

Finding Our Partners: Faith in Action

MidAmerica
Regional Assembly

Annual Meeting
April 29, 2017
Oak Brook, Illinois

DELEGATE PACKET

www.MidAmericaUUA.org

312-636-9724

MidAmerica@UUA.org



UNITARIAN
UNIVERSALIST
ASSOCIATION

MidAmerica
Region



Annual Business Meeting Final Agenda

Annual Business Meeting Delegate Packet

- Purpose and Agenda
- Rules of Procedure
- Report from the MidAmerica Region Nominating Committee
- Staff Report
- MUUC / MUUF Report
- Financial Reports
- Camp UniStar Report

Purpose

The Purpose of the MidAmerica Region is "... to support, enrich, and extend Unitarian Universalism in the defined geographic area. The Region shall work in collaboration with the Unitarian Universalist Association." (Bylaws, Article II, Section 1)

Agenda

Call to Order and Opening Words

Introduction to MidAmerica Region

Credentials Report and Certification of a Quorum

Approval of the Rules of Order

Report of the Nominating Committee and Election of MidAmerica Trustees, MidAmerica Nominating Committee members, and MUUC Directors

An Expression of Appreciation from our Unitarian Universalist Association

Recognition of Those Completing Their Service to the MidAmerica Region This Year

Closing Words (MidAmerica Expression of Appreciation) Adjournment

Rules of Procedure

April 29, 2017

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

So long as a quorum is present, action on any question, unless the Bylaws otherwise provide, will proceed by vote of the delegates. 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.

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 his or her 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 him or her 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.

2017 Nominating Committee Report

February 28, 2017

The MidAmerica Region (MAR) Nominating Committee is pleased to submit the following Committee Report and proposed slate for consideration at the 2017 Regional Assembly Business Meeting.

For the development of the 2017 Regional slate, the committee met monthly via conference call beginning in the fall of 2016 and increased frequency to bi-weekly in January and to weekly in February 2017, with e-mail conversation in between meetings. We used a Dropbox to share, store, and exchange files. We are beginning to gather a good set of documents (including a Maybe Next Year List of potential candidates) and establish a process.

Per our charge in the Regional Bylaws, we reviewed pending vacancies on the Board of Trustees, Nominating Committee, and Midwest UU Conference (MUUC) Board of Directors due to term limits or other reasons. We also contacted individuals whose terms were ending but would be eligible to continue in their current or different positions.

After circulating a Call for Nominations through Regional Communications, the Minister Associations, Congregational Presidents and other lay leaders, Black Lives UU, Liberal Religious Educators and Directors Association, and Midwest Leadership School contacts, the Committee collected nominee questionnaires from those interested in open positions, conducted phone interviews with potential candidates and completed reference checks. We wondered if our emails were reaching their intended persons. We had a lack of response from our ministers and presidents list, but when we were able to make contact, we always received a warm reception. We noted some deficiencies with the list of Ministers and Congregational Presidents, as a member of the committee's congregation wasn't on the list. We sought recommendations from Regional Staff and non-traditional groups to try to expand the diversity of our nominations. We need more work in the area of diversity.

As you will see from the proposed slate, we are proposing persons for every open position. We are pleased that two members of the Nominating Committee have volunteered for another term, as have two members of the Board of Trustees, and one member of MUUC.

While this slate is due February 28th, we continue our work per MAR bylaws. We are looking for nominees for Camp UniStar; we have one current vacancy to fill and will have a vacancy to fill by June 30th.

We want to express our deepest gratitude to all those willing to serve, to those who are continuing to serve, and to those whose terms have ended. We would like to extend a special thank you to Tammy Lemmer. She has provided invaluable leadership to the MAR Nominating Committee since its inception. She served as the chair then passed that leadership on and stayed on to help support the committee throughout this year. It is with deep respect for Tammy's leadership that we recommend her for an at-large position on the Board of Trustees.

PROPOSED SLATE

MidAmerica Region Board of Trustees

We submit the following nominees for three year terms indicated (I = Incumbent, N = New Candidate):

(I) David Lauth, First Universalist Church, Minneapolis, MN

(I) Janis Chaney, Bismarck Mandan Unitarian Universalist Church, Bismarck, ND

(N) Tammy Lemmer, UU Church of Greater Lansing, Lansing, MI (to complete Rev. Cooley's term, then begin her own term July 1st)

(N) Dixie Collinson, Open Door UU Fellowship, Owensboro, KY

MidAmerica Region Nominating Committee

We submit the following nominees for two year terms indicated:

- (I) Kay Slama, UU Church of Wilmar, MN
(completed Brian Bach's term, starting her first term)
- (I) Rob Gallegly, Carbondale Unitarian Fellowship,
Carbondale, IL
- (N) Bob Lovell, UU Church of Greater Lansing, Lansing, MI

Midwest Unitarian Universalist Conference Directors

There are two vacancies on MUUC. To fill these vacancies, we submit the following nominees for new three year terms (2017-2020).

- (I) Rae Jane Araujo, Heritage UU Church, Cincinnati, OH
- (N) Ted Lau, Eliot Unitarian Chapel, Kirkwood, MO

Respectfully submitted,

Katherine Daniels — Quincy Unitarian Church, Quincy, IL

Kay Slama — UU Church of Willmar, MN

Tammy Lemmer — UU Church of Greater Lansing, Lansing, MI

Kees deWit — UU Congregation of Fort Wayne, IN

Robert Gallegly — Carbondale Unitarian Fellowship,
Carbondale, IL

Rev. Brian Chenoweth — UU Church of Lexington, KY

Rev. Martin Woulfe — Abraham Lincoln UU Church,
Springfield, IL

MidAmerica Region 2017 Slate of Nominees

Board of Trustee Nominees:

There was one vacancy due to resignation and three Board of Trustee terms are ending. The Nominating Committee recommends Tammy Lemmer to fill the At-large Trustee vacancy immediately. Two of the three trustees are willing to continue and the Nominating committee identified a new candidate. Terms are three years.

(N) *Tammy Lemmer*, UU Church of Greater Lansing, Lansing (MI) to fill vacancy of At-large Trustee



Tammy Lemmer

(2017-2020) Tammy Lemmer has been a member of the Unitarian Universalist Church of Greater Lansing (Michigan) since 2002. After working for over 12 years in domestic and sexual violence prevention, she now works for the Tri-County Office on Aging, while also doing contract work with the Michigan Department of Education with an emphasis on safe and supportive school environments for LGBT youth.

She is very active in community activities, and serves on her local school board.

Tammy's congregational involvement includes volunteering with Children's RE, (including facilitating Coming of Age and Our Whole Lives for Middle Schoolers), Social Action initiatives, and Stewardship and Capital Campaign Committees. Her other leadership roles at UUCGL include serving on the Congregation's Board of Trustees for five years (with terms as VP for Programs and Secretary,) Nominating Committee, and Program and Policy Transitions committee (for reviewing and updating the congregation's Constitution and Bylaws). She is currently Chair of Denominational Affairs. Within the Region, she is an experienced delegate, and has served as a member and chair of both the Heartland District and the Regional Nominating Committees.

(I) *Janis Cheney*, Bismarck Mandan Unitarian Universalist Church (ND) for At-Large Trustee



Janis Cheney

(2017-2020) Janis Cheney joined the Bismarck Mandan UU Church in Bismarck, North Dakota in 1982. She has served on the congregation's Board of Trustees on several occasions including three terms as President. She is active in all aspects of congregational life focusing on adult RE, new member welcoming and orientation, and worship facilitation. Janis served on the Prairie Star District Extension Committee for nine years, attended General Assembly in Minneapolis

and attends district conferences, workshops, and webinars. A Camp UniStar regular for 17+ years, she is married and has 2 young adult daughters. In her day job, she is ND State Director for AARP.

(I) *David Lauth*, First Universalist Church in Minneapolis (MN) for At-Large Trustee



David Lauth

(2017-2020) David Lauth is a member of First Universalist Church in Minneapolis, Minnesota. He has served as a member and President of the First Universalist Board of Trustees. He currently serves on First Universalist's Nominating Committee and Pastoral Care Committee, and he has previously served on its Personnel Committee, Music Committee, and Committee on Ministry. He was the District Coordinator for the 2010 UUA General Assembly in Minneapolis. In that role, he worked with the General Assembly Planning Committee, and he recruited and led a team of 200 local volunteers. Prior to the formation of the MidAmerica Region, he served as a volunteer conflict consultant for the Prairie Star District, working with a number of congregations that were experiencing difficult conflicts. He is also a singer/songwriter, and he performs regularly at the services of UU congregations throughout Minnesota and Wisconsin. He is a labor and employment lawyer and mediator, and he has an active volunteer mediation practice. David is passionate about building a strong future for Unitarian Universalism and our work in the world, and he is excited about this opportunity to serve the MidAmerica Region.

(N) *Dixie Collinson*, Open Door Unitarian Universalist Fellowship of Owensboro (KY) for At-Large Trustee



Dixie Collinson

(2017-2020) Dixie Collinson is a member of a lay-led congregation-- Open Door Unitarian Universalist Fellowship of Owensboro, KY (ODUUF). Dixie has served her church as Vice President and President of the Board of Trustees and in other capacities, including adult and youth RE, music, assisting with childcare and participating in social justice endeavors. Dixie's articles appear regularly in the faith section of the local newspaper. Dixie attended Midwest Leadership School in 2015, and actively seeks to build bridges with other faith communities, including the Muslim community, in the Owensboro area. Dixie is a Business Systems Analyst with Owensboro Health Regional Hospital.

MidAmerica Region Nominating Committee:

Three Nominating Committee terms are ending. Two of the three individuals are willing to serve again, one was appointed to the Board of Trustees, and the committee identified a new candidate, all slated for two year terms (2017-2019).

(I) *Robert Gallegly*, Carbondale Unitarian Fellowship, Carbondale, IL



Rob Gallegly

(2017-2019) Robert T. “Rob” Gallegly lives in Carbondale, IL, and is a member of the Carbondale Unitarian Universalist Fellowship (CUUF). After joining in 2008, Rob served various roles: RE teacher, member and then chair of the nominating committee, trustee, vice-president, member of the choir, computer network consultant, and one of the resident kilt wearers. Professionally Rob is a senior technical project manager for the Hyatt Hotel Corporation. He has worked for/with Hyatt for 13 years. Additionally, he is vice-president of Serenity Data Services, a data security company that holds patents on hard drive destruction technology. Rob serves on the Carbondale Elementary School Board. He also teaches for two martial arts clubs (Aikido, Kali) at Southern Illinois University with his wife Karen. Regardless of his many projects, Rob enjoys spending time with his wife and playing with their son.

(I) *Kay Slama*, Unitarian Universalist Church of Willmar (MN)



Kay Slama

(2017-2019) Katherine M. (Kay) Slama is a consultant in behavioral health and management who has been a member of the UU Church of Willmar MN since 2006. She has served on its board, and as Social Justice Chair for 9 years. Kay participates actively in MUUSJA (MN UU Social Justice Alliance). She presents several services at her church each year, generally on social justice or environmental topics. Kay’s experience includes conference coordination, grant writing and reviewing, clinical psychology, teaching in university professorship positions, membership on professional boards, Executive Director of a mental health center, and author of professional publications, as well as web-based workshops on Dealing with Stress. Many of her current professional activities involve rural services and advocacy. Among other activities, she enjoys the outdoors, photography, and volunteer social justice work.

(N) *Bob Lovell*, UU Church of Greater Lansing, Lansing (MI)



Bob Lovell

(2017-2019) Bob Lovell has been a member of the Unitarian Universalist Church of Greater Lansing since 1980. He has served as Coming of Age Mentor, Ministerial Search Committee Chair, President, and in other roles. He has been an alternate or delegate to the Regional Assembly many times and he and his wife Kathy are Chalice Lighters. He has also enjoyed ushering at the last three General Assemblies and plans to do so again in New Orleans. In addition to church work, Bob is a volunteer with an American Red Cross disaster team and with a bicycle advocacy committee, and is a retired statistician, manager and teacher. He looks forward to contributing to the MidAmerica Region as a member of the Nominating Committee.

Midwest Unitarian Universalist Conference Directors:

There are two terms ending on MUUC. One director is willing to continue and the committee identified a candidate for the other term. We submit the following nominees for three year terms (2017-2020).

(I) *Rae Jane Araujo*, Heritage UU Church, Cincinnati (OH)



Rae Jane Araujo

(2017-2020) Rae Jane Araujo served as Treasurer of the Heartland District before the formation of the MidAmerica Region. For over 30 years Rae Jane has been a member of Heritage Universalist Unitarian Church in Cincinnati. Current congregational roles: Co-chair of the Universalist Convocation Planning Committee; Labyrinth Arts Festival Steering Committee; Finance Committee; and Delegate to the UU Council of Greater Cincinnati. Past congregational service: Board member; Chair of the Building Committee when the church was built; Member of the Membership, Personnel, Stewardship, Welcoming Congregation, and Ministerial Search committees. Rae Jane is married and has two children and two grandchildren.

(N) *Ted Lau*, Eliot Unitarian Chapel (MO)



Ted Lau

(2017-2020) Ted Lau, with his wife Cindy, has been a member of Eliot Unitarian Chapel in Kirkwood, Missouri, since 1990. Many church activities have been meaningful: leading small groups, visiting the sick as a pastoral care associate, and offering his musical talents as an accompanist and choir member. In 2011-12 he chaired the Ministerial Search Committee, and attended Central Midwest District Assemblies to promote EUC. He assisted the Board in refreshing the church's mission, vision and values statements, and leads the Healthy Communications Team. Ted looks forward to serving the MidAmerica Region.

Report to the Annual Meeting
Ian Evison on behalf of the Staff of the Region
March 29, 2017

In early November I stood on a hill at Standing Rock, North Dakota, looking out over the long line of those who had come to witness. It was exhilarating to be there with so many, including so many UUs from around our MidAmerica Region and beyond. This was indeed part of a larger movement that has included so many of our congregations: from the Occupy protests, the movement for same sex marriage, Ferguson, Black Lives Matter, Black Lives UU, the Women's March on Washington and on to the congregations who have given sanctuary to undocumented residents. Since the Civil Rights era in the 1960's, this is the greatest sense of Unitarian Universalism being swept up into a movement for social change, with many of our congregations taking courageous faithful action. I can think of no better example of a small congregation with a big ministry than our Bismarck-Mandan UU Congregation who has worked tirelessly to support the Standing Rock Sioux.

A major issue in our MidAmerica Region and in our whole association — is finances. Recently this hit home for us as a region with the decision of our UUA to reduce Congregational Life staffing. As a result, we are in the midst of saying good bye to Dori Davenport Thexton after 19 years of service. This is very sad for us as a staff team. And, speaking personally, my professional partnership with Dori beginning in the Central MidWest District is one of the most important of my career.

At a broader level we understand that we are only going through the same painful adjustments so many of our congregations have gone through since the 2007 recession. Going forward, our aim must be to restructure in ways that make us leaner and more agile with better focus on what is most essential. Painful as it is, we on the MidAmerica staff team and Board look forward to the discussion with you both as to how we can best serve within the current budget constraints and how we can work with you our congregations to increase your financial support. Thank you all for the amazing support you already give.

As I write this I am looking forward to our MidAmerica Regional Assembly in just a few weeks. On Friday evening at Regional Assembly we will enjoy an in-person forum with candidates for the UUA Presidency. This will both be a time when we can be part of shaping the future of our movement as well as a time when we can together see a bit what the next chapter might be.

Currently the UUA is facing a controversy about racism and hiring practices within the UUA. The hiring of a white male minister as the staff team lead in the Southern Region has stimulated self-reflection regarding the ways in which white cultural assumptions pervade our institutions, including our congregational life staff. Each of our three UUA presidential candidates has declared that they want

to make dealing with the issues raised by this a top priority. I am painfully conscious of the ways cultural assumptions unfriendly to diversity of participation and leadership are baked into the structures of our institutions and how we do things — how could they not be, given the culture in which we live. This is a time of self-reflection and active learning for all of us. I see opportunities in this, and we as a staff team intend to productively engage in this work.

There is an arc of work in any denominational administration in which the maximum space to work the biggest and most exciting issues tends to be at the beginning. All of us on the MidAmerica Regional Staff are looking forward to the opening of the space to work on the large things, even as we know that it will be profoundly challenging as we work to restructure our team and how we work to support you all.

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

2017 Annual Report

to the MidAmerica Region & the Mountain Desert District

Midwestern 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 promote, foster, and encourage the interests of the Unitarian Universalist Association (UUA); to support those institutions to spread the message of Unitarian Universalism; and to distribute income 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.
- 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.

Effective June 2016, the MidAmerica Region became the fiscal agent for the Midwestern Unitarian Universalist Conference. This role is limited to the distribution of funds from the Midwest Unitarian Universalist Foundation related to the Ryder Fund and the Iva Laughlin Fund as well as limited funds to support small grants.

The Conference Board has developed materials to publicize the funds available from the Ryder Fund and the Iva Laughlin Fund. The Board also sent \$5,000 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, for distribution based on the guidelines of the Ryder Fund.

Work on developing a website for the Conference and Foundation has been a focus of this year. Board member Barb Gutsch has been serving as the Webmaster.

Committees: The Conference has several working committees/sub-committees: the Nominating Committee, Colchester Sub-Committee, Laughlin Sub-Committee, and Ryder Sub-Committee.

A distribution in the amount of \$5,225 from the Colchester Fund was sent in March 2016 to Meadville Lombard Theological School to be awarded by Meadville to a theological student as the Colchester Scholarship.

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

Annual Meeting: The Boards of the Midwest UU Conference and the Midwest UU Foundation hold their annual meeting in Chicago in early May, where they meet separately and jointly. The 2016 meeting was held on May 6-7, 2016. The 2017 meeting will be held May 5-6 in Chicago.

Distribution from the General Fund: Part of the agenda at the Annual Meeting was to determine the annual grants for 2016-2017 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, 2016.

The maximum amount available for distribution is 4% of a rolling 13-quarter moving average of the Foundation's General Fund. The distribution for 2016-2017 represented the 4% maximum, and was as following:

\$80,778.57 to the MidAmerica Region and
\$21,521.43 to the Mountain Desert District

Please note that the Midwestern 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 as 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 (e.g. 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 administer donor-directed funds in keeping with the purpose of the fund (e.g., Ryder, Colchester, and Laughlin Funds).
- **Section 1e.** 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.

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

- Rae Jane Araujo, Heritage UU Church, Cincinnati, OH, (2017)
- Jeff Reed, (Secretary), Open Circle UU Fellowship, Fond du Lac, WI, (2017)
- Allan J. Lindrup, (Vice President), First Unitarian Society, Chicago, IL, (2018)
- Michael May, First Unitarian Society, Madison, WI, (2018)
- Kathy Wire, First UU Church, St. Louis, MO, (2019)
- Barb Gutsch, UU Fellowship, Salina KS (2019)
- Rev. Kirk Loadman-Copeland, Denver, CO (President), (2019)
(Treasurer: Hillis Howie, see the Foundation Board of Directors below)

Bill Elwood completed his service on the Conference Board in May 2016. We thank him for his service.

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 \$2,923,555 as of March 31, 2016.

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, November 28, 2016, for the fiscal year ending March 31, 2016 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 investment distribution as of March 31, 2016 was as follows:

Mutual Funds	18.0%
Exchange Traded Funds	32.3%
Corporate Bonds	9.3%
UU Common Endowment Fund	40.4%

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

- Katherine Brewin, Chicago, IL (President) (2017)
- John Saphir, Chicago, IL (2017)
- Hillis Howie, Evanston, IL (Treasurer) (2018)
- Erich Zuern, Brookfield, WI (Assistant Secretary) (2018)
- Max Grefig, Wauwatosa, WI (Secretary) (2019)
- Brian Hellmer, Fitchburg, WI (Assistant Treasurer) (2019)
- Rebecca Pace, Cincinnati, OH (2019)

Katherine Brewin was appointed by the Conference Board as its registered agent in the State of Illinois. Sally Seiberlich completed her term in May 2016 following approximately 17 years of service to both the Foundation Board, and earlier, to the Conference Board. We thank her for her extraordinary commitment and service.

Respectfully submitted on behalf of the Conference and Foundation,



Kirk Loadman-Copeland, President
Midwestern Unitarian Universalist Conference

MidAmerica Region UUA Balance Sheet

As of June 30, 2016

	Total
ASSETS	
Current Assets	
Bank Accounts	
11000 MA Checking (7672)	133,400.18
11005 MWLS (7883)	34,916.26
11016 YMWLS (6250)	28,146.08
11018 UUANI (2083)	25,349.91
11020 MUUC/MUUF (3003)	68,028.15
11050 Savings (8131)	20,086.55
11080 Investment Accounts	384,816.48
Total Bank Accounts	694,743.61
15990 Cash Advance - Loan	2,934.26
Total Other current assets	2,934.26
Total Current Assets	697,677.87
TOTAL ASSETS	697,677.87

LIABILITIES AND EQUITY	
Liabilities	
Total Credit Cards	4,501.00
23000 Reserve Funds/Temporarily Restricted	
23105 CL-Fall Call	3,786.41
23106 CL-Winter Call	6,963.36
23107 CL-Spring Call	19,924.05
23110 CL-Administrative Reserve	2,547.71
23111 CL-Small Grant Fund	7,124.53
23120 CL-New Congregation Fund	4,919.10
23121 CL-Campus Fund	5,964.40
23122 CL-Social Justice Fund	5,078.16
23135 UUMA Chapters - Meeting Reserves	3,615.89
23140 Camp Star Trail Fund	5,610.49
23160 Annual Conference Planning Fund	4,961.11
23165 Regional Assembly Scholarship Fund	1,084.00
23170 Friends of PSD/MidAmerica	4,927.47
23180 History and Heritage Fund	3,117.77
23300 UUA and other Grants	
23305 Mosaic Makers Grant - UUA 2016	10,000.00
23310 UUA Association Sunday Reserve	936.31
23320 UUA Grant for New Fellowship Initiatives	1,305.67
23350 UUA/PSD Seminary Student Support Project	9,199.83
23200 scholarship funds	
23205 Northern Area Youth Council Fund	208.06
23210 Blevins/Clay-Wall Fund	5,682.70
23600 CMwD reserves	278.02
23900 Prepaid Full Share	5,939.42
24200 Special Funds special funds	
24210 Equipment Fund	5,674.02
24510 MidAmerica Transition Fund	27,937.14

MidAmerica Region UUA Balance Sheet

As of June 30, 2016

	Total
25000 Restricted Funds/Permanently Restricted	
25100 Frank Gentile Fund	29,619.66
25200 Endowment Fund-PSD	19,991.75
25300 Judy Memorial Lecture Fund	1,175.00
Total 25000 Restricted Funds/Permanently Restricted	50,786.41
28000 Affiliated Organizations	
28100 Minnesota Social Justice Alliance	437.45
Total 28300 MidWest Leadership School	34,720.69
28500 Youth Midwest Leadership School	28,074.60
28600 Camp Unistar Foundation	100.00
28700 UUANI - UU Advocacy Network Illinois	25,349.87
28800 MUUC/MUUF Funds	68,028.15
Total 28000 Affiliated Organizations	156,710.76
Direct Deposit Payable	(4,550.48)
Total Payroll Liabilities	2,125.94
Total Other Current Liabilities	356,945.75
Total Current Liabilities	361,446.75
Total Liabilities	361,446.75
Equity	
30000 Opening Balance Equity	(3,385.24)
39000 Retained earnings/Net Assets	23,198.40
39100 Central Midwest District	62,620.04
39200 Heartland District	58,923.09
39300 Prairie Star District	253,192.12
39500 Unrealized Gain/(Loss) on Investments	(24,014.40)
Net Income	(34,302.89)
Total Equity	336,231.12
TOTAL LIABILITIES AND EQUITY	697,677.87

MidAmerica Region UUA

Budget vs. Actuals: MidAm Jul15 - Jun16 - FY16 P&L

July 2015 - June 2016

	Actual	Budget	Over (Under) Budget	% of Budget
Income				
41000 Income from Congregations	429,998.63	487,200.00	(57,201.37)	88.26%
42000 UUA Grants	69,224.00	72,704.00	(3,480.00)	95.21%
43000 Program Registration Fees	75,628.54	108,100.00	(32,471.46)	69.96%
44000 Congregational Consulting Fees	13,827.00	7,300.00	6,527.00	189.41%
45000 Interest/Investment Income - Operating	0.00	25,000.00	(25,000.00)	0.00%
46000 Grant Funding	79,552.36	80,000.00	(447.64)	99.44%
47000 Fundraising	2,775.00	10,000.00	(7,225.00)	27.75%
48000 Misc and Pass Through Funds	15,809.02	1,000.00	14,809.02	1580.90%
Total Income	686,814.55	791,304.00	(104,489.45)	86.80%

Expenses				
51000 Administrative Expenses	10,514.83	16,874.00	(6,359.17)	62.31%
51400 Communications	14,455.32	20,890.00	(6,434.68)	69.20%
51500 Contracted and Other Services	29,160.36	36,900.00	(7,739.64)	79.03%
52000 Administrative Committees/Projects	0.00	600.00	(600.00)	0.00%
61000 Board and Governance Expenses	23,767.87	20,700.00	3,067.87	114.82%
62000 Stewardship Expenses	1,500.00	2,000.00	(500.00)	75.00%
68000 Pass Through Accounts				
70000 Staffing	510,195.10	560,581.00	(50,385.90)	91.01%
80100 Independent Contractors	13,850.86	7,500.00	6,350.86	184.68%
80200 Regional Workshops and Programs	80,359.48	123,200.00	(42,840.52)	65.23%
80400 Program Administration	34.50	100.00	(65.50)	34.50%
80500 Scholarships	0.00	3,000.00	(3,000.00)	0.00%
80600 Transitions	5,423.41	9,000.00	(3,576.59)	60.26%
83000 Program Committee Expenses	3,878.81	5,300.00	(1,421.19)	73.19%
Total Expenses	693,140.54	806,645.00	(113,504.46)	85.93%
Net Operating Income	(6,325.99)	(15,341.00)	9,015.01	41.24%

1. Accounting for Chalice Lighter Grants changed in FY16; they were moved to the Balance Sheet; there was \$32,450.50 paid out in FY16 that was collected in FY15; that payout is not reflected in this statement.

MidAmerica Region UUA
Balance Sheet
As of December 31, 2016

	Total
ASSETS	
Current Assets	
Bank Accounts	
11000 MA Checking (7672)	119,647.97
11005 MWLS (7883)	30,246.30
11016 YMWLS (6250)	9,983.78
11018 UUANI (2083)	16,710.35
11020 MUUC/MUUF (3003)	68,028.15
11050 Savings (8131)	20,091.55
11080 Investment Accounts	402,477.57
Total Bank Accounts	667,185.67
Other Current Assets	9,269.73
Total Current Assets	676,455.40
TOTAL ASSETS	676,455.40

LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Total Credit Cards	5,142.12
Other Current Liabilities	
23105 CL-Fall Call	12,501.87
23106 CL-Winter Call	9,216.67
23107 CL-Spring Call	14,072.75
23110 CL-Administrative Reserve	2,859.11
23111 CL-Small Grant Fund	7,124.53
23120 CL-New Congregation Fund	6,995.69
23121 CL-Campus Fund	5,964.40
23122 CL-Social Justice Fund	1,678.16
23135 UUMA Chapters - Meeting Reserves	3,615.89
23140 Camp Star Trail Fund	5,610.49
23160 Annual Conference Planning Fund	4,961.11
23165 Regional Assembly Scholarship Fund	1,084.00
23170 Friends of PSD/MidAmerica	4,927.47
23180 History and Heritage Fund	3,117.77
23305 Mosaic Makers Grant - UUA 2016	10,100.00
23310 UUA Association Sunday Reserve	936.31
23320 UUA Grant for New Fellowship Initiatives	1,305.67
23350 UUA/PSD Seminary Student Support Project	9,199.83
23200 scholarship funds	
23205 Northern Area Youth Council Fund	208.06
23210 Blevins/Clay-Wall Fund	5,307.70

23600 CMwD reserves	278.02
23900 Prepaid Full Share	(5,939.42)
24020 Standing Rock Travel Fund	250.27
24210 Equipment Fund	3,321.58
24510 MidAmerica Transition Fund	27,730.98
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
28000 Affiliated Organizations	
28100 Minnesota Social Justice Alliance	437.45
28300 MidWest Leadership School	30,050.73
28500 Youth Midwest Leadership School	7,363.05
28600 Camp Unistar Foundation	100.00
28700 UUANI - UU Advocacy Network Illinois	19,100.59
28800 MUUC/MUUF Funds	68,028.15
Total Payroll Liabilities	5,878.08
Total Liabilities	327,530.59
Equity	
Total Equity	348,924.81
TOTAL LIABILITIES AND EQUITY	676,455.40

MidAmerica Region UUA
Budget vs. Actuals: MidAmerica - FY17 Profit and Loss
 July 2016 - December 2017

	Actual	Budget	Over (Under) Budget	% of Budget
Income				
41000 Income from Congregations	233,702.60	503,125.00	(269,422.40)	46.45%
42000 UUA Grants	33,884.00	65,000.00	(31,116.00)	52.13%
43000 Program Registration Fees	14,683.98	63,700.00	(49,016.02)	23.05%
44000 Congregational Consulting Fees	6,591.67	7,300.00	(708.33)	90.30%
45000 Interest/Investment Income - Operating	0.00	25,000.00	(25,000.00)	0.00%
46000 Grant Funding	60,583.92	75,000.00	(14,416.08)	80.78%
47000 Fundraising	7,500.00	8,000.00	(500.00)	93.75%
48000 Misc and Pass Through Funds	0.00	1,000.00	(1,000.00)	0.00%
Total Income	356,946.17	748,125.00	(391,178.83)	47.71%
Expenses				
51000 Administrative Expenses	9,165.33	18,480.00	(9,314.67)	49.60%
51400 Communications	6,806.93	18,140.00	(11,333.07)	37.52%
51500 Contracted and Other Services	14,039.69	32,100.00	(18,060.31)	43.74%
52110 Heritage Project	0.00	600.00	(600.00)	0.00%
61000 Board and Governance Expenses	12,066.27	16,700.00	(4,633.73)	72.25%
62000 Stewardship Expenses	0.00	3,000.00	(3,000.00)	0.00%
70000 Staffing	288,651.75	583,832.00	(295,180.25)	49.44%
80000 Program Expenses				
80100 Independent Contractors	3,256.09	11,000.00	(7,743.91)	29.60%
80200 Regional Workshops and Programs	17,226.75	63,000.00	(45,773.25)	27.34%
80400 Program Administration	180.75	100.00	80.75	180.75%
80500 Scholarship registrations and Waivers	0.00	3,000.00	(3,000.00)	0.00%
80600 Transitions	7,656.76	9,000.00	(1,343.24)	85.08%
83000 Program Committee Expenses	948.89	5,500.00	(4,551.11)	17.25%
Total Expenses	359,999.21	764,452.00	(404,452.79)	47.09%
Net Operating Income	(3,053.04)	(16,327.00)	13,273.96	18.70%

MidAmerica Budget

7/2015 to 6/2016

In accordance with the Bylaws of the MidAmerica Region, UUA, Bylaws, Article VIII, Section 2 (General Provisions: Budget), this budget was approved by vote of the MidAmerica Region Board of Trustees on February 7, 2017, and is presented here for the information of our congregations and their delegates.

		FY17 sub total	FY17 MidAmerica Total	FY18 sub total	FY18 MidAmerica Total
Income					
	Congregational Contributions	\$ 718,750		\$ 718,750	
	Discount	\$ (215,625)		\$ (215,625)	
	Net	\$ 503,125	\$ 503,125	\$ 503,125	\$ 503,125
	UUA Grants		\$ 65,000		\$ 62,000
	Program Registration Fees		\$ 61,100		\$ 45,875
	Lifespan Religious Education	\$ 4,000		\$ 4,000	
	YMWLS	\$ 15,000		\$ 15,000	
	Youth Ministry Events	\$ 2,600		\$ 7,075	
	Young Adult Ministry Events	\$ 1,500		\$ 800	
	Regional Assemblies	\$ 33,000		\$ 15,000	
	Trainings	\$ 5,000		\$ 4,000	
	Congregational Consulting		\$ 7,300		\$ 9,800
	Investment Income		\$ 25,000		\$ 25,000
	Grant: MUUC/MUFF		\$ 75,000		\$ 80,000
	Fundraising		\$ 8,000		\$ 12,000
	Miscellaneous Income		\$ 1,000		\$ 1,000
	Total Income		\$ 745,525		\$ 738,800
Expenses					
	General and Office Expenses		\$ 7,540		\$ 8,080
	Equipment and Leases		\$ 6,940		\$ 7,365
	Insurance		\$ 4,000		\$ 3,000
	Communications		\$ 18,140		\$ 17,290
	Contracted and Other Services		\$ 32,100		\$ 35,100
	Administrative Committees/Projects		\$ 600		\$ 600
	Board and Governance Expenses		\$ 16,700		\$ 18,200
	Stewardship Expenses		\$ 3,000		\$ 3,000
	Regional Staffing Costs		\$ 168,526		\$ 157,663
	Regional Staff Professional Expenses		\$ 10,551		\$ 10,435
	Cofunded Staff Costs		\$ 330,730		\$ 332,170
	Cofunded Staff: Prof Exp & Travel		\$ 63,000		\$ 61,500
	Payroll Expenses		\$ 11,027		\$ 10,917
	Contractor Expenses		\$ 11,000		\$ 11,000
	Regional Workshops and Programs		\$ 63,000		\$ 44,500
	YMWLS	\$ 17,500		\$ 15,000	

MidAmerica Budget

7/2015 to 6/2016

In accordance with the Bylaws of the MidAmerica Region, UUA, Bylaws, Article VIII, Section 2 (General Provisions: Budget), this budget was approved by vote of the MidAmerica Region Board of Trustees on February 7, 2017, and is presented here for the information of our congregations and their delegates.

		FY17 sub total	FY17 MidAmerica Total		FY18 sub total	FY18 MidAmerica Total
	Youth	\$ 4,000			\$ 7,500	
	Young Adult	\$ 2,000			\$ 1,000	
	Renaissance	\$ 4,000			\$ 4,000	
	OWL	\$ 1,000			\$ 1,000	
	REALL	\$ 1,500			\$ -	
	Regional Assembly	\$ 30,000			\$ 12,000	
	Face to Face	\$ 3,000			\$ 4,000	
	Background Checks		\$ 100			\$ 100
	Scholarships: YMWLS		\$ 3,000			\$ -
	Transitions Support - Professionals		\$ 9,000			\$ 12,000
	Program Committee Expenses		\$ 5,500			\$ 5,300
	Total Expenses		\$ 764,454			\$ 738,220
	Total Income		\$ 745,525			\$ 738,800
	Net Surplus/(Deficit)		\$ (18,929)			\$ 580



2016 CAMP UNISTAR ANNUAL REPORT



OUR VISION

Belonging at camp;
cherishing the island;
inspiring action in the world.

STAFF MEMBERS

Director

Ben Joselyn

Assistant Director

Jenna Courtney

Food Service Director

Kelly Kist

Waterfront Director

Louis Shulz-Welo

Assistant Waterfront Director

Evan Heier

Childrens Program Co-Directors

Justine Jones

Gwen Eastaugh

Youth Program Director

Eli Radtke

Maintenance Director

Austin Frizzell

Maintenance Assistant

Connor Metcalf

Experienced Generalist

Grace Alexander

Generalists

Celia Carr

Abbey Hays

Lucy West

BOARD OF DIRECTORS

President

Kristin Boehm

Vice President and Immediate Previous President

Fred Hulting

Treasurer

Meredith Smith

Directors

Oliver Gross

Heidi Romanish

Kristin Siegesmund

Immediate Previous Directors

Pat Diamond

Greg Schieber

Grant Wacker

Management Committee Chair

Morgan L'Argent

MANAGEMENT COMMITTEE MEMBERS

Abigail Olson

Ann McCully

Bernadine Joselyn

Bob Friedman

Chris Bremer

Glenn Corliss

Lily Lamb

Lois Hamilton

Lynda Börjesson

Marla Siegler

Morgan L'Argent

Omega Guzman

Randall Sanderson

Scott Devens

Sharyn Barney

Sonja Blackstone

Steve Schreurs

Susyn Stryk

Suzann Whilhite



LETTER FROM THE CAMP UNISTAR FOUNDATION

Hi all,

It was another great year for the Camp UniStar Foundation, as we welcomed 734 Campers during the summer season, completed several significant facility rejuvenation projects, and continued our strategic visioning process in collaboration with people throughout the camp community. Through these efforts we have continued the magical traditions of camp, while strengthening our organization and building firm foundations for the future.

We want to thank our Donors, Volunteers, Staff, and Campers for their passionate support of Camp UniStar and its transformative impact on all of us and our surrounding communities.



Kristin Boehm
Board President

Morgan L'Argent
Management Committee
Chair



2016 HIGHLIGHTS

2016 was an eventful year for Camp UniStar. We welcomed leaders each week to guide programming in a wide array of subject matters including Work Week and Youth Weeks I&II, as well as Boats, Create-A-Game, Being Mindful: Yoga and Meditation, Home Crafts: Felting and Wood Carving, Old Time Music and Dance, Think Globally Eat Locally, Listening as a Spiritual Practice, Spring Forest Qigong, and Art and Asanas weeks.

In addition to many great improvements made throughout the season and with support from contractors as well Work and Youth Week Campers, a few property highlights emerged:

- Metal roofing was installed on Cabin 5, as well as the Dining Hall and Kitchen following a storm damage event in July.
- Phase 1 of the rejuvenated Staff Quarters project was completed and Staff had fun decorating their new space.
- We re-finished the floors in the Dining Hall and improved the music system for the main Kitchen.

Additional highlights from the summer are noted below:

- Campers and Staff are getting better at tick protection. There was only one reported case last summer from a Staff Member, and in the last few years, numbers are steadily declining.
- Kitchen waste was down thanks to our Food Service Staff.
- On July 4th, Campers hosted a musical parade throughout the camp complete with costumes, streamers and noise makers.

SUPPORTING OUR LOCAL COMMUNITY

Whenever possible, Camp UniStar is committed to supporting the local community in Cass Lake and surrounding cities. In addition to sourcing goods and services from area businesses, in 2016 Camp UniStar donated goods and funds to these external beneficiaries:

- **The Leech Lake Tribal College (\$1000)**
- **The Leech Lake Boys and Girls Club (\$2000 in addition to food and clothing)**



PREPARING FOR THE FUTURE: VISIONING RESULTS

In October of 2016, the Camp UniStar Foundation conducted focus group sessions to inform how we might update our Vision Statement to inspire future strategic planning. A number of Campers, former Staff Members, Management Committee and Board Members graciously offered their time participating to ensure our community makes the right decisions to sustain our space for generations to come. For this, we give thanks.

This collective wisdom proved extremely valuable. Our community confirmed its unified passion to steward UniStar into the future, and willingness to help. To inspire future strategic planning, we updated our Vision Statement to reflect the priorities shared by community members during our visioning process.

Our updated Vision Statement is: Belonging at camp; cherishing the island; inspiring action in the world.

The camper community strongly stated its support for our efforts to improve our development activities, as well as seek opportunities for more cross-collaboration between our camp and the Star Island and Cass Lake communities. Next steps will be to define a number of strategic goals we can set in support of our collective vision.

On behalf of the entire Camp UniStar leadership, we thank you all for your support and look forward to what the future has in store for the camp.

BALANCE SHEET
AS OF DECEMBER 31, 2016

ASSETS	
Current Assets	\$193,271
Fixed Assets	944,820
Other Assets	537,919
TOTAL CURRENT ASSETS	\$1,676,011
LIABILITIES AND EQUITY	
Current and Long-Term Liabilities	\$0
Equity	1,609,723
TOTAL	\$1,676,010

NANCY HEEGE SCHOLARSHIP FUND ESTABLISHED

In partnership with the MidAmerica Region, in 2016 we established a multi-generational family scholarship fund to honor Nancy Heege. The first scholarships will be awarded in 2017.

FINANCIAL AID

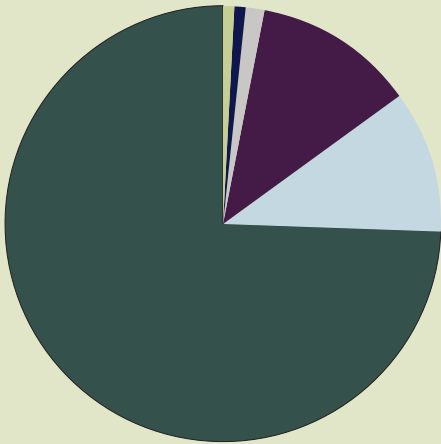
As has been true in previous years, In 2016, we awarded financial aid to families wishing to attend Camp UniStar and in need of financial support.

INCOME AND EXPENSES

AS OF DECEMBER 31, 2016

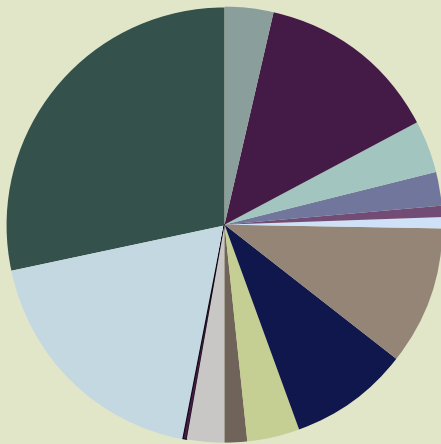
INCOME	
Camper Fees	\$314,300
Donations	43,531
Interest, Dividends and Capital Gains	53,801
Sales and Services	5,124
Refunds and Reimbursements	-3,730
TOTAL INCOME	\$413,026
EXPENSES	
Personnel	\$97,844
Food Service	63,751
Health and Safety	732
Property	7,398
Accommodations	5,868
Utilities	13,762
Waterfront	30,742
Program	35,404
History and Archives	10
Communications	2,282
External Relations	3,040
Admin & Finance	8,556
Insurance	13,511
Marketing Expenses	0
Depreciation Expense	47,060
TOTAL EXPENSES	\$332,174
NET OPERATING INCOME	\$80,851
OTHER INCOME	
Endowment Fund	1,100
TOTAL OTHER INCOME	1,100
OTHER EXPENSES	
Camp Unistar Foundation Administration	13,048
Stewardship Expenses	129
Capital Projects	0
TOTAL OTHER EXPENSES	\$13,177
NET OTHER INCOME	-12,077
NET INCOME	68,774

INCOME



- Camper Fees
- Donations
- Dividends and Capital Gains
- Sales and Services
- Refunds and Reimbursements
- Endowment Fund

EXPENSES



- Personnel
- Food Services
- Health and Safety
- Property
- Accomodations
- Utilities
- Waterfront
- Program
- Communications
- External Relations
- Admin and Finance
- Insurance
- Depreciation
- CUF Administration

ABOUT CAMP UNISTAR

The mission of Camp UniStar is to nurture intergenerational community that lives Unitarian Universalist principles while promoting personal and spiritual growth and love of nature.

For more information on our program offerings, visit:

<http://www.campunistar.org>

Questions? Contact: info@campunistar.org



MidAmerica Region Unitarian Universalist Association

2355 Fairview Ave N #312

Roseville, MN 55113 312-636-9724 midamerica@uua.org