



UNITARIAN  
UNIVERSALISTS  
OF CENTRAL OREGON  
Diverse Beliefs, One Fellowship



# Annual Report FY 2020-21

Annual Meeting: May 23, 2021

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

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*For clarity, functions overseen by the Board of Trustees are “committees”; functions of program and ministry overseen by the Minister are called “teams”.*

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## UUFCO Annual Meeting Agenda – May 23, 2021

Call to Order (11:05 a.m.)	Mark Steinberg
Chalice Lighting	Rev. Scott Rudolph
President’s Remarks and Recognition of Outgoing Board Members	Mark Steinberg
COVID-19 Task Force Update	Tom Machala
Nominees for Elected Positions	Leadership Development Committee
Board Nominees	Michael Carr
Endowment Committee	Amy Falkenrath
Leadership Development Committee	Marean Jordan
Nominations from the Floor	All
Treasurer’s Report	Fletcher Chamberlin
Proposed Budget FY 2021-22	Fletcher Chamberlin
Explanation of Voting	Mark Steinberg
Closing Words	Rev. Scott Rudolph

## UUFCA ANNUAL MEETING MINUTES: FY 2019-20

**Annual Meeting  
Location : Zoom  
17 May 2020**

Minutes by Erika Beard-Irvine, Board secretary

Meeting called to order by Susan Kinney, Board President at 11:11am  
Rev Rudolph lit the chalice and offered some opening words.

Susan Kinney reviewed the last church year, including the transition to running UUFCA entirely online and gave praise to the staff and Rev Rudolph for their hard work. She acknowledged the Board members who are leaving the Board this year: Marty Rudolph, Sylvia McFarland, and Erika Beard-Irvine. She thanked Dana Regan for her work at interim DRE for her work expanding the RE program. She thanked the Stewardship Committee, led by Linda Johnson and Daelene Schwartz.

Rev Rudolph thanked Susan for her leadership during this church year. He discussed how our congregation has worked through transition and change so well. His computer almost ran out of battery, but Rebecca was watching and brought him his cable. He encouraged everyone to read the annual report that was sent out in the ACE and to remember all of the things that happened within the Fellowship this year.

Amy Falkenrath, co-chair of the Leadership Development Committee, reported on the nominations for this year's open Board positions. The nominees are Daelene Schwartz for VP/ President/Past President, Fletcher Chamberlin for Treasurer, and Ella Chatterje for Secretary. Continuing Board members are Mark Steinberg as President, Susan Kinney as Past President, and Chad Leonard and John Lawton as Members-at-Large. Amy reviewed the process for nominations from the floor and criteria for Board nomination. Amy encouraged anyone interested in future service contact her, Michael Carr, or Marean Jordan.

Linda Johnson gave a review of the 2020-21 Stewardship Committee members and the results of the stewardship campaign. The goal was \$400,000. UUFCA received \$428,450 in pledges with 74% of members pledged. This amount was used to planning the 2020-21 budget. Because Daelene Schwartz will be on the Board, Linda will take over as chair of the Committee with ?Laura Bott? as the new co-chair.

Sylvia McFarland reported on the Budget. She thanked the members of the Finance Committee for their hard work. She reviewed the budgeting process, which began 2 days before the first online service. She requested that people who determine that they are unable to meet their pledge contact [bookkeeper@UUFCA.org](mailto:bookkeeper@UUFCA.org). She reviewed income and expenses for the 2019-20 fiscal year. We received a Payroll Protection Act loan from the CARES act. She expects all or most of the amount to be forgiven which would make up the shortfall in income. She reviewed the 2020-21 budget and reported that the budgeted income was decreased by 10% because of the COVID pandemic. Income from 3 greater community collections has been allocated to social justice funding. She then opened up for questions from the congregation.

Susan adjourned the meeting at 11:58am.

## MINISTER'S ANNUAL REPORT 2020-21

*Submitted by Rev. Scott Rudolph, Minister*

Who would have ever thought this would be the second annual report that I would write during a pandemic? This annual report comes from the center of my heart. I am in awe of our beloved congregation. Your steady support for each other and your patience with this process has made it possible to weather this uncertain time with courage and hope. We have not just survived but found deeper ways to live our values - through creative online programming, by reaching out to those in need, and showing up for the wider community.

We got through this year with strong leadership. Our Board of Trustees, led by Mark Steinberg, offered us the steady guidance to make it through. We had an online auction that was incredibly successful and a lot of fun. Our lay leaders showed up to offer classes, lead justice events, provide art experiences, and create worship services. And I cannot say enough about your UUFCO staff. All their jobs changed a bit this year, but their dedication to you and this community never wavered. They feel grateful to serve our mission and have appreciated the congregation's support. We all got through it together.

As we hope to be re-gathering in person in the coming church year, we know that we want to continue reaching far beyond our walls in pursuit of our mission of *seeking meaning, celebrating life, and serving the spirit of love and justice in our world*. This year we were able to keep showing up for our wider community, offering robust multi-platform ministry to folks far and wide. There were protests, food drives, advocacy work, books given, and educational opportunities. With our work in the justice world, we never slowed down. In fact, I believe we did more this year.

Our annual pledge drive exceeded our wildest expectations. You overwhelmed us with your outpouring of generosity. When we found ourselves facing a global pandemic and the world shutdown, then watched as a recession began, and we faced the prospect of an online campaign, we didn't know what to expect. Maybe we should have. This congregation supported our work and allowed us to expand in new, exciting ways like funding more justice through the budget and adding more hours for music.

So many people made worship happen this year. The Worship Team created meaningful services time and time again. And then there was you. There you were, Sunday mornings on Zoom, sharing your love, spirit, and gifts from the heart. Words cannot fully capture the depth of gratitude for this as I believe sharing space on Sunday mornings was a touchstone that held us together.

Sometimes I think back to the year and wonder, "What happened? It feels like a fog." This is especially true this year. When this happens, I look back at the Soul Matters themes, and it usually jogs some memories. In case it helps you, here they are: September: Renewal; October: Deep Listening; November: Healing; December: Stillness; January: Imagination; February: Beloved Community; March: Commitment; April: Becoming; May: Story. Still don't remember much? That's okay! It was a strange year!

We are so grateful to have your presence among us and your participation in creating our beloved community. Serving you as your minister brings me immense joy. You have built a congregation filled with love and on fire for justice. I am filled with hope for our future knowing that together we can make a difference: creating wholeness, healing, and transformation within, among and beyond our walls. Remember, we all need a place to gather and give thanks, to love and be loved, to build a world of justice, equity, and compassion together. This is our spiritual home.

We know this pandemic is not over, but we can feel some movement happening. Hopefully, you are feeling movement in your own life as well. We have been through something that leaves individual and collective trauma, and which is different for each of us. Looking forward, I will invite us to be gentle with each other and the ways in which our new life together unfolds. We need trust rather than a sense of urgency. And there have also been many joys in the past year as well. Let us hold on to those and reflect on the positive changes that have happened or may come from this time. I am reminded of the lyrics from one of our favorite songs to sing together, “Woyaya”\*:

“We are going, heaven knows where we are going,  
But we know within.  
And we will get there, heaven knows how we will get there,  
But know we will.  
It will be hard we know  
And the road will be muddy and rough,  
But we'll get there, heaven knows how we will get there,  
But we know we will.”

\*Sol Amarfio, Osibisa, 1971

Yours in faith,

Rev. Scott

## PRESIDENT'S ANNUAL REPORT 2020-21

*Submitted by Mark Steinberg, Board President*

**Board of Trustees:** Mark Steinberg (President), Susan Kinney (Past President), Daelene Schwartz (Vice President), Ella Chatterjee (Secretary), Fletcher Chamberlin (Treasurer), Chad Leonard (member at large) and John Lawton (member at large)

**Purpose:** To ensure that resources are used efficiently and effectively toward fulfilling the UUFCO mission and to plan for the future.

### **Accomplishments**

- The COVID 19 Pandemic was either a direct focus during this year, or always in the background as the Board worked to assure the health and safety of our congregation. We continued supporting the work of Board committees (Stewardship, Endowment and Facilities) through active participation in their work. Additionally, we engaged in continued conversation around three main topics – membership and the requirement to pledge, increasing financial support for our Social Justice Programs and, planning for the safest and most effective practices to follow as we move towards more in person use of the Fellowship's facilities.
- The Congregation passed an amendment to the bylaw pertaining to membership and pledging. With approximately 97% in agreement, we changed the language in the bylaw from requiring a pledge for membership status, to requesting a pledge. This was done to obtain a balance between ensuring the financial health of the congregation with the call to be a welcoming community to all. Interestingly, our most recent pledge drive, that was conducted after this bylaw change was passed, was the most successful in our history.
- The work of the Board appointed Social Justice Task Force was completed as the Social Justice working group is now well constructed to review our Social Justice Programs and to effectively allocate funding provided from our budget. The amount of funding from the Fellowship budget to our Social Justice Programs was substantially increased.
- The Board appointed a COVID 19 Task Force to help us look into the best practices to consider as we move toward increased use of the Fellowship's Building and Grounds. Guidelines have been produced pertaining to Rental Groups as well as Outdoor Activities. The Task Force continues the challenging work of developing Guidelines that will address use of the building by members and how Sunday services might work.
- Through this challenging year, I could not be more proud of our minister, our staff, the Board and all of the congregation who stepped into this new landscape – with grace, patience, understanding and goodwill. We learned how to do Sunday services and stay connected on-line, how to care for each other through the efforts of our Pastoral Care Team and a caring team to provide hands-on assistance. During this year of unprecedented uncertainty, the Board has been behind the scenes making decisions about how and when to make changes to daily church life. We have focused on the importance of keeping our staff employed as we have navigated through the challenges of keeping the congregational finances strong.



I want to thank the entire Board for their work this year and especially those who will be leaving the Board in June. They are:

Susan Kinney, Past President

Chad Leonard, Member at large

Respectfully submitted with deep appreciation for all of you,

Mark Steinberg

# UUFCA Staff Reports

## FELLOWSHIP ADMINISTRATOR ANNUAL REPORT 2020-21

*Submitted by Leora Mauck, Fellowship Administrator*

**Purpose:** Administer the business of the church including budget management, insurance, purchasing, maintenance contracts, and church communications. Collaborate with the Event Manager to coordinate congregational and community use of the building. Work closely with the Facilities Manager to supervise contracts and contractors in the maintenance of the building. Provide graphic design support to staff, committees, and teams, including coordination with outside printers, and act as web master. Act as bookkeeper to process and record transactions involving donations, purchases, payroll, collection of accounts receivable, payment of bills, providing financial reports, and administration of the financial aspects of the pledge drive.

### Accomplishments

- Successfully worked from home for the better part of the year.
- Acted as producer for various Zoom meetings and Sunday services.
- Came to know and appreciate more members of the congregation through their committee and team roles.
- Welcomed the new treasurer, Fletcher Chamberlin, and came to appreciate his managerial system and dry sense of humor.
- Worked closely with accounting consultant to refine bookkeeping practices and developed Standard Operating Procedures to ensure data integrity.
- Commenced migration of bookkeeping data to a modern software platform.
- Created new graphic design tiles to increase program recognition.
- Launched several new web pages to support the growing work of the congregation.
- Worked closely with Stewardship Committee on the design for the annual pledge drive, and supported the campaign with record keeping, reporting, and communication with congregants.

### Future Goals

- Implement comprehensive social media strategies to grow our younger audience.
- Re-envision and implement new website navigation and several new pages to support additional interaction by existing and new congregation members.

**Challenge:** Navigating my return to work in the building while juggling my children's new and very strange school schedule while continuing to miss the unified togetherness of a staff who can work in the same place.

## **BUILDING SUPERINTENDENT ANNUAL REPORT 2020-21**

*Submitted by Parker Doelling, Building Superintendent*

**Purpose:** To maintain and preserve a safe and welcoming facility. This includes coordinating and meeting with contractors, maintaining all facility systems, and fulfilling ongoing maintenance and janitorial needs.

### **Accomplishments**

- The main accomplishment this past year is that the building is in better shipshape than when Covid first hit! I've had the time to dive into some deferred projects that I feel will greatly benefit the church in the long term and this is also thanks to a time increase bump that happened in July (a big thank you!). Since this facility is a very large and complex budget item, I've always felt that a clear and detailed evaluation of our budgetary needs over the near future would be incredibly useful as we've had some bumps and bruises from unexpected repairs since construction was completed. I assembled a very large spreadsheet of all equipment and systems and their respective repair and maintenance costs over the next 15 years. It turns out we are in good shape for handling these costs and a big congratulations is due to those responsible for the financial planning and our stewardship efforts for making this possible!
- Working with the Facilities Systems Committee we tied up some small and big loose ends and conquered a couple unexpected repairs. The backup battery inverter experienced a major failure last summer and was an "all hands on deck" situation for a day but is now back up and running. The snow melt system had a similar mishap, but repairs were completed just two days ago as I write this.
- Another large project that gave me a much needed outlet this past fall and winter was rough-finishing an attic space that is located above the back of the sanctuary. It's been an unsafe storage space but no longer as there is now a solid floor, proper lighting, and the space is doubled for much needed storage potential.
- A subtle but significant shift that's happened for my position this past year is greater responsibility and work with our IT/AV, electrical, and HVAC systems and managing our building maintenance contractors. Much of these tasks that were once the role of the administrator have now transferred to my role. It's been a challenging learning process getting a grasp of all the moving parts. Luckily with the building less occupied it has given me the space to learn these new processes.

### **Future Goals:**

- Looking at the next year, my main goal is to be ready for when this building becomes once again a place of life and connection. It's been great having the preschool and Jonathan/ Scott here or I might have lost a few more marbles since last April. This building and the events that

take place here are such an incredible part of our community and I can't wait for this car to be driven out of the metaphorical garage.

- I also am constantly working to streamline the building maintenance processes and procedures. Each year that goes by is another year learning more about all the intricate systems we have, how they work, but most importantly how to troubleshoot anything and everything. My hope is to always be able to do myself what would cost much more to have a contractor come in and achieve.
- Lastly, I hope to be a part of much reconnecting and socializing this next year as things open up more. Eventually all the staff will be back in the office. Eventually all the congregants will fill up the sanctuary seats again. I want to be proactive in making the church here a connected part of all our lives again and patient through the difficulties.

**Challenges:** This last year has put 'challenges' in a whole new perspective. I feel the challenges that may come ahead will not feel as big with the challenges that are now behind. With the incredible people I get to work with here I'm optimistic for the year ahead!

## **CONGREGATIONAL LIFE FACILITATOR ANNUAL REPORT 2020-21**

*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; schedule and support congregational events and celebrations; during COVID-19 ensure emergent needs are met by volunteers; establish and maintain opportunities for connection among congregants, including various small group meetings and good times activities.

### **Accomplishments**

- This year we launched two new Chalice Circles, providing additional small group meeting opportunities, with volunteer facilitators from the congregation. A bouquet of thanks to Julia Christoferson and Shannon Adams who facilitated the groups for the first several months, and to Donna Carrillo and Anna Field who stepped up to facilitate the groups through the end of the church year.
- Soul Matters continues to provide nourishment for personal and spiritual reflection. Five Soul Matters small groups met via Zoom throughout the year, thanks to these dedicated facilitators: Trisha Bell, Susan Bertrand, Becky Dobrowski, Kristel McCubbin-Masterson, and Laura Voisinet. In addition, 171 people currently receive the monthly theme packet. We have begun peppering our weekly ACE/All Congregation Email with quotes and reflection questions from the Soul Matters packet.

- The weekly Fill Your Cup coffee discussion has continued to meet through the year without interruption. This year saw various participants of the group providing the discussion question and facilitating the discussion.
- Following the Fall Women's Retreat (October 2020) – which was masterfully adapted to the virtual world (i.e., a reduced schedule, materials distributed in advance for personal reflection, breakout rooms used for smaller discussions) – the Women's Connections Steering Team helped clarify the relationship between the WCST and the Fall Women's Retreat, indicating that the WCST is available to serve in a supportive role to any year's retreat planning team, but sees the event as a stand-alone, congregational event, and not under the WCST's banner. Happily, the planning team that has begun weaving strands for this fall's retreat (scheduled for October 9, 2021) is enjoying the participation of a member of the WCST, Nancy Tyler, to serve as an active liaison between the two groups. Also currently on this year's planning team: Jodi Grossman, Eliza Lewis, Deborah Nielsen, and Chandra Smith.
- Pressing into resilience, we held our second annual Winter Solstice Celebration via Zoom, adapting an otherwise experiential and interactive service for the virtual world. Dana Regan, former interim DRE, again led the planning and organization of the event.
- We held our second Remote Zoom Live Talent Show. Truly an all-ages event! Next year: with spaghetti! Big shout-out to Jonathan Beil who is utilizing his newly acquired radio host skills at KPOV as our Master of Ceremonies!
- Helping Hands continued to provide appreciated service to fellow congregants in the form of meals prepared in times of medical crisis and bereavement, and small tasks. (Maybe not entirely a small task: UUFCO Helping Hands moved a piano to the home of new UUFCO members!)
- Good Times Activities took the last year off, due to consideration for COVID precautions. The Camping Group has started up this year, offering off-site opportunities to relax with other congregants in an outdoor setting, thus minimizing COVID risks. The Hiking Group and Paddle Group are beginning to discuss excursions during the summer months.

### **Future Goals**

- Offer more small group gatherings to meet a variety of scheduling needs.
- Provide small group facilitation training.
- Launch more monthly Men's Groups.
- Support a day (morning) Men's Gathering.
- Add a second, possibly smaller spring Women's Retreat, with a more explicitly spiritual theme or focus.
- With Rev. Scott's approval and oversight, provide a regular (weekly?) discussion of book study focusing on the basics of the spiritual life.
- Revision Sunday Volunteers and have adequate lead-time for sign-ups before we return to in-person worship services.

- Resume congregational celebrations, mindful of lingering COVID risks. Easter eggs and muffins for Easter! Family spaghetti dinner before the Winter Talent Show! Back-to-School Game night and potluck!

### **Challenges**

- There is an ongoing need to recruit individuals or pairs who will take on small group facilitation for the entire church year (i.e., September through June).
- Because of ongoing COVID concerns and updated guidelines, we do not know the future of our Unitarian Universalist post-service “sacrament” (e.g., coffee), or when and how we might enjoy a shared meal. We will have to be mindful and care-full as we consider all-ages congregational events, and what guidelines we will need to adhere to to protect everyone’s safety.
- We will need to continue to cultivate a community of consideration around COVID guidelines, to ensure the safety of all who will be gathering together in physical space.

## **DIRECTOR OF RELIGIOUS EXPLORATION ANNUAL REPORT 2020-21**

*Submitted by Amy Brock, Director of Religious Exploration*

**Team Members:** Erika Beard-Irvine, Carrie Bonnett, Dustin Fanning-Painter, Jazlyn Halberstadt, Megan Michell; Amy Brock, Director of Religious Exploration.

**Purpose:** Children and youth thrive in a loving, religious community grounded in Unitarian Universalist values and faith development; who find a spiritual home in the fellowship and take action in the larger community; learn with joy and connection while being honored for who they are.

### **Accomplishments**

- This year we used the Soul Matters curricula for weekly virtual learning. Classes included children in pre-k through fifth grade and youth in grades seven through nine. We had supportive teaching volunteers for those classes.
- There were officially 38 registered children for the 2020-2021 program year. We also had many families who stayed connected due to registration in former years but did not officially register this year.
- In addition to weekly virtual RE classes, we provided families with weekly themed content to explore RE at home in the RE newsletter publication.
- We also provided several opportunities for parents and caregivers to check in with each other and with staff throughout the year.

- Our teens had the opportunity to participate in middle school con with the PNW region and attend middle school pastoral care training with UUA staff. They lead their first worship service in May.
- This year's program was made possible thanks to ongoing support of the RE Team.

**Future goal:** We hope to be able to offer RE families virtual and in-person connection opportunities for the 2021-2022 program year.

**Challenge:** Meeting the needs of all learners while adhering to best practices determined by the state of Oregon and the UUA.

## **EVENTS MANAGER ANNUAL REPORT 2020-21**

*Submitted by Jonathan Beil, Events Manager*

**Purpose:** The event department manages the UUFCO event calendar, the scheduling of all Zoom gatherings, and oversees all outside rentals.

### **Accomplishments**

In March of 2020, the Covid-19 pandemic shutdown brought a complete halt to all events at UUFCO. Undoubtedly the challenges the rental department faced this past year were the most significant ever. Despite everything that Covid-19 has taken from us, I am pleased to report the rental department has strengthened its ties to the community and is poised to capitalize on future bookings once gatherings can safely resume.

The following list is of specific actions the rental department has completed or is continuously working on to keep the congregation and community connected.

- **Transition to Zoom:** The transition to virtual Sunday service and small group meetings was and continues to be a team effort by all staff. With the shutdown of all in person gatherings, the event department has pivoted to manage the UUFCO Zoom schedule. This includes fulfilling Zoom meeting requests, conducting Zoom tutorials, and producing UUFCO virtual events.
- **UUFCO Covid-19 Task Force:** Determining when and under what conditions UUFCO gatherings and private rentals can return safely is a top priority. As a staff liaison to the UUFCO Covid-19 Task Force, it is my duty to stay continuously informed on Covid-19 information from the CDC, OHA, and UUA and share these updates with the Task Force. To date, we have completed the guidelines for private and outdoor UUFCO member events. We are currently developing UUFCO small and large group gathering guidelines including Sunday services.
- **Serving Private Clients:** As the event manager my first responsibility is to secure private event bookings. Since the shutdown, I continue to reach out to all current and potential clients informing them of UUFCO current rental availability and continuously update them on UUFCO

Covid-19 Guidelines. Although UUFECO lost nearly all of its 2020/2021 private rental income, most clients rescheduled their event dates. UUFECO did provide full refunds for clients that cancelled their events. Waving cancellation fees served as community outreach and strengthened the UUFECO standing as a community leader to local non-profits and event planners.

- **Serving the Community:** Covid-19 has significantly increased the needs of the community. When special opportunities present themselves, the board has allowed critical events to be held at the church. The most significant example of this has been the Red Cross Blood Drives. To date, UUFECO has held four blood drives and will regularly be used as a blood donation site for 5 blood drives per year.

#### **Future Goals:**

- Since March 2020, the goal has always been to beat Covid-19 and resume in-person gatherings. I look forward to in-person gatherings returning to UUFECO.
- Wellness Tuesdays – The stress of dealing with Covid has been significant on our community and ourselves. I am working on creating a virtual classroom where all members of our community can learn how to mitigate stress and create space for themselves via yoga, sound baths, and meditation.
- The goal of 10 wedding bookings per fiscal year remains.
- Hoping to create a multi-level platform (simultaneous streaming online and in person) for private rentals and UUFECO services.

### **MUSIC DIRECTOR ANNUAL REPORT 2020-21**

*Submitted by Mark Hickman, Music Director*

**Purpose:** To provide music that enhances the UUFECO worship experiences.

#### **Accomplishments**

- Music has continued to be a vital part of our worship experiences, in spite of the extreme limitations on how often and in what ways we could make music together.
- In Early October, during a lull in COVID, three different quartets each sang several of our favorite hymns, and these songs were recorded and turned into 22 music videos, which have been used extensively ever since.
- A music video was produced for the annual pledge drive, in which choir members got to share the meaning that the October recording experience had in their lives.



- In late December, UUFCO sponsored a Christmas Carol sing-along on Zoom, and over 25 people participated, with many positive expressions of how this helped the holiday mood for a number of families.
- UUFCO has continued to learn about and practice the process and expectations for copyright adherence while streaming and recording services, and this will be an ongoing learning and activity if we keep on offering streaming and recorded services in the future.

#### **Future UUFCO Music Plans**

- The end of this fiscal year will bring about many more significant changes in our music program. Mark Hickman will be stepping down from his role as music director, Peggy will be stepping away from the pianist role when we move back to in-person services, and the transition back to in-person services will come with many questions to be answered as we cope with an altered post-lockdown world.
- All this change will bring new opportunities, so please support our staff in keeping music a vital part of the experience of UUFCO!!

## Reports of Teams and Committees

### ADULT SPIRITUAL DEVELOPMENT TEAM ANNUAL REPORT 2020-21

*Submitted by Kathleen Harrington, Chair*

**Team Members:** Kathleen Harrington, Chair; Rachelle Indra, Stace Rierson, Alan Hilles

**Purpose:** The Adult Spiritual Development program provides spiritual experiences that inspire, transform and sustain our members and friends. Our offerings provide opportunities for people to tell their stories and engage with ethical, moral and spiritual questions to encounter worldwide wisdom traditions.

#### **Accomplishments**

- This year our team birthed the Equity, Diversity, and Inclusion Group which eventually morphed into the summer of 2020 and winter of 2021 racial justice challenges.
- During this fall, winter, and spring our ASD team member, Rachelle Indra, facilitated a monthly zoom discussion on the Soul Matters Theme of the Month.

**Future Goal:** Since we have a number of new members, our initial thought, post covid, is to sponsor a series of evening meetings for the congregation featuring panel discussions on each of the seven principles which are foundational to our UU Fellowship.

### ART RESOURCE TEAM ANNUAL REPORT 2020-21

*Submitted by Sue Wilhelm, Chair*

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

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

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

#### **Accomplishments**

- We organized and presented our first Covid-safe Outdoor Member Art Show and Sale in September: "Art on the Patio and In the Trees." This event was a morale booster for the participating artists, the ART committee, and the UUFCO community. We also generated income for UUFCO through donations by artists who sold their work.

- We are in the process of preparing for and presenting our 2nd Covid-safe Outdoor Member Art Show to be held in June: "Art on the Patio". We look forward to again nourishing our community through this Arts experience.

**Future Goal:** To continue bringing diverse, inclusive, high quality, and thoughtful exhibits and events to our fellowship and the wider community.

**Challenge:** Covid restrictions have caused reduced opportunities for facilities use for Exhibits and Events. We will continue to plan safe events within safety guidelines and weather limitations.

## **CHALICE LIGHTERS COMMITTEE ANNUAL REPORT 2020-21**

*Submitted by Annis Henson, Ambassador*

**Purpose:** congregational education, promotion, and coordination for the Chalice Lighters program. This voluntary fundraising opportunity assists congregations in the Pacific Northwest UUA region. The funds are dispersed through a grant process administered by the PNW district Chalice Lighter Staff.

**Accomplishment:** Our Vision Statement is supported because our Chalice Lighter program provides a significant relationship beyond C. Oregon to connect us with other UU Northwest congregations whose needs are considerably greater than ours.

In a difficult and stressful year of Covid 19, the PNW Chalice Lighter grants that some of our local CL members supported definitely helped our UU congregations most affected by the Oregon fires and the pandemic throughout our PNW UU region.

**Future Goal:** Find new leadership. A new Chalice Lighter Ambassador will carry on this excellent program by better communicating and promoting the purpose of Chalice Lighters throughout our congregation. This new ambassador will have good partnership with the UUPNW regional staff and the help of our UUFCO administrative staff who have continued to be outstanding support in my role these past years.

## **ENDOWMENT COMMITTEE ANNUAL REPORT 2020-21**

*Submitted by Linda Crouse, Chair*

**Members:** Linda Crouse, Chair; Herb Blank, John Coltman, Greg Byrne, Dave Floyd, Joan Landsberg, Pat Lenahan, Ella Chatterjee (Board Liaison)

**Purpose:** To manage and grow the long-term savings for UUFCO

### **Accomplishments**

- We reviewed and updated our Statement of Purpose, Governing Instrument and Investment

Policy Statement with board approval. Our purpose is to provide funding for the work of the fellowship consistent with the mission and vision of UUFCO.

- We continued to meet quarterly and maintain connection with each other through Zoom and email. We rebalanced and continued to monitor our portfolio, which is valued at \$462,000 as of April 13. The endowment funds are invested in short term bonds and Certificates of Deposit and ESG (environmental, social and governance) equity funds consistent with our mission. The equity funds are invested broadly in stocks for long term growth. Quarterly reports are provided to the Board.
- Our webpage on the UUFCO website (under Giving) was completed, and our printed brochure will be finalized in the coming months. We will hold a Zoom seminar on May 24 for interested congregational members on investing, including ESG investing. These activities help to increase the awareness of the endowment fund with the congregation.

### **Future Goals**

- Transition to new leadership and the addition of new members as 3 current members are term-limited by our Governing Instrument.
- Increase the awareness of the endowment fund with the congregation through finalizing our brochure and offering additional educational seminars, such as tax planning for charitable giving this fall. Encourage contributions of any amount to the endowment to grow the endowment for future needs of UUFCO in support of our mission and vision.

**Challenge:** The ongoing Covid-19 pandemic is affecting our ability to get together in person for educational events and to talk with UUFCO community members about the endowment fund.

## **FACILITIES SYSTEMS ANNUAL REPORT 2020-21**

*Submitted by Robert Hedeem, Chair*

**Members:** Lewis McFarland, Robert Hedeem, Jim Huguet; John Lawton, Board Liaison

**Purpose:** Oversight of Maintenance and Repair of our facility and related mechanical and electrical systems, in coordination with and support of our staff, specifically Parker Doelling, Building Superintendent, and Leora Mauck, Fellowship Administrator.

Despite the shutdown due to Covid, the building systems (maintenance, HVAC, electrical, snow removal, etc.) had to continue to physically operate as usual. The building is ready and waiting for the Fellowship to return.

### **Accomplishments**

- The Committee provides oversight and input to on-going repairs, as well as supporting Parker with certain tasks or coverage in his absence.

- The exterior Mitsubishi heat pumps/condensers are key components for the heating and cooling of our facility. They have been hardened against our winter climate by the addition of pan heaters to prevent ice buildup, and snow/hail guards to protect fan guards and coils.
- The snowmelt system on the north side of the building continues to present problems. The automatic controller for the system failed during the summer. Parker was compelled to operate the system manually whenever there was ice in the service bay this winter. A new circuit board has been installed by our HVAC contractor.
- The backup batteries for our emergency lighting system failed over the summer and were replaced.
- Maintenance and protection of the building siding is an ongoing requirement. Parker devised an inexpensive method of repairing the holes caused by woodpeckers, obviating the need to hire an outside carpenter. A small amount of painting and staining on the south side of the building is planned for later this year.
- Parker has built a badly-needed storage area above the ceiling in the sanctuary.

**Committee Membership:** Due to family and health issues, Vernon Threlkeld resigned as Chair. The Committee thanks him for his excellent stewardship of our building over the years. He retains “emeritus” status so that his institutional memory will not be lost.

**And Thanks to Staff:** On the behalf of the Committee, our thanks to the excellent support of Parker and Leora to keep it all rolling.

## **FINANCE COMMITTEE ANNUAL REPORT 2020-21**

*Submitted by Fletcher Chamberlin, Chair*

**Members:** Fletcher Chamberlin, Chair; Dick Barber, Larry Price, Herb Blank, Trisha Bell, and Stephanie Burnett

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

### **Accomplishments**

- In addition to developing a budget for the coming 2021-2022 year. the primary focus of this year has been monitoring the monthly financial results of the Fellowship. Because we have not been in the building, individual line items of income and expense have deviated from the budget conceived in March and April 2020. There are several months of fiscal 2020-2021 still to go, but it appears at this point that, despite the changes and uncertainty, our bottom-line operating income will be very close to our original budgeted loss. It’s quite possible we will finish the year with a smaller loss than planned, and will thus not have to use as much of the Operating Reserve as planned.

This result is only possible with the generosity of the Fellowship's members and the hard work of the Stewardship Committee, which resulted in a successful Stewardship campaign in February 2020. The increase in pledges allowed us to reward our staff with deserved compensation increases, take better care of our building, and provide funds for our Social Justice efforts directly from the Fellowship's operating expenses for the first time. All of these are necessary to support our mission.

- During the year, we also reviewed the Fellowship's reserves, which have been created primarily by generous donors as we built our building and the membership has grown. This review was particularly useful in conjunction with the detailed facilities repair and maintenance review completed by Parker Doelling and the Facilities Committee. While we need to consider long-term capital needs as times change, it appears our reserves are adequate at this point.
- For the 2021-2022 fiscal year budget, we have recommended a balanced budget, largely because of continued generosity and another successful Stewardship campaign. While uncertainty continues about our return to in-person services, our budget calls for modest staff pay increases, absorption of health care cost increases, a significant investment in the Music Director position and a significant increase in our commitment to Social Justice.

### **Future Goals**

- Continue to increase the understanding of the committees, staff, and members of the budgeting process and financial circumstances of the Fellowship.
- Continue to monitor monthly results, in light of COVID-related uncertainty.
- Work with the Social Justice Task Force to continue the development of financial policies around Social Justice spending from our operating budget.
- Improve the management of our reserve funds to increase income, while keeping risk low.
- Assist the staff in moving to a new, more user-friendly accounting system.

**Challenge:** Operating with the continued uncertainty created by COVID-19.

## **IT/AV COMMITTEE ANNUAL REPORT 2020-21**

*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

- The big news is that a decision has been made to disband the Board-sponsored IT/AV committee as of FY 2021-22. While there is still plenty of importance and work involved in providing the right computing, communications and AV solutions, this work is no longer “strategic” in nature (requiring thoughts and work on policy implications) and is best handled as a staff responsibility. Budgeting and expense approval will move to Leora, and Parker will continue his significant involvement in understanding and recommending technology details; Mark and Aaron will move to a “consultant” role, instead of being budgeting and spending decision makers.
- IT: Computing equipment and infrastructure has been critical for UUFCO this past year, with virtually all our interactions being dependent on functioning computers, software, and internet services. We purchased some equipment that was specific to our virtual reality, but most of the decisions made this year would have also been made in a “normal” church year. Parker made great progress in getting us ready to offer streaming services next year, so that people who are not yet wanting to attend in person can still be a part of UUFCO services next fall. Final setup and equipment purchase will happen starting in July, as part of the FY 2021-22 budgeted solutions.
- AV: Not much happened around AV this year, though one amp failed and needed to be replaced. Once we are back to real life services, maintenance and operation and planning for long term capital needs will be a significant task again; this will be “owned” by staff.

**Future Goal:** Transition the responsibility for all budget planning and authorization to staff, and eliminate this as an ongoing “board committee,” while still allowing for Mark and Aaron to be available to consult with staff at their request to help in troubleshooting and recommending future directions for our equipment and maintenance needs.

**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 2020-21

*Submitted by Michael Carr and Amy Falkenrath, Co-Chairs*

**Members:** Amy Falkenrath and Michael Carr, Co-Chairs; Marean Jordan

**Purpose:** In alignment with UUFCO’s mission and vision, the Leadership Development Committee identifies, develops and supports leadership in the UUFCO congregation through:

- seeking out nominees for all elected positions within the congregation (Board, Endowment Committee, Leadership Development Committee);

- identifying resources, tools and best practices to support UUFCO leaders' work and spiritual growth;
- providing a forum that fosters ongoing learning, collaboration and practice for committee and team chairs, board members and other interested congregants; and
- building relationships with UUFCO members and friends to explore future leadership possibilities.

**Accomplishments:** All LDC initiatives and accomplishments support the UUFCO mission for seeking meaning and serving the spirit of love and justice as well the vision of connecting congregants in authentic and meaningful relationships.

- Modified the LDC Mission Statement for increased congregational clarity and understanding
- Conducted the Second Annual LDC Retreat June 2020 with an emphasis on LDC process review, growing the LDC membership and LDC team member development
- Held one-on-one phone conversations with all UUFCO committee chairs: How are things going for you and your committee during COVID? How can LDC help?
- Organized and facilitated two Zoom Leadership Development Forums: Strategies and Tools for Connection; Beloved Conversations & The Circle Process Communication Model
- LDC members completed the Strategic Leadership Training course in the UUA Leadership Development Institute
- Recruited two nominees for the Board, two nominees for the Endowment Committee and three nominees for the Leadership Development Committee

### **Future Goals**

- Integrate three new members into the Leadership Development Committee beginning in July 2021
- Continually review, evaluate and improve all LDC processes
- Increase opportunities for collaboration with individual committees e.g. LDC and Membership; LDC and Board
- Participate in ongoing UUA Leadership Development opportunities
- Encourage UUFCO committees and teams to utilize and share UUA resources

### **Challenges:**

- Preparing for LDC leadership succession 2022-2023
- Prioritizing LDC endeavors that provide the greatest organizational impact



- Identifying and developing emerging UUFCO leaders
- Increasing Breeze data base information

### **LIBRARY TEAM ANNUAL REPORT 2020-21**

*Submitted by Mayme Trumble, Chair*

**Members:** Mayme Trumble, Chair; Anastacia Compton

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

**Report:** The library has been closed for the year, because of the COVID pandemic. We are hopeful that we can soon be in our building again.

#### **Future Goals**

- In order to make the library more user friendly, we will continue to put labels on our collection so they can be recognized by topic.
- Now that the congregational archives have been given a home, we will begin to organize them by date.

### **MEMBERSHIP TEAM ANNUAL REPORT 2020-21**

*Submitted by Robin Baraybar*

**Members:** Robin Baraybar, Annette Wilson Christiansen, Donna Dobkin; Chela Sloper, Congregational Life Facilitator

**Mission Statement:** The mission of the Membership Team is to create an open and inclusive environment into which we warmly welcome, engage and support all newcomers, prospective members, and new members by offering conversations, programs and experiences that serve to deepen an understanding of UU values as well as to foster a sense of belonging to the fellowship and participation in the multicultural and diverse community we strive to be.

#### **Accomplishments**

- Newly formed membership team since the Fall of 2020. We met frequently via Zoom to develop a Mission Statement (above) which informed our work to identify and address strengths and weaknesses in the membership program (including membership classes), website, and the Membership Team’s relationship to broader congregational efforts to create Beloved Community.
- At the outset, the Membership Team conducted a survey to assess participant satisfaction with all aspects of the Membership Orientation Program (“MOP”). This information was used to

begin discussions of what changes could be made to enhance the MOP to better fit our mission statement and better meet the needs of participants.

- We held three Newcomer Welcome programs via Zoom, as a way to connect with visitors and newcomers.
- We held a Membership Orientation Program in April 2021 over Zoom. We added 13 new members in this Fellowship Year, including two who began their orientation process the prior year, one reinstatement, two transfers, and seven from the April classes.
- We worked with Chela to update and revise the Membership Orientation Program.
- We plan to work with Leora in June and July to update the website to reflect the ideas for improved user interface and increased connectivity.

## **MEMORIAL GARDENS TEAM ANNUAL REPORT 2020-21**

*Submitted by Judy Hurlburt, Team Lead*

**Members:** Ellen Atkin, Duncan Brown, Dale Clark, Don Hartsough, Judy Hurlburt, Lois Wilson

**Purpose:** To develop a master plan for an area for memorializing our members and families on UUFCO property.

### **Accomplishments**

- This year our team accomplished an overall vision for the UUFCO Memorial Gardens, and designated "sacred ground" for the gardens, and plans for the development of five phases.

This plan supports the UFCO vision by nourishing our lives with a place for remembering our loved ones.

- The team developed a plan for trails that meet ADA requirements and will lead to Phases 1 and 2 of the Memorial Gardens all the way down to the labyrinth.

This plan supports the UUFCO's mission by making more of the property and especially the Memorial Gardens accessible to all our congregants no matter their age or ability.

- The team completed a plan that finishes the Bell Circle or Phase 1 and Phase 2 with sculptures on which to hang memorials, with entrance trails, surfacing, and benches.

These plans will allow for gathering spaces for worship and remembrances of our loved ones.

### **Future Goals**

- Once the first phase of work is completed in mid-September the team will complete a draft of process and criteria for inclusion in the Memorial Gardens. We will find a mechanism for publishing those criteria and processes.
- We will brainstorm possibilities for Phases 3 and 4.

## PASTORAL CARE TEAM ANNUAL REPORT 2020-21

*Submitted by Rev. Scott Rudolph*

**Members:** Ellen Atkin, Joyce Brown, Greg Byrne, Jim Dobrowski, Susie Hickman, Wendy Howard, Jameson O'Neal, Pam Wilson; Rev. Scott Rudolph

**Purpose:** The lay Pastoral Care Team will provide support with an atmosphere of safety and compassion, and be a visible reminder of UUFCO's care, concern, and connections. The team acts as an extension of the pastoral ministry of Rev. Scott seeking to offer care and companionship to the congregation.

### **Report**

We all go through tough times. We're hit with a serious illness or injury. We lose income. Our loved ones suffer and die. We cope with stress, fear, fury, estrangement. We face death.

At such times, we need to know our fellowship cares. The Pastoral Care Team manifests the love we promise each other in our Covenant. Team members provide emotional and spiritual support to UUFCO members and friends for as long as they need it. We communicate via phone calls, emails, texts, instant messages and safe in-person visits, depending on how the member prefers to engage.

PCT members offer empathy and support in a confidential setting. We accompany members through momentary crises and on winding journeys. We assure you you're not alone. We affirm your experience, acknowledging challenges, setbacks, recoveries and blessings. Sometimes we witness transformations. When relief or joy arises, we share the lightness.

When we reach out, members let us know if they're satisfied with just a quick check-in or if they'd like regular contact for a while.

Rev. Scott mentors and supervises PCT members. The team meets with Scott once a month to confidentially discuss outreach contacts and study pastoral care. We also meet regularly as a Circle of Trust in which we share our journeys, deepen our compassion, and strengthen our solidarity.

If you would like to connect with a member of the Pastoral Care Team, please email us at [PCT@uufco.org](mailto:PCT@uufco.org) or mention your need to Rev. Scott or Congregational Life Facilitator, Chela Sloper.

We are here for you,

UUFCO Pastoral Care Team

## SOCIAL JUSTICE STEERING COMMITTEE ANNUAL REPORT 2020-2021

*Submitted by Larry Price, Chair*

The Social Justice Committee supports a large, 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 **servicing 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 (John Horwich, Ginny McKee, Jeannie Archibald, Anastacia Compton, Barbara Belzer, Ken Wilhelm, John McKee, and Donna Dobkin). The Minister typically attends meetings of the Social Justice Steering Committee.

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. The Social Justice program was highlighted during the 3 Sunday services when the Greater Community Collection was devoted to the Social Justice program.

The year has been eventful for the Social Justice program. The recommendations of the Social Justice Funding Task Force, which reported in June, 2020, were implemented. One result was a substantial increase in funding from the regular UUFCO budget. The direct funding for Social Justice is aimed at implementing the values of the church. A second result was the addition of three "congregational" members of the Steering Group who are not leaders of any of our eight projects. They are Max Merrill, Marty Rudolph, and Lili Alpaugh. This group helped with the formation of the Social Justice budget that was sent to the Finance Committee. They have also done substantial work in framing the process whereby proposed new Social Justice projects are evaluated. While development of this process was still not quite complete, it was applied to the proposal for the Nourish Program aimed at addressing food insecurity. Nourish was welcomed as a new arm of the Social Justice program.

Much of the work being done for Social Justice relies on volunteer effort from UUFCO members and requires only modest direct funding. Two exceptions at present are the Fireflies program of providing books to school children to help them keep reading during the summer break from school; and the new Homeless Outreach program of outreach and case management for those experiencing homelessness. Fireflies has engaged in vigorous fundraising from members and from businesses in the community, as well as applying for grants from foundations. In its first year, the one ending in June 2020, REACH was the beneficiary of a Greater Community Collection offering, which was sufficient to fund its first 6 months. Funding from the UUFCO budget, as described above, has been important in maintaining the vitality of the Social Justice program during the pandemic.

## **Bethlehem Inn**

Contact: Ginnie McKee; Report submitted by Leslie Koc

**Members:** Leslie Koc and many 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**

- Despite the COVID restrictions, the monthly Bethlehem Inn dinner continued through this unusual year. The meal preparation was the same and Bethlehem Inn staff served the dinner. Without signups at the Sunday Volunteer Kiosk, signups were done solely online.
- The signature dinner provided most months by UUFCO is turkey meatloaf, mashed potatoes, gravy, mixed vegetables, cupcakes, and milk.
- The average number of meals served was 87, mirroring the reduced number of residents who can stay at Bethlehem Inn due to COVID restrictions.

### **Future Goals**

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

**Challenge:** Maintaining interest in this community outreach effort as new UUFCO community outreach programs are initiated.

## **Diversity, Equity and Inclusion Group (DEIG)**

Contact: John McKee

Having first formed about a year ago, the Diversity, Equity and Inclusion Group (DEIG) is a relatively new addition to the Social Justice mission of UUFCO. DEIG consists of ten very motivated and insightful members that through education and activism are addressing institutional and societal racism. During DEIG's first year, over 100 mostly church members participated in anti-racist educational activities. The educational activities included the 21-Day Challenge that was held last summer, the recently completed Winter Challenge, and on-going Courageous Culture Conversations. DEIG is also considering how to best support indigenous Oregonians and efforts to decolonize curriculum throughout the life-long-learning spectrum, while considering other opportunities to advance this work through UUFCO. This work can be challenging since to be anti-racists requires that we take action and work against racism wherever you find it including—and perhaps most especially—in yourself. The work can also be rewarding, especially reflected in the wonderful support DEIG has received from the Church community.

## **Environmental Justice**

Contact: Anastacia Compton

The Environmental Justice team of the Social Justice committee has focused this spring on exploring the climate challenges and solutions to be found in food justice and agricultural systems. We have held or put into place several programs:

- A viewing and discussion of the film “Kiss the Ground” were held on April 16th and April 19th. This film looks at the potential of regenerative agriculture to not only reduce the climate emissions from the agriculture sector, but also sequester carbon in the ground.
- The Earth Day service was held April 18th and focused on the theme of reciprocity with the earth. Messages were inspired by the writings of Dr Kimmerer and Wendell Berry, poems from Amanda Gorman and Rev Nancy Shaffer were shared, and the Time for All Ages centered environmental pioneer Rachel Carson.
- We made available to the congregation postcards to be sent to the Secretary of Agriculture in support of regenerative agriculture.
- Members of the Environmental Justice team reached out to a candidate for April’s Greater Community Collection, Central Oregon Locavore, and asked them to speak to their programs supporting agriculture and local food systems.
- A community read and discussion of “Braiding Sweetgrass” by Robin Wall Kimmerer is scheduled for May 14th. Dr Kimmerer is a botanist and a member of the Citizen Potawatomi nation who writes beautifully about the intersection of science and traditional indigenous knowledge and the potential of both to bring us back into a relationship of gratitude and reciprocity with nature.
- Discussions have begun about how to create resources and connections for congregants interested in integrating more plant-based dishes into their meals. Ideas have included an online digital cookbook and a recipe blog. This program will likely take place over the summer, and one challenge will be deciding, with the Board, when it will be safe to begin having in person events such as a plant-based potluck, and how to remain inclusive by continuing online offerings until everyone feels comfortable gathering with others.

## **Fireflies**

Contact: John Horwich

This is the fifth year of our FIREFLIES Program. FIREFLIES is a social justice outreach program founded and managed entirely by UUFCO’s FIREFLIES Team, focusing on literacy and learning skills for students in grades K through 5, with particular emphasis on the summer slide. A more complete description of the program can be found at: [uufco.org/fireflies](http://uufco.org/fireflies).

## **Accomplishments**

- The past year was highlighted by flexibility and patience in addressing the challenges of Covid-19. Although schools were not meeting in-person and our major fundraiser of the year (the FLASH! event) was cancelled, we provided full funding for the summer book bag program and more than 500 students at the four schools we serve received their book bags in June. Teachers and staff were creative, distributing the book bags during drive-thru events and even delivering some book bags to students' homes. FIREFLIES also received a special Covid-19 response grant from The Ford Family Foundation, which enabled us to provide workbooks during the summer to all the students we serve.
- Thanks to a grant from the Oregon Community Foundation and support from SELCO Community Credit Union, FIREFLIES was also able to move forward on our Summer Outreach Program. Volunteers built and decorated 4 little libraries that are now in place at Juniper, Ensworth, and Silver Rail schools in Bend and at Lynch in Redmond. FIREFLIES Team members serve as stewards, keeping the little libraries stocked. The OCF and SELCO funds also enabled us to decorate, equip and stock SPARKY! the book trailer. We have over 1,500 books ready to be distributed to kids at parks and schools during the summer of 2021, if health regulations allow.
- As this is being written (April 2021), funding for the June 2021 book bags is being provided to our 4 school partners and we expect to again serve approximately 500 students.

**Goals:** Our programmatic goals for 2021-2022 include continuing service to our 4 partner schools, expanding our Summer Outreach Program to both serve more students throughout the summer and to provide opportunities for UUFCAO volunteers to work with students. Our financial goals include expanding the foundations and businesses that provide consistent funding to support the program, leveraging the wonderful support we receive from UUFCAO and its members and friends.

**Challenge:** Our biggest current challenge is developing consistent, sustainable funding for the program, so that we are less dependent on foundation grants for basic program operating expenses.

### **Greater Community Collection (GCC)**

Contact: Ken Wilhelm

**Committee Name & Participants:** Greater Community Collection: Ken Wilhelm, Lew McFarland, Carol Ann Carey, Ron Clarke, Annis Henson

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

**Accomplishments:** Recipients April 2020 to March 2021: UUFCAO members and supporters donated a total of \$21,084 through GCC collections; \$17,599 for 6 different community organizations and \$3,485 for UUFCAO Social Justice projects.

2020	Recipient	\$ Results
April	MountainStar Relief Nursery	\$790
May	Ministers Discretionary Fund	
June		NA
July		NA
August		NA
September	Red Cross – Wildfire Disaster Fund	\$2,780
October	Rogue Valley UU – Wildfire Fund	\$2,935
November	Hunger Prevention Coalition	\$2,200
December	Bethlehem Inn	\$5,605
2021	Recipient	\$ Results
January	Social Justice Committee	\$2,485
February	Warm Springs Chuush Fund	\$3,289
March	Social Justice Committee	\$1,000
TOTAL		\$21,084

**Future Goals:**

- Increase communication regarding the impact of GCC donations.
- Announce beneficiary selections and descriptions in a more timely manner.

**Challenges:**

- Choosing between so many worthy causes
- Limitations of virtual presentations and committee work

**Homeless Outreach Project**

Contacts: Ginny McKee, Barbara Belzer

The Homeless Outreach Project at UUFCO partners with a few organizations in Deschutes County in support of the homeless population. The Project works closely to support REACH (Relationship, Empowerment, Action, Compassion, Heart), a non-profit organization founded in 2019 to provide outreach support to people experiencing homelessness, regardless of their situation. REACH grew out of an interfaith planning group organized by Social Justice at UUFCO. Our project coordinates UUFCO’s financial contribution to REACH and members volunteer for special projects to aid the homeless.



During the past year, members of the Homeless Outreach Project collected hygiene and first aid supplies for REACH, held a coat drive, and prepared covid comfort kits for homeless individuals receiving the covid vaccine. In addition, as part of the Social Justice Committee at UUFCO, the group made financial contributions to support REACH and an emergency housing request. Members of the Church also participated in a vigil on homelessness.

Education and awareness are important parts of the Homeless Outreach Project's effort, and the group meets approximately every six weeks to share information about the homelessness situation in Deschutes County and to identify opportunities where it can contribute. The group is meeting virtually due to the pandemic but plans to meet in person when restrictions are lifted.

Goals for the upcoming year include continued support for REACH, via both financial contribution and volunteer effort. We will also work to increase UUFCO awareness of homelessness, through its website, the All-Congregational Email, and in-person activities when the Church is open again.

### **Immigrant Solidarity Network**

Interim Contact: Larry Price

The Immigrant Solidarity Network was begun during 2017 as an Interfaith group in Central Oregon, initially named Neighbor Love. The group was led initially by four community leaders, 3 of whom were clergy, including UUFCO's Developmental Minister Antonia Won. The interfaith group focused on the mostly white churches learning about the challenges facing immigrants, both documented and undocumented. In later stages, ISN worked on ways to support the Latino community, as the main immigrant group in Central Oregon.

This UUFCO Cohort of ISN has been fairly quiet though not inactive during the time of Covid. There have been opportunities to volunteer with the Latino Community Association, including office work, document preparation, job listings for the LCA web site, and accompanying immigrants to court dates. Our UUFCO cohort sponsored a presentation by Kelsey Freeman as part of Bend's Welcoming Week in September and assisted the LCA with its virtual luncheon and present wrapping in December.

After years of great leadership by Sue Clarke and then Joan Landsberg, right now the group is without identified leadership to call meetings, etc. At the same time, the broader, interfaith group, has lost leadership. These developments put the continuation of this part of our Social Justice program in peril. Ways to move forward will be explored in the next few months.

## **Nourish**

Contacts: Donna Dobkin and Virginia Sponsler

Nourish launched in March 2021 and so this report reflects less than 2 months of activity.

### **Accomplished thus far:**

- Our beautiful website is up and running and receiving inquiries from congregants interested in volunteering.
- Our website now has a “blog” of sorts with articles and interviews which focus on various aspects of food insecurity. These are submitted by Ginny Sponsler.
- Our first Produce and Perishables Food Drive was on March 25th and 364 pounds of fresh food was collected and donated to The Giving Plate.
- A team of 7 volunteers participated in preparing, serving and cleaning up a meal at Family Kitchen on March 27th.
- Several UUFCO members and friends of UUFCO applied for a plot at Hollinshead Garden to be used specifically for a Nourish donation plot. The announcement from OSU/Bend Parks and Rec for who has been allotted a plot has not yet been made.
- Nourish collaborated with Anastasia Compton re: joint efforts for Earth Day Service focused on Food justice.

### **Plans for the coming year:**

- Continue our monthly Food Drives
- Continue to supply a team of volunteers to Family Kitchen once every other month
- Continue to enhance congregational awareness of food insecurity through our website and other possible venues
- Encourage participation in Bend Food Project’s Green Bag program
- Tend and harvest a vegetable garden for the purposes of donation (TBD)

At this time, there are no specific challenges we see ahead of us.

### **Wildcat Wizards Tutoring**

Contact: Jeannie Archibald

Submitted by Jan Taylor

The Wildcat Wizards Tutoring Program at Juniper Elementary School in NE Bend, a partnership between the school and UUFCO, has been ongoing since 2015. Recruiting of tutors and substitutes is not limited to UUFCO but most participants so far are from our congregation. The program

addresses income inequality by helping struggling 3rd grade students build self-confidence and strengthen their academic skills, particularly in math and language arts.

Due to Covid-19, tutoring was cancelled for the 20-21 fiscal year. We expect the program to start again in the fall for the 21-22 fiscal year. Since this is a volunteer dependent program, our only apparent concern at this time is whether we will be able to attract an adequate number of tutors. So our recruitment effort will be key.

Our goal is to maintain and reinvent. We intend to work with the school to maintain the program after the extended break due to Covid, and to reinvent as necessary to provide a safe environment for students and tutors.

## **STEWARDSHIP COMMITTEE ANNUAL REPORT 2020-21**

*Submitted by Linda Johnson and Tom Moore, Co-Chairs*

**Members:** Linda Johnson and Tom Moore, Co-Chairs; Daelene Schwartz, Fletcher Chamberlin, Laura Voisinet, Jeffrey Belzer, Kate Bailey, Trisha Bell, Mark Steinberg, Rev. Scott Rudolph

**Purpose:** The mission of the Stewardship Committee is to conduct an annual pledge campaign that secures revenue to support the operations of UUFCO. A successful campaign includes educating the congregation about the meaning and importance of Stewardship as a spiritual practice, developing messaging activities that respond to the needs and desires of the congregation, conducting the Annual February Pledge Campaign, sharing perspectives with the Board and related committees about future philanthropic strategies needed to meet the needs of a growing congregation.

### **Accomplishments**

- In June, the Stewardship Committee expanded its membership to include a co-chair for the coming year campaign, after the previous co-chair moved to President elect of the Board of Directors. The core Stewardship Committee includes the Co-Chairs, an intern, the UUFCO Treasurer, and incoming Board Chair-elect. The expanded Committee that was convened for major decisions included the current Board Chair, Rev. Scott Rudolph and Trisha Bell of the New Membership Exploration Committee.
- Two weeks following the end of the pledge campaign, the COVID-19 pandemic forced the closure of public facilities, and UUFCO began meeting remotely. By early June, it became clear that holding services on zoom would take the greater part of a year, making personal connection with each other and the building nearly impossible. The Stewardship Committee began meeting with the chairs of each committee and team to learn how they were adjusting and to discuss their plans for the future. These conversations resulted in more connections between committees, emotional support, and a recognition of the importance of connection with UUFCO and pledging.

- The Stewardship Committee determined that the best way to create connection for members was through a new technology for our community: videography. The Music Program partnered with the Stewardship Committee to develop the first of an on-going series of videos to highlight the major areas that UUFCCO members mention attract and keep them here. The Stewardship Committee also explored local resources and identified a professional filmmaker that agreed to develop a video to meet our specifications. The video highlights each of the most important reasons people are members of UUFCCO, and it beautifully captures the essence of who we are as a UUFCCO community. At the conclusion of the campaign, a slightly edited version of the video is now available on our website to share our essence with website visitors.
- The 2021-2022 Annual Pledge Campaign raised the highest amount of Annual Pledge funds in the organization's history. As of 3-09-2020, UUFCCO received 222 pledges totaling \$457,753, exceeding the goal by 4%. Pledges were received by 83% of the membership, a higher response rate than the prior year. The Stewardship Committee believes the commitment to ongoing, engaged leadership and collaboration between all committees and teams significantly contributed to the campaign's success.

### **Future Goals**

- To exceed the financial target given to the Committee for the 2022/23 Annual Stewardship campaign through pledges received during the month of February 2022.
- To collaborate with the Endowment Committee and Annual Auction Chairs to determine consistent messaging and presentation that enhances the success of each committee, and to deepen UUFCCO's capacity to generate the operating revenue it requires.
- To build on and deliver a comprehensive / year-round stewardship messaging communications plan.
- To foster a cultural shift in how Stewardship / financial giving is perceived within the Fellowship, and to connect generosity through financial support to what connects and is meaningful to each.
- To work closely with Finance Committee to support budget development, communication and processes for financial goal setting.
- To continue to expand the Stewardship Committee with members needed to achieve the long-term strategy for fund-raising and succession of key members.
- To clearly identify needed staff resources for design, production, recordkeeping and other tasks to support a successful campaign.
- To work with the Membership Team to create a culture of financial support with new members and share ideas about retention of continuing members through committee engagement.
- To improve our appreciation and acknowledgement of major donors, and to develop a long-term giving relationship with UUFCCO as appropriate.

## WOMEN'S CONNECTIONS ANNUAL REPORT 2020-21

*Submitted by Carolyn Tate on behalf of Women's Connections Steering Team*

**Steering Team:** Mari Brennan, Donna Dobkin, Katharine Smith, Carolyn Tate, Nancy Tyler

**Purpose:** Nurturing connections among UU women

### **Accomplishments**

- Since April 2020, Women's Connections has hosted ten Monthly Programs. Topics have included Coping with Change, Making Tough Choices, Food Insecurity in Central Oregon, Bone Health, Dreamtime (women's empowerment), Laughter Yoga, a book discussion, and three programs on writing and/or storytelling. Attendance at these programs, all via Zoom, has ranged from 6 to 24.
- Speakers have included UU members/friends (Sue Clarke, Chela Sloper, Leslie Koc) and external presenters (Sarah Cyr, Leah Lamb, Krayna Castelbaum, Michelle Mattingly, Martha Rock).
- Diane Pietrzak took the lead for the 2020 Women's Retreat. New UU member Katharine Smith played a big role in the Retreat, along with Margy Lim, and Katharine subsequently joined the WC Steering Team after Diane stepped down.
- WCST has evolved the way we communicate with members. Our monthly e-newsletter now directs readers to our improved webpage, where "RSVP" buttons appear for each event. This streamlines program management for the Steering Team and drives more engagement with our webpage as the most up-to-date source of WC information.
- WC initiated a new discussion series called *Tea & Sustenance* in January 2021, to address our members' desire to feel more connected during the pandemic. It was inspired by the *Fill Your Cup* program except that it's for women only. Now we have an existing forum for discussion in case a particularly difficult socio-political event arises. An average of twelve women have attended each of the Monthly Zoom meetings. We initially committed to a 3-month trial period, and based on the responsiveness of our members, extended it another three months, to conclude in June. At that point we will assess the level of interest and the benefit to UUFCA women.

### **Future Goals**

- Assess the viability of *Tea & Sustenance* as an ongoing offering.
- Program a more balanced set of interactive and informational programs.
- Have a face-to-face potluck and dance party (when possible).

### **Challenges**

- Congregants are Zoomed out.
- Generating a steady stream of programs every month (but we have an exciting slate right now).

## WORSHIP TEAM ANNUAL REPORT 2020-21

*Submitted by Kristel McCubbin-Masterson*

**Members:** Noreen Halberstadt, Pat Kailey, Randy King, Jessica Ryan, Chandra Smith; Kristel Masterson, Chair; Amy Brock, DRE; Mark Hickman, Music Director; Rev. Scott Rudolph, Minister

**Purpose:** The Worship Team collaborates with the Minister and the Music Director to offer direction and planning support for the structure, content, and quality of Sunday morning worship services and the future direction of the worship program.

### Accomplishments

- I am very proud of how the Worship Team has worked through the changes due to Covid. We also do a great job of helping plan services when Scott is not preaching. I feel we have had a nice balance of lay speakers and professional speakers. I believe the members of our team understand how worship is the hub of the wheel for most congregants to feel connected to our church community.
- The Worship team attempts to show the diversity of our congregation. We try to support other teams and committees when appropriate. Worship team members all coordinate services the Sundays Rev. Scott is not in the pulpit. I appreciate how we all try to help and support each other.
- I have to mention the Sunday service production staff, Jonathan, Parker and Leora. Their help is immeasurable, and we rely on their expertise as we coordinate and try to bring engaging worship forward for the congregation.

### Future Goals

- Our biggest upcoming goal is to look at how we will develop the transition back to in building worship in a manner that is safe and meaningful for all. Support the transition from online to face-to-face services.
- Continue to work to have engaging services on the weeks that Rev. Scott is not in the pulpit.
- Continue to support Rev. Scott in worship and in his self-care.

**Challenge:** I don't know that it is a challenge, but we will need to work closely with the UUFCO Covid Team as we determine the appropriate time to return to in person worship. Also, we will look at how we will incorporate technology in a new way as we move forward.

## NOMINATIONS FOR ELECTED POSITIONS FY2021-22

The UUFCO Leadership Development Committee is pleased to announce the nominees for open elected positions for our new Fellowship year beginning on July 1, 2021. These nominees bring a wide range of experience and a deep commitment to UUFCO. We feel very fortunate that they are willing to serve in these elected positions.

*LDC*

*Amy Falkenrath, Michael Carr, & Marean Jordan*

### **Board of Trustees**

***All Board positions are three-year terms.***

**Laura Voisinet** is our nominee for Vice President. Laura will be President in FY 2022-23 and Past President in FY 2023-24.

Laura moved to Bend 1 ½ years ago upon retirement, joining her daughter and son-in-law, Julia and Elliott. She joined UUFCO in October 2019 to become part of its Beloved Community and to continue her spiritual journey. Since joining the congregation, she has been active in Soul Matters, tutoring at Juniper Elementary, contributing to Bethlehem Inn dinners, and in serving on the Stewardship and Auction Committees.

Born in Buffalo, NY and most recently from Atlanta, Laura was raised Roman Catholic, her last parish being Our Lady of Lourdes, an African American Catholic Church across from the ML King Center and Ebenezer Baptist Church in Atlanta.

Laura spent 35 years in education, both K-12 and higher education. She completed her MS and MA in Mathematics and Statistics from Virginia Tech and Penn State, respectively. Later professional roles included teaching in the classroom (Mathematics and Fitness), as well as administrative positions in fundraising and event planning. She has served on boards of Performing Arts Centers, University Libraries, Habitat for Humanity and CARE USA.

Laura loves to hike, snowshoe, kayak, read, and travel. She's recently discovered Pickleball. She is looking forward to camping in her new Teardrop Trailer reveling in the wonders of Oregon and reconnecting with her grandson in person.

**Grace Kennedy** is our nominee for Member At-Large.

Grace joined UUFCO in 1998, and knew she had found her tribe, had 'come home', as it were. She very quickly became involved in the worship committee, planning out the upcoming year of worship services, prior to the hiring of UUFCO's first part-time minister, Jeanne Pupke. She joined the Board as Vice President and gladly served, first under President Don Hartsough and then President Frank Arnold. She took over the annual fund-raising Service Auction, working with Dick

Falxa, and then continued with the planning and execution of the auction for ten years. She joined our fledgling choir under the direction of Virlene Arnold and is looking forward to resuming practice and presenting at Sunday services. She eagerly joined the Design Committee, working with the architects to create what is now our wonderful UUFCO home, while also serving on the Capital Campaign Committee to successfully raise over \$500,000 as the congregations' portion to qualify for the anonymous donor family's generous gift which made the building become a reality. She now sits on the ART Committee, planning our wonderful art shows held in the Linus Pauling Gallery, as well as serving on the Facilities Management Committee. She is honored to be nominated for the position of Member At-Large for the Board of Trustees of UUFCO.

**The continuing Board members for FY2020-2021 are:**

**Daelene Schwartz**, President

**Mark Steinberg**, Immediate Past President

**Fletcher Chamberlin**, Treasurer

**Ella Chatterjee**, Secretary

**John Lawton**, At-Large

**Endowment Committee**

***All Endowment Committee positions are two-year terms.***

**Pat Lenahan** is our nominee for Endowment Committee - Seat 1

Pat is married to the most wonderful woman (Roxanne). They have four children, six grandchildren and four great grandchildren.

Pat's business background includes a Masters in Physics and founding three high tech startups, which included multiple rounds of venture capital funding. He subsequently ran High End Server Development for Intel for many years. In 2005, he left Intel to join Hammond Group to assist high tech startups and alternative energy companies' source funding. About 12 years ago, he joined Edward Jones to help individuals and families meet their long-term financial goals, the most rewarding job he has had, and from which he is now retiring.

In the 80's, Pat got very involved in the New Thought movement and was on the Board of a large New Thought church for over 10 years. After he and his wife moved to the Olympia area in '97 they got involved with the UU church in Olympia until they moved to Sisters in 2012. They were occasional attendees at UUFCO since moving here and became active in 2017. Because of his background in long term financial planning, he was drawn to the Endowment committee and has served on it for the last two years.

Pat is running for his second term on the UUFCO Endowment Committee.



**Dave Floyd** is our nominee for Endowment Committee - Seat 2

David earned a BS in Economics from Northeastern University in Boston & and an MBA from Oxford University in the UK. In 2002, after several years of trading fixed income & FX for Standard Chartered Bank, David started his own niche FX & futures firm, Aspen Trading Group. Since then, Aspen has grown from a pure prop trading firm into a provider of expert FX/futures research and analytics to both institutional and retail clients worldwide.

David's two decades of expertise in technical analysis and global fundamentals has led to him being profiled on RealVision TV, where he is a regular contributor, Bloomberg, CNBC, Active Trader & Futures magazine. Dave's vision helped Aspen rank in the Top 10 for Currency Managers for Net Return in 2015 tracked by Barclayhedge. In 2010, the company was nominated for Technical Analyst of The Year. David joined UUFCO in 2018.

David is running for his second term on the UUFCO Endowment Committee.

**Joan Landsberg** is our nominee for Endowment Committee - Seat 3

Joan has lived in the PNW for most of her life, spending two years in Costa Rica as a Peace Corps Volunteer. Her two adult children live in WA and ID with grandchildren in ID. She was a career Forest Ecologist investigating prescribed fire for the USDA Forest Service and is now retired.

She first moved to Bend in 1977 and joined UUFCO, then rejoined in 2000 following time in WA, She rejoined for the final time in 2015 after returning from a time in Idaho. She is active in the UUFCO Immigrant Solidarity Network and, in non-COVID times, has co-taught the six-week UU History course, "A Long Strange Trip – 2000 Years of Unitarian Universalist History." Joan has served on the Endowment Committee since 2019.

Joan is running for a second term on the Endowment Committee.

**Greg Byrne** is our nominee for Endowment Committee - Seat 4

Greg retired from local government management ten years ago. He has been a member of UUFCO for about eight years. Greg served on the Board of Trustees, Facilities Cluster, Endowment Committee, Pastoral Care Team, and House Band. Greg served as the Board representative on the Endowment Committee before being elected to an open seat in 2019.

Greg is running for his second elected term on the Endowment Committee.

**Donald Bear** is our nominee for Endowment Committee - Seat 5.

Donald Bear moved to Bend from New York City in 2019 with his girlfriend, Karen Steefel, after a career as an auditor and executive director of several law firms in Los Angeles and New York. He is currently retired. He was active at All Souls Church in New York City for five years prior to moving to Bend. He was the founder and co-leader of Cork Dorks, a wine tasting group under the Laymen's League and a leader in the Small Group Ministry program. In retirement Donald enjoys skiing, cycling, kayaking, walking, reading and writing poetry, and wine collecting (including Oregon pinots).

**Fran Bathaw** is our nominee for Endowment Committee – Seat 6

Fran and her husband Ron have been members of UUFCO since 2019. After getting Her MBA in Finance, she worked in New Orleans in Commercial Lending and Branch Administration for four years before getting married and moving to Florida. In Florida, she worked as a Branch Manager and Branch Development until she became a Vice President. She moved on into medicine which was her passion as a Practice Administrator working with patients, doctors, hospitals, insurance companies and other medical facilities, as well as in Human Resources. Her husband retired in 2019 as an orthopedic surgeon and she retired in 2020.

Fran and Ron moved from Flagler Beach, Florida to Bend in 2019 and joined UUFCO in right before COVID-19 closed the churches. Bend was their vacation destination and enjoyed a home here for many years - that friends and family enjoyed as well - until deciding to retire and downsize. They just moved into their new home in Terrebonne in Lower Bridge.

Fran is honored to be nominated to the UUFCO endowment committee and looks forward to doing her part to help it grow, following the values of UUFCO.

## **Leadership Development Committee**

***All Leadership Development Committee positions are three-year terms.***

**Linda Johnson** is our nominee for Leadership Development Committee - Seat 4.

A Central Oregon resident since 1998, Linda became a member of UUFCO in 2017. She joined the Stewardship Committee three years ago as co-Chair with Michael Carr, and led the Committee for the past two successful campaigns. Her heart resonates with the disenfranchised, leading her to personally dive deep into the issues of racism, white supremacy, and her own privilege. This work continues as she actively works to address diversity and equity through her membership on the Central Oregon Health Council.

Before retirement, Linda enjoyed a career that drew her in surprising directions. Her career as a nursing professional with a Masters degree in Health Services opened her to a number of executive leadership positions in community hospitals; service on local community boards including Saving Grace and United Way; management of the Immunization Program in the State of Washington; elected office in Washington and the Bend City Council; ownership of a small business for 5 years; proudly served as the team leader for the design and launch of OSU Cascades Campus in 200; Peace Corps in South Africa after retirement; and efforts over the past six years to reduce birth defects in Ethiopia, a country that is firmly in her heart after 8+ visits. The common thread to this journey has been her lifelong devotion to service and creating healthier communities. Her constant companions have been her husband of 13 years, Fletcher Chamberlin, and their dog muffin Habi.

Linda believes that her background provided ample opportunities to learn humility through failure, and she is deeply grateful for the fulfillment she experiences through service. She feels that her life has broadened her perspectives and awakened her curiosity, with a newly emerging recognition of how organizational development and structures impact future success. She is excited about the possibility of working with the Leadership Development Collaborative to be of service to UUFCO's leadership and to enhance their success.

**Gwen Baker-Yuill** is our nominee for Leadership Development Committee - Seat 5.

Gwen grew up in Madison, Wisconsin, and has lived in Mapleton, Utah; Los Angeles, California; Rapid City, South Dakota; and arrived in Bend in 2015. She joined a UU fellowship in Utah in 2009 and has been active an active UU member ever since.

A jack-of-all-trades, Gwen has worn many professional "hats." She has worked at an LA-based Advertising Agency, helped run a film production/distribution company, was a commercial sculptor for over ten years with Disney, Mattel, Warner Brothers, and Ashton Drake as clients, and taught Middle School and High School English, Art, and Theater for six years. While in Bend, Gwen was the Online Education Manager for the Sacred Art of Living Center for five years and now works for The Enneagram in Business as their Operations Manager.

While Gwen's volunteer work has mostly been in the area of youth theater, she has also been on the board of the Allied Arts Fund (Rapid City, SD), Bend Theatre for Young People (Bend, OR), and was the teacher representative at The Walden School of Liberal Arts (Provo, Utah).

Gwen has seven children, and only three left to fly the nest, soon to be only two at home! She has two grandchildren that live in Kansas. Gwen married David Baker-Yuill in 2018 and they love to spend time outside and explore the beauty of nature. Gwen continues to draw and paint, as well as hike, kayak, camp, write, and read.

**Sallie Neillie** is our nominee for Leadership Development Committee - Seat 6.

Sallie Neillie spent her career in non-profit management; the last 25 years in health care non-profit management. She served on a number of local and state-level boards and committees in Washington. Sallie and her spouse find Bend a great place for their retirement and love all the outdoors have to offer. In addition to being committed to healthcare access for our vulnerable community members, Sallie enjoys reading, knitting, quilting, hiking and our amazing wildflowers. One of the first people she and her wife met in Bend urged that we 'check out' UUFCO in 2019. We will be forever grateful! Sallie joined UUFCO in 2020 and is a member of Diversity, Equity and Inclusion Group.

**The continuing LDC members for FY2020-2021 are:**

**Amy Falkenrath**, Seat 1

**Michael Carr**, Seat 2

**Marean Jordan**, Seat 3

*UUFCO members will have an opportunity to vote for the nominees at the May 23, 2021 annual meeting. In accordance with the UUFCO bylaws, nominations will be allowed from the floor at the Annual Meeting.*

## **FY 2021 - 22 Budget Report**

**Submitted by Fletcher Chamberlin, Treasurer**

The Board of Trustees and the Finance Committee have recommended the attached budget for approval by the membership.

The Finance Committee spent a considerable amount of time discussing how to handle these uncertain financial times. We have assumed that we will be able to restart in-person services in September 2021. At the same time, we reviewed the impact on our financial results if that is not possible, and have concluded that any shortfall is not likely to be significant, and can be absorbed, if necessary, by our Operating Reserve. With our assumption of a September re-opening, we have recommended a balanced budget.

Our estimate for income for coming year is based on the generosity of our Fellowship members and another successful Stewardship campaign, despite the lack of physical contact for the last year. At the same time, we believe we are being conservative in our Pledge Income total, in light of uncertainty about new member pledges and the ever-present risk that some members will not be able to complete their pledges.

The other major swing factor on the income side is rental income, in addition to the steadiness of rental income from the pre-school. We have assumed we will be able to rent our space to community members starting in the fall.

While uncertainty continues about our return to in-person services, our budget calls for modest staff pay increases, absorption of health care cost increases, a significant investment in the Music Director position and a significant increase in our commitment to Social Justice.

The Finance Committee welcomes comments, questions and input regarding the Fellowship's finances.

**2021-22 Draft Budget (follows)**

***Compared to 2020-21 Budget and 2020-21 Estimated Actual***

Account Name	Annual Budget 2020-2021	Estimated 2020-2021 Result, @ April 2021	Budget recommendation for Fiscal '21-'22
Current Year Pledge Receipts	\$ 423,000.00	428,200.00	450,500.00
Prior Year Pledge Receipts		4,012.85	0.00
<b>Pledge Income</b>	<b>\$ 423,000.00</b>	<b>432,212.85</b>	<b>450,500.00</b>
Cash Collection	\$ 18,000.00	0.00	14,000.00
Misc. Contributions	\$ 10,000.00	14,500.00	8,000.00
Adult Spiritual Development Income	\$ 4,500.00	0.00	3,000.00
Memorial Donations		36.00	0.00
Coffee Donations	\$ 450.00	0.00	375.00
Recycle, Coupons	\$ 600.00	160.00	300.00
Art Committee Donations	\$ 1,100.00	553.00	1,200.00
Auction Income	\$ 15,000.00	6,000.00	15,000.00
Congregation Events Income	\$ 1,500.00	660.00	700.00
From Contingency if Needed	\$ 16,415.00	0.00	0.00
Housing Note Interest Income		3,000.00	3,000.00
Social Justice Committee Income	\$ 4,500.00	4,786.26	0.00
<b>General Income</b>	<b>\$ 72,065.00</b>	<b>29,695.26</b>	<b>45,575.00</b>
Interest CD Cash Reserve	\$ 600.00	480.00	600.00
Interest Income-Money Market	\$ 600.00	385.00	600.00
<b>Interest Income</b>	<b>\$ 1,200.00</b>	<b>865.00</b>	<b>1,200.00</b>
Rent Income	\$ 50,000.00	11,025.00	65,000.00
Rent Staffing Fees Income	\$ 30,000.00	840.00	20,000.00
Preschool rent income	\$ 30,000.00	28,500.00	30,000.00
<b>Rental Income</b>	<b>\$ 110,000.00</b>	<b>40,365.00</b>	<b>115,000.00</b>
<b>Total Operating Income</b>	<b>\$ 593,352.00</b>	<b>503,138.11</b>	<b>612,275.00</b>
<b>Total Compensation Expenses</b>	<b>\$ 446,767.00</b>	<b>378,317.00</b>	<b>439,257.00</b>
Speaker Expense	\$ 2,500.00	2,500.00	2,500.00
American Sign Language Expense	\$ 1,500.00	500.00	1,500.00
Program-Coffee	\$ 2,600.00	0.00	2,200.00
Worship Service Supplies	\$ 700.00	700.00	600.00
Music Supplies, Workshops	\$ 1,200.00	51.00	1,000.00
RE Supplies, Workshops	\$ 3,300.00	3,300.00	3,300.00
<b>Sunday Program Expenses</b>	<b>\$ 11,800.00</b>	<b>7,051.00</b>	<b>11,100.00</b>

Dues-UUA	\$	20,107.00	20,107.00	22,118.00
Dues-State of Oregon	\$	100.00	100.00	100.00
Dues-Licensing	\$	700.00	1,200.00	1,500.00
<b>Dues</b>	<b>\$</b>	<b>20,907.00</b>	<b>21,407.00</b>	<b>23,718.00</b>

Office Expense-Supplies	\$	1,600.00	900.00	1,400.00
Office Expense-Copies	\$	3,000.00	594.00	2,500.00
Office Expense-Tech Support	\$	1,500.00	29.00	1,500.00
Accounting software	\$	2,775.00	564.00	1,000.00
Bank Service Charges	\$	3,000.00	3,666.00	3,200.00
Postage	\$	250.00	317.00	280.00
Telephone			83.00	
Internet/Telephone/Zoom	\$	2,850.00	3,930.00	3,780.00
Equipment Purchases	\$	2,500.00	1,800.00	2,500.00
Event Rental Expenses	\$	4,000.00	100.00	4,000.00
Insurance Expense	\$	14,490.00	14,490.00	15,350.00
Breeze Directory	\$	600.00	600.00	600.00
Payroll Service			600.00	1,500.00
Legal Fees	\$	1,500.00	0.00	0.00
<b>Facility/Office Expense</b>	<b>\$</b>	<b>38,065.00</b>	<b>27,673.00</b>	<b>37,610.00</b>

Utilities	\$	28,325.00	21,634.00	29,000.00
Security Service	\$	1,900.00	1,900.00	2,000.00
Maintenance & Repairs	\$	13,800.00	11,000.00	14,000.00
Landscape & Snow Removal	\$	5,000.00	5,000.00	5,200.00
Janitorial Supplies	\$	2,300.00	1,350.00	2,300.00
Maintenance Contracts	\$	9,000.00	9,000.00	9,300.00
Safety & Security	\$	1,000.00	0.00	0.00
<b>Operations &amp; Maintenance</b>	<b>\$</b>	<b>61,325.00</b>	<b>49,884.00</b>	<b>61,800.00</b>

Advertising-Bend Bulletin	\$	1,500.00	1,500.00	1,600.00
Advertising-Other Media	\$	2,600.00	400.00	2,600.00
Advertising-Outreach	\$	300.00	0.00	
Newsletter	\$	350.00	350.00	350.00
Website Expenses	\$	500.00	250.00	500.00
<b>Advertising/Outreach</b>	<b>\$</b>	<b>5,250.00</b>	<b>2,500.00</b>	<b>5,050.00</b>

Board Expenses	\$	700.00	400.00	700.00
Congregation Events Expenses	\$	1,000.00	660.00	700.00
Adult Spiritual Development Committee	\$	3,400.00	0.00	3,000.00

Leadership Development Committee	\$	300.00	0.00	500.00
Aesthetics Committee	\$	700.00	0.00	700.00
Kitchen Equipment & Supplies	\$	750.00	0.00	750.00
Membership Team	\$	1,143.00	250.00	572.00
Memorial Services	\$	500.00	0.00	0.00
Library Committee	\$	250.00	0.00	250.00
Social Justice Committee Expenses	\$	8,000.00	8,000.00	12,000.00
Stewardship Committee	\$	1,880.00	1,998.00	3,942.00
Worship Committee			0.00	
Art Committee	\$	1,460.00	200.00	1,200.00
Consulting			6,000.00	3,500.00
Auction Expenses	\$	1,500.00	1,500.00	1,500.00
<b>Board/Committee Expense</b>	<b>\$</b>	<b>21,583.00</b>	<b>19,008.00</b>	<b>29,314.00</b>
Music Director Professional Development	\$	720.00	0.00	720.00
Admin-Professional Development	\$	300.00	0.00	300.00
RE Professional Development	\$	2,000.00	1,700.00	2,000.00
Professional Development Other	\$	350.00	0.00	350.00
Congregational Life Expenses	\$	700.00	700.00	700.00
<b>Professional Development &amp; Expenses</b>	<b>\$</b>	<b>4,070.00</b>	<b>2,400.00</b>	<b>4,070.00</b>
<b>Total Operating Expense</b>	<b>\$</b>	<b>609,767.00</b>	<b>508,240.00</b>	<b>611,919.00</b>
		<b>(16,415.00)</b>	<b>(5,101.89)</b>	<b>356.00</b>