



UNITARIAN  
UNIVERSALISTS  
OF CENTRAL OREGON  
Diverse Beliefs, One Fellowship



# Annual Report FY 2018-19

Annual Meeting: May 19, 2019

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

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## FY2018-19 ANNUAL MEETING AGENDA

Call to Order, Establish a Quorum	10:15
Chalice Lighting – Rev. Scott Rudolph, Minister	10:16
Opening Remarks – Marty Rudolph, President	10:17
Treasurer’s FY2018-19 Report – Sylvia McFarland, Treasurer	10:18
Present Proposed FY 2019-20 Budget – Sylvia McFarland, Treasurer	10:38
Present Nominees for all elected positions – Leslie Koc	10:45
Mark Ballots	
Ballots Collected and Counted – Erika Beard-Irvine, Secretary and Chela Sloper, Congregational Life Facilitator	
Voting Results	11:00
Adjournment	11:10

## MINISTER'S ANNUAL REPORT 2018-19

*Submitted by Rev. Scott Rudolph, Minister*

This will mark my second year of being blessed with the opportunity of ministering to and with this congregation. Last year certainly had a “first year” feel to it as we got to know each other and began to imagine what the next chapter of this congregation would look like. I was definitely the “new minister.” The outset of this year felt like “the second year of our new minister.” But a funny thing happened after the holidays this year. The “new” wore off a bit, and I began to feel more like the “regular ol’ minister.” This was a welcome shift. Certainly, I am still learning about ministry with this congregation, and we are still growing together, but it is nice to have been with this congregation for long enough that things have settled in a bit.

I say settled in, but by no stretch of the imagination have things settled down. I overheard someone recently saying how proud they were when they read the array of opportunities for fellowship, learning, and service there are in the ACE email each week. Needless to say, things have gotten a lot fuller around here. And in a good way.

This has been a transitional year for staffing. We said good bye to Ayla Halberstadt as our Director of Religious Exploration and thanked her for her years of service to this community and to our children. We miss her. We hired Dana Regan to serve as an interim for two years. Our Religious Exploration program embarked on its most ambitious year yet for our children and youth as we moved to a volunteer teacher led program. Dana offered solid leadership as our teachers shared in the ministry of guiding our children and youth in the ways of love, positive values, world traditions, and our UU faith. We should all thank these teachers whether you had children in RE or not. They are doing some of the most important ministry in the congregation. I was able to spend some time with each of our RE classes this year on Sundays I was not in the pulpit, and it was a joy to see our young people learning together and our adults in on the experience.

While the kids were in RE, we listened to the choir under the new leadership of Mark Hickman this year. In this first year, he brought his skill and passion for creating music together; the congregation and choir reaped the rewards. Ian Patrick has added his talents as a new pianist. And Phil Miscovich continued to offer his gifts on Sunday morning. And we say good bye to Phil this summer as he and Jenn Egan move to Singapore. Jenn was our Congregational Administrator for four years. Ever wonder what kept our church ticking over the last four years through all the transition? I can tell you: it was Jenn. A lot of her work is unseen as she ran outside events and kept our congregation on track. Jenn and Phil will be missed for their professional roles, but also for who they are as a part of our fellowship community.

Also, often unseen, retiring soon, and deeply appreciated is Eileen Andrewson. She has provided bookkeeping for our congregation since 2012. As many of you know, if the books aren't right, the institution isn't right. And she has been right. Both Jenn's and Eileen's positions have been filled. We can never replace either of them, but we can move forward with energy. Sticking around this year were Parker Doelling, Building Superintendent extraordinaire, Molly Osterkamp, our caring childcare provider, and Shannon Adams, our stalwart RE teacher. And Chela Sloper as well, our

Congregational Life Facilitator. A lot of the growth in activity is the result of her work. She is always trying to find new ways for our good people to connect. Our staff is wonderful to work with, and we have a joyful time while serving our community.

Joining our staff will be Jonathon Beil as Event Manager (began April 22) and Leora Mauck as Fellowship Administrator (beginning July 1). With their shared experience, the interview team felt fortunate that both of them accepted our offers. When we were looking of who might join our staff, it was important that we hire people that could not only add their efforts toward our mission, but also just be sincere, fun, and spirited folks that would add to our positive office culture. Our staff has always been incredible. We wanted to keep it that way. We found that in these two. Rejoice!

Our board has led well and worked hard this year. They have earned our appreciation. As I consider the work they did on behalf of the members of our congregation, I can see that they led by example by their presence in our community and with their efforts. Marty Rudolph provided strong, clear, and thoughtful leadership to our board this year. She was intentional about our time together being productive and relational. If you see any board members, thank them. They have it coming.

“Two” was a theme of the year. This was most clearly seen in our switch to two services on Sunday morning in September. A lot of work was put in beforehand to listen and respond to the congregation. This effort was guided by the Growing Together Task Force led by Marean Jordan and Mark Hickman. In the end, we switched over with grace and the numbers tell us that we welcome more people on Sunday mornings because of it. That makes it sounds simple. There was a lot of continued listening as we adapted into the new year and continued to make little shifts.

I find myself humbled join with you in creating a sacred space on Sunday mornings. Worship is the time that we join together to lift up those things of the greatest worth. A huge thanks to Noreen Halberstadt and all the members of the Sunday Services Team! They provided us with a rich assortment of services that were challenging, fun, exciting, and meaningful. The Worship Team is looking to have a congregational conversation around worship next fall. We look forward to hearing from you then.

The Stewardship Team did a great job this year and then kept going with a survey to listen and understand how we might consider the future together. Michael Carr and Linda Johnson steered the team well. It is a challenging task. Some people want to talk more about money. Others never want to hear about it at church. Some can give generously. Others are financially stressed. And we welcome them all. The Board, Finance, and Stewardship are beginning collaborative work to see how we can increase income next year. In part, there we will be a greater effort to educate the congregation on our budget, our financial history, and our financial future.

The Pastoral Care Team began its work this year. Often in a first year of a Pastoral Care Team, their calls or questions to members are often greeted with the inquiry of, “Who is this? From what team? Why are you calling?” But in time, a congregation begins to understand that these compassionate people are calling because we care and to offer a touchstone of companionship and

listening in life's difficult times. The team is Ellen Atkin, Wendy Howard, Joyce Brown, Jim Dobrowski, Susie Hickman, and Jameson O'Neal. This team does what I never could do alone. Our goal is to make sure that no one falls through the cracks. And they model how a congregation cares for each other with open hearts and listening ears. And the Helping Hands Volunteers have been there as well to offer a meal or a ride to those who could use one. Helping Hands is an ad hoc group made up of a list of congregants. If you want to be included, contact Chela. No matter our growth, it is clear that this congregation desires to stay connected and caring. This is what a church is and does.

"More justice," is what I have heard the most when the congregation looks to its future. In October, we had a Justice Sunday and the congregation was proud (and some surprised) to hear from the nine justice teams at work currently in our community. Since then, one more has been added and UUFCO has been a leader in exploring a new interfaith collaboration around homelessness. The congregation responded clearly in sending me to the Love Knows No Borders interfaith clergy protest at the San Diego border. We also raised additional monies to support the humanitarian crisis in Tijuana. Further, we showed up at Pride and at protests here in Bend. I spoke at four different justice protests this past year and every time I saw UUs in the crowd. We had conversations on race here at the Fellowship and will be continuing that work. And we hosted a COCC event with Robin DiAngelo, author of *White Fragility*.

Like hosting the Dr. DiAngelo event, some of our work for the wider Bend community happens right here at home. A large purpose in building our beautiful fellowship space was to invite the community in. Those of who are here often saw our building used joyfully by many, many non-profits this year. There were fundraisers, educational lectures, and visioning sessions. Year-end celebrations, support groups, and more fundraisers. To name just a few of these larger community overlaps, we were the venue for a Michael Franti documentary and concert, the Latino Community Association luncheon, a community-wide Enneagram Workshop with Michael Naylor (put on by our Adult RE team), and the Locavore Christmas sale. And there is the exciting way our Linus Pauling room has become a respected artist gallery for the community. Our goal was to share the space. We are meeting that goal and doing so with imagination.

I was told just today that many years ago the District Executive in this area of the UUA once told his successor, "That Bend fellowship... they will never get over 50 members." Well, our congregation is currently at 297, and I happen to know of three people that have told me they are ready to sign the book. With all this growth, there are a lot of new faces. As we grow, the congregation certainly has changed a bit. Our elders have led the way in this change. "Change is in our DNA," Don Hartsough once said. There is room for all of us - new and long-time members, young and old, atheist and theist, new UU and seasoned veteran, different sexualities and diverse gender identities, people of color and white folks, rich and poor - you name it, you are welcome here.

UUFCO is a kind, warm, and welcoming place. I hear this nearly every Sunday from first time visitors and longtime members as well. This is true, indeed! But it is not true that every person then feels connected or that they have "place" within our community. We have to be intentional about inviting people into the life of the church, not just making sure someone says "hello" to them on a

Sunday morning. Of course, it is ultimately the responsibility of the individual to engage the fellowship in their own way. But we can all use a little help sometime, right? Centrally, we are trying to create opportunities that will allow church members to fill the center and to invite deeper relationships among meaningful experiences. But in the end, it is the people that create the fellowship culture.

The congregation is indeed growing with grace from what I see. Here is a true story as told to me: A few longtime members are sitting around having coffee. One says, “There sure are a lot of new folks around.” The other says, “Yes. There certainly are.” Thinking his friend would be uncomfortable with the growth, the first fella says, “I don’t know. What do you think about all of this?” The second one considers it, and then says, “I think this is what we have been waiting for. We have been building this community all these years for these people that have now come to be with us.” This is growing with grace. There is no “old fellowship/new fellowship.” There is only “our fellowship.”

In January, the Board hosted a Dream Big day at the church followed by a congregation-wide survey to discern our vision for the next five years at UUFCO. “What would this place look like in five years if we are serving our mission well?” We listened and the results were quite clear. Spiritual depth, community connections, and justice work. This directly supports our mission. There is nothing here that we are not doing and doing well now. But the visioning process was unmistakable that we want to be doing more.

#### UUFCO Shared Vision:

- Our lives are nourished through relevant worship, musical experiences, and opportunities for lifelong spiritual growth.
- Our diverse, all ages community welcomes new people in, connects through authentic and meaningful relationships, and is dedicated to mutual service.
- Our social justice and environmental values are active within our fellowship and recognizable in the wider community through our work with local organizations and interfaith partnerships.

The coming years will ask each of us as individuals and our committees and teams to consider how you might integrate this vision into the lifeblood of the church. The vision came from the congregation and is an expression of who we are and what we aspire toward at this point and time. We created it. The vision asks of us in return to be accountable to it, to dedicate our energy to it. For a community with such diversity of thought and life, it is important to have something we can gather around. Even better when it is something that calls us toward our deepest values and hopes.

The vision and our new size also ask something different of me if I am to support them well—a growth and shift in focus for my ministerial leadership. The first two years I have been able to build relationships with the congregation by saying yes whenever I could. And I wouldn’t change those two years. My time and energy are a resource of the congregation and to support the vision and the health of the entire system in the coming years, I will be practicing the discipline of focusing on



the vision. This will be a time of personal growth for me and is the main area of my study this summer. In turn, the congregation will need to deepen our understanding of shared ministry and collaborative lay leadership as we continue our shift in size from a Pastoral Congregation to Program Congregation. This is a transition we are all going through together. And together is how we will get through toward our vision.

Back to gratitude: I can't thank every single person who contributed to the life of this fellowship in the past year. This report would go on for days (it feels like it already has...). So I will say thank you to the lay leaders who carry out our mission, the people who show up to committee and team meetings, the folks who show up to fellowship events the connect us in life, the institutionalists who lead from commitment to a strong church, givers and pledgers, leadership developers, the children and youth who keep us adults honest about what's important, all the adults who gave time and energy to care for and teach those children and youth, the volunteer Adult RE teachers, those who showed up in small groups to create meaningful space for one another, the protesters, the feeders, the tutors, the organizers, caretakers of our building and grounds, labyrinth walkers and planners, singers and musicians, the worship associates, the greeters, ushers, coffee makers and dishwashers, the Sunday service attenders who create the foundation of this community, the curious ones, the folks who tried something new, those who make our community a healthy one with love and open communication, and you.

I am honored to serve this congregation. It is a joy to be living life among you and searching for what is true and possible. And then living into it together. We have cause for great gratitude for our fellowship and for each other.

With love and hope,

Rev. Scott

## PRESIDENT'S ANNUAL REPORT 2018-19

*Submitted by Marty Rudolph, Board President*

**Board of Trustees:** Max Merrill, Greg Byrne, Sylvia McFarland, Susan Kinney, Chad Leonard, Erika Beard-Irvine, Marty Rudolph

**Purpose:** To ensure that the resources (building, money, people) are used efficiently and effectively toward fulfilling the UUFCO mission

### **Accomplishments**

- A productive and challenging year it has been! With our first year as a board of only seven, every Board member had a full plate of meetings, resolutions, spreadsheets, discussions, and constructive conflicts. Amidst the frustration there remained a commitment to a process of right relationship that often means going slower than we'd like. In the end, it brings a tighter consensus and one voice and reminds us that the process is worth taking the time.

As the Board is responsible for policy and planning, here is a brief look at the year's major focus.

- **Policy:** When we became a congregation governed by policy most of the policies were written in 2016 and 2017 to be reviewed every two years. Thanks to "Mr. Policy", Mark Hickman, for providing a policy review calendar, the board has reviewed, discussed and updated the policy book as recommended.

The most significant change in the policy and bylaws, voted by the congregation in January, was to remove the Leadership Development Committee as a committee of the board, providing LDC with more autonomy in its responsibility to nominate candidates for all elected positions. The LDC and the Board have worked collaboratively to create the governance document defining the operations of the LDC. This policy was added to the board policy book in April.

As required in our letter of agreement with Rev. Scott, the board has approved a policy for the review and evaluation of the ministry of the congregation. This policy designates a task force to utilize the best practices from the UUA and the UUA's Congregational Self-Assessment Packet, in its assessment and reporting of the ministry.

- **Planning. Growing Together Task Force:** Thanks to the fast-acting, efficient, thorough work of the Growing Together Task Force, September saw an incredibly smooth transition to two Sunday services with a community hour in between. A big thank you to Marean Jordan and the Task Force for providing the research and framework for our community to grow and stay connected.
- **Vision:** In December, the board launched Dream Big Day, inviting the congregation to look into the future and ask, "Who will we be in five years?" Two facilitated gatherings, an on-line survey, and a few written pages resulted in over 90 responses. Four folks culled through every response, tallying each word that was repeated. For instance, "community and connection" totaled 75 times...no surprise there. The grouping of the words under each of

the three questions led to three statements.

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- Our diverse, all ages community welcomes new people in, connects through authentic and meaningful relationships, and is dedicated to mutual service.
- Our social justice and environmental values are active within our fellowship and recognizable in the wider community through our work with local organizations and interfaith partnerships.
- **Pacific Western Region Leadership Program:** This winter Susan Kinney and Chad Leonard participated in the first Leadership workshop offered by our Pacific Western Region. This program reminds us of the value of our association with the larger UU community and the opportunities of education and wider experience it offers.

**Future Goal:** The Future

The board will be focusing on helping the congregation to begin living out its shared vision, working with the minister to deepen our collaborative ministry and furthering education around our finances and stewardship.

**Challenge:** The biggest challenge we all face is how to financially sustain our building, staff, and social justice service.

## CONGREGATIONAL LIFE FACILITATOR ANNUAL REPORT 2018-19

*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

- We successfully launched our first annual women's retreat in October. It was well attended, affordable, included a delicious lunch (prepared by UUFCO volunteers), and began an energetic dynamic that has resulted in our volunteer-run Women's Connections. The volunteer team that organized the fall retreat did a great job starting from scratch.
- Began a weekly, non-thematic discussion group in a casual coffee-clutch format which meets Wednesday mornings. The attendance (anywhere from 8-18) indicates that it is providing a source of connection or meaning. It provides an opportunity for learning more about one another and considering points of view not one's own.
- Supported the organization of new Men's Groups which, although they operate autonomously, maintain a covenantal relationship to the congregation.

- Supported the launch of the “UU Humanist Circle”, an affinity group that gathers monthly to discuss topics from an expressly non-theistic point-of-view.
- Supported the launch of the “Young and Young at Heart” group of the congregation, providing instruction and guidance with communication tools available to the congregation.
- Revived the UUFCO Talent Show in collaboration with Dana Regan, Interim DRE, to change the format of the event to an all ages spaghetti dinner with talent show following. We began recruitment for volunteer leadership of this event next winter.
- Assisted in the planning and organization for our Easter Brunch, which included the simultaneous Easter egg dying activity in the Gathering Hall and the brunch food preparation in the kitchen. A crew of stalwart volunteers came in Saturday night to set up the tables for a festive Easter morning.
- Appreciated and remained available to support the ongoing Good Times activities which provide diverse opportunities for fellowship and connection outside of our more traditional congregational gatherings.
  - Camping Group
  - Card Night
  - Circle Suppers
  - Hiking (or snowshoeing during winter)
  - Kayaking
  - Yarn Connection (Knitting)

### **Future Goals**

- Offer a midweek, non-thematic discussion group in the evening, with a view to providing more opportunities for connections for those who work during the day.
- Continue to cultivate leadership for independently run neighborhood groups.
- Encourage and support the generation of additional affinity groups from within the congregation, to provide additional opportunities for “seeking meaning” among members and friends.
- Increase number of congregational events for fellowship and fun, and establish event teams to maintain momentum of such events year after year..

## **MUSIC DIRECTOR ANNUAL REPORT 2018-19**

*Submitted by Mark Hickman, Music Director*

**Purpose:** To provide music that enhances our Sunday worship services.

### **Accomplishments**

- This is my first year as Music Director for UUFCO. It is also the first year that we have had two services, and the first year that the choir has been asked to sing at both services. This is a lot of change for a group to handle, and I am so thankful for all the choir members who have gone through this year with me, especially for Virlene, who has shifted graciously over to the role of choir member, while keeping us all connected to the “roots” of this group. I am also aware that the extra time commitment involved in singing at two services is a significant change, and I am thankful that so many singers have been willing to make this larger contribution of their time.
- Last August, the fellowship supported my attendance at the UU Musicians Network conference up in Portland. This was a wonderful experience for me, but also a great exposure to new music, and it led to the purchase of 16 new pieces of music to add to our choral library, many of which we sang this past year, and which were warmly received. I look forward to sharing the rest of these pieces with you next year.
- Ian Patrick joined us this year as the choir accompanist, and he has been a wonderful addition to our musical community. Both in practices and on Sunday mornings, Ian adds much more than simply a great talent for playing the piano. I have been thankful to have him as my partner in creating a meaningful experience for the choir this year.
- Reverend Scott and I have established a regular meeting and planning process, to make sure that the music we choose enhances the messages that Scott wants to deliver, and to help Scott craft his words to build off the messages of our music. The goal is to make our choir contribution feel like “part of the service,” and not just a musical interlude.

## **ADULT RELIGIOUS EXPLORATION TEAM ANNUAL REPORT 2018-19**

*Submitted by Kathleen Harrington, Chair*

**Committee Members:** Kathleen Harrington, Chair; Jan Lindeman, Rachelle Indre, Joe Slocum, Robin Slocum, Elaine Wierman

**Purpose:** Aligned with our Seven Principles, we sponsor a variety of offerings that support our members and friends on their spiritual journey.

### **Accomplishments**

- Sponsored an eight-week UU history series for new and continuing members designed to

familiarize us with the roots and history of Unitarian Universalism.

- Joining with EOLCOR (End of Life Choices Oregon) the Adult RE Team hosted the film, "Living and Dying: A Love Story" followed by a deeply moving discussion of the film's impact on those who attended.
- Sponsored a successful two-day Enneagram Workshop led by Michael Naylor, an Internationally accredited Enneagram teacher, which was open to the Central Oregon community and very well received.

### **Future Goals**

- Sponsor an OWL (Our Whole Lives) series for UU young adults (members and friends).
- Co-host and sponsor a two-day Enneagram Workshop in the fall of 2019 led by Michael Naylor, open to the public.
- Continue to provide to members and friends offerings that support as well as challenge us to continue to deepen and align with who we really are.

**Challenge:** Continue to diversify the membership of the Committee by age and gender. We added a young adult to the committee this year.

## **AESTHETICS TEAM ANNUAL REPORT 2018-19**

*Submitted by Dale Clark, Chair*

**Members:** Virlene Arnold, Julia Christoferson, Dennis Lazzar, Joe Maier; Rev. Scott Rudolph

**Purpose:** To maintain and protect the vision for our building, to present an attractive, informative, and welcoming environment for members, friends and visitors that is visually and spiritually pleasing.

### **Accomplishments**

- We improved our building furnishings and condition by responding to input from UUFCO members, staff, and visitors, submitting proposals to the board, working on design, selection, and procurement of:
  - Terrace furniture (3 metal tables with built-in seating) to make the terrace more comfortable and conducive to conversations and connections.
  - A small table for Rev. Scott to provide needed space and flexibility during worship services, by Will Nash
  - Two benches for Linus Pauling Hall to be more welcoming by providing seating, by Will Nash
  - A table for Linus Pauling Hall, by Will Nash
  - A solution to overflowing name tags by reconfiguring slots to greatly expand

- capacity and moving lanyards to a tree rack, in progress with Will Nash
- Wear and tear repairs to protect the building, including bumpers, baseboards, kickplates
- We increased our visibility and good relations with our neighbors and community with:
  - Design, construction, and installation of our Little Free Library, including sign identifying UUFCO from Skyliners and the bike path.
  - Selection and purchase of flags to fly in keeping with our UU values
  - Selection of dog poop bag dispenser and receptacle installed by bike rack.
- General oversight of aesthetics by
  - Coordinating holiday decorations by planning, recruiting volunteers and engaging the congregation to install exterior snowflakes, interior paper stars, live trees, greens, lights, and paper chains and origami.
  - Development of a suggested color palette and proposed graphics style guide
  - Designing and procuring signage such as Carpool Parking, Service Dogs, Fireflies recycling
  - Consulting on new children’s rug for sanctuary (not purchased yet)

### **Future Goals**

- To continue to clarify our role, scope, and priorities as we work to maintain the aesthetic integrity of our building and grounds in a collaborative way while bringing an intentional eye to UUFCO being a welcoming place.
- To work in collaboration with others in our congregation on oversight of visual projects, with ART (Art Resource Team) on developing an inclusive process for selecting permanent art for our building and grounds, a possible entrance plaza water feature to enhance wildlife habitat, the memorial garden/bench project (to be proposed by memorial task force), review of labyrinth project plans and other landscaping enhancements and improvements.
- To develop a succession plan.

**Challenge:** Finding a good balance of empowerment with other committees and staff. Visibility and acceptance of our role in maintaining and protecting the vision for our building, providing an attractive, informative, and welcoming environment for members, friends and visitors.

## ART RESOURCE TEAM ANNUAL REPORT 2018-19

*Submitted by Sue Wilhelm, Chair*

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

### **Mission (Purpose):**

- ☑Bringing Art to life within UUFCO through exhibits and events
- ☑Engaging our members and the greater community
- ☑Working in harmony with our UU values

### **Accomplishments**

- Revised the ART mission statement. (See above.)
- Exhibits:
  - Installation systems and reception schedules have been successfully restructured to accommodate the change to 2 Sunday services.
  - We have orchestrated outreach for and installation of 9 changing Art Exhibits involving in house participants (Fireflies 5 x 7 Art auction, Members Remembrance Show, Art for All), a solo show featuring the work of Paul Bennet, and 6 open submission options for the public, including the “Clay on the Wall” show which featured our first 3-D presentation. Team members rotate and share responsibility for shows.
  - Ellen Atkin has taken on the responsibilities of our media and communications tasks, greatly increasing consistency and efficiency of our contact with the artistic and regional communities.
- Budget:
  - We continue to develop systems to better track purchases, sales, donations, etc.
  - We have increased sales to the extent that the resulting 20% donations from artists have far exceeded our budgeted expenses.
- Events:
  - Successfully organized and executed Art for All intergenerational hands-on event and dinner in coordination with Dana Regan and RE.
  - Presented evening receptions with artist talks and refreshments for all shows except the Art for All Sunday reception.

### **Future Goals**

- Continue to produce high quality art exhibits and involving a wider pool of participants.
- Continue to look for opportunities to incorporate social justice within the framework of art as well as continued support for projects like Fireflies that support our values.



- Deepen our relationship with the Aesthetics Team especially as it pertains to purchases of permanent art and temporary installations in spaces other than Linus Pauling.
- Recruit new and active members with an eye to future leadership changes.
- Work to balance our health/lives with increased time commitments as a result of congregational changes and growth.

### **CHALICE LIGHTERS COMMITTEE ANNUAL REPORT 2018-19**

*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. Members commit to support three “calls” per year at \$20 per call unless the earlier \$15 per call better fits a member’s budget. The collected funds are bestowed upon grant recipients, with a small amount set aside for administrative regional expenses.

**Accomplishment:** We have eight new members. Most joined thanks to the Leadership Development Committee's Fall Committee Fair. My display/table received many visitors. Our very welcome and appreciated new UUFCO Chalice Lighters basically replaced members who died, moved, or were deactivated due to inactivity or by request to be removed. We have 50 Chalice Lighters.

#### **Future Goals**

- Replace myself with a new Ambassador, perhaps from among new Chalice Lighters. This change could increase education, appreciation, and participation in the program within our congregation.
- Reach the expected goal for 30% of UUFCO members becoming active Chalice Lighters.
- Continue to follow UUFCO’s Chalice Lighter contributions and inform the congregation about UUFCO Chalice Lighters regular contributions in support of thrice yearly grant requests for the region’s selected congregations.

**Challenge:** A regional reassessment of the program occurred this year. I am happy that the regional challenges have been addressed. Chalice Lighters will continue assisting UUA congregations through our Grant Program. The next "call" will be for tech grants, coming out soon and due June 27. The call for donations also will be sent soon, also closing June 27. It will be good to get back on track.

## ENDOWMENT COMMITTEE ANNUAL REPORT 2018-19

*Submitted by Linda Crouse, Chair*

**Members:** Linda Crouse, Chair; Herb Blank, Greg Byrne, John Coltman, Dave Floyd

**Purpose:** To manage the endowment fund investments, to raise funds for the endowment from the congregation and to provide for the continuing education of the congregation about charitable giving.

### Accomplishments

- Held two events for congregation members:
  - November 5, 2018 - charitable giving including income tax planning for charitable gifts
  - March 18, 2019 - estate planning, including charitable giving through estates
- Developed investment strategy and investment policy statement; did research and selected ESG (Environmental, Social and governance) funds for the endowment; obtained board approval. Implemented investment plan. Strengthened internal controls.
- Prepared quarterly reports for the board, held five committee meetings, attended three board meetings, revised our governing document for board approval, participated in the committee fair.

### Future Goals

- Increase the awareness of the endowment by the congregation, possibly through additional educational seminars, developing a brochure, individual meetings with congregational members who may want to donate to the endowment, and/or strategizing with Rev. Scott and the board about outreach to members.
- To further develop the purpose and possible uses of the endowment fund through discussions with the board and at our committee meetings.
- To continue with quarterly meetings and quarterly reports to the board. To monitor and rebalance investments when necessary. We welcome three new members to the committee along with the five members continuing for the next two years.

**Challenges:** Finding new topics of interest to the congregation for seminars related to charitable giving.

## FACILITIES SYSTEMS ANNUAL REPORT 2018-19

*Submitted by John Lawton, Chair*

**Members:** Greg Holberg, Vernon Threlkeld, Lou Schmerber, Lew McFarland

**Purpose:** Keeping the systems of the building running

### Accomplishments

- Replaced the accordion gate on the northside storage area with a rod iron sliding gate painted to match the building. This not only allows for easier access, but also looks much better.
- Keeping the siding of the building looking good. Hiring a master carpenter to fix the bird holes. A contract has been signed to have Deschutes Painting restrain the building this summer. A big thanks goes to our building superintendent Parker Doelling, for finding a painter to work with us in keeping the unique stain variation of our building.
- Fixing the snowmelt system on the northside of the building. We are currently working with the original engineers and contractors of the building to get the snowmelt system to work as originally designed. A big thanks goes to Vernon Threlkeld for steadfast attention to this matter, and for attempting to resolve this issue over and over.

**Future Goal:** To finally getting the snowmelt system working as designed.

**Challenge:** We need to find new volunteers for the committee. Two of the members have resigned.

## FACILITIES: LANDSCAPE & GROUNDS ANNUAL REPORT 2018-19

*Submitted by Duncan Brown, Chair*

**Members:** None yet

**Purpose:** Maintain and enhance the UUFCO site open spaces and parking area.

### Accomplishments

- General natural area maintenance including seasonal weeding.
- Onsite parking needs assessment, concept planning, consultation with the City, and development of short- and long-term strategies for implementation based on available budget and parking priorities.

### Future Goals

- Construction of additional ADA-compliant parking spaces.
- Work with the City and nearby developers about future roundabout and road improvements on Skyliners Road.

- Prepare, implement conceptual landscape designs for high profile areas (main entrance and around the labyrinth), renew the soft surface pathways throughout the site, and continue with weed eradication.

## **FINANCE COMMITTEE ANNUAL REPORT 2018-19**

*Submitted by Sylvia McFarland, Chair*

**Members:** Sylvia McFarland, Chair; Dick Barber, Larry Price, Herb Blank, Fletcher Chamberlin, Trisha Bell, and John Coltman

**Purpose:** Assists the board by leading and guiding our budgeting process, spending and approval processes, financial investments, and annual audits.

### **Accomplishments**

- We have moved approximately half of our savings into Ameritrade, allowing us to invest in a variety of Certificates of Deposit, thereby increasing the interest rate being paid on the money, while maintaining FDIC insurance.
- We have put together a budget recognizing that pledges did not increase at the rate we had hoped. The result is that we were unable to give our staff a raise this year. In addition, we will be unable to put money into our Capital Reserve account.

### **Future Goals**

- Continue to increase the understanding of the committees, staff, and members of the budgeting process and financial circumstances of the Fellowship.
- Increase the growth of income to adequately staff the church to support our growing membership and maintain our building.

**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 2018-19**

*Submitted by Ellen Mercer, Chair*

**Members:** Ellen Mercer, Chair; Don Hartsough, Susie Hickman, Tom Machala, James Simmons, 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

- The primary focus this year was to foster covenantal relationships within UUFCO by providing routine convenient opportunities to get to know each other better through a relaxed and extended conversation. The goal was to establish a routine schedule and process which would be self-sustaining. First Sunday One-to-One conversations are now in place and will continue into the 2019-2010 church year.
- UUFCO CONNECT was instituted as a way to allow members, friends and guests another way to express ideas and feelings in regard to UUFCO. This was to reach out to those who prefer expressing their ideas in written form. Forms were provided at the kiosk with return envelopes. As very few participated in this outreach it was removed from the kiosk.
- At the recommendation of Rev. Scott and in order to broaden our understanding of a covenantal church, the HCT embarked on a joint reading and discussion of *Our Covenant: The Lay and Liberal Doctrine of the Church: The Spirit and the Promise of Our Covenant*.

## Future Goals

- A stated challenge from the HCT 2018 annual report was succession planning and implementation. The existing policy was reviewed by the HCT and a restructuring of the team composition and organization will be reflected in the 2019-2010 year.

## IT/AV COMMITTEE ANNUAL REPORT 2018-19

*Submitted by Mark Hickman, Chair*

**Member:** Mark Hickman, Chair; Aaron Coe

**Purpose:** Maintaining and planning for a functioning set of equipment and infrastructure for UUFCO computing, communications and AV.

## Accomplishments

- IT: Besides making sure that the basic computing equipment and infrastructure continues to work for our ever changing needs and supporting the office 365 configurations that support our uufco.org email system, we decided to purchase a different office printer in order to reduce our annual printing costs by approximately \$2000. Part of the role of this team is supporting our budgeting process, and we felt it was worth the effort and risk to try and support our printing needs at a lower cost.
- AV: Maintenance of and training for our AV system has been led by Aaron, with Parker taking on more and more of the actual day to day work and execution of maintenance tasks. The handoff in work this year has gone smoothly and planning for how we will continue to maintain this system, and at what cost, has been a significant effort. We have a plan for

19/20, as well as an awareness of what things we still need to better understand for the longterm maintenance of the AV system.

**Future Goal:** Continue to support the IT and AV needs of UUFCO, considering both function and cost.

**Challenge:** UUFCO has a complex set of equipment and capabilities in both the IT and the AV areas, and a limited amount of expertise. We have gotten by with more volunteer work than paid professional work for the last few years, but we may find ourselves needing to pay for professional services in the future.

## **LEADERSHIP DEVELOPMENT COMMITTEE ANNUAL REPORT 2018-19**

*Submitted by Leslie Koc, Chair*

**Members:** Leslie Koc, Chair; Michael Carr, Amy Falkenrath, Marean Jordan

**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 open Board and Endowment Committee positions to be presented to the UUFCO congregation at the May 2019 annual meeting.
- Facilitated three leadership workshops for the UUFCO Committee/Team Chairs and facilitated a communication workshop at the annual new Board retreat.
- Organized and hosted the October 2018 Committee/Team Fair to showcase the volunteer activities and opportunities at UUFCO.

### **Future Goals**

- Begin monthly relational conversations throughout the year by LDC members to deepen the knowledge of and relationship with UUFCO members.
- Facilitate three Leadership Collaborative workshops again next year for current committee and team chairs and UUFCO members interested in future leadership roles.
- Continue an annual 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 2018-19

*Submitted by Mayme Trumble, Chair*

**Members:** Mayme Trumble, Chair; Anastacia Compton, Kim Hasson, Sara Mesaros

**Purpose:** The Library Committee works to support the congregation by providing resources focused on our principles, sources and spiritual traditions.

### Accomplishments

- Books and videos continue to be checked out on a regular basis. The response to UU and Buddhism books remains high. For a reminder, here is the Login- uufco and Password- uubendor.
- Work has begun on collecting archives from past members.
- The "Little Free Library" north of the church on Skyliners Road was installed in April. While not the Library committee's accomplishment; it seems important to appear in information with the library. The Library Committee will help to oversee the stocking and up keep. Aesthetics Team set up and completed the project. Dale Clark did the initial design and sign. Joe Maier took on getting it done, making modifications, consulting on legality with the city, and registering it with Little Free Library. Greg Byrne constructed it. Parker Doelling stained it and had it installed.

### Future Goals:

- Do a major weeding of the collections, so that newer and more relevant books can be added. Use Rev. Scott and the Interim RE director, Dana Regan for guidance on what to remove and add to the collection.
- Begin archiving all materials that are important for the history of the congregation.

**Challenge:** The committee needs more members this year and more enthusiasm!

## MEMBERSHIP TEAM ANNUAL REPORT 2018-19

*Submitted by Trisha Bell, Chair*

**Members:** Mayme Trumble, Ella Chatterjee, Kip Petit, Daelene Schwartz, Trisha Bell; Chela Sloper, Congregational Life Facilitator

**Purpose:** Educate newcomers about our Unitarian Universalist faith, with the goal of folding them into our congregation.

### Accomplishments

- We held four two-part Membership Orientation Classes in 2018-19 and enrolled 49 new members (net).

- We changed the focus of our classes so that Rev. Scott Rudolph was present during class introductions during the first class and was the instructor on UU History. He was able to then hold a Q and A session that many of our participants found valuable. The focus of the second class was also changed to encompass speakers from LDC, RE, Board of Trustees, Social Justice, and Stewardship committees, along with our Congregational Life Facilitator.
- We held quarterly committee meetings to discuss what we were successful at and what needed more attention.

### **Future goals**

- We would like to add much more follow-up with our newest members, possibly adding a third class session to be held sometime after the first two classes. In the third class we would hold a feedback session.
- Continue to hold our quarterly Orientation Classes, changing the name of the classes to more accurately express the purpose—instead of implying that membership is the focus, change the name to clearly state that education about UU/UUFCO is encouraged regardless of membership status. Perhaps the new name would be Exploring UUism/UUFCO. Hopefully, the more people learn, the more value they will find.
- To hold quarterly membership exploration classes as needed, and to have as many members of our team present at our Orientation Classes as possible, providing new/interested people with many points of contact.

**Challenge:** We are well-situated to accomplish all of these goals. We may experience less interest in our classes if growth in attendance tapers off or slows down, but we are willing and able to provide education to any size of class.

## **RELIGIOUS EXPLORATION TEAM FOR CHILDREN & YOUTH ANNUAL REPORT 2018-19**

*Submitted by Megan Michell, Chair*

**Members:** Dustin Fanning-Painter, Erika Beard-Irvine, Jazlyn Halberstadt, Megan Michell, Tara Breitenbucher; Dana Regan, Interim Director of Religious Exploration

**Purpose:** Our Mission: The Religious Exploration Team for Children and Youth will support the Director of Religious Exploration and the RE program; create a culture of safety, RE policies, goals, and budgets; evaluate curriculum and the program to improve and grow RE; and champion the RE program within the larger fellowship.

### **Accomplishments**

- It's been a busy and productive year for the RE program. We said goodbye to Ayla Halberstadt, with thanks for her years of service with heart, and welcomed Dana Regan as our interim RE director. We experimented holding RE during the middle-hour, as we had planned during our RE retreat in the 2017-2018 year. However, we found that for our



congregation at this time, RE works best during service, offering elementary and middle school RE at the 9 AM and high school RE at 11 AM. Dana has started holding a Children's Chapel periodically during RE, giving our youth the opportunity to worship together, echoing our congregational worship. Our middle school students also had a retreat this year. Our RE teaching teams have been volunteer-led this year. We appreciate so much those who are volunteering their time and talents in teaching our youth.

- Under Dana's leadership, we developed our committee's mission and vision and refined our security and safety policies and protocols. From Dana's research and proposals, we are developing a three-year curriculum plan, including OWL sessions.
- We held monthly family dinners and activities, coordinating with the Art Committee for April. We piloted a food drive for the Backpacks for Bend program, providing food for children in need, and collected 150 lbs on our first drive! We will continue with quarterly drives going forward. We held a bake sale with sweet and savory options and raised over \$160 for the Fireflies program.

#### **Future goals**

- We are exploring the idea of a summer camp this summer and looking at expanding next year. We are also looking to revise our approach to family dinners.
- In 2019-2020, we will commence our search for a settled RE director.
- For this coming year, we want to recruit and train more volunteer teachers and assistants for the RE program.

**Challenge:** Our challenges for the next year include how best to engage families outside of Sunday service, and how best to engage and involve the broader UU community in RE.

### **SAFETY AND SECURITY COMMITTEE ANNUAL REPORT 2018-19**

*Submitted by Don Hartsough, Chair*

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

We continue to focus on measures to prevent an active shooter from harming the congregation during a Sunday service. Church Mutual, the Fellowship's insurance company was consulted during the year and has assisted the committee by providing material related to this unlikely, but potentially harmful event. Front door greeters and ushers were oriented as to their role in preventive efforts. A successful recruiting effort for front door monitors resulted in six volunteers who are willing to spend a Sunday service guarding the church's front door. Equipment was installed during the year so that a front door monitor will be able to notify Bend police (via an active shooter button) of the presence of a threatening person and radio to tell ushers and others in the sanctuary to lock entry doors to the sanctuary using the Bailey bar. Active shooter buttons have been installed in four locations: welcome desk; pulpit; RE commons room; and administrative

office. Walkie-talkie radios will also be located at the front desk, the sanctuary, the sound system desk and in RE.

The Deschutes County Sheriff's Office has made tentative overtures to area churches to be employed as resources in case of a community disaster. The Red Cross has also expressed interest in using the church as a shelter. Neither of these possibilities has been formalized and considerable planning and discussion will be required to realize this potential use of the Fellowship.

Congregants are encouraged to inform office staff and/or members of the Safety and Security Committee of any situation that has the potential of threatening the safety of our community or the integrity of our facility and grounds. The best intelligence available comes from the observations of an alert and caring congregation.

## **SOCIAL JUSTICE STEERING TEAM ANNUAL REPORT 2018-19**

*Submitted by Larry Price, Chair*

The Social Justice Committee supports a large and central part of UUFCO's program, accounting for about one-third of the mission of the church, as described in our mission statement: "Seeking meaning, celebrating life, and serving the spirit of love and justice in our world". It works to implement the seven Unitarian Universalist principles in our work in the society around us. Committee leadership comprises a chair (Larry Price) and Steering Committee (Charles Campbell, Sue Clarke, John Horwich, Leslie Koc, Christine Walsh, Alison Wells, and Ken Wilhelm). The Minister typically attends meetings of the Social Justice Committee's Steering Committee and the Board has listed Social Justice as a growth priority. Well over 100 congregants participate in the committee through a Social Justice email list.

Nine 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. A Social Justice service was organized with the Minister in October to broaden understanding of our program and its spiritual underpinnings.

Much of the work being done for Social Justice relies on volunteer effort from UUFCO members and requires minimal funding from the Board. An exception is the Fireflies program of providing books to school children to help them keep reading during the summer break from school. That program has engaged in vigorous fundraising from members and from businesses in the community. As other programs appear that also require significant funds, the model of ad hoc fundraising is not expected to scale gracefully, and we expect that support of Social Justice will need to move more explicitly into the financial budget of the church.

In the coming year, the Social Justice Committee intends to continue to explore opportunities for broader collaboration among the multiple faith communities in Central Oregon in areas of Social

Justice. We will also work to broaden the already considerable participation of our community in our Social Justice activities, especially among new members as they learn about ongoing work in the Social Justice arena. We expect a yearlong dialog with the Board and Finance Committee about the process of reflecting our principles through the Social Justice component of UUFCO's budget.

For more information, see the UUFCO web pages under "Social Justice". New ideas are welcome! New participants are more than welcome in all our SJ work!

### **Bethlehem Inn (Bend)**

*Submitted by Leslie Koc*

The monthly Bethlehem Inn dinner is one of UUFCO's long standing community outreach efforts. Once a month for almost ten years now UUFCO has been preparing and serving a delicious home cooked dinner for Bethlehem Inn residents.

**Members:** Leslie Koc (Bethlehem Inn); UUFCO 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 meal prepping and serving in the Inn's new commercial kitchen and two dining rooms.
- 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 130 since the completion of the new family units earlier in the year. Our number of volunteers increased correspondingly to accommodate the increased number of residents.

#### **Future Goals**

- Facilitate sign-ups two to three months in advance.
- Annualize a UUFCO youth volunteer month.
- Revisit the monthly meal preparation, drop-off, serving and monthly sign-up to further create efficiencies as Bethlehem Inn opens its new and expanded single resident building.

**Challenge:** Keeping the hand written sign-ups at the UUFCO kiosk in sync with the online signups.

## **Environmental Justice**

The focus of the Environmental Justice team is to organize and host events that align with UU Principles while working toward and promoting climate stability, manifesting concern for those most impacted by climate change, and for the continued existence of all living things, and care and mindfulness of the fragility of our environment. We put on educational programs, advocate for our values on key legislation, and also work in coalition with other local climate/environmental organizations to be most effective.

This year we have directed our effort toward the climate crisis, specifically by presenting a service focusing on the topic, doing advocacy work on behalf of the Clean Energy Jobs Bill, presenting the film, “Climate Change: The Facts,” and co-sponsoring the upcoming premier of the film, “Dammed to Extinction,” with the Great Old Broads.

Our goal for the upcoming year is to grow our team, continue working on relevant pieces of legislation, and providing timely and educational opportunities for this community. We are also exploring the idea of providing advocacy training for those who want to become more active and effective around these critical issues but don’t yet feel equipped to do so.

## **Fireflies**

This is the third year for our FIREFLIES Summer Book Bag Program. We served one school and 185 students in 2017, 3 schools and 325 students in 2018, and we challenged ourselves to try to serve 4 schools and 400 – 500 students in 2019. Thanks to our creative and dedicated FIREFLIES Team members, we raised funds from our Jars-of-Joy in November/December, held a hugely successful FIREFLIES FLASH! event in April, and garnered community and foundation support for our program. In June 2019, we will serve Juniper and Ensworth Elementary Schools in Bend, Rosland Elementary in LaPine, and we will add M.A. Lynch Elementary in Redmond. We expect to provide summer book bags full of books for summer reading and other learning materials to 452 students in June 2019.

Going forward, we are exploring options for enhancing engagement with the students we serve during the summer. This will provide additional opportunities for student reading during the summer and provide (and require) additional volunteer opportunities from the UUFCO community. We are hoping to initiate a pilot project at one or two schools during the summer of 2019.

Thanks go to the UUFCO community for its generous support, to the incredibly hardworking 11 members of the FIREFLIES Team, and to the additional volunteers who helped with the FLASH! We also thank our school partners—principals, resource teachers, and district administrators—who inspire us every day and without whose collaboration and dedication this program would not exist.

Submitted by,  
John Horwich  
FIREFLIES Team Leader

## Greater Community Collection (GCC)

*Submitted by Ken Wilhelm, Chair*

**Members:** Ken Wilhelm, Chair; Ron Clarke, Lewis McFarland, Corol Ann Carey, 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 2018 to March 2019: GCC raised \$17,333 for 12 different organizations over the last 12-month period.
- 2018-19 Organization Collection \$

2018	Organization	Collection \$
April	Sagewood Sanctuary	1,289
May	BLUU (Black Lives of UU)	1,760
June	Honor Flight – Korean Veterans	706
July	Back Door Cafe	1,350
August	UU Disaster Relief	1,253
September	Boys & Girls Clubs of Bend	1,275
October	MountainStar Family Relief Nursery	1,496
November	Immigrant Counseling Service	1,501
December	Bethlehem Inn	3,036
2019		
January	Coalition for the Deschutes	1,268
February	NeighborImpact - HomeSource	1,106
March	Family Resource Center	1,293
	<b>Total</b>	<b>\$ 17,333</b>

### **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.

### **Growing the Spirit of Social Justice**

The UUA Common Read for 2018-2019 is *Justice On Earth*. 20 copies of the book were ordered and distributed. Three meetings were held to discuss the content of the book. There is much spiritual work to be done. The last paragraph of the book says it all. "We must hold the big vision, the one just beyond the horizon, of Beloved Community of humanity and nonhuman beings living in harmony with each other and the Earth, and begin to move toward it today, in our specific place, time, and community."

### **Immigration Solidarity Network—ISN**

During July 2018 several of UUFCCO's ISN cohort members were very actively involved with helping the Latino Community Association move into a new location. There was a very short lead time to prepare for and execute the move so there was a great deal of work to do quickly. Members spent hours sorting, packing, moving, and then unpacking so LCA could get up and running again. To celebrate members were invited to attend the annual summer picnic to meet and mingle with many of LCA's clients. Several members continue to volunteer after the move helping with computer maintenance, tutoring, and general office work. This has become a helpful partnership keeping both parties informed about the work of the other.

Also during the early 2018 summer, Immigrant Solidarity Network became the new name for the original Central Oregon Neighbor Love. This moved the group from a Central Oregon faith-centered organization to include volunteers from other organized immigrant social justice groups. Originally the new group identified five areas of interest and service to address immigrant needs. During the winter of 2019, however, the board of directors decided that approach spread members too thin. ISN re-grouped to identify two major goals that members felt would have most impact in the Central Oregon area. This includes legal services which trained volunteers to be witnesses to ICE actions in the area and court accompaniment with immigrants. The other goal was direct service which involves volunteering at LCA, immigrant events, and individual needs for drivers. Several Latinx families affected by deportation incidents have also needed financial and material help which the cohort has participated in as able.

The biggest undertaking of the UUFCCO ISN cohort was the December 2018 Latino Community Association fund-raising luncheon. The cohort has staffed this event with over 30 volunteers for the last two years. While LCA handles the major arrangements, the event could not occur without the behind-the-scenes work of these volunteers who do everything from setting up tables to washing many dishes to laundering tablecloths. This year with UUFCCO ISN cohort's dedicated work, LCA raised almost \$50,000 for their immigrant work in the communities they serve.

The most recent UUFCCO ISN project was a Postcard Sunday at the fellowship in April 2019. One hundred postcards were written and mailed to Central Oregon legislators in Salem asking for support for House Bill 2015. This bill allows all residents of Oregon to obtain a driver's license without proof of citizenship. If passed all residents could to drive to work, medical appointments, school, and errands without fear of deportment. Several cohort members also attended a Town Hall on the same subject a week later to show support for this bill.

The monthly UUFCCO newsletter and the weekly ACE are a great source of information about ISN news and activities. Cohort members also receive notifications of upcoming ISN events for them to consider. Two cohort members have volunteered to speak of their experiences at the border also. One was a witness to the situation at the California border. The other volunteered for three weeks of service in El Paso Texas caring for asylum seekers in uncertain and overcrowded circumstances.

Goals for 2019-2020 include more publicity for ISN's work within the fellowship and in the larger community. Opportunities for service will remain a focus. Many projects arise as the politics of immigration unfold. ISN reacts to these situations as quickly as possible through the larger organization and the UUFCCO cohort and members of the congregation who care about our immigrant neighbors.

Submitted by Sue Clarke

### **Interfaith Outreach and Case Management**

A newly forming partnership among faith communities to serve those experiencing homelessness is centered around relationship, compassion, and collaboration. During the past year, our Social Justice Committee organized a series of conversations about potential collaboration among the Social Justice (often differently named) programs of several faith communities in Bend. These conversations have resulted in eight of these communities working with the leadership of the "Back Door Café" program at the Bend (Methodist) Church, which provides breakfast and a broad array of services each Wednesday morning, writing a proposal to be considered by each of these churches to expand beyond what can be accommodated at the Bend Church. This proposal will soon be under consideration at UUFCCO for us to consider if we can provide the required funding and volunteer effort along with the others.

### **Jericho Table (Redmond)**

Once each month we provide a main course, a fruit/veggie salad, drinks, or a dessert for 45 hungry people. We also need servers to help with the meal.

## Wildcat Wizards Tutoring

The Wildcat Wizards Tutoring program, a partnership between Bend's Juniper Elementary School and UUFCO, served between 20 and 25 students this year- the program's 4th 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.

Over 40 volunteers generously contributed over 1100 hours of time this year to the program. About 75% of the tutors and substitutes are members and friends of UUFCO; the balance are recruited from the Central Oregon community. 40% of our tutors have been men. We have had more substitutes this year than in past years.

We instituted several changes this year to improve the program, targeting more consistent student participation, and improved recruiting and use of tutors and substitutes, and volunteer coordination.

- We tried tutor job sharing with three pairs of tutors. This allowed people with travel or surgery plans to participate. Preliminarily it seemed to be very successful.
- To improve student attendance, school liaisons decided to focus three sessions to exciting whole group/small group science projects. The school also emphasized with students and families that students are expected to attend regularly, or they could be replaced by other students are waiting to participate.
- Lois Delcambre and Gloria Rasmussen assisted with Volunteer Coordination, contributing great ideas to make the program better, and providing needed coverage for the Volunteer Coordinator.
- We will survey volunteers at year end to get their ideas for program improvements, and the school will be reviewing student reading test scores.

Goals for next year are:

- Modify scheduling of substitutes to provide better certainty in scheduling for the substitute and the program.
- Improve communication with program volunteers.
- Transition to a new Volunteer Coordinator or Coordination Team by spring.

CMW  
5/19



## **SOUL MATTERS ANNUAL REPORT 2018-19**

*Submitted by Chela Sloper, Congregational Life Facilitator*

**Small Group Facilitators:** Trisha Bell, James Simmons-Cox, Joe Slocum, Robin Slocum; Chela Sloper and Carolyn Tate, from January 2019

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

### **Accomplishments**

- Our Soul Matters theme packet distribution has grown to 280 recipients!
- Four small groups have met monthly since September 2018 using the Soul Matters approach and themes; two additional groups were added in January, one to accommodate congregants in the Redmond/Terrebonne areas.
- 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 2019 in hopes of appealing to an increased number of small group participants.

**Challenge:** We hope to recruit additional small group facilitators for 2019-20.

## **STEWARDSHIP COMMITTEE ANNUAL REPORT 2018-19**

*Submitted by Michael Carr, Co-Chair*

**Members:** Michael Carr and Linda Johnson, Co-Chairs; Susan Kinney, Daelene Schwartz, Rev. Scott Rudolph, Sylvia McFarland

**Purpose:** The mission of the Stewardship Committee is to educate the congregation about the meaning and importance of Stewardship and to conduct the Annual February Pledge Campaign.

### **Accomplishments**

- The 2018-2019 Annual Pledge Campaign raised the highest amount of Annual Pledge monies (\$370,000.00 +) in UUFCO history.
- Conducted first ever post-campaign congregational Stewardship Survey with over 80 members responding to a Survey Monkey request.
- Continued Stewardship Leadership Succession Planning:
  - Linda S. Johnson, Chairperson (2019-20)
  - Daelene Schwartz, Co-Chair/Vice Chairperson (2019-20).

## **Future Goals**

- To strategize and continue to lay the foundation for a UUFCO culture of stewardship and joyful giving, e.g., collaborative engagement with board, committees, congregants (TBD).
- To develop a comprehensive/year-round stewardship messaging plan.
- To grow the Stewardship Team.

## **Challenges**

- Creating new paradigms for UUFCO Stewardship
- Creating information bases/staff support
- Replacing volunteer graphic services
- Working on a minimal budget

## **SUNDAY VOLUNTEER TEAM ANNUAL REPORT 2018-19**

*Submitted by Judy Hurlburt, Chair*

**Members/Team Leads:** Judy Hurlburt; Trisha Bell, Liz Dougherty, Marge Lee

**Purpose:** To fill Sunday Volunteer positions in order to make our Sunday services welcoming and efficient.

## **Accomplishments**

- We offered multiple trainings for new volunteers at each of our five different positions.
- We worked with the Growing Together Task Force to determine volunteer needs for the implementation of two services. We reviewed, reorganized and deleted Sunday volunteer positions to cover two Sunday services, and a community hour with coffee between services.
- According to SignUp, we recruited and filled over 2200 volunteer positions in the past year or approximately 52 Sundays. This also included the extra two Christmas Eve service positions that are also listed on Signup.

## **Future Goals**

- Offer additional position trainings to continue building depth of volunteers at each position.
- Reach out personally to each new member who joined since last September and encourage them to volunteer at a position in which they are comfortable.
- Recruit at least one new team lead.

## **Challenges**

- Getting people to volunteer on a regular basis and use Signup as a mechanism for letting team leads know positions are filled each Sunday.

- Building depth in teams with people who will volunteer on a routine basis, if even on a bi-monthly or monthly basis.

## **WOMEN'S CONNECTIONS ANNUAL REPORT 2018-19**

*Submitted by Nancy Tyler on behalf of Women's Connections Steering Team*

**Steering Team:** Barbara Belzer, Mari Brennan, Donna Dobkin, Carolyn Tate, Nancy Tyler

**Purpose:** Women's Connections provides opportunities for UUFCO women to come together for events and activities. In the context of our spiritual and fellowship journeys, Women's Connections endeavors to enhance personal growth and build strong inter-connected relationships among women in our Unitarian Universalist community.

### **Accomplishments**

- Formed a Steering Team to define and further the goals of UUFCO Women's Connections.
- Through several brainstorming events, open to all UUFCO women, accumulated a list of activities and events that lent themselves to Monthly Meetings and occasional Special Activities. Created a calendar of these for the remainder of 2019.
- Created communication vehicles to publicize the Meetings and Activities, including an identified section of ACE, an email list of interested UUFCO women for occasional communiques, and began development of a webpage (under UUFCO's website) devoted to the activities of the group.

### **Future Goals**

- Fine-tune the process for an interested Women's Connections member to propose and, with approval, deliver a program for a Monthly Meeting or Special Activity. Steering Team to assist with the logistics of carrying out said program.
- Expand the participation of UUFCO women in the Monthly and Special Activity programs and events.
- Support the UUFCO Women's Retreat, held annually.

### **Challenges**

- Continue to develop processes for UUFCO women to be encouraged and supported in developing and conducting programs and activities.
- Endeavor to have an ongoing roster of meetings and activities that are diverse in content for wide appeal across the population of UUFCO women.

## **WORSHIP TEAM ANNUAL REPORT 2018-19**

*Submitted by Noreen Halberstadt*

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

**Purpose:** We are a support system for Rev. Scott. We oversee, update and run Sunday services. We also find guest speakers for all non-Scott Sundays and help them create a meaningful experience.

### **Accomplishments**

- We transitioned from one 10:30 a.m. Sunday service to two services at 9:00 and 11:00 a.m. It has been a time of evaluating and adapting.
- There is more congregational involvement in the services.
- There has been an increase in the variety of music and kinds of musicians being integrated into our Sunday services.

### **Future Goals**

- We would like to initiate congregational conversations about worship life.
- We would like to add a few worship associates to the team. After many years of dedicated service, Virlene Arnold and Aaron Coe are stepping down. We thank them both for all the contributions they have made over the years.
- We will have a training for new and experienced worship associates. We also want to question and explore for potential changes, the way we “do” the worship associate role.

**Challenge:** It is always a challenge to please everyone, therefore variety is the spice of life.

## THE BOARD OF TRUSTEES NOMINATIONS FY2019-2020

The UUFCO Leadership Development Committee is pleased to announce the nominees for open board positions for our new Fellowship year beginning on July 1, 2019. These nominees bring a wide range of experience and a deep commitment to UUFCO. We feel very fortunate that they are willing to serve on the Board of Trustees.

**Mark Steinberg** is our nominee for Vice President. This is a three-year commitment. Mark will be President in FY 2020-21 and Past President in FY 2021-22.

Mark Steinberg and his wife Marilyn first joined a UU church in Fresno, California in 1991. Mark served on various committees as well as serving as a board member at the Fresno UU. Their son attended the OWL teen program during that time. Mark is still working as a Forensic Plant Pathologist (ask him if you would like to know what that means!).

**John Lawton** is our nominee for an At Large Board member.

John Lawton moved to central Oregon five years ago with his family Jan, Natalie, and James to be closer to their grown children living in Portland. He joined his first UU church about 14 years ago in Sioux Falls, South Dakota. As a family they were looking for a place to connect with like-minded people. John was active at All Souls, teaching in Sunday school, serving on the finance committee, and was the building superintendent. When UUFCO moved into the new building, John joined the Facilities Systems Committee, which he now chairs. Before retiring, John was a research chemist for the USDA and worked at a bioethanol company. He spends his free time hiking with Jan and their dog, Harley, along with butchering wood in his workshop.

UUFCO members will have an opportunity to vote for the nominees at the May 19 annual meeting. As per the Bylaws, nominations will be taken from the floor for accepting nominees.

**The continuing Board members for FY 2019-20 are:**

**Susan Kinney**, President

**Marty Rudolph**, Immediate Past President

**Sylvia McFarland**, Treasurer

**Erika Beard-Irvine**, Secretary

**Chad Leonard**, At Large

## ENDOWMENT COMMITTEE NOMINATIONS FY2019-2020

The Leadership Development Committee is proud to present the following nominees for the Endowment Committee.

**Herb Blank, Greg Byrne, John Coltman and Linda Crouse are nominated for their second term as Endowment Committee members.**

**Herb Blank** has been a member of UUFCO since 2004 after previously attending UUFCO services for several years. He served on the Board as Treasurer for two terms and is completing his first term on the Endowment Committee. Additionally, Herb has been an active member of the Finance Committee. With a background in Civil Engineering, Herb worked with the Agency for International Development from 1976 through 1996, mostly overseas: Yemen, Kenya, Sri Lanka, and Indonesia on water projects including irrigation and village water supply. Herb's wife, Lee Ann, also worked for AID as an economist. They retired to Bend in 2001 and have enjoyed the lifestyle here ever since.

**Greg Byrne** has lived in Bend for about seven years, coming here after retirement. Greg is completing four years on the UUFCO Board in an At Large position and headed up the UUFCO Facilities Cluster. Greg was the Board-appointed member of the Endowment Committee this past year. His hobbies include sailing, woodworking, hiking, and guitar. Greg 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; and 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.

**John Coltman** has a strong background in business management, including an honors degree in Economics from the U. of Oregon and an MBA from Stanford University. He taught university-level business courses as a Peace Corps Volunteer in Chile for two years. His thirty-year business career focused primarily on finance and manufacturing operations management. At UUFCO, he has served as Treasurer and worked extensively on the Finance and Endowment Committees. John is married to Christine Herrick and has two sons.

**Linda Crouse** and her husband, Chris Cassard, raised their children, Hannah and Colin, in the West Hills UU Fellowship in Portland where they lived for over 30 years until moving to Bend in 2014. Colin and Lindsey live in Omaha, and Hannah and Philippe live in Zurich, Switzerland. All are happily employed at the moment.

Linda is retiring in June from a long career as a CPA and as a financial planner, including time in Washington, DC and Frankfurt, Germany. She grew up in South Dakota. In her free time, Linda enjoys hiking, snowshoeing, gardening, Juniper classes, dog walking, travel, reading and playing bridge. In addition to chairing the Endowment Committee, she enjoys ushering at UUFCO.

**David Floyd, Joan Landsberg and Pat Lenahan are nominated to a first two year term on the Endowment Committee.**

**David Floyd was appointed by the UUFCO Board to complete this church year in a vacated Endowment Committee member position.**

**Dave Floyd** is a native of Lancaster, MA. He laid the foundation of his professional career at Northeastern University with a BS in Economics. In 2011 he was accepted to and entered the Executive MBA program at The University of Oxford in Oxford, England. Since 1993 Dave has been a solid presence in the trading industry, including starting and growing his own firm, Aspen Trading Group. Dave's expertise has been in technical analysis and global fundamentals in the worldwide arena of institutional and retail clients.

Dave and his wife, Christine Winters, have been members of UUFCO since June 2018. In his free time, he enjoys golf, mountain biking, futsal, skate skiing, reading, and good wine.

**Joan Landsberg** is a long-time UU, first joining in Corvallis in 1967 upon her return from the Peace Corps. In 1977, she and her two young children moved to Bend and joined UUFCO. Joan sees as her most significant contribution to UUFCO the introduction of the 6-week UU History series, "A Long Strange Journey." She also began the ink cartridge recycling program. Recently Joan has been collecting shoe laces to take to asylum seekers in El Paso.

After moving to Bend, Joan and her children were avid downhill skiers, transitioning to camping, hiking, and swimming in the summer. For her work life she had a perfect job: in the summer she worked in the woods as a research fire ecologist, and in the winters she moved indoors to analyze data and write scientific papers at the Silviculture Lab for Forest Service Research. She has long been a student of the stock market as a member of an investment club and does her own buys and sells. Joan now reads extensively, enjoys cooking and having friends in for dinner, is a student of opera, and opens her home to out-of-town musicians.

**Pat Lenahan** has been a member of UU for about the last 10 years, first in Olympia, WA, and then for the last 2 years, here at UUFCO. Prior to getting involved with UU, he was a board member for many years with a liberal Christian church in Wilsonville. Although originally from the Bay Area (please forgive) he moved to the Hillsboro area in the late 70s because the NW is where he wanted to raise his children. With a Masters in Physics, he worked in high tech, founding three high tech startups as well as running high end server development for Intel. After 12 years he then left and

joined a consulting group helping high tech and alternative energy companies find funding. That ultimately led him to helping people one-on-one for the last 10 years as a financial advisor for Edward Jones, from which he will soon be retiring.

He has an awesome wife, Roxanne, who has put up with him for 27 years and 4 great kids, 8 grandkids and 2 great grandchildren.



## LEADERSHIP DEVELOPMENT COMMITTEE NOMINATIONS FY2019-2020

The Leadership Development Committee (LDC) is completing its first three years at UUFCO. Michael Carr and Amy Falkenrath are being nominated for a second three-year term. Marean Jordan was appointed last July to fill the last year of an LDC open position. Marean's nomination is for the last two years of a first LDC term.

**Amy Falkenrath** has been a member of UUFCO for 11 years, during which time she served a total of five years on the Board, as president and personnel at-large. She has also served in various other roles including: chair of the Stewardship committee, co-chair for the Annual Auction, worship associate, coffee maker, choir member among other Sunday musical activities. She is completing her first three years on the Leadership Development Committee, serving as the secretary.

Amy currently serves as a founding Board President of Bend Camerata and founding Board member and current President of the Central Oregon Mastersingers. She also founded and chaired the Central Valley chapter of the PKD foundation and served as chair of the Stockton Walk for PKD and chair of recruitment and corporate sponsorship for the Sacramento Walk for PKD. She is honored to be selected for Donate Life NW's "Erase the Wait" peer mentoring and advocacy program for living donor kidney transplant recipients; she will complete her training in June.

In her spare time Amy enjoys kayaking, being outside, and playing with makeup and fashion.

**Michael Carr** was born in Portland, OR and was raised in Philadelphia, PA where he received a BA, in English, from La Salle College. He has completed extensive graduate studies at Millersville State College in the areas of counseling and psychology. His work career includes life as a teacher, a self-employed business owner and a YMCA CEO. He has been an active participant and member of UUFCO since the opening of the new building. His UU activities include Chair of the Stewardship Committee, Leadership Development Member, Worship Associate, Sunday Greeter, Usher, and Auctioneer. He is married to Susan Carr who is active as a member of the UUFCO Art and Auction Committees. Michael and Susan have resided in Bend since 2010 and share their household with three dogs...Cali, Leo and Charlie.

**Marean Jordan** moved to Sisters from Berkeley, California in 2005 and has been an enthusiastic member of UUFCO for thirteen years. She has served on three ministerial search committees and provided leadership for the Board, Care Committee, Shared Ministries Committee, and Growing Together Task Force. Currently Marean is on the Worship Committee and the Leadership Development Committee. She worked for many years in education—teaching, directing a partnership program between the University of California and the San Francisco and Oakland public schools, and providing professional development in adolescent literacy for teams of teachers and administrators. In retirement she writes, plays music, explores the beautiful landscapes of Central Oregon, volunteers for local organizations, and spends time with friends and family. Marean has a deep commitment to the meaningful social and spiritual community she has found at UUFCO.

**2019-2020 Draft Budget**  
**(Compared to 2018-2019 Budget and 2018-2019 Estimated Actual)**

**Unitarian Universalist Fellowship of Central Oregon**

**4/11/19**

Account Name	% of year complete 75% Estimated Actual FY18/19	2/19 Revised Budget FY18/19	Board 4/18 Approved Budget FY 18/19	Board 4/19 Approved Budget FY19/20
<b>Income</b>				
Cash Collection	16,363	16,000	16,000	17,000
Misc. Contributions	9,133	25,000	25,000	11,000
Adult RE income	10,600	10,600	1,300	5,000
Memorial Donations	250	0	0	0
Coffee Donations	74	0	0	0
Recycle, Coupons, etc	448	500	500	500
Current Year Pledge Receipts	<b>364,000</b>	<b>364,000</b>	<b>364,000</b>	<b>383,000</b>
Prior Year Pledge Rec				0
Interest MM Cash Res	940	50	50	1,100
Art Committee Income	1,657	1,000	1,000	1,500
Community Event Income	1,108			0
Auction Income	10,000	10,000	10,000	10,000
CLF Special Events	865	835		0
Rent Income	71,386	62,000	44,240	55,000
Staffing - Events				21,800
subtotal: historically unbudgeted income	14,629	11,650	2,350	7,600
Endowment income		0	0	0
<b>Total Op Income</b>	<b>486,824</b>	<b>489,985</b>	<b>462,090</b>	<b>505,900</b>
<b>Expenses</b>				
<b>Subtotal Minister Salary &amp; Benefits</b>	<b>131,536</b>	<b>138,530</b>	<b>138,530</b>	<b>151,730</b>
<b>Subtotal Employee Comp &amp; Benefits</b>	<b>220,687</b>	<b>240,480</b>	<b>235,998</b>	<b>251,785</b>
<b>Subtotal All Staff Exps</b>	<b>352,224</b>	<b>379,010</b>	<b>374,528</b>	<b>403,515</b>
<b>Sunday Program Expenses</b>				
Speaker Expense	1,233	3,925	3,925	2,500
ASL Expense	667	2,100	2,100	1,500
Program-Coffee	1,955	2,400	2,000	2,600
Worship Svc Supplies	391	550	550	550
Music Spls, Workshops	1,066	1,200	1,200	1,200
RE Spls, Workshops	4,438	3,600	2,450	3,000
<b>Subtotal Sunday Exps</b>	<b>9,749</b>	<b>13,775</b>	<b>12,225</b>	<b>11,350</b>
<b>Dues</b>				
Dues-PNWD	5,200	5,200	5,200	0
Dues-UUA	11,500	11,500	11,500	18,279
Dues-State of Oregon	100	100	100	100
Dues-Other	289	240	240	265
Real Estate Taxes	0	100	100	0
<b>Subtotal Dues</b>	<b>17,089</b>	<b>17,140</b>	<b>17,140</b>	<b>18,644</b>

<b>Facility/Office Expense</b>				
Office Exps-Supplies	1,248	1,600	1,000	1,600
Office Exps - Copies	5,304	5,000	3,500	3,000
Office Tech Support	1,068	2,000	2,000	2,000
Bank Svc Charges	1,537	1,700	850	1,800
Postage	367	500	500	500
Telephone	3,124	3,150	3,150	3,150
Internet	1,452	1,500	1,500	1,800
Equipment Purchases	2,500	2,500	2,500	2,500
Event Rental Expenses	1,513	2,200	800	400
Insurance Expense	13,500	13,500	13,500	14,850
Accounting/Church Windows Support				450
Congregational Directory	533	600	600	600
Legal & Professional Fees	0	500	500	500
<b>Subtotal Facility/Office</b>	<b>32,147</b>	<b>34,750</b>	<b>30,400</b>	<b>33,150</b>
<b>Operations &amp; Maintenance</b>				
Utilities	29,640	26,000	26,000	30,500
Security Service	1,759	2,100	2,100	1,900
Maintenance & Repairs	31,300	31,300	31,300	13,300
Janitorial Service	0	0	0	0
Asphalt Maintenance	3,000	3,000	3,000	0
Window Cleaning	700	1,300	1,300	1,300
Landscape/Snow Removal	5,000	3,500	3,500	3,500
Custodial Supplies	1,409	2,500	2,500	2,800
Maintenance Contracts	487	4,200	4,200	4,400
Safety & Security	494	2,000	2,000	1,000
Capital Replacement	20,004	20,000	20,000	0
<b>Subtotal Oprtns &amp; Mntnce</b>	<b>93,793</b>	<b>95,900</b>	<b>95,900</b>	<b>58,700</b>
<b>Advertising/Outreach</b>				
Advtnng-BendBulletin	2,035	2,200	2,200	2,200
Advtnng - Other	83		0	0
Outreach/Public Rlns	2,432	2,400	2,400	2,300
Newsletter	784	635	635	635
Website Expenses	151	1,000	1,000	1,000
<b>Subtotal Adv/Outreach</b>	<b>5,486</b>	<b>6,235</b>	<b>6,235</b>	<b>6,135</b>
<b>Board/Committee Expense</b>				
Board Expenses	0	500	500	500
PNWD/UUA Meetings	0	0	0	0
Adult RE Committee	9,761	8,500	2,500	4,500
Caring Committee	0	0	0	0
CLF Special Events	604			300
Healthy Congregation/Shared Ministr	0	350	350	350
Leadership Devlpmt Comm	82	200	200	300

Kitchen Equip & Spls	875	1,050	1,050	1,050
Membership Team	1,103	1,000	1,000	1,150
UUFCO Annual Picnic	0	0	0	0
Newcomer Packets	0	0	0	0
Social Justice Comm	353	1,045	1,045	1,110
Stewardship	914	1,625	1,625	1,665
Worship (Program) Com	48	300	300	300
Art Committee	640	1,000	1,000	1,460
Library Committee	100	100	100	300
Consulting	0	0	0	0
Auction Expenses	0	600	600	600
Aesthetics Committee		500	500	500
Installation of New Minister	0	0	0	0
Memorial Services	0	180	180	180
Congregation Meals	0	500	500	500
				0
<b>Subtotal Board/Commtees</b>	<b>14,480</b>	<b>17,450</b>	<b>11,450</b>	<b>14,765</b>
<b>Total Operating Expense</b>	<b>524,968</b>	<b>564,260</b>	<b>547,878</b>	<b>546,259</b>
<b>previous year carryover</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Spending from Reserve Fund</b>	<b>38,144</b>	<b>74,275</b>	<b>85,788</b>	<b>40,359</b>

## Budget FAQs

Submitted by Sylvia McFarland, Treasurer

### Income Questions

***Our estimated actual income for 18-19 is almost \$25,000 higher than budgeted. Why is that?***

There are several reasons. First, Adult RE was very successful with their Enneagram class and Event Income has been much higher than we budgeted. Offsetting these gains somewhat is the lower-than anticipated Miscellaneous Income. This includes donations from identified individuals who either have not pledged, or exceeded their pledges with their donations.

***After the Stewardship campaign was completed, we were asked to increase our pledges, and matching funds were offered. What impact did that have on pledges?***

Donors offered \$5,300 in matching funds. Twenty pledge units (including the donors of the matching funds) increased their pledges by a combined total of 11,870 (including the \$5,300 of matching funds).

***What is the difference between our expected total income in 18-19 and our budgeted income for 19-20?***

We are estimating a \$19,000 increase in income in 19-20. This includes a \$19,000 increase in pledges, and a \$5,500 increase in Event Income. Offsetting these gains, Adult RE does not have a big class planned, so significantly decreased their budgeted income. Other line items also show minor changes.

***What is our average pledge per pledge unit?***

As of April 22, 2019, our average pledge per unit for 19-20 is just over \$1,800, as compared to just over \$1,700 for 18-19. The 18-19 average includes partial year pledges by our new members, which pulls that average down.

**Expenses – Staffing**

***There is a \$13,000 increase in Minister’s salary and benefits. Did the minister get a raise?***

We were unable to give our minister a raise this year. However, in compliance with his contract, we will be paying him when he takes a sabbatical in a few years, and must also provide a substitute in his absence. These funds represent our estimate of how much we need to save each year to cover those expenses when he takes a sabbatical.

***There is a \$16,000 increase in Other Staff Compensation and Benefits over what was budgeted for 18-19 and a \$31,000 increase over anticipated expenditures in 18-19. Why?***

There is a combination of reasons for this increase. With our administrator and bookkeeper leaving, we have re-worked these positions. We will have one person doing both bookkeeping and administration, and a second person doing just the Event Manager’s responsibilities. We conservatively estimated that these new hires would take the maximum benefits allowed to them. We have budgeted for slightly more hours than those positions have had in the past. Our Director of RE took a month’s unpaid vacation this year, and does not plan to do so next year. With the increased anticipated Event Income, we will have increased Event staffing costs. The Event staffing costs will be offset by a portion of the increase in Event Income. We will not be giving our staff a raise in 19-20, though they did receive a raise this year.

**Expenses – Operations and Maintenance**

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

We have let a contract to paint the entire exterior of the building. That work will start in this fiscal year, and we believe that the funds we budgeted for Maintenance and Repairs this year will be adequate to cover that cost. There is no money in the 19-20 budget for painting. We will start to accrue money for painting again in 20-21.

We have not budgeted any money in 19-20 to put away into savings for Capital expenses, which would include eventual major repairs like a new roof. We hope that we will be able to go back to putting money into savings for Capital expenses in 20-21.

## **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 generally deemed reasonable and approved as submitted.

The exception to this is the Social Justice budget. They requested additional seed money for Fireflies, and money to fund our share of a new Interfaith Homeless Outreach and Casework working group. The board felt that while we would love to be able to fund Social Justice through the budget, with the projected deficit, we could not yet afford to do so.

## **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. Last year, we needed an additional \$30,000. This fiscal year, we budgeted expecting to need about \$86,000. It looks like we will end the year using about \$40,000.

For the 19-20 fiscal year, we have estimated we will need about \$40,000 from the Operating Reserve. If everything goes according to these estimates, there will be approximately \$85,000 remaining in the Operating Reserve at the end of 19-20. We will need to increase our income in subsequent years at a more rapid rate than we have projected for 19-20 to get to a break-even budget before we consume the Operating Reserve.