

**KUUF Committee Reports**  
**Annual Meeting, June 14, 2020**

**Table of Contents**

Caring Committee .....	1
Children’s RE Committee.....	2
Finance Committee.....	3
Green Sanctuary Committee.....	5
Hospitality .....	10
Library .....	11
Membership Committee.....	13
Music Committee.....	14
Personnel Committee.....	15
Publicity Committee.....	16
Sunday Forum Committee.....	17
Worship Committee.....	18

## **Caring Committee Update** - submitted by Linda Rulison to the KUUF Board

June 14, 2020

Over the years the Caring Committee was also referred as "The Pastoral Care Team" and it consisted of the Minister and a number of congregational members. The demand or need for pastoral care and other services has fluctuated over the years as well as our congregation's ability to provide some of these needed services. Some situations can be very challenging and hard for even well intended people to deal with.

We have had some demanding situations this past year and are facing one right now and into the foreseeable future, with the Covid-19 virus. I am happy to say that the congregation and the committee seems to be doing well. We are all taking one step at a time and learning to adjust to our "new normal" for now.

Over the past number of months we have learned that having dependable office staff and volunteers plus an engaged minister really makes a difference. So things that worked because of this:

1. **On-line coordination.** Supporting Paul after his surgery because we could coordinate with Martha, and Paul's family to work out an on-line scheduling program. Members simply had to check the on-line schedule and sign up for meal deliveries and/or walks with Paul or to paint his house!. If the family had a concern or question, they called the office or our committee, usually me or Lora R.

2. **Care Bags.....at the minister's request** (using the minister's discretionary funds) the Caring Committee has tried to help fellowship members who are especially isolated feel that they aren't forgotten during the pandemic. This effort has included two rounds of "care bags" and some flower deliveries so far. Also, information about stores that offered curbside grocery pick up, or home deliveries in the Houghton/Hancock area was provided to those in need. **This is an effort that the committee may need to consider expanding as people may be forced to stay isolated longer than any of us thought.**

3. **Transportation for members by members and/or the minister.** Medical transportation has been provided for members to visit a loved one in the hospital, to get several members to medical appointment. Some of these appointments have been local and some out of the area.

4. **Providing emotional and spiritual support** to members when needed which is usually done by Paul.

5. **Community outreach** which can take on many different forms. Probably the most needed right now is in relationship to families who are stressed during this current emergency.

Paul has used the Caring Committee as a sounding board as requests for assistance come in from the larger community. The committee gives him a group to talk over these request: Who to help? How to help? How much to help? The Committee is pleased to have this working relationship with the minister and the larger community..

6. **Other needs:** Over the years members have come to the committee for help with rent, car repair or help moving to a new apartment, etc.

The Committee consist mainly of myself and our minister. We have a core list of potential volunteers. However, the entire congregation can help by making a need known and/or be willing to volunteer when "the ask" is big enough to need many hands, such as making and delivering meals to a family for a week, as an example. **It's great to have a minister to also provide "pastoral care" and so much more. A big Thanks to all!**

## **Children's RE Annual Report**

June 2020

Committee Members: Miriam Pickens, Elen Maurer, Rachel McDonald, Lora Repp

Paul Mitchell -ex officio

During last year May Amelia Shapton and Leo Eikenberry-Ureel were employed to provide childcare for children attending Sunday services. In addition to childcare the RE committee conducted family activities that included:

- Solstice Celebration
- Clay session at the CCCAC
- Holiday Green Gift Exchange

The RE committee investigated establishing an OWL Program. Funding has been secured in next year's budget to allow a fellowship member to be trained as an OWL instructor.

Elen conducted an evening training session for our childcare providers to help them engage positively with the children during play activities.

Childcare and RE activities have of course been curtailed because of the restrictions in place due to the pandemic. The RE committee delivered a gift bag of treats, sidewalk chalk, and books chosen from the UUA Spirit shop to the children during the lock down.

Beginning Sunday, June 7th the members of the RE committee along with Paul will be providing "Kid's Zoom" prior to Sunday services. Kid's Zoom will give the children an opportunity to explore issues that are important to them in a small group setting.

Respectfully submitted,

Lora Repp

## **KUUF Finance Committee Report**

### **Annual Meeting, June 14, 2020**

*Based on financial reports for the fiscal year provided by the Treasurer on June 5 and 10*

**Committee Members as of May 31, 2020** -- Bill Leder (Chair), Cindy Enderby, Lora Repp, Will Cantrell, Harriet King (Harriet is our Collector)

**Committee Mission Statement** -- The Finance Committee works proactively and collaboratively to help ensure the financial health of the Fellowship. The Committee will, in a transparent and accurate manner:

- Periodically review and analyze the financial condition and performance of the Fellowship on a comprehensive basis.
- Prepare the annual budget.
- Compile annual canvass statistics.
- Support the Treasurer and the President.

### **Last Year in Review -- Income Results for the Fiscal Year Ended May 31, 2020**

Ordinary income totaled **\$88,140** from last year's pledges, currency in basket, memorial donations, Econo receipts, goods and services auction, coffee sales, and interest income.

### **Last Year in Review – Expenses and Surplus for the Fiscal Year Ended May 31, 2020**

Operating expenses totaled **\$85,619**. We ended the year with an unobligated balance of **\$44,669** in our operating fund (checking account). This is attributed to the remaining carry-over from the periods with no minister, overall spending below budgeted amounts, and strong memorial donations.

### **Last Year in Review -- Other Financial Highlights as of May 31, 2020**

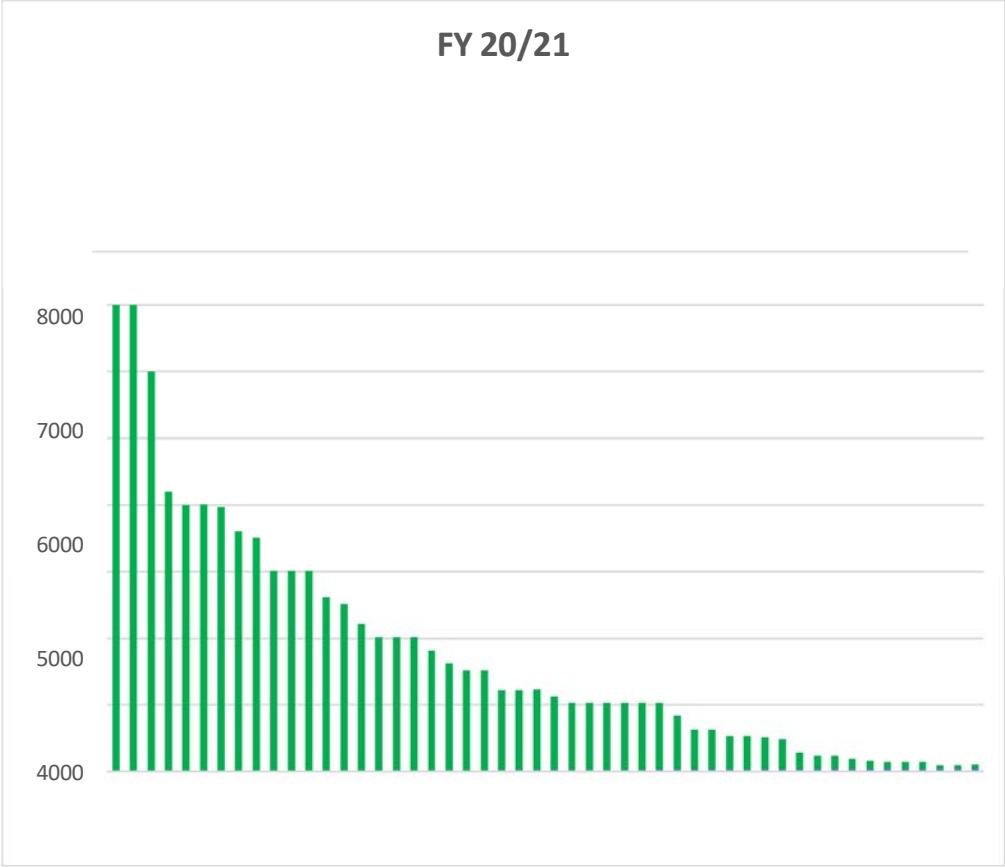
- |   |          |                                       |
|---|----------|---------------------------------------|
| • Checking account balance              | \$54,664 | (includes \$9,975 in prepaid pledges) |
| • Reserve (savings and CDs) balance     | \$71,536 | (no withdrawals or deposits)          |
| • Debt                                  | \$ 0     |                                       |
| • Church Building Trust Fund balance    | \$30,504 | (no donations)                        |
| • Emergency Loan Fund balance           | \$ 4,384 |                                       |
| • Keweenaw Community Foundation         | \$16,295 | (no withdrawals of income)            |
| • Boyce Scholarship Fund balance        | \$ 3,527 | (no donations, no awards)             |
| • Minister's Discretionary Fund balance | \$ 4,889 |                                       |

### **The New Year -- Final Canvass Results for the Fiscal Year Beginning June 1, 2020**

This new fiscal year: **\$87,960** has been raised from 50 pledges (82 voting members). Top 6 pledges = \$32,200. Top 10 = \$46,260. Top 20 = \$68,960. Top 30 = \$80,660. 15 pledges are less than or equal to \$500. ***Pledges have increased 14% compared to last year.***

Comparison to last fiscal year (FY19/20) that just ended: **\$77,170** was raised from 43 pledges (85 voting members). Top 6 pledges = \$31,000. Top 10 = \$42,600. Top 20 = \$62,600. Top 30 = \$73,000. 10 pledges were less than or equal to \$500. Pledges increased 10% compared to the previous (FY 18/19) year.

The following graph shows the distribution of pledges this year. Grand total = **\$87,960**. Dollar amount is on the vertical axis. IF YOU PLEDGED, ONE OF THE VERTICAL BARS IS YOUR TOTAL DONATION.



**Thank you for helping to sustain KUUF!**

## 2020 KUUF Annual Report of Green Sanctuary Committee

Submitted by Carol Ekstrom, chair

(G. S. committee: Linda Belote, Heidi Bresnehan, Paul Mitchell, Lora Repp, Anne Robertson, Linda Rulison, David Watkins,)

This was a very active year for GS with three new sustainability initiatives, a new brochure, a fund raiser, a collaborative grant proposal, and the start of new Action Project with great potential called, “Grow an Extra Row; Gardening Our Souls”

### Brochure:



### “Grow an Extra Row; Gardening our Souls”:

The goal of the project is to work together to provide extra vegetables for those in the community who would benefit from fresh produce and a smile. The project is off to a good start. Twelve eager gardeners: MacDonald family, Lora Repp, Heidi Bresnahan, Rulisons, Ekstroms, Tammy Gajewski, Joan Chadde, Paul Mitchell, Myoko Wisti, Tom Hoornstra, and Dave Watkins, have started preparing an Extra row at their home gardens, or at the communal garden at Heidi’s property. Members are encouraged to come and help out any time. Paul is identifying the SNAP families who will be part of the program; Lora Repp is organizing the produce distribution plan; Heidi Bresnahan is coordinating activities at the communal garden; Jan Dalquist, Miriam Pickens, and Heidi are composing poems, while Miyoko and Carol are making flower bouquets to distribute with the deliveries. We still need volunteers to gather favorite veggie recipes, and to help deliver the produce. Everyone will be invited to a Green Tour of the gardens later in the season.



**UPEC grant:** GS, KLT, CSEO together applied for, and received a \$500 grant for planning Earth Week.

**Worship Services with a Green Focus:**

Sept 29: Visiting minister, Rev. Emmy Lou Belcher, "Walking with Epicurus to Paradiso" According to most reports, we have no more than 12 years to keep our planet from becoming unsupportable for life. Writing from her cabin in the forest near Traverse City, Stephanie Mills, guided by Epicurus, offers a way to lessen the weight of our feet and turn our path toward hope and health, toward Paradiso.

Oct 13: Indigenous People’s Day. Jerry Jondreau of the Keweenaw Bay Indian Community and Katy Bressette of the Red Cliff Band of Lake Superior Ojibwe presented "Original Instructions-Ojibwe Stories and Perspectives about our Earth and our Responsibilities." Bob Wheeler moderated.

May 3, “Grow an Extra Row”, Paul discussed how the new GS program to grow a little extra for folks who could benefit from fresh vegetables fits the KIUUF Mission and Vision.

**Forums on Green Living and Green Tours:**

June 9/19: Forum, “Walk the Talk.” Green Sanctuary committee plus BHK’s Kathy Waara discussed what works and what doesn't to live more sustainably with our planet.

Oct 20: Local Foods. Rachel Pressley discussed the importance of feeding ourselves with locally-made foods. Local foods Potluck.

Dec. 8: Forum. “How to Enjoy a More Sustain-able Holiday Season.” And Holiday Christmas Party. Green Sanctuary committee demonstrated ways to make traditional holiday activities more sustainable with gift giving and wrapping, holiday decorations, food preparations, and party planning. Members created info for a “How to Green Your Holidays” flyer which was emailed to our Green Interfaith Group.

**RE Kids Green Activities:** - a family Solstice Event took place on June 18, with many activities such as yoga, paper marbling, and enactment of seasonal changes of the sun- earth- moon, and a nature hike. The children also took a very active role in the Holiday Christmas party by bringing Reuse-Recyclable Gifts wrapped in reuse-recycled wrappings, and providing ideas for our Holiday Flyer.

**Reintroduction of American Chestnut Tree:** Dr.Terry Sarik lead this program in 2016. The four trees that we planted around the BHK parking lot and behind Econo are doing well. A description of the event, the informative brochure, and the Chestnut Recipe Book have recently been placed on the KUUF webpage under Green Sanctuary>Justice.

**Expanding Recycling in the KUUF area:**

Many KUUF Members assisted in the test run of the Recycling Survey of the County. The result of the Survey is expanded recycling for the entire County with the possibility of curbside recycling at the BHK within the coming year.

G.S. met with BHK to discuss how we could collaborate on sustainability measures. We plan to share in the purchase and use of a roller composter that is user friendly for kids. We are continuing discussion on financing a solar demonstration project for the BHK building, and will look for grants to augment the KUUF funds that have been proposed.



composter

**Gardening:** Barry Fink continues to keep the flower garden at the KUUF road sign in continual bloom. The HfH landscaping project, and Daffodils on the Rocks project have been suspended until there is a sufficient number of volunteers.

**Green Film Series:** This is our largest outreach project to the community. The series celebrated its 10<sup>th</sup> year with a good offering of diverse films and diverse discussion facilitators (see attached flyer.) The name was changed to 'The Sustainable Film Series'. Three of the 5 films/discussions were on-line due to the Coronavirus and the quick maneuvering of Joan Chadde. Total attendance for the series was 187.

The program received two notable donations this year:

1. The **Sustainability Film Series** recently received a \$700 donation from the Keweenaw Coop Market & Deli as part of their Bring a Bag Campaign which donates each year the savings from not having to purchase paper bags for customers, to two local community organizations/programs.



2. KUUF donated \$400 dollars to the program through the generous donation of Miriam Pickens and the Mug Project.

**Mug Project:**

A big "Thank You" to Miriam Pickens for making this creative, enjoyable project possible. She offered a Saturday 'Pot Workshop' to the community. She donated a large number of bisqued pots she had thrown, plus her glazes for participants to create their own "masterpieces".



**Fall Local Food Potluck:** Oct. 20,2019. A delicious potluck following Rachel Pressley's presentation. KUUF board decided to permanently designate the third Sunday in Sept. potluck as the Local Food Potluck.

**Dare to Share/ Grandparents Closet:** Entries are being updated and added to our website.

**Adopt a Highway:** – no report.



**Get UU Out! :** - took two snowshoes this past winter: one on the edge of Quincy hill in Dec. and one at Maasto Hiito in January. Both walks had approximately 12 people.



**Other:** The following GS Action project were inactive this year: Environmental Book Group; postcard Sunday; plant Sale, Habitat for Humanity volunteering and landscaping. The Environmental Justice Webinar discussion group is on hold. The Carbon Offset Funds were not used this year.

**New Sustainability Practices:**

**1. Finding Fresh Fall Footpaths to Fellowship:** Twelve members took part in our fall “Gold Stars” campaign to reduce our individual carbon footprint by walking, or biking, or carpooling to church. The KUUF Carpool map is available at <https://www.google.com/maps/d/viewer?mid=1gavxZIOBVM6nApKW6sRp6FYq7rofZpeh&usp=sharing>



**2. GIG: Green Interfaith Group:** We started a “GIG”. Its purpose is to share ideas on how to make our community more environmentally friendly and to order supplies as a group. We are compiling a Green Supplies Directory to share with the community. Members so far are: Church of the Resurrection, Catholic; United Methodist; PLUC; Gloria Dei Lutheran; Evangel Baptist; Glad Tidings Assembly of God; Good Sheppard Lutheran; Grace Lutheran- S. Range; and St. Albert the Great Catholic.

**3. Public Film Screening:** – “Paris to Pittsburgh”. We sponsored an evening of film and discussion with Dr. Sara Green on July 19 at the BHK. 19 people attended with numerous questions which lead to a very productive discussion.

**Publicity:**

The Film Series has its own webpage, <http://www.sfi.mtu.edu/Chadde/GreenFilm2013Flyer.pdf>  
No major newspaper article this year.

**Budget:** 2019 G.S. Budget: \$200.

<p><b>Income:</b></p> <p>\$ 400 Mug Project</p> <p>- <u>200 GS Budget</u></p> <p>\$ 600 Total</p>	<p><b>Outgo:</b></p> <p>\$ 0 Refreshments for Green Films donated</p> <p>20 BrochurePrinting</p> <p><u>400 DonationSustainableFilm_Series</u></p> <p>\$ 420 Total</p>
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\$ 180 Excess of Income over Expenses

### How to Green Your Holidays

**Holiday Party Planning**

- Encourage guests to share rides.
- Send electronic invitations.
- Use reusable/washable tableware, plates, cups.
- Bring your own tableware to community events.

**Gift-Giving**

- Purchase locally made items all year long to use for holiday gift-giving.
- Give food—either locally grown or homemade.
- Donate \$ to a worthy cause in someone's name.
- Give services, rather than items, as gifts.

**Holiday Decorating**

- Use LED lights for your holiday lighting.
- Use dipless natural beeswax candles purchased locally.
- Decorate large potted plants with lights and ornaments.
- Avoid non-biodegradable tinsel, sparkles, shiny paper.
- Buy "new" decorations at a 2<sup>nd</sup> hand shop.
- Decorate an outside tree with suet balls for birds.
- Save kids' holiday art projects for decorating and wrapping.
- Make ornaments from nature—like birchbark, pine cones, drift wood, found objects.

**Gift-Wrapping**

- Reuse cards & make your own gift tags
- Save & reuse wrapping paper & gift bags each year
- Use colorful comics and decorated paper bags
- Make your own bags from leftover fabric and make boxes from reused paper.

**Holiday Food Preparation**

- Serve locally-sourced food & drink which supports our local growers!
- Use a microwave instead of oven, if possible, to save energy.
- Compost food waste or give to a local farmer to make compost or livestock feed.
- To reduce food waste, send leftovers home with guests

Keweenaw Unitarian Universalist Fellowship • [keweenawuuu.org](http://keweenawuuu.org) • Tel: 906-482-5586.  
Office: 203 E Montezuma Ave, Houghton.  
We are a welcoming congregation of people with diverse religious and spiritual beliefs.  
Join us at 10:30 am Sundays in the conference room of the BHK Child Development Center, Houghton.

### Sustainability Film Series: Issues & Dialogue

**3rd Thursdays each month, January - May 2020**

**Location:** 600Z Hesterberg Hall, Michigan Tech Forestry Bldg.  
**Time:** 7:00-8:30 pm; enjoy coffee, dessert, and facilitated discussion  
**Cost:** FREE. \$5 suggested donation

**Winter is Warming** (57 min.)

ion live under light polluted skies. What do of the stars? Excessive and improper skies, disrupts our sleep patterns and endangers nocturnal habitats. e need to preserve night skies and ways to combat light pollution.

**e** (90 min.) A nat looks at efforts to monetize the natural es and threatened areas into instru- ments apital and markets not as a threat -turning nature into "capital" and pollination and oxygen generation into "ecosystem services."

**h 19 - Saving Snow** (57 min.) **World Water Day** vs skiers, snowmobilers, sled dog guides, and other winter sports -from across the country who are struggling with a warming climate. wns and the snow sports industry are paving the way to s a clean energy future.

**told Story** (94 min.) have been cultivating seeds and building ,94% of our seed varieties have been seeds are nearing extinction, high-tech industrial : majority of the world's remaining seeds.

**Seven Generations River** (27 min.) A :Lakes documentary reveals how a Native American tribe, the atomi Indians in SSE Michigan, is adopting scientific methods to pre- neral culture and the river on which it relies. While never removed he Pokagon are seeing their way of life fractured.

GreatLakesNow • Keweenaw Land Trust • SFI • Great Lakes Research Center • Sustainable Futures Institute

Full schedule: <https://blogs.mtu.edu/cso/>



## **Hospitality Report**

Since the Annual meeting in June, 35 congregants have signed up for hospitality duties. There are five volunteers who, during that eight month period, signed up 5 or more times, and Chuck Young was the top volunteer. I can't tell you how much I appreciate this kind of willingness to volunteer. I also am so happy to see many people pitching in to help when they see a need; this is what community is all about. Kudos to Paul, Miyoko, and Jessica for all the help they regularly provide. There have been a few changes to hospitality this year. Worship Committee has become an umbrella committee for us; Lora, Janeen and I totally cleaned out the two closets, and we got a new vacuum cleaner.

Despite the fact that there have been no hospitality volunteers since Mid-March, and I don't anticipate having any volunteers for several months...or maybe because of this; I am happy to stay on as coordinator for another year. I hope at some point in the coming year, that we will have need of Hospitality again, and I'm looking forward to assisting with that process.

Miriam Pickens

# Library

## Annual Report 2019-2020

Here I present my library report since our last annual meeting in June, 2019.

I last saw the library in March, when we shifted to online services, so what follows represents the information available, and to the best of my recollection.

The mission of our library follows: “To increase religious literacy among patrons, to make a positive difference in the lives of our members, and to help them on their journey.” To implement this, I hope to use my education and experience to operate the library in a more professional manner.

Since last June, activity included the following:

We added several items. Thank you to everyone who donated books.

Our library’s \$50 budget remains unspent.

Our physical collection and online bibliography lack substantial use.

I want to thank Sharon Levine, and Paul, for helping publicize the library by making monthly announcements to remind people of the opportunities available.

I want to thank Martha (our office assistant), for updating and editing the bibliography.

The home for the physical collection resides in the cabinets next to the piano. We solved our problem of a lack of space, by expanding the library into a third cabinet, immediately to the right of our bottom cabinet. Linda Belote got permission from BHK to do that.

I try to contribute monthly articles for the newsletter (as space permits). Since last June, we published six reviews of specific library items, and one compilation. I want to thank Jack Jobst for his work on the newsletter.

Recently, one of our members purchased a library cart, and donated it to our library. I am excited about this new acquisition. With this new cart, I am implementing fundamental changes to library operation. Instead of getting patrons to go to the library, the cart will allow me to take materials, and bring them to the patrons. People can browse the items similar to the book sales that we used to have. The cart will function similar to a bookmobile. I think that this new system will be much more user-friendly.

For the first couple of weeks of using the cart, several people browsed it.

I must state that this new system was not my idea. Two contributions deserve recognition—the diligent work of Sharon Levine, and also the assistance of Linda Belote.

## Goals for 2020-2021

We should establish goals for the upcoming year. We should be mindful of our mission statement. An ongoing goal remains unchanged—to use the online bibliography to help increase our circulation, and, “increase religious literacy among patrons.” Hopefully, people that used the document and checked-out materials would experience a “positive difference” in their lives, and “help them on their journey.”

I will now state two primary goals for the upcoming year. My first goal--to provide the Fellowship with the best library service possible in these difficult times. We can take advantage of our online catalog. To find the catalog, go to [keweenawuu.org](http://keweenawuu.org) and click on “Connection.” People can browse our catalog to see what may be available.

If someone wants to obtain a particular item, they have a couple of options: (1) order the item from our UU bookstore ([uuabookstore.org](http://uuabookstore.org)), or purchase from Amazon or another retailer; (2) go to a local public library, such as the Portage Lake District Library, and place an order using interlibrary loan.

My second goal--to get our KUUF library up and running after we return to in-person services at BHK. The future timeline for that remains unknown. However, our UUA president has stated (5/14/20) that it could be another year before things get back to normal, and we should begin planning for virtual operations through May, 2021.

We should get more feedback about the library, so that we can determine how to proceed. Have we overlooked anything that the congregation needs or wants? We need to do some brainstorming to determine ways to generate additional feedback.

I am looking for an assistant to fill in when I am gone. If interested, please talk to me.

Thank you to all who have provided feedback or made other contributions and helped me on my journey. I appreciate it. My email: [library@keweenawuu.org](mailto:library@keweenawuu.org)

Submitted by Bob Fiandt

## MEMBERSHIP COMMITTEE ANNUAL REPORT

June 14, 2020

2020 Committee members: Jessica Anderson, Linda Belote (chair), Jenn Donovan, Bob Drake, Grace Parikh, Lora Repp, Paul Mitchell (ex officio).

Jessica Anderson joined our committee in March 2020.

### Member Information

<b>Members</b>	<b>2019</b>	<b>2020</b>
Number of voting members reported to UUA end of Jan	82	80
Number of voting members reported June (annual mtg)	86	81
Number of friends	21	25

### AVG. ATTENDANCE

	<b>2019</b>	<b>2020</b>	<b>2020 pre-COVID</b>	<b>2020 post-COVID</b>
Reported to UUA in Jan.	38	42		
2020 Jan 5 <sup>th</sup> thru June 7			43	51

The Membership Committee maintained (with assistance from Martha Shapton) the Members and Friends Directories, keeping as best we can, the addresses and contact information current, and helped Board President Watkins update and reorganize the Committees, Connections and Contacts List posted on the members-only section of our KUUF website. We also updated the Information for New Members booklet.

We usually meet monthly, but we have not held a meeting since February 2020.

We still need to hold a Welcoming Ceremony for our new members, who joined after June 9, 2019. They are Heidi Bresnahan, Julie Badel, William Shapton and Jamie Kuehnl. We are trying to figure out how to do this.

Linda Belote made a presentation to the KUUF Board on April 26 describing the work of the committee. A complete write-up of the presentation is printed in the June 2020 yUUper Newsletter (Vol 35 #6).

Linda Belote  
June 8, 2020

## **Music Committee Report 2019-2020**

Committee Chair: Peggy Hill

Committee Members: Chuck Young, Nanno Rose

Music Staff: Sandra Loy, Alex Frazier

As a result of the COVID-19 pandemic, music committee meetings have been suspended indefinitely since March 2020. Pending activities include the possible purchase of a new electric piano for the meeting space at BHK, and content revision for the “Music and Choir” page on the KUUF website.

Since summer 2019 the minister and music director have worked closely to better integrate musical and spoken elements of the Sunday morning service for a more streamlined and vibrant experience, including revising the recessional music for Moment For All Ages. Music rehearsals continued to reinforce the fundamentals of congregational singing, and we have worked to include a more broad range of instruments, particularly percussion, for use with hymns and as a separate activity before service.

In May 2020, concerns regarding cultural misappropriation were brought to the attention of the minister, music director, and board president. The material in question - our gathering song, #188 “Come, Come Whoever You Are” - contains a highly inaccurate translation of a poem attributed to Rumi, which has been stripped of its original Islamic context and is also part of an unfortunate larger pattern of erasing and/or exotifying Islamic traditions. We take this matter seriously, and after careful review decided to suspend our use of this song. A search is now underway for a more culturally relevant, appropriate selection.

The move to online services in March 2020 has resulted in a drastic shift in activities for our music staff. It quickly became apparent that the Zoom platform is not compatible with live performance, and we have redirected our efforts to produce pre-recorded music using both synth and “real” instruments, with multitrack vocal recordings to recreate the congregational music experience as best we can. These recordings are then combined with slides that include lyrics and artwork to create videos to share during our Zoom meetings. A “playlist” is currently in development based on music that is either public domain or where permission has been granted from the copyright holders for use in online broadcasts.

New equipment has been purchased to facilitate the recording process, for a total of \$343.43 which was generously made available by the Worship Committee. Using this new equipment, we have committed to provide a pre-recorded musical offering for a statewide service scheduled for July 12.

## Personnel Committee Annual Report - 2020

Committee members: Elen Maurer, Bill Leder, Frank Kohl, Janeen Stephenson

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- Filled a vacant childcare position
- Updated and revised the Personnel Policy, Practices and Procedures Manual
- Created an online fillable application for employment
- Updated Pre-employment Condition Statement and Checklist
- Incorporated changes suggested by Martha, updated Employee Exit form
- Updated the Administrative Assistant Position Description
- Created a compendium with all personnel documents and forms, and began work to establish Google docs access
- Reviewed employee (excluding the minister) compensation rates, made recommendations to the Board, Finance Committee
- Began a review of required employee documents to assure completeness; review process was stalled by Covid-19
- Reviewed evaluation guidance, contacted supervisors re: evaluation timetable
- Ensured the Board address continuity of supervision for Martha



## **Publicity Committee**

The publicity team (Miriam, Barry and Jenn) has a list of regular responsibilities like posting forums in a variety of venues and posting events onto the Facebook page. This year we were happy to add publicity for the Mary Oliver Poetry series to that, and enjoyed using a neat photo Paul created of an old style typewriter with the letters KUUF POET swapped in.

We had a few special events this year. In June we had a Solstice event sponsored by the Children's RE Committee, and created publicity for that. It was neat that a UU family from the East Coast found our post on the Keweenaw Visitor Center calendar, and showed up with two kids to share our evening. We had a small turnout at the Mug painting event in July, but we did have a full-page article in the gazette about KUUF activities concerning art and Green Sanctuary; the July "Art's Corner" issue. In November Jenn Donovan joined our team, and has provided excellent editorial advice. In December we arranged for over \$1500 in sponsorships on WGGL, WNMU-TV and WNMU-90 which included radio spots on "Speaking of Faith", TV spots on Washington Week in Review, and one spot on the High School Bowl episode when Houghton played against Hancock. We also had Solstice ads in the Gazette.

One significant effort was the cleaning up of the KUUF website and the creation and revision and updating of current postings. The Board approved extra hours for Martha in order to complete this task, and it is ongoing.

We have put some postings out about our conversion to zoom services, and placed some UU related content onto the Keweenaw Faiths United Facebook page. But the big project in the works that represents outreach for KUUF is the "I Registered Absentee!!!" campaign. Publicity is participating in that by helping in many ways, including additional specific announcements on WGGL, and by putting together an article for the Gazette along with some ads.

We have a good publicity team and are looking forward to new projects in the upcoming year.

## **SUNDAY FORUM 2019-2020 REPORT**

Submitted by Horst Schmidt

Our Sunday Forum had a variety of speakers and events. Suggestions came from members for speakers. As with the Sunday Services, we changed to virtual Forums in April. Thanks to Janeen Stephenson and Leonard Bohmann for handling the technical side of broadcasting the Forums. We are now able to have speakers from anywhere there is an internet connection as we did in with Russ Greiner from the University of Alberta. Suggestions for Forum topics and speakers are welcomed.

### LIST OF FORUM EVENTS

2019

June-Green Sanctuary

July-Open Mike

August-Deb Hansen

September-Bill Sproule

October-Jerry Jondreau & Katy Bressette

November-Bob Johnson

December-Green Sanctuary

2020

January-Barry Fink

February-Welcoming Congregation Renewal

March-Rick Featherly

April-Covenant presentation led by Janeen Stephenson

## **WORSHIP COMMITTEE ANNUAL REPORT, 2019-2020**

Submitted by Horst Schmidt

Our worship year can be divided into pre-corona virus and COVID-19. Before mid-March of 2020, our ministerial duties were performed by Paul Mitchell, our half-time minister, and visiting ministers and lay-led services. Paul was encouraging members to develop and participate in their own Sunday services. In addition the Committee held versions of open mike services, such as Coffee Conversations.

Early in 2020 Paul Mitchell offered to become a three-quarter time minister taking over all services, except for fifth Sundays and a month of vacation time. This reduced the need for visiting ministers.

With the onset of the COVID-19 pandemic, the Board of Trustees in consultation with Paul Mitchell and the Worship Committee decided to move to virtual Sunday Services to protect the health of KUUF members. Paul recruited members to aid in the switchover. Janeen Stephenson and Leonard Bohmann have taken over the technical side of running each Sunday service. In order for our services to run smoothly, Janeen and Leonard coordinate with Paul while integrating the music played and sung by Alex Frazier, pianist, and Sandra Loy, music director.

Due to the uncertainty created by the spread of the virus, governmental responses, the yet undeveloped vaccine(s) and mass vaccination in the US, the Worship Committee recommended to the Board that we continue virtual services for the safety of the congregation. At this time we are asked by BHK management not to use our rental space. The Board is investigating how we should proceed during the next year. Our UUA President, Susan Frederick-Gray, is warning congregations to refrain from holding in person services until 2021. We anticipate virtual service continuation for the foreseeable future. We continue monitoring the situation to determine when and how we could return to in person services in consultation with the Board.

With virtual services continuing to be the norm, the Committee authorized an upgrade of our video equipment which came out of our budget at almost \$500. Paul would like to have our office at Trinity become a studio with the new equipment allowing for a more dynamic presentation of our services.

The Worship Committee started the fiscal year with a budget of \$3520 for paying visiting ministers and lay people. With the purchase of additional video equipment, we ended up with an unspent amount of about \$680.

We thank Paul Mitchell for his ministerial service to our congregation. We appreciate Miriam Pickens for stepping forward to do the children's program. To those members who participated in services, we appreciate your assistance throughout the year. Finally, to Janeen and Leonard thank you for your work each Sunday.

The Worship Committee looks forward to meeting the congregation's service needs in the coming year. If you are interested in joining as a member of the committee, have suggestions or comments, please send to our chair, Barry Fink, who continues to serve in that role.