2023 – Dorit Bergen (Incumbent), Madison, WI

For the Term Expiring in 2023 - Jim Moir, Dearborn Heights, MI

For the Term Expiring in 2023 - Autumn Mahoney, Brighton, MI

For the Term Expiring in 2021 - Rae Jane Araujo, West Chester, OH

For the Term Expiring in 2021- Hans Kelson, Bloomington, IN

Nominations for the Nominating Committee

For the Term Expiring in 2022 - Mel Priese, St. Louis, MO

For the Term Expiring in 2022 - John Lunsford, Terre Haute, IN

For the Term Expiring in 2022 – Julie Brock (Incumbent), Brighton, MI

For the Term Expiring in 2022 – Scott Emison Clair, Des Moines, IA

Nominations for the Midwest Unitarian Universalist Conference

For the Term Expiring in 2023 - Rollie Hanson, Shorewood, WI

For the Term Expiring in 2023 - Charles Lewis, Des Moines, IA

The Nominating Committee plans to forward a suggestion to the Board in a timely manner for filling the Board-appointed position on Camp Unistar's board, but we have not yet identified anyone. This position requires that the nominee have attended Unistar. If you know of a former camper who might be interested, please tell us!

The Nominating Committee fears that simply repeating the current process will result in similarly disappointing diversity results next year. So, we are asking for your help. If you are a person of color, please consider becoming a candidate for leadership in our MidAmerica region. Everyone, PLEASE consider the persons of color in your congregations. Talk with them about why you found the work of the Region important enough to attend today and ask them to consider helping our elected governing bodies represent all UUs in the Region. Ask anyone interested to contact us, or you can forward their names and contact information to us, at midamerica@uua.org.

2020 Slate of Nominees for the MidAmerica Region Election

The Nominating Committee of the MidAmerica Region has submitted their slate of candidates for election at the Annual Meeting in Rockford on April 18, 2020.

Under the [MidAmerica Region Bylaws](#), individuals may run by Congregational Action. The Bylaws read:

Article VII. Nominations

“Section 2. **Nominations by Congregational Action.** A member of a congregation in good standing with the Region may be nominated for any position to be elected by formal endorsement of the governing bodies of at least ten (10) congregations within the Region. Nominations by congregational action must be received by the Secretary no fewer than thirty-five (35) days in advance of the Annual Meeting at which the election is to be held.”

Any endorsements for an individual who wishes to run must be received by MidAmerica Board Secretary, Dorit Bergen, by no later than March 14, 2020. Ms. Bergen can be reached at midamerica@uua.org.

Nominations for the Board of Trustees

Term Expiring in 2021 - Rae Jane Araujo, West Chester, OH

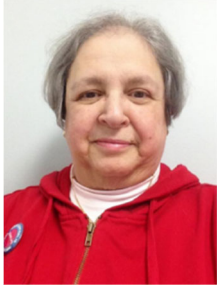


Rae Jane Araujo is a member of Heritage Universalist Unitarian Church located in Cincinnati, Ohio. She has been a UU for 40 years. She is active in her church's Social Justice Collaborative, is treasurer of the Unitarian Universalist Council of Greater Cincinnati (cluster), and is currently President of the Midwest Unitarian Universalist Conference. She is a past board member of UUJO (Ohio's state- wide social justice network).

She has been active in her church, serving several times as Treasurer, and has been involved with the following: Co-Chair of the Universalist Convocation Planning Committee, Labyrinth Arts Festival Steering Committee, Finance Committee, Stewardship, Welcoming Congregation, and Ministerial Search Committees. She was Chair of the Building Committee when the church was built in 1985. She served on the board of the Heartland District (before the creation of the MidAmerican Region) and served as its Treasurer. She is also involved with a wide range of non-UU social justice movements including the Coalition for a Just Hamilton County.

Before retirement in October of 2018, Rae Jane was the Technical Sales Manager for Howden American Fan. She is married to her husband, Russ, and is the mother of two grown children (who are also UUs). Rae Jane loves spending time with her four granddaughters and one great-granddaughter.

Term Expiring in 2023 - Dorit Bergen, Madison, WI



(Incumbent) Dorit Bergen has been a Unitarian Universalist and a member of the First Unitarian Society of Madison (FUS) since 1976. She currently serves on the FUS Board of Trustees and as one of their lay ministers. Dorit helps coordinate the FUS team that volunteers mornings at one of the Madison area shelters, and is the FUS liaison to the Dane Sanctuary Coalition. Outside of FUS she is the current president of the council of a local peer to peer support group for seniors, and co-president of a chapter of a teacher charitable organization. Dorit is a retired middle school math teacher.

Term Expiring in 2021- Hans Kelson, Bloomington, IN



Hans Kelson has been a Unitarian Universalist since he was five years old, when his family joined the UU Church of Bloomington, Indiana. He became a member in his own right in 2016 at the age of sixteen. Since then, Hans has served as youth liaison to the board, attended the Youth Midwest Leadership School in 2016, served as a delegate to General Assembly in 2019, and been involved in regional youth leadership activities. Currently, Hans serves on the MidAmerica Young Adult Steering Committee.

Homeschooled throughout his schooling years, Hans has been able to take advantage of many opportunities to forge his own path. In 2015, he helped found the Interfaith Community of Environmentalist Youth (ICEY) which organized local home weatherizing events, started the area's first "solarize" campaign, and traveled to Washington, D.C., to participate in the Friends Committee on National Legislation's annual Spring Lobby Weekend. He currently works for Monroe County Government as a computer technician, and is starting his own tech consulting company. In 2018, he was elected to the Benton Township Board, where he is working to raise awareness about local governance and shore up fire protection services for his rural community. Hans enjoys playing guitar, reading high fantasy, and participating in a local pool league.

Term Expiring in 2023 - Autumn Mahoney, Brighton, MI



Autumn Mahoney lives just outside Detroit, Michigan and has been a member of Community Unitarian Universalists in Brighton since 2012. There, she served on the CUUB Board of Trustees for six years, including time as board secretary. She has also been active on the Communications Team and currently serves as the congregation's technology coordinator. She comes to Unitarian Universalism from a pagan perspective, and grounds her own spiritual practice in a deep connection with the natural world.

Autumn is a computer scientist with a bachelor's degree from Michigan Technological University. Professionally, she serves as Chief Scientific Officer for a tech company in Ann

Arbor. Outside of work, she can often be found inventing in her home lab or mentoring her daughters' middle-school robotics team.

She is an active social justice activist, focusing most intently on the struggle for transgender rights and equality. Her lawsuit against Michigan's secretary of state helped lead to increased access to accurate gender markers on drivers licenses, she has fought for increased access to trans-affirming healthcare, and she currently serves on the board of a non-profit that is committed to the empowerment of the trans community.

Autumn sees in Unitarian Universalism great potential for radical inclusion that can continue to deepen through our deliberate, collective work in identifying and pushing back against systems of privilege and division.

Term Expiring in 2023 – Jim Moir, Dearborn Heights, MI



Jim Moir spent his childhood in the RE program at 1st UU Detroit. In the 50+ years since, he has been active in 7 UU congregations. He was the founding president for Spirit of Life UUs, an emerging congregation in Odessa, FL. Jim has visited at least 40 congregations to participate in programs or worship.

Work in congregations included many different experiences—worship, teaching, social justice, and growth. He served 20 years as a Youth Advisor, including two terms on the Florida Youth Council. He was the Growth Chair for Florida District in the early 2000's.

In 2004 Jim and his wife Robin moved to Chicago so he could pursue UU ministry. Sadly, Robin contracted cancer. They moved back to Michigan to be near family and Robin succumbed in 2007. Jim completed coursework for a Master's in Religion, but elected to "retire" from seeking ordination. Currently Jim has a ministry of sorts as Youth Librarian for the Dearborn Heights City Libraries.

Currently a member at Northwest UU in Southfield, Jim teaches Sunday school and is the liaison to the larger UU movement. He is a big picture person, excited about a chance to strengthen UU congregations and institutions.

Nominations for the Nominating Committee

Term Expiring in 2022 – Rev. Julie Brock (Incumbent), Detroit, MI

(2018-2020) Rev. Julie Brock serves as the Consulting Minister to the Community Unitarian Universalists in Brighton, Michigan. A life-long UU, Julie grew up attending the First Unitarian Universalist Church of Detroit, where she served as board member and in many other leadership roles.



Julie recently completed her internship at the First Unitarian Society of Madison and worked as a chaplain resident at the Mayo Clinic. She graduated from Starr King School for the ministry in 2014, where she served as student body co-president. Julie has been very active in youth and young adult activities, serving as the moderator of the Continental Unitarian Universalist Young Adult steering committee.

Term Expiring in 2022 – Scott Emison Clair, Des Moines, IA

Scott Emison Clair has been a member of First Unitarian Church of Des Moines for the last 16 years. During that time he has served on the Religious Services Committee, on the Council of Congregational Ministries, facilitated multiple adult and youth RE Classes including OWL, Small Group Ministries, Soul Matters, Wellsprings, and Coming of Age, and is currently on the Board of Trustees.



Scott has also been active in a variety of health related nonprofit work including founding a statewide HIV and Hepatitis Advocacy Group and serving on the board of a local Federally Qualified Health Center (Primary Health Care). He is married to Lori and they have two kids. Scott's "day job" is working as a data scientist determining the effectiveness of marketing campaigns.

Term Expiring in 2022 - John Lunsford, Terre Haute, IN

John Lunsford lives in Terre Haute, IN and along with his husband David is a member of the First Unitarian Universalist Congregation of Terre Haute. John currently serves as chair of the Building and Grounds Committee as well as Board Member and Past Board Chair. On Sundays and most church functions he runs the Audio/visual system at the church. Technically retired since 2014, he enjoys boating on any river and the seemingly endless maintenance projects any church seems to need. David is active in the church and works at a local area hospital, they share their home with a small furry tornado named Molly.



Term Expiring in 2022 - Mel Priese, St. Louis, MO

Mel Priese is a third generation Unitarian Universalist member of Eliot Chapel in Kirkwood, MO where she hopes to continue the legacy of involvement and leadership that her grandmother and mother began with Eliot's founding. As a youth, Mel participated in RE, OWL and the Senior High group, often helping plan and lead activities. She also helped plan and host youth conferences as a member of the Southern Area Youth Council, and has attended various UU enrichment programs throughout her youth and young adult career such as the Youth Midwest Leadership School, Youth Summer Seminary, and the Meaning Makers spiritual retreat. Currently she works with Eliot's Young Adult Group to build a strong and inclusive community.



After graduating in May 2019 from the University of Missouri - St. Louis with a Bachelors of Liberal Studies in Art and Music, Mel completed a social justice internship through the UUCSJ, working with the Rural & Migrant Ministry, Inc. in New York State.

Nominations for the Midwest Unitarian Universalist Conference

Term Expiring in 2023 – Rollie Hanson, Shorewood, WI



Rollie Hanson has been a member of the First Unitarian Society of Milwaukee since 2005. His search for a religious community and spiritual home brought him to Unitarian Universalism. He is committed to social, racial and gender justice, particularly for young people. He also is concerned with the wellness of the earth and environmental issues. He served in his congregation as a Pastoral Care Associate, a Worship Associate and has also been a member of the Children's Religious Education Committee. He taught Children's Religious Education for various grades over the past 12 years and is currently a Youth Advisor for the High School Youth. He will be participating in Beloved Conversations at First Church this spring and looks forward to engaging more on anti-racist, anti-oppression work this year. He is starting my first term with the Mid-America Region Committee.

His day job is working as an attorney in a small practice in the Milwaukee area. He does some general practice areas such as Estate Planning, Probate and Bankruptcy as well as litigating consumer issues such as auto fraud, illegal collection actions and defending homeowners facing foreclosure.

Term Expiring in 2023 - Charles Lewis, Des Moines, IA



Charles Lewis is currently serving as the Director of Finance & Administration of the First Unitarian Church of Des Moines in Des Moines, Iowa, a position he has held since February, 2018. He previously served in a similar capacity at Eliot Unitarian Church in Kirkwood, Missouri, from 2008 to 2017. He is currently a member of the Church of the Larger Fellowship.

He is a Member-at-Large of the Board of the Association of Unitarian-Universalist Administrators, and also served on the Board previously while working at Eliot Chapel. He served on the Board of Trustees of Emerson UU Chapel of Ellisville, Missouri, while he was a member there. Charles brings a proficiency with institutional finance, governance, and administrative practice with him, and looks forward to new opportunities to serve our wider movement.

Charles lives in West Des Moines with his wife, Nancy, a scientist and registered patent agent, their two daughters, and three cats.

Midwest Unitarian Universalist Conference & Midwest Unitarian Universalist Foundation

**2018/2019 Annual Report
to the MidAmerica Region & the Mountain Desert District**

Midwest Unitarian Universalist Conference

History: With the consolidation of the American Unitarian Association (AUA) and the Universalist Church of America (UCA) in 1961, the Midwest Universalist Conference and the Western Unitarian Conference formed the Midwestern Unitarian Universalist Conference (Conference) and the Midwest Unitarian Universalist Foundation (Foundation).

Purpose: The purpose of the Conference is to further the interests of Unitarian Universalists and their institutions in the mid-continental states (i.e., MidAmerica Region and the Mountain Desert District); to support those institutions to spread the message of Unitarian Universalism; and to distribute returns generated by funds held in trust by the Foundation, a subsidiary corporation. The purpose of the Foundation is to hold those funds received from the AUA, UCA, and other sources in trust, and to invest, administer, and safeguard those funds.

Funds: There are four funds for which the Conference and the Foundation are responsible:

- the General Fund, which provides an annual grant to the MidAmerica Region and the Mountain Desert District, and which can fund other initiatives;
- the Ryder Fund (1888): the income is used to provide emergency financial support for retired ministers and their partners;
- the Iva Laughlin Fund (1903): the income is used to provide emergency financial support for elderly Unitarian Universalists; and
- the Colchester Fund (1926): the income is used to provide an annual scholarship that is awarded by Meadville Lombard Theological School in Chicago to a Unitarian Universalist theological student; and

Since June 2016, the MidAmerica Region has been the fiscal agent for the Midwest Unitarian Universalist Conference. This role is limited to holding funds distributed from the Midwest Unitarian Universalist Foundation related to the Ryder, Laughlin, and Colchester Funds, as well as limited funds to support small grants, such as those of the Munroe Husbands Grant Program, which provides grants to lay-led congregations for leadership development, communications tools for outreach, growth, and related matters.

The Conference Board has developed materials to publicize the funds available from the Ryder Fund, the Iva Laughlin Fund, and the Munroe Husbands Grant Program. The Board also sends money from the Ryder Fund to the UUA for distribution to retired

ministers and their partners through the work of the Rev. Richard Nugent, Church Staff Finances Director consistent with the guidelines of the Ryder Fund.

All Grant Program applications can be found on the Conference/Foundation website. (<http://www.midwestuuconf.org/>) Work on the website has continued this year, thanks to Barb Gutsch, a MUUC Board Member, who serves as the Webmaster.

Committees: The Conference has several working committees: The Nominating Committee, the Colchester Fund Committee, the Laughlin Fund Committee, the Ryder Fund Committee, and the Munroe Husbands Grant Program Committee.

A distribution in the amount of \$5,341 from the Colchester Fund was sent to Meadville Lombard Theological School this year. This money was awarded to a theological student as the Colchester Scholarship for the current academic year.

The following grants were also awarded this fiscal year: From the Ryder Fund \$4,198; from the Laughlin Fund \$1,000; and from the Munroe Husbands Grant Program \$8,007.50.

Other Business: Besides the distribution of monies, the MUUC Board voted to change its name to coincide with the Foundation. We voted to change Midwestern Unitarian Universalist Conference to Midwest Unitarian Universalist Conference. Plus, we are currently reviewing our by-laws, and will vote on changes at our annual meeting in May of 2020.

Interim Meetings: The Conference directors and the Foundation directors work separately during the year via quarterly tele-conference.

Annual Meeting: The Boards of the Midwest UU Conference and the Midwest UU Foundation hold our annual meeting in Chicago in early May, where we meet separately and jointly. The 2019 meeting was held on May 3-4, 2019. (Note: The 2020 meeting will be held May 1-2.)

Distribution from the General Fund: Part of the agenda at the Annual Meeting was to determine the annual grants for 2018-2019 to the MidAmerica Region and the Mountain Desert District. These grants are based on a formula that takes into account the number of congregation members (weight = 45%), the number of congregations (weight = 45%), and the geographical size (weight = 10%) of the region or district. The number of members and congregations was based upon UUA certification data as of February 1, 2019.

The maximum amount available for distribution is 4% of a rolling 13-quarter moving average of the Foundation's General Fund. The distribution for 2018-2019 is as follows: \$76,350 to the MidAmerica Region and \$20,959 to the Mountain Desert District. MUUC also set aside \$10,000 for the Munroe Husbands Grant Program, which was used to develop a new lay-led website (<http://uulayledcong.org/index.html>).

Conference Board Directors (seven members) (three-year terms) (one director represents the Mountain Desert District, six represent the MidAmerica Region)

- Rae Jane Araujo, (President) Heritage UU Church, Cincinnati, OH, (2020)
- Ted Lau, (Secretary) Eliot Chapel, St. Louis, MO (2020)
- Allan J. Lindrup, First Unitarian Society, Chicago, IL, (2021)
- Michael May, (Vice President) First Unitarian Society, Madison, WI, (2021)
- Kathy Wire, First UU Church, St. Louis, MO, (2022)
- Barb Gutsch, UU Fellowship, Salina KS (2022)
- Fred Cole, UU Church of Boulder, CO (2022)

MidAmerica Region and Mountain Desert District Requirements

Please note that the Midwest Unitarian Universalist Conference requires an annual report from both the MidAmerica Region and the Mountain Desert District to confirm that the work of these two organizations continue to be aligned with the purposes of the Conference which are listed above, and Conference's interests which are as follows:

- **Section 1a.** To facilitate the vitality and growth of Unitarian Universalism in the Midwest and Rocky Mountain states (i.e. Mid-America Region and the Mountain Desert District).
- **Section 1b.** To strengthen Unitarian Universalist congregations, districts, regions and organizations and institutions, including the Unitarian Universalist Association and Meadville-Lombard Theological School.
- **Section 1c.** To invite congregations to effectively serve the communities in which they are located in accord with their mission and the principles, purposes, and ends of the Unitarian Universalist Association.
- **Section 1d.** To encourage outreach and support of Unitarian Universalists living in the Midwest and Rocky Mountain states who do not live in communities served by Unitarian Universalist congregations.

Midwest Unitarian Universalist Foundation

The fiscal year is from April 1 to March 31. The total assets of the Foundation have grown from about \$200,000 in 1962 to \$3,300,965 as of March 31, 2019.

The financial statements are audited annually. The auditor of record for a number of years continues to be Wilkerson, Guthmann, and Johnson, Ltd. of Saint Paul, Minnesota. The audit report, determined that the financial statements of the Midwest Unitarian Universalist Foundation presented fairly, in all material respects, its financial position, and the changes in its net assets and cash flows in accordance with accounting principles generally accepted in the United States of America.

The Foundation assets are invested in a variety of mutual funds and exchange traded funds which provide investment diversity. The Foundation determines its asset allocation each year and currently strives for a 70/30 allocation between equity and fixed income. The Foundation also is very sensitive to keeping investment expenses as low as possible while seeking reasonable returns.

Foundation Board Directors (seven members) (three-year terms)

- Katherine Brewin, Chicago, IL (President) (2020)
- Laura Gossman, Casper, WY (Secretary) (2021)
- Vicki Pratt, Omaha, NE (2018)
- Brian Hellmer, Fitchburg, WI (Vice President) (2022)
- Rebecca Pace, Cincinnati, OH (Treasurer) (2022)
- Roger Sell, Indianapolis, IN (2021)
- Christopher Franklin, East Peoria, IL (2020)

Katherine Brewin was appointed by the Conference Board and the Foundation as its registered agent in the State of Illinois.

Respectfully submitted on behalf of the Conference and Foundation,

Rae Jane Araujo, President
Midwestern Unitarian Universalist Conference

MidAmerica Region UUA

Balance Sheet

As of June 30, 2019

	Total 6/30/2019
ASSETS	
Current Assets	
Bank Accounts	
11000 MA Checking (7672)	243,627.11
11005 MWLS (7883)	54,801.57
11016 YMWLS (6250)	14,903.27
11020 MUUC/MUUF (3003)	56,891.76
11050 Savings (8131)	20,116.46
11080 Investment Accounts	
Total 11080 Investment Accounts	\$ 504,171.78
Total Bank Accounts	\$ 894,511.95
Undeposited Funds	
Total Current Assets	\$ 894,511.95
TOTAL ASSETS	\$ 894,511.95
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	\$ 4,529.97
Other Current Liabilities	
23000 Reserve Funds/Temporarily Restricted	
23105 CL-Fall Call	4,087.02
23106 CL-Winter Call	1,098.65
23107 CL-Spring Call	12,793.70
23108 CL-Reserve Fund	41,721.79
23110 CL-Administrative Reserve	1,334.56
23111 CL-Small Grant Fund	6,289.09
23120 CL-New Congregation Fund	9,115.69
23121 CL-Campus Fund	5,964.40
23122 CL-Social Justice Fund	1,678.16
23130 Congregational Spirituality Conference	3,828.00
23135 UUMA Chapters - Meeting Reserves	994.97
23140 Camp Star Trail Fund	
23160 Annual Conference Planning Fund	
23165 Regional Assembly Scholarship Fund	683.83
23170 Friends of PSD/MidAmerica	4,927.47
23180 History and Heritage Fund	1,302.77
23300 UUA and other Grants	
23310 UUA Association Sunday Reserve	
23320 UUA Grant for New Fellowship Initiatives	
23350 UUA/PSD Seminary Student Support Project	
Total 23100 Reserves	\$ 95,820.10
23200 scholarship funds	

MidAmerica Region UUA

Balance Sheet

As of June 30, 2019

	Total 6/30/2019
23205 Northern Area Youth Council	330.06
23207 Heartland Area Youth Council	150.00
23210 Blevins/Clay-Wall Fund	10,918.19
Total 23200 scholarship funds	\$ 11,398.25
23600 CMwD Reserves	
24000 Special/Dedicated Funds (Staff and/or Board Temporarily Restricted)	
24020 Standing Rock Travel Fund	
24210 Equipment Fund	4,992.88
24500 Funds Held Temporarily/Temporarily Restricted	
Total 24510 MidAmerica Transition Fund	\$ 25,705.84
Total 24000 Special/Dedicated Funds (Staff and/or Board Temporarily Restricted)	\$ 30,698.72
25000 Restricted Funds/Permanently Restricted	
25100 Frank Gentile Fund	28,747.26
25200 Endowment Fund-PSD	19,991.75
25300 Judy Memorial Lecture Fund	1,175.00
Total 25000 Restricted Funds/Permanently Restricted	\$ 49,914.01
28000 Affiliated Organizations	
28300 MidWest Leadership School	\$ 52,959.14
28500 Youth Midwest Leadership School	\$ 14,822.70
28800 MUUC/MUUF Funds	56,891.76
Total 28000 Affiliated Organizations	\$ 124,673.60
Payroll Liabilities	\$ 2,199.41
Total Other Current Liabilities	\$ 314,704.09
Total Current Liabilities	\$ 319,234.06
Total Liabilities	\$ 319,234.06
Equity	
39000 Retained earnings/Net Assets	8,018.54
39100 Central Midwest District	62,898.06
39200 Heartland District	58,923.09
39300 Prairie Star District	253,192.12
39500 Unrealized Gain/(Loss) on Investments	115,077.36
Net Income	77,168.72
Total Equity	\$ 575,277.89
TOTAL LIABILITIES AND EQUITY	\$ 894,511.95

MidAmerica Region UUA
Actuals v Budget: FY 2019
July 1, 2018- June 30, 2019

	FY19 Actual	Full Year Budget	% of Budget
Income			
41000 Income from Congregations	\$ 478,763.34	\$ 480,000.00	99.74%
42000 UUA Grants	\$ 81,908.00	\$ 68,000.00	120.45%
43000 Program Registration Fees	62,897.33	24,900.00	252.60%
44000 Congregational Consulting Fees	\$ 11,450.00	\$ 7,000.00	163.57%
45000 Interest/Investment Income	\$ 9.98	\$ -	
46000 MUUC Grant Funding	\$ 78,211.00	\$ 78,000.00	100.27%
47000 Fundraising	\$ 8,376.67	\$ 8,000.00	104.71%
48000 Miscellaneous Income	\$ 1,872.62	\$ 1,000.00	187.26%
Total Income	\$ 723,488.94	\$ 666,900.00	108.49%
Expenses			
51000 Administrative Expenses			
51100 General and Office Expenses			
51102 Rent - storage unit	2,404.00	2,400.00	100.17%
51110 Postage and Shipping	1,057.39	1,200.00	88.12%
51120 Printing and Copying	650.47	800.00	81.31%
51130 Office Supplies	448.44	1,200.00	37.37%
51140 Office Expenses - Other	13.95	500.00	2.79%
51150 Business Report/Government Filings	40.00	200.00	20.00%
Total 51100 General and Office Expenses	\$ 4,614.25	\$ 6,300.00	73.24%
51200 Equipment and Leases			
51220 Equipment Maintenance	182.49	500.00	36.50%
51260 Technology Escrow		2,000.00	
51270 Software/Updates	5,521.82	3,390.00	162.89%
Total 51200 Equipment and Leases	\$ 5,704.31	\$ 5,890.00	96.85%
51300 Insurance	\$ 2,125.19	\$ 3,400.00	62.51%
51400 Communications			
51410 Telephone	6,056.50	7,800.00	77.65%
51420 Internet	3,638.83	4,880.00	74.57%
51440 Print Communications		500.00	
51450 Electronic Communications	4,216.54	2,100.00	200.79%
Total 51400 Communications	\$ 13,911.87	\$ 15,280.00	91.05%
51500 Contracted and Other Services			
51520 Bookkeeping	14,045.60	20,000.00	70.23%
51535 Bank Fees	405.98	600.00	67.66%
51540 Merchant Service Fees	1,273.01	3,000.00	42.43%
51570 Audit and Accounting Services		5,000.00	
51580 Legal Services		100.00	
Total 51500 Contracted and Other Services	\$ 15,724.59	\$ 28,700.00	54.79%
52110 Heritage Project		600.00	
Total 51000 Administrative Expenses	\$ 42,080.21	\$ 60,170.00	69.94%
61000 Board and Governance Expenses			
61200 President Expenses	\$ -	4,100.00	
61300 Board Meeting Expenses			
61310 Meeting Venue	8,635.02	9,000.00	95.94%
61320 Travel - Board Meeting	3,687.41	14,000.00	26.34%
61390 Board Expense - Other	687.28	1,500.00	45.82%
Total 61300 Board Meeting Expenses	\$ 13,009.71	\$ 24,500.00	53.10%
61400 Nominating Committee Expense	611.44	1,200.00	50.95%
Total 61000 Board and Governance Expenses	\$ 13,621.15	\$ 29,800.00	45.71%
62000 Stewardship Expenses	\$ 1,775.98	\$ 3,000.00	59.20%
70000 Staffing			
70100 Salaries-Regional Staff	131,023.63	137,687.00	95.16%

MidAmerica Region UUA
Actuals v Budget: FY 2019
July 1, 2018- June 30, 2019

	FY19 Actual	Full Year Budget	% of Budget
70200 Benefits-Regional Staff	\$ 28,969.17	\$ 33,204.00	87.25%
70400 Professional Expenses-Regional Staff	8,585.19	9,115.00	94.19%
72000 CoFunded Staff-Compensation to UUA	\$ 274,487.00	292,080.00	93.98%
73000 Professional Expenses-Cofunded Staff			
73100 Professional Expenses-Professional Development	14,043.13	7,500.00	187.24%
73200 Professional Expenses-Travel	43,241.22	54,500.00	79.34%
Total 73000 Professional Expenses-Cofunded Staff	\$ 57,284.35	\$ 62,000.00	92.39%
79000 Payroll Expenses			
79200 Payroll Taxes/Contributions	\$ 9,111.21	\$ 9,959.00	91.49%
79300 Payroll and Employer Costs	1,199.37	1,400.00	85.67%
Total 79000 Payroll Expenses	\$ 10,310.58	\$ 11,359.00	90.77%
Total 70000 Staffing	\$ 510,659.92	\$ 545,445.00	93.62%
80000 Program Expenses			
80100 Independent Contractors	\$ 9,678.40	\$ 12,000.00	80.65%
80200 Regional Workshops and Programs	\$ 56,946.07	\$ 27,300.00	
80400 Program Administration		100.00	
80500 Scholarship registrations and Waivers	1,645.99	3,000.00	54.87%
80600 Transitions			
80610 Ministerial Transitions Support	5,345.49	10,000.00	53.45%
80620 Religious Educators Transitions Support	900.57	3,000.00	30.02%
Total 80600 Transitions	\$ 6,246.06	\$ 13,000.00	48.05%
83000 Program Committee Expenses			
83100 Faith Development Support & Resources	728.95	1,000.00	72.90%
83200 Young Adult Ministry Support	184.11	1,000.00	18.41%
83300 Youth Ministry Support	2,753.38	3,100.00	88.82%
Total 83000 Program Committee Expenses	\$ 3,666.44	\$ 5,100.00	71.89%
Total 80000 Program Expenses	\$ 78,182.96	\$ 60,500.00	129.23%
99000 Uncategorized Expense			
Total Expenses	\$ 646,320.22	\$ 698,915.00	92.47%
Net Operating Income	\$ 77,168.72	\$ (32,015.00)	-241.04%
Net Income	\$ 77,168.72	\$ (32,015.00)	-241.04%

MidAmerica Region UUA
Balance Sheet
As of December 31, 2019

	Total
ASSETS	
Current Assets	
Bank Accounts	
11000 MA Checking (7672)	222,087.35
11005 MWLS (7883)	17,205.17
11016 YMWLS (6250)	1,683.20
11020 MUUC/MUUF (3003)	56,171.76
11050 Savings (8131)	20,121.55
11082 UU Common Endowment Fund	516,109.47
Total Bank Accounts	\$ 833,378.50
Total Current Assets	\$ 833,378.50
TOTAL ASSETS	\$ 833,378.50

LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	\$ 3,698.69
Other Current Liabilities	
23000 Reserve Funds/Temporarily Restricted	
23105 CL-Fall Call	12,576.13
23106 CL-Winter Call	3,841.97
23107 CL-Spring Call	2,774.98
23108 CL-Reserve Fund	33,562.87
23110 CL-Administrative Reserve	1,497.42
23111 CL-Small Grant Fund	3,304.09
23120 CL-New Congregation Fund	9,555.69
23121 CL-Campus Fund	5,964.40
23122 CL-Social Justice Fund	1,678.16
23130 Congregational Spirituality Conference	1,869.04
23135 UUMA Chapters - Meeting Reserves	994.97
23165 Regional Assembly Scholarship Fund	683.83
23170 Friends of PSD/MidAmerica	4,927.47
23180 History and Heritage Fund	1,402.77
23200 Scholarship Funds	
23205 Northern Area Youth Council	330.06
23207 Heartland Area Youth Council	150
23210 Blevins/Clay-Wall Fund	10918.19
Total 23000 Reserve Funds/Temporarily Restricted	\$ 96,032.04
24000 Special/Dedicated Funds (Staff and/or Board Temporarily Restricted)	
24210 Equipment Fund	4555.22
Total 24510 MidAmerica Transition Fund	\$ 11,649.84
Total 24000 Special/Dedicated Funds (Staff and/or Board Temporarily Restricted)	\$ 16,205.06
25000 Restricted Funds/Permanently Restricted	
25100 Frank Gentile Fund	\$ 33,438.63
25200 Endowment Fund-PSD	\$ 22,569.37
25300 Judy Memorial Lecture Fund	\$ 1,326.49

MidAmerica Region UUA
Balance Sheet
As of December 31, 2019

	Total
Total 25000 Restricted Funds/Permanently Restricted	\$ 57,334.49
28000 Affiliated Organizations	
28300 MidWest Leadership School	\$ 17,205.17
28500 Youth Midwest Leadership School	\$ 1,683.21
28800 MUUC/MUUF Funds	56,171.76
Total 28000 Affiliated Organizations	\$ 75,060.14
Payroll Liabilities	\$ 845.90
Total Other Current Liabilities	\$ 245,477.63
Total Current Liabilities	\$ 249,176.32
Total Liabilities	\$ 249,176.32
Equity	
39000 Retained earnings/Net Assets	84,869.66
39100 Central Midwest District	62,898.06
39200 Heartland District	58,923.09
39300 Prairie Star District	253,192.12
39500 Unrealized Gain/(Loss) on Investments	120,466.97
Net Income	3,852.28
Total Equity	\$ 584,202.18
TOTAL LIABILITIES AND EQUITY	\$ 833,378.50

MidAmerica Region UUA
Actuals v Budget: FY 2020
July 1, 2019-December 31, 2019

	Total to Dec 31, 2019 Actual	Full Year Budget	% of Budget
Income			
41000 Income from Congregations	\$ 160,516.00	\$ 460,000.00	34.89%
42000 UUA Grants	\$ 38,988.00	\$ 80,000.00	48.74%
43000 Program Registration Fees	4,605.00	24,900.00	18.49%
44000 Congregational Consulting Fees	\$ 4,925.00	\$ 8,000.00	61.56%
45000 Interest/Investment Income	\$ 5.09	\$ -	
46000 Grant Funding - MUUC/MUUF	\$ 57,264.16	\$ 75,000.00	76.35%
47000 Fundraising	\$ 5,545.25	\$ 8,000.00	69.32%
48000 Miscellaneous Income	\$ -	\$ 1,000.00	
Total Income	\$ 271,848.50	\$ 656,900.00	41.38%
Expenses			
51000 Administrative Expenses			
51100 General and Office Expenses			
51101 Rent - Office			
51102 Rent - storage unit	1,262.00	2,580.00	48.91%
51110 Postage and Shipping	236.97	1,200.00	19.75%
51120 Printing and Copying	70.61	800.00	8.83%
51130 Office Supplies	289.27	800.00	36.16%
51140 Office Expenses - Other		500.00	
51150 Business Report/Government Filings	20.00	200.00	10.00%
Total 51100 General and Office Expenses	\$ 1,878.85	\$ 6,080.00	30.90%
51200 Equipment and Leases			
51220 Equipment Maintenance		500.00	
51270 Software/Updates	3,652.48	4,250.00	85.94%
Total 51200 Equipment and Leases	\$ 3,652.48	\$ 4,750.00	76.89%
51300 Insurance	\$ (27.00)	\$ 3,000.00	-0.90%
51400 Communications			
51410 Telephone	1,947.52	7,200.00	27.05%
51420 Internet	1,560.00	4,270.00	36.53%
51440 Print Communications		500.00	
51450 Electronic Communications	1,391.31	1,550.00	89.76%
Total 51400 Communications	\$ 4,898.83	\$ 13,520.00	36.23%
51500 Contracted and Other Services			
51520 Bookkeeping	5,300.00	15,000.00	35.33%
51535 Bank Fees	280.55	750.00	37.41%
51540 Merchant Service Fees		3,000.00	
51570 Audit and Accounting Services		4,000.00	
51580 Legal Services		100.00	
Total 51500 Contracted and Other Services	\$ 5,580.55	\$ 22,850.00	24.42%
52000 Administrative Committees/Projects			
52110 Heritage Project		600.00	
Total 52000 Administrative Committees/Projects	\$ -	\$ 600.00	
Total 51000 Administrative Expenses	\$ 15,983.71	\$ 50,800.00	31.46%
61000 Board and Governance Expenses			
61200 President Expenses	\$ -	2,500.00	
61300 Board Meeting Expenses	\$ 2,181.31	\$ 17,000.00	12.83%
61400 Nominating Committee Expense		1,200.00	
Total 61000 Board and Governance Expenses	\$ 2,181.31	\$ 20,700.00	10.54%
Total 62000 Stewardship Expenses	\$ 77.38	\$ 2,000.00	3.87%

MidAmerica Region UUA
Actuals v Budget: FY 2020
July 1, 2019-December 31, 2019

	Total to Dec 31, 2019 Actual	Full Year Budget	% of Budget
70000 Staffing			
70100 Salaries-Regional Staff	48,707.42	107,120.00	45.47%
70200 Benefits-Regional Staff	\$ 11,675.99	\$ 25,874.00	45.13%
70400 Professional Expenses-Regional Staff	5,422.54	6,149.00	88.19%
72000 CoFunded Staff-Compensation to UUA	\$ 128,812.99	308,360.00	41.77%
Total 73000 Professional Expenses-Cofunded Staff	\$ 30,397.52	\$ 61,500.00	49.43%
Total 79000 Payroll Expenses	\$ 4,201.90	\$ 9,471.00	44.37%
Total 70000 Staffing	\$ 229,218.36	\$ 518,474.00	44.21%
80000 Program Expenses			
80200 Regional Workshops and Programs	6,553.06	27,300.00	24.00%
Total 80400 Program Administration	\$ -	\$ 100.00	
80500 Scholarship registrations and Waivers		3,000.00	
Total 80600 Transitions	\$ 6,409.03	\$ 15,000.00	42.73%
83000 Program Committee Expenses			
83100 Faith Development Support & Resources	734.77	1,000.00	73.48%
83200 Young Adult Ministry Support	199.77	1,000.00	19.98%
83300 Youth Ministry Support	810.07	3,100.00	26.13%
Total 83000 Program Committee Expenses	\$ 1,744.61	\$ 5,100.00	34.21%
Total 80000 Program Expenses	\$ 20,535.46	\$ 64,500.00	31.84%
Total Expenses	\$ 267,996.22	\$ 656,474.00	40.82%
Net Operating Income	\$ 3,852.28	\$ 426.00	904.29%
Net Income	\$ 3,852.28	\$ 426.00	904.29%

**MidAmerica Region Approved Budget
FY21 - July 1, 2020, through June 30, 2021**

	A	B	C	D	E	M	N
			Sub-			Sub MA	Approved
2	Group	Account	Account	Name		FY21	Budget MA FY21
3	40000	INCOME ACCOUNTS					
4							
5	41000	Congregational Contributions			460,000	460,000	
7	42000	UUA Grants				68,000	
8		42100		APF Grants	68,000		
12	43000	Program Registration Fees				8,900	
13				Lifespan Religious Education	2,500		
14				Youth Ministry Events	2,400		
15				Regional Assemblies	0		
16				Trainings	4,000		
18	44000	Congregational Consulting Fees				8,000	
19		44100		Honorarium	7,000		
20		44200		Travel Equalization	1,000		
23	45000	Interest/Investment Income - Operating				0	
29	46000	Grant Funding				75,000	
30		46100		MUUC/MUUF	75,000		
33	47000	Fundraising				8,000	
34		47100		Friends of Region	8,000		
36	48000	Miscellaneous				1,000	
37		48500		Miscellaneous Income	1,000		
39							
40				Total Income Lines		628,900	
41							
42							
43	50000	EXPENSE ACCOUNTS					
44							
45	51000	Administrative Expenses					
46		51100		General and Office Expenses		5,680	
47			51102	Rent	2,580		
48			51110	Postage and Shipping	1,200		
49			51120	Printing and Copying	800		
50			51130	Office Supplies	700		
51			51140	Office Expenses - Other	200		
52			51150	Business Report/Government Filings	200		
54		51200		Equipment and Leases		5,164	
56			51220	Equipment Maintenance	500		
57			51260	Technology Escrow			
58			51270	Software/Updates	4,664		
60		51300		Insurance		4,000	
64		51400		Communications		13,615	
65			51410	Telephone	7,200		
66			51420	Internet	4,415		
67			51440	Print Communications	500		

**MidAmerica Region Approved Budget
FY21 - July 1, 2020, through June 30, 2021**

	A	B	C	D	E	M	N
68			51450	Electronic Communications		1,500	
70		51500		Contracted and Other Services			19,200
72			51520	Bookkeeping		12,000	
73			51535	Bank Fees		700	
74			51540	Merchant Service Fees		2,400	
75			51570	Audit and Accounting Services		4,000	
76			51580	Legal Services		100	
78		52000		Administrative Committees/Projects			600
79			52110	Heritage Project		600	
81	61000	Board and Governance Expenses					23,300
83		61200		President Expenses		3,100	
87		61300		Board Meeting Expenses		19,000	
93		61400		Nominating Committee Expense		1,200	
95	62000	Stewardship Expenses					500
96		62300		Fund Raising Expenses		500	
98	70000	Staffing					
99		70100		Salaries: Regional Staff			105,313
105		70200		Benefits: Regional Staff			27,527
111		70400		Professional Expenses: Regional Staff			8,400
119		72000		CoFunded Staff: Compensation to UUA	321,806	321,806	
120		73000		Professional Expenses: Cofunded Staff			
121			73100	Professional Expenses: Professional Development			8,250
129			73200	Professional Expenses: Travel/Expenses			60,000
137		79000		Payroll Expenses			9,256
142	80000	Program Expenses					
143		80100		Independent Contractors			14,000
144			80110	Honoraria		9,000	
145			80130	Travel and Meals		5,000	
147		80200		Regional Workshops and Programs			14,800
148				YMWLS		1,500	
149				Youth		2,800	
150				Renaissance		3,000	
151				OWL		1,500	
152				Regional Assembly		2,000	
153				Face to Face		4,000	
155		80400		Program Administration			100
156			80410	Background Checks		100	
158		80500		Scholarship registrations and Waivers			3,000
159				YMWLS		3,000	
161		80600		Transitions			12,000
162			80610	Ministerial Transitions Support		9,000	
163			80620	Religious Educators Transitions Support		3,000	
165		83000		Program Committee Expenses			5,100
166			83100	Faith Development Support & Resources		1,000	
167			83200	Young Adult Ministry Support		1,000	
168			83300	Youth Ministry Support		3,100	

FY21 - July 1, 2020, through June 30, 2021

	A	B	C	D	E	M	N
170							
171	Total Expenses						661,611
172							
173	Income						628,900
174	Profit/(Loss)						(32,711)
175							