



Annual Report FY 2017-18

Annual Meeting: May 20, 2018

Unitarian Universalists of Central Oregon:
seeking meaning, celebrating life,
and serving the spirit of love and justice in our
world.

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FY2017-18 ANNUAL MEETING AGENDA

Call to Order, Establish a Quorum, Appoint Timekeeper	12:00 – 12:03
Welcome – Rev. Scott Rudolph, Minister	12:03 – 12:08
Opening Remarks – Max Merrill, President	12:08 – 12:13
Approval of 2017 Annual Meeting Minutes	12:13 – 12:14
Stewardship Report – Susan Kinney, Stewardship	12:14 – 12:19
Treasurer’s FY2017-18 Report – Sylvia McFarland, Treasurer	12:19 – 12:25
Present Proposed FY 2018-19 Budget – Sylvia McFarland, Treasurer	12:25 – 12:45
Present Nominees for Endowment Committee – Leslie Koc, Chair Leadership Development Committee	12:45 - 12:55
Present Nominees for Open Board Positions – Leslie Koc, Chair Leadership Development Committee	12:55 – 1:00
Members Mark Ballots	1:00 – 1:15
Ballots Collected and Counted – Erika Beard-Irvine, Secretary and Jennifer Egan, Congregational Administrator	1:15 – 1:30
Results of Voting	1:30 – 1:35
Report from Growth Committee	1:35 – 1:45
Q&A	1:45 – 2:00
Adjournment	2:00

UUFCO ANNUAL MEETING MINUTES
May 21, 2017

Location: Fellowship Sanctuary

Attending: Eighty-one voting members (Total membership 208; 20% needed for quorum=42; quorum requirement met.) Friends of UUFCO were also in attendance.

Max Merrill, vice-president, presiding in absence of Mark Hickman, president

Called to Order: 12:00 PM

Minutes written by: Sue Clarke, Recording Secretary

Welcome

Reverend Antonia Won welcomed all and complimented Board on productive work of past year.

Highlights of 2016-2017 Year

Max Merrill spoke of the completion of the By-Laws and of the on-going revision and Policies work that has taken place under the leadership of Wendy Howard and Mark Hickman. The Board has also adopted a Governance Model for the running of the fellowship which is more appropriate for a fellowship the size of UUFCO. He also gave special thanks to Mark Hickman in his role as president, Rev Antonia, and the Ministerial Search Committee.

Approval of Minutes of May 2016 Annual Meeting

Larry Baker moved; Larry Price seconded; minutes unanimously approved.

Treasurer's Report

Dick Barber explained that 2016-17 budget used \$35,000 from the reserve fund. The Stewardship campaign has received to date \$289,400 from 85% of members and friends (180 pledging units). Stewardship Committee continues to contact those who have not yet returned pledges. The Budget for 2017-18 will need \$86,200 from reserve fund to meet expenses. Several members raised questions concerning the budget. Larry Baker asked about the possible installation of solar panels. He would like to see a proposal to board for funding. Virlene Arnold asked about systems not working as expected. These are continuing to be addressed by Building Operations Committee. Jennifer Steiz had a question about reading the operating expenses for coming year. Linda Johnson asked for an explanation of the Reserve Fund—how and why it was created which was answered

by Barber. He said it was the Board's hope that the Reserve Fund would not be needed in the future.

Election of Endowment Committee Members

John Coltman, Linda Crouse, and Ed Funk were nominated for two-year terms. The committee members were voted in as part of the final vote.

Nominees for Open Board Positions

Leslie Koc, chairperson for the Leadership Development Committee, explained that this new committee had the responsibility for finding members to serve on the Board for three-year terms. She introduced the candidates and gave a brief summary of their previous involvement at UUFCA. They are Marty Rudolph for vice-president; Sylvia McFarland for treasurer; and Erica Beard-Irvine for secretary. The committee members were voted in unanimously as part of the final vote. The board members who are continuing are Hickman who will move to past president position; Merrill who will move to president; Greg Byrne, Paul Bennett and Amy Falkenrath all as members-at-large. Merrill thanked retiring board members Wendy Howard, Dick Barber, and Sue Clarke for their service.

Adjourn: Meeting was adjourned at 12:45 PM

MINISTER'S ANNUAL REPORT 2017-18

Submitted by Rev. Scott Rudolph, Minister

There is no other way that I could begin my annual report than by expressing my gratitude to this congregation. My family and I arrived in August of 2017 and were met with a wholehearted welcome and a tremendous amount of hospitality (as well as quite a bit of smoke... but that cleared up in good time). I have heard so many of you speak of the warmth and kindness you felt upon first coming to the fellowship. Our family experienced the same. Thank you.

There have been so many “firsts” for us this year as a congregation together – first time saying “hello,” first meeting of this or that team/committee, first worship service with me as your minister, first Ingathering/Christmas/Easter, etc. In considering all the firsts this year and all that comes with it, one might think that I would say that the year has been “overwhelming.” But that is not true. Because of the kindness and care of the congregation, I can say that it has simply been very “whelming,” which is to say that it has been manageable, healthy, and I have deeply enjoyed the process of beginning this ministry with you. The only part that has been overwhelming has been the realization that I now call this place home and get to live into this ministry with you all. It is overwhelming because my feelings of joy and purpose are overflowing. What a wonderful way to be overwhelmed. I pinch myself daily. I can’t believe it. Yet it is true. This is real. I am here. And we get to do this together.

Before writing this, I looked back at the Congregational Packet that was created by the Ministerial Search Team. I am in awe of this place as I see glimpses of what has come before me here. It creates in me a great sense of humility. As I move through my first year as your minister, I am very aware that I am part of the continuing story of this fellowship. I am participating in a new chapter, but the ministry we create together must be considered in the beaming light of our history. We are a healthy and vibrant congregation built upon the work of so many people over so many years. Even as we are moving into our exciting future, I am grateful that this congregation has such an appreciation for its past.

In an annual report, I try to talk about the meta-movements of the congregation. I say “try,” because in the past I have diverged into a long litany of thanks which is, of course, valuable and appropriate. This is easy to do as the contributions of the hearts and souls of this place are the reason that we thrive. I am so grateful to all the people who offered your time and energy to our fellowship. To everyone who gave of your personal resources so that we could create our spiritual home together. The seen and the unseen. Thank YOU.

It has been an honor and a privilege for me to share time with you on Sunday mornings and to lead this community in worship. The word “worship” comes from Old English and means “worth” or “to shape worth.” This space is foundational for us to gather together as a community of faith as we explore and declare ideas of the greatest worth and value in our lives. The choir, led by Virlene Arnold, has offered us beauty time and time again. But truly, it is the spirit of our combined

presence that offers us the greatest significance. Once a week, as a congregation diverse in belief, we come together to proclaim what unites us: the power of community in the ongoing search for truth and meaning, and that a *commitment to love* betters our own life and the world around us.

Max Merrill served as your board president this year and did a remarkable job. His leadership and perspective have been greatly appreciated by me in this first year. He brought an attention to the relationships in our congregation and guided us into a space where the norm is to offer goodwill to our fellow congregants and sit down together for conversation should there be a need for understanding and a way forward. The whole board has been supportive, honest, dedicated and faithful in serving the interests and needs of our community. This has been a transition year with the coming of a new minister, but the board has been well aware that there is also a larger shift happening in this congregation around how we “do” church. Our growth has invited us to consider how we organize ourselves. We went forward in our policy-based governance model. The board has laid the foundation that will support us in the years to come. And we will continue to alter and adapt it as we live into the structure that will best help us realize our mission. I deeply believe in shared ministry. Our current structure seeks to support our leaders while inviting our congregants into the life of the church. We do all of this to serve the mission of our fellowship: to seek meaning, celebrate life, and serve the spirit of love and justice.

There was a large push this year for serving the spirit of justice. Our social justice program organized under the leadership of Larry Price. The first thing we found when looking at our programming was that we are already doing a great deal of good work in this area. We continue to push forward. It is clear that this congregation wants to understand itself through the lens of “faith into action.” We are moving that direction. I am excited by the ways this is already happening and the ways in which we will continue to do outreach in the wider Bend and Central Oregon communities in the coming years. Flip over to the social justice pages of this report. You will feel proud of our congregation. You might just even find a way to get involved in the work.

I must offer my deep appreciation and thanks to our staff. They are incredible. We all love serving this congregation and are having a thoroughly fun and meaningful time doing just that. How many people can say that staff meeting is one of their favorite times of the week? I am so pleased to share the spiritual leadership of this church with people so committed and capable. Our Congregational Life Facilitator, Chela Sloper, brings her heart and many gifts into the life of this fellowship and offers them with such generosity. Ayla Halberstadt has a deep love and understanding of our shared faith and is always finding new ways to invite our congregation into the depth of being Unitarian Universalist. Jenn Egan makes this place run. She is the glue that holds the workings of the fellowship together, and she does it all with balance and care. Virlene Arnold is a treasure of this congregation, having started our choir 14 years ago. She has been musical partners with Dick Falxa all these years who has been the light and life of the congregation behind the keyboard. Virlene and Dick are retiring this year. In considering all the beauty and music they have given us, we say, “Magnífico! And thank you.” Our Bookkeeper, Eileen Andrewson and our Treasurer, Sylvia McFarland, have given us a more solid and responsible system of accountability

and process around all things financial. And they have offered patience while the rest of us learn new ways. Parker Doelling cares for our building while filling it with his buoyant and honest spirit. Indeed, UUFCO has an incredible and talented staff. We are all grateful for how the congregation supports us in our work so that we can support the congregation as it fulfills our mission.

It is not normal that a congregation in 2018 can say that it blew past its goal for our annual Stewardship season. Financially, our stewardship campaign was a great success, led by Susan Kinney and Michael Carr. Thank you to them for their leadership and inspiration and to everyone and anyone who contributed to the financial health of this fellowship. We take the stewardship of your monetary gifts very seriously. The giving of your money is a holy act as it turns into the lifegiving programs of this fellowship. Our fruitful stewardship campaign will enable us to sustain the vitality of our church as well as stretch for greater goals as we lean into our future.

In ministerial circles, there is the concept of the “honeymoon period” when a new minister arrives. All is great and everyone behaves well. Things feel alive. Love abounds. Yet when I hear this idea referred to, it is always with the assumption that there will be a crash of reality after the honeymoon. I don’t buy into the myth that things always get hard and monotonous after the honeymoon. I believe that the honeymoon period can transition into a healthy, fun, and productive marriage. After the honeymoon is the wonderful deepening of a relationship that stretches over time. It is where we find ongoing joy, wholehearted experiences, and a sacred sharing of our lives together. In September, there was an incredible energy at UUFCO. Now in May... there is an incredible energy at UUFCO! We have managed to take the excitement from the beginning of the year and transform it into good works and new ways of being together. The excitement now is not that there is a new minister, but rather what the congregation is being and doing.

One of my greatest hopes for this congregation is that church is a place that revitalizes your energy week after week. I hope that UUFCO will be a well that will nourish you and a place where you can be held in the warmth of community as you live our shared values in our world. This place is here for you. AND... we should approach this place not with the thought of, “What can this church do for me?” But rather, “What does this church call me to be?” The church offers us a challenge beyond the status quo requiring our commitment, ability, and resources. And if we are doing things well, in the giving of these you will feel more rooted in something larger, more connected to love, and more inspired toward being your best self.

A good deal of this year has been spent with my getting to know you all, going to as many meetings as possible, learning the history and patterns of the church, and gaining a perspective on the system-at-large. Nothing makes a minister happier than being in a healthy congregation. This doesn’t mean that there is never conflict. It means that conflict is handled well. The fellowship moved through some difficult years and learned from this process. Central to this is understanding that we are a part of something greater when we are a part of a congregation. We hope for the good of the whole. This requires trust in one another, which I have witnessed and now become a part of. If nothing else happened this year, my hope was to build trust within the congregation.

Someone said to me today, “And it is clear that you trust us now, too.” This is true. Establishing a mutual trust is the heart of any shared ministry.

I am heartened at the enthusiasm around embracing the idea of covenant as central to our common life together. Our covenant is how we promise to be with one another. It is grounding and it is aspirational. We will continue this conversation in the years to come as we move into a deeper understanding of what it means to be a covenantal community.

We are growing. We have been growing, and my guess is that we will continue to grow. We are looking at how we respond to this, but in the meantime, let us just feel the clear affirmation that is new people finding a spiritual home here. UUFCO is offering Central Oregon something that it needs. And how exciting it is to imagine how these new people will shape our congregation and to wonder about those who have yet to walk through our doors.

Possibility. We are possibility *realized* and possibility *becoming*. This congregation has successfully navigated many, many years of transition and change. That is no small feat. It required dedication and devotion to the fellowship and the community. I am the undeniable beneficiary of your hard work. It is a joy to serve this congregation. I am excited about working with you to build a ministry of the whole church in which each of us offers gifts of love and insight, of artistry and passion, of challenge and comfort. Let us rejoice together in the community we share and cherish!

With the Love that binds us all,

Rev. Scott Rudolph

PRESIDENT'S ANNUAL REPORT 2017-18

Submitted by Max Merrill, Board President

I am happy to report that the Board had a very calm and productive year.

We spent a considerable amount of time on finishing up board policies, elevating the visibility of and participation in social justice projects, getting to know Scott and support his many efforts to establish trust at all levels (board, committees and congregation).

We have had discussions about the phenomenal growth of our congregation and what this growth means for our future. Transitioning to two Sunday services will be a necessity in the not too distant future. Marean Jordan is heading up a team to examine the many aspects of our operations which will be impacted by this growth and to propose solutions for dealing with growth related issues. Don't get me wrong: we are not unhappy about the growth, but we are recognizing that planning for growth is a must. We learned at the PNW District conference that we are nearly alone in having to deal with such growth in our district.

We have worked with the Facilities Committee to resolve the issues with the snow melt system which have plagued us from the beginning of building operations. The last work on that remedial work is being completed and we hope the bugs have been taken care of. Many thanks to all the people who worked on this issue and made the outcome a good one – at no cost to UUFCO.

As you know from our all congregational meeting in February we have implemented a revised organizational chart and are hopeful that this will enable our committees, teams, staff, minister and board to work more easily and efficiently together. Thanks to Scott, I am happy to say that this year when issues arose between the board and committees, Scott and I were quick to meet with the concerned parties and we were able to resolve issues satisfactorily. I hope that this spirit of prompt, cooperative dialogue when problems arise, can become a part of our culture at UUFCO.

Our classes on right relationship, I know, were an impetus to engage in these conversations. Most importantly I want to express my sincere thanks to Scott Rudolph for the wonderful job he has done this year as our minister. His listening and caring attitude in interacting with congregants, his innovative, imaginative sermons and his ability to move on from the difficulties we experienced in the previous year has made his becoming our minister in spirit as well as fact a reassuring and positive experience. Thank you, Scott.

I am hopeful that in the coming year under Marty Rudolph's leadership we can begin to deal with visioning work which needs to be done on various fronts. This shift in board focus is at the heart of the purpose of the switch to the Governance by Policy model which we adopted several years ago. I know this will provide great dividends to our spiritual community in the coming years.

It has been a pleasure to have been your president this year and I want to thank all of you who pitched in and helped when asked. It made my job so much more enjoyable.

I look forward to the new year. As always, together we can accomplish great things.

CONGREGATIONAL ADMINISTRATOR ANNUAL REPORT 2017-18

Submitted by Jennifer Egan, Congregational Administrator

Purpose: Administer the business of the church including budget management, insurance, purchasing and church communications. Manage and coordinate congregational and community use of the building, either through hands-on involvement or by coordinating the efforts of staff and volunteers. Supervise staff and contractors in the areas of facilities and clerical support (currently the Building Supervisor, Web Master, and Event Hosts).

Accomplishments

- Successfully managed building use for an estimated 45 rentals totaling \$46k in rental income. By far, the majority of outside use is from local non-profit community organizations. To date, all rentals have had expressed positive comments about their experience renting UUFCO's building. Not only are the building and grounds attractive to the renters, but we hear wonderful comments about our intrepid Event Hosts and Audio Visual personnel.
- Trained five paid Event Hosts to help with the day of, on-site management of outside rentals. All our Event Hosts are either members or friends of UUFCO. Having Event Hosts in attendance at every event has not only provided a guiding hand for renters, but they've added to the positive experience with their willingness to assist in a calm and knowledgeable manner.
- Sourced and implemented a new online church calendaring system to complement the new UUFCO website. The interface is more user friendly and can distinguish between congregational events and outside rentals by color coding. The technology platform called TeamUp has a few unused surprises that I'll utilize in FY2018-19.

Future Goals

- A goal for FY2018-19 will be working with Rev. Scott on ways to partner with the Central Oregon community to increase UUFCO's presence within local family and children organizations.
- This upcoming fiscal year, I'll be researching new technology platforms for our weekly and monthly communications. Our current provider, Constant Contact, does not use the same database as Breeze, so I'll be looking to eliminate the redundancy in keeping two sets of information updated and correct.
- With the addition of an Office Assistant, I'll have more bandwidth to increase my knowledge and availability to leverage different social media outlets.

Challenge: Having enough time is the only challenge. I'm looking forward to having an Office Assistant take over the various tasks associated with church communications. My goal is to dedicate more time towards more strategic initiatives to help support UUFCO's growth.

CONGREGATIONAL LIFE FACILITATOR ANNUAL REPORT 2017-18

Submitted by Chela Sloper, Congregational Life Facilitator

Purpose: To facilitate, model and support a community of welcome, appreciation, service and life-enhancing connections among congregants.

Accomplishments

- Due to increased interest, summer quarter membership orientation classes were offered in addition to the fall, winter and spring classes.
- The Soul Matters program continues to be a staple in the spiritual nourishment diet of our congregants (and some others). As of this writing, the Soul Matters theme packets are currently distributed by UUFCO to 254 recipients. Six small groups have been meeting monthly (September – June), serving 63 persons, including facilitators and co-facilitators.
- Cultivating a congregational culture of service and assistance has been reinforced in both seasonal work parties – tackling tasks of the property and building interior (i.e., landscape maintenance, periodic cleaning of surfaces, etc.), and in organizing Helping Hands, three general areas of providing congregational assistance as needs arise, i.e., transportation, preparing meals, and assisting in light tasks.
- Launched Neighborhood Groups so that congregants may make connections with others living in closer proximity.
- Supported initiatives of congregants for relevant affinity groups, e.g., Moms' Group, Adoption Support Group, Writing as Revelation.
- Scheduled a May Day congregational potluck as a way to enjoy fellowship and rejuvenate all-congregational gatherings with fun and celebration. (More to come!)
- Maintained our Breeze data base and utilized its functions for fostering congregational connections and facilitating involvements (e.g., created forms for RSVPs); discontinued the periodic issuance of a printable directory due to accessible online directory.

Future Goals

- Recruit new facilitators for additional Soul Matters small groups; provide training for facilitators
- Increase number/percentage of congregants volunteering for routine (Sunday) positions and for congregational events
- Envision a day-long Women's retreat to be held on-site
- Cultivate leadership for independently run neighborhood groups
- Increase number of congregational events for fellowship and fun

MUSIC DIRECTOR ANNUAL REPORT 2017-18

Submitted by Virlene Arnold, Music Director

Purpose: To provide music for Sunday worship services.

Accomplishments

- I write this, my last Annual Report as Music Director for UUFCO, with a mixture of feelings. I have led the choir since its inception 13 years ago from a very small group to the singers that are filling up the chairs on Sunday mornings. We have grown together and I take my leave with a sense of pride and accomplishment in what we have created and added to our worship services.
- This past year has seen a continuance of more people becoming involved in our music programs, not only the choir but also the House Band, affectionately dubbed the "House Bandits". The congregation has enthusiastically welcomed these instrumental offerings. I am appreciative of all the folks who come together to enrich our lives through music.
- I will be turning over the baton to Mark Hickman at the end of June 2018.

ADULT RELIGIOUS EXPLORATION TEAM ANNUAL REPORT 2017-18

Submitted by Jan Lindeman and Kathleen Harrington, Co-Chairs

Committee Members: Jan Lindeman, Robin Slocum, Elaine Wierman, Joe Slocum, Kathleen Harrington (Chair).

Purpose: We share a commitment to sponsor a variety of offerings that support our members and friends on their spiritual journey and that align with our seven principles.

Accomplishments

- Sponsoring the 10-week Enneagram Class series in the fall of 2017.
- The creation, revision, and completion of both the Guidelines for Adult RE Workshop/Class Offerings as well as the web-designed Class Proposal Form for submissions by potential class presenters.

Future Goals

- Expanding the diversity of committee members.
- Expanding the number and variety of quality class offerings that will appeal to the various constituent groups/identities in our "spiritual home".
- Identifying experienced teachers, with a regional or national reputation, who can offer a class or workshop on a spiritual /social justice or personal growth theme most likely to appeal to a wide variety of our members, as well as the wider community.

Challenge: A challenge to the third goal would be finding and then contracting with this individual(s) at a fair fee and then setting the class fee at an affordable rate to encourage participation, all within a budget that doesn't blow the roof off the building!

AESTHETICS TEAM ANNUAL REPORT 2017-18

Submitted by Dale Clark, Chair

Members: Virlene Arnold, Julia Christoferson, Dennis Lazzar, Joe Maier

Purpose: To maintain the vision and integrity of our building and grounds, to ensure that the physical environment is welcoming, informative for members, friends and visitors, and visually and spiritually pleasing.

Accomplishments

- We are a newly established committee, proposed to the board in October 2017. Clarifying our scope and where we fit into the UUFCA organizational structure has taken much discussion with others. In April 2018, the board affirmed a recommendation from Scott that clarified our role in the congregation: “The aesthetic impact of our physical space and surroundings shapes our experience of congregational life, represents us to the wider community, and gives expression to our values. Because of this, it is recommended that the committee be considered a ministry of the congregation...Much of our work together has a visual aspect to it. This means the work of the Aesthetics Committee is often and naturally a partnership between the committee, the ministry teams, facilities cluster, and members and friends who are bringing our mission to life in varied ways...The board and minister hope that the Aesthetics Committee will feel empowered to bring their vision, insight, alongside the collected wisdom of the congregation to fulfill their stated purpose...”
- We composed and adopted a committee statement (www.uufco.org/aesthetics-team) that identifies ten touchstones:
 1. Maintain aesthetic integrity of the building and its surroundings
 2. Bring an intentional eye to being a welcoming place
 3. Collaborate with ART (Art Resource Team) to integrate permanent art into and around the building
 4. Make recommendations to Facilities Cluster regarding the aesthetic longevity and maintenance of the building’s interior and exterior spaces
 5. Oversee design of signage, flags, future banners
 6. Oversee additions of furnishing and fixtures intended to meet the evolving needs for utility while also ensuring strong stewardship of the aesthetic integrity of the building and its surroundings

7. Coordinate installation and removal of interior and exterior seasonal decorations
8. Ensure that any improvements to the grounds are compatible and well-integrated into the native landscape and existing topography
9. Work in partnership with all congregational entities and individuals in a way that promotes mutuality and reciprocity in decision-making
10. Endeavor to fulfill our purpose with mindful awareness of our UUFCO Covenant

- We are defining our scope and are working on priorities. All of our work is in collaboration with others in the congregation. It includes practical, but necessary projects such as coordinating with Facilities to repair wear and tear on the building (in progress), installing parking signs (accomplished), consulting on siding stains (in progress), and selecting additional furniture for our growing congregation (ongoing). We are coordinating a temporary flag display with Scott on the 3rd flagpole (Coexist in January) Earth Day in April), and will be inviting input with other UUFCO committees such as Social Justice. We are currently working in collaboration with ART (Art Resource Team) on an inclusive process for selecting permanent art for our building and grounds. Together we are considering: a memorial garden or benches, an entrance plaza water feature to enhance wildlife habitat, possible temporary art for the sanctuary stage, maybe a peace pole that would mark a path from the parking areas. We are discussing a little free library that would provide us with space for UUFCO's name facing Skyliner's bike path. We will be meeting with the Labyrinth Project as they continue to enhance the area of the labyrinth. We began this Christmas to coordinate holiday decorations.

Future Goals

- To continue to clarify our scope and priorities as we work to maintain the aesthetic integrity of our building and grounds in a collaborative way.
- To complete projects currently in progress as listed above.
- To be recognized by the congregation and congregational entities as a resource and partner.

Challenge: Finding a good balance of empowerment with other committees and staff.

ART RESOURCE TEAM ANNUAL REPORT 2017-18

Submitted by Karen Maier, Chair

Members: Karen Maier, Chair; Paul Bennett, Ellen Atkin, Virlene Arnold, Susan Carr, Grace Kennedy, Sue Wilhelm

Purpose: To coordinate rotating art shows in the building; acquire permanent art; be responsible for the display of art both permanent and temporary and to use art as a way to engage the greater community and have it be reflective of our values as a congregation.

Accomplishments

- The committee has successfully produced several rotating art shows throughout the year featuring artists from the community and the congregation. Along with the shows we held art receptions that were held after services on Sundays. We had one show that was related to social justice, “Borderless Stories”, which involved several young people talking about their stories. It was very well attended.
- Held a Family Art Adventure that included a guided art experience for all involved and coordination with Ayla Halberstadt.
- We purchased two permanent pieces of art, both hanging in the Fireside Room.
- Worked with the Fireflies Project on a 5 x 7 art show and silent auction. This was a resounding success.

Future Goals

- Continue to produce rotating art shows every two months. Get comfortable with being chair and/or co-chair of the show being produced. Determine if all the shows will need to be 2D, due to exhibition space.
- Continue to look for opportunities to incorporate social justice within the frame work of art as well as projects like “Fireflies” that support our values.
- Come to a clearer understanding of our role in purchasing permanent art and how we might make that more inclusive. Work with the Aesthetics Team in this endeavor.

Challenge: Working with others beyond the committee to accomplish our goals.

CAREGIVER SUPPORT ANNUAL REPORT 2017-18

Submitted by Virginia Sponsler

Purpose: Self-Care education and support for unpaid family/ friend caregivers caring for a friend or family member with a chronic condition. (Co-sponsored with Council on Aging of Central Oregon)

Accomplishments

- Continuing to provide group support to 20 people a week. This is an educational/support group for unpaid family and friends with on-going responsibilities in the care of someone with a chronic condition. Care-receivers may live in the home, a facility, out of town, or across the country or world.
- A second group was added due to high demand for this kind of education and support.
- The continued successful collaborative between UUFCA and the Council on Aging of Central Oregon makes it possible for this program to be offered free of charge. COACO (with funding from the Older Americans Act) provides a staff member and the resource materials for this class, and participants as clients of COACO qualify for other COACO services. UUFCA member Virginia Sponsler developed this program and does not charge for her co-facilitation, educator, or counselor services. (This month Virginia is receiving an award from COACO in recognition of this program.)

Future Goals

- Complete the transitioning of this program from the Care Committee to Pastoral Care.
- Find opportunities to broaden congregational awareness of this major societal issue. Possibilities: collaborate with Social Justice to include the caregiving/caregiver issues in some of the discussions of health care costs, poverty, abuse and addiction; explore with Library Committee about possibilities for having a caregiver/caregiving section in the library; coordinate with RE on possible programming ideas.

Challenge: Finding ways to communicate with the congregation about this program and the major challenges our society is facing related to the issues of caregiving.

CHALICE LIGHTERS COMMITTEE ANNUAL REPORT 2017-18

Submitted by Annis Henson, Volunteer Ambassador

Purpose: Congregational education, promotion, and coordination for the Chalice Lighters program. This voluntary fundraising opportunity assists congregations in the Pacific Northwest UUA region.

Accomplishments

- Annis Henson continues in her volunteer role. She has requested, through the Leadership Development Committee that a co-Ambassador be recruited, due to her frequent travel. No one identified at this time. However, I'd like to acknowledge ongoing brochure and

Kiosk Info help by Trisha Bell.

- Articles have spotlighted “calls” for Chalice Lighter funds. These were published in the UUFCO newsletter and ACE. Chalice Lighter sign-up forms are available in the Pete Seeger Kiosk.
- A working relationship with our PNW Chalice Lighter Coordinator, Dave Cauffman, continues.

Future Goals

- Increase education and appreciation about the program within our congregation.
- Re-establish and reach the expected goal for 30% of UUFCO members becoming active contributing Chalice Lighters.
- Continue to follow C.L. UUFCO contributions and inform the congregation about UUFCO C.Lighters’ regular contributions in support of thrice yearly grant requests for the region’s selected congregations.

Challenge: Educate and promote Chalice Lighters creatively and effectively within the context of the UUFCO community.

CHILDREN AND YOUTH RELIGIOUS EXPLORATION TEAM ANNUAL REPORT 2017-18

Submitted by Ayla Halberstadt, Director of Religious Exploration

Members: Megan Michell, Chair; Amy Foster Wexler, Tara Breitenbucher, Erika Bear-Irvine, Ayla Halberstadt (DRE)

Purpose: To facilitate faith formation programming for children and youth and support families at UUFCO

Accomplishments

- Sustained growth and attendance during Sunday morning.
- Held a “sleep-under” and sleep-over for children and youth of all ages.
- Offered 4th-6th grade OWL.

Future Goals

- To have two volunteers run classrooms
- Create a high school youth leadership group
- Have multiple family program options

Challenge: Having enough volunteers for Sunday morning. We need to have 5-6 volunteers each week for our programming and being able to find enough volunteers to sustain that is extremely difficult.

COMMUNICATIONS TEAM ANNUAL REPORT 2017-18

Submitted by Dale Clark, Acting Chair

Communications Committee Members: Dale Clark, Susie Hickman, Mark Hickman (webteam), Jameson O'Neal (webteam, PR)

Purpose: To manage, facilitate and coordinate communication within the congregation as well as reaching out to the greater Central Oregon community.

Highlights/Accomplishments of 2016-2017

- This was the final year of our lay-led Communications Team. In the fall, Scott transferred responsibility for communications to staff. We fulfilled most of our goals from last year and want to highlight those accomplishments.
- We successfully launched our newly redesigned website in July on Squarespace. This allowed us to simplify updating for staff and volunteers. Though Dale still has responsibility for design and new pages, regular updating has shifted to Jameson O'Neal, with Aaron Coe uploading audio sermons each week, Erika Beard-Irvine updating board documents, and Ayla Halberstadt posting a DRE blog.
- In collaboration with staff, we developed a manual on "How to at UUFCO" initially to clarify how, where, when, and to whom to submit information, with the goal of coordinating, simplifying, and increasing effectiveness of UUFCO communications vehicles. It can be found at www.uufco.org/how. It answers basic questions, links to UUFCO policies, and provides contacts. We also wrote a UUFCO Style Guide (on "how to" page) to help enhance consistency in UUFCO communications. We coordinated communication for Scott's arrival with Jameson writing press releases and Dale designing ads for the Source and The Bulletin. In the fall, Jameson took up responsibility for social media.

Future Goals

- (Staff now responsible.)

ENDOWMENT COMMITTEE ANNUAL REPORT 2017-18

Submitted by Linda Crouse, Acting Chair

Members: Linda Crouse, Acting Chair; John Coltman, Herb Blank, Ed Funk, Greg Byrne

Purpose: To promote the concept of giving to the UUFEO endowment fund. To develop an investment policy for the endowment funds.

Accomplishments: The committee is in the process of getting organized. The endowment fund had \$260,111 at July 1, 2017. Since then, the fund received a contribution of \$101,434 from Christine Boyer's estate and the fund earned interest income of \$343. The current balance as of April 11, 2018 is \$361,888. Recently the endowment funds were invested in an account earning a higher rate of interest (.75%)

Future Goals

- To develop an investment strategy and policy and to invest the endowment funds in accordance with the new investment policy. The endowment committee will seek input and approval for the investment policy from the Board of Trustees.
- The committee will plan and hold an event for congregation members and friends on the charitable aspects of estate and financial planning. We will encourage and assist members and friends of the congregation in making contributions to the endowment fund.

Challenges: No significant challenges foreseen in achieving these goals.

FACILITIES CLUSTER [COMMITTEES] ANNUAL REPORT 2017-18

Submitted by Greg Byrne, Chair

The Facilities Cluster is a Board Committee, which provides an opportunity for the chairs of each building/land-related committee to meet and coordinate activities. It's been an exceptionally busy year for the group. Here are some highlights.

Facility Systems:

- Assessing building maintenance needs, with an emphasis on our exterior wood.
- Achieving an agreement from the professional team that built the building to replace a non-functional snow melt system in the service court.
- Replacing the gates on the storage area in the service court, allowing better winter access.
- Experimenting with solutions to bird damage to the exterior.

Land:

- Landscaping the labyrinth with native plants.
- Beginning the process for design and approval of parking expansion on UUFCO property.

Safety and Security:

- Installing an alert system to call first responders in the event of a dangerous event.
- Coordination with law enforcement.

Aesthetics:

- Reviewing all physical changes to the building and grounds to ensure visually pleasing consistency.
- Proposing several enhancements to the grounds (signage, flags, furniture, etc.)

Kitchen:

- Maintaining adequate inventory of equipment and supplies to serve the fellowship and events.

All:

- Reviewing a variety of capital projects to ensure the building meets the needs of the growing fellowship. Assisting the Board of Trustees to close out the original Building Fund.

FINANCE COMMITTEE ANNUAL REPORT 2017-18

Submitted by Sylvia McFarland, Chair

Members: Sylvia McFarland, Chair; Mark Hickman, Dick Barber, Larry Price, Herb Blank, Fletcher Chamberlin, and John Coltman

Purpose: Assists the board by leading and guiding our budget, spending and approval processes, and annual audits.

Accomplishments

- We have tightened our fiscal controls. All expenses (other than ongoing expenses such as utilities), are approved by the committee chair or staff person who has primary responsibility for that budget line item. In addition, that chair or staff person confirms the budget line that will be charged for the expense.

- We have moved some of our savings to two additional banks, increasing the interest rate being paid on the accounts, as well as increasing the amount of money that is federally insured.

The chairs of committees and staff who have expenses submitted budgets for their respective budget line items to the Finance Committee.

- We have put together a budget recognizing significant membership growth and resulting demands on staff. That budget (as in years' past) included a five-year plan to ensure that the projected deficit for this coming fiscal year would phase out over the next five years.

Future Goal: Continue to increase the understanding of the committees, staff, and members of the budgeting process and financial circumstances of the Fellowship.

Challenge: The growth of the Fellowship has required and will continue to require new tools and processes for Financial Management.

HEALTHY CONGREGATIONS TEAM ANNUAL REPORT 2017-18

Submitted by Ellen Mercer, Chair

Members: Ellen Mercer, Chair; Don Hartsough, Susie Hickman, Nancy Hodge, Tom Machala, James Simmons-Cox, Nancy Stevens, Judy Trask, Pam Wilson

Purpose: The HCT is a resource for promoting and facilitating open, respectful, productive communication and addressing conflict in our congregation in the spirit of our Mission and Relational Covenant.

Accomplishments

- We began this year with a goal of identifying a way in which we could proactively work on how we communicate with each other. We consulted with the Center for Compassionate Living and planned to bring the practice of Compassionate Communication (or Non-Violent Communication) to the congregation for a common starting point and made plans for proceeding. We then decided it made more sense to work on understanding and engaging with our Relational Covenant first before proceeding with selecting a particular method. With Rev. Scott's arrival and our rapid growth, we shifted our focus to getting to know each other through covenantal conversations. Our greatest accomplishment this year was discerning our direction for promoting healthy communication.
- The One-to-One Conversations Project is based on experience Rev. Scott had in his previous congregation and re-created to match our needs and circumstances. 60+ attendees participated in our introductory session with positive energy displayed and enthusiasm for continuing on-going opportunities.

- Increased use of email communication for conducting church business brought forth new questions and expectations around email usage. Examples are the use of "reply all" and agreeing on appropriate response time. HCT designed Tips for Using Email with copies available at the kiosk and on the UUFCO website.

Future Goals

- HCT is by design continuously re-examining what specific activity is appropriate or needed to reflect the current conditions at UUFCO. We are assuming that this year we will be engaged in promoting and participating open, respectful, productive communication – particularly with discussion around accommodating growth.
- HCT will be working to understand our responsibilities and parameters within the newly formatted organizational chart. Understandably this will be an on-going process of discovery as we work through the year.
- The One-to-One Conversation Project will be expanded in frequency, format and reach. Ideas to be developed and implemented include 1) promoting opportunities for inter-generational engagement 2) providing opportunities to engage youth-to-youth conversations 3) creating a "Getting to Know You" round table on Sundays during coffee hour. Each will have a set of conversation questions specific to the setting.

Challenge: Succession planning, preparation and implementation will entail evaluating the outdated policy currently in place, rewriting, and board approval.

HOUSE BAND ANNUAL REPORT 2017-18

Submitted by Chela Sloper, Ring Leader

House Bandits: Virlene Arnold, Greg Byrne, Aaron Coe, Chris Patrick, Ian Patrick, Linda Roberts, Chela Sloper, Nancy Stevens, Judy Trask

Purpose: The House Band is a loosely comprised folk ensemble which provides a contemporary style music for worship services.

Accomplishment: The House Band provided special music and led congregational singing for several worship services.

Future Goal: The House Band would like to incorporate additional instruments and broaden its performance style in the coming year.

Challenge: Many congregants are shy about sharing their heretofore undiscovered talents.

KITCHEN COMMITTEE ANNUAL REPORT 2017-18

Submitted by Tom Wykes

Purpose: Oversees the operation and maintenance of the UUFCO kitchen for the benefit of church sponsored activities.

Accomplishments

- Weekly visual inspection of kitchen and general cleaning
- Trains volunteers in proper use of kitchen on an as needed basis
- Orders supplies when necessary
- Make sure kitchen equipment is in proper operating condition

Future Goals

- Replace glass lined air pots with metal lined air pots
- Quarterly kitchen training

LEADERSHIP DEVELOPMENT COMMITTEE ANNUAL REPORT 2017-18

Submitted by Leslie Koc, Chair

Members: Leslie Koc, Chair; Michael Carr, Amy Falkenrath, Marean Jordan, Jim Morris, Rev. Scott Rudolph (advisory member)

Purpose: The Leadership Development Committee is active in identifying resources for and providing ongoing education and development of congregational leaders. The LDC serves as the nominating committee for open Board positions and other positions where a vote of the Fellowship is required.

Accomplishments

- Interviewed and recruited for the three open Board positions to be presented to the UUFCO congregation at the May 2018 annual meeting.
- Facilitated two leadership workshops for the UUFCO Committee Chairs.
- Supported a Breeze workshop to increase the population and use of this UUFCO member database.

Future Goals

- In addition to future Board nominations, begin the process of interviewing and recruiting for the open Endowment Committee positions.

- Facilitate three Leadership Collaborative workshops next year for current committee chairs and UUFCO members interested in future leadership roles.
- Coordinate a UUFCO Committee/Team Fair to bring together committees/teams and interested volunteers.

Challenges:

- Supporting the need for succession planning within committees and teams to carry on the mission and goals of UUFCO committees and teams.

LIBRARY TEAM ANNUAL REPORT 2017-18

Submitted by Mayme Trumble, Chair

Members: Mayme Trumble, Chair; Jan Lawton, Jan Lindeman, Lynn Funk, Diana Pond, Carolyn Herb

Purpose: To support the congregation by providing resources focused on our principles, sources, and spiritual traditions and values.

Accomplishment: The library has continued to have many people use and check out our collection.

Future Goals:

- Set up a subcommittee to work on archiving the congregation’s historical documents.
- Make the collection more Unitarian Universalist relevant, with help from Rev. Scott.

Challenge: Keeping the collection relevant.

MEMBERSHIP TEAM ANNUAL REPORT 2017-18

Submitted by Mayme Trumble, Chair

Members: Mayme Trumble, chair; Trisha Bell, incoming chair; Janet Lee Newcombe, Jennifer Seitz, Kip Petit; Chela Sloper, Congregational Life Facilitator

Purpose: Education of potential new members about Unitarian Universalism and integrating new members into the congregation.

Accomplishments

- The committee has held 5 sets of classes (10 classes with 12-20 people in each).

- We have welcomed 59 new members in this Fellowship Year as of April 22. There has been a perfect storm that has driven rapid growth at UUFCO. A new building, a new minister and a new administration are all reasons people have been drawn to us. We are excited with this new growth.
- Our membership now numbers over 260 members.

Future goals

- Continue to welcome and encourage new members.
- See that new members find their place at UUFCO with the help of the Leadership Development Committee and others in the congregation.
- Re-organize or add classes to accommodate the growing number of potential members.

Challenges

- With such rapid growth we want to be sure to integrate our new members into the congregation.
- Class sizes have been too large to accommodate the way the classes are presently organized. Adding classes or restructuring the classes will be needed.

PERSONNEL COMMITTEE ANNUAL REPORT 2017-18

Submitted by Amy Falkenrath, Chair

Members: Work is completed largely in consultation with the minister, treasurer, and president

Purpose: To assist the Board and the Minister with staff compensation, benefits, and personnel policies. Also serves as a resource for staff per our EEO and discrimination policies.

Accomplishments

- Successfully rolled the new vacation policy effective 7-1-17.
- Maintained or adjusted compensation at or to UUA fair compensation levels for all staff.

Future goals

- Complete comprehensive sabbatical plan
- Review Employee Handbook (completely rewritten in June 2017)

Challenge: Not a challenge necessarily, but it will take a little time to bring the new at-Large board member into the fold and figure out how the communication will work.

SAFETY AND SECURITY COMMITTEE ANNUAL REPORT 2017-18

Submitted by Don Hartsough, Chair

Members: Herb Blank, Dick Herb, Judy Hurlburt, Dustin Painter, Vernon Threlkeld, Don Hartsough, Chair

The committee's focus for the past year was dominated by highly publicized shooting incidents throughout the United States. Although we know of no known threats to our church facility, actions were taken to prepare for disruptive intruders.

Accomplishments

- In addition to our Disruptive Behavior Policy, we now have a Firearms Policy which prohibits firearms on the premises except for law enforcement and authorized safety personnel.
- The committee is working on an emergency alert system to engage both internal and external resources to minimize harm to our congregation. The focus has been on protection for Sunday services, as that is the time when most church shooting incidents occur, according to Church Mutual. (Church Mutual is our insurance company.) We purchased and installed four Active Shooter Buttons that, when activated automatically call out the Bend Police Department to come to our aid.
- Also, greeters (front door greeters, welcoming table greeters and kiosk greeters) and ushers will be oriented to how to use two-way radios now being prepared to alert ushers to block the entrance to the sanctuary.
- The church has fashioned several "Bailey Bars" to be used during a shooting threat to block entrances. It is important that the Active Shooter Button be used only in case of someone bringing a firearm to church; for medical emergencies call 911 and describe the emergency.
- One training was conducted during the past year for 10 volunteers to learn the proper use of CPR and the AED equipment (defibrillator).
- An appeal to the congregation was also made to inform church leadership of potential church or family conflicts that have the potential for elevating into a disruptive incident or active shooting incident, as this information would greatly assist us in preventive and preparatory steps.

Future Goal: A continuing concern of the committee is the safety of the parking areas used on Sunday mornings and for special events. We do anticipate increasing the number of parking spots, which should help.

SOCIAL JUSTICE STEERING TEAM ANNUAL REPORT 2017-18

Submitted by Larry Price, Chair

Members: Committee leadership comprises a chair (Larry Price) and Steering Team (Charles Campbell, Sue Clarke, John Horwich, Leslie Koc, Christine Walsh, Alison Wells, and Ken Wilhelm). The Minister and Board President typically attend meetings of the Social Justice Committee's Steering Committee. Well over 100 congregants participate through a Social Justice email list.

Purpose: The Social Justice Committee is devoted to supporting the congregation in fulfilling the justice part of our mission statement: "seeking meaning, celebrating life, and serving the spirit of love and justice in our world"; and in the implementation of the seven Unitarian Universalist principles in the society around us.

Accomplishments

Seven ongoing activities (described in individual reports below) form the core of the work of the Social Justice Committee. The committee strives for broad participation of the UUFCO congregation in the core social justice projects and in the exploration and initiation of new projects within Social Justice when threshold levels of interest and energy are reached. Two social justice fora were held during the past year to facilitate broad awareness and discussion of the Social Justice Committee's ongoing program and, importantly, to permit initial discussion and proposals of new areas of activity for the Social Justice Committee. Two such new areas of activity have been initiated following the two fora held in 2017/18.

Future Goals/Challenges

In the coming year, the Social Justice Committee intends to explore opportunities for broader collaboration among the multiple faith communities in Central Oregon in areas of Social Justice. We have already begun to learn what might be possible through the ongoing Neighbor Love Interfaith initiative. Within UUFCO, it is notable that an estimated majority of the congregation participated in some way in the Fireflies book bag program and its associated fundraising campaign. We will endeavor in 2018/19 to encourage even broader and more general participation by the congregation in this central ministry of UUFCO.

SOCIAL JUSTICE TEAM ANNUAL REPORT 2017-18

Building Democracy

Submitted by Charles Campbell, Wilma Campbell

Facilitators: Charles Campbell, Wilma Campbell

Purpose: Started as the work group "Change the Narrative" from project GRACE in 2016. In 2018 five public presentations were given with 61 different individuals attending one or more presentations.

Accomplishments:

- The task started with David Korten's book, *Change the Story, Change the Future*", and Chuck Collins book, *Born on Third Base*. It has continued using the 2016-2020 Congregational Study Action Issue "The Corruption of Our Democracy" and UUA 2018 Common Read *Daring Democracy* by Frances Moore Lappe' and Adam Elchen.
- At present there are five pending questions. Can we:
 1. choose a framework for the future that is consistent with our UU principles?
 2. list needed legislative initiatives to implement the framework?
 3. list the changes in personal behavior the framework will require?
 4. find actions to facilitate the needed changes?
 5. choose some actions to pursue?

Future Goal: The initial reading and discussion of *Daring Democracy* will be complete in the current church year. A continuation will probably be convened in the Fall to decide whether to continue with the Congregational Study/Action Issue or move on to another focus.

Challenge: We will have to decide if, as a congregation, we have the energy and resources to continue digging in on another CSAI after the first year, in the way that we are still continuing active work on the 2014-2018 CSAI on Escalating Economic Inequality through Fireflies and other components of Project GRACE.

SOCIAL JUSTICE TEAM ANNUAL REPORT 2017-18

Fireflies

Submitted by John Horwich

Members: John Horwich, Chair; Pam Horwich, Trisha Bell, Carl Elliott, Jane Kopriva, Ella Chatterjee, Larry Price, Martha Lussenhop, Ayla Halberstadt, Dick Pond, Diana Pond, Mark Steinberg, Jan Lawton

Purpose: To support and expand opportunities for early learning in Central Oregon

Accomplishments:

- Our primary current focus is our summer book bag program, supporting elementary school students who need a little extra help with reading over the summer. In June 2017, we provided more than 180 book bags with new books, math flash cards, dice, drawing paper and crayons and other materials to selected students in grades kindergarten through fifth grade at Juniper Elementary in Bend. Thanks to our successful fundraising efforts and the support of UUFCO members and friends in 2018, we will be providing nearly 300 book bags to selected students at both Juniper and Ensworth Elementary Schools in June 2018.
- This year, FIREFLIES substantially increased our fundraising efforts in order to serve additional children. We reached out to the business community, who provided more than \$3,000 in support. We initiated the FLASH!, an evening of entertainment and education in support of the book bag program, and the 5 X 7 silent art auction, featuring works donated by UUFCO members and friends, with all 130 pieces selling by the end of the FLASH!

Future Goal: FIREFLIES will continue the summer book bag program, looking for ways to spread the program to serve more children in Central Oregon. We will also continue to consider other means to advance our objective of lighting sparks in young learners.

Challenge: As the FIREFLIES program expands--or even if it remains at current levels--we will need new Team members and volunteers. We learned this year that it takes many volunteers to engage in sustained fundraising and to organize and hold a major fundraising event. Next year, we hope to involve even more UUFCO members and friends in the FIREFLIES Team.

SOCIAL JUSTICE ANNUAL REPORT 2017-18

Central Oregon Neighbor Love

Submitted by Sue Clarke

Members: Over 60 congregants have participated in the varied CONL activities, including meetings of the Interfaith Alliance (initially monthly, now in alternate months); Alliance committee meetings; local UUFCO cohort meetings; and projects such as volunteering at the LCA luncheon.

Purpose: Central Oregon Neighbor Love Alliance (CONL), an interfaith alliance organized to befriend and assist those in the area facing immigration issues, begun in January 2017.

Accomplishments

- UUFCO has a CONL cohort that is part of the fellowship's Social Justice Committee. The alliance's first major project was participating in Bend's first Welcoming Week in September 2017. During the summer of 2017 three projects were developed for that week: a soccer game and picnic with the Latino community, a panel with Dreamers and those active in focusing on getting the DACA status extended, and a speaker from Colorado on truly living the Latino experience by residing in a Latino community.

The next big project was our UUFCO CONL cohort assisting the Latino Community Association with their annual fundraising luncheon held at the fellowship in early December 2017. Thirty-four UU members volunteered to assist with the hosting of the event including everything from set-up to cleanup/dishwashing.

January 2018 saw the beginning of Intentional Dinners, a potluck dinner attended by Bend residents and Latinos wishing to develop ongoing friendships. This group meets monthly and is planning to expand.

- In February 2018 the UUFCO CONL cohort again hosted an all-day Saturday workshop presented by the Rural Organizing Project. Interested persons from various community social justice groups focused on immigration participated to develop plans and projects to benefit the Latino community in Central Oregon.

As a result of this workshop a new organization, Immigrant Solidarity Network (ISN) was created in March 2018 to collaborate with the various groups which gathered in February. Six teams were identified including partnership, accompaniment, direct service, action for justice, awareness/communication, and resource services. Each team met in April 2018 to develop their purpose and an initial plan. Teams will present their projects in May 2018. UUFCO CONL cohort members are represented on all six teams.

- In March 2018 UUFCO provided a meeting place for Lisa LeSage, the executive director of Immigration Counseling Services (ISC), a non-profit legal organization assisting those with immigrant issues. ISC currently has offices in Portland and Hood River and would like to expand to the Central Oregon area. They are looking at establishing an office in Redmond to serve immigrants east of the Cascades. Currently they can devote only two days each month to residents in Central Oregon region. LeSage shared their three-year plan to get such a full-time office up and running and ways CONL and ISN could help with that plan.

- Also in March 2018 Borderless Stories, a photo exhibit with immigrant stories, was on display for a month at UUFCO. It included an opening reception with 100 persons in attendance to hear speakers.

The past 16 months have been a busy and productive time for CONL, and the UUFCO cohort has played a significant role in that progress.

Future Goal: Significant focus in the coming church year will be on the immigrant Solidarity Network and developing each of its six teams into a practical and cohesive network to support and assist the immigrant community in Central Oregon.

SOCIAL JUSTICE TEAM ANNUAL REPORT 2017-18

Community Outreach: Bethlehem Inn

Submitted by Leslie Koc

Members: Leslie Koc and Tom O'Brien (Bethlehem Inn); many volunteers

Purpose: With the involvement of 20-26 monthly volunteers, prepare and serve a home-cooked meal each month at Central Oregon's homeless shelter, Bethlehem Inn.

Accomplishments

- Successfully moved to serving in the Inn's temporary kitchen while the new kitchen and dining room is being constructed.
- Volunteers who were trained in the Shadow Food Coordinator position continued taking on the Food Coordinator to rotate the responsibility. Six of the twelve dinners were managed by new Food Coordinators.
- The average number of meals served increased to 87.

Future Goals

- Facilitate sign-ups two-three months in advance.
- Annualize a UUFCO youth volunteer month.

Challenge: Step up the numbers of food volunteers beginning this July when the Inn doubles their number of family units from five to ten, increasing the numbers of residents.

SOCIAL JUSTICE TEAM ANNUAL REPORT 2017-18
Community Outreach: Jericho Table (Redmond)
Submitted by Pam Horwich

Members: Various volunteers

Purpose: To provide a free meal for residents of Redmond one Saturday night per month.

Accomplishments

- On behalf of the REDMOND Jericho Table program, we served 12 meal events at the Church of God Seventh Day in Redmond, on the last Saturday of each month from 4:30-6:30 p.m.
- We provided the pizzas, salads, desserts and drinks for an average of 25 people each time. (300 meals were served.) We did the set up, serving and clean up with the help of our JT hosts, Hollie and Nate Seabury.
- Many UUs helped - J. and P. Horwich, M. and B. Trumble, E. Andrewson, J. Lawton, N. and C. Palmer, B. Boyer, D. and D. Pond, C. and Skylar Storm (and friend, Robert McIver), G. Rasmussen. Hollie brings her guitar to complete the "Saturday Pizza Party".
- There is a substantial homeless population in this area. The Jericho Table program started here in 2008. Weekday meals are provided by Tate 'n Tate and served by other volunteer groups. We have now been serving the Saturday meal for 2+ years.

Future Goal: We hope to continue to serve this meal. The homeless people have been asked to move off the public lands, so attendance has gone down. However, there are still a number of residents who live in hotels or "affordable" housing and are regular attendees. They appreciate the Jericho Table.

Challenge: We can always use new UUFCO volunteers to share the costs and serving of this meal..

SOCIAL JUSTICE TEAM ANNUAL REPORT 2017-18
Greater Community Collection (GCC)
Submitted by Ken Wilhelm, Chair

Members: Ken Wilhelm, Chair; Anita and Carl Elliott, Fred Hillyard, Dick and Carolyn Herb, Marcene Austin

Purpose: To vet and select nonprofit organizations and programs that align with the seven UUFCO principles as beneficiaries of monthly greater community collection funds.

Accomplishments

- Recipients April 2017 to March 2018: GCC raised \$16,470 for 12 different organizations over the last 12-month period.
- 2017 Organization Collection \$

2017	Organization	Collection \$
April	Central Oregon Environmental Center	\$ 1,459
May	The LOFT – Cascade Youth & Family Center	\$ 800
June	Healing Reins Therapeutic Riding Center	\$ 778
July	Kids In The Game	\$ 761
August	Friend of the Children	\$ 877
September	Latino Community Association	\$ 1,421
October	Saving Grace	\$ 1,272
November	Bend Food Project	\$ 973
December	Bethlehem Inn	\$ 4,267
2018		
January	Heart of Oregon Corps	\$ 1,208
February	COAD - Central Oregon Adaptive Sports	\$ 1,472
March	The Rebecca Foundation	\$ 1,182
	Total	\$ 16,470

Future Goals:

- Increase communication regarding the impact of GCC donations.
- Recruit additional members to serve on GCC committee.
- Announce beneficiary selections and descriptions in a more timely manner.

SOCIAL JUSTICE TEAM ANNUAL REPORT 2017-18

Wildcat Wizards Tutoring

Submitted by Christine Walsh, Organizer

Members: Christine Walsh and about 35 tutors and substitutes

Purpose: One-on-one tutoring of 3rd graders referred by teachers who believe the students will benefit from the extra attention.

Accomplishments

- The Wildcat Wizards Tutoring program, a partnership between Juniper Elementary School and UUFCO, served 25 students this year– the program's 3rd year. Tutors and substitutes worked one-on-one with teacher-referred 3rd graders for an hour each week from October through May. School liaisons attribute the academic and social-emotional gains the students make during the year to the personal relationship that develops between the students and their tutors.
- Volunteers generously contributed over 1000 hours of time this year to the program. About 70% of the tutors and substitutes are members and friends of UUFCO; the balance were recruited from the Central Oregon community.

Future Goals

- Create a better tutor-substitute ratio
- Develop and utilize a system for training and introducing new tutors and substitutes after the start up in the fall.
- Clarify the roles and expectations of tutors and substitutes in writing and provide it to them at start of their service.

Challenge: Identify ways to avoid last minute student absences.

SOUL MATTERS ANNUAL REPORT 2017-18

Submitted by Chela Sloper, Congregational Life Facilitator

Small Group Facilitators: Trisha Bell, Julia Christoferson, Wendy Howard, Larry Price, James Simmons-Cox, Joe Slocum, Robin Slocum, Nancy Stevens

Purpose: Soul Matters is a nationwide, Unitarian Universalist program for personal and spiritual reflection.

Accomplishments

- Our Soul Matters theme packet distribution has grown to 254 recipients!

- Six small groups have met monthly using the Soul Matters approach and themes.
- Feedback from current small group facilitators has helped to identify reasonable expectations of the participants, and to understand the purpose and format of a listening group, rather than a support group.

Future Goal: A panel of Soul Matters participants will be featured in a worship service in August 2018 in hopes of appealing to an increased number of small group participants.

Challenge: We hope to recruit additional small group facilitators for 2018-19.

STEWARDSHIP COMMITTEE ANNUAL REPORT 2017-18

Submitted by Michael Carr, Co-Chair

Members: Michael Carr and Susan Kinney, Co-Chairs; Sylvia McFarland, Treasurer; Max Merrill, Ad-Hoc; Rev. Scott Rudolph

Purpose: Educates the congregation about the meaning and importance of stewardship and conducts the Annual Stewardship Campaign.

Accomplishments

- The 2017-2018 Becoming Together Campaign had a stated goal of \$330,000.00 which was exceeded by \$30,000.00+, which is a historic high.
- The 2017-2018 Campaign had a specified time frame of one month which was designated as February Stewardship Month. The congregation responded favorably to this first-time event and the majority of pledges were made during that period.
- Suggested to the Board to have future board vice presidents as a standing member of the Stewardship Committee. The UUFCO Board agreed.
- Selected a new co-chair, Linda Johnson, for the 2018-2019 stewardship campaign.

Future Goals

- To further develop a culture of Stewardship and Joyful Giving for UUFCO by enhanced messaging to the congregation and Board.
- To encourage and receive feedback from the congregation about Stewardship at UUFCO.
- To encourage data base improvement and resultant opportunities.

Challenges

- Creating and communicating effective stewardship messaging
- Working with multiple data bases

SUNDAY VOLUNTEER TEAM ANNUAL REPORT 2017-18

Submitted by Judy Hurlburt, Chair

Members/Team Leads: Judy Hurlburt, Dick Barber, Liz Dougherty, Marcene Austin, Trisha Bell

Purpose: To recruit and organize and staff 12 volunteer slots for Sunday services.

Accomplishments

- The Sunday Volunteering process was changed from monthly teams to task teams. The four people volunteered to step forward to lead the task teams: Dick Barber for ushers; Liz Dougherty for kitchen tasks including beverage setup, coffee making, cleanup and dishwashing; and Trisha Bell and Marcene Austin for greeters including outside greeters, welcome table and kiosk. Members could opt out of task teams or sign up for ones they'd like to do. Mark Hickman updated Breeze to reflect task team tags for ease of emailing members of specific task teams.
- The online tool, **Signup** was revised to reflect added spots and new directions at volunteer spots. Many efforts were made to assist people in learning how to sign up using Signup including announcements and instructions in the ACE, the newsletter, and in individual emails to members of task teams. Team leads check Signup spots on a weekly basis and send out emails to teams to recruit people to fill vacant spots.
- Judy Hurlburt and team leads offered four trainings between December and the end of January. Between 40-50 people attended these trainings. Judy spoke at one new member training about signing up to volunteer, and Trisha Bell spoke at another new member training about volunteering on Sundays. New task instructions were completed, printed, laminated and left at volunteer areas, and these same instructions were emailed to each task team member.
- Several new members began volunteering with guidance from older congregants. Old and new members began taking ownership of certain jobs and trained new volunteers especially in the kitchen and for coffee-making.

Future Goals

- Edit confirmation emails that go out to volunteers once they've signed up. This will reflect current practices and instructions.
- Recruit and train more volunteers for reach task team. Begin holding task team social events so task team members can get to know one another in a context other than over the coffee pot, welcome table sign-ins or passing the offering baskets.
- Analyze current practices to understand how to fill volunteer spots as we grow and possibly move to two services. Discuss and add any new positions needed to continue making Sunday services welcoming and efficient.

Challenges

- Getting people to sign up more than one week at a time and relieve team leads of needing to email teams on a weekly basis.
- Continuing to grow task teams as demands rise for more volunteers on Sundays.

WOMEN'S SPIRIT ANNUAL REPORT 2017-18

Submitted by Kristel McCubbin Masterson

Purpose: Women gathering together

Accomplishments:

After last year's hiatus due to my illness we started Women's Spirit up in September. Our Meeting time is the third Tuesday of the month 7:00 pm running between an hour and an hour and a half. Women's Spirit has had several evolutions. Most recently Noreen Halberstadt has led it as an afternoon group using the Soul Matters themes.

When we met for planning in 2017 it was decided that the group would be a mix of ritual/activities and topic discussions. In September no one showed for our first meeting but there had been some snafu's in communication to the UUFCO community.

October – Topic: Connecting with our Ancestors; Attendance 8

November – Topic: Qigong and other modalities led by Joyce Burke; Attendance 12

December – We did not meet

January – Topic: Visionboards; Attendance 8

February – Topic: #MeToo. Locked out of church with key malfunction. Six of us went on to meet at local restaurant in NW Crossing.

March – Topic: Doing What Grows Corn For You; Attendance 2

April - Topic: What inspires you? Cancelled

May – Topic Planning for 2018-19

Future Goal: I am planning to have another planning session at our May meeting. With this being a drop-in group attendance fluctuates and I am hoping to get feedback about interest and also if it would work better to commit to a season or section of time to build a unified group. Women new to the church have been coming as a way to meet others and I think the value of that is important but it is disheartening to plan for a group and have it not be well attended. I would like to give this another year to see what happens as many women have expressed an interest in having women's group at the church but if attendance is low this may not be the right format or match for that need.

Challenge: Is this the right fit for what women want in a gathering of UUFCO women?

WORSHIP TEAM ANNUAL REPORT 2017-18

Submitted by Noreen Halberstadt

Members: James Simmons-Cox, Marean Jordan, Susan Kinney, Kristel McCubbin Masterson, Chandra Smith, Virlene Arnold, Aaron Coe, Rev. Scott Rudolph

Purpose: To schedule and plan the Sunday services for UUFCO, and all the details pertaining to worship. To find outside speakers, schedule hosts.

Accomplishments

- After Scott's arrival last year, the worship team had its first day long working retreat.
- The team also hosted a worship associates workshop.
- We are connecting with other churches in our area, including having them preach on some "non-Scott" Sundays.
- We have had to almost double up on our candles to keep up with the use and flow on Sunday mornings. Martha Lussenhop was keeping all the candles clean and filled. She has also enlisted the help from Pam MacGurn.

Future Goals

- Develop terms for team members as well as exit plans in accordance with suggestions from the Leadership Development Committee.
- As we grow, to continue to keep the personal touches so that all will feel valued and be truly welcomed.
- Have another working retreat to work on ideas bigger than details for Sunday mornings.

Challenge: AV continues to challenge us. Hopefully we will hire someone to run the AV, record services, etc.

THE BOARD OF TRUSTEES NOMINATIONS FY2018-2019

Susan Kinney is our nominee for Vice President. This is a three-year commitment. Marty will be President in FY 2019-20 and Past President in FY 2020-21.

Susan Kinney joined her first UU church in 1993 when she was looking for a place to introduce her son to the diverse ways to understand our place in the world. While he stopped attending after 8th grade, Susan stayed on and never looked back. During these 25 years, Susan has served in many capacities including worship, stewardship, RE teaching and board tenure.

Susan and her husband, Rob, moved to Bend in 2015. When they are not working, they can be found hiking with their rescue dog Windy, creating art, pursuing a passion for cooking, and remarking on how blessed they are to be living here.

With the new UUFCA Bylaws approval in November 2016, all Board positions are a three year commitment and this is the first Fellowship year that the UUFCA Board moves from eight to seven members.

Chad Leonard is our nominee for an At Large Board member.

Chad Leonard was raised in eastern Washington. After butchering his own hair in high school, Chad decided to train and make it his career. He currently works at Zante Salon & Spa. Chad has also studied massage therapy, and has switched from salon to spa and back over the last 20 years. Chad has been married to his wife, Debbie, for more than 15 years. They have two children, Cole and Ella, and have lived in Washington, Montana, and now Oregon.

While at UUFCA, Chad has served on the Capital Finance Campaign Committee, the children & youth RE Committee since 2014, and his most recent role at UUFCA was a member of the Minister Search Committee.

Greg Byrne is our nominee to continue his At Large Board position.

Greg Byrne, currently concluding his second year in an At Large Board position with Facility leadership responsibilities, will stay on one more year to be in a three year term role. The LDC and the Board are recognizing the importance of this important year ahead for the Fellowship as we transition facility roles and responsibilities. We are grateful to Greg for his willingness to serve this additional year. This one year extension will also benefit the staggering of Board positions.

Greg Byrne has lived in Bend for about six years, coming here after retirement. His hobbies include sailing, woodworking, hiking, and guitar. He has discovered that seven-day weekends are fairly easy to adapt to. His work background was heavily centered in government service: community development and environmental issues; Air Force and Navy special intelligence; downtown redevelopment. He spent four years on the Dark Side of the permit counter developing industrial real estate in Arizona. Greg began life as an Air Force brat and traveled widely, including high school years in Japan. His military service included an all-expenses-paid year in Vietnam. His son, Sam, lives in Seattle and works at the Cancer Care Alliance as a chemical technician. Greg currently chairs the UUFCA Facilities Committee and is completing a second year in his At Large Board position.

UUFCA members will have an opportunity to vote for the nominees at the May 21 annual meeting. As per the Bylaws, nominations will be taken from the floor for accepting nominees.

The continuing Board members for FY2017-18 are:

Marty Rudolph, President

Max Merrill, Immediate Past President

Sylvia McFarland, Treasurer

Erika Beard-Irvine, Recording Secretary

2018-2019 Draft Budget

(Compared to 2017-2018 Budget and 2017-2018 Estimated Actual)

Unitarian Universalist Fellowship of Central Oregon
4/9/18

as of May 3 '17

% of year complete

Board Approved
Annual
Budget
FY17/18

75%
estimated
Actual
FY17/18

Board Approved
Annual
Budget
FY18/19

Account # Account Name

Income

Account #	Account Name	Board Approved Annual Budget FY17/18	% of year complete 75% estimated Actual FY17/18	Board Approved Annual Budget FY18/19
4.100.100	Cash Collection	13,500	14,720	16,000
4.100.110	Misc. Contributions	15,000	18,975	25,000
4.100.120	Adult RE income		3,700	1,300
4.100.130	Memorial Donations		645	0
4.100.200	Coffee Donations		32	0
4.100.210	Recycle, Coupons, etc	500	301	500
4.100.300	Current Year Pledge Receipts	291,000	294,160	364,000
4.100.310	Prior Year Pledge Rec			
4.100.311	Interest MM Cash Res		50	50
4.100.320	Art Committee Income		1,200	1,000
4.100.400	Community Event Income		400	
4.100.401	Auction Income	10,500	12,954	10,000
4.200.200	Rent Income	30,000	45,770	44,240
	subtotal: historically unbudgeted income	0	6,027	2,350
	Endowment Income			0
	Total Op Income	360,500	392,906	462,090

Expenses

	Subtotal Minister Salary & Benefits	125,660	117,221	138,530
	Subtotal Employee Comp & Benefits	174,901	167,994	224,498
	Subtotal All Comp Exps	300,561	285,215	363,028
	Sunday Program Expenses			
5.100.340	Speaker Expense	3,500	2,500	3,925
	ASL Expense			2,100
5.150.100	Program-Coffee	1,400	1,669	2,000
5.150.130	Worship Svc Supplies	850	739	550
5.150.140	Music Spls, Workshops	750	1,090	1,200
5.150.150	RE Spls, Workshops	2,150	2,446	2,450
	Subtotal Sunday Exps	8,650	8,443	12,225
	Dues			
5.200.100	Dues-PNWD	4,680	4,725	5,200
5.200.110	Dues-UUA	10,800	10,560	11,500
5.200.120	Dues-State of Oregon	100	100	100
5.200.130	Dues-Other	350	333	240
5.200.135	Real Estate Taxes	110	98	100
	Subtotal Dues	16,040	15,815	17,140

Facility/Office Expense				
5.250.110	Office Exps-Supplies	1,000	894	1,000
5.250.112	Office Exps - Copies	2,500	2,639	3,500
5.250.115	Office Tech Support	2,000	1,957	2,000
5.250.120	Bank Svc Charges	500	712	850
5.250.125	Postage	500	351	500
5.250.130	Telephone	2,500	3,014	3,150
5.250.131	Internet	1,400	1,339	1,500
5.250.132	Equipment Purchases	1,500	447	2,500
5.250.133	Event Rental Expenses	3,000	12,513	12,300
5.250.135	Insurance Expense	15,000	12,246	13,500
5.400.251	Congregational Directory	600	600	600
5.700.100	Legal & Professional Fees	1,000	630	500
	Subtotal Facility/Office	31,500	37,342	41,900
Operations & Maintenance				
5.270.100	Utilities	24,000	25,295	26,000
5.270.102	Security Service	1,800	1,759	2,100
5.270.110	Maintenance & Repairs	12,000	11,694	31,300
5.270.120	Janitorial Service	0	0	0
5.270.145	Asphalt Maintenance	3,000	3,000	3,000
5.270.125	Window Cleaning	3,000	1,850	1,300
5.270.130	Landscape/Snow Removal	3,050	1,446	3,500
5.270.140	Custodial Supplies	2,000	2,347	2,500
5.270.141	Maintenance Contracts	3,290	1,012	4,200
	Safety & Security	2,000	1,480	2,000
5.270.150	Capital Replacement	15,000	15,000	20,000
	Subtotal Oprtns & Mntnce	69,140	64,882	95,900
Advertising/Outreach				
5.300.110	Advtnng-BendBulletin	2,000	2,539	2,200
	Advtnng - Other		576	
5.300.125	Outreach/Public Rlns	1,000	147	2,400
5.350.200	Newsletter	500	759	635
5.400.265	Website Expenses	5,000	5,200	1,000
	Subtotal Adv/Outreach	8,500	9,221	6,235

Board/Committee Expense				
5.400.100	Board Expenses	500	113	500
5.400.110	PNWD/UUA Meetings	515	0	0
5.400.200	Adult RE Committee	500	1,199	2,500
5.400.210	Caring Committee	200	76	0
5.400.230	Healthy Congregation/Shared Ministry	700	0	350
5.400.235	Leadership Devlpmt Comm	200	0	200
5.400.246	Kitchen Equip & Spls	750	687	1,050
5.400.250	Membership Team	400	765	1,000
5.400.252	UUFCO Annual Picnic	0	0	0
5.400.253	Newcomer Packets	0	944	0
5.400.270	Social Action Comm	750	607	1,045
5.400.280	Stewardship	700	578	1,625
5.400.300	Worship (Program) Com	0	349	300
5.400.320	Art Committee	400	328	1,000
5.400.350	Library Committee	200	200	100
5.400.400	Consulting	3,500	3,000	0
5.500.101	Auction Expenses		341	600
	Aesthetics Committee			500
	Installation of New Minister	3,000	750	0
	Memorial Services		93	180
	Congregation Meals		250	500
	Subtotal Board/Com	12,315	10,281	11,450
	Total Operating Expense	446,706	431,200	547,878
	previous year carryover	0	0	0
	spending from reserve fund	86,206	38,294	85,788

Budget FAQs

Submitted by Sylvia McFarland, Treasurer

Strategy

I see a significant increase in income, but an even bigger increase in expenses. What is the logic?

The income increase comes primarily from our growth in membership, which has been above our five-year plan targets, but also from significant pledge increases from many of our members. The increase in expenses comes primarily from added personnel costs to support the growth in the congregation, plus building maintenance costs that have emerged as we learn about our new home. The Finance Committee and the Board decided that it was worthwhile to take advantage of

our Operating Reserve (which will be detailed below) to avoid deferring maintenance and to permit growth now with added staff. We do not expect the same rate of increase in income or expenses in future years.

INCOME QUESTIONS

Our estimated actual income for 17-18 is about \$32,000 higher than budgeted. Why is that?

There are several reasons. First, our offering income has been higher than anticipated. We have had significantly more people attending services than last year. Pledge income is expected to be somewhat higher than budgeted as we have had more new members than expected. Second, after the fiscal year started, we decided to show income attributable to Adult RE and the Art shows separately from expenses. They both generated more income than we expected. Third, the Event Income has been higher than projected, at least in part due to increased use of UUFCO staffing. The cost of most of that staffing was passed through to the users.

Why is the 18-19 budgeted pledge income so much higher than in 17-18?

We have had many new members, and many of our members pledged significantly more generously than they pledged in 17-18.

What is the difference between our expected total income in 17-18 and our budgeted income for 18-19?

We are estimating a \$69,000 increase in income in 18-19, due primarily to increases in pledges. We have \$360,000 in pledges in hand, and expect that pledges by new members over the next year will make up the \$4,000 difference plus any shortfall in uncollected pledges.

EXPENSES – STAFFING

Why is there such a big jump in Staffing expenses?

We gave our minister a good raise commensurate with UUA guidelines for the increasing size of our Fellowship. In addition, we considered both what he has accomplished this year and our expectations as to what he will accomplish next year. We feel lucky to have him, and want him to know that.

We have given our existing staff raises commensurate with UUA guidelines for the size of our Fellowship as well as the work they do for us.

In addition, we have concluded that we need additional staffing to meet both the needs of our existing membership as well as the needs of our prospective members. This budget allows for the addition of a quarter time janitor, so Parker can spend more time taking care of items that need repair in the building, as well as to learn how the various systems work, well enough that he can have intelligent conversations with repair people.

We have also added a one-third time communications person to give Jenn more time for managing the building, including event rentals and use of the building by the many committees, as well as managing the care of the building, and the office.

Right now, Aaron Coe is the only person who truly understands our Audio/Visual systems, and we need somebody else who can also trouble-shoot on Sunday mornings and be available if building users want an AV person. This person would be paid hourly for the time we need him or her.

EXPENSES – OPERATIONS AND MAINTENANCE

Why is there such a big increase in Operations and Maintenance Expenses?

The Facilities Systems committee decided two years ago that due to varying rates of wear on the exterior of the building, it would be best to paint one wall per year. The first wall was painted in 2016. Last summer, due to a variety of circumstances, including the difficulty of getting a contractor out here, no wall was painted. Thus, we need to do two walls this year, resulting in higher expenses.

Also, we have increased the money we are putting away into savings each year for Capital expenses, which would include eventual major repairs like a new roof.

EXPENSES – BOARD AND COMMITTEE EXPENSES

How were Committee expenses determined?

Each committee that has expenses, submitted a budget to the Finance Committee, and those requests were deemed reasonable and approved as submitted.

We have added a line item for Memorial costs, which is the cost of the pianist for member ceremonies for which we do not charge the family. We have also added \$500 for Congregation meals. This will allow for supplementing potlucks.

We eliminated the Consulting budget. We are hiring a consultant this year to help restructure the children's RE program, due to the large increase in numbers of children. We do not feel we will need any consultants next year.

EXPENSES VERSUS INCOME

What is spending from the reserve fund?

When our building was being designed, the leaders recognized that it could take time for growth of membership and pledge income to keep up with the increased cost of running our own building, versus spending \$1,800 per month to rent the Old Stone Church. At the time, \$225,000 was set aside, with the hope that we would have about five years to make the transition.

How have we utilized this Reserve Fund and how do we expect to use it in the future?

Due to a combination of circumstances, we didn't need any of the money the first year. The second year, we needed \$30,000. This fiscal year, we budgeted expecting to need about \$86,000. It looks like we will end the year using less than \$40,000.

For the 18-19 fiscal year, we have again estimated we will need about \$86,000. Looking at our five-year plan, we expect to consume the \$225,000, but the fifth year we expect a surplus.

Also, in our five-year plan, we are budgeting \$5,000 increases each year to the Capital Improvements Reserve, and by the end of five years from now, we should have \$175,000 in that reserve and additional money in the Asphalt Maintenance Fund.