



Annual Report FY 2021-22

Annual Meeting: May 29, 2022

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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”.

- Adult Spiritual Development Team
- Art Resource Team (ART)
- Cascadia Chalice Lighters Committee
- Connections and Membership Teams
- Endowment Committee
- Facilities Systems
- Finance Committee
- Land & Site Committee
- Leadership Development Committee
- Pastoral Care Team
- Sacred Grounds Team
- Social Justice Steering Team
 - Bethlehem Inn
 - Diversity, Equity, and Inclusion Group (DEIG)
 - Environmental Justice
 - Fireflies

- Greater Community Collection
 - Homeless Outreach Project
 - Nourish
 - Wildcat Wizards Tutoring
- Stewardship Committee
- Women's Connections
- Worship Team
- Elected Officer Nominees for FY 2022-23
 - Board of Trustees
 - Leadership Development Committee
- Draft Budget FY 2022-23

AMENDED
UUFCO Annual Meeting Agenda - May 29, 2022

Call to Order	Daelene Schwartz
Chalice Lighting	Rev. Scott Rudolph
Welcome / Agenda Review	Daelene Schwartz
Listening Session “Results” & Next Steps	Board Members
Treasurer’s Report	Fletcher Chamberlin
Proposed Budget FY 2022-23	Fletcher Chamberlin
Sacred Grounds Update	Judy Hurlburt
Nominees for Elected Positions Board Nominees Leadership Development	Gwen Baker-Yuill, Sallie Nellie
Nominations from the Floor	All
Explanation of Voting	Daelene Schwartz
Closing Words	Rev. Scott Rudolph

UJFCO ANNUAL MEETING MINUTES:FY 2020-2021

Annual Meeting

Location: Zoom

May 23, 2021

Minutes by Ella Chatterjee, Board Secretary

Meeting called to order by Mark Steinberg, Board President at 11:05
114 members attended via Zoom. Quorum as required by the bylaws was reached at 64.

Rev. Rudolph lit the chalice and offered some opening words.

Mark Steinberg reviewed the last fiscal year and in an unusual twist, presented his remarks in rhyme. He praised "our staff that kept us apace, adjusted and worked so hard with strength and with grace." He noted that the Board had guided the congregation through a membership bylaw change, which changed the language from requiring a pledge for membership status to requesting a pledge. Mark thanked the Stewardship Committee led by "Linda and Tom [which] broke all records using teamwork, ingenuity and aplomb." He also praised the Auction Committee for throwing "a successful online event, a first and a ball!". Mark acknowledged and thanked the Board members who are leaving the Board this year: Susan Kinney who "guided us as we addressed many difficult issues" and Chad Leonard whose "calm and sage voice will truly be missed."

Tom Machala gave a Covid 19 task Force update. The task force was appointed by the Board to look into best practices to consider as the fellowship moves toward increased use of the building and grounds. The Task Force has developed guidelines for rental groups as well as for outdoor activities. It is working on developing guidelines for the use of the building by members and for future in person services which may begin at some point in the fall of this year.

Michael Carr of the Leadership Development Committee (LDC) reported on the nominations for this year's open Board positions. The nominees are Laura Voisinet for Vice President, Daelene Schwartz for President, Mark Steinberg for Immediate Past President, and Grace Kennedy for Member At-Large. Continuing Board members are Fletcher Chamberlin as Treasurer, Ella Chatterjee as Secretary and John Lawton as Member At-Large. Michael reviewed the process for nominations from the floor and criteria for nominations.

Amy Falkenrath of LDC reported on the nominations for the Endowment Committee. The nominees are Pat Lenahan for Seat 1, second term; Dave Floyd for Seat 2 - second term; Joan Landsberg for Seat 3 - second term; Greg Byrne for Seat 4 - second term; Donald Bear for Seat 5 - first term; and Fran Bathaw for Seat 6 - first term.

Marean Jordan of LDC reported on the nominations for LDC. The nominees are Gwen Baker-Yuill for Seat 5 and Sallie Neillie for Seat 6. Continuing members are Amy Falkenrath at Seat 1, Michael Carr at Seat 2, and Marean Jordan at Seat 3.

Fletcher Chamberlin reported on the Fellowship's finances and budget. He noted that because we have not been in the building due to Covid, individual line items of income and expense have deviated from the budget conceived in March and April 2020. He stated that despite the changes and uncertainty, the bottom-line operating income is likely to be very close to the original budgeted loss.

He acknowledged the generosity of the Fellowship's members as shown in the successful Stewardship campaign February 2020. He said that the increase in pledges allowed deserved compensation increases to the staff, better care of the building, and provided funds for Social Justice efforts directly from the Fellowship's operating expenses for the first time.

Fletcher said the Finance Committee has recommended a balanced budget for fiscal year 2021-2022. The 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 the commitment to Social Justice.

Mark Steinberg explained voting by email, noting that each member would receive confirmation when their ballot was successfully cast.

Rev. Rudolph made closing remarks and Mark Steinberg adjourned the meeting at 12:05pm.

MINISTER'S ANNUAL REPORT 2021-22
Submitted by Rev. Scott Rudolph, Minister

As I sat down to write this, the news reports there have officially been over one million deaths due to Covid in America. That number is staggering. In *The Lord of the Rings*, Gandalf asks, "Who knew we would live through such times?"

So how did we respond in such times? Much like the gathered assembly of hobbits, elves, wizards, and humans in the classic Tolkien fantasy, we did not ask for such a task, but we nevertheless did what was required. We welcomed the work of our fellowship and our faith that was before us. Holding. Transitioning. Grounding. Working. Wondering. Listening. Committing.

We wove a web this year. This web was begun many years ago and will continue on in the future. It has rips and frays. There are beautiful patterns and newly spun threads. Sometimes when you are on it, it can be difficult to see. So here at the year's end, we step back for a moment to look at the web for a wider perspective.

Holding

We held space for one another this year with each of us in different places in our own personal journeys. These journeys are spiritual, personal, professional, and of course, and Covid-related. We often make much ado about our theological diversity at UUFCO, but the reality is that each of us is a different person living out a unique life.

When we came together this year, be it in person or online, we did so in a way that sought to make room and hold the tenderness that is present in each one of us right now. It is not our building that holds the space for each of us, but rather the collective heart-space that we create together. The congregation can't meet every individual need, but that is not the role of a religious community. We do hope to be a place where people can be there for each other in some way that matters. For me, it has often been enough to simply know that the people of the fellowship are "there." And by there, I mean connected by our relationships across distances. We are indeed a wonderful web together aiming to cradle each held by those soft, yet secure connections.

Transitioning

The year began much like the last two began – physically separated and all online. In October (after another delay in September), we came back together in person after a two-year hiatus from sharing physical space for Sunday worship. We began opening our fellowship to in-person events with intention and care – too slowly for some, too quickly for others. It has been glorious to have people back at the fellowship building. Our building is a holy place that gathers our energy and reminds us of beauty.

It seemed each week brought some new insight into our now-reality. Some things bring a rush of familiarity and others an understanding that things have changed. We keep learning. One of those new moments was the arrival of Erik Ekstrom, our Music Director. He joined the staff and has been received by the choir, congregation, and his co-workers with great appreciation as who he is and the music he brings fed all our souls this year.

And equally as exciting as coming back in person is that we established that we will always be one congregation gathering in different ways. Zoom participation in worship has confirmed that we will continue to have a group of folks connecting to our Sunday morning community from all over Central Oregon and across the country. We are so fortunate to have the ability to connect our congregation over distances. Even if you are traveling, now there is no excuse to miss church! 😊

Grounding

We were slowly building something back. Or rather, we are slowly building something *forward*. The routines had been broken as we went into our program year. All the good habits had to be reestablished and the less-helpful patterns from Covid had to be visited as we began to understand and re-create our congregational rhythms. For a while, Parker (our Facilities Manager) was the only one out at the building during the week. Now, we are bustling again, with events lining up and fellowship activities happening daily.

We have grown in our understanding of how connecting online can be important and vital. I can remember when I did my first zoom meeting with some colleagues. I dreaded it. It was awkward. I felt it would be shallow. Nevertheless, I adjusted quicker than I ever would have imagined. Now I connect in meaningful ways with people online regularly. My experiences range from sharing tears to taking part in important conversations and decision-making processes. Sure, I can still get Zoom fatigue, but that has also been part of the learning. Online connections are now a part of my life and an essential part of my relationships. I know the same holds true for others in our congregation as well.

We also had to recognize that being in-person together was an adjustment. We had to remember how to talk to people! We needed to negotiate things like touch and space with green ribbons and clear consent. The first Sunday back was exhilarating...and exhausting! Congregational norms we once took for granted, like singing and coffee hour, felt like pieces of my soul being reattached. We found our way in time, but it is now a slightly different rhythm than before.

This whole year has felt like a process of grounding and connecting. We established a firmer foundation for the life of the congregation over the course of the past months than we have experienced over the past two years. What it looked like to me was slower and more intentional than I imagined. Piece by piece, person by person, we re-enforced the strands of our web.

Working, Wondering, and Listening

Our church programs never really stopped during the last years. Some slowed and others advanced, but the work of the fellowship continued throughout. Our Committee and Team leaders moved us collectively forward in justice, art, memory, learning, and connections. I am grateful, as always, for every single leader and participant that makes the shared ministry of UUFCO happen. We know we are important in the lives of our members and friends and significant in our actions in our wider community.

While we all worked this year, we tried to stay responsive and fluid to what was happening around us. We tried not to force things that no longer fit. Our world is changed, so we changed with it. Some programs faded away while others were launched. Most important was to hear what the

congregation was communicating in word and deed so that our fellowship would be organically happening rather than harkening back to what was without care of reconsideration.

And we still dream of what might be. This year the Board formalized our individual dreaming into the Listening Sessions. The result was an amazing response from our people that will guide us into the years to come. There was no shortage of thoughtful hoping or earnest wondering about what comes next. This process will help us move into the future and help us understand ourselves better. We hold such promise and have proved time and time again that we can fulfill those aspirations. We now better know our shared lives and what new shapes and fibers we might spin next as a part of our web.

Committing

An odd reality of the pandemic is that there is not a single person in the fellowship that did not have their connection to UUFCO disrupted and altered. There has been an uninvited opportunity for each of us to reconsider our relationship to each other and to our cooperative life together. There are some that drifted during Covid times while others found us for the first time. I also witnessed a lot of our members recommit to UUFCO. Each of us had to reestablish what this relationship would be. Our congregation is many different things to many different people.

What I have witnessed throughout is a community of people who love and appreciate what we create together and commit to that in a variety of ways. This commitment shows up in the daily work of our shared ministry as our programs live out our values. This commitment is seen in the generous financial giving that supports our staff, funds our programs, and sustains our sacred space. This commitment is clear as people revise how they “do church” and find new ways of being a religious community. Because of this commitment, our common web shifts shape, we mend tears, we cast off in new directions, and we bind our strands together in a sacred “network of mutuality,” as Martin Luther King, Jr. once said.

Personal

This has been a transition year for me as well. The fellowship that calls me minister has shifted a lot, as have I. One of my ongoing goals for professional growth is to shape myself into the minister who can help this congregation move forward into those dreams that we heard. That has meant adjusting my leadership style as we have grown and moved through Covid. I am committed to serving this congregation in ways that help bring the life-saving, life-affirming message of Unitarian Universalism to all those in Central Oregon who would find it expand love in their life. When I arrived in Bend five years ago, I knew that I would change and the fellowship would as well. This is good. As we transform, we create new possibilities previously unknown to us.

Our Board of Trustees, under the steady and visionary leadership of Daelene Schwartz, has provided the anchor threads in our web this year. The board was devoted to the fellowship’s present and future, while offering me care and guidance. I am grateful to each one of them. I learned from them this year, and I witnessed as they showed up again and again for you.

I am supported in incredible ways by the staff that serves you so well. We are so amazingly fortunate here at UUFCO in that we have such great staff members who are dedicated to the mission and vision of the fellowship. They believe in what the fellowship is and hopes to be. Each

staff member is dedicated to doing their part to bring those hopes to fruition. If you see a staff member, you have good cause to thank them. They have been all working hard for you and for UUFCO.

I am completing a certification program this June for Spiritual Direction from the Urban Spirituality Center in Portland. I have felt a shift this year personally in my spiritual life, and I will continue exploring how this intersects with my life and ministry. This continues my own personal work, and I hope to use this in service to deepening spiritual depth of our sacred space. If someone asked me what I want for UUFCO, I would say that I always want us to be a place that is spiritually deep, connected in community, and seeking justice.

I deeply love UUFCO, Central Oregon, and the ways in which life is unfolding here. I consider it a profound honor and delight to be the minister of this congregation. I say with all sincerity that there is not a day that goes by that my heart does not sing a note of gratitude for this. Serving you as your minister brings me immense joy.

Come what may – wind, rain, or sunshine – this interconnected web of which we are a part holds us and reminds us that the entirety is but a collection of the parts. And so, each of us weaves our own parts in this web. We do so with intention, compassion, and love – all together in beautiful, sometimes chaotic, but always astounding ways. May we continue to love each other into the unknown future so that the days of our life on the way will be filled with a bounty of blessings.

Yours in faith,
Rev. Scott

PRESIDENT'S ANNUAL REPORT 2021-22
Submitted by Daelene Schwartz, Board President

Board of Trustees: Daelene Schwartz (President), Mark Steinberg (Past President), Laura Voisinet (Vice President), Ella Chatterjee (Secretary), Fletcher Chamberlin (Treasurer), John Lawton (member at large), Grace Kennedy (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 Board of Trustees dove into and fully supported holding "listening sessions" to hear what members of the congregation value about UUFCO and what the wishes and dreams were for the future. The tremendous amount of data captured from these sessions was entered into a massive data base and the board, working with a consultant, distilled this input into three key values and approximately eight "ends" (goal statements) that captured the essence of what the congregation values and desires individually, among the congregation, and beyond the congregation out into the community at large. Work is continuing during this fiscal year with socializing the results in conjunction with LDC through a Saturday Collaborative, via committee leaders and their team members, and to the congregation at large. One of the key responsibilities of the Board of Trustees is to plan for the future of UUFCO. This effort was one that lays out a direction / focus for the future based on the wishes and values of the congregation.
- The Board continued to work with key Board-sponsored committees and task forces to ensure that we are using resources efficiently and effectively while achieving the desires of the congregation:
 - (1) Covid Task Force. Continued work with the committee addressing Covid protocols that dealt with the building, staff, congregation, event participants, etc.
 - (2) Stewardship. Continued work / liaison with committee to conduct the 2022/2023 Pledge Campaign.
 - (3) Solar Panel Project. Supported project that came to the board via the Social Justice area through to the Facilities Committee.
 - (4) Future Roundabout. Supported task force/provided direction for negotiations with County for future work affecting UUFCO when negotiations and then construction ensues on Skyliner and Skyline Ranch begins.
 - (5) Auction. A steering committee was created, and plans are underway for holding our annual auction in early June, 2022.

Future Plans

- To continue work with the congregation with socializing, identifying, and overseeing actions / plans for moving forward with achieving the stated "ends" identified through the "Listening Sessions" project. This work based on what was heard from the Listening Sessions is fundamental to achieving the vision and mission of UUFCO.
- To move all UUFCO policies and by-laws to a more easily modifiable web-based application. Install a standard for reviews and approvals of existing policies. Create new policies needed in a timely manner and incorporate into the existing policy manual. The UUFCO is a policy-based governance model and it is vital that the Board of Trustees oversees the creation, approval and maintenance of all policy and by-laws of the Fellowship.

UUFCA Staff Reports

FELLOWSHIP ADMINISTRATOR ANNUAL REPORT 2021-22

Submitted by Leora Mauck, Fellowship Administrator

Purpose: Administer the business of the church including budget management, insurance, purchasing, maintenance contracts, and church communications. Provide direct supervision of the Event Manager to coordinate congregational and community use of the building and 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

- Collaborated with the Music Director Search Team to attract, interview, and hire Erik Ekstrom.
- Welcomed Charlie Utter as AV Specialist.
- Worked closely with Listening Sessions chairs to design branding, collateral, forms, and website.
- Joined the Solar Exploration Team as staff liaison to coordinate efforts to bring solar panels to the Fellowship.
- Assumed leadership of the Facilities Cluster Committee which acts as a vehicle for collaboration among various teams and committees that interact with the maintenance of our site and building.
- Acted as producer for various Zoom Sunday services and took on a more permanent role of Zoom coordinator during in-person services.
- Transitioned to a new payroll service provider.
- Began an ad-hoc project to enhance the accessibility and veracity of the Policy Book and Bylaws.
- Continued liaison with A Child's Garden preschool.
- Assumed co-leadership of the Roundabout Sub-Team which includes collaboration with the developer, City, surveyors, and various teams at the Fellowship leading up to the construction of a roundabout at the intersection of Skyliners and Skyline Ranch in 2024.
- Will attend the UUA General Assembly this June.
- 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: Revisiting how to improve my work-life balance after a difficult spring for my family.

CONGREGATIONAL LIFE FACILITATOR ANNUAL REPORT 2021-22

Submitted by Chela Sloper, Congregational Life Facilitator

Purpose: To facilitate and support a community of welcome, appreciation, service and life-enhancing connections among congregants; schedule and support congregational events and celebrations; establish and maintain opportunities for connection among congregants, including various small group meetings and good times activities; oversee and support the Membership Team with orienting friends of the congregation to become members; oversee and support Sunday Volunteers.

Accomplishments

As UUFCO continues to grow – and particularly as we are experiencing a growth spurt after the relative pause of the pandemic – it is exciting to see how congregants are stepping forward to coordinate and lead various aspects of congregational life. While staff are available to support the life and work of the congregation, the more the actual work of the congregation is led by congregants – both members and friends – the healthier our fellowship!

Thanks to the careful caution of the Covid Task Force, we have opened back into more vibrant, in-person activities incrementally: worshipping together from mid-October with strict considerations for health safety; staving off our Sunday morning coffee traditional until March – and then being careful only to consume beverages outdoors on the patio; experimenting with hybrid meetings (i.e., some participants on Zoom, some in person). It's been a time of renewal as well as re-evaluation of what systems and activities are "working", and what needs timely revision.

• SUNDAY VOLUNTEERS

- **Ushers & Greeters.** As we prepared to return to in-person Sunday services, Jerry Regan offered to oversee a reorganization of the ushers and greeters. Trainings were offered before we reopened, and Jerry continues to oversee the schedule for both ushers and greeters. The greeting function was impacted by our re-opening policy to require proof of vaccination to attend services, handled initially by staff, and then graciously taken on by Shelley Freeman.

- **Coffee & Kitchen Clean-Up.** The pleasure of enjoying coffee and conversation on Sunday mornings requires the attentive behind-the-scenes efforts of many individuals. Kristina Ziegler volunteered to help get the coffee crew going, providing training for the Sunday morning set-up and clean-up tasks. Stephanie Burnett provided additional support and training for the clean-up crew; Liz Dougherty and Ellen Mercer providing back-up support with training and purchasing.
- SERVICE
 - **Helping Hands** got a new stream of energy as Barb Cartmell offered to take on the task of connecting volunteers with congregant requests for support in the form of meals prepared in times of medical crisis and bereavement, short-distance transportation, and small tasks.
- SMALL GROUPS
 - **Soul Matters** continues to provide spiritual nourishment for personal and small group reflection. Four Soul Matters small groups met via Zoom or in person throughout the year, thanks to these dedicated facilitators: Bob Barber, Trisha Bell, Ginny Contento, and Becky Dobrowski (remotely, from California). In addition, 115 people currently receive the monthly theme packet.
 - The weekly **Fill Your Cup** coffee discussion has continued to meet through the year without interruption. This year saw more participants of the group providing the discussion prompt and facilitating the discussion. Fill Your Cup still meets via Zoom; discussions on moving to in-person or a hybrid model have begun.
 - Several **Men's Groups** have been meeting regularly – and autonomously – through the pandemic.
 - The **XYZ Group** – embracing Millennial, Gen X, Gen Y, Gen Z folks – has found its own rhythm and new leadership within its numbers to ensure monthly meetings. Pat and Katie-Ann Kailey helped to establish the pattern, and new volunteers within the group are keeping it going.
 - Literary and creative types continue to enjoy regular connections with the **Writer's Group** led twice monthly on Zoom by Rebecca Miller, and the **Poetry Connection Circle** – which began during the early months of the pandemic – and continues to meet twice monthly, with Shannon Adams, Anastacia Compton, and Marean Jordan sharing leadership.
 - **Deepen Your Spirituality** was an attempt to gather a wide array of experiences and perspectives on spirituality. It was experimental for me, and I learned: how better to present the materials in advance of a meeting, to prompt engagement with the content; that this subject matter is difficult to engage via Zoom; being unable to be together and sing together was a huge limitation.

- EVENTS

- Our third annual **Winter Solstice** celebration was enjoyed in-person, with masterful adaptations for reduced audience participation. Many thanks to Dana Regan who continues to plan this event with efficiency, grace, and joy!
- On a blustery day in December, a stalwart bunch from UUFCO walked in the **Bend Christmas Parade** alongside a float created by Lili Alpaugh, Shannon Adams, Alex Tkachuk, Chris Patrick and Flora Jay-Patrick. We warmed up to hot chocolate and snacks at the riverside home of Bake & Rachel Baker.
- On Sunday, March 13 we launched our first annual **Pi(e) Day**, with a plethora of delicious sweet or savory pies shared, boxed up to enjoy at home.
- We resurrected our humble, festive **Easter Brunch** this year, with Linus Pauling Hall overflowing with muffins and deviled eggs, put into order by Andy Barss and Susan Kinney, and delicious fresh fruit skewers prepared on Saturday morning with a crew led by Liz Dougherty.

- GOOD TIMES ACTIVITIES

As evidence that – and in hopes that! – the worst of the pandemic is behind us, several Good Times Activities have returned in full force. These are any gatherings that draw congregants together to “celebrate life” in life-enhancing, fun, social, or outdoorsy ways. These are the groups I know about (please tell me what I have inadvertently left out):

- **Camping Group:** The camping group has once again scheduled a variety of camping trips from spring through early fall. Thank you, Judy Hurlburt and all camp hosts!
- **Card Night:** Fletcher Chamberlin and Linda Johnson have kept the fires of card night burning while Jim & Becky Dobrowski were in California.
- **Circle Suppers:** A big thanks to Marc Torrey for reinvigorating these friendly, casual opportunities for congregants to enjoy a potluck supper and conversation in host homes of other congregants.
- **Cross-country skiers** laid tracks in the snow thanks to Duncan Brown’s leadership.
- **Hiking Group:** This group has been meeting regularly since summer of 2021 and morphed into snowshoeing during the winter months. A big thanks to Marc Torrey who has taken the lead to organize the outings with others, and who has kept the contact list current.
- **Numero Uno Book Group:** This monthly group has been meeting in person again, after faithfully meeting via Zoom during the first year of the pandemic. Their book selections cover a wide variety of genres, and Wendy Howard, organizer, welcomes new members to the group.
- **Paddlers:** Kayaks and canoes were heard splashing the rivers and lakes of Central Oregon last summer.

Future Goals

- Establish low impact social gatherings for folks still reacclimating to being in social settings post-pandemic, and to create more social connections in the congregation.
- Encourage more leadership for small group meetings, whether experience-focused or discussion oriented.
- Re-establish our festive all-ages events when possible, e.g., Winter Talent Show, end-of-year potluck and game night, “Welcome In” at beginning of church year, annual picnic.

Challenges

There are many ideas about what UUFCO could be doing or offering, but an odd reticence to take the steps to make something happen. The word “leadership” may feel daunting to some. Hopefully a willingness to make meaningful contributions to the life of the fellowship will grow among our members and friends, especially as we look forward in the coming year(s) to living into the possibilities revealed in the Listening Sessions. It is the flavor of “finding meaning, celebrating life, and serving the spirit of love and justice in our world” that makes UUFCO what and who we are. May an atmosphere of joy, experimentation, and generosity take over us all, to bring out the gifts, interests, and passions of the congregation!

DIRECTOR OF RELIGIOUS EXPLORATION ANNUAL REPORT 2021-22

Submitted by Amy Brock, Director of Religious Exploration

Team Members: Erika Beard-Irvine, Carrie Bonnett, Dustin Fanning-Painter, Jazlyn Halberstadt; 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; who learn with joy and connection while being honored for who they are.

Accomplishments

What an incredible year it has been to direct the religious exploration programs at UUFCO with support from the UUFCO RE Team. The program was made possible thanks to ongoing support of dedicated volunteers from the UUFCO community and beyond.

UUFCO RE partnered with members of PNW LREDA (Pacific Northwest Liberal Religious Education Association) and the PNW LREDA Board to provide online programming for children and youth. Amy Brock served as the curriculum coordinator and administrative support staff for this program. Participating in online RE gave young people the opportunity to attend one of three summer camps and online RE classes throughout the program year. In addition to online RE classes, UUFCO began offering in person RE classes for children and youth in January. These

classes used activities and stories to support young folks in exploring their values together. Registered families were also provided with weekly resources to support them at home as they navigated parenting from a UU perspective.

Both online and in person resources and classes supported the UUFCO vision statement and nourished our young folks and their families by providing learning exploration opportunities in connection with others who share Unitarian Universalist values.

In addition to weekly RE classes, RE partnered with the worship team to guide the weekly Time for All Ages, to host a Covid safe Christmas Eve service for families outside, to lead an all-ages service in collaboration with the sacred grounds team, and to support youth in developing their worship leadership skills.

This supported UUFCO's vision by welcoming everyone into an inclusive and supportive space from which they could be welcomed and cultivate connection and meaning with others.

The RE Team hosted a parent connection night on Zoom. They also hosted two service projects. All ages contributed to a snack collection for Juniper Elementary in partnership with Nourish. Youth contributed to a Bethlehem Inn dinner. Amy Brock hosted a professional development opportunity for religious educators to explore how to cultivate inclusive and welcoming practices throughout an RE program.

Through service projects and continued learning, the RE team is committed to upholding the UUFCO vision that speaks to working to create an inclusive and welcoming world for those in our community and beyond.

Future goals:

- Recruit staff and volunteer teams to support a full program in the fall of 2022
- Facilitate the Our Whole Lives Program for youth
- Support RE in becoming a thriving, inclusive community for families of all ages to explore faith development together in this community and beyond

Challenges:

- Busy schedules of young people
- Volunteer recruitment and availability
- Future funding to provide additional support staff and supplies as the program grows

EVENTS MANAGER ANNUAL REPORT 2021-22

Submitted by Jonathan Beil, Events Manager

Purpose: The Events Manager manages all aspects of private rentals; scheduling, contracts, staffing, set-up/breakdown, janitorial, and event inventory. The event manager books Adult RE events and is the staff liaison to the UUFCO Covid Task Force.

Accomplishments

The fiscal year of 2020 – 2021 was filled with highs and lows but I'm happy to say we came out on top! In the 2020 – 21 Annual Report, the event department had set four goals for the coming year. I am proud to say we achieved 87% of those goals.

- **Resume in-person gatherings.** Covid had shut down all rentals the previous year but by working with the Covid Task Force, I was able to develop opportunities for limited rentals which later developed into larger rentals. Now that Oregon Health Authority has dropped all covid guidelines in-person gatherings have resumed and the demand for rentals has significantly increased.
- **Wellness Tuesdays.** Originally conceived as a virtual event to help our community mitigate the stress of the pandemic, UUFCO hosted yoga classes, gong baths, and meditation classes. These classes became in-person classes bringing both people and revenue to the church. Currently the gong bath has become a regular Tuesday evening event and Tai Chi has resumed as well.
- **Multi-Level Platform AV for private rentals.** The pandemic forever changed how we meet, work, and interact. UUFCO made a significant investment to the audio-visual system which now allows UUFCO to live stream Sunday services. This investment has raised the value of rentals as well. Now clients can live stream their events so all members of our community and the world are able to tune in and participate in events hosted at the UUFCO.
- **Ten Wedding Bookings per Fiscal Year.** Although I was only able to book five weddings for this fiscal year, I am extremely excited for future bookings. The UUFO presence in the wedding industry is growing and I expect to book several weddings in this next year.
- **Serving the Community.** Despite shutdowns and limited availability, UUFCO continued to serve the local community by hosting Red Cross Blood Drives. The Red Cross regularly hosts five blood drives a year at UUFCO.

Future Goals:

- Host more performance art, concerts, and recitals.
- Continue to develop and book Adult RE programming.
- The goal of booking 10 weddings per fiscal year remains.
- Expand and train new staff.
- Win the UUFCO Staff Olympics.

FACILITIES MANAGER ANNUAL REPORT 2021-22

Submitted by Parker Doelling, Facilities Manager

Purpose: Maintain, clean, repair, and preserve a safe and welcoming facility and the systems and equipment within by working closely with our numerous contractors, Facilities Systems Committee, staff, volunteers, and other committees.

Accomplishments

- Kept the building well maintained and reduced costs during Covid.
- Designed and implemented the audio-visual transition from ZOOM to our sanctuary and streaming systems and did so with an incredible cost savings to the congregation.
- Completed a major technical bird damage repair on the Northwest corner of the building exterior.
- Worked closely with our HVAC contractor to provide proper building responses to Covid.
- Found a fantastic new contractor for our yearly siding repairs. They did an incredible job last summer on refinishing some major natural wood areas on our siding.
- Transitioned out of the main Sunday AV role for the congregation and helped welcome and train Charlie Utter on our systems.

Future Goals

- Stay on top of fire preparedness as it's our building's greatest threat.
- Keeping our AV system reliable for the continuation of zoom and streaming.
- Reduce the yearly bird damage to our building.
- I'm really enjoying already the better-connected working environment with covid on the back foot and look forward to more.

Challenge: Finding and keeping contractors!

MUSIC DIRECTOR ANNUAL REPORT 2021-22

Submitted by Erik Ekstrom, Music Director

Purpose: To continue to create, grow, and nurture a safe place for musicians of all levels, ages, and walks of life to collaborate and to prepare meaningful music that enriches the worship services at UUFCO.

Accomplishments

- While the first several months of choir were conducted in a virtual choir setting, and then again in early 2022, the choir has continued to flourish in quality of sound and in the deliverance of choir anthems. The choir successfully completed 6 virtual anthems. In the 9 months of this choir season, the choir will have completed 18 total anthems for Sunday Services, despite a global pandemic.
- The choir has absorbed new members and returning members of varying ages and experiences.
- The choir is planning a culmination choir Sunday for June 5th to celebrate our season and showcase their hard work.
- We had four wonderful accompanists/pianists who complemented each Sunday service this year: Debbi McMahon, Paula Dreyer, Peggy DeArmond and Quincy Bernahl. All four of them brought their unique talents to UUFCO. Debbi has served as the choir accompanist and has been a perfect fit for this group. Peggy graciously continued her partnership with UUFCO from Idaho, via Zoom, which we were very grateful for.
- Transgender Sunday Collaboration: In my role as a worship team member, I was able to collaborate and coordinate with a composer in the transgender community and highlight her music as part of our worship service.

Future UUFCO Music Plans

- I intend to begin a youth music program in the fall in collaboration with our RE Director, Amy Brock.
- I intend to start bringing in paid solo guest musicians (other than accompanists) to enrich our worship services.
- I intend to continue to purchase new music for our choir and music department, utilize the hymns in our hymnals, and program anthems we already own.
- I intend to continue as the Director of Music for the foreseeable future if UUFCO wishes to continue employing me.
- I intend to continue planning and working with Rev. Scott Rudolph to create connected, meaningful, and quality music to enrich our worship services.
- It is my hope that the music department continues to be supported and recognized as a vital part of this fellowship as we grow and expand our offerings.

Reports of Teams and Committees

ADULT SPIRITUAL DEVELOPMENT TEAM ANNUAL REPORT 2021-22

Submitted by Kathleen Harrington, Chair

Team Members: Kathleen Harrington, Chair; Alan Hilles, Susie Hickman, Toni Colotte

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 worked with Jan Lindeman to design the workshop "Dream Journaling as a Spiritual Practice" which will be offered to our members later this spring.

This will support our Fellowship's vision of seeking meaning.

Future Goals:

- We hope to convince Rev. Scott to teach a Credo Class to those of our members who were unable to attend the one he taught many moons ago.
- Additionally, we expect that we will be able to offer a repeat "Dream Journaling as a Spiritual Practice" workshop next fall.

ART RESOURCE TEAM ANNUAL REPORT 2021-22

Submitted by Sue Wilhelm, Chair

Members: Virlene Arnold, Ellen Atkin, Paul Bennett, Susan Carr, Barbara Cella, Karen Maier, Linda Wetzell, Kristina Zeigler; Grace Kennedy and Sue Wilhelm, co-chairs

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 have organized the following events/exhibits:

- In house: "Art in the Gathering Hall"; "Spirit of Winter"
- Solo shows: Ted Gladu, Paul Bennett's "Pandemic Portraits"
- Guest Group: High Desert Art League "Nature's Tapestry"

With more access to the building, we have planned for open shows as in pre-Covid times. Upcoming are "Textile Arts: Fabric, Fiber, and Paper" and "Photography: Up Close and Personal"; both are open to the community. 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.

We held Show Receptions for all the shows. We complied with Covid restrictions and data collection. We have gradually been able to include refreshments and artist talks. We have had good attendance including members and guests.

We have added 3 new Team members. We have reorganized the Team tasks and divided responsibilities more equitably.

Future Goals

- To continue to nourish members and guests through meaningful exhibits, making more connections with Social Justice issues, multi-generational themes, and all the Arts.
- To continue to expand our Team including forming task groups for temporary assistance with larger events.

Challenges: Scheduling, recruitment, communications, training, making our identity and openness known.

CASCADIA CHALICE LIGHTERS COMMITTEE ANNUAL REPORT 2021-22

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 region. The funds are dispersed through a grant process now administered by the Cascadia Growth Fund. This change is explained below. *

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

*** Change in Chalice Lighter process, organization**

As you may or may not know, the Pacific Northwest District voted to dissolve in early February 2022. At that time, the District passed the PNWD Chalice Lighter program to Cascadia Growth Fund to keep management of the program locally. This has been explained in communications with all of our UUFCO Chalice Lighter members.

Its NEW NAME is Cascadia Chalice Lighters and like the previous UUA Chalice Lighter program, is also a 501(c)(3) and a Washington state charitable religious organization

In 2022, so far, 6 UU congregations have been assisted. They are: West Hills UU Fellowship, Umpqua UU Congregation, Olympic UU Fellowship, Cascade UU Fellowship, UU Congregation of Whidbey Island and Eastrose Fellowship UU. These grants totaled \$41,918.

Future Goal

I have not succeeded in finding a fresh new Chalice Lighter Ambassador. I am admittedly frustrated. Now that the worst of Covid may be behind our country, I expect this goal will be achieved soon. I will train and assist the new Ambassador, a task I look forward to providing. Jim and I continue to travel as we are able. That is part of why I need a break from these past 8 or 9 years. Chalice Lighters needs a dynamic Ambassador to help manage and better promote this excellent program. It would be a shame for it to perish by the wayside. Our new Ambassador will have good partnership with the new regional management. They are demonstrating an excellent transition to carry on as the PNW UUA Region had done for a long time. This person can also count on help from our UUFCO administrative staff who have continued to be *outstanding support* in my role these past years.

CONNECTIONS AND MEMBERSHIP TEAMS ANNUAL REPORT 2021-22

Submitted by Chela Sloper, Congregational Life Facilitator

Members:

Membership Team: Heather McNeil, Ellen Mercer, Marty Rudolph

Connections Team: Lili Alpaugh, Becky Dobrowski, Shelley Freeman, Noreen Halberstadt

Purpose:

The shared goal of the Connections and Membership Teams is to provide pathways for making meaningful connections to UUFCO at all stages of involvement, beginning with first visits through becoming a member (i.e., signing the Membership Book) and entering into a covenantal relationship with UUFCO.

Accomplishments

- This year the scope of the Membership Team was widened to include an awareness of and develop processes to intentionally welcome and integrate newcomers into the congregation. Those interested in offering the membership orientation classes, along with those interested in helping newcomers find meaningful ways of connecting with UUFCO, all met together beginning in the fall. We discussed some of the events or life moments that spur individuals or families to look for a spiritual community. We recounted our own experiences of welcome (or its absence), both at UUFCO or in other contexts/communities. Participants identified whether they were more interested in making connections or making members.

- The Connections Team now has a visible corner in the Gathering Hall, the Connections Corner. This is a fixed location where Connections Team members are available every Sunday to answer questions of newcomers, as well as describe aspects of our congregation. Sign-ups are provided there for “Making Connections at UUFCO”, for receiving congregational communications, etc.
- The Connections Team began offering monthly Newcomer Welcomes on the first Sunday of the month. We will begin including a tour of the building in the Newcomer Welcome as a way to familiarize newcomers with our congregation’s history, as well as the history of Unitarian Universalism, thanks to the namesakes of various rooms.
- The Membership Team revisited the format of previous Path to Membership classes with a view to streamline the time together. Follow-up (post-membership) gatherings will be scheduled to cover additional topics, check-in, etc. The Membership Team offered our first Path to Membership classes in a year, resulting in 14 new members.

Challenge: It is the hope of the Connections and Membership Teams that all members of UUFCO will see their role in helping make UUFCO a truly welcoming community.

ENDOWMENT COMMITTEE ANNUAL REPORT 2021-22

Submitted by Pat Lenahan, Chair

Members: Pat Lenahan, Chair; Donald Bear, Greg Byrne, Dave Floyd, Joan Landsberg, Ella Chatterjee (Board Liaison)

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

Accomplishments

- Our team reviewed, and when appropriate, rebalanced UUFCO’s Endowment fund. The balance as of April 13, 2022 was \$450,800. The investments were consistent with our investment policy document which requires a diversified portfolio while emphasizing companies that score high in Environmental, Social and Governance (ESG) issues.
- We completed our webpage on the UUFCO website (under Giving) and our printed brochure was finalized and printing held off (COVID) until May 1. These actions support UUFCO’s vision by making it easier for our congregants to actively support financially, the long-term goals of the church.
- We held two educational seminars, one on ESG investing presented by representatives of the investment community and one regarding estate planning (wills and trusts) presented by an estate law firm. These educational seminars are put on to help nourish the lives of our congregation in their financial domain.

Future Goal: Increase the awareness of the Endowment Fund with the congregation through our brochure, web site and offering additional educational seminars, such as tax planning for charitable giving this fall. Encourage contributions of any amount to the Endowment Fund so it can supply a long-term financial foundation to UUFCO in support of our mission and vision.

FACILITIES SYSTEMS ANNUAL REPORT 2021-22

Submitted by Robert Hedeem, Chair

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

Purpose: The Facilities Committee is concerned with the upkeep, maintenance, and repair of the church building and physical plant (heat, A/C, water, etc.). To that end we work closely with our building supervisor Parker Doelling to keep things humming and ready for use by the congregation. Year Two of covid restrictions meant that building usage was significantly down, but still subject to the “natural shocks that flesh is heir to”, such as plumbing repairs, woodpecker damage, and crane sculpture lighting to name a few.

Accomplishments

- The largest expenditure was for re-staining the natural wood portions of the building exterior. Painting is an annual requirement in our dry sunny climate. The only serious utility problem was a (very large) blown fuse that disabled part of the heating system, fortunately occurring in the week between the Christmas and New Year’s services.
- In procedural matters, we pressed for a return of periodic “cluster” meetings that keep all building and grounds committees, sub-committees, as-hoc committees, cadres, etc. informed and aware of each other’s activities.
- In February we initiated a review of the building’s roof structure with the original construction engineers to ensure that it could withstand the load of the proposed solar panel project. (It can.)

FINANCE COMMITTEE ANNUAL REPORT 2021-22

Submitted by Fletcher Chamberlin, Chair

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

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

Accomplishments

- As the 2020-21 year closed and it was apparent that we would have a small surplus for that year, we allocated fund to a staff bonus and to the addition of \$4,372 to the Capital Replacement Reserve.
- During the year, we monitored financial performance against the budget approved in May 2021. Again this year, this process was complicated by COVID-19. Our budget for 2021-22 was established with a small surplus. Despite spending a significant portion of the year without in-person services, it appears that we will come close to a breakeven year, despite lower-than-expected rental income and the decision to return the auction to the fall of 2022. This result is only possible due to the ongoing generosity of the Fellowship members.
- We coordinated with the staff as the Fellowship moved to QuickBooks for accounting, away from the Church Windows system.
- We continued to monitor the Fellowship's reserves, agreeing that the Building Reserve should be used for expansions or enhancements to the facility, while major repairs over \$2,000 should come from the Capital Replacement fund. In accordance with that plan, the Sacred Grounds creation was funded from the Building Reserve.
- For 2022-23, we are again recommending a balanced budget. It depends on a significant increase in outside rental income, as well as a modest amount of pledges from new members through the year. It also includes staff pay increases and a significant addition to the music program, and continued investment in Social Justice.

Future Goals

- More effective communication with the members of the Fellowship of our financial status and the importance of their generous contributions.
- Working with Social Justice to fund the addition of solar panels to the property.
- Continued monitoring of financial results.
- Focus on and improve management of reserve funds.

Challenge: Continued uncertainty due to COVID-19.

LAND & SITE COMMITTEE ANNUAL REPORT 2021-22

Submitted by Duncan Brown, Overseer

With Covid continuing through 2021 there were no organized landscape maintenance activities beyond working with the Sacred Grounds development and landscape watering. However, as we all know, Mother Nature does not slow down, so there will be plenty of weeds and plants to remove or trim this year.

LEADERSHIP DEVELOPMENT COMMITTEE ANNUAL REPORT 2021-22

Submitted by Amy Falkenrath and Michael Carr, Co-Chairs

Members: Amy Falkenrath and Michael Carr, Co-Chairs; Gwen Baker-Yuill, Linda Johnson, Marean Jordan, Sallie Neillie

Purpose: The Leadership Development Committee identifies, develops and supports leadership in the UUFCO congregation through seeking out nominees for all elected positions within the congregation; identifying resources, tools and best practices to support UUFCO leaders' work and spiritual growth; 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. Specifically in the past year, LDC:

- Aided the Nested Bowls Listening Sessions by providing leadership and facilitation.
- Reached out to all formal UUFCO leaders to understand current needs given the social environment and the isolation due to the pandemic and invited key guests to LDC meetings to further enhance the connection between the Board and the Membership Committees.
- Developed and implemented a staggered term schedule and doubled the LDC membership to assure a robust and vibrant future for LDC.

Future Goals

- Share and encourage UUFCO committees/teams, leaders, and members to utilize and share UUA leadership development resources, classes, and materials.
- Implement workshops that support leaders in mobilizing their committees and teams to make real the values and ends developed by the Board in response to the Listening Sessions data and the UUFCO mission and vision.
- Continue to grow LDC's relationship with the Board and Membership Committee, finding methods and resources for helping members (new and old) find meaningful leadership service and assisting the Board in bringing UUFCO leadership in alignment with any shifting priorities.

Challenges:

- Prioritizing LDC endeavors that provide the greatest organizational impact;
- Navigating/identifying post-COVID leadership challenges;
- Connecting with membership post-COVID.

PASTORAL CARE TEAM ANNUAL REPORT 2021-22

Submitted by Rev. Scott Rudolph

Members: Ellen Atkin, 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 or mention your need to Rev. Scott or Congregational Life Facilitator Chela Sloper.

The team is Ellen Atkin, Greg Byrne, Jim Dobrowski, Susie Hickman, Wendy Howard, Jameson O'Neal, Pam Wilson.

We are here for you,
UUFCO Pastoral Care Team

SACRED GROUNDS TEAM ANNUAL REPORT 2021-22

(fka Memorial Garden Team)

Submitted by Judy Hurlburt, Chair

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

Purpose: Within Master Plan parameters, to plan and develop a memorial area on UUFCO grounds for acknowledging and honoring UUFCO members and their contributions after their death. To encompass meditative and quiet spaces within the Sacred Grounds to walk or sit quietly or with others, to connect with the labyrinth, and to designate areas to be developed in the future for additional memorial spaces.

Accomplishments

- Project construction included 1250 feet of pathways and two 30' in diameter circles that meet accessibility standards for grade, width, and surfacing. Pathways access the Sacred Grounds from the church patio and the area near the playground and extend to the labyrinth. The two paved circles encompass the Bell Memorial and the Loving Embrace Memorial. In addition to trails, project activities included additional work needed to complete the Bell Circle Memorial area: design, construction, and installation of three benches that were attached to buried concrete anchor points. Completion of the Loving Embrace Memorial included design, construction, and installation of an additional sculpture, from which will hang memorials, and three benches, again with many buried concrete anchor points.

This supported our vision by extending our sense of worship and spiritual growth beyond the walls of the sanctuary into the outdoors.

- Landscaping activities included extensive planting of native plants and trees near the labyrinth, larch trees in the area designated to become the Larch Grove, and native plants and shrubs around each of the Bell and Loving Embrace Memorials. UUFCO members and friends planted those plants and trees. Team Member, Duncan Brown, provided regular watering for those plants throughout the late spring, summer and into the fall of 2021. Extensive, deep discussions resulted in drafted policy and processes to be used by staff and members for hanging memorials. This supported our vision by engaging congregational members of all ages in planting activities and sought out members with expertise in design, construction, and contractors.
- We planned and held a Sacred Grounds Dedication Ceremony in early November as the weather got cold. growth beyond the walls of the sanctuary into the outdoors.

Future Goals

- Complete work on the design of the memorials to hang in the Loving Embrace Memorial.
- Work with Rev Scott, staff, and the Board and finalize policy and processes regarding the hanging of memorials to honor members.
- Water the already planted and newly planted plants so they can get a good start and remain healthy as the summer heat dries them out!

SOCIAL JUSTICE STEERING COMMITTEE ANNUAL REPORT 2021-22

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 (Max Merrill, Sue Clarke, John Horwich, Ginny McKee, Christine Walsh, Anastacia Compton, Barbara Belzer, Ken Wilhelm, John McKee, and Donna Dobkin). The Minister typically attends meetings of the Social Justice Steering Committee.

Eight 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 2 Sunday services of this program year when the Greater Community Collection was devoted to the Social Justice program.

The year has been eventful for the Social Justice program. The "Community Members" recommended by the Social Justice Funding Task Force have worked on defining their role and have adopted the name "Social Justice Collaborative Access Team (SJ-CAT)." At present, this group consists of 2 members (Max Merrill and Sue Clarke) and is looking for 1 or 2 additional members. SJ-CAT is focused on communication between the SJ program and the congregation in general. They are overseeing an updating and streamlining of the Social Justice web pages. In addition, they are planning for an after-church Social Justice Forum to provide an opportunity for the congregation to learn about and provide input to the Social Justice program. In the fall, they will help organize a Social Justice Sunday service and opportunity for each SJ program to meet with congregants during the coffee hour.

Much of the work being done for Social Justice relies on volunteer effort from UUFCO members and requires only modest direct funding. Significant 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.

Bethlehem Inn

Contact: Leslie Koc, Ginny McKee

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 the second year of COVID related restrictions. The meal preparation and delivery were the same. Unlike 2020-2021, we resumed serving our dinners, but with fewer servers. 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 78, 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.
- Add a monthly volunteer server-only dinner.

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

The Diversity, Equity, and Inclusion Group's (DEIG) purpose is to provide anti-racist education and allyship opportunities for our congregation.

This past Fall DEIG offered its third Challenge to explore the indigenous populations in Oregon in general, with a focus on the Confederated Tribes of Warm Springs (CTWS). During the final session of the challenge, led by tribal member Jaylyn Suppah, DEIG learned that purchasing bottled water would be the best way to help the CTWS during their current water crisis. In response, DEIG initiated the "Water for Warm Springs" project to raise money to purchase bottled water. Thanks to the generosity of our congregation, to date, 2,147 one-gallon bottles of water have been purchased and delivered to Warm Springs. UU of Eugene and First Unitarian Church of Portland are working to add their support to this effort.

DEIG is at the beginning phase of writing a Territory Acknowledgment recognizing the traditional inhabitants of this land and establishing a process that will hopefully lead our community toward authentic allyship of support for our neighbors, the CTWS.

DEIG is early in the process of researching the feasibility of adopting the 8th Principle. The adoption of an 8th Principle will call us to journey “toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.” DEIG understands that both the Territory Acknowledgment and 8th Principle will require Board and congregation support. In the spirit of a potential 8th Principle, DEIG is beginning to translate the current seven principles into Spanish.

Finally, last November, DEIG led a powerful worship service that shared diverse Native American views on the meaning of Thanksgiving.

Environmental Justice

Contact: Anastacia Compton

The Environmental Justice team works to connect the congregation more fully to the interdependent web of life, and raise awareness of how climate and environmental issues intersect with the many other social justice issues central to our faith. In addition to book groups, movie nights and an Earth Day service in 2021, our main focus the past year has been exploring options for placing solar panels on the roof, including the possibilities for funding, the interest level of the congregation, and the suitability of various arrays for our building. In the year ahead, we will continue the solar project, as well as explore new ways to educate and involve the congregation in environmental justice issues.

Fireflies

Contact: John Horwich

This is the sixth 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.

Accomplishments

- Despite the pandemic, in June 2021 we distributed bookbags to 488 students at our partner schools in Bend, Redmond and La Pine. In June 2022, we will distribute bookbags to 646 students (an increase of 32% over 2021), which includes serving students in grades K-2 at our newest school, Hugh Hartman Elementary in Redmond. By this June, we will have distributed bookbags to 2,593 students, containing almost 13,000 NEW books. The summer of 2021 was also our inaugural summer for our book trailer SPARKY!. SPARKY! Coordinated with the free

summer lunch programs at the Bend-La Pine and Redmond School Districts and we distributed more than 300 free books to students throughout July and August. This was also the first full year operating our 4 little libraries on school campuses in Bend and Redmond. Our FIREFLIES library stewards kept busy restocking the little libraries with quality children’s books.

- We were fortunate this year to receive continuing funding from The Ford Family Foundation, SELCO Community Credit Union and First Story Foundation, as well as support from the UUFCA Operating Budget and staunch support from the members and friends of UUFCA at our Jars of Joy sale in December. As of this writing, we are preparing for FLASH!22, which is planned as an outdoor box lunch social on the UUFCA grounds.

Goals: Our programmatic goals for 2022-2023 include continuing service to our now 5 partner schools, expanding our Summer Outreach Program to both serve more students throughout the summer and provide opportunities for UUFCA 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 UUFCA and its members and friends. With the addition of Hugh Hartman Elementary (where we will be serving more grades in the future), we continue to challenge ourselves.

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. To do that, we need to expand the membership of the FIREFLIES Team to include members interested in that work.

Greater Community Collection (GCC)

Contact: Ken Wilhelm

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

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

Accomplishments: Recipients July 2021 to May 2022: UUFCA members and supporters donated a total of \$18,335 through GCC collections; \$14,245 for six different community organizations and \$4,090 for UUFCA Social Justice projects.

2021	Recipient	\$ Results
July		NA
August		NA
September	Think Wild	\$515
October	Social Justice Committee	\$1,679

November	Family Kitchen	\$1,052
December	Bethlehem Inn (\$3,058 matched)	\$6,116
2022	Recipient	\$ Results
January	Skipped for switch to 1st Sunday of month	
February	St. Vincent DePaul – St. Vincent’s Place	\$1,721
March	Warm Springs – Water Crisis	\$3,506
April	Social Justice Program	\$2,411
May	Open Door Ministries – Bend Methodist Church	\$1,335
TOTAL		\$18,335

Future Goals:

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

Challenges:

- The GCC Committee could really use more volunteers for the committee
- The GCC Committee could really use more potential recipient nominations from members of the Fellowship.

Homeless Outreach Project

Contacts: Barbara Belzer, Ginny McKee

The Homeless Outreach Project at UUFCO partners with multiple organizations in Deschutes County in support of our unhoused population. The group provides financial support, material support, and volunteer hours as part of its mission. In addition, the Homeless Outreach Project provides information to the UUFCO congregation regarding the needs of unhoused individuals in our community, and how those needs can be met through our involvement.

The Homeless Outreach Project has continued its partnership with REACH (Relationship, Empowerment, Action, Compassion, Heart), an organization serving unhoused people in Central Oregon with case management services. Our support of REACH has involved direct financial support and donations of needed supplies. In addition, the congregation has participated in warm clothing and gift card drives with donations provided to REACH. The Project also began volunteering at the Family Kitchen on the 1st Friday of the month, preparing and serving dinner. In addition, the group distributes items from REACH at Family Kitchen on the 3rd Monday of the month.

A current project being planned is to establish a Safe Parking Program in the UUFCO parking lot. Oversight and case management would be provided by REACH who has successfully established Safe Parking at other locations in Central Oregon. Guests would be selected who are a good fit at the Church, with the ultimate goal being to find permanent housing for them. Ideally, the Safe Parking program at UUFCO would be operating by June 1, 2022.

In addition, the Homeless Outreach program plans to continue its work at Family Kitchen and Bethlehem Inn, coordinate UUFCO Habitat for Humanity builds, and provide financial support for REACH. Education of the UUFCO congregation on homelessness will be expanded as restrictions from the pandemic are lifted.

A challenge facing the group is active participation in activities planned. By increasing awareness of the crisis with homelessness in our community, the group hopes to encourage more participation from both adult and youth members of the congregation and create meaningful projects that will serve the unhoused people in our community.

Nourish

Contact: Donna Dobkin

Nourish had three goals this year:

1. Hold a monthly Food Drive for Produce and Perishables to be donated to local food pantries
2. Provide a team of 8 UUFCO members every other month to do the lunch prep and serve at Family Kitchen
3. Establish a donation plot at Hollinshead Garden

Accomplishments:

- Food drives are held between November and June. Food drives are discontinued July - Oct when we concentrate on the garden plot donations. This year, to date, we have collected approximately 200 pounds per month from the Food Drives or 1,000 pounds from Nov - March with an expected addition. 400 pounds for April and May's donations. This is a hefty donation to our local food pantries and programs.
- We had a less than robust harvest from the donation plot. It's uncertain whether this was due to poor soil content, inexperienced volunteers, lack of knowledge or what but we did manage to donate approximate 300 pounds of veggies to Shepherd's house, Bethlehem Inn, and Giving Plate. And things are looking very differing for the coming year. We have a bigger and sunnier plot now, with some very experienced volunteers who have come forward to help us manage this year's process of amending, planting and harvesting so we are all excited.

Changes:

- We were unable to secure a team for Family Kitchen. UUFCO congregants did not volunteer and it was not fair to Family Kitchen to keep them in limbo so we decided to let this goal go; the two times we did provide a team, it consisted primarily of Ginny and Donna's friends and family. This lack of volunteers may be related to a number of issues: COVID, the hard work of standing on one's feet for 5 hours that the job requires, the uncertainty of people's schedules that far in advance, etc. Nonetheless, we will not be reestablishing this part of the Nourish program.

- We have four new Nourish volunteers who have come forward, so our team has expanded! Nourish now can count on myself (Donna Dobkin) and Ginny Sponsler along with Mari Brennan, Gail DeLyser, Janice Thomason, Ann Wood and Bim Krumhansl. How fortunate are we!!

Wildcat Wizards Tutoring

Contacts: Christine Walsh, Marcia Edmonston, Alan Hilles

The Wildcat Wizards tutoring program at Juniper Elementary didn't happen this year because of COVID concerns among all parties. We are hopeful that it can resume in fall 2022.

We have been exploring the possibility of a virtual, middle school age tutoring/mentoring program. Contacts with middle schools are ongoing.

STEWARDSHIP COMMITTEE ANNUAL REPORT 2021-22

Submitted by Tom Moore, Chair

Members: Tom Moore, Laura Voisinet, Fletcher Chamberlin, Jeffrey Belzer, Max Merrill, Virlene Arnold, Bob Barber, Mark Hickman, 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 UUFECO. 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 September, the Stewardship Committee expanded its membership to include four additional members for the coming year's campaign, after the previous co-chair moved to President elect of the Board of Directors. The core Stewardship Committee includes the Chair, an intern, the UUFECO Treasurer, the incoming Board Chair-elect and Rev. Scott.
- At the end of the previous year's pledge campaign, UUFECO was still not holding weekly in-person services due to the continuing COVID-19 pandemic, which forced the closure of public facilities. Our congregation was meeting remotely. However, by September, the Stewardship Committee began its regular monthly in-person meetings again to discuss their plans for the future focusing on the importance of connections with UUFECO members and pledging.
- Following the most successful pledge campaign in church history, the Stewardship Committee determined that this year's outreach should return to an in-person approach. With prospects for a return to in-person worship in the near future, the decision was made not to create

another Stewardship Video in the fall. Instead, the committee produced a provocative theme, speakers from involved current members, a striking pledge banner, effective mail and online pledge materials, and a “Stone Soup” skit designed to engage members in supporting the many vital programs and continuing mission that UUFCO provides.

- While in person worship did return, a Covid-19 surge in January caused the pledge campaign to be delayed by one month, and this may have had some effect on the final total.
- As of May 11, 2022, the 2022-2023 Annual Pledge Campaign received 203 pledges totaling \$446,031.60, which was 95.9% of our goal. It represented a 3% decrease from the previous year’s results, which included receiving 222 pledges totaling \$457,753. Still, this year’s campaign was the second largest member pledge commitment ever and the generosity of our membership continues to be strong and meaningful. The Stewardship Committee believes that ongoing, engaged leadership and collaboration between all committees and teams significantly contributed to the campaign’s success.

Future Goals

- To build on the successes of this year’s campaign and to exceed the financial target given to the Committee in the coming year.
- A return to the month of February for the 2023-24 Annual Stewardship campaign.
- 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 UUFCO’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 UUFCO as appropriate.

WOMEN'S CONNECTIONS ANNUAL REPORT 2021-22

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

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

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

Accomplishments

- From May 2021 to May 2022, Women's Connections will have provided 7 participatory or informational programs (Birding Basics, Women Who Ran, Herbal Remedies, Creating Sacred Spaces, Poetry Playshop, Celebrating the Sabbath). These offered opportunities to welcome new women, to develop deeper relationships, and to engage in spiritual and social justice endeavors together.
- From May 2021 to May 2022, Women's Connections provided 4 activities (Cards of Appreciation for EVERY employee of St Charles Madras, Soup and Bread Exchange, Full Moon Snowshoe, Spring Potluck). These gatherings were opportunities to work together in service to the community and / or to have fun sharing food and outdoor activities.

Challenge: Attendance ranged from 4 to 20 for our events, many of which were on Zoom. In the next 3 months (March - May 2022), our events will be in person (fingers crossed). After June's event we will reconsider whether Women's Connections is necessary for the women of UUFCO.

WORSHIP TEAM ANNUAL REPORT 2021-22

Submitted by Kristel McCubbin-Masterson

Members: Quincy Bernahl, Stephanie Ervin, Noreen Halberstadt, Pat Kailey, Randy King, Dirk Matthias, Jamie Rose McNeil, Chandra Smith, Katharine Smith, ; Kristel Masterson, Chair; Amy Brock, DRE; Erik Ekstrom, Music Director; Rev. Scott Rudolph, Minister

Purpose: Support worship at UUFCO; coordinate worship when Rev. Scott is not preaching; support Rev. Scott.

Accomplishments

- Our #1 accomplishment keeping worship going during Covid in all its phases. It has truly taken all of us on the team, both past and current members, to do this during the last two years. And of course the help of our outstanding staff. I cannot find the correct words to express how it has taken each and everyone's generosity and kind dedication to make this happen. I will say having visited other churches what we have done and the steadfastness of our congregation is a gift.

- On our worship team we strive to have a team that represents different demographics in our congregation. I feel our current team really show this. I am especially pleased that we have two youth members on our team. I appreciate our youth members being willing to serve on our team and to participate in worship. I am excited to see how the team's willingness to work on our team ripples out through worship and our community.
- I believe that we have met our team goal of having a variety of worship topics and experiences. It is our hope that this variety means that people with a cross section of reasons to want a worship and church experience are getting their needs met. Worship is often the way people enter into our UUFCO community. Rev Scott is a creative instigator and dynamic. We hope to also be a sounding board for him. The team takes worship seriously and are "true believers" of its utmost importance. Lastly, I want to say that Erik's work as our musical director and our ability to have a hired rather than volunteer music director has also really enriched our worship services. Since Erik has worked in other churches he has much to offer our worship team.

Future Goals

- We have not talked about goals for next year yet. We usually have our worship retreat in August. We will of course continue to keep an eye on covid
- Rev. Scott is scheduled to have a sabbatical next year 2023. So the Worship Team will be involved in supporting the congregation as we decide what this will look like. As will the Board I am sure.

Challenge: Having a new chair and making that transition as seamless as possible. Keeping a cross section of members on our team. We find as many teams and committees do, that many of us ask people to join that are already working on other groups with the church.

NOMINATIONS FOR ELECTED POSITIONS FY2022-23

The UUFCO Leadership Development Committee is pleased to announce the nominees for open elected positions for our upcoming church year beginning on July 1, 2022. 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, Gwen Baker-Yuill, Linda Johnson, and Sallie Neillie

Board of Trustees

LDC would like to thank outgoing Board members Mark Steinberg and John Lawton for their three years of dedicated service to UUFCO's Board of Trustees.

All Board positions are three-year terms.

John McKee is our nominee for Vice President. John will be President in FY 2023-24 and Past President in FY 2024-25.

As the third of five generations from the Columbia River Gorge, John McKee has deep roots in Oregon and the Pacific Northwest. In addition to a long academic career and having served on a variety of non-profit boards, among his varied career paths he founded the Alaska Model United Nations, was the Director of a Musk Ox Farm, and for ten years served as the Vice Chancellor of Academic Affairs at the University of Hawaii Maui College. A church community was an important factor when he and his wife Ginny decided to make Bend their home. They had been members of First Unitarian Church of Portland before moving to Maui in 2009 and UUFCO felt right from their very first visit nearly three years ago. Since that time, they have become actively involved in UUFCO's commitment to social justice. In his spare time, John enjoys a range of outdoor activities, traveling, continuing to learn, spending time with friends, and gardening.

Bob Hedeem is our nominee for Member At-Large.

Robert (Bob) Hedeem grew up and spent the first half of his life in Chicago, acquiring a wife, two children, and degrees in mechanical engineering from the University of Illinois. He moved to Schenectady, NY in 1989 to take a position with General Electric, where he spent the second half of his life. Bob retired and moved to Bend in 2018 to begin the third half of his life, and joined UUFCO that same summer. Vicki has been by Bob's side for 50 of his 71 years.

They got interested in UU when their kids began to ask why they didn't go to church like their friends. They joined the First Unitarian Society of Schenectady in 1992 and served the congregation in many ways: RE instructor, two stints on the Board, Building & Grounds

Committee, etc. He drove the delivery truck and served on the Board of the Home Furnishing Program, a local charity that collected donated furniture and distributed it to the needy, of whom Schenectady had more than its share. The physical pursuits like skiing and backpacking get harder every year; Bob's interests these days center around photography, fishing, and sporadic bird-watching.

The continuing Board members for FY2020-2021 are:

Laura Voisinet, President
Daelene Schwartz, Immediate Past President
Fletcher Chamberlin, Treasurer
Ella Chatterjee, Secretary
Grace Kennedy, At-Large

Leadership Development Committee

All Leadership Development Committee positions are usually three-year terms. To allow for term staggering, LDC has decided to place the following nominees for a one-year term at this time.

LDC would like to thank our outgoing LDC members and co-chairs Michael Carr and Amy Falkenrath for their six years of dedicated service to UUFCO's Leadership Development Committee.

Marean Jordan is our nominee for Leadership Development Committee - Seat 4.

Marean Jordan moved to Sisters from Berkeley, California in 2005 and has been an enthusiastic member of UUFCO for sixteen years. She has served on three ministerial search committees and provided leadership for the Board, Care Committee, Shared Ministries Committee, Growing Together Task Force, and Worship Committee. Most recently she co-led the congregational Listening Sessions project with Daelene Schwartz. She has spent three years serving on LDC. Marean worked for many years in education—teaching, directing a partnership program between the University of California and the San Francisco and Oakland public schools, and leading a professional development team for the Strategic Literacy Initiative, a nationwide adolescent literacy program for teams of teachers and administrators. In retirement she writes, plays music, explores the beautiful landscapes of Central Oregon, volunteers for local organizations, and spends time with friends and family, including her grandson, Quin. Marean has a deep commitment to the meaningful social and spiritual community she has found at UUFCO.

Marean has already served one full term on LDC. She will be serving one additional year of a second term.

Susie Hickman is our nominee for Leadership Development Committee - Seat 5.

Susan Katherine Elizabeth Braunschweiger Hickman (or Susie Be for short) was born in West Lafayette, Indiana; then proceeded to live around the country (Delaware, Wisconsin, Washington State, California, Oregon) as well as overseas in Germany for a year. She and Mark Hickman met in the Bach Chamber Choir and have been singing a marital duet for the past 40 years. Their union has resulted in many a melody and two great kids, Kelly and Stephen.

Professionally Susie has worked as a Public Relations Account Executive, Midwest Regional Representative for International CARE, Director of Business Development for Washington State University, Communications Instructor at San Diego State University, Health Management Consultant, Community Mediator, Counselor, Spiritual Director and Anam Cara (Gaelic for Soul Friend). All of which arose from a BA in Communications and Business Administration, graduate work in Conflict Resolution, a Masters in Counseling Psychology, certification in Spiritual Direction and completion of a three-year Anam Cara Apprenticeship.

UUFCO involvement began In February of 2013, when Susie and Mark moved to Bend and started attending UUFCO services at the Old Stone Church. Since then Susie has participated in many UU groups, volunteer efforts and activities including chairing the UUFCO Communications Team, singing in the choir, being a part of the Pastoral Care Team and the Adult Spiritual Development Committee.

Susie will be serving a one-year term with the possibility of being re-elected for a full three-year term in 2023.

The continuing LDC members for FY2020-2021 are:

Linda Johnson, Seat 1

Sallie Neillie, Seat 2

Gwen Baker-Yuill, Seat 3

FY 2022-23 Draft Budget (follows)
Submitted by Fletcher Chamberlin, Treasurer
Compared to 2020-21 Budget and 2021-22 Estimated Actual

UUFCA Fiscal Year Comparison

	20/21 ACTUALS	21/22 FORECAST	22/23 BUDGET
Revenue			
4000 Revenue			
4010 Current Year Pledge Receipts	433,719.23	445,000.00	450,000.00
4019 Prior Year Pledge Receipts	4,012.85	1,012.00	
4020 Cash Collection	0.00	19,951.00	22,000.00
4030 Miscellaneous Contributions	12,412.61	0.00	
4031 Recycle, coupons, partner share	130.82	150.00	200.00
4040 Art Resources Team Donations	600.20	1,200.00	1,200.00
Social Justice Income (obsolete)	6,441.28	0.00	0.00
Total 4000 Revenue	\$ 457,316.97	\$ 467,313.00	\$ 473,400.00
4200 Special Events			
4210 Auction Income	10,060.67	0.00	15,000.00
4220 Adult Spiritual Development Workshops	0.00	3,000.00	800.00
4230 Congregation Events Income	660.00	700.00	700.00
4240 Coffee Sales	0.00	200.00	300.00
Total 4200 Special Events	\$ 10,720.67	\$ 3,900.00	\$ 16,800.00
4300 Rent Income			
4310 Event Rental Income	11,559.58	38,000.00	75,000.00
4320 Event Staffing Income	1,240.00	7,500.00	20,000.00
4330 Preschool Rent Income	28,500.00	30,000.00	39,000.00
Total 4300 Rent Income	\$ 41,299.58	\$ 75,500.00	\$ 134,000.00
4800 Other Revenue			
4810 Interest Income	787.12	297.19	1,200.00
Total 4800 Other Revenue	\$ 787.12	\$ 297.19	\$ 1,200.00
Total Revenue	\$ 510,124.34	\$ 547,010.19	\$ 625,400.00
Expenditures			
5000 Payroll Expenses			
5010 Salaries & Wages	270,419.58	294,586.54	341,861.00
5015 Housing (PR)	30,120.00	30,120.00	30,120.00
5020 Payroll Taxes (Fed)	12,906.50	14,393.78	16,438.01
5025 Payroll Taxes (OR)	2,247.91	2,894.03	3,635.99
5060 Healthcare (Employer Paid)	21,262.30	23,285.00	25,850.00
5070 Retirement (Employer Paid)	23,235.34	24,039.83	29,444.00
5080 Professional Development	6,800.55	5,981.57	14,175.00
5081 Staff Meeting Expenses	0.00	0.00	350.00
5085 Sabbatical	13,200.00	5,500.00	0.00
5090 Background Checks	108.00	108.00	350.00
5095 Payroll Service Fees	290.60	1,430.48	1,330.00
Total 5000 Payroll Expenses	\$ 380,590.78	\$ 402,339.23	\$ 463,554.00
6100 Professional Fees/Contract Services			
6110 Consulting	5,085.00	4,800.00	540.00
6120 Legal Fees	0.00	152.00	1,500.00
Total 6100 Professional Fees/Contract Services	\$ 5,085.00	\$ 4,952.00	\$ 2,040.00
6200 Worship Expenses			
6210 Worship Supplies & Workshops	491.96	582.31	600.00
6211 Speaker Expense	2,650.00	1,368.00	2,700.00
6212 ASL Expense	500.00	315.32	1,500.00
6213 Worship Media Licenses	1,118.86	779.11	300.00
6214 Coffee	0.00	377.38	1,200.00
6215 Music Supplies & Workshops	51.00	2,183.33	2,500.00
6216 RE Supplies & Workshops	2,899.94	2,414.00	3,300.00
Total 6200 Worship Expenses	\$ 7,711.76	\$ 8,019.45	\$ 12,100.00

UUFCCO Fiscal Year Comparison

	20/21 ACTUALS	21/22 FORECAST	22/23 BUDGET
6300 Organizational Expenses			
6310 Dues-UUA	20,107.00	22,118.00	24,330.00
6311 Dues-OR State	50.00	100.00	100.00
6320 Office Supplies	960.89	1,400.00	1,200.00
6321 Copies/Printing	961.84	1,000.00	850.00
6322 Tech Support	28.95	0.00	1,500.00
6323 Postage	377.60	280.00	280.00
6330 Software	519.00	500.00	435.00
6350 Advertising, Print Media	1,614.00	1,700.00	2,020.00
6351 Advertising, Social Media	403.74	600.00	1,500.00
6352 Advertising, Events & Outreach	1,144.50	0.00	500.00
6353 Event Expenses & Promotion	91.97	2,200.00	2,300.00
6355 Newsletter	312.68	300.00	350.00
6356 Congregation Directory	600.04	600.00	805.00
6357 Website Expenses	463.16	500.00	500.00
Total 6300 Organizational Expenses	\$ 27,635.37	\$ 31,298.00	\$ 36,670.00
6500 Facilities & Equipment			
6510 Utilities	21,142.24	28,000.00	28,000.00
6515 Telephone/Internet/Zoom	3,915.51	1,300.00	2,425.00
6520 Security Monitoring	1,933.72	1,260.00	1,440.00
6521 Security Equipment & Repair	0.00	2,344.00	0.00
6530 Maintenance & Repairs	9,540.84	14,000.00	14,000.00
6531 Maintenance Contracts	9,009.93	7,700.00	11,500.00
6540 Landscape & Snow Removal	3,320.20	2,100.00	3,500.00
6550 Janitorial Supplies	1,571.51	2,500.00	2,950.00
6551 Kitchen Equipment & Supplies	0.00	750.00	750.00
6560 AV & IT Expenses	1,954.99	6,850.00	2,900.00
Total 6500 Facilities & Equipment	\$ 52,388.94	\$ 66,804.00	\$ 67,465.00
6600 Board/Committee Expenses			
6610 Board Expenses	600.00	810.00	700.00
6620 Congregation Events	673.43	700.00	2,000.00
6630 Committee, Leadership Development	0.00	300.00	300.00
6635 Committee, Stewardship	1,623.68	1,200.00	4,000.00
6636 Committee, Auction	1,896.04	300.00	1,500.00
6650 Team, Adult Spiritual Development	50.00	3,000.00	1,300.00
6655 Team, Aesthetics	376.06	500.00	700.00
6660 Team, Art Resources	1.75	1,200.00	800.00
6665 Team, Library	0.00	250.00	300.00
6670 Team, Membership	109.30	300.00	500.00
6675 Team, Social Justice	9,544.56	12,000.00	12,000.00
Total 6600 Board/Committee Expenses	\$ 14,674.82	\$ 20,560.00	\$ 24,100.00
6800 Other Expense			
6810 Bank Fees	3,524.34	3,840.00	3,300.00
6820 Insurance Expense	10,239.00	11,500.00	15,757.00
6850 Miscellaneous Expenditures	-2,210.30	-1,318.00	0.00
Total 6800 Other Expense	\$ 11,553.04	\$ 14,022.00	\$ 19,057.00
Total Operating Expenditures	\$ 499,639.71	\$ 547,994.68	\$ 624,986.00
Total Revenue	\$ 510,124.34	\$ 547,010.19	\$ 625,400.00
Net Operating Revenue	\$ 10,484.63	-\$ 984.49	\$ 414.00