



**2022**

**MidAmerica Region UUA**

**Annual Business Meeting**

**DELEGATE**

**PACKET**

# Tentative Agenda of the 2022 Annual Business Meeting of the MidAmerica Region of the Unitarian Universalist Association

Saturday, April 30, 2022

This meeting will be held virtually at 9:45 am Central, 10:45 am Eastern time. Delegates must be credentialed no later than 5:00 pm Central, 6:00 pm Eastern time on Friday, April 29, 2022. Information will be sent to congregations as to how to certify their delegates.

The following business comprises the Tentative Agenda for the meeting:

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

The Final Agenda, along with links to appropriate reports (see list below) will be sent to all congregations and to certified delegates.

- 2021 Annual Meeting Minutes
- 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 FY2021 Financial Reports
- MidAmerica Region FY2022 Financial Reports (through 12/31/2021)
- MidAmerica Region FY2023 Budget (as approved by the MidAmerica Board)

# **PROPOSED RULES OF PROCEDURE**

**Annual Meeting of the MidAmerica Region, UUA**

**April 30, 2022**

***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.

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.

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.

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 Annual Business Meeting

June 26, 2021

Conducted remotely via Zoom

Approved August 3, 2021

The meeting was called to order by Board of Trustees President Tammy Lemmer at 11:14 AM ET.

There was an agenda review.

Tammy gave opening words from the Rev. Leslie Takahashi, chair of the UUA Commission on Institutional Change.

Tammy gave an introduction which provided an overview of the composition of the MidAmerica Region. She also identified and thanked current Board members and offered appreciation to Brian Bach and Rev Sarah C. Oglesby-Dunegan who left the Board this year.

Dorit Bergen, a Board member who acted as secretary for the meeting, reviewed the by-laws related to quorum. With 61 congregations and 12 states certified, quorum was established.

Dorit Bergen, First Unitarian Society of Madison WI moved and Rae Jane Aruja, Heritage Unitarian Universalist Church of Cincinnati, OH seconded a motion to adopt the Rules of Procedure. The motion passed (108 -0 )

Mel Priese, co-chair of the Nominating Committee, presented the committee's report. The two goals of the committee this past year were to adapt its work to the reality of the pandemic and to find more diverse nominees, especially with regard to race. A consultant was hired to provide the committee's members with formal training

regarding dismantling white supremacy culture. The committee made several changes in documents, identifying, revising or removing documents that might have hindered accessibility and moving their documents from Drop Box to Google Docs.

Mel also reported that there are still two open positions on the Nominating Committee. She then presented the slate of candidates for the Board of Trustees, the Nominating Committee and the Board of the Midwest Unitarian Universalist Conference (MUUC). Kay Slama of Unitarian Universalist Church of Willmar, MN moved the slate and Susan Salterberg of Unitarian Universalist Society of Coralville, IA seconded. The motion passed (108 yes, 3 abstain).

Mel concluded the Nominating Committee's report by identifying its goals for next year: to promote attendance at GA by donating part of its budget to support registration and to continue its work to find more diverse nominees.

David Pyle, MidAmerica Regional Lead, and Jessica York, Director of Congregational Life for the UUA, expressed their appreciation for the support congregations give via their contributions to the Annual Program Fund and for the work of volunteers at the regional and denominational level.

Tammy expressed the Region's thanks to all the volunteers who are concluding their service to the region. They are David Lauth, Brian Bach and the Rev. Sarah Oglesby-Dunegan from the Board of Trustees, Bob Lovell, Lansing MI and Kay Slama, Willmar MN from the Nominating Committee and Allan Lindrup, Park Forest IL and Michael May, First Unitarian Society, Madison WI from the MUCC Board. David Lauth, outgoing Board President, was recognized for his outstanding service.

Tammy expressed the Region's appreciation to individuals who have contributed to the Friends of MidAmerica Fund which supplements the

Annual Program Fund in supporting staff and programs in the Region. Tammy also thanked Jessica York, David Pyle and the entire Region staff for all their hard work. She noted that MidAmerica has the smallest staff of any of the regions, even though it is not the smallest region either by geography or population.

Tammy read closing words by the Rev. Jim McGoff.

Dorit Bergen of First Unitarian Society of Madison, WI moved and Stacy Craig of Chequamegon UU Fellowship, Ashland WI seconded adjournment. Motion passed 103-0 and the meeting was adjourned at 11:58 AM ET.

Respectfully submitted by Dorit Bergen

## BOARD

- Patty Notch – filled partial term, **Incumbent** full term (2022-2025)
- McKenna Revel – filled partial term, **Incumbent** full term (2022-2025)
- David Jackoway – filled partial term, **Incumbent** full term (2022-2024)
- One vacancy

## NOMINATING COMMITTEE

- Jim Wilber (2022-2025)
- Dr. Mary Shelden (2022-2023)

## MUUC BOARD

- Two vacancies

## *Board Nominees*

### **Patty Notch (term 2022-2025)**



Patty Notch is a member of First Unitarian Church in Des Moines, Iowa. She currently serves as President of First Unitarian's Board of Trustees. Prior to joining the board, Patty chaired the Ministerial Search Committee. Patty has served her church in many ways over the years – she has taught RE, volunteered with Family Promise, served on a variety of committees, and planned many social events.

Patty is a graduate of Drake University and Drake University Law School in Des Moines, Iowa. She has been a practicing attorney since 1992. Patty has six children, and married her wife Meg, in 2010.

Together they have a total of nine children. Only the youngest, 12, is still at home.

Patty has primarily practiced in the area of criminal and juvenile law, but has extensive experience in navigating the children's mental health system in the state of Iowa, having served as a family peer support specialist for several years. In her spare time, Patty likes to read, travel, and look for treasures at thrift shops and consignment stores.

### **McKenna Revel (term 2022-2025)**



McKenna Revel joined the MidAmerica Board of Trustees in 2021. McKenna is from Eastern Kentucky, and is currently a member of the Unitarian Universalist Church of Lexington. She is a Soul Matters facilitator there, and also participated in the Social Justice Book Club and the Cooking Club. Previously, she was a member of the lay-led Unitarian Universalist Fellowship of Madison County, having become a UU at 19. There she served as both Secretary and interim President of the Board, as well as on the Covenant of Right Relations committee.

Professionally she is a criminal defense investigator, and holds a B.S in Social Justice Studies and an M.S in Justice, Policy, and Leadership. She also volunteers with the Carnegie Center for Literacy and Learning, and with the Church of the Larger Fellowship's Worthy Now Prison Ministry program. She enjoys creative writing and her dog, and is thrilled to join the Board.

### **David Jackoway (partial term 2022-2024)**



David Jackoway has been a member of the Unitarian Universalist Church of Indianapolis for 19 years. Prior to that he was a member of the UU Church West in Milwaukee, Wisconsin for 7 years. From 2011-2013 he served as the Heartland District Trustee on the UUA Board of Trustees. During his term he helped draft revisions to the UUA bylaws to formally recognize regions, and specifically the newly created MidAmerica Region, as part of the UUA.

David has twice served as President of his congregation's Board of Trustees. He has served in several other capacities including Newsletter Editor, Adult Religious Education chair, Stewardship Campaign co-chair, Denominational Affairs chair, and on a Ministerial Search Committee. At the Milwaukee congregation David served as Vice President of the Board of Trustees, on the Religious Education Council and in other capacities.

David has spent his whole life in MidAmerica having lived in St. Louis for his first 35 years. He works as a computer programmer at a national insurance company. David is recently widowed and has a grown son who is about to complete his first year of grad school at Indiana University. He also has three cats.

## ***Nominating Committee Nominees***

### **Jim Wilber (term 2022-2025)**

Jim Wilber has been a member of the Olympia Brown Unitarian Universalist Church of Racine, Wisconsin for 30 years. Prior to that he was a member of the Mainline Unitarian Church in suburban Philadelphia for three years. Jim has twice served on his congregation's Board of Trustees, including three years as Secretary and one as President. He has served in several other capacities including chair of the Interim Minister Search Committee, chair of the Policy Governance Task Force, member of the Committee on the Ministry (chair the third year), and chair of the Personnel Committee for several years.



A lawyer by training, Jim practiced law for 14 years and has been a principal of a national management consultancy since 1990 that provides its services exclusively to legal organizations (i.e., law firms and the law departments of non-profit and for-profit companies and government legal agencies). He has many years of experience advising these organizations on, among other things, financial responsibility, governance, decision-making, human resources and personnel matters. Additionally, he has done executive search work

for law firms for the past 32 years and has considerable experience recruiting and vetting candidates, and hiring. For many years Jim provided legal representation to incarcerated people. This started when he worked for a prison legal aid clinic in law school, and continued during seven years as the executive director of Prison Legal Services of Michigan. After leaving that organization, while he spent seven years working as a lawyer for the United Auto Workers union in Michigan, Jim did *pro bono* work with the National Prison Project of the ACLU, prosecuting federal civil rights class action cases challenging the conditions of confinement against eight different state-wide prison systems in the U.S.

Jim is married and he and his spouse have a daughter and two grandsons. Their current dog is a beagle.

### **Dr. Mary Shelden**

(term 2022-2023) Mary Shelden, a white, cisgender, bi woman of size, serves as Director of Lifespan Religious Exploration at Countryside Church UU in Palatine, IL — the same congregation her family attended when she was a child. She lives with her beloved same-sex partner/spouse of nearly 24 years. They have a beloved daughter, Marjorie, and son-in-law, Jake, and a beautiful beagle grandpuppy, Apple, who has magnificent velvet ears.



## Report on behalf of the MidAmerica Region Board of Trustees

March 18, 2022

In last year's report, I highlighted some of the efforts that your Board of Trustees has undertaken in support of the Board's mission statement: *to strengthen and make more explicit the connections between our congregations, the Region, and the UUA*. We spent some time at a virtual retreat this fall examining that mission. While we didn't officially adopt a new mission statement, we have continued to examine our roles and responsibilities, both defined and implied. That has included a review of a covenant agreed upon by the Board, and revisiting a previous three-way covenant between Regional Staff, the UUA Director of Congregational Life, and the Board.

A tangible product of these conversations and the desire to clarify expectations and relationships between the board and staff is in development thanks to the time and efforts of Regional Lead Reverend David Pyle. We thank him for dedicating sabbatical time to the special project of developing a written policy manual to guide our work and formalize some of the structures that have been informally in place.

In addition to these foundational conversations, the Board continued to explore next steps following our collective reading of the 2020 Commission on Institutional Change Report: *Widening the Circle of Concern*. One major decision was made to pilot a project which would allocate proceeds from an investment account for three distinct purposes "in the service of dismantling white supremacy culture and supporting BIPOC leaders and members of our faith community":

- 1) Special projects for "the future of our faith"
- 2) Scholarships for BIPOC members to attend RA, GA, or other leadership opportunities such as Midwest Leadership School to "maintain our faith"
- 3) A grant program for MidAmerica congregations participating in Hope for Us Conflict Engagement (a collaborative process designed to help congregations in conflict) to "respond to hurt within our congregations" with an emphasis on supporting BIPOC clergy and lay leaders who feel harmed by their congregation.

Stay tuned for more information as these efforts unfold.

As one of the explicit responsibilities of the board is fiduciary, I am pleased to once again report that the Region's financial status is strong. Of course, there has been substantial savings in the travel line items, so the 2022-23 budget will have some adjustments. None of the work of the Region 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. We know that the last two years have created financial strains and a shift in how we "do church." And we are grateful to all of the Regional staff who have continued to respond and adapt along with all of you.

I am also pleased to report that the Board experienced much less turnover this year than in some years past. Rev. Mandy Beal stepped down from her position in November for personal reasons, and the Board welcomed David Jackoway to the seat in March. I am optimistic that the positive trend will continue, as I am the only member departing this year at the end of my term, having served six years on the Board.

I thank you all for this opportunity and look forward to following the continued efforts of my colleagues.

Respectfully submitted,

Tammy Lemmer  
President, MidAmerica Region Board of Trustees

March 21, 2022

## Regional Lead Report to the MidAmerica Regional Business Meeting

When I became the Regional Lead for the MidAmerica Region of the UUA in September of 2019, I could not have imagined the adaptations that would need to happen in the functioning of and the practice by the staff of your MidAmerica Region of the UUA. Just as I could not have imagined the transitions that have happened for our congregations and communities through this time of pandemic and the rise of authoritarianism within the world. Such times are beyond imagining until you are living them, I think.



Rather than begin this report by highlighting the work of the MidAmerica Region's Staff and Leadership, I would like to begin with a reflection on the work of our congregations. I said in last year's report that the pandemic required our congregations to take ten years of adaptation and to condense them into just a few short years. What I did not say was the amount of grace, fortitude and commitment that transformation has required of all of us. From moving church communities fully online, to being back in person, then returning to being online, and now moving into creating true multi-platform religious community, our congregations and covenanting communities have made transformations no one could have imagined a few years ago.

Through all of this it is understandable that many of our congregations feel a sense of dislocation at the moment. It is taking people awhile to return to in-person church experiences... let's face it, there is a lot to be said for attending worship from your own home. But people are returning, often for the more social interactions first. Many of our congregations have had their membership numbers increase among those who engage digitally and have longer-term members remain financially and missionally committed to their congregations and to Unitarian Universalism. If anything, the challenge before us right now is that the reinvention of church multiple times these last few years has led to exhaustion among our congregational leaders and religious

professionals, just as many congregational members are ready to come back into their church communities ready to transform the world.

If I have a wish for us all, it is to catch our breath. To slow down a bit. To see who has not yet caught up, and to await them. To reach out to one another, and to be intentional about rebuilding what binds each to all.

The week I am writing this report, your MidAmerica Regional Staff is coming together for our first in-person staff retreat since the beginning of the pandemic. When we were planning the schedule for the retreat, there were many things that we could have talked about with one another, and we did pick a few of those topics of conversation. But the priority of this time of returning has to be reconnecting with one another. Mending back our relationships after two years of being only connected through the digital ether. Rebuilding the foundation from which we as a team can best serve all the congregations of the MidAmerica Region. Just as I hope our congregations will pay attention to the foundations of the relationships within your religious communities.



Last year, the MidAmerica Staff focused on two things... first, bringing programming to our congregations that related to the transitions around the pandemic. Secondly, we focused last year on building connections between lay-leaders and religious professionals of similar sized churches.

This year, the MidAmerica Staff needed to shift our focus again to respond to a greater need for more direct consultation support for congregations. There has been a significant increase in the number of congregations that have been experiencing ministerial and other staff transitions in the last year, and we expect that trend will continue into the coming two years at least. This means that much of the time of the Large, Program, and Pastoral sized congregation Primary Contact Consultants on the MidAmerica Staff (myself, Rev. Sharon Dittmar, and Rev. Dr. Lisa Presley respectively), along with the Transitions Program Manager Christine Purcell, have made a priority this year of supporting congregations through these staff transitions and ministerial searches.

As the pandemic has adapted and changed, so too did we find this year that the support congregations needed became more individualized,

based on specific situations and conditions in a local community. As such, through the year the UUA and the MidAmerica Region have moved away from providing broad-scope trainings and guidance, and more into direct consultation with congregations on their own specific needs and adaptations. In particular, I would like to highlight Rev. Phil Lund, our Primary Contact for Small sized congregations, for several innovative programs, including one that is providing a monthly sermon-series for small congregations from members of the MidAmerica Regional Staff.

I also would highlight the work that Rev. Phil Lund and Nancy Combs-Morgan (the Master's Level Credentialed Religious Educator on the MidAmerica Staff) to take the long-running Congregation Based Spiritual Direction Certificate Program and not only move it fully online, but to develop a cohort for Young Adults as a part of the program. This experimental year has been a profound success, that we will be exploring how to continue as a regular part of the program in future years.



The pandemic has led to some difficult choices for the MidAmerica Staff as well. One of those decisions that I made in the Fall of 2021 was to say that the MidWest Leadership School, in the form of an in-person week-long leadership retreat, was no longer sustainable as a program of the MidAmerica Region. After the school had to be cancelled two years in a row due to the pandemic, the MidAmerica Staff and I concluded that the in-person nature of the school significantly limited the ability of people to attend, particularly those who did not have the financial or temporal resources attending in-person required. The success of last year's Extended Leadership Experience, led by Rev. Dr. Lisa Presley and the rest of the MidAmerica Staff, have led both the MidAmerica Staff and the staff of the other Regions into exploring new models of leadership schools that blend both in-person experiences with well-designed online learning environments.

And yet, we know what a profound experience the MidWest Leadership School has been for so many, both those who were graduates of the program and those who served on faculty and staff, and we want to honor that history. In the coming months there will be opportunities to honor that history, and to provide input into the next iteration of leadership experiences in the MidAmerica Region.

This year, we will be hosting the first ever MidAmerica Regional Assembly that is designed from the ground up as a digital event. Two years ago, we transitioned a fully planned in-person Regional Assembly into a digital event with only a few short weeks' notice. This year, we have designed an event fully intended to be an online event. Our Staff helped create several previous online events, including New Day Rising and Compass, and all of those learnings have gone into developing this year's Regional Assembly. I want to thank the MidAmerica Region's Technology Coordinator, Gretchen Ohmann, the MidAmerica Region's Events Coordinator Kathy Charles, the MidAmerica Region's Finance and Administration Manager Andrew Zallar, and the Regional Assembly Project Manager Rev. Sharon Dittmar for all their work making this first of its kind event a success... which is a bit of prophesy on my part, but one I am more than comfortable making.



I also want to highlight one of my favorite parts of this past year for the MidAmerica Region, and that was serving as the Internship Supervisor for Cameron Young, as they completed an 18-month seminary praxis and ministerial internship program as a part of their work with both the MidAmerica and Southern Regions. As far as I have been able to tell, this was the first time someone was able to successfully complete a ministerial internship as a part of the UUA's Congregational Life Staff, and I am grateful to the UUA's Ministerial Fellowship Committee for allowing us to do this work together. Cameron's focus on learning had an effect on the whole MidAmerica Team and was a part of a resurgence of learning and professional development for the MidAmerica Team this year. I am grateful for the depth of relationship that Cameron and I shared over the year and a half of their development more fully as a minister and as a congregational life consultant.

One of the professional development commitments that the MidAmerica Staff embarked on this year was to have multiple members of our staff team take the University of Wisconsin's "Foundations of Online Teaching" course. This is the same course that University professors around the country take to become certified in teaching in a digital environment. We are now exploring how this will help us to create better digital learning experiences for congregational leaders and religious professionals in the years to come. One of the highlights for me from the course was a growing awareness of all the ways that my teaching styles, both in-person and online, were manifestations of white

supremacy cultural conceptions about learning that I was completely unaware I carried within me. I am doing some internal work to shift away from being the “sage on the stage” and towards being the “guide on the side.”

I also want to highlight the work of the MidAmerica Board of Trustees in the last year, and in particular the depth of their engagement with the report of the Commission on Institutional Change titled “Widening the Circle”. Your MidAmerica Board spent most of a year studying that report, and in particular identifying the areas of the report that were focused on some of the inequities that come from the differences in the regional structures of the UUA. Your Board also took to heart the section of the report on Reparations, and will be announcing some new programs, funded through the MidAmerica Investment Account within the UUA Common Endowment Fund, to support congregations working to dismantle white supremacy culture, to engage conflicts that relate to dismantling white supremacy culture, and to support BIPOC Leaders and Members of our congregations to fully participate in the leadership of our UUA.



And, I want to close this report with a special shout-out to one member of the MidAmerica Staff, our Regional Finance and Administration Manager Andrew Zallar. As the MidAmerica Board and I have been working to develop a set of Governance Policies for the MidAmerica Region, Andrew and I have also been working to shift the Region’s financial management systems. Beginning in July of 2021, all of the bookkeeping for the MidAmerica Region was brought in-house, in a transition that was not only very successful, but also brought about a savings to the Region of over \$10,000 per year. This has also allowed Andrew and I to simplify and streamline the Region’s financial management, with the oversight and approval of our auditing firm. This has meant many meetings, conversations, emails, and spreadsheets between Andrew and I over the last year, which we are now in the process of developing into a written financial management operational policy for the Region. I would like to thank Andrew for his hard work, his patience, and his dedication through these shifts and changes.

The coming year will be a new journey for the MidAmerica Staff, with the return to travel by the UUA on February 1<sup>st</sup> of this year. However, for reasons of safety, economy, and environment, we have instituted a new

policy that all travel by the MidAmerica Staff must be approved by the Regional Lead... so me. We have put this new policy in place to encourage our staff and our congregations to think through how being in-person will serve the mission of the UUA and the needs of our congregations, and also to think through how we can do that travel sustainably and safely. Because COVID is not going away, we are just having to learn how to live in the new reality created by this pandemic. When I am approving a member of the MidAmerica Staff or an Adjunct Consultant for the MidAmerica Region to travel to be in-person with a congregation, I will be asking them what work has already been done digitally, how being in-person will be able to advance the work of our faith, and what safety practices and procedures we can put in place to travel in ways safer for ourselves and the environment. Our hope is that we are able to be with congregations when that helps them to live their mission, and still lower the impact on the environment and our staff that comes from the travel that is a part of our work.



I am grateful every day for the ways our congregations bring our saving message of liberal and progressive faith into the world and honored that we of the MidAmerica Regional Staff can journey with congregations in building beloved communities to build a more just world. Thank you for your commitment to our congregations, communities, and our world.

Yours in faith,

A handwritten signature in black ink, appearing to read "Rev. David Pyle", written over a yellow rectangular background.

Rev. David Pyle  
Congregational Life Consultant and Regional Lead  
MidAmerica Region of the UUA

**March, 2022**

**Midwest Unitarian Universalist Conference & Midwest Unitarian Universalist Foundation**

**2021/2022 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 investment returns are used to provide emergency financial support for retired ministers and their partners;
- the Iva Laughlin Fund (1903): the investment returns are used to provide emergency financial support for elderly Unitarian Universalists;
- the Colchester Fund (1926): the investment returns are used to provide an annual scholarship that is awarded by Meadville Lombard Theological School in Chicago to a Unitarian Universalist theological student.

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 \$5,964 from the Colchester Fund was sent to Meadville Lombard Theological School in March, 2021. This money was awarded to a theological student as the Colchester Scholarship for the current academic year.

The following grants were awarded this fiscal year: From the Ryder Fund \$4,115; from the Laughlin Fund \$0; and from the Munroe Husbands Grant Program \$17,292.

**Other Business:** Besides the distribution of monies, the MUUC Board and the MUUF Board both made changes to their governing Constitutions and Bylaws recently. Most of the changes were clarifying; a significant change was to allow all meetings to be conducted virtually. Old MUUC Constitution language was not clear on whether the annual meeting had to be in person. MUUF Bylaws were updated to reflect current practice and the relationship with MUUC.

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

**Annual Meeting:** The Boards of the Midwest UU Conference and the Midwest UU Foundation have traditionally held our annual meeting in Chicago in early May, where we meet separately and jointly. The 2021 meeting was held virtually on Saturday, May 8. Plans are still being finalized for the May 2022 meeting.

**Distribution from the General Fund:** Part of the agenda at the Annual Meeting was to determine the annual grants for 2021-2022 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, 2020.

The maximum amount available for distribution is 4% of a rolling 13-quarter moving average of the Foundation's General Fund. The distribution for 2021-22 is as follows: \$84,114.59 to the MidAmerica Region and \$22,582.41 to the Mountain Desert District.

\$2,500 was distributed to the Munroe Husbands fund in June, 2020, and an additional \$10,000 distributed in July, 2021.

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

- Charles Lewis, (President) Church of the Larger Fellowship, Des Moines, IA (2023)
- Rollie Hanson, (Vice President) First UU Society, Milwaukee WI (2023)
- Bob Lovell, (Secretary) UU Church of Greater Lansing, Lansing, MI (2024)
- Kathy Wire, First UU Church, St. Louis, MO (2022)
- Barb Gutsch,, UU Fellowship, Salina KS (2022)
- Fred Cole, UU Church of Boulder, CO (2022)
- Nancy Spargo, Eliot Unitarian Chapel, Kirkwood, MO (2024)

### **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. MidAmerica 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 \$4,411,365 as of December 31, 2021. The assets as of December 31, 2019, were \$3,557,772, and, as of December 31, 2020, were \$3,952,715.

The financial statements are audited annually. The auditor of record is Boyum Barendscheer of St. Paul, Minnesota (successor by merger to Wilkerson, Guthmann and Johnson, Ltd. of Saint Paul, Minnesota, who had done the audit for many years). 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) (2023)
- Laura Gossman, Casper, WY (Secretary) (2024)
- Vicki Pratt, Omaha, NE (2022)
- Brian Hellmer, Fitchburg, WI (Vice President) (2022)
- Rebecca Pace, Cincinnati, OH (Treasurer) (2022)
- Roger Sell, Indianapolis, IN (2024)
- Christopher Franklin, East Peoria, IL (2023)

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,

Charles Lewis, President  
Midwestern Unitarian Universalist Conference  
Date: March 16, 2022

**MidAmerica Region UUA**  
**Balance Sheet**  
As of June 30, 2021

	Total
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
11000 MA Business Checking (7672)	\$364,258.25
11003 Savings (8131)	\$25,004.82
11005 MWLS/YMWLS (7883)	\$3,755.17
11020 MUUC/MUUF (3003)	\$80,294.39
Total Bank Accounts	\$473,312.63
Accounts Receivable	\$420.00
Prepaid Expenses	\$120.59
Total Current Assets	\$473,853.22
Other Assets	
Investments - UU Common Endowment Fund	\$650,266.86
<b>TOTAL ASSETS</b>	<b>\$1,124,120.08</b>
<b>LIABILITIES AND NET ASSETS</b>	
Liabilities	
Accounts Payable	\$5,270.61
Credit Cards	\$3,263.40
20000 Deferred Revenue	\$310.00
28000 Affiliated Organizations	
28010 MWLS/YMWLS Funds	\$3,755.17
28800 MUUC/MUUF Funds	\$80,294.39
28900 UUMA Chapters - Meeting Reserves	\$994.97
Total 28000 Affiliated Organizations	\$85,044.53
SBA PPP Loan	
Total Liabilities	\$93,888.54
Net Assets	
31000 Net assets without donor restrictions	
31100 Unrestricted Net Assets	\$209,070.37
31200 Unrestricted Net Assets - Investments	
31300 Investment Capital	\$338,308.01
31400 Unrealized Gain/(Loss) on Investments	\$246,430.13
Total 31200 Unrestricted Net Assets - Investments	\$584,738.14
Total 31000 Net assets without donor restrictions	\$793,808.51

**MidAmerica Region UUA**  
**Balance Sheet**  
As of June 30, 2021

	Total
32000 Net assets with donor restrictions	
33000 Temporarily Restricted Net Assets	
33100 Chalice Lighter Funds	
33110 CL-Fall Call	\$4,412.33
33120 CL-Winter Call	\$1,651.03
33130 CL-Spring Call	
33140 CL-Reserve Fund	\$24,831.69
33160 CL-Small Grant Fund	\$1,804.09
33170 CL-New Congregation Fund	\$9,580.69
33180 CL-Campus Fund	\$5,964.40
33190 CL-Social Justice Fund	\$1,678.16
Total 33140 CL-Reserve Fund	\$43,859.03
33150 CL-Administrative Reserve	\$3,386.92
Total 33100 Chalice Lighter Funds	\$53,309.31
33200 Congregational Spirituality Conference	\$1,869.04
33300 Regional Assembly Scholarship Fund	\$1,868.83
33400 History and Heritage Fund	\$1,252.77
33500 Scholarship Funds	
33510 Northern Area Youth Council	\$330.06
33520 Heartland Area Youth Council	\$150.00
33530 Blevins/Clay-Wall Fund	\$10,918.19
Total 33500 Scholarship Funds	\$11,398.25
33600 Equipment Fund	\$1,382.18
Total 33000 Temporarily Restricted Net Assets	\$71,080.38
34000 Permanently Restricted Net Assets	
34100 Frank Gentile Fund	\$38,217.68
34200 Endowment Fund-PSD	\$25,794.97
34300 Judy Memorial Lecture Fund	\$1,516.07
Total 34000 Permanently Restricted Net Assets	\$65,528.72
Total 32000 Net assets with donor restrictions	\$136,609.10
Change in net assets	\$99,813.93
Total Net Assets	\$1,030,231.54
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$1,124,120.08</b>

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**MidAmerica Region UUA**  
**Budget vs. Actuals: FY 2021**  
 July 1, 2020 - June 30, 2021

	Actual	Full Year Budget	% of Full Year Budget
<b>Income</b>			
41000 Contributions from Congregations	\$446,632.00	\$460,000.00	97.09%
42000 UUA Grants	\$69,558.00	\$68,000.00	102.29%
43000 Program Revenue	\$35,160.00	\$8,900.00	395.06%
44000 Congregational Consulting Revenue	\$3,325.00	\$8,000.00	41.56%
45000 Interest/Investment Income	\$4.15		
46000 Grant Funding — MUUC/MUUF	\$85,232.81	\$75,000.00	113.64%
47000 Fundraising	\$9,978.16	\$8,000.00	124.73%
48000 Miscellaneous Income		\$1,000.00	
48400 Staff Honorarium	\$150.00		
48500 Other Misc Income	\$4,986.47		
48600 PPP Loan Proceeds Forgiven	\$25,000.00		
Total 48000 Miscellaneous Income	\$30,136.47	\$1,000.00	3013.65%
<b>Total Income</b>	<b>\$680,026.59</b>	<b>\$628,900.00</b>	<b>108.13%</b>
<b>Expenses</b>			
51000 Administrative Expenses			
51100 General and Office Expenses	\$5,526.03	\$5,680.00	97.29%
51200 Software and Technology	\$8,727.80	\$5,164.00	169.01%
51300 Insurance	\$3,356.23	\$4,000.00	83.91%
51400 Communications	\$11,698.16	\$13,615.00	85.92%
51500 Contracted and Other Services	\$16,704.47	\$19,200.00	87.00%
52000 Administrative Committees/Projects		\$600.00	
Total 51000 Administrative Expenses	\$46,012.69	\$48,259.00	95.35%
61000 Board and Governance Expenses	\$1,300.60	\$23,300.00	5.58%
62000 Stewardship Expenses	\$1,224.07	\$500.00	244.81%
70000 Staffing	\$503,924.18	\$540,552.00	93.22%
80000 Program Expenses	\$27,751.12	\$49,000.00	56.63%
<b>Total Expenses</b>	<b>\$580,212.66</b>	<b>\$661,611.00</b>	<b>87.70%</b>
<b>Net Income</b>	<b>\$99,813.93</b>	<b>(\$32,711.00)</b>	<b>-305.14%</b>

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**MidAmerica Region UUA**  
**Balance Sheet**  
As of December 31, 2021

	Total
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Bank Accounts</b>	
11000 MA Business Checking (7672)	\$286,580.16
11002 Temporarily Restricted Fund (6250)	\$71,883.37
11003 Savings (8131)	\$25,007.31
11020 MUUC/MUUF (3003)	\$78,894.54
11030 UUMA (7883)	\$994.97
<b>Total Bank Accounts</b>	<b>\$463,360.35</b>
Accounts Receivable	\$2,222.10
Prepaid Expenses	
<b>Total Current Assets</b>	<b>\$465,582.45</b>
<b>Other Assets</b>	
Investments - UU Common Endowment Fund	\$737,218.61
<b>TOTAL ASSETS</b>	<b>\$1,202,801.06</b>
<b>LIABILITIES AND NET ASSETS</b>	
<b>Liabilities</b>	
Accounts Payable	\$25.00
Credit Cards	\$2,927.97
20000 Deferred Revenue	
28000 Affiliated Organizations	
28800 MUUC/MUUF Funds	\$78,894.54
28900 UUMA Chapters - Meeting Reserves	\$994.97
<b>Total 28000 Affiliated Organizations</b>	<b>\$79,889.51</b>
<b>Total Liabilities</b>	<b>\$82,842.48</b>
<b>Net Assets</b>	
31000 Net assets without donor restrictions	
31100 Unrestricted Net Assets	\$185,713.30
31200 Unrestricted Net Assets - Investments	
31300 Investment Capital	\$418,308.01
31400 Unrealized Gain/(Loss) on Investments	\$253,381.88
<b>Total 31200 Unrestricted Net Assets - Investments</b>	<b>\$671,689.89</b>
<b>Total 31000 Net assets without donor restrictions</b>	<b>\$857,403.19</b>

**MidAmerica Region UUA**  
**Balance Sheet**  
As of December 31, 2021

	Total
32000 Net assets with donor restrictions	
33000 Temporarily Restricted Net Assets	
33100 Chalice Lighter Funds	
33110 CL-Fall Call	\$1,596.35
33120 CL-Winter Call	\$6,600.49
33130 CL-Spring Call	\$4,954.46
33140 CL-Reserve Fund	\$46,756.00
Total 33100 Chalice Lighter Funds	\$59,907.30
33200 Congregational Spirituality Conference	\$1,869.04
33300 Regional Assembly Scholarship Fund	\$1,868.83
33400 History and Heritage Fund	\$1,252.77
33500 Scholarship Funds	
33510 Northern Area Youth Council	\$330.06
33520 Heartland Area Youth Council	\$150.00
33530 Blevins/Clay-Wall Fund	\$4,918.19
33540 Leadership Training Fund	\$3,431.03
Total 33500 Scholarship Funds	\$8,829.28
33600 Equipment Fund (Operating Fund)	\$884.60
Total 33000 Temporarily Restricted Net Assets	\$74,611.82
34000 Permanently Restricted Net Assets	
34100 Frank Gentile Fund	\$38,217.68
34200 Endowment Fund-PSD	\$25,794.97
34300 Judy Memorial Lecture Fund	\$1,516.07
Total 34000 Permanently Restricted Net Assets	\$65,528.72
Total 32000 Net assets with donor restrictions	\$140,140.54
Change in net assets	\$122,414.85
Total Net Assets	\$1,119,958.58
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$1,202,801.06</b>

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**MidAmerica Region UUA**  
**Budget vs. Actuals: FY 2022**  
July 1, 2021 - December 31, 2021

	Actual	Full Year Budget	% of Full Year Budget
<b>Income</b>			
41000 Contributions from Congregations	\$227,466.00	\$446,000.00	51.00%
42000 UUA Grants	\$46,766.00	\$77,000.00	60.74%
43000 Program Revenue	\$10,690.00	\$31,900.00	33.51%
44000 Congregational Consulting Revenue	\$1,000.00	\$9,000.00	11.11%
45000 Interest/Investment Income			
45100 Interest Income	\$2.49		
45500 Income from Investments	\$43,171.00	\$43,171.00	100.00%
Total 45000 Interest/Investment Income	\$43,173.49	\$43,171.00	100.01%
46000 Grant Funding — MUUC/MUUF	\$63,085.94	\$75,000.00	84.11%
47000 Fundraising	\$7,310.69	\$8,000.00	91.38%
48000 Miscellaneous Income	\$435.00	\$1,000.00	43.50%
<b>Total Income</b>	<b>\$399,927.12</b>	<b>\$691,071.00</b>	<b>57.87%</b>
<b>Expenses</b>			
51000 Administrative Expenses			
51100 General and Office Expenses	\$1,886.80	\$5,680.00	33.22%
51200 Software and Technology	\$5,603.22	\$9,288.00	60.33%
51300 Insurance		\$4,000.00	
51400 Communications	\$5,679.23	\$12,115.00	46.88%
51500 Contracted and Other Services	\$177.13	\$9,100.00	1.95%
52000 Administrative Committees/Projects		\$600.00	
Total 51000 Administrative Expenses	\$13,346.38	\$40,783.00	32.73%
61000 Board and Governance Expenses	\$165.00	\$28,300.00	0.58%
62000 Stewardship Expenses	\$346.95	\$500.00	69.39%
70000 Staffing	\$252,076.75	\$557,988.00	45.18%
80000 Program Expenses	\$11,577.19	\$63,500.00	18.23%
<b>Total Expenses</b>	<b>\$277,512.27</b>	<b>\$691,071.00</b>	<b>40.16%</b>
<b>Net Income</b>	<b>\$122,414.85</b>	<b>\$0.00</b>	<b>0.00%</b>

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# MidAmerica Region UUA Budget Overview: FY 2023

July 1, 2022 - June 30, 2023

*Approved March 1, 2022*

<b>Income</b>	
41000 Contributions from Congregations	\$452,000.00
42000 UUA Grants	\$77,000.00
43000 Program Revenue	\$34,900.00
44000 Congregational Consulting Revenue	\$8,000.00
45000 Interest/Investment Income	\$47,696.00
46000 Grant Funding — MUUC/MUUF	\$75,000.00
47000 Fundraising	\$8,000.00
48000 Miscellaneous Income	\$1,000.00
<b>Total Income</b>	<b>\$703,596.00</b>
<b>Expenses</b>	
51000 Administrative Expenses	
51100 General and Office Expenses	\$5,724.00
51200 Software and Technology	\$9,029.00
51300 Insurance	\$4,000.00
51400 Communications	\$11,631.00
51500 Contracted and Other Services	\$6,900.00
<b>Total 51000 Administrative Expenses</b>	<b>\$37,284.00</b>
61000 Board and Governance Expenses	\$27,200.00
62000 Stewardship Expenses	\$1,225.00
70000 Staffing	\$575,387.00
80000 Program Expenses	\$62,500.00
<b>Total Expenses</b>	<b>\$703,596.00</b>
<b>Net Income</b>	<b>\$0.00</b>

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