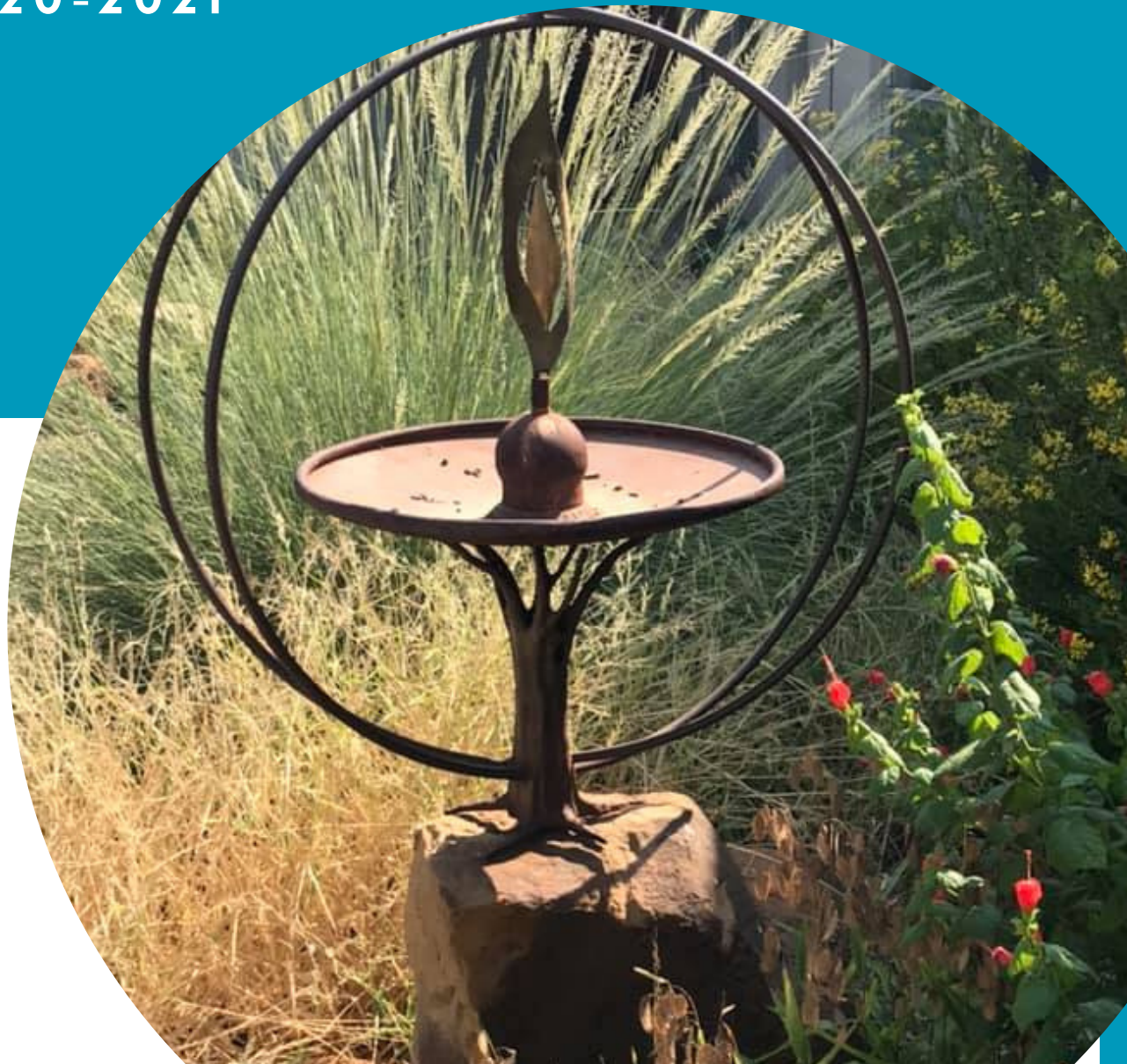


# UNITARIAN UNIVERSALIST CHURCH OF MIDLAND



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ANNUAL REPORT  
FOR 2020-2021



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# CONGREGATIONAL MEETING AGENDA

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**May 16, 2021**

- Call to Order
- Welcome
- Reopening update
- Budget proposals
- State of financial affairs
- Vote on investment committee members
- Ministerial options: discussion and vote
- Vote to fulfill Board positions of: President Elect, Treasurer, and one At-Large Member
- Director of Religious Education vacancy: discuss options and vote
- Vote on the proposed 2021-2022 budget
- Vote on adopting the 8th Principle
- Vote on becoming a Welcoming Congregation
- Close Meeting

# NOMINATION'S REPORT

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**Treasurer** - open

**President-elect** - Barbara Handley

**At-Large** - Eli Hilbert

**Investment Committee** - Jane Hellinghausen and  
Tim Jebsen



# BOARD OF DIRECTORS 2020-2021

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Maureena Benavides, President

Janine Deckard, President-Elect

Alex Fields, Treasurer

April Graham, Secretary

David Allen, At Large Member

Lisa Jebson, At Large Member

Beverly Wise, At Large Member



# MINISTER'S REPORT

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This has been a very interesting year at the Unitarian Universalist Church of Midland! Between the pandemic, ministerial transition, by-law upgrades, and the many challenges a church faces in a normal year, this year was never boring. We welcomed many new faces and new members in our midst, and a new minister- me.

There was lots of change here, let us be grateful that it's well balanced by all that is tried and true. I am talking about our dedicated staff and members that continue to come and make this world a place better. I am also talking about the many activities and traditions that are the hallmarks of this community; such as the Out in West Texas Symposium and Annual Mitten Tree. This will always be an oasis in the desert, however it is the people and traditions that make this place a home worth returning to year after year.

It is a blessing that this church is overflowing with dedicated leaders working together in our shared ministry. These ministries, along with the many unnamed ministries, make us who we are as a faith community. We are a community that celebrates small group ministry in many ways through our many ways we have gathered; to attend a virtual gallery tour at the Sibley Center to see Rebecca Dodge's Art Exhibit, hosted the Knitting Group under our Oak tree, to the UUA's Common Read discussion based on this year's book by Imani Perry – Breathe: A Letter to my Sons, and to the virtual forum that the Social Action Committee hosted to learn about a new way to address homelessness in Midland. Thank you for sharing your unique gifts and passions with this congregation. We come together to better understand the mysteries in our lives and we are blessed by one another, our kindred pilgrim souls.

# MINISTER'S REPORT

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It is my hope that you continue the many ways we reach out in love to the wider community; through opening our doors to host various gathering and sharing a monthly offertory plate. May we always serve up feed the souls of the hungry whether it happens at the food pantry or in our fellowship hall, offer forums to further explore racism in Midland and learn more about the 8th UU Principle so we know what holds us entrenched in the wider White Supremacy culture, and continue to educate another generation with our religious liberal ideals- I really loved serving as a part of this Sunday School program.

I would like to say thank you and that I believe I was the luckiest minister to get to work with this staff; Jessica Stewart- our Administrator, Scott and Sonja Millichamp- our Music Directors, and Barbara Handley- our Religious Education Director. Their dedication, cooperation, and collaborative style have made it a blessing to serve here. I couldn't have served this church without you.

I also have been supported by the many folks that make up our lay-leadership. I'd like to say thanks to Maureena Benavides for leading the Board, to April Graham for leading the new Social Action Committee, to Janine Deckard for kick-starting our new Welcoming Congregation commitment, to Jane Hellinghausen and Barbara Handley for loving the membership via the Membership Committee and Care Team. They could love up Midland by themselves just fine, but imagine what you could do if everyone in this church joined them- Midland would be overflowing with love.

It saddens me to depart at this time, this year with you will be one I hold in my heart for a long time. It was a blessing to be your minister and serve beside this terrific Staff and Lay-leadership. There is much work to be done and I trust you meet the journey onward in faith.

# MINISTER'S REPORT

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As we prepare for yet another Annual Meeting, may we be grateful for all the miracles in our midst and may we rejoice in our coming together to celebrate our faithful and democratic unity.

With affection,

*Rev. Julie Lombard*





# MUSIC DIRECTORS

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The past year, 2020-2021, is an interesting one to reflect upon! The spring of 2020 was dominated by adapting to online worship during the pandemic. Over many weeks Scott adjusted our technology to better accommodate the many different ways we share music online: recordings, YouTube videos, live vocal or instrumental performances, and live performances on the keyboard. It took a lot of learning and testing, but we feel we came up with ways to deliver music with high quality over the internet. We also made an effort during this time to bring in guest musicians whom we feared might be particularly impacted financially by the pandemic. It was a joy to support them (even if just a bit) and to receive the gift of their music. Some told us that the opportunity to share music during that time was very meaningful to them.

While we would normally take two months off during the summer, we worked through the entire summer of 2020. We felt that taking time off would place undue burdens on church leaders and staff while our pandemic adaptations were so new, and we also wanted to be present for the ministerial transition that took place as July turned to August. Continuing to work was very beneficial for us also, both financially and as a meaningful musical outlet while everything else was shut down.

During the summer we deepened our commitment to diversifying our musical offerings for the sake of greater justice and inclusivity. Sonja made a commitment to include in each of her preludes at least one work by a composer of marginalized identity and has been focusing particularly on Black composers; Scott made a similar commitment for his preludes but broadened it to include composers and performers. Both of us have made strides toward diversifying our other musical offerings as well, and in addition to Black musicians we have at times focused on Indigenous musicians, Asian composers, and transgender artists, among others.

In July we put together our first virtual choir performance as a musical farewell for Rev. Emily's final service. This project entailed a huge learning curve but was also hugely rewarding,

# MUSIC DIRECTORS

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and we were happy to have a wonderful turnout of musicians participating in the project.

In August our focus was on getting to know Rev. Julie and adapting to the changes that a new minister inevitably brings. Probably the most notable change was that Rev. Julie took over selecting the hymns, which makes a lot of sense and which has saved us church hours (which have been a precious commodity ever since worship moved online).

In December we took over the role of “slide projectionist,” and though it took a few weeks to adapt we feel it’s a change that overall has made sense for our church. In December we also had a holiday-themed worship service featuring lots of music. We worked hard to make this service special by creating various musical videos, singing favorite carols, and putting together a virtual choir performance of Dark of Winter.

Having congregational participation in music has been challenging during the pandemic and online worship, but we hope it is something we can do more again in the future. We have had a small handful of church members share both live and prerecorded music with us, and we appreciate these volunteers greatly! Other attempts have encountered technical roadblocks, and we think that creating music in isolation, whether online or via recording, tends to be more psychologically difficult as well. Several lay leaders who have led services have also selected their own music, which is always a welcome and appreciated enrichment to what we share here. We also created a third virtual choir performance for our Easter/Spring themed service.

Now in the spring of 2021 a good deal of focus is on how we will return to services in the sanctuary while maintaining an online presence.

Scott has been determining what equipment will be need to purchased and making recommendations to the board. There will undoubtedly be

# MUSIC DIRECTORS

many more things to figure out along the way, such as finding needed volunteers for technical roles and—if deemed necessary—adapting the type of music we perform for COVID safety. We have also been ramping up our efforts to understand the complicated legal issues that surround online worship. We have purchased a license through Christian Copyright Solutions, but more work and discussion is likely needed in this area.

Lastly, we have much work in the coming month to prepare for taking two months off in the summer. We are remaining flexible since we don't yet know when the sanctuary will be open for worship, nor how those in-person and hybrid aspects are going to work—therefore, we don't yet know where we should be focusing our preparations for our time off. Normally before leaving for the summer we have filled those two months with guest musicians and prepared a list of familiar and easy hymns. This year those things may or may not be relevant, and it's possible that providing a list of useful videos or hiring musicians to create video content may be more helpful.

- Sonja and Scott Millichamp



# RELIGIOUS EDUCATION

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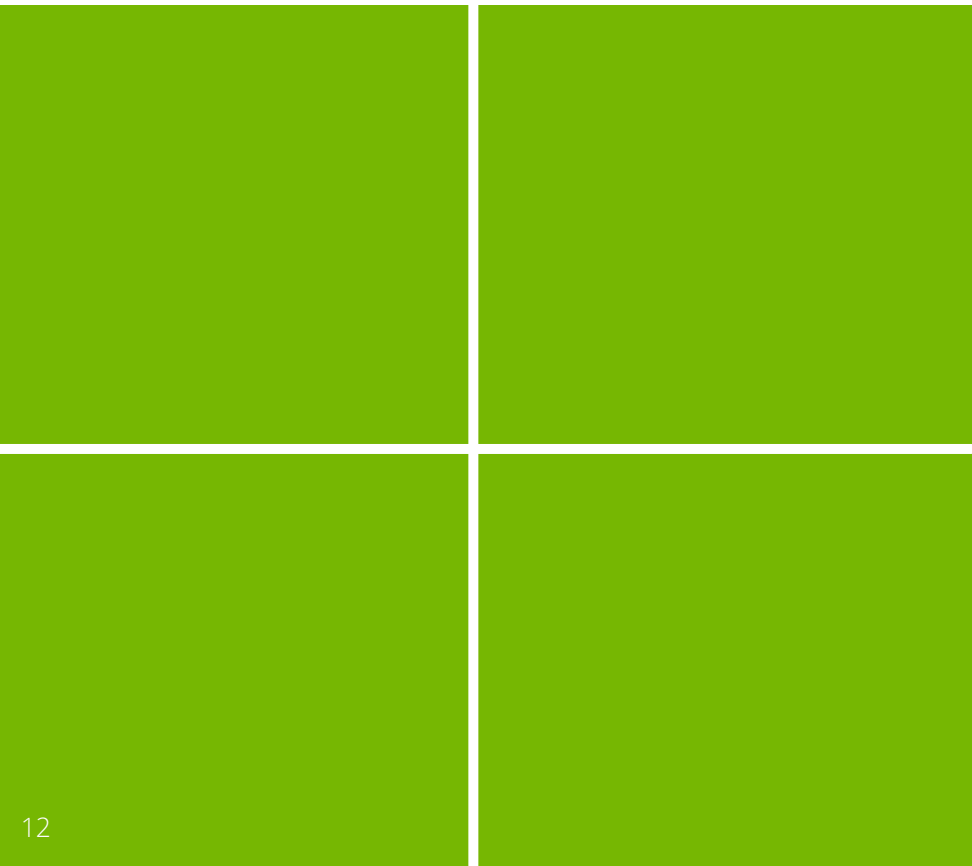
Due to COVID-19, Children's Religious Education has been on Zoom this year. We met every Sunday from 10:15-10:45. We modified our Spirit Play curriculum to fit this shortened time span. We began each Sunday with greetings, Chalice Lighting, and our story which emphasized our theme: Super Heroes. The story was followed by "wondering questions". Next we had our stones of Joy and Sorrow followed by Show and Tell. We ended our service with our sung benediction Go Now in Peace.

Chalice Camp in July 2020 was held the first week in July via Zoom. We followed the same format for Children's Zoom Time but we met for a week at 2:00. Happily, plans are under way for Chalice Camp 2021! Chalice Camp will be held July 5-July 8 in person!! Chalice Camp will be in the southern garden and mitigation procedures will be followed. The theme is Nature and the Violet Promise (value our home the earth).

Special thanks for their support and participation this year: our UU children, Rev. Julie Lombard, Janine Deckard and April Graham.

I will be resigning my position as Director of Religious Education (DRE) July 1 since I will be serving on the Board of Directors. I will continue serving the Religious Education Committee and our children on a voluntary basis.

Respectfully submitted,  
Barbara Handley  
DRE



# RELIGIOUS EDUCATION

January 12, 2020  
Stone Soup  
Forum



Janine Deckard



Emily Wright-Magoon



Barbara Handley



Christopher



Kyndall Leone



Natalie London

# WORSHIP COMMITTEE

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The Worship Committee consists of volunteers who help to keep our Zoom Services running smoothly. There is the Zoom Host, the slide operator, and the Worship Associate.

The Worship Committee was recently reformed to help plan for lay-led services and the summer schedule. Our theme for the summer are our Eight UU Principles. Each Sunday will highlight one of our Principles. We will again live-stream the Sunday Service form General Assembly.

The Worship Committee is in search of volunteers to help with the summer services- suggestions for readings or music or presenters for a service on a principle.

The Worship Committee consists of: Barbara Handley (chair), Maureena Benavides, Janine Decker, Jane Hellinghausen, and Scott and Sonja Millichamp.

Respectfully submitted,  
Barbara Handley



# WORSHIP COMMITTEE

**Chair:** Shanda Unger (resigned in Fall 2020) and reassigned to Barbara Handley, Janine Deckard, Maureena Benavides, Jane Hellinghausen, Scott & Sonja Millichamp

The Worship Committee works in conjunction with the minister to offer worship during the Sunday services. They are often responsible for one lay-led service each month as well as some summer services.



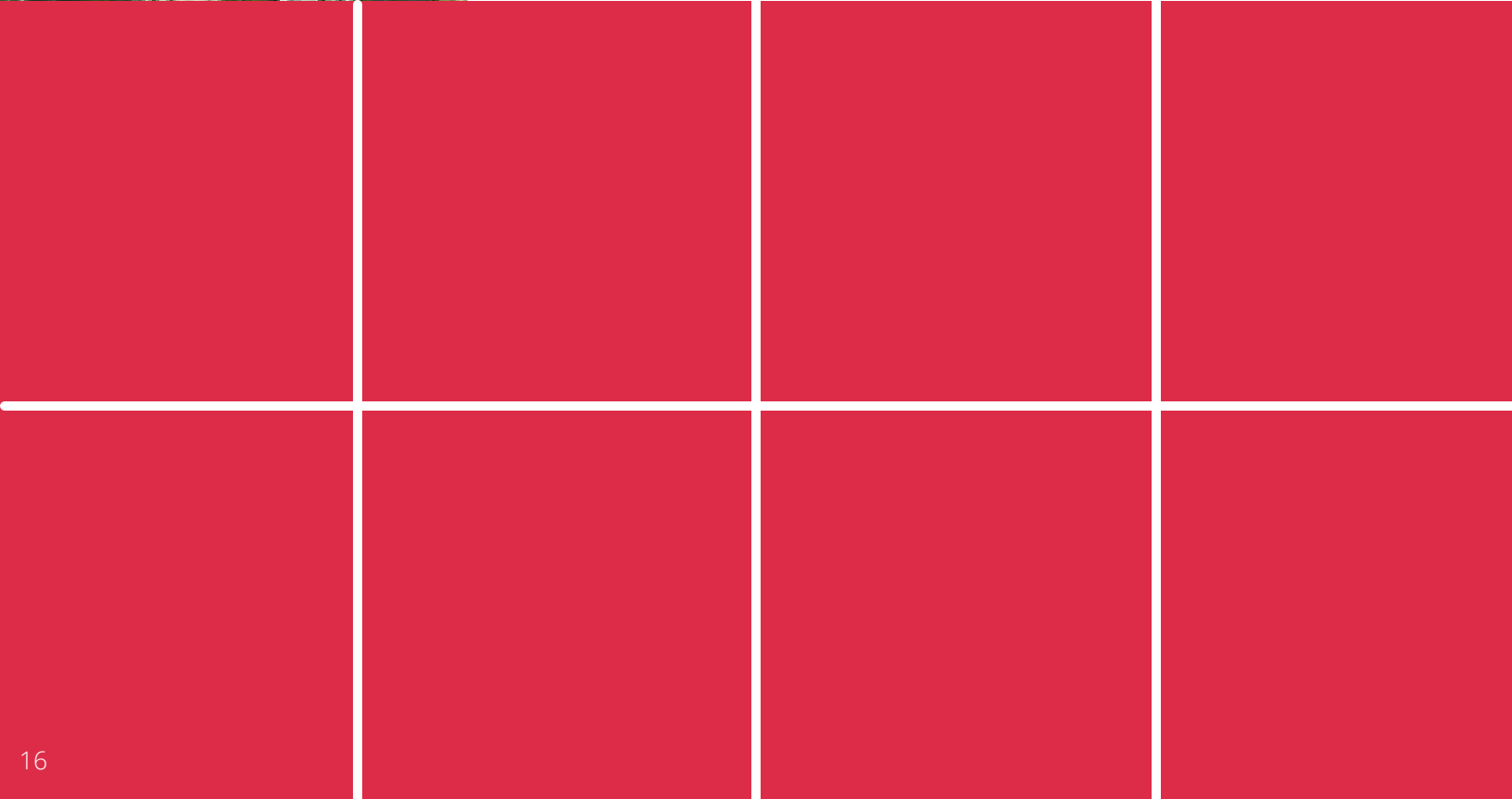


# SOCIAL ACTION COMMITTEE

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The Social Action Committee currently consists of April Graham, Harry Nutter, Emmy Ulmschneider, Kyndall Leone, Vincent Tran, Rebecca Dodge, Venus Smith, Jane Hellinghausen, and Eli Hilbert. Our goal has been to offer education and concrete action opportunities to the congregation on issues of concern to UUs and to our specific area of West Texas.

We have met or led a service once a month since forming in late 2020. In January 2021, we led a service on homelessness that featured John Mark Echols, founder of The Field's Edge, a homelessness advocacy organization that is building a tiny homes community for chronically homeless people in our area. In April, we led an Earth Day service, featuring a timely and engaging sermon by Emmy Ulmschneider. Several of our members also donated items to the migrant minors camp outside of town. We also offer recommendations to the Board about Share the Plate recipients. We look forward to leading more services and taking more actions in the coming year.





# MEMBERSHIP COMMITTEE

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**Co-chairs:** Barbara Handley, and Erica Stoltz

The membership committee is responsible for welcoming guests to our church on Sunday mornings, helping to integrate new members into our church community, assisting the minister with New to UU classes and Newcomer Drop-In Circles, providing nametags, welcoming new members formally in a church service, certifying the member list, and other member-related tasks.

**\*Greeters:** After a short training session, greeters arrive early to welcome guests and members to our church before and after the church service.

**\*Socials:** Volunteers can help to set up and/or clean up church socials, such as brunches, lunches, parties, and fundraisers.

**\*Coffee Hour:** Arrive early to make sure keurig, tea, and snacks (optional) are ready for before service, and two tables are set up with chairs. Leave service early to start coffee pot and put out snacks. Clean up after coffee hour is over.



The Membership Committee is co-chaired by Erica Stoltz and Barbara Handley. We organized a Greeter Training in the Fall via Zoom. During the training, we were able to recruit Greeters for our Zoom Sunday services. Mike Vidrine, Erica Stoltz, Chris Stoltz, Franny Zollinger, Jane Hellinghausen and Janine Decker have all helped in this roll throughout the year. Barbara Handley has scheduled the Greeters.

The Membership Committee with support from Rev. Julie Lombard held periodic Drop-In Circles. During these sessions, we learned about new friends and their journey. They had the opportunity to ask questions about UUCOM and Unitarian Universalism. We explained the path to membership.

There have been three new members this year: Rebecca Dodge, Kyndall Leone and Phil Leone. Welcome to UUCOM!

Respectfully submitted,  
Barbara Handley

# CARE TEAM

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**Care Team members: Jane Hellinghausen, Sonja Millichamp and Barbara Handley.**

In July 2020, we began Community Circles as a way to keep in touch with our members during the time of Covid-19. Each circle had a leader who sent out emails, set up Zoom time and/or called the members in their circle. In the fall, we moved away from the Community Circles, although, Care Team members continued to check in with members from time to time.

The Care Team and other volunteers delivered meals to members in need. They sent out cards (sympathy, get well and “thinking of you”) to friends and members. Phone calls and text messages were sent out to friends and members as a means of checking in our community. Care Team members delivered groceries if requested.

In December, Jane Hellinghausen, Rev. Julie Lombard and Barbara Handley visited many of our elders with holiday bread and other goodies!

After the “Great Freeze”, Care Team members checked in with members and friends to ensure everyone’s safety and access their needs.

Respectfully submitted,  
Barbara Handley



**Co-Chairs:** Jane Hellinghausen, Sonja Millichamp, Barbara Handley & Carol Kullman

Volunteers help support church members and friends who may be in need of our attention or assistance. You may help by sending a note or card, making a phone call, visiting a hospital or home, providing a meal or ride.

# COMMITTEES

## **Public Relations Committee**

Chairs: Lisa Jebsen

The Public Relations Committee is responsible for developing guidelines for external marketing and for social media notices.

## **Building & Grounds**

Co-Chairs: Tim Jebsen & David Allen

The Building & Grounds Committee is responsible for overseeing the maintenance and upkeep of our building and the surrounding grounds. This may entail work parties, hiring out services or in-house services.

## **Garden Team**

Chair: Under Building and Grounds

Maintenance of our beautiful church gardens.

## **Finance Committee**

Chair: Current Treasurer & Harry Nutter

The Finance Committee is responsible for establishing guidelines for the investment of the endowment fund. They will oversee an annual audit of church finances.

## **Nominating Committee** (members elected)

Chair: Beverly Wise- elected at the Fall 2020 Meeting

The responsibility of the Nominating Committee is to secure a slate of officers for the Board of Directors as well as for the Investment Committee.

## **Stewardship Committee**

Chair: Current President-Elect

The Stewardship Committee is responsible for planning, organizing and conducting the Stewardship Campaign in the spring.

## **Investment Committee**

Chair: John Kullman

The Investment Committee is responsible for investing the endowment fund.

# CHOIR

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Co-Directors: Scott and Sonja Millichamp, Music Directors

The choir provides special music for our worship service. When active, they usually rehearse on Sunday mornings from 9:30-10:30.



# WELCOME TO UUCOM

## NEW MEMBERS

Rebecca Dodge, Kyndall Leone and Phil Leone.

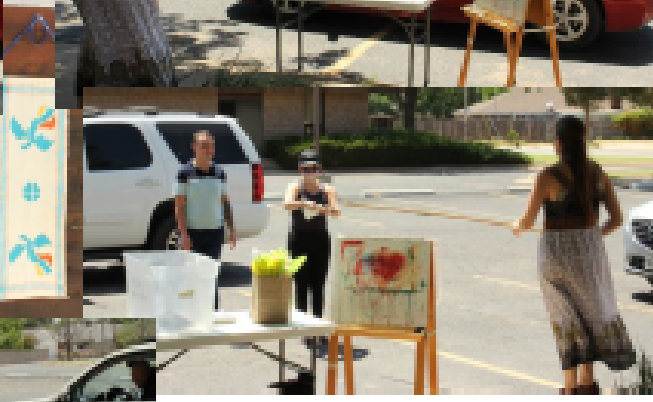
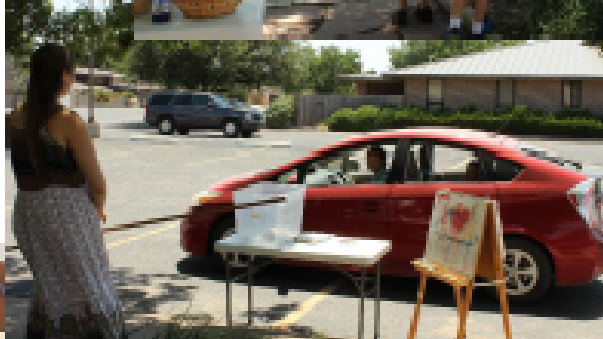
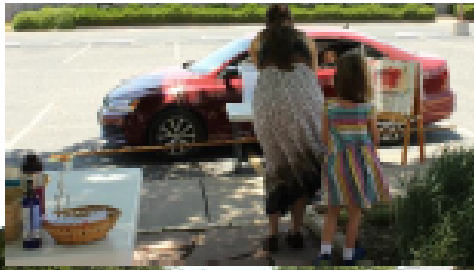
*Welcome to all the new visitors and friends who have joined us virtually this past year.*



# FAREWELL

**Rev. Emily Wright-Magoon**

Drive-by Farewell June 13, 2021



# FAREWELL

## Jean Reid

The Memorial Service for Jean Reid, one of UUMidland's founding members, was held January 25, 2020 at Manor Park and officiated by Rev. Emily, with several members assisting with the service and reception. UUMidland is in debt to Jean and Aubrey Reid for their many contributions to the life of this church. Our sympathy to Jean's nieces and nephew: Krista, Penny, and Jon - and all Jean's family and friends.



# WELCOME AND FAREWELL

**In a whirlwind year we welcome and say farewell to Rev. Julie Lombard as our contract minister.**



The Immigration Pilgrimage August 2019, Dover, NH.





# 2020-2021 FINANCIAL REPORT

FY 2020/2021		100.000%	Fiscal Year Start	7/1/20
<b>Supporting Our Staff</b>	<b>20/2021 budget</b>	<b>YTD</b>	<b>Remaining</b>	<b>% Spent</b>
Minister's salary	\$35,031.00	\$26,273.25	\$8,757.75	75.00%
Minister's benefits	\$22,269.00	\$16,000.00	\$6,269.00	71.85%
Minister's Moving Expenses	\$15,000.00	10,688.90	\$4,311.10	71.26%
Professional Expenses	\$8,000.00	320.32	\$7,679.68	4.00%
Rev. Emily July 2020	\$4,077.97	4,077.97	\$0.00	100.00%
Church Administrator	8,420.00	8,003.22	\$416.78	95.05%
Special fund items (year-end)	\$2,250	2,250.00	\$0.00	100.00%
Child care	\$1,908	599.77	\$1,308.23	31.43%
Music Director	\$10,551	12,588.79	-\$2,037.79	119.31%
Prof. Expenses- Music Director	\$500		\$500.00	0.00%
Workers Compensation	\$800		\$800.00	0.00%
Taxes & Expenses	\$100		\$100.00	0.00%
Payroll Service	\$1,100	916.67	\$183.33	83.33%
Director of RE	\$4,595	3,640.89	\$954.11	79.24%
PPP Loan Forgiveness				
<b>TOTAL</b>	<b>\$114,601.97</b>	<b>\$85,359.78</b>	<b>\$29,242.19</b>	<b>74.48%</b>

<b>Maintaining Our Home</b>				
Maintenance	\$2,000	\$122.92	\$1,877.08	6.15%
Custodial	\$9,100	\$6,630.00	\$2,470.00	72.86%
Building and Grounds	\$3,000	\$1,485.00	\$1,515.00	49.50%
Garden	\$5,000	\$575.00	\$4,425.00	11.50%
Kitchen supplies	\$600	\$321.15	\$278.85	53.53%
Church Insurance	\$10,000	\$12,617.20	-\$2,617.20	126.17%
Gas & Electric	\$4,500	\$2,761.55	\$1,738.45	61.37%
Telephone/Internet	\$1,500	\$967.33	\$532.67	64.49%
Water/Garbage	\$3,200	\$903.94	\$2,296.06	28.25%
<b>TOTAL</b>	<b>\$38,900.00</b>	<b>\$26,384.09</b>	<b>\$12,515.91</b>	<b>67.83%</b>

# 2020-2021 FINANCIAL REPORT

	20/2021 budget	YTD	Remaining	% Spent
<b>Supporting Our Programs</b>				
Worship/Forum Supplies, etc.	\$1,800	\$813.87	\$986.13	45.21%
Music / Pianist	\$2,500	\$725.00	\$1,775.00	29.00%
Membership & social outreach	\$200		\$200.00	0.00%
RE Supplies & Curriculum	\$800	\$116.68	\$683.32	14.59%
RE Training	\$500		\$500.00	0.00%
Chalice Camp				
Board Expenses/Training	\$300	\$584.19	-\$284.19	194.73%
Adult RE refreshments	\$280		\$280.00	0.00%
Office supplies	\$1,200	\$402.49	\$797.51	33.54%
Supporting Connections- ICON	\$480	\$708.00	-\$228.00	147.50%
<b>TOTAL</b>	<b>\$8,060.00</b>	<b>\$3,350.23</b>	<b>\$4,709.77</b>	<b>41.57%</b>

<b>Supporting Connections</b>				
UUA and SWUUC Dues	\$7,223.00		\$7,223.00	0.00%
Advertising/Website	\$800.00		\$800.00	0.00%
<b>TOTAL</b>	<b>\$8,023.00</b>	<b>\$0.00</b>	<b>\$8,023.00</b>	<b>0.00%</b>

<b>Stewardship</b>				
Oil & Gas Production Tax	\$800.00	\$284.22	\$515.78	35.53%
On-line payment Fees	\$600.00	\$356.69	\$243.31	59.45%
Misc. exp				
Auction Expense				
Share The Plate	\$2,000.00	\$1,475.50	\$524.50	73.78%
Minister's Discretionary Fund			\$335.54	
<b>TOTAL</b>	<b>\$3,400.00</b>	<b>\$2,116.41</b>	<b>\$1,619.13</b>	<b>52.38%</b>

# 2020-2021 FINANCIAL REPORT

Revenue	2020/21 budget	YTD	Remaining	% Spent
Pledges	\$55,000.00	\$34,675.00	\$20,325.00	63.05%
Unrealized Pledges	(\$2,750)	\$20,325.00	-\$23,075.00	-739.09%
Unpledged Donations	\$3,500.00		\$3,500.00	0.00%
Cash Offerings	\$4,000.00	\$1,813.00	\$2,187.00	45.32%
Oil & Gas Income	\$2,500.00	\$2,700.20	-\$200.20	108.01%
*Other Fundraisers / Income	\$2,000.00	\$1,293.94	\$706.06	64.70%
Chalice Camp/Spirit play/RE	\$300.00		\$300.00	0.00%
Building Use	\$4,000.00	\$1,750.00	\$2,250.00	43.75%
PPP Loan		\$19,212.00		
Second PPP Loan		\$10,449.00		
<b>TOTAL</b>	<b>\$68,550.00</b>	<b>\$92,218.14</b>	<b>\$5,992.86</b>	<b>91.26%</b>
From Endowment	\$77,826.00		\$77,826.00	0.00%
<b>TOTAL REVENUE</b>	<b>\$146,376.00</b>	<b>\$92,218.14</b>	<b>\$54,157.86</b>	<b>63.00%</b>

<b>CHECKING</b> ----->	\$3,101.52	<b>SAVINGS</b> ----->	\$42,058.36
<b>Out in West Texas balance at</b>	\$4,715.76		





# UNITARIAN UNIVERSALIST CHURCH OF MIDLAND

ANNUAL REPORT  
FOR 2020-2021

PREPARED BY JESSICA STEWART  
OFFICE ADMINISTRATOR

