

Annual Report 2010-2011

Unitarian Universalist Fellowship of Corvallis
Corvallis, OR 97330

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BOARD OF TRUSTEES

President's Report

2010-11 began like most in the last decade—with our minister, the Rev. Dr. Gretchen Woods, at the helm, with the Board engaged in debate about how to manage finances during hard economic times, and with staff, councils, committees, lay ministers and other volunteers preparing programs and activities for the coming church year.

The church year is ending with big changes on the horizon, the biggest a result of Gretchen's announcement in early April that she would be retiring from fully settled ministry at the end of the church year. Her announcement has caused the Board to reflect on how grateful we are for the many gifts Gretchen has bestowed upon us these last 12 years—her dedicated service to the congregation and the larger community, her pastoral care in times of personal need, her amazing success in building our capacity for a truly shared ministry, her "relishing" energy and wisdom from the pulpit, and her encouragement of diversity in worship, membership, and programs. She leaves us a strong and healthy congregation as we move into a new era of leadership.

What next for the UUFC? At this writing, the Board is in the process of selecting an Interim Minister, who we hope will begin service late this summer and help us as we seek our next "settled" minister. Expect to be engaged... expect to be challenged... expect to have your cage rattled a bit in this process! Who are we as a congregation? What do we want to be? What sort of ministerial leader do we want to help get us there? To begin, the Congregation will elect a *Ministerial Search Committee*. With the help of the new interim minister and a team of PNW district advisors, we will move through a time-tested process that will result in hosting a single best-choice candidate for our next minister. Once we are introduced to our candidate, the Congregation will decide if this person is our future leader.

What else happened this church year? Here are a few highlights:

- In August 2010, we were certified by the UUA as a *Green Sanctuary*, thanks to the great efforts of the Environmental Action Council (EAC) and its co-chairs, John Elder and Elizabeth Waldorf. In October, the EAC led us in a 10-10-10 celebration of our installation of our new solar electric panels, a great, green investment that will pay long-term dividends.
- Also, in early October 2010, the Board hosted a UUFC Leadership Retreat where we highlighted accomplishments of the last year with respect to our current strategic plan, suggested goals for the new church year, and set priorities among them. The result was an Annual Plan to guide our work for the year.
- Planned and carried out leadership training—*UU Flight School*—led by Trustee Claudia Weintraub. About 20 members participated in the six-session program and all agreed we learned a lot. We agreed it should be repeated on a regular basis.
- In November 2010, we held a *Congregational Workshop: Imagining our Future*—75 of you provided ideas for a vision for our Fellowship, told us what you love about your religious community, and what you wanted more of in the future, including how we might move in those directions.

- Adopted several new or revised policies including (1) Policy #1: UUFC Plans and Planning; (2) Policy #2.8: UUFC Voting Membership Requirements and Reporting; and (3) Policy Section 3: UUFC Financial Management (several associated policies). The result of many months work!
- Conducted a detailed mid-year budget review that resulted in increases in professional development funds available to staff to pay professional dues, attend meeting with peers, and do other training.
- In January 2011, the Board appointed a **Long Range Planning Committee** to take workshop results and translate them into a new vision statement, "big" goals, and strategies and actions to move forward. A summary draft of that work is expected to be available at the upcoming Annual Congregational Meeting. And given the ministerial transition just underway, the LRPC sees this document not as an end, but as a well-vetted starting point for deciding on a new minister.
- Reviewed and debated proposed changes to the **UUFC Bylaws** with the intention of bringing proposals to the congregation at our Annual Meeting in May. This has been deferred, given recent changes and recommendations from several Trustees of the need to rethink proposals.
- Proposed "environmental stewardship" language to be added to our UUFC Right Relations Covenant; this will be brought to the congregation at our Annual Meeting in May.
- Oversaw a successful 2011-12 pledge drive, developed a budget for the new church year that sees only a few cuts and a near-zero deficit (to be presented for congregational approval at the Annual Meeting in May), and dealt with numerous other financial, policy, and program issues.

The Board of Trustees is grateful for, and wishes to thank our dedicated minister and staff, our unsung-unpaid volunteer staff, our councils and committees, and all who volunteer to keep Fellowship programs, fundraisers, and activities vital, fun, and meaningful to us all—children, youth, families, advisors, musicians, singers, and more. Your time, talent, and treasure makes us the vibrant community we are!

Finally, please join the Board of Trustees in wishing Gretchen and Judy the very best as they begin their next adventure. We are planning a congregational party for them on Wednesday evening, June 15th - please mark your calendars!

Jim Good, President, UUFC Board of Trustees Jwg4@yahoo.com & 541-754-9398

Nominating Committee Report

2011 -2012

Nominations for the UUFC Board of Trustees Annual Meeting, May 15th

Officers serve one year

President -**Judy Malouf**
Vice President -**Gerri Buckles**
Past President -**Jim Good**
Secretary -**Susan Christie**
Treasurer -**Eileen Maxfield**

New Trustees -serve three years

Jeff Reimer
Mina Carson

New Trustee -serve two years

Wendy Sutton

New Trustee -serve one year

Claudia Keith

Continuing trustees

Two years-***Jean Townes** One year-***Jamie Simmons**

Program Council Chair

Chair -Janet Farrell -(co chair -***Diana Thompson**)

Nominating Committee

Consists of five members with one-year terms, who elect their own chair.

Tim Emery, Elizabeth Waldorf, Melinda Sayavedra, Bud Ames, and *BoT member to be appointed

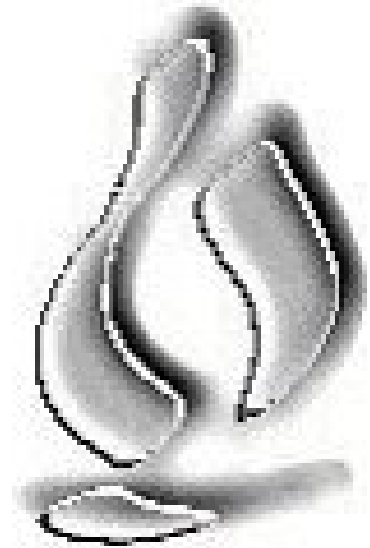
Investment Committee--two-year term

Consists of five members, with two elected each year for two years. Members elect their own chair.

John Bailey, Claudia Keith and *BoT member to be appointed

Continuing one year remaining ***Scott Bruslind** -***Alan Mix**

(*persons we do not vote for at the annual Meeting)



STAFF PROGRAMS AND SUPPORT

Minister's Report

Introduction: This year my Annual report is a bit different as it will also be my last report before my retirement from fully settled ministry on June 30, 2011. I will refrain from waxing nostalgic, but also attempt to do justice to both the year and the arc of our shared ministry. We have a dozen years of shared ministry, so I leave with a sense of loss at the end of our time and a sense of anticipation for the possibilities inherent in entering interim ministry as a new career.

First, I must again express my deep appreciation for the entire staff of the Unitarian Universalist Fellowship of Corvallis. Each staff member provides unique gifts and talents that bless the entire congregation in a special way. Ray Elliott has continually improved the Adult Choir and the over-all music program at UUFC, especially through his arrangements of music that bring out the best in the choir. His program consistently receives rave ratings from the congregation. Jesse Ford has made the role of Membership Coordinator more useful than we imagined possible when she accepted the position. She has faithfully attended to newcomers and long-timers alike, keeping touch from signing in to the Guest Book to exit interviews for those who are leaving for whatever reason. Yaney MacIver constantly looks for better ways to serve as Office Administrator, Web Mistress, and general all-round communicator. Michael Molk supervises one of the largest and most active Religious Exploration programs for youth in our Pacific Northwest District. Raven Sanders not only accompanies the choir and congregational singing, she also is writing new music for our worship. Niya Standish shepherds our children's Religious Exploration and, with Michael, provides wonderful Winter Holiday programs that are a highlight for the year.

This year we have again become a teaching congregation for a student minister: Lise Adams Sherry. She has been a bright spirit for all of us and, since passing the UU Ministerial Fellowship Committee, will move into her own special ministry in the years ahead. Please see her report elsewhere in this document. I have enjoyed her presence among us and welcome her as a ministerial colleague.

Our Lay Ministers continue to provide additional care and concern for our congregation through their ongoing efforts. Our Lay Minister for Youth, Richmond Brainerd, keeps caring and watchful eyes on our youth as they experience growth through Youth Conferences, Gold Mine Leadership School, and cluster conferences (cons) (ask him for details). Jill Fischer, as Lay Minister for Health Concerns, keeps close touch with congregants as they move through health crises. Jesse Ford focuses upon environmental concerns and indigenous planting. Our newest Lay Minister, Rachel Ozretich, provides nurturing and support for parents in families of all sorts. Cliff Pereira, as Lay Minister for Ritual, keeps the Wheel of the Year turning for our Earth-based spiritual longings. Sheila Smith, continues her Liturgical Lay Ministry and added a lay ministry for dogs, donating the fees for helping folks with problem dogs to the Ministerial Discretionary Fund. Til Tillitson, Lay Minister for Caring, remains with the Caring Connection and has served longer than any other lay minister thus far. We are deeply grateful for all your service to this congregation.

Minister's Report continued

Congregation: Since I became your fifth fully settled minister in August of 1999, I have seen many changes through the years. We rebuilt trust in ministry and continued to shape healthy community through the first five years. The Board has created and facilitated several long range plans, continued to refine the By-Laws, and moved into a model of governance that suits our congregation well. During this time we solidified the Program Council and provided many leadership trainings through that active group.

We have been a teaching congregation to three student ministers: Barbara Stevens, Sarah Schurr, and Lise Adams Sherry. Barbara has a full-time ministry as a chaplain for drug and alcohol rehabilitation. Sarah is serving the Pacific Northwest District as Extension Minister for Alaska, particularly serving congregations in Juneau and Fairbanks. Lise will return to the Salem congregation as Minister for Religious Education. We can be proud of all of them and especially proud of ordaining Sarah. We also ordained the Rev. Lynn Gardner, whom we formerly sponsored as a student at Starr King School for Ministry. We currently sponsor Leslie Chartier who is studying at Marylhurst University.

During the second five years, we began both the Peace Action Council and the Environmental Action Council. Our Lay Ministry program continues strong. This has proven a useful way to deal with the lack of an Associate Minister, though not as fully as we would like. We also prepared for my sabbatical to New Zealand in 2009.

Since the sabbatical, we have been moving forward with deepening our organizational, spiritual, and membership growth, and preparing for my retirement this year. The Board, Program Council, Worship Associates, and Lay Ministers explored the notion of moving to one service and should conclude that process before the end of this year. We have become a UUA certified "Green Sanctuary," including installing lovely solar panels through Soar KI, and engaged the "Living the Welcoming Congregation" process through many programs that further the work begun through the "Welcoming Congregation" process.

Currently, much of the congregation's leadership is focusing on the excitement of a major transition to an Interim Minister and then a new fully settled Parish Minister. We have been hard hit by the economic recession, but continue to strive to create a vibrant religious community within the context of Corvallis, Albany, and a radius of 45 miles in all directions.

Association: When I first came to this congregation, involvement in the larger Unitarian Universalist movement was limited to a few faithful individuals. I immediately began to serve on the Executive Committee of the Unitarian Universalist Ministers Association and to encourage wider involvement among our congregants. We provided the venue for several trainings that drew in UUs from other congregations in the area. We now have significant numbers of people participating in the UU General Assembly and in Pacific Northwest District activities. Our youth have been special leaders in this as participation in the Gold Mine Leadership School has increased yearly.

We can be proud of our continued growth in this awareness. We not only bring our perspectives to the UUA, we are also gaining a great deal from this creative interchange.

Community: Without going into endless details, let us not forget that we are now known as a center for peace and for environmental action. We have long been faithfully active in raising funds for both local and far-flung charities, but we surpassed ourselves with the "Adopt a Land Mine" Project and the Pennies for Peace program, Our RE children now have a delightful relationship with Heartland Humane Society which will continue through the foreseeable future.

When the Salman al-Farisi Islamic Center was firebombed this fall, our congregants were among the first responders with aid, both physical and financial. We can be especially proud of our student minister's immediate and caring response. The instinct to deepen our connections with other religions in the community has grown. Our Church provided the venue and the largest choir for the first Corvallis Peace Sabbath Concert a few years ago with exactly this in mind.

I believe there is a growing recognition that we need to not "hide our light under a bushel basket" but rather to glow brightly as a beacon to all seekers for liberal religion in this part of Oregon.

State of the Congregation: Right now energies are high as we prepare for major transition. Our leaders are cheerfully engaging long meetings to move through this process gracefully. There is a recognition that more people are needed to carry us through the next two years, and congregants are stepping up with gracious enthusiasm. I am gratified by the health that continues to be at the core of this religious community.

Conclusion: I know I have left many details out of this report, including, possibly, your pet project. I hope you will forgive me. This has been my longest and most satisfying ministry. I shall never forget you. I have learned so much that will inform my next years as an Interim Minister: I have learned that you want to work hard on projects that mean a lot to you. I have learned that you care deeply about the world beyond Corvallis and will spend great amounts of energy toward positive transformation. I have learned that you not only want to be loved, you can give love in great measure when you see the need. I deeply appreciate you, love you, and will miss you. Never forget that.

For now, we both look into the unknown with trepidation and excitement, grieving our sense of loss of the known and stable while eagerly anticipating a fresh start. May you continue to do so for as long as it takes "with respect, with responsibility, and with relish for the process."

Many blessings to you all, Gretchen

Intern Minister's Report

My internship year with UUFC began on Sept. 1, 2010 and will end May 31, 2011. Financially this year has been possible with a \$5000 grant from the Hewett Hopper Raible Internship Fund of the Pacific Northwest District and approximately \$3200 from UUFC. Institutionally, my learning experience was provided by the good will, support, encouragement and time of the UUFC community, my internship committee (headed by Diana Vezmar-Bailey), the staff and minister, Gretchen Woods. My heartfelt thanks go out to all of you!

As an intern minister, my year has been all about learning the intricacies and daily business of being a minister. As such, I began the year by shadowing Gretchen as she went to meetings, made pastoral visits and did the myriad other things a minister does. After about a month I began to forge out more on my own. Over the year I have attended many different committee meetings, Board meetings, retreats, social gatherings, helped in Religious Exploration (RE), taught Adult RE classes, contributed to vision and long range planning sessions, organized a few projects and preached at least once a month and often contributed to other all ages worship services. I also had the privilege of witnessing major events in your lives and being trusted with confidences as you celebrated or discerned about what would come next on your journeys.

One of the highlights of my year has been sharing dance with the congregation through movement poems presented in worship, leading a spiral dance at Samhain, offering movement opportunities at retreats and the youth con, and also teaching a workshop on Dance as a Spiritual Practice. I hope the congregation will continue to use dance as part of their spiritual and ethical expression as many of you have told me how much you have enjoyed these movement experiences.

Another area I greatly enjoyed was working more in social justice. Many of my sermons broached issues of equity, and I taught two adult religious exploration classes that dealt with racism and immigration issues. I also learned much from the PAC (Peace Action Council) on this topic as I attended their meetings throughout the year. In the fall I had the honor of working with the Muslim community after their mosque was fire bombed, and gathered over 200 signatures to be added to a GT one page add promoting tolerance in our community.

My biggest and longest term project with the congregation this year was to help create a "fairy" garden on the UUFC grounds. With the help of many dedicated garden enthusiasts we plotted and planned and finally planted a native vegetation area for whimsy and reflection that can be enjoyed by all ages. In addition we also planted an edible berry area and worked with RE to paint signs, plant a few vegetables and add other decorative touches to the area. We hope our contribution will be the beginning of a grander gardening endeavor on the UUFC grounds.

I have had a wonderful nurturing year of challenge, learning, spiritual growth and fun. Having recently passed my Ministerial Fellowship Committee interview with the UUA, I'm ready to move on to the next stage of ministry.

Thank you all so much! With love, Lise Adams Sherry

Intern Committee

Members:

- Devon Buckles
- Richmond Brainerd
- Lorene Hales
- Gene Lund
- Cliff Pereira
- Sheila Smith
- Joel Spector
- Diana Vezmar-Bailey, chair.

The Intern Committee met monthly, beginning in September, and worked with Lise Adams Sherry throughout her time with us. We reviewed the Internship Manual and Lise's Learning and Service Agreement in the fall. Members of the committee attended her classes and made a commitment to attend the Fellowship when Lise was in the pulpit, giving her feedback and suggestions for improvement.

We worked with Lise on such issues as authority/ministerial presence, prophetic outreach, and differences between being a minister and a Director of Religious Education. A number of committee members met with Lise one-on-one to confer with her on their areas of experience: Lorene Hales talked with her about issues of aging and outreach to the community; Sheila Smith talked with her about class & theology; Gene Lund coached her on teaching; and Diana Vezmar-Bailey talked with her about prayer & meditation. The committee worked with her as she prepared for her meeting with the Ministerial Fellowship Committee.

Although she received input from members of the Committee, Lorene Hales has earned our appreciation and deep-felt gratitude for her excellent skill in writing Lise's mid-year and final evaluation.

The committee is also responsible for planning and executing Lise's farewell celebration on May 22, following the service.

Lay Ministers

Sheila Smith

My lay minister area of emphasis is worship and theology with an ancillary animal ministry. I fulfilled my ministry as follows during 2010-2011:

- Chaired the Worship Committee. The Worship Committee's charge is to advise the minister on matters of worship and to make sure there is a service every Sunday of the year. I chair this meeting every month and coordinate the summer schedule.
- Created and presented two Sunday services about Unitarian martyrs and Win-Win systems, Gratitude, as well as my annual silent meditation service the day before Labor Day.
- As the parish dog trainer, I helped congregants with new puppies and those with older troubled dogs. In order not to undercut local trainers, I charge for my services and donate the proceeds to the Minister's Discretionary fund.
- Officiated at a wedding.

Sheila Smith

Music Ministry Committee

Members:

- Aurora Sherman and Ross Sutherland (co-chairs)
- Karen Winget
- Don Alan Hall
- Gene Lund
- Ray Elliott (Music Director)

Mission: To encourage and advocate for the Fellowship's music ministry, specifically to support the Music Director and Church Musician.

Accomplishments for 2010-2011

Overall Impact: The main activity of the Music Ministry Committee is connected to the Adult Choir, which is currently the main focus of the Music Program at the UUFC. The Adult Choir is directed by Ray Elliott and accompanied by Raven Sanders. In cooperation with choir member Bob Winget, Raven provides mp3 files of all sections of music so that choir members can practice at home (an invaluable service).

The Adult choir includes 42 regularly attending members (sometimes being larger than congregational attendance at early services!). The Adult Choir rehearses one evening a week and before church services, and provides music appropriate for both worship services approximately three Sundays a month. The Music Program also works to provide music for worship when the Choir does not sing. Given recent attendance figure reported in the UUFC newsletter, the Music Program directly reached approximately 300 UUFC attendees weekly. In addition, the Music Program prepares and presents two "Music Sunday" services each year, one in December and one in May, in which the entire service is the responsibility of the Music Program. These popular services are historically two of the highest attended services of each year.

This year the Choir has broadened musical horizons and engaged in musical offerings of increased complexity and challenge. Ray has continued to coordinate closely with both the senior and intern ministers to choose and prepare music that adds depth and color to each week's sermon or theme and involves the congregation in the worship services.

Continuing Items: Supported guest musicians with financial stipends according to the policy established in 2008-2009. Due to constrained budget, these funds were not heavily used so as to return unspent monies to the operating budget if possible.

Continued self-governance of adult choir:

- Integrated new members using the self-governance guidelines established in 2009. Our membership increased by approximately 10%.
- Used self-governance guidelines to remind continuing members of expectations
- Established section leaders
- Filing of music to maintain and improve our investment in the music library
- Organized monthly potlucks after rehearsals to provide opportunities for community building
- Helped Music Director with any related tasks and issues
- The roster of choir members with contact information was produced and updated as needed.

- Produced calendar to provide Director of planned absences to allow for optimal choral performances
- Prepared committee budget and justification to support the ongoing and expanded mission of the Music Program and the professional development of Music Director and Church Musician
- Continued sponsorship of Corvallis Community Choir. The CCC includes approximately 1/3 UUFC members, and they have been excellent stewards of the hall and piano.

New Items: The co-chairs chose as our theme this year "professionalization of the Music Program" in recognition of our Program Staff members, Raven Sanders and Ray Elliott. We moved to ad hoc meetings rather than a regular schedule because we did not have a large project to undertake. We coordinated as needed with members of the Personnel Committee as questions of job description and professional development were addressed.

In spite of our desire to raise awareness among the congregation of the high level of commitment, contribution, and importance of the Music Program Staff, overall, the year 2010-2011 was one of retrenchment rather than expansion. Last year we noted that Michael Molk was conducting the Children's Choir, but the Fellowship budget could not extend to payment for his hours, so the Children's Choir was put on hiatus. Last year we also noted our desire to support bringing back the chime choir; lack of available funds also meant there was no support for Ray Elliott to prepare and conduct that group so it remains on hiatus until the financial picture changes. We further considered it an inopportune time to conduct a fundraiser for the Spanish language hymnals.

We are deeply dissatisfied with so much of our previous agenda being both reduced and delayed, but feel we have no choice but to wait for a stronger financial picture in the UUFC as a whole. However, we remain hopeful that our plans for an expanding, flourishing, and uplifting music program with many facets can be implemented when the financial health of the Fellowship recovers. The committee and the Music Program staff look forward to continuing our activities that support and expand the UUFC message of spiritual fellowship and engages a significant proportion of the congregation in a caring, inclusive, and enriching worship experience.

Respectfully submitted by Aurora M. Sherman, for the Music Ministry Committee

Office Administrator

Communications: Well, having looked over last year's report, I see that we in the Communications Coven (Committee) have yet to complete and pass on to the Board an updated Privacy Policy. We had hoped to do that this year and possibly move on to having a facebook presence. We hope to move the Privacy Policy out of the Communications Coven in the next meeting. We have not met as often this year for various reasons. My being gone over last summer and catching up with everything when I got back in September for one. The committee consists of Josie Silver as chair and with Joel Spector, Roberta Smith, and Dianne Roth as members and with Jamie Simmons as the board liaison. Martha Clemons and Jean Gilbert resigned from membership.

We decided to change some of the criteria for postings to the AboutU UFC email list to include requests for assistance from our members and friends. So far we have had about a half dozen of those requests go out over list so I don't think that has increased the volume on the list significantly. List managers are myself, Jamie Simmons, and Roberta Smith. Between us we seem to keep on top of approving posts in a timely manner and signing up new members.

Jim Good's son John has offered to assist us with revamping our website and we have just initiated that process. This will be a good summer project and I'm looking forward to it.

Facilities: I have continued to work with the Building and Grounds Committee to facilitate the repair and maintenance of our lovely building. Many thanks to all on the committee for the hard work you've put in over the year. My major success with assistance from Raven Sanders, our Church Musician, and Louise Ferrell was the troubleshooting of the "black spot" problem in the sanitizing dishwasher. Now that that is done and we have actual commercial dish detergent for the machine, I hope we can save some work for those who staff the kitchen during our coffee hours and social events since it is no longer necessary to wash the dishes first before they go in the machine.

Also between Gretchen, myself, and the technician from Smith Glass we determined that the sliding glass door between the foyer and the waiting area outside our offices was irreparable. A solution has not yet been found and due to the changes in city building codes a simple replacement is not easy or inexpensive. Hence it has been a bit colder back in the office this winter and spring. Hence we've been running the heat a bit more than normal. At least the solar panels are offsetting that a bit.

Coffee: We changed coffee suppliers from Beneficio to Equal Exchange through the UUSC. This has been a great improvement in service and offerings. We now get our hot chocolate through them. The benefit of this is that the hot chocolate is organic and fair trade!

Bike4Peace 2010-Summer Bicycle Trip: Since I really haven't given much of a report on the trip here is a very brief summary with thanks to Jean Gilbert for filling in for me and all of you at the Fellowship for allowing me the opportunity to spend time with Cynthia McKinney, meet wonderful people, and see a lot of the country (especially Utah—a new science fiction scene around every bend). The send off at the Black Dot Café in Oakland was amazing. Including meeting many exciting Bay Area activists and the Minister of Information, J. R. of Block Report Radio I got to meet the grandson one of my heros, Malcolm X (he is also named Malcolm).

Our first day out was extremely challenging as there were a good dozen flat tires between all of us that were riding. We met up with a cycling group from Martinez CA and some of their members and friends had to "sag" (vehicle assist) us to our destination in Sacramento. We were all quite exhausted. The next day's start took a lot longer than we expected as we all adjusted to each other and to our bikes. So we were again sagged to our destinations that day. A wonderful potluck was put on by my friend Lucy and others in Placerville, and we were hosted at a very sweet Bed and Breakfast, Fitzpatrick's Winery and Lodge in Fairplay. Our next destination was a campground just short of Carson Pass. This I think was my favorite ride of the trip, Omo Ranch Road. Gorgeous and I didn't walk the bike once! I did cycle over Carson Pass; coming down was the best. However others weren't doing as good as I and after those first two very challenging start up days, the group decided to rent a car especially for the deserts of Nevada.

Hence, I ended up driving more than cycling. I did get to cycle across the Mississippi to the hometown of Popeye, Chester IL and some into Pueblo CO. Alas, I don't know what it would have been like if we'd all just cycled. I never really found grounding the whole trip and struggled with that lack of grounding through most of the fall and into the winter. I am so horrible at reading maps! And Adventure Cycling route maps took map reading to a more challenging level than I'd ever imagined. Kentucky especially was highly confusing. Yet in Kentucky I saw Cardinals, my favorite birds. We were hosted at the National Press Club in Washington DC. It was my first time in the nation's capitol. And I'm glad to have met so many wonderful people there, and in spite of the heat on World Car Free Day, September 22; I really enjoyed biking around the town and hanging out in the park across from the White House.

We had a very interesting field trip to New York City to have dinner with the President of Iran, Mahmoud Ahmadinejad, who wanted to meet with US peace activists while he was in town attending United Nations events on the International Day of Peace, September 21. Cynthia was asked to assemble the activists from around the country. It was quite interesting to listen in on all the phone conversations she was having in coordinating the event, location, etc. We took a rather packed bus from DC to New York for the one day excursion. It was the most time I've ever spent in New York City. I really enjoyed: riding the subways, getting to see Vernon's daughters place, meeting Ramsey Clark and Col. Ann Wright, and hearing the many notable speakers at the dinner. The food was yummy too.

This summer and beyond: I'll be glad to be staying home this summer, however. There will be a few trips but only for a week here and there. And I'll have time to practice my saxophones, garden, spend time in my sewing sanctuary, and otherwise just putter around.

I will so miss Gretchen so I want to say a huge thanks to her for her mentorship and friendship. Also thanks to Marion Dickens and Nancy Lindsey for folding the orders of service and to Marjorie Goss for proofreading the newsletters and to anyone else I may have forgotten.

Respectfully, Yaney LA MacIver

Community Coordinator's Annual Report

Going into the third year of this position (created in 2008), my mix of activities has changed somewhat to more closely align with the relational aspect of this position. I primarily work with the Membership/Hospitality committee, but this year I also began assisting in the facilitation of the Chalice/Covenant group program, as well as coordinating 7@7 dinners. In addition, I am the staff member that works with our truly awesome volunteers, including the Board Secretary, to ensure that an accurate count of voting members is reported to UUA on February 1, and then again updated for our own annual meeting in Mid-May. Finally, keeping denominational affairs "buzzing" throughout the congregation seems to be energizing for many people, as our Unitarian Universalist faith is so much bigger than our single small congregation. There are truly many, many wellsprings of UU inspiration, and I am enjoying the positive response to the various aspects I'm able to bring back to UUFC for congregational consideration and action. If this seems like a lot to focus on in 14 hours/week...it is!

General: I continue to attend most Sunday services in my role of warmly welcoming newcomers and engaging them in follow up discussions or activities if/as they are interested. This ranges from phone calls to shared UUFC events to meetings over coffee/tea to the occasional meal together. I prepare the Newcomer Orientation packets and go over these at sit-down meetings with newcomers; additional packets are prepared for the Newcomer Orientations. I am the primary contact for out of town visitors who e-mail in advance that they may be moving here and would like to check us out - always a particularly bright spot in the day! Finally, in terms of people actively seeking us out, we seem to have become somewhat of a node for people from earth-based traditions, probably due in part to the beautiful and now rather long-running Wheel of the Year services offered every quarter and cross-quarter (i.e.: every six weeks) by Lay Minister Cliff Pereira, accompanied by Susan Wulfekuhler and several others.

Membership/Hospitality (M/H): Under the able leadership of Carl English-Young, the M/H committee gave four rounds of Newcomer Orientation + Path to Membership (see M/H Committee Report) with follow-up potlucks. I provided detailed call lists for each round of meetings, gave formal and/or informal presentations at all Orientations, provided the Minister with materials for welcoming new members into our fellowship upon signing the membership book, and followed up on informing the M/H committee and Office Administrator when people changed their membership status. I also helped coordinate New Member recognitions in November and May, and generally kept the committee apprised of any issues requiring their attention. I am indebted to Carl for developing the magic timelines that keep all of this on track.

This year, I brought a program back from GA about how to assess congregational status in terms of newcomer/new member statistics. On applying the various metrics to UUFC, we found that we are a bit low, relative to other UU congregations, in attracting newcomers "in the door", and about average in terms of the proportion of newcomers that choose to become members. Typically, we lose about 20-30 members a year due to death, moving, or moving on. That's about 10% of the voting members! Therefore, if we are attracting fewer new members than that, we are actually shrinking in size. Since the last Annual Report, we have 28 new

members. Eleven were recognized in November, and 17 will be recognized at the service preceding the May annual meeting.

One result of the GA program was the decision of the M/H committee to implement a new visitor welcoming process. The purpose of the change was to focus our energies on people who choose to visit at least twice and also to be less intrusive about gathering personal information the very first time a newcomer steps in the door - which can be quite off-putting. It will take awhile to work the bugs out of the system, but one positive result is that the people I follow up with really do have some independent interest in UUFC.

Chalice/Covenant Groups: At the time I took over the Chalice/Covenant group program in September, we had five active groups, although one subsequently decided to stop meeting. The circle of Chalice Group facilitators decided that they wanted to roll out a new enrollment in February. Diana Vezmar-Bailey kindly offered to give another round of facilitator trainings. A worship service in February focused on Chalice groups, and many people indicated interest. After some intensive calendaring, two newly trained and two experienced facilitators each started a four week "taster" group, including a rather large group in Albany. Three of these are continuing on a twice-monthly basis. All interested members of the fourth group were distributed to other chalice groups. In all, we currently have about 60-70 people participating in this program.

7@7 Dinners: An initial flurry of activity in the autumn resulted in approximately five 7@7 dinners (potlucks in private homes)...but more would be better. This coming year I'll explore summer as a good time for these kinds of connections.

Membership Count: Our reported membership to UUA on February 1, 2011 was 293 members, down from 320 last year. Last year, however, was somewhat artificially inflated as we began the somewhat bumpy process of figuring out how to integrate service-qualified people in a culturally competent and transparent fashion for the February 1 winter count. There were, as expected, many changes between February 1 and the time of writing of this report, and it is still too early to report the final number for our own Annual Meeting. It looks as if the number is somewhat higher, however.

Denominational Affairs: Attention to the ongoing four-year Congregational Study Action Issue (CSAI) on Ethical Eating was encouraged by multiple handouts around UUFC. Feedback was solicited, and several individual congregants offered formal comments. These responses were collated and submitted to UUA as individual (not congregational) feedback by the February 1 deadline. The newest CSAI (Immigration as a Moral Issue) was wonderfully highlighted by our Student Intern Minister Lise Sherry who ably facilitated an interesting six-week discussion group on the UUA common read (Margaret Regan's *The Death of Josseline: Immigration Stories from the Arizona Borderlands*).

Respectfully submitted, Jesse Ford - UUFC Community Coordinator

Religious Exploration— Co-Director of Religious Exploration, Children—Niya Standish

The primary role of my ministry to UUFC is the development and implementation of programs for children, to enhance their faith development within a supportive community that is physically and emotionally safe for children to learn, ask questions and share. This includes selection and design of curriculum and worship opportunities, teacher recruitment, training and support, family support, service projects and community building activities.

Theme: The theme for this year "Faith in Action: Living Our UU Values" was developed as a follow-up to the children's request to participate in more service projects. This was definitely a fun filled, active, hands-on learning year. Children participated in many service projects for local communities and in International programs.

- Heartland Humane Society: Developed a partnership with Heartland Humane Society. The 5th/6th grade class works there the first Sunday of each month. All children in RE were involved in making toys and treats for animals as a fundraiser for Heartland. We made approximately \$400.
- Grace Day Center: Developed a partnership with Grace Day Center. Children decorated the exercise wands used at Grace Center. We also borrowed wheel chairs from the center to use during our study of disabilities.
- Heifer International: Raised \$700 from special offering during the Children's Holiday service.
- Men's Shelter: Made Valentine cookies for the men's shelter.
- UUFC: Created beautiful Chalice greeting cards for the Caring Connection, assisted with fall leaf raking and planting annuals in the spring. Also made water proof pads for people to use when gardening or worshipping outside on the UUFC grounds.
- Pennies for Peace: Worked in conjunction with the Peace Action Council collecting \$180.
- Throop Trail: The 5th/6th class did trail maintenance on the Allen Throop Trail.
- Owl Boxes: 5th/6th made "barn owl" boxes to place around Corvallis to assist with local rodent control. This was a joint endeavor with the Environmental Action Committee.

We also had a unit of study on disabilities using a curriculum I updated, "Welcome to My World". This was a positively received unit introducing the children to what it means to be differently-abled and understanding that we each have our own unique gifts and strengths. Many members of the congregation shared their expertise and experiences with different disabilities (mobility, sight & hearing impairment).

The preschool spent the year exploring our Unitarian Universalist values through stories. Their focus is on creating a sense of "home" within our community.

Worship: Worship is always an important element of Religious Exploration programming. This year the children joined the adults in the sanctuary for opening worship and a "Time for All Ages" twice a month. The other two Sundays each month I lead a special Children's Chapel for all children three years old through sixth grade. Additional worship opportunities this year

included "Multi-generational" services designed in collaboration with Michael Molk and Rev. Gretchen Woods. (Welcome Home, Thanksgiving and Easter).

Staffing: Twenty-four volunteer "RE Guides/Teachers" and six teen helpers were the remarkable leaders supporting the 92 children (infant through 6th grade) registered in our program.

Family Ministry: Ministry to families included offering opportunities for families to build community. These included "Stone Soup" in the fall and the annual holiday tree trimming party. Attendance was quite low at these activities. I also worked with the personnel committee on developing a program to adequately meet the needs of families attending services during the summer months.

Professional Development: I attended the LREDA fall conference in New Orleans. The theme was service in action. We focused on the concept of "service in solidarity and not simply as charity". I also attended the LREDA professional days prior to the district meeting. The theme was Family Ministry.

I look forward to another year serving as CO-Director of Religious Exploration. Together we minister to the children and to each other in this beloved faith community. Thank you for the opportunity to be of service within this community.

In faith, *Niya Standish*

Religious Exploration Council

The Religious Exploration Council works with the Co-Director of Religious Exploration for Children's Program on the development of and support for programs for children and their families at UUFC and assists with support, appreciation and recruitment of RE volunteers. The committee meets about once every six weeks.

Members:

- Cindy Miller
- Marlene Massey
- Lisa Ammann
- Rachel Ozretich-Lay Minister Nurturance of Families
- Gerri Buckles (Board Liaison)
- Niya Standish (DRE)

Teaching Teams:

5th/6th

- Scott Bruslind
- Barb Holmes
- Joe Martines
- Sue Martines
- Eric Karbowski

2nd/3rd/4th

- Rebecca Michelson
- Marlene Massey
- Timothy Lord

- Erin Zabroski
- Amanda Valerio

K/1st

- Gerri Buckles
- Alison Myers
- Scott Rullman
- Steve Ferrell

Preschool

- Will Mustard
- Stacey Bartholomew

Preschool Helpers

- Sunia Yang
- Linda Bruslind

Infant/Toddler

- Lew Pennock
- Pat Pennock
- Rachel Ozretich
- Kelley Kendall
- Jill Fischer
- Tim Emery

Program & Curriculum Development:

- Worked with the DRE for Children on developing ideas for the curriculum for next year. (2011-2012) The theme will be "Stories From Long Ago and Many Lands"
- Evaluated the new format of only offering RE during the 11:00 AM service. It is working well although one class is very large. (about 16 each week in the 2nd/3rd/4th combined class) and the infant/toddler program has been quite small. We will address imbalances in attendance by not having more than two grades in each class next year and keeping the 3 year olds in the toddler room. Infant/toddler programming will be a combined childcare/story time for our littlest ones.
- Assisted with development of a spring curriculum on environmental awareness.
- Assisted with the recruitment of guest speakers for the sessions on Disabilities and helped plan and lead special projects.
- Collected resource/support materials from the public library each week.

Teacher Support:

- Served as liaisons to individual RE classes and teachers.
- Designed teacher appreciation gifts and wrote individual thank you notes to each teacher

Community Building/Social Events:

- Planned and led the end of year party.
- Assisted with social hour cookies after the winter holiday program.
- Designed a fund raiser for Heartland Humane Society, making & selling toys for animals.

Family Ministry:

- Assisted with welcoming families and registration of children.
- Sponsored a fall "Frittata and Stone Salad dinner.
- Organized the Annual Christmas Tree Trim
- Organized a Halloween Party connected to theme of Caring for Animals.

Additional Activities:

- Assisted with annual cleaning and reorganization of RE facilities and supplies.
- Helped organize a service partnership with Grace Day Center.
- Maintained RE Library

Goals for next year:

- Continue to address RE attendance trends.
- Evaluate needs for family events/dinners
- Create an information flyer for families on basic RE policy and procedure.

Campus Ministry

Our mission: To provide a safe and welcoming environment where individuals may share in the search for truth and meaning.

The Campus Ministry group continued to be ably led by Benjahmin Boschee as the Student Director of campus ministry for the 2010-2011 school year. The group had many great discussions and activities this year. Approximately 8 college students regularly attended weekly meetings at Westminster House near OSU.

The campus ministry group went on its third annual Coast Retreat in April, which was very much enjoyed by everyone who went.

Also in April the campus ministry group presented a worship service at the Fellowship on the topic of "*Monsters*".

In June we participated in the "Bridging Service" recognizing and honoring those who are transitioning, including graduating high-school seniors, college students moving on, and this year, our minister Reverend Gretchen Woods.

Numbers of college students from the Campus Ministry group regularly attended Sunday worship services at the Fellowship throughout the year.

Co-Director Michael Molk continued to provide staff support for Campus Ministry.

Submitted by Co-Director of Religious Exploration Michael Molk

Religious Exploration—Youth Programs

2010-2011 was a stellar year for youth programs at UUFC. The theme for youth this year was *"Social Action & Social Justice - Putting our Principles into Practice"*. We have two different age groups of youth: 7th/8th grade and 9th-12th grades, also known as Young Religious Unitarian Universalists (YRUU). All of our activities for youth aim to incorporate the six components of a balanced UU youth program: Community Building, Learning, Social Action, Worship, Leadership Development, and Youth-Adult Partnerships.

7th/8th Grades

There were 20 7th/8th graders registered in 2010-2011, with an average of 9 attending. The adult advisors for this group were Carol Hennessy, Mary Craven, Kathy Kopczynski and Jay Coffman. In the fall of 2010 the group attended a weekend retreat on the Oregon coast, spending time getting acquainted, bonding, playing, worshipping, and brainstorming priorities for the year. The group especially studied Social Action & Values this year. The youth participated in the Benton County Holiday Food Drive, delivering food to folks around Benton County. The 7th/8th graders presented a skit about feeding the hungry in the RE holiday program, and attended several other worship services throughout the year.

Coming of Age

Fourteen middle-school youth participated in the Coming of Age (COA) program which we offer every other year. The 7th/8th grade advisor team of Carol Hennessy, Mary Craven, Kathy Kopczynski and Jay Coffman, along with Co-DRE Michael Molk, led the COA program. Valuable assistance was also provided by Wolfgang Dengler. The program lasted from January through June 2011. COA activities included several overnights, a drumming session, a social service weekend in Portland, The OSU Ropes Challenge Course, a Wilderness Retreat at H. J. Andrews forest, numerous discussion sessions, writing their credos, a "Youth/Elder Council" with members of the congregation, and presenting a worship service to the entire congregation in June. Co-DRE Niya Standish and Alan Kirk led a discussion for parents of COA youth.

Young Religious Unitarian Universalists (YRUU) - 9th/12th Grades

There were 40 high school youth registered this year, with an average of 25 attending regularly. The adult advisors for YRUU were Mark Aron, Stefani Sackinger, Rich Brainerd, and Tom Hussong-Christian. The high schoolers went for a hike and a raft trip down the Willamette River during the summer months, and to South Beach State Park on the coast in October for their weekend retreat. Many of the youth went to both the fall and spring youth conferences, sponsored by the Pacific Northwest District. Along with youth from Salem, a group of our youth planned and put on the spring district youth conference, entitled *"Septicon"* (studying the seven UU principles) attended by 250 youth from around the Pacific Northwest! Our Corvallis contingent of 25 youth was the largest group of youth from one church going to a youth conference in our district in recent memory! A number of youth also attended other district-sponsored weekend-long youth workshops, including Goldmine Leadership School and a Social Justice Conference in Seattle. Scholarships were given to numbers of youth to attend these conferences. In November YRUU went to Portland to feed hungry people at Potluck in the Park, and participated in the Thanksgiving Holiday Food Drive, delivering food to folks around

Benton County. In February YRUU presented a showing of *"The Laramie Project"* raising money and awareness about LGBTQ concerns. In March the youth served a pancake dinner to the congregation, and took a hike with our visiting Transylvanian scholar. YRUU participated in the RE holiday program in December, and attended several other worship services throughout the year. YRUU presented two worship services for the entire Fellowship, once in February on the topic *"Love, Acceptance & Social Action"* and again in June for the graduating high school seniors Bridging Service. In May YRUU put on a weekend Youth Cluster Conference called *"Compassion"* at our Fellowship, for UU youth from Eugene, Salem, and Corvallis. Youth met with Reverend Woods several times. The group also met occasionally for movies, socials and overnights. Numbers of youth worked with younger children, both as teen helpers in RE, and providing childcare for Fellowship events. On the second Sunday of each month the parents of youth served coffee and tea during social hour after worship.

Youth/Adult Council (YAC)

In 2010-2011 the YAC met monthly to discuss and plan activities for the youth of the Fellowship. 12 youth and adults participated in YAC. The YAC planned and implemented a conference for UU youth from Eugene, Salem, and Corvallis. In addition, the YAC implemented ideas for soliciting more input from youth about what they want to see in the way of youth programs at the Fellowship.

Our Whole Lives (OWL) Sexuality Education

In March of 2011 2 adults attended training to become certified to teach 7th-12th grade OWL, in preparation for leading OWL sessions next year. Co-DRE Michael Molk co-led Young Adult OWL sessions for 40 college students at Reed College in January.

Coming Up Next Year

Next year the youth groups will have guest speakers, discussions, go on field trips, and do social service, amongst other activities. They will participate in several Fellowship worship services, and each group will present their own worship services as well. They have coast retreats planned for the fall. YRUU will attend both fall and spring district-wide youth conferences. We will offer Our Whole Lives sexuality education classes again for kindergartners through 12 graders. The Youth/Adult Council will continue to review and revise UUFC youth programs, and consider the possibility of future youth service trips.

Submitted by Co-Director of Religious Exploration Michael Molk

Religious Exploration— Co-Director of Religious Exploration, Youth— Michael Molk

2010-2011 was another good year for me. I continued my work of recruiting, training, and supporting youth advisors for both youth groups, organizing the Coming of Age program and OWL sexuality classes for youth, and participating in the life of the Fellowship in numerous other ways. I met regularly with the youth advisor teams, the COA team, staff, and the youth groups. I assisted with worship planning and presentations, "Stories for All Ages", and Children's Chapels. I participated in and helped organize numerous worship services, including the Campus Ministry service, Young Religious Unitarian Universalists (YRUU)'s winter service, the Youth Bridging service, the Coming of Age service, Easter, and, in collaboration with my co-DRE Niya Standish, the RE Winter Holiday Program, "*Peace on Earth, Justice for All*". I led all of the children and youth in singing for that service.

I regularly welcomed and oriented new families, youth and parents. I counseled youth, parents, families, and young adults on various pastoral issues. I organized various field trips for the youth, including fall coast retreats, participation in district-wide youth conferences, social service projects, the Benton County holiday food drive, and overnights for youth at the Fellowship. I continued to participate in monthly meetings of colleague DREs from around the Willamette Valley.

Along with the 7th/8th grade youth advisors, I co-led the extensive six-month long Coming of Age program for our middle school youth. I co-led Young Adult OWL for Reed College students. For the third year I was responsible for providing staff support for the campus ministry group.

I participated in the Board of Trustee's October Retreat, facilitated meetings about Worship and Music at the November Visioning workshop, and summarized the results of those meetings. In February, with colleagues I attended the District Assembly in Portland, and LREDA Professional Days in Vancouver, Washington.

This year I played my oboe for several worship services. In June I hosted a retreat for Fellowship staff to schedule and coordinate our plans for the coming year.

I have enjoyed working with sister and fellow staff Gretchen, Niya, Ray, Jesse, Raven and Yaney. I have learned so much from Gretchen over the past 10 years; I will miss working with her, and I wish her the best in all her future endeavors! I continue to be so grateful for the opportunity to work for and with the youth, children, and adults of this religious community. I'm excited to see what the future holds for the Fellowship, and I'm looking forward to participating in the next chapter of our Fellowship's history!

Submitted by Co-Director of Religious Exploration Michael Molk

HOW WE OPERATE

Annual Report Committee

Members:

- Dianne Roth (chair)
- Yaney LA MacIver (staff liaison)

Mission: To compile and archive the life of the UUFC.

Activities:

- The deadline for annual report submission was April 1, 2011, with publication finished by the Annual Meeting in May.
- We have determined to publish the 2011 Annual Report as a link from the UUFC Website. We are waiting for the final approval of the UUFC Privacy Policy from the Communications Committee. This will guide us in deciding what information (i.e.: finances and names) will be included on the link.
- As of 2011, it was determined that some reports need to be required. They are:
 - *Budget
 - *Building Maintenance
 - *Endowment Report
 - *Finance
 - *Fundraising/Giving/Stewardship
 - *Grounds
 - *Membership/Hospitality
 - *Nominating
 - *Personnel/HR
 - *Program Council
 - Building Upgrade/Expansion
 - Communications
 - Investment
 - Ministry
 - Rental

* Denotes that the 2011 Annual Report was submitted.

Included in the President's Report:

Bylaws/Policy

Long Range Planning

As of May 4, 2011, the 2011 Annual Report was compiled with 49 out of 61 reports.

Vision: Our hope for next year is, again, for a more complete document, compiled in a timely fashion, that represents who we are and what we do.

Submitted by Dianne Roth

House Managers

Members:

- Chris Daly (head)
- Russ Anderson
- Brenda Baxter
- Mina Carson

Mission: Our job is to ensure that the services run smoothly

Activities: House managers are responsible for the following:

- Arranging the chairs (ensuring sufficient clearance for wheelchairs)
- Delivering orders of service to entry table
- Ensuring sanctuary temperature is comfortable, putting up and taking down sun shades
- Distributing the hymnals
- Maintaining and operating sanctuary and social hall sound systems, including audio feeds to the foyer and kitchen, setting up microphones before service
- Making audio recordings and labeling them for check out by congregation members
- Maintaining the podium area and providing candles and matches
- Providing a wireless microphone to those who wish to speak during "spoken response" sessions
- Taking the collection during the service
- Counting the collection, entering amounts into the journal, and preparing money for the bookkeeper
- Counting and recording attendance at each service
- Putting back hymnals, closing down sound system, cleaning up sanctuary and podium area, blowing out and putting away candles
- Keeping rechargeable batteries charged for the wireless microphones
- Keeping the CD burner stocked with CDs (purchased by Chris)
- Being responsive to the needs of those delivering the service, who may need special furniture configurations, microphone arrangements, etc.
- Troubleshooting and contacting experts for help as sound system issues arise

Comments: The house manager group continues to enjoy a stable membership of four: Russ Anderson, Brenda Baxter, Mina Carson, and Chris Daly. Four is the minimum size for smooth operation, giving each member a service about once a month. This group is dedicated to providing high quality support for worship services, and has done an excellent job in that capacity.

We work from a schedule Chris makes up once each quarter, in consultation with the members. The quarters are: January-March, April-June, July-September, and October-December. Chris emails copies of the quarterly schedule to Raven Sanders and Yaney MacIver, and it is posted on the wall of the UUFC office. Occasionally it is necessary for us to juggle our schedule to meet unexpected changes in plans, and this may cause occasional deviations from the posted schedule. However, we are pleased to report that it is extremely rare to have a Sunday without house manager coverage.

The rechargeable batteries for the wireless mics are working wonderfully, and disposable batteries are no longer needed. Dozens of disposable batteries have been saved. However, despite our efforts to keep the batteries safe by keeping them in the office, the rechargeable batteries are disappearing one by one, requiring Chris to buy new ones to ensure we have enough. This is very unfortunate.

The sound system has generally been reliable, although most of the house managers are of the opinion that the sound system is overly complicated for what it does. Recently, the CD recorder has become a problem. The recording occasionally fails for no reason. It is unlikely the CD is faulty, because it has happened too often and over too long a period (several months). For recording, one idea is to bypass the CD medium altogether and go to a portable device that records directly to an MP4 or similar file. This has several advantages, including being able to record the choir (now not recorded) by capturing ambient sound, and being able to post the recording to the UUFC web site for anyone to download, eliminating the need to keep a CD library. The podium and wireless mics would need to be wired directly into the device, however. The Confluence Choir has purchased such a portable recording device, and has offered it to us for testing.

Submitted by Chris Daly

Worship Committee

Members:

- Mary Anne Dengler
- Lorene Hales
- Don Alan Hall
- Kyle Jansson
- Cliff Pereira
- Sheila Smith (chair)
- the Rev. Dr. Gretchen Woods (ex officio)

Mission: The Worship Committee works with the minister and others to plan meaningful and varied religious services for the UUFC. We advise the minister on matters of worship. We act as liaison for guest speakers and lay led services. We makes sure there is a service every Sunday of the year. We arrange for lay leaders to assist with Sunday services.

Activities 2010-11: The Worship Committee produced ten services during the summer of 2010. During the school year 2010-11, Lise Adams Sherry, our intern minister, provided services when the senior minister was unavailable. We provided lay leaders for services. We worked on a survey about times of worship.

Vision: If the budget allows, we would like to bring in more speakers from outside the UUFC to offer different perspectives to the congregation.

Submitted by Sheila Smith

Program Council

Members:

- Janet Farrell (co-chair)
- Nick Houtman (co-chair)
- Janet Wagenschutz
- Diana Thompson
- Joel Spector
- Abby Jelavich
- Sheila Smith

Members who stepped down this year:

- Paul Adamus
- John Elder
- Amanda Valerio
- Also attending:
- Gretchen Woods
- Lise Adams Sherry
- Judy Malouf (Board of Trustees liaison)

Mission: The Program Council coordinates and supports programs, events and committees. The committee helps recruit committee chairs and encourages leadership development. It publishes an annual list of committees and their purposes.

Activities:

The Program Council did the following in 2010-2011:

- Produced a UUFC community notebook, "What Do UU Want to Do?", which includes committee descriptions and volunteer opportunities along with information on how the Fellowship works. The notebook is in the foyer.
- Helped to coordinate planning for the Holiday Bazaar.
- Sponsored and helped to plan a six session leadership training course called "UU Flight School".
- Helped to re-establish the Communications committee.
- Updated the brochure on committees and activities.
- Worked with Niya Standish to get more help for support of the children's R.E. Program.
- Created a policy on the above committee.
- Held an annual dessert at Cliff & Cherie Pereira's to thank committee chairs for their contributions to UUFC.
- Wrote occasional thank-you cards to members for their extra efforts on behalf of the UUFC community.

Vision:

- Continue to help committees solve problems and recruit leaders.
- Continue to help develop leadership and raise the visibility of volunteer opportunities at UUFC.
- Offer leadership training, "UU Flight School" on a somewhat yearly basis.
- The Council is looking into, with other committees, putting together a share-the-ride program.
- In assessing the effectiveness of UUFC fundraising activities, the Council is collecting information on what activities other local churches use for fundraising.

Submitted by Janet Farrell

Membership/Hospitality Committee

The Membership/Hospitality Committee is responsible for welcoming visitors, orienting them to the Fellowship, and guiding them toward membership, if that is their goal.

Members:

- Carl English-Young (chair)
- Jesse Ford (Community Coordinator)
- Claudia Weintraub (Board Liaison)
- Nancy Leman
- Eileen Maxfield
- Sherry Litke
- Abby Jelavich
- Freda Fredriksen
- Leo de Vogel
- Angel Chisemet

Activities:

Greeting: The committee watched "Congregations Count," a presentation that Jesse had seen at General Assembly. Based on the ideas in the presentation, we made changes to the way we track visitors so that we can see which ones are expressing a true interest by attending several times.

Claudia Weintraub and Nancy Leman organized a large team of greeters and conducted an in-depth training in January. They also recruited Super Greeters, long-term members of UUFC who make sure that each visitor has individual attention. In February, Abby Jelavich took over the recruitment and coordination of the greeters.

Newcomer Orientation and Path to Membership Programs: The committee held four dual programs during the year. Newcomer Orientation familiarizes interested visitors with Unitarian Universalism. The Path to Membership Program provides information about the UUFC, PNWD, and UUA and informs people of the rights and responsibilities of membership. After the Path to Membership, attendees have an opportunity to sign the book and become full members. Programs were held in July, October, January, and April.

Coffee: Freda Frederickson organizes the groups that make coffee on Sundays. The committee invites newcomers and new members to be part of the coffee team on the fourth Sunday of every month.

Potlucks: The committee holds a potluck a few weeks after the Newcomer Orientation and Path to Membership programs. Special invited guests are people who attended the programs. This year, we advertised more widely, announcing the potlucks to the entire congregation by several methods.

New Member Recognition: The committee participated in two new member recognitions held in services in November 2010 and May 2011.

In August, the committee sent a note to all new members from the past two years, saying that we were glad to have them as members and that we looked forward to them participating in special Fall events such as the Tuna Roast and the Gathering of the Waters.

Nametags: Leo DeVogel kept up admirably with the steady flow of requests for new nametags.

Submitted by Carl English-Young

Personnel and Human Resources Committee

Members:

- Russ Anderson (Chair)
- Karen Salot
- Karen Winget
- Carl English-Young
- Carolyn Madsen (Board Liaison)

Responsibilities:

- Position Descriptions (PD)—types of positions (salary, hourly, fixed-term contract, volunteer or whatever we decide to call them), format/content of PDs, supervisory roles, update procedures, etc.
- Employee Hiring—search committees, advertising, salary/pay determination & verification, selection process roles
- Employee Discipline and/or Termination—roles of supervisors, Personnel Committee, Board, procedures and documentation
- Employee Evaluation—how, how often and when, relationship to PD updates (above) and Discipline (above)
- Employee Relations—employee relationship to Board, Personnel Committee, HR, employee advocacy, dispute resolution/mediation, etc.
- Human Resources—payroll, staff benefits, required tax and other reporting, health care provider negotiations

Meetings: Once monthly, second Tuesday evening 7:00 - 9:00

Accomplishments:

- Create job descriptions and work agreements for all UUFC employees (8)
- Create and manage employee evaluation process
- Work with Board President to create budget options for 2011-2012 budget
- Help organize the summer RE program and hire summer child care providers
- Review and communicate solutions to many smaller personnel matters

Submitted by Russ Anderson

Living the Welcoming Congregations (LWC)

Members:

- Claudia Keith (chair)
- Marcia Shaw (co chair)

Inactive this year.

BUILDING AND GROUNDS

Building and Grounds Committee

Members:

- Joel Spector (chair)
- Nick Houtman (vice chair)
- Jean Townes
- Carl English-Young
- David Maxfield
- Eric Karbowski
- Paul Norberg
- Tom Bishop

Mission: The Building and Grounds Committee maintains the UUFC's facilities and outdoor landscape.

Activities: Joel Spector conducted or arranged for maintenance during most of the year. A newly constituted committee with the above members first met in February 2011. Maintenance is done by members of the committee or by professionals as determined by the committee.

Over the past year, the committee: investigated and repaired roof leaks (ongoing), inspected foundation holes where rats could be getting into the building, investigated and prepared for repair of a plugged storm-water drain line, repaired and prepared for replacement of the deck on the east side of the building, removed one of the incense cedars on the east side of the property, jacked up the sagging Social Hall floor and got the long-standing black-spot problem with the dishwasher repaired in concert with Yaney LA MacIver, Office Administrator and with help from Raven Sanders. Maintenance of the grounds, including lawn mowing, tree and shrub trimming, leaf raking, parking lot cleaning, and other tasks, was carried out by volunteers.

Submitted by Nick Houtman

The Memorial Plaque and Garden

In 1990-91, members of the congregation determined to set aside a section of the UUFC Grounds as a memorial to members who had passed on. The area just north of the Social Hall was designated as the Memorial Garden, and a Memorial Plaque was designed and constructed by Elliot Marvell to be mounted on the north wall of Sanctuary/Fellowship Hall. At that time, families were asked to contribute a sum toward development of the garden and the engraving of the memorial plate to be inscribed with the name, birth and death years of the departed member.

Plates can still be mounted memorializing those whose families request recognition of a departed member. Contributions are welcome to maintain the garden and the engraving.

Submitted by Nancy Leman

OUR COMMITMENTS

Environmental Action Council (EAC)

The **mission** of the EAC is to educate the UUFC membership and the Corvallis community about environmental issues; to act to preserve and protect our facilities, our community and the Earth; to reduce our carbon footprint, our water usage, our pesticide usage and our waste production; to promote local foods and environmental justice; and to work toward sustainability in all aspects of our lives.

Members:

- Elizabeth Waldorf serve (co-chair) include;
- John Elder (co-chair)
- Dianne Safford
- Jean Townes
- Sally Shaw
- Uta Hussong-Christian
- Roberta Hall
- Brian Smits
- Rachel Ozretich
- David Waldorf
- John Swanson
- Mark Hixon
- Bibi Momsen
- Sherry Litke
- Katherine Perkins
- Dorothy Lewis
- Susan Wulfekuhler
- Christine Dashiell
- Bob Scott
- Anne Harding
- Eric Karbowski
- Luke Kennedy
- Barbara Ashman
- Sue Lurie
- Jim Good.

The Environmental Action Council has had another busy year. Our Solar Energy Committee (Bobbi Hall, head, and Jean Townes, Brian Smits & Elizabeth Waldorf) interviewed several Corvallis business leaders to investigate and search for a solar partner who might fund solar panels for us and after several years sell them to us for a small fee. This search proved that this partnership was not feasible. John Sechrest and Theresa Gibney helped us understand the new Oregon feed-in-tariff incentive plan. Laura Uhler, former UUFC President and owner of Solar Ki, generously offered to explore installing solar panels for a reduced fee. The generous

payments for the power produced on site made this option an attractive investment to the UUFC investment committee. The Board of Trustees accepted their recommendation to make this investment, and Laura was authorized to submit a proposal for UUFC to participate in this program on July 1. We were jubilant when we learned that our application was accepted. All the awards were made within the first eight minutes of the offering!

In preparing for the solar installation the Solar Ki team discovered separations in the RE attic framing that they repaired at no additional cost. The installation was completed in August, 2010. We obtained 40 high efficiency solar panels with a capacity of 9000 watts that will provide conservatively 25% of our electric needs. The payments for electricity generation go directly to our investment committee to repay the loan for the purchase of the panels with interest.

Early in June, heroically, John Elder assembled and rewrote all the Green Sanctuary reports so that they would all be in the same style. He submitted electronic reports on our 14 projects and other papers documenting our credentials to the UUA Green Sanctuary head in Boston. Effective August 4th, we were delighted to become an accredited Green Sanctuary. We will be recognized for this accomplishment at General Assembly in Charlotte NC in June 2011. For that event we have been asked to assemble a scrapbook of our activities to be displayed there. Uta is compiling and completing our scrapbook.

Susan Wulfekuhler, Anna Coffman and Dianna Vezmar-Bailey developed a program for the Corvallis Community entitled "Grieving the Gulf: We Gather to Witness", a program to recognize and mourn the losses from the BP oil spill volcano in the Gulf of Mexico. Held on Wednesday June 16th, the EAC sponsored this program with the NW Earth Institute class "Reconnecting with Earth". About 75 people attended.

Jim Good presented a Sunday talk on "Green Burial" that generated lots of interest in this topic. He asked that the EAC form a committee to investigate local possibilities. After strong attendance at the first committee meeting, actions have been delayed until July 2011 when Jim will have time to devote to this topic.

Our environmental reading group continues to meet twice a month at a member's house. This year we've read Nuclear Power is Not the Answer by Helen Caldicott, The Bridge at the Edge of the World by James Gustave Spæth, The Coming Population Crash and the Planet's Surprising Future by Fred Pearce. We are now reading Moral Ground edited by Kathleen Dean Moore and Michael Nelson. We are happy that we have a lively group.

Our film/lecture series recently showed "Gasland", an award winning documentary about fracking to extract natural gas. In April, 2011 we were happy to have Jim Spain give a talk on tropical soils and in May, Paul Adamus will give a talk on wetland protection.

On October 10th we participated in Bill McKibbin's 350.org 10-10-10 celebration with our Green Celebration. The Rev. Katharine Jesch, a founder of the Green Sanctuary program came from Portland to present us our official Green Sanctuary certificate. She graciously complimented our efforts. UUFC president, Jim Good, dedicated our solar panels. The EAC presented Laura Uhler with a gift certificate to a local restaurant in appreciation for her generosity and expertise. Bobbi Hall thanked city leaders that helped educate us about the choices.

Environmental Action Council (EAC) continued

Elizabeth Waldorf invited folks to sign a **pledge to care for the Earth**:

"We pledge to care for the Earth, our only home.

We will embody gratitude for the wonder of the Earth.

We will work to protect clean air, clean water, and fertile soil; to preserve biodiversity and natural resources; to prevent pollution and reduce greenhouse gas emissions; and to promote environmental justice.

To achieve these goals we will shift our values from consumerism to conservation; from bigger to modest; from foreign to local; and where feasible, from new to used.

In all our decisions we will consider future generations.

These new values will enrich our lives giving us more free time and joy."

More than 85 people have now signed this pledge. Members were also invited to sign a card asking for the early closure of the Boardman coal-fired power plant in Oregon and to write a short letter to the US export-import bank opposing the construction of a new coal fired power plant in Kusille, South Africa, a project opposed by many South African groups.

We concluded this celebration by sharing birthday cake marking the 61st anniversary of the granting of our UUFC charter. This was a joyous event.

Later in October, Bobbi and Don Alan Hall kindly hosted our annual EAC potluck. They provided yummy enchiladas complimented by good foods from others. About ten of us attended and relaxed together.

Bobbi Hall continues to sell CFL bulbs for us at a discount price. She now offers more styles and sizes. Purchased from the Energy Trust of Oregon, these bulbs have more reliable longevity than many others. She continues to donate some to the South Corvallis Food Bank. There as people pick up food, they can select a CFL. We added photos of this activity to our *GA* scrapbook. She also with help from others sold bulbs at the UUFC Christmas Bazaar.

Lise Adams Sherry, our intern minister, adopted the development of a garden on our grounds as her project. She has held a series of meeting of those interested to find a consensus. First an RE class planted garlic and some herbs in large pots. Then beds were formed of compost and attractive edging in the fenced RE play area. One is designated as a **Fairy Garden**. Native plants and some food plants will be planted. Several EAC members have participated.

In 2003 the UUFC congregation, by vote at the annual meeting, adopted a "Right Relations Document". Because it omitted "care for the Earth", we will attempt to amend it at our May 2011 annual meeting. This item is on the agenda.

Because Corvallis has a serious rat problem, Don Alan Hall encouraged the EAC to explore the possibility of building barn owl nest boxes to encourage a rat predator. We wanted to avoid poison that can kill rats and rat predators and instead remove rats in a green way. Jamie Simmons, a fine birder, found plans online. Because the owls are 16" tall they require a large nest box. The nest box measures about 18" high and 23' long, includes two compartments,

hinged doors for cleaning and inspection, and weighs 23 pounds. Jim Good and Eric Karbowski have cut out plywood to make six nest boxes. The fifth and sixth graders in RE are sanding and working to assemble the boxes. Scott Bruslind and Eric are helping and directing them. The class will visit Chintimini Wildlife Center in May to see live male and female barn owls and learn about them. The students are excited about this project.

We hope to get permission from the City of Corvallis to mount a nest box on Corl House in the park at Circle and Witham Hill Dr. We have obtained permission from OSU to mount one on a dairy barn there. Several may be sold to UUFC members for \$50 each, outsiders for \$75 or companies for \$120 (their price online). The money returns to the RE class. We submitted an article for the newsletter to help folks understand that barn owls will not nest in a typical city back yard. Because it's not certain a pair would nest on our UUFC grounds, we must make the decision on whether to place a nest box there.

John Elder prepared photos of our solar panels for a video scrapbook that was shown at the annual meeting of the Corvallis Sustainability Coalition at CH2MHill Alumni Building at OSU on March 9th.

In March as the Oregon Senate considers SB536, an act to ban single use check out bags in stores, the bill is delayed in the Environment and Natural Resources Committee due to inadequate support. Our local Senator Frank Morse, now an opponent, by becoming a supporter, could send the bill forward. The EAC got 25 UUFC members and friends to write post cards asking him to support SB536. On March 21st, Elizabeth Waldorf testified before the Corvallis City Council in support of the City passing a resolution submitted by the local Sierra Club in support of this bill.

John Elder has completed the Energy Advocate training course offered by the Sustainability Coalition Energy Team. He can now advise homeowners on ways to implement recommendations from their home energy audits.

John is scheduled to give a report with a power point presentation on environmental activities at UUFC to the quarterly meeting of the Sustainability Coalition in April 2011 at the Corvallis Benton County public library.

Submitted by Elizabeth Waldorf

Partner Church Committee

Members:

- Janet Throop (Chair)
- Patricia Parcels (Secretary)
- Beverly McFarland (Treasurer)
- Donna Loveland (until September 2010)
- Terry McCoy
- Floyd McFarland
- Viki Shilaos
- Doris Tilles (moved from Auxiliary in September 2010)
- Lise Adams Sherry (ex-officio)
- the Rev. Gretchen Woods (ex-officio)

Auxiliary members: (indicate interest in receiving information and/or helping with activities but choose not to attend meetings)

- Sandy Houtman
- Susie Leslie
- Cindy Panshin
- Melinda Sayavedra
- Joyce Spain
- Jean Townes

Mission: To promote international understanding, social justice, global ethics, and liberal religion through a partner church relationship between UUFC and the Unitarian congregation in Körispatak, Transylvania, Romania.

Activities:

- **Monthly meetings:** We hold monthly meetings throughout the year.
- **Communicate with UUFC congregation:** Articles in the UUFC newsletter, our PCC bulletin board in the social hall, and fundraising activities are ways we share information.
- **Regular email correspondence with Rev. Katalin Szász-Cserey, minister of our partner church in Körispatak.** Also some members correspond on their own with friends they have made in Transylvania.
- **Travel to Transylvania:** In summer 2010, Viki Shilaos and Donna Loveland traveled separately to Transylvania and each stayed in Körispatak. This was our first direct contact with Katalin. Viki spent a week in Körispatak, meeting congregants and the church board. She was also able to attend the 20th anniversary celebrations of Partner Church relationships in Kolozsvár, Transylvania, Romania. She traveled with members of the Omaha PCC, which is partnered with Katalin's home church in Firtosmartonos. Körispatak is her second church.

- **Educational support:** This summer Katalin set three criteria she would use to select students to recommend to us for scholarships: students must live in Körispatak, be Unitarian, and the family or parent must pay the minimum annual church dues. Because of these changes and also the poor economy, only one student was selected for a scholarship this year (\$700 to 2nd year university student).
- **Monthly stipend for Partner Minister:** Beginning in November we have sent a monthly stipend of \$25 to Katalin. We know the congregation is poor. Gas for travel is expensive, and she travels to Körispatak from her neighboring town.
- **Food baskets and program for the elderly:** At Katalin's request, we sent \$300, which supported an afternoon program and gift of food baskets for about 40 elderly people. People and the minister were very pleased with this new event.
- **Annual Christmas presents:** With \$300 from us, books, writing implements, and sweets were purchased and given to 40 children. The new minister is putting less emphasis on sweets, which pleased us.
- **Fundraiser/Hungarian Dinner and slide program:** A tasty soup dinner was followed by slides and a talk by Viki Shilaos on February 26. There was a lot of interest, and we were pleased to have a program with an educational emphasis this year.
- **Partner Church Weekend:** The March 11-13 visit by Balázs scholar Lévente Lazar helped us to understand more about congregations in small villages like Körispatak. A Skype phone conversation with our partner minister gave much information. The Sunday sermon was delivered by Rev Lazar. The congregation had opportunity to talk with him at a Saturday potluck and Sunday Action Lunch.
- **March Action Lunch, Special collections and during March and Christmas Eve service:** The congregation has opportunity to support committee work through these collections.
- **Program in Religious Education:** Partner Church was the topic for classes preschool through 6th grade on Sunday, February 27. Children made a beautiful scrapbook to send to the children in Körispatak.

Vision:

We want to continue to develop a good understanding and warm relationship with the new minister though frequent emails and Skype. Two future projects we have discussed with their minister are starting a Sunday school and renovation of a small meeting room. Both would reach out to a large part of their congregation.

Submitted by Janet Throop, Chairperson

Peace Action Council (PAC)

Members: The PAC meets monthly. Those attending meetings in the last year include:

- Bob Ozretich (chair)
- Bud Ames
- Jan Ames
- Charlie Miller
- Jean Townes
- Leah Bolger
- Sandy Houtman
- Lise Adams Sherry
- Joel Spector

Communication among meeting going members and interested persons is via peaceaction@uufcsocialjustice.org, a self-subscribing list.

Mission: Adoption of the Peace Action Plan during a congregational meeting of April 20, 2008 (130 in favor and seven opposed) directed that a Peace Action Council (PAC) be established.

The full text of the Peace Action Plan can be found at the UUFC's social justice website: <http://www.uufcsocialjustice.org/>. This council was charged to work on behalf of the congregation in the following four general areas:

Petition our government to use diplomatic and peaceful means in our relationships with all nations; avoid any military action in Iran; fulfill our promise to veterans to provide adequate medical care for physical and psychological wounds resulting from their service; discontinue funding of operations in Iraq; call upon the Defense Department to create a less hostile climate for women within the various services.

Witness by making visible presentations in public and within the UUFC through signs, websites, advertisements, and other means to support several UUA General Assembly resolutions related to the war in Iraq that include: withdrawal of forces; close all bases; support Iraqi lead peace process; end U.S. control of political and economic life in Iraq; make reparations and support reconstruction; increase support for veterans; prohibit preemptive war against other nations.

Organize and educate themselves and the congregation through the following: finding out how to support men and women of conscience who seek to leave the military, refuse to register for the selective service; provide information to our youth regarding the selective service processes and options including the moral basis and inherent risks in applying for CO status and refusing to register with the selective service; request support for similar peace action resolutions from UU congregations worldwide and faith communities within and around Corvallis; create a website to promote this and other PAC purposes, linking it to the UUFC homepage; continue our efforts to educate ourselves, and especially our children, on how to apply our UU principles in resisting this and all war.

Support men and women of conscience by developing a strategy to implement the UUA General Assembly's four Sanctuary Movement resolutions as they apply to men and women of conscience who seek to leave the military, refuse to register for the selective service, or should a draft be instituted, refuse to be inducted. This would also include supporting organizations such as Veterans for Peace, the G.I. Rights Hotline, and the Military Task Force of the National Lawyers Guild that assist military personnel in withdrawing from the military.

Activities: Most of our activities were to co-sponsor activities that furthered our education and that of the community and Fellowship around the Israeli/Palestinian situation. Our meeting attendance has varied significantly this past year, perhaps in response to folks using their time in endeavors that may be more tractable than ending our wars, or effectively promoting peace.

- 4/25/10-AIPAC meeting in Portland Members carpoled and picketed.
- 5/14/10-Ginger Gouveia presented at the Fellowship: "Israel/Palestine: What I saw...What I heard"
- 10/17/10-Jessica Campbell talks about her visit to the West Bank and Israel this last summer at the Fellowship.
- 10/30/10-Salem UU church—UU Voices for Justice organizing meeting. Several members carpoled and participated in the presentations and discussions.
- 11/9/10-David Barsamian, of Alternative Radio fame: "How newspapers, magazines, radio, and television influence US perceptions of the Middle East, and about how people in the Middle East get news about the US" co-sponsored by PAC at Troubadour Music Center
- 11/14/10-A glimpse into the rich and varied culture of the Palestinian people. Sponsored at the Fellowship and organized by the Corvallis Palestine Action Group. Very successful fundraising for the Middle Eastern Children's Alliance project to bring potable water to kindergartens in Gaza.
- 11/15/10-Gazette Times' article on National Guard Homecoming showing five-year old on 50 caliber machine gun prompted the PAC to authorize Charlie Miller to pursue a public discussion of the militarization of our youth (see 1/18/11 entry)
- 1/9/11-Showing the video entitled " Collateral Murder" at the Fellowship. Discussion of the status of Bradley Manning and the Wikileaks documents.
- 1/18/11-Arms and Our Children at library panel moderated by Bill Lunch, Chinh Le, Joanne Sorte, Charlie Miller, Leah Bolger Held at the Corvallis-Benton County public library.
- 2/4/11-Talk by Ziad Abbas on issues surrounding Gaza's water crisis, and his experience having grown up in Palestinian refugee camps. The event at the Fellowship was preceded by a potluck.

Vision: Those affiliated with the Peace Action Council see it as resource for information and encouragement in their peace related endeavors.

Respectfully submitted 3/27/11, Bob Ozretich

Social Concerns Committee

Members:

- Sylvia Yamada (chair)
- Jean Townes (outreach coordinator)
- Louise Ferrell
- Bibi Momsen
- Christina Reimer
- Patricia Smith
- Joyce Spain
- Wendy Sutton

Helpers:

Partner Church Committee

- Martha Clemons
- Nancy Creel
- Tom Smith
- Jim Spain
- Sandy Houtman
- Claudia Keith
- Joel Spector
- Elizabeth Waldorf
- Erin Zabroski
- Jenna Tilt
- Russa Kittredge
- Kendra Callahan
- Anne Phillips

Mission: To involve the congregation in social action causes by raising funds and awareness for different local and international charities each month. Activities include action lunches, bake sales, fund-raising dinners, blood drives, holiday card sales, food and hygiene supply drives. Contact Sylvia Yamada (541-754-9891 or yamadas@science.oregonstate.edu) if you want to join our committee or just would like to help out with one of the events. Donations of food for the Action Lunches and bake sales are always welcomed.

Social Concerns Committee 2010-2011 Activities

2010-2011	Fund-Raising Activities for 12 months	Action lunch & bake sales	Total including donations
April	Unitarian Universalist Service Committee -action lunch and collections	457	977
May	Bangladesh Education Project - action lunch, collections, donations, sushi dinner, garage sale	1024	1939
June-July	Vina Moses - bake sales and Sunday collections to raise funds for school supplies	24	279
July - September	McKinney Homeless Education - bake sales and donations	352	1117
September	Microcredit Committee -action lunch, bake sales, pottery sale	240	240
October	Jackson Street Youth Shelter - action lunch, bake sale and collections	498	1079
November	South Corvallis Food Bank -action lunch, bake sales, collections and donations	452	4042
November December	Unitarian Universalist Service Committee - holiday card sales -		203
December	Community Outreach -collections		916
December	Islamic Center - collection for arson fire damage		440
	Dial a Bus - bake sale	96	96
	UU Klamath County Church - collection for fire damage		562
January	Homeless Shelter -action lunch, bake sale, Sunday collections and donations	507	1016
February	We Care action lunch, bake sale and collections	376	701
March	Partner Church - action lunch, bake sales, collections	313	682
Totals		4,339	13,189

Social Concerns Committee 2010-2011 Other Activities

2010-2011	Activities	Comments
July & December	Red Cross Blood Drives provides much-needed blood—especially prior to the busy holiday period	We collected 81 units of blood
November	Linn Benton Food Share Thanksgiving basket deliveries	50 UUFC members and friends delivered baskets
April - May	McKinney Homeless Education Program collected hygiene supplies and money for transportation to help homeless students stay in school.	Individuals also sent checks directly to the program

Social Concerns Committee continued

Unitarian Universalist Service Committee joins partner programs and UU congregations to advance human rights and social justice in the US and around the world. Guided by the Universal Declaration of Human rights, it works to promote worker's rights, protects the right of water, defends civil liberties and preserve human rights during crises. Sales of UUSC Christmas cards by Patricia Smith totaled \$203. An Action lunch, bake sale and donations during April yielded \$977. <http://www.uusc.org/index.shtml>

The Bangladesh Education Project helps very poor children attend school in North Laksmipur, Bangladesh, Christina Reimer's hometown. A majority of families in this village live on less than U.S. \$25 a month. After buying essentials, there is very little left for education. Unlike the U.S., where education is essentially free, children must pay for their own books, uniforms, and writing materials. A number of families cannot afford even this, and their children spend the day playing or collecting firewood.

This project funds an alternative, afternoon school coordinated by a local Catholic Sisters of Charity mission. The project reaches very young children who otherwise would not attend school at all, and who are new to reading, writing, and math. The money pays for books, writing materials, and a small stipend for teachers, who otherwise would not get paid for this work.

The project also funds a number of older students who attend the regular government school but are at risk of dropping out because of their families' inability to pay. Many of these students are girls, whose education is given low priority by many families relative to that of boys.

The Sisters of Charity coordinate with government school administrators to identify students in particular need. Last year approximately 100 children were supported by \$1700 sent from the Unitarian-Universalist Fellowship of Corvallis. The children came from Muslim, Hindu, and Christian backgrounds, reflecting the makeup of the community. The UUFC funds came from an action lunch and donations during Sunday services in May. Other funds came from an annual garage sale supported by Christina and her friends, a giving dinner hosted by Christina and donations from Christina's friends. Our goal is to raise \$1700 each year and support the same number of students.

The **Vina Moses Center** has been providing to those in need since 1917. VMC provides household goods and services free of charge to patrons through the generosity of the people of Benton County. The money we collected during June and July helped VMC provide school supplies and school clothes to needy students. <http://www.vinamoses.org/>

McKinney Homeless Education Program addressed the needs of homeless children, youth and their families by creating partnerships with public and private agencies for services including school supplies, school activity fees, transportation and tutoring assistance. Our congregation raised \$1117 through bake sales and collections. Each spring we also collect hygiene supplies such as toilet paper, shampoo and laundry soap. These necessities are very much appreciated by McKinney families. Contact Carolyn.Hinds@corvallis.k12.or.us for more information on how you can help.

The **MicroCredit Committee** has changed from a Covenant Group to Committee status since we felt it was a better fit. This year we have sponsored a concert by a group from Kyrgyzstan, had several bake sales, plant/pottery sales and an Action Lunch. We have about 6 active members and many who support us when we need extra help. We have made 40 KIVA loans to women around the world. When the loans are repaid we re-loan the money as quickly as possible so that it is working to help women to earn money to help feed, house and educate their families. This committee wishes to thank the UUFC congregation for its very active support of our committee's work. We couldn't do it without you!

The **Jackson Street Youth Shelter** is making a difference in our community by serving our local youth aged 10-17 who are in crisis or transition, homeless or need emergency shelter, respite stays or extra supervision during the day. The Shelter has an entire outreach program which includes tutoring as well as street outreach and mentoring. Find out more about the Shelter by going to: jsysi.org or by contacting sheltermanager@jsysi.org.

The **South Corvallis Food Bank** provides emergency food boxes to low income people who live in south Corvallis and might otherwise go hungry. It is now in its 10th year of operation and many UUFC members and friends have volunteered time to make this effort happen. In addition to time, UUFC donations of food and money have been a significant and important resource for the food bank and are much appreciated. In 2010, UUFC members donated over 1,100 lbs of food that was collected in the food basket in the foyer, and over \$4,400 through the action lunch, bake sales, Tuna Roast picnic and collection baskets.

In 2010, the numbers of people seeking food boxes at the SCFB averaged 210 households per month representing 800 people receiving emergency food every month; 40-45% of whom are children. Our numbers of new clients increased by 10%-20% each month; an ominous sign of our economic times. UUFC help is critical in allowing us to continue to the South Corvallis Food Bank. Thank you to all for your continued support. <http://www.southcorvallisfoodbank.org/>

The annual **Thanksgiving Food Drive** The Linn Benton Food Share Thanksgiving Food Drive served about 1,380 families, about 4,800 individuals. More than 50 UUFC delivery teams took food boxes to over 200 home-bound recipients the weekend before the holiday.

Red Cross Blood Drives Everyone knows someone whose life has been impacted by a blood transfusion. It's easy to help by giving of your time or blood. We have a wonderful group of volunteers dedicated to making the blood drive a success year after year. The July 22nd blood drive had a good turnout but only 2/3 of the potential donors were actually able to give - for a total of 24 pints. The December 16th drive went well, with 43 regular donors and another seven doing the double red cell procedure, for a total of 57 pints of blood. For the year our drives touched nearly 240 persons in need of blood products. <http://www.redcross.org/>

Community Outreach. This multi-faceted human service organization was founded in 1971 and provides hope for men, women, and children who are homeless and very low income in the mid-Willamette Valley. <http://communityoutreachinc.org/index.htm>

Social Concerns Committee continued

The office of the Salman Alfarisi Islamic Center in Corvallis was devastated by an arson fire on November 28, 2010. We set up a collection to help pay for the fire damage and to show our solidarity with the Islamic community.

Dial-A-Bus is a non-profit program providing curb to curb transportation service to seniors over 60 years of age who are unable to use the Corvallis Transit System. While drivers during the week volunteer their time, funds are needed to pay drivers on weekends. <http://dialabus.freeshell.org/index.htm>

The UU Klamath County Church in Klamath Fall was completely destroyed by a fire last fall. The proceeds from our bake sale and Sunday collections will help with reconstruction.

Homeless Shelter Members of the UUFC donated generously of their time and money to benefit homeless people in our community. We held an action lunch and bake sale. The \$1016 we raised was divided between the Daytime Drop-In Center and the winter men's shelter operated out of the Westside Community Church during the evenings from mid November to Mid- April. The shelter averaged about 30 men per night, and served a total of 97 different males. Some of the regulars basically moved in, keeping bedding and other possessions on bunk beds. The shelter was open from 7:00 PM to 7:00 AM each night, and members of area faith groups and other people took turns volunteering at the church. The Daytime Drop-in Center is currently located at the First Christian Church. It is a place where people can come and socialize over an occasional meal and to get help from social workers.

We Care UUFC has Bake Sakes and an Action Lunch each year to support **We Care**. **We Care** is an organization which provides one-time financial assistance to residents of Benton County when no other help is available and it appears possible that a single assistance will set an individual or a family on their feet. All requests are brought to **We Care** on a weekly basis (approximately \$3,000 per week in 2010) by the Community Services Consortium. In 2010, **We Care** was able to assist 72% of the cases brought to the Board. 70% of the funds dispersed were for rent and move-in costs, another 20% for utilities and the remaining funds covered other immediate needs. Many cases involve seasonal unemployment, or new employment which will not start generating income in time to fund these needs. Families with children account for 63% of the cases assisted. Every member faith community contributed to **We Care** in 2010 and in September 2010, **We Care** was the recipient of one-time income from the Benton County Sheriff Chili Cook-Off. However, the requests for help continue to be more than the funds available for dispersal weekly as more families find themselves in need. UUFC is one of the many faith communities supporting **We Care**. Other organizations and many individuals are also supporters. Wendy Sutton is currently Secretary of **We Care's** Board of Directors, and Bibi Momsen is the UUFC representative. The UUFC supports **We Care** each year with \$300 from the operating budget.

Partner Church. The Social Concerns Committee provided the Action Lunch and bake sale in March so that members of the Partner Church Committee could visit with their guest minister. In return, the Partner Church Committee provided the Action Lunch for the Unitarian Universalist Service Committee in April.

Social Concerns Committee Tentative Plan for 2011-2012

2011-2012	ACTIVITIES	Action Lunch	Collections	Bake Sale	Publicity
April	Unitarian Service Committee	x	x	x	Patricia Smith
May	Bangladesh Education Action Project-action lunch/collections	x	x		Christina Reimer
June	Vina Moses collections and bake sales for school supplies	/	x	x	Patricia Smith
July	Vina Moses collections & bake sales for school supplies	/	x	x	Patricia Smith
August	McKinney Homeless Education school fees	/	x	x	Bibi Momsen
September	Microfinance action lunch and collections	x	x		Sandy Houtman
September	McKinney Homeless Education bake sales			x	Bibi Momsen
October	Jackson Street Youth Shelter	x	x	x	Wendy Sutton
November	South Corvallis Food Bank	x	x	x	Martha Clemens
December	Community Outreach collections	/	x		Patricia Smith
December	bake sales for various charities	/	/	x	
December 24	$\frac{1}{2}$ Partner Church/ $\frac{1}{2}$ Community Outreach collections only	/	x	/	
January	Homeless shelter	x	x	x	Patricia Smith
February	We Care	x	x	x	Wendy Sutton
March	Partner Church	x	x	x	Janet Troop
April	Unitarian Universalist Service Committee	x	x	x	Patricia Smith
May	Bangladesh Education Action Project-action lunch/collections	x	x		Christina Reimer

Highway Cleanup Group

Chair: Bob Ozretich

Membership: Picking up this last year, taking two to three hours of precious Saturday morning time were:

- Bob Ozretich
- Craig Leman
- Kathy Kopczynski
- Lloyd Wagenschutz
- Janet Wagenschutz
- Marc Ranzoni
- Jan Ames
- Bob Simmons
- Carolyn Simmons
- Jean Townes
- Tom Smith
- Nick Houtman.

Mission and Activity:

The UUFC has adopted the state highway 34/20 section between 53rd street on the west side of Corvallis and the outskirts of Philomath. This is roughly a 2.5-mile road section of Philomath Boulevard .

Our rejected renewal of 2009 was successfully challenged and we began in May 2010 to pickup quarterly. However, despite being given assurances by the highway department, the signs acknowledging the UUFC as a participant in the Adopt-A-Highway program have not been put back up, or new ones made and put up. The chair will pursue having this accomplished, despite the highway department's many expected furlough days.

Teams of five to nine people participated in this activity in the past year. An email list of the most frequent participants was used to establish pick up dates with follow-up newsletter and service announcements to secure additional volunteers.

Vision:

The UUFC values environmental wholeness in general and the appearance of our community in specific. We value one another and enjoy opportunities to interact and learn about each other in informal settings. We value individual and community health. Given these values, we have chosen to be a part of this Department of Transportation Adopt-A-Highway Program. Highway cleanups allow opportunities for fellowship and conversation; for fresh air and exercise; and for a very tangible way to improve our local environment. To accommodate the fullest range of involvement with the fellowship by participants in this committee's activities, a concerted effort is being made by the chair to avoid scheduling highway pickups that conflict with major UUFC events.

Submitted by Bob Ozretich

FELLOWSHIP SERVICE

Archives

Members:

- Don Alan Hall
- Judy Westlake
- Jean Leach
- Charles Leach*
- Jean and Elliot Marvell
- Nancy and Craig Leman
- Louise Ferrell
- Ross Sutherland
- Kyle Jansson
- Freda Fredriksen
- Molly Canan
- Beverly Long
- Doris Tilles
- Karen Kreamer
- Katie Phillips
- Beverly McFarland

Our mission is to preserve, organize and store historic documents, photos and records of our past. Our past helps define who we are.

We organized UUFC's 61st birthday party on October 10, 2010 in the Social Hall. This was a part of our Green Celebration for achieving Green Sanctuary Status and dedicating our new UUFC solar panels. We enjoyed birthday cake, chocolates, fruit and cider to celebrate. Thanks to Nancy Kyle who provided the cake; Marilyn B. Walker who served refreshments and Uta Hussong-Christian and David Waldorf who helped clean up. Thanks also to Judy Finholm and the Rev. Dr. Gretchen Woods who filmed these events and submitted the film and text to the UUA for possible publication in the UU World or making our event available on the UUA website.

In the coming year we will work to obtain shelving or a cabinet in the UUFC library in which to store our records. Currently we have more than 30 notebooks of materials.

Submitted by: Elizabeth Waldorf

*(deceased)

Art Exhibit Committee

Members:

- Sue Noel - Chair
- Jan Wilcox - Co-Chair
- Joey Azul
- Mary Lee Seward
- Lucia Durand
- Melissa Sollitt
- Marnie Ross*
- Nancy Weber

Mission: To provide the Fellowship's sanctuary with a variety of art displays and to provide a venue for artists.

Activities: We curate seven shows a year which includes finding and selecting artists, making appropriate arrangements, hanging their work, and advertising the exhibits to the Fellowship and the public. To do this work we encourage our committee members to volunteer for the long term (decades for some) and we work as a collaborative group, listening to each others ideas, and iteratively coming to the actual hanging of the show. Hanging an exhibit is a perpetual compromise among various criteria: wall composition, topic relations, color coordination, and Fellowship needs. We encourage artists to donate a portion of any sales directly to the Fellowship and because there is a certain amount of liability in hanging an artist's work the committee is available (and expects to be called) to safely move art work when that becomes needed due to the varied activities at the fellowship.

Exhibits for 2010:

- Chinese Peasant Artists - Louise Meadows, contact
- Photographs - Ginger Gouveia & Watercolors - Marnie Ross*
- Group Exhibit, various media - Connie Ash, Cherrill Boissonou, Phyllis Johnson,
- Jane Kelsey, Ruth Leeper, Sue Noel, Beatrice Rubenfeld
- Zimbabwe Artists" Project - Dick Adams, contact
- Quilts, Photographs & Contoured Wood - Pat & Lew Pennock
- Oil, Watercolor & Sketckes Retrospective - Elsie Ross
- Oil Paintings - Linda Humphrey

Vision: To continue to support the goals of the Fellowship visually through art and at the same time to support the artist community.

Submitted by: Sue Noel

*(deceased)

Casserole Coordinator

I am in the 13th year of being the coordinator on this committee of one. My job is to call from a list of 22 volunteers to make and deliver casseroles for those in need.

In this past year I have arranged for this service to be done for only two families, making a total of seven meals. Unusually low counts. I had two people drop from the list of casserole providers.

I have no monetary needs.

Debbie Hammerquist

Flowers for the Fellowship

Members:

- Ruth Bentley
- Chere Pereira
- Roberta Smith
- Jan Wilcox
- Sylvia Yamada

Mission: To provide Sunday flowers for the Fellowship Hall

We take turns as needed using mostly flowers from our gardens. Though, sometimes we must buy flowers at Safeway or Albertsons to fill a need for something special. We also are in touch with each other as to what is available in our gardens that we might use. Ruth keeps the calendar and does the calling when needed.

Submitted by Ruth Bentley

Newsletter Folding

Newsletter folding was a little easier this year because many addressees on the mailing list accepted electronic subscription instead of paper. We met twice a month (less during the summer) at 1:00 PM or earlier. Regular folders were: Marion Dickens, Louise Ferrell, Marjorie Goss, Jean Leach, Cynthia Panshin, Judy Rudolph, and Marilyn H. Walker. Many others filled in occasionally.

Submitted by Louise Ferrell

Sunday Morning Coffee

The year has gone well for this task. Having Jesse as intermediary to recruit volunteers and groups to take responsibility for specific Sundays has been good.

Freda Fredricksen

FELLOWSHIP PROGRAMS

Exercise/Aerobics

Members:

- Judy Allen
- Allan Deutsch
- Nichele Deutsch
- Patty Eberhardt
- Jean Leach
- Cindy Panshin
- Marcia Shaw

Also there is one non-member participating. Because we re-group three times a year, and change exercise days and times in the summer, the list fluctuates.

Mission: is to provide a safe, supportive, and friendly place for members to exercise and regularly meet others in a relaxed atmosphere.

Activities: include exercise for muscular strength, balance, and flexibility with aerobics for cardiovascular conditioning. One of our accomplishments this year was reaffirmation of how important this small group is to some members. Currently there are two people with medical problems who most likely wouldn't be exercising but feel comfortable and welcomed in this Fellowship activity.

Vision: is to attract new members to keep this group vibrant and energized. And to be able to continue to have a professional lead the program so the exercise is safe, beneficial and relevant to each person.

Submitted by Nichele Deutsch, 541-753-4664 nandad@peak.org

Picnics and All Fellowship Feasts

All-Church Picnic

Although I coordinated the event, the All-Church picnic was hosted by the Chalice/Covenant Groups last June. This was a delightful way for the groups to provide a service to the Fellowship, which is one of the tenets of the Covenant Group program. The picnic occurred on Senior Sunday, so the Fellowship was host to families and friends of our graduating seniors. There was a festive air, and a good time was had by all! The luscious cakes, provided for the senior celebration, made a wonderful dessert. Many people from the Chalice/Covenant groups provided set-up and clean-up for the event. *Submitted by the Rev. Diana Vezmar-Bailey*

Men's Network

Members:

- Alan Kirk (chair)
- Wolfgang Dengler
- Matt Mathews
- Dan Merritt
- Jim Good

Mission: to build social connections, friendships, and a sense of community among UU men by initiating and promoting men's activities at UUFC.

Activities in 2010:

- Ninth Annual Men's Retreat, Oct. 15-17, at the Oregon 4-H Center. A total of 30 men participated in the retreat, with the theme "Making Meaning in Our Lives." The retreat included guided processes for men to reflect on their values; a creative collage-making experience; sharing of music and poetry; and time for reflection. One of the positive offshoots of the retreat was several men creating an informal writers group, to support one another in their creative writing.
- Weekly Drop-in Lunches. Every Tuesday UU men meet at Old World Deli to have lunch together and join in the lively discussions. The number attending varies from week to week. The topics are very wide-ranging, from ethics to social issues to philosophy and beyond. An OSU campus group has also met periodically.
- Service to the Fellowship. We were asked by organizers of the one-day women's retreat to cater the lunch for their January 15, 2011 event. We put out an appeal to about 40 men and recruited a team to buy food, prepare a healthy meal, and serve about 30 women.

Vision for 2011: The UU Men will present a worship service in March, drawing on the theme of last fall's retreat. The service will give the congregation a chance to feel some of the energy of the retreat and reflect on how they create meaning in their lives. Most of the men who attended the retreat are expected to participate in the service.

In addition to continuing our annual retreat in 2011, we are continuing to make more active contributions to the Fellowship, now serving coffee after services on a regular basis.

We have also begun planning for more men's activities during the year at regular intervals. We are considering a music/singing event, guest presenters, and outdoor activities.

Submitted by Alan Kirk

THE BOTTOM LINE

Finance Committee Report

Members:

- Claudia Keith (Chair), Treasurer (Cash Flow Manager, Strategic Oversight)
- Louise Ferrell, Assistant Treasurer (Accounts Receivable, Pledge Tracking, Reporting, GL Accounting) QB committee reporting, etc
- Karen Salot, Assistant Treasurer (Payroll, Employee Benefits, GL Accounting, QuickBooks Administrator)
- Martha Clemons (GL Accounting, QuickBooks Data Manager)
- Roberta Smith (Accountants Payable)
- Lloyd Wagenschutz (Board Representative, Insurance Consultant and Internal Review)
- Unfilled position (Chair of Fiscal Giving/Stewardship Committee)

Mission: The Finance Committee is primarily responsible for monitoring and providing Financial Management/Fiduciary Oversight to the Board of Trustees for all church finances; including assisting the Investment Committee, communicating monthly with the Board of Trustees about the Congregation's financial situation, and assisting the Board of Trustees' Fiscal Giving and Budget Committees.

Goals / Accomplishments:

Goal	Status
Provide to the Board, for approval, an updated Financial Policies.	Completed
Provide to the Board, for approval, updated Contribution/Donation Policy	Work in Progress
Create a comprehensive Financial/Accounting Documentation Procedural Manual (Accounts Payable and Receivable, Cash Flow Management, Insurance, Payroll, Financial Reporting and Planning, etc.).	Work-in-Progress
Board review acceptable results of a internal review, formal audit or CPA supervised internal review.	Scheduled for Spring 2011
Manage merchant credit card processing (Vanco Services, LLC) and other e-banking capabilities.	On-going
Provide liability risk assessment / management and Insurance Consulting	On-going
Provide for approval to the Board a two - three year Financial Business Continuity Plan including appropriate separation of duties and adequate resource backup for major business processes.	Work in Progress
Successfully participate in the UUFC Stewardship Assessment Process (per UUA guidelines).	On hold
Successfully participate in the UUFC SELF Assessment Process (per UUA Guidelines).	On hold
Finance and Fiscal Giving Committee implement a "Planned Giving" program.	Completed
Create for approval a Treasurer and Finance Operations annual calendar.	Work in progress
Work with appropriate committees to address long-term solution for Payroll/Benefit accounting and Administration duties, which require specific expertise not always available from the volunteer pool.	Work in progress
Investigate implementation of a QuickBooks web-based solution.	Completed
Provide appropriate Transition process for the new Treasurer.	Started April 2011
Move to e-banking for all/most payables and receivables and cash management.	New - In progress

The Finance Committee has accomplished many of these goals and made meaningful progress on others. The goals will be continued next year.

Submitted by Claudia Keith

Endowment Funds

Year	To Operations	Donations	Charitable Outreach Fund	Source
1990		42,916		Mary Pepper estate
		20,000		Alan Berg Estate
		2,745		Memory of Ashley Molk
1990-1995		1,518		Many anonymous
		1,425		Memory of Oliver & Helyn Worthington
1995		305		Memory of Lora Kelts
		2,000		Charles & Elsie Ross to Alan Berg Endowment Fund
1997		2,724		Anonymous donor
2000		25,000		Elsie Ross donation
1990-2004	(72,119)			
2005	(6,388)			
2006	(6,724)			
		102,282		Rita McDonald estate
2007	(7,858)			
		200,000		David & Jane Loomis estate
		1,000		Memory of Lisa Bailey
		500		Rita McDonald estate
2008	(10,567)			
		9,000		Connie Foulke donation
2009	(14,937)			
			7,500	David & Jane Loomis estate
2010		6,321	1,054	Frank and Hope Scrogin estate
		900	100	Memory of John Lahr
			2,000	David & Jane Loomis estate
	(18,582)			
1990- 2010		64,012	2,298	Income in excess of withdrawals
Totals	<u>\$(137,175)</u>	<u>\$482,648</u>	<u>\$12,952</u>	

Summary of Endowment funds 1990-March 2010

	Donations	Charitable Outreach Fund
Total bequest and other donations	418,636	10,654
Income & change in market value	201,187	2,298
Total withdrawals to operations	(137,175)	
Remaining balance 12/31/10	<u>\$482,648</u>	<u>\$12,952</u>

Submitted by Louise Ferrell

Budget Committee

The Board of Trustees served as the Budget Committee for the 2011. The Board will be presenting a balanced budget to the congregation at its May 15, 2011 annual meeting. That budget is below:

PROPOSED UUFC 2011-12 BUDGET¹

Anticipated Income		Explanatory Comments
4000 · Income from Contributions	\$278,000	Pledges up a bit from 10-11
4015 · Charity Collections	\$6,000	
4058 · Income from Endowment	\$22,500	5% of a 3-year running average
4500 · Fund Raising Income (for operations)	\$25,000	New fundraisers planned
4700 · Building Rental/Use Income	\$14,170	
4750 · House rental income	\$13,000	
4740 · Miscellaneous income (e.g., interest)	\$1,000	
Income Total:	\$359,670	
Proposed draw on reserves to balance budget	\$2,769	Lowest projection in 3 years
Income plus reserve draw Total:	\$362,439	
Budgeted Expenses		
Total 6710 · House Expenses	\$5,055	
Total 6300 · Committee Expenses	\$6,575	Some less than requested
Total 6030 · RE Children & Youth	\$9,587	Continued parental support
Total 6100 · Building & Grounds	\$29,690	
Total 6200 · General / Administrative	\$15,060	
Total 6400 · External Contributions	\$7,800	
Total 6500 · Denomination Contributions	\$23,733	UUA Fair share payments
Total 6600 · Staff & Employee	\$264,939	See note 2 below
Expense Total:	\$362,439	

1 Copies of the detailed, line-by-line 2011-12 Budget Proposal are available from Jim Good @ jwg4@yahoo.com

2 Includes salary and benefits for an Interim Minister (still open to some negotiation), 50% cuts in Campus Ministry & preschool liaison support. Otherwise, maintains staff FTE, salaries, and benefits at current levels.

Submitted by UUFC Board President, Jim Good

Joyful Sharing/Canvass Committee

The Canvass Committee decided to link this year's effort to the planned Valentine's Day Celebration, using that evening as a kick-off function. We set the theme to "Sharing from the Heart" and launched an ambitious plan to raise \$325,000 at the request of the Board. The most active part of the canvass ran through the months of February and March, though some pledges are still outstanding to date. Though the total for the budget will be well short of the target and quite similar to 2010-11, we thought the spirit of this year's effort was good. The current level of giving is realistic given our size and levels of involvements. Many committee members involved this year will move forward with an enhanced effort next year, offering some nice continuity in times of transition. *Submitted by John Bailey-Chair*

Rummage Sale

Members:

- Kathy Clark and Marilyn Walker (Co-Chairs)
- Katie Lantz Phillips (Apprentice Chair)
- Louise Ferrell (Financial coordinator)
- Chareane Wimbley-Gouveia (Volunteer coordinator)
- Myriad sorters, pricers, cashiers, floorwalkers, truck drivers, and set-up and clear-out specialists.

Mission: To make money for the Fellowship, create fellowship among the workers, and recycle goods.

Activities: The group spent a week preparing a mountain of stuff for resale, sold a bunch of it for about \$7000 in six hours, and passed on what didn't sell to charitable organizations.

Vision and Plans: Do it all over again with a new mountain of stuff next summer. The date tentatively set for Saturday, August 27.

Services Auction

The Services Auction 2010 was chaired by Susan Sahnaw and Nancy Kyle. The Hawaiian Luau raised \$9083.

Holiday Bazaar

Members:

Committees of the 2010 Holiday Bazaar and their Chairs are:

- Roberta Smith/ Sherry Litke co-chairs Vendors
- Sheila Smith /Janet Wagenschutz co-chairs Baked Goods
- Nancy Creel Publicity
- Marcia Shaw Volunteers
- Debbie Hammerquist Kitchen
- Jan Wilcox Swags
- Judy Finholm Jams and Jellies
- the Rev. Dr. Gretchen Woods Greeters
- Katie Phillips Re-gifting
- Karen Salot Credit Cards
- Diana Thompson Chair of the Bazaar

Mission: The UUFC Holiday Bazaar is a major fundraising event for the UUFC that is held on the first Saturday in December. The time varies, but it has most recently been from 9:00 AM-4:00 PM. Leftover objects (gifts, baked goods, etc) are sold after the next day Sunday Service. The Goal amount for the Bazaar has been \$5,000-6,000.

Activities: Each committee of the Bazaar has a different time line. Some must start their work early, others must function on day of the event. All must be in place when our first guest arrives. A general meeting is held each month starting in late August to see where we are and what needs to be done and to share information on our progress.

Committee Time Line

Vendors **Mid August start to work with Vendors**

Continual monitoring of vendors needs from that time until, during and after the event.

Publicity **Mid August creative work for September/October**

Newspaper deadlines. Interaction with Newspapers/radio etc heavy in September/October. In house publicity through November.

Volunteers **Begins late October/early Nov**

Starts to solicit volunteers to help staff the various committees. Monitors the sign up Board and makes a "pitch" for help at Sunday services.

Baked Goods **Early/Middle November**

Sends out emails to Fellowship to elicit baked goods for sale. Monitors the list for donations. Arrives at the Fellowship the evening before the event to receive the baked goods and price them for the public. If not all sold on the day of event, the remainder is sold the next day after services.

Recycled Gifts **Late October/Early November**

Sends out emails to Fellowship for quality items for resale at the Bazaar. Monitors those donations and prices them accordingly. This committee looks for products that are of good to excellent quality. Previous experience from the UUFC rummage sale is helpful in achieving our goals.

Committee**Time Line****Kitchen****Late November/Day of Event**

Solicits volunteers to clean kitchen before the event. Make soups the day of the event. Work with the Volunteer coordinator to make sure that staffing for the kitchen is adequate to service the public on the day of the event. Makes sure that all purchases for foodstuff necessary for food preparation has been done prior to the event

Swags**Day before the Bazaar**

Assembles a group of fellowship members who take donated greens and make those greens into swags for sale at the bazaar the next day.

Jams and Jellies**Dependent on berry availability**

Prior to the Bazaar and at the discretion of the Chair, a variety of berries are collected. A group of volunteers makes these berries into jams/jellies that are sold at the Bazaar.

Greeters**Day of the Bazaar**

Chair convenes greeters who act not only as a welcoming group to the public but also as swing help if any of the other committees are in need of emergency assistance.

Credit Cards**Day of the Bazaar**

The Fellowship allows purchases by cash, check and credit card. Our credit card vendor is Vanco. This process must be set up on the day of the Bazaar with a lead person and a back up person.

Vision: We seem to have hit our mark pretty well this year (2010). The Holiday Bazaar brought in **\$5,383**. The event ran from 9:00 AM to 4:00 PM on Saturday December 4th . We extended the hours into the next day (Sunday) to allow the Fellowship an extra chance to purchase items. This was successful.

There was a January wrap up meeting of the Committee .All the committee members are planning on returning for the 2011 Event. A snap shot of the most important points made at the wrap up meeting are:

We must have a backup person with knowledge of the Vanco Credit Card process. We now have only one person who does this function and that is not a good idea, from a business perspective.

We should continue to explore a good mix of vendors that are "out there" while still retaining those vendors who have been loyal to us in the past.

We will have a separate decorating party for the Fellowship immediately preceding the Bazaar so the physical plant looks festive for the event at that time of year. This event will NOT be part of the planning of the Holiday Bazaar Committee but will fall under the direction of the Senior Minister.

Publicity can be broken into two areas: art and commerce. The branding of the event can be done by the "art person" and the selling of the event can be done by a "commerce person". They can be the same person, but need not be. We should expand our publicity into news areas of social media and cable TV/radio while maintaining a footprint in the printed media.

Submitted by Diana Thompson, Chair Holiday Bazaar 2010

Investment Committee

Members:

- Lloyd Wagenschutz (Board representative)
- Alan Mix
- John Bailey
- Scott Bruslind

Regular visitors:

Claudia Keith and Louise Ferrell

Mission: We seek best available growth and income possibilities, while allowing Board of Trustees access to certain funds for UUFC management and projects. Quality and diversification are key factors in today's volatile investment world. The UUFC Investment Committee's purpose is to periodically review all Fellowship endowment-fund investments. As necessary, we make recommendations for change to the Board. Each year the operating fund draws 5% from the balance of the Endowment Funds. For fiscal year 2011-2012 the amount available for this draw is \$21,773.41.

The Committee meets each quarter, sometimes more often, as required.

Investment Approach: The Committee maintains a conservative investment approach, limiting investments to a balanced portfolio of equity and bond, no-load mutual funds. Accounts are maintained at Vanguard, Dodge and Cox and with the Unitarian Universalist Association's Common Endowment Fund.

Current Investments:

- Vanguard Wellington
- UUA CEF
- Dodge & Cox Income Fund
- Solar loan
- Vanguard Mid-Cap
- Dodge & Cox International Fund
- Vanguard GNMA
- Dodge & Cox Balanced Fund
- Vanguard S/T Bond
- Vanguard Emerging Markets

Notable for this reporting period is the \$52,000 investment in photovoltaic electricity generation on the Fellowship's roof. The Investment Committee anticipates a rate of return comparable to other fixed income investments, and acknowledges the efforts of UUFC members who worked hard to implement the project.

The Committee is working on rebalancing the portfolio to achieve a 60% equity/ 40% fixed income balance.

In the past year, the Investment Committee increased its allocation with the Unitarian Universalist Common Endowment Fund (UUCEF). More information on the Common Endowment Fund is available online-www.uucef.org.

Respectfully, Scott Bruslind for the Investment Committee

UUFC 2010-2011 Financial Statements—As of April 30, 2011

Profit & Loss Previous Year Comparison July 2010 through April 2011 Print date 05/05/2011

	July 2010 - April 2011	July 2009 - April 2010	2010-2011 Budget
Income			
4000 · Income - Contributions			
4005 · Cash, Plate & Other	2,486.82	2,640.82	3,000.00
4006 · Pledges & donations	243,998.61	245,149.42	275,061.00
Total 4000 · Income - Contributions	246,485.43	247,790.24	278,061.00
4020 · Earmarked Contributions	5,000.00	0.00	5,000.00
4015 · Charity Collections	16,455.62	24,877.40	6,000.00
4030 · From Old Custodial	1,750.00	1,820.14	1,750.00
4058 · Income from Endowment	18,582.00	14,042.00	18,582.00
4610 · Campus Min from custodial	0.00	529.78	
4620 · Campus ministry from endowment	0.00	895.00	
4500 · Fund Raising (Operations)			
4503 · Service Auction	8,806.16	8,927.31	10,000.00
4509 · Rummage Sale	6,797.39	7,218.79	6,000.00
4512 · Holiday Bazaar	5,364.26	3,944.41	4,000.00
4599 · Fund Raising (Operations) - Other	270.67	1,544.18	
Total 4500 · Fund Raising (Operations)	21,238.48	21,634.69	20,000.00
4700 · Building Use Income			
4710 · Rent - General	5,089.50	5,826.00	5,000.00
4720 · Daycare/School Rental	5,820.00	3,500.00	4,800.00
Total 4700 · Building Use Income	10,909.50	9,326.00	9,800.00
4730 · Interest Income	1,216.92	3,927.23	1,700.00
4750 · House Rent	10,885.00	8,785.00	12,000.00
4740 · Miscellaneous income	86.33	783.23	918.00
Total Income	332,609.28	334,410.71	353,811.00
Expense			
6710 · House Expenses			
6720 · House Management	1,088.50	777.16	1,000.00
6725 · House Maintenance	1,957.30	1,832.42	2,000.00
6735 · House Ins & Tax	2,859.71	2,777.39	3,000.00
Total 6710 · House Expenses	5,905.51	5,386.97	6,000.00
6300 · Committees			
6310 · Adult RE Program	45.94	0.00	25.00
6420 · Campus Ministry	880.79	408.34	1,225.00
6335 · Canvass Committee	90.75	185.67	500.00
6325 · Caring Connection	14.40	131.45	50.00
6327 · Environmental Action	-56.02	-14.50	50.00
6375 · Living a Welcoming Congregation	100.00	0.00	100.00
6020 · Music Program	909.99	659.35	2,800.00
6025 · Music Program - Special	0.00	-490.00	
6345 · Partner Church	0.00	94.69	150.00
6315 · Peace/Action	0.00	50.00	100.00

Profit & Loss Previous Year Comparison July 2010 through April 2011 Print date 05/05/2011

	<u>July 2010 - April 2011</u>	<u>July 2009 - April 2010</u>	<u>2010-2011 Budget</u>
6350 · Program Council	105.75	65.50	100.00
6340 · Publicity	1,258.60	1,485.20	2,400.00
6370 · Ordination	0.00	750.00	50.00
6330 · Social Concerns	8.09	11.95	50.00
6050 · Sunday/Worship	350.00	784.64	850.00
6355 · Social Events	0.00	59.88	50.00
6360 · Welcome/Membership	430.87	431.13	550.00
6060 · Young adult	-132.04	0.00	50.00
Total 6300 · Committees	4,007.12	4,613.30	9,100.00
6030 · RE Children & Youth			
6031 · RE General	317.18	1,137.17	1,000.00
6036 · RE Children	1,882.69	1,117.64	2,480.00
6037 · RE OWL/COA	833.43	1,320.99	2,150.00
6034 · RE COA special rcpt	-1,967.14	0.00	0.00
6032 · RE Middle School	211.72	551.74	1,430.00
6033 · RE YRUU	4,891.47	1,610.99	2,427.00
6038 · RE Background Checks	155.00	457.75	
6039 · RE Family Ministry	52.05	168.26	100.00
Total 6030 · RE Children & Youth	6,376.40	6,364.54	9,587.00
6100 · Building & Grounds			
6140 · Building Maintenance & Supplies	3,294.56	3,408.85	3,000.00
6150 · Building Custodial	7,540.00	6,853.25	9,000.00
6130 · Insurance	1,185.00	4,956.00	5,000.00
6165 · Disposal	948.00	916.80	1,000.00
6164 · Water, sewer, drainage	1,536.88	1,379.08	1,600.00
6178 · Water, irrigation	366.78	391.08	400.00
6162 · Gas	2,464.70	2,432.76	3,000.00
6161 · Electricity	3,205.63	2,856.95	3,000.00
6180 · Grounds Maintenance	604.71	1,428.72	3,000.00
Total 6100 · Building & Grounds	21,146.26	24,623.49	29,000.00
6200 · General / Administrative			
6240 · Internet/E-mail	193.05	188.55	250.00
6205 · Vanco Charges	101.83	186.50	200.00
6210 · Postage	1,634.46	1,945.28	2,500.00
6220 · Office Supplies	5,222.81	5,271.27	6,200.00
6250 · Office Equipment	1,959.79	3,282.31	3,000.00
6230 · Phone	1,754.71	1,857.67	2,600.00
6270 · Kitchen Expense	1,384.46	991.54	1,300.00
6815 · Board Discretionary	50.00	14.82	849.00
Total 6200 · General / Administrative	12,301.11	13,737.94	16,899.00
6400 · External Contributions			
6410 · We Care	0.00	300.00	300.00
6430 · Pastoral Counseling Center	1,500.00	0.00	1,500.00

Profit & Loss Previous Year Comparison July 2010 through April 2011 Print date 05/05/2011

	<u>July 2010 - April 2011</u>	<u>July 2009 - April 2010</u>	<u>2010-2011 Budget</u>
6490 · Charity Disbursed	15,274.18	24,857.15	6,000.00
Total 6400 · External Contributions	16,774.18	25,157.15	7,800.00
6500 · Denomination Contributions			
6510 · UUA Contribution	17,920.00	16,744.00	17,920.00
6520 · PNWD Contribution	7,080.00	6,578.00	7,080.00
8320 · Conference, convention, meeting	0.00	-40.00	
Total 6500 · Denomination Contributions	25,000.00	23,282.00	25,000.00
6600 · Staff & Employee			
6611 · Minister - Salary & Housing	62,917.50	62,917.50	75,501.00
6613 · Minister - Pension	6,291.79	6,291.75	7,551.00
6614 · Minister - Professional Expense	733.22	1,896.00	4,490.00
6631 · RE Director NS- Salary	29,212.50	29,512.50	35,175.00
6632 · RE Director NS- Pension	3,061.29	2,981.51	3,618.00
6633 · RE Director NS Prof exp	1,108.98	483.19	1,512.00
6635 · RE Director MM - Salary	27,645.89	27,645.87	33,175.00
6636 · RE Director MM - Pension	2,931.29	2,931.25	3,418.00
6637 · RE Director MM Prof exp	474.47	420.57	1,519.00
6660 · Campus Ministry Coordinator /Supervisor	1,666.61	1,666.63	2,000.00
6662 · Campus Ministry Student Leader	500.00	800.00	750.00
6629 · Liaison - RE rental	1,400.00	800.00	2,100.00
6640 · RE summer program coordinator	1,040.00	880.00	1,044.00
6645 · Infant/toddler coordinator	0.00	240.00	
6621 · Music Director - Salary	14,851.70	14,851.70	17,822.00
6623 · Music director professional expense	70.00	82.16	1,614.00
6625 · Accompanist	4,592.64	4,957.44	5,795.00
6651 · Office Administrator Compensation	21,220.50	20,601.00	25,480.00
6652 · Office Administrator - Pension	1,895.25	2,060.10	2,548.00
6655 · Office Administrator expenses	40.00	0.00	150.00
6665 · Intern Minister	7,111.12	0.00	8,000.00
6670 · Building Security Checker	913.00	920.00	1,100.00
6680 · Community Coordinator	7,967.85	8,916.30	10,570.00
6684 · Community Coordinator Expenses	4.70	17.97	300.00
6690 · Childcare Employee Pay	1,740.57	1,612.66	2,000.00
6602 · Health Insurance	25,373.71	22,500.30	26,712.00
6695 · Employee Benefits Admin	175.00	0.00	
6700 · Worker's Compensation Insurance	253.21	854.89	
6701 · Payroll Taxes			
6703 · Un-Employment Insurance	249.00	1,422.00	1,300.00
6701 · Payroll Taxes - Other	9,368.65	8,514.62	12,105.00
Total 6701 · Payroll Taxes	9,617.65	9,936.62	13,405.00
6702 · Payroll processing expenses	153.83	323.93	500.00
Total 6600 · Staff & Employee	234,964.27	227,101.84	287,849.00
Total Expense	326,474.85	330,267.23	391,235.00

Profit & Loss Previous Year Comparison July 2010 through April 2011 Print date 05/05/2011

	July 2010 - April 2011	July 2009 - April 2010	2010-2011 Budget
Net Income	6,134.43	4,143.48	-37,424.00

UUFC Balance Sheet—As of April 30, 2011

Balance Sheet Previous Year Comparison Print date 05/05/2011

	April 30, 2011	April 30, 2010
ASSETS		
Current Assets		
<i>Checking/Savings</i>		
1005 · Operating Checking - Citizens	33,181.07	19,327.85
1010 · Payroll Checking - Citizens	1,046.14	1,122.51
1015 · Savings, Wells Fargo	37,676.15	43,554.84
1016 · Certificates of Deposit	10,000.00	80,000.00
1040 · Petty Cash	40.00	20.00
Total Checking/Savings	81,943.36	144,025.20
<i>Other Current Assets</i>		
1100 · Endow & Bldg Fund Investments		
1116 · Vanguard emerging markets	6,893.47	5,839.04
1101 · Vanguard GNMA	35,317.46	33,440.38
1103 · Vanguard FTSE Social Index Fund	0.00	17,989.39
1104 · Vanguard S/T Bond	16,717.53	51,089.76
1113 · Vanguard Wellington	149,840.94	134,393.81
1108 · Vanguard Mid-Cap	48,138.45	36,924.78
1114 · Vanguard Prime MM	348.67	348.44
1109 · UUA CEF	120,186.39	70,091.10
1110 · Dodge & Cox Income Fund	60,384.82	56,834.71
1111 · Dodge & Cox International Fund	46,762.98	41,607.86
1112 · Dodge & Cox Balanced Fund	30,942.64	27,742.68
1120 · Less Operations Fund Invested	-51,737.12	0.00
1130 · Solar loan	48,696.56	0.00
Total 1100 · Endow & Bldg Fund Investments	512,492.79	476,301.95
1150 · Other Current Assets		
1135 · Operations Fund Invested	51,737.12	0.00
1140 · Prepaid Expenses & A/R	625.00	0.00
1155 · Bookstore Inventory	0.00	49.50
1170 · SUIDA Deposit	3,787.00	3,787.00
Total 1150 · Other Current Assets	56,149.12	3,836.50
Total Other Current Assets	568,641.91	480,138.45
Total Current Assets	650,585.27	624,163.65

Balance Sheet Previous Year Comparison Print date 05/05/2011

Fixed Assets

1200 · Building and Land

1205 · Land	104,160.00	104,160.00
1210 · Buildings	544,366.84	544,366.84
1212 · Solar System	52,000.00	0.00

Total 1200 · Building and Land	700,526.84	648,526.84
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1240 · House & Lot, January 2001

1260 · Lot	64,000.00	64,000.00
1250 · House	91,959.50	91,959.50

Total 1240 · House & Lot, January 2001	155,959.50	155,959.50
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Total Fixed Assets	856,486.34	804,486.34
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TOTAL ASSETS	1,507,071.61	1,428,649.99
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LIABILITIES & EQUITY

Current Liabilities

Other Current Liabilities

2110 · Direct Deposit Liabilities	3.03	0.00
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2000 · Payroll Liabilities

2003 · Accrued Flex Medical

2007 · YM - Accrued Flex Med	-411.06	198.49
2004 · NS - Accrued Flex Med	369.64	-269.96
2005 · MM - Accrued Flex Med	-219.00	400.00
2006 · GW - Accrued Flex Med	1,589.84	521.46

Total 2003 · Accrued Flex Medical	1,329.42	849.99
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2010 · Accrued Payroll Taxes	-14.19	-3.06
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2020 · Employee Disability Insurance Accrued	0.00	16.17
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2030 · Employee Life Insurance Accrued	0.00	12.00
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2050 · Employee Vision Insurance Accrued	0.00	-37.65
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Total 2000 · Payroll Liabilities	1,315.23	837.45
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2300 · Custodial funds

2301 · Women's Network	2,544.64	2,544.64
2302 · Women's Retreat	5,154.16	5,005.30
2303 · Partner Church Fund	3,780.91	3,729.76
2305 · Men's Retreat	1,329.14	3,348.15
2310 · YRUU-Service Travel	1,812.10	1,002.42
2314 · Memorial Garden	805.06	872.66
2323 · Music Fundraiser	931.21	441.21
2325 · Minister's discretionary	1,302.52	2,996.02
2335 · Bldg Expansion, receipts	1,228.11	157,246.73
2337 · Bldg Expansion, disbursed	0.00	-153,821.00
2340 · McDonald Account	0.00	364.46
2347 · Unallocated Loomis bequest	68,692.73	50,692.73
2351 · Bangladesh school	3,120.42	2,483.73

Balance Sheet Previous Year Comparison Print date 05/05/2011

2352 · Microfinance	1,070.05	1,550.61
Total 2300 · Custodial funds	91,771.05	78,457.42
2399 · Prepaid Pledges	11,300.00	12,000.00
Total Other Current Liabilities	104,389.31	91,294.87
Total Current Liabilities	104,389.31	91,294.87
Equity		
2820 · Fixed Asset Fund	856,486.34	804,486.34
2850 · Endowments		
2864 · Endowment Funds	499,027.58	466,129.49
2862 · Charitable Outreach fund	13,388.12	10,172.46
Total 2850 · Endowments	512,415.70	476,301.95
2895 · Loomis operating reserves	0.00	35,162.50
2900 · Reserves	25,645.83	15,719.00
3000 · General Fund Opening Bal July 1	2,000.00	1,541.85
Net Income	6,134.43	4,143.48
Total Equity	1,402,682.30	1,337,355.12
TOTAL LIABILITIES & EQUITY	1,507,071.61	1,428,649.99