

Annual Report 2011-2012

Unitarian Universalist Fellowship of Corvallis
Corvallis OR 97330

May 6, 2012

CONTENTS

BOARD OF TRUSTEES

4

<i>President's Report</i>	4
<i>Long Range Planning Committee (LRPC)</i>	5
<i>Nominating Committee Report</i>	6
<i>Transition Team</i>	7
<i>Ministerial Search Committee</i>	7

STAFF PROGRAMS AND SUPPORT

9

<i>Annual Report of the Interim Minister</i>	9
<i>Lay Ministers</i>	12
<i>Religious Exploration— Co-Director of Religious Exploration, Children—Niya Standish</i>	13
<i>Religious Exploration Council</i>	15
<i>Campus Ministry</i>	16
<i>Religious Exploration— Co-Director of Religious Exploration, Youth—Michael Molk</i>	17
<i>Religious Exploration—Youth Programs</i>	17
<i>Music Ministry Committee</i>	19
<i>Community Coordinator</i>	21
<i>Office Administrator</i>	23

HOW WE OPERATE

24

<i>Program Council</i>	24
<i>Worship Committee</i>	25
<i>House Managers</i>	26
<i>Membership/Hospitality Committee</i>	27
<i>Living the Welcoming Congregations (LWC)</i>	28
<i>Communications and Publicity Committee (CPC)</i>	29
<i>Personnel and Human Resources Committee</i>	30
<i>Annual Report Committee</i>	31

BUILDING AND GROUNDS

32

<i>Building Committee</i>	32
<i>The Memorial Plaque and Garden</i>	33
<i>Grounds Committee</i>	34

OUR COMMITMENTS	35	
<i>Environmental Action Council (EAC)</i>		35
<i>Peace Action Council (PAC)</i>		37
<i>Partner Church Committee (PCC)</i>		39
<i>Social Concerns Committee</i>		41
<i>Social Justice Action Group (SJAG)</i>		47
<i>UUFC Adopt-A-Highway Group</i>		48
FELLOWSHIP SERVICE	49	
<i>Archives</i>		49
<i>Art Exhibit Committee</i>		50
<i>Caring Connection</i>		51
<i>Casserole Coordinator</i>		51
<i>Newsletter Folding</i>		51
<i>Flowers for the Fellowship</i>		52
<i>Sunday Morning Coffee</i>		52
FELLOWSHIP PROGRAMS	52	
<i>Adult Programs/Religious Education</i>		52
<i>Exercise/Aerobics</i>		53
<i>Women's Retreat</i>		53
<i>Men's Network</i>		54
THE BOTTOM LINE	55	
<i>Finance Committee Report</i>		55
<i>Budget Committee</i>		56
<i>Stewardship</i>		57
<i>Investment Committee</i>		58
<i>Endowment Funds</i>		59
<i>Canvass Committee</i>		60
<i>Services Auction</i>		60
<i>Holiday Bazaar</i>		61
<i>Rummage Sale</i>		63
<i>UUFC Statement of Operations-Profit and Loss Comparison</i>		64
<i>UUFC Balance Sheet—As of March 31, 2012</i>		67

BOARD OF TRUSTEES

President's Report

This has been an exciting year of learning, change and growth for the Board of Trustees and for all of the Fellowship. The summer was spent working on business carried over from last year and anticipating what lay ahead with the August arrival of our Interim Minister, Rev. Joel Miller. He brought a list of many things that needed to be accomplished by the Board and Congregation over the next two years. It was a special bonus for the Fellowship that he also arrived with enthusiasm and joy, both of which spread throughout the Congregation.

With Reverend Joel's help, the Board has stepped back to look at UUFC and its governance. We have finally had to acknowledge that we are not a small or even a medium sized congregation anymore. We are in fact a large medium-size congregation. That means that some of the processes that we have used to make decisions in the past will simply not work well anymore. They could even be the source of some occasional internal conflicts and problems. Rev. Joel has explained that we are all going to have to trust our leadership more. For the Board that means we need to entrust Committee chairs and members with decision-making without direct Board oversight. With input from the congregation and with advice from Rev. Joel and others, the Board will continue examining this issue in the coming year.

Some of the usual Board activities, such as long range planning and bylaw review, have been put on hold until the arrival of our new settled minister. The results of last year's extensive long range planning work will be used as the foundation when the planning work resumes.

While our transition to a new settled minister has dominated the Board's agendas this year, of course there were a number of other events, tasks and accomplishments that deserve mention. Among those are the following:

- This year's annual Board and Leadership Retreat focused on the future of UUFC during this period of transition. Janine Larsen, PNWD Executive, joined us to present the Interim Ministry Startup Workshop. By sharing her experience and wisdom Janine helped us get started on the rather lengthy and challenging process of finding and recruiting a new settled minister.
- The Nominating Committee and the Board collaborated on the formation of the Ministerial Search Committee. Upon the recommendations of Rev. Joel and Janine Larsen, The Rev. David Keyes Process was chosen as the means to identify the members of the Search Committee. It took the Nominating Committee and the Board from early October through mid-March to complete this process. It was a lot of work, ending in great results!

Presidents Report continued

- In January we were pleased to support last year's Intern Minister, Rev. Lisa Adams Sherry at her ordination. The ordination was held at the UU Congregation of Salem, but UUFC members attended the celebration and provided food for the reception,
- Rev. Joel requested that the Board invest all eight of UUFC's current Lay Ministers for another three-year term. He explained in a congregation of 300 adult members, 100 children and youth, and one Settled Minister, the Lay Ministry team is essential. The Board approved the request and the Investiture was held at a Sunday service in March.
- DRE Niya Standish brought a request from two of the RE parents for the Board to sponsor a Brownie Troop. There are seven children lined up to join. The Board felt this would be another way to reach out to families. There being no additional insurance costs or other costs, the Board was pleased to approve the request.
- With the effort of our great Canvass Committee and Rev. Joel's facilitating all of the Canvass Conversations we had the most successful Canvass campaign in UUFC's history, raising \$301,043!

It has been a busy and exciting year for UUFC, and I have enjoyed being part of it. I want to thank Rev. Joel, the staff, the members of the Board, the councils and the committees, and all of the many volunteers that make UUFC the vital and loving community that it is.

Judy Malouf, President, UUFC Board of Trustees

Long Range Planning Committee (LRPC)

The (LRPC) presented the Fellowship community with a draft Strategic Plan at its May 2011 Annual Meeting. It resulted from the Committee's work over the winter and spring of that year that and was based largely on the congregational workshop, *Imagining our Future*, held in November 2010.

Prior to the retirement announcement of our minister, the Rev. Dr. Gretchen Woods, in April 2011, the intent of the LRPC and the Board of Trustees was to work with the congregation to finalize the goals described in that draft plan. Subsequently, the Board put strategic planning on hold, pending the selection arrival of a new settled minister in 2013. The new minister, it was reasoned, should have the opportunity to help define the UUFC's vision, mission, and goals going forward. In the interim, the plan and the vision, mission, and goals it proposes serves an important role in the transition and ministerial search process.

The Long Range Planning Committee, together with the Board, our new minister, and the congregation, will develop of a new UUFC strategic plan beginning in late 2013. Stay tuned.

Copies of the Draft Strategic Plan noted above are available from the LRPC chair.

Jim Good, jwg4@yahoo.com, Chair

Nominating Committee Report

Members: The 2011-12 members of the Nominating Committee are: Bud Ames, Chair, Elizabeth Waldorf, secretary, Claudia Keith, Board representative, Melinda Sayavedra, and Tim Emery. Mr. Emery has been serving an unexpired term on the Board, and will be formally elected at the Congregational Meeting.

Mission: The By-Laws specify that the Board will direct the Committee to nominate a Search Committee for a new settled minister. In keeping with a new set of guidelines from the UUA, it was agreed that this would be a cooperative project between the Committee and the Board.

- a) In keeping with the UUA Guidelines we jointly telephoned all of the voting members of the Fellowship, and invited each one to submit up to three nominations for the Search Committee. This led to over 300 names that were rank ordered on the basis of the number of mentions.
- b) The Committee and the Board invited eight members who were nominated and who agreed to serve. They were subsequently elected at a special congregational meeting in early March to serve on our Search Committee.

Activities: In early February the Committee moved to its usual assigned task of finding members willing to either continue or serve initial terms as officers or board members for the Fellowship. We have been gratified with the willingness of members to serve. The final step in this process is the submission of the final slate to the Congregational meeting in early May.

Respectfully submitted: Bud Ames, Chair

2012 - 2013 Nominations for the UUFC Board of Trustees Annual Meeting, May 6

<u>President</u>	Judy Malouf	<u>Program Council</u>	Diana Thompson
<u>Vice President</u>	Gerri Buckles	<u>Investment Committee</u>	
<u>Secretary</u>	Susan Christie		Scott Bruslind
<u>Treasurer</u>			Alan Mix
<u>Past President</u>	Carl English-Young	<u>Nominating Committee</u>	
<u>Trustee</u>	Tim Emery		Elizabeth Waldorf
(replaced Jeff Reimer)			Melinda Sayavedra
<u>Trustee</u>	Claudia Keith		Jacob Tennesen
<u>Trustee</u>	Jamie Simmons		Claudia Weintraub

*2011/12 Nominating Committee,
Elizabeth Waldorf
Melinda Sayavedra
Bud Ames
Claudia Keith*



Transition Team

Mission: The Transition Team formed in the fall 2011 to work with Interim Minister Joel Miller accomplish five tasks. The five tasks, which were developed following recommendations from the UUA, are to help the UUFC in:

- Claiming its past.
- Recognizing its unique identity and its strengths, needs, and challenges.
- Clarifying leadership roles and navigating the shifts in leadership.
- Making appropriate use of District, UUA, and other outside resources.
- Enabling a renewed vision and strong stewardship, and embracing the future with anticipation and zest.

Members: Jan Ames, Kyle Jansson, Dorothy Sowell and Diana Vezmar-Bailey (chair).

Activities: We used the first few months to clarify our role and to gather information. We have now taken a more active role in providing support and feedback to Rev. Joel regarding the transition process.

The activities that we have undertaken include:

- Met with the Board to be officially constituted.
- Met with Marcia Shaw, a specialist in organization dynamics, to discuss church systems.
- Gathered and reviewed congregational documents (Mission/Vision statement, Right Relations Covenant, draft of Long Range Plan, by-laws, etc.)
- Submitted articles for the newsletter to communicate our work.
- Developed a flow chart to describe the Call process for a settled minister (attached to report)
- Provided copies of the Right Relations Covenant for display in Minister's Office, Social Hall, and the Rita McDonald Library.
- Completed the interim progress appraisal for the UUA.
- Provided support and feedback to Rev. Joel re the transition process.

Vision: We will continue to work on the five tasks for the interim period, communicating with the Board and other entities, focusing on how congregational decisions are made, and emphasizing the Right Relations Covenant in all aspects of our congregation's efforts. The Transition Team invites your questions, feedback and input on the transition process.

*Please see the **Toward Calling a New UUFC Minister** chart on the next page—thank you.*

Ministerial Search Committee

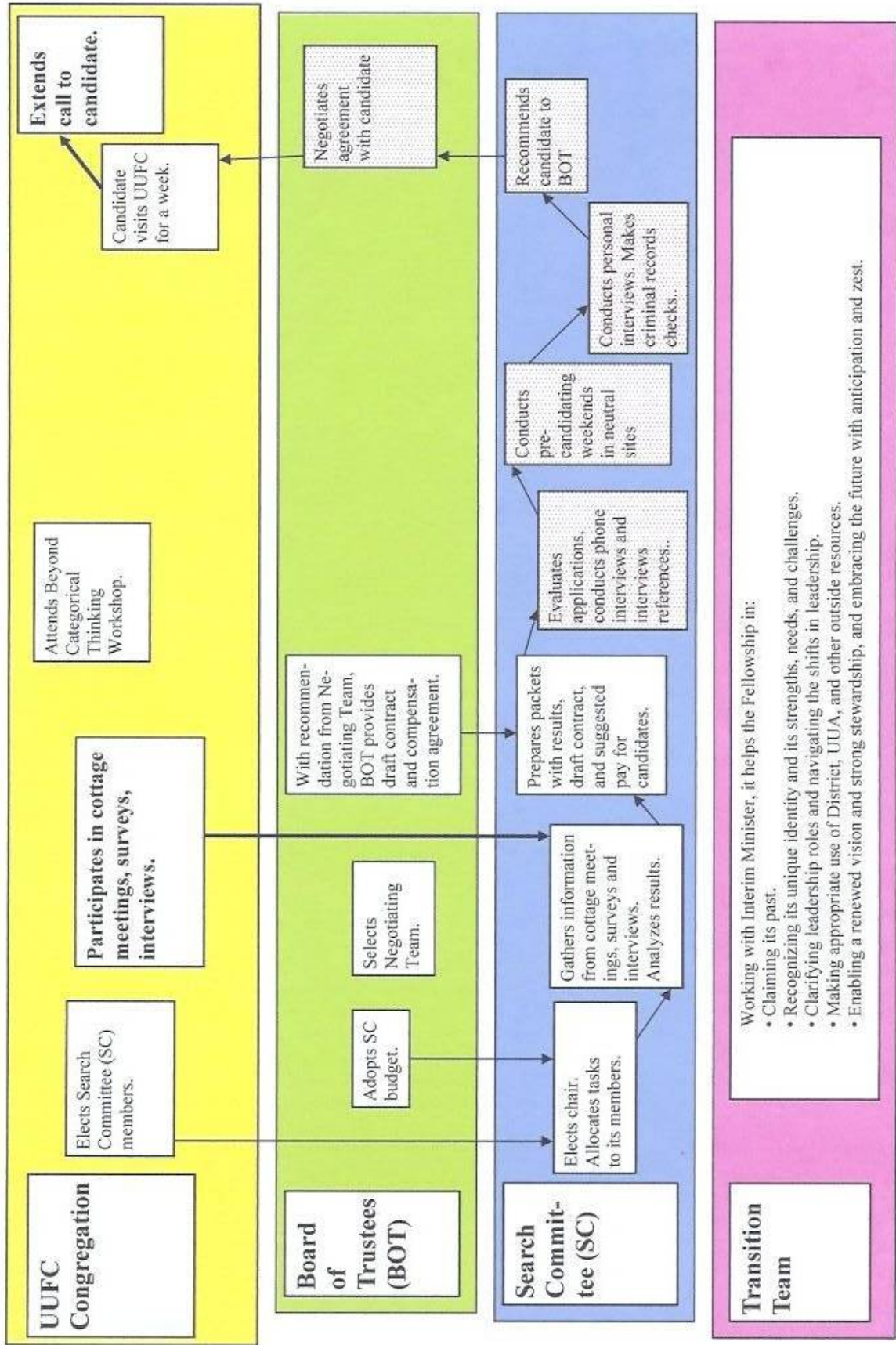
The Ministerial Search Committee members are: Russ Anderson, Mark Aron, Lorene Hales, Nick Houtman, Kelley Kendall, Virginia Shapiro, Marcia Shaw, and Roberta Smith. In the next twelve months this committee will carry out a search for UUFC's next Settled Minister, using the guidelines and support of the UUA to present a candidate to the congregation, which makes the final decision on whether to call that candidate as its minister. The UUA guidelines can be found at http://www.uua.org/documents/mpl/transitions/settlement_handbook.pdf. *Judy Malouf*

Toward Calling a New UUFC Minister

Key:

Open
Confidential

Timeline approximation: March 2012, June 2012, Sept. 2012, Nov 2012, Feb 2013, March 2013, April 2013, May 2013



STAFF PROGRAMS AND SUPPORT

Annual Report of the Interim Minister

Unitarian Universalist Fellowship of Corvallis

Meeting of May 6, 2012

Introduction: Well, it happened. We did, in fact, fall in love with each other. I've had a wonderful eight months with you so far. The Fellowship is a vibrant, lively community, and I see in you a passion for justice, a dedication to children, a joyful sense of music and celebration on Sunday mornings, and well-earned place in the heart of the valley, here in Corvallis. I am so grateful for my two years here with you.

I love my work as your Interim Minister. You have been willing to take-on the challenges of your transition, and together we have focused on the Five Developmental Tasks for congregations in transition. These tasks, as a transition-guide, allow the congregation to use the time-in-between settled ministries as an opportunity to make intentional changes. The five tasks are:

- 1. Coming to Terms with History**
- 2. Discovering a New Identity**
- 3. Allowing Leadership Changes, and Empowering New Leaders**
- 4. Renewing Denominational Connections**
- 5. (Made possible by the other four:) Committing to New Leadership and a New Future**

1. Coming to Terms with History

With the wonderful archives assembled for the Fellowship by Elizabeth Waldorf, work on the first task had begun before I arrived. Then in early October, leaders of the Fellowship had a chance to work further on the first developmental task as the first part of the start-up workshop with District Executive Janine Larson. I also had extensive conversations with many members of the congregation in my first months as your Interim Minister, and using my notes, the archives, and the timeline created at the startup workshop, I presented in November a sermon reflecting on the Fellowship's 60 years.

The Fellowship has a history to celebrate with pride. And, like all congregations in any faith, parts of the history include challenges and difficulties. The Fellowship has learned from its difficulties, and has done fine institutional work to begin formalizing its learning, especially with the Covenant of Right Relationship. One continuing historical theme in the last 20 years reflects the two sides of the Fellowship's successes - the Fellowship attracts many new members, yet it still operates as if important decisions and operations can be done in the informal ways of a small congregation. Thus all these new members aren't becoming new leaders, and hundreds of members have drifted into "general" membership after just a few years. Which takes me to the next developmental step...

Interim Minister's Report continued

2. Discovering a New Identity

The Fellowship has a wonderful identity woven through its members, its place in the community, and its instinctive efforts in justice-work. The Fellowship has a striking and unique style of Unitarian Universalism and I am glad that you are rightfully proud of it.

The Fellowship's identity as a small congregation, however, is not in line with reality: you are, today, almost 320 Voting Members, and beyond these you have many "general members," friend, and supporters. You are simply not a small congregation of 90, nor even a pastoral/small-midsize congregation of 175, and you haven't been either of these for at least 25 years. You are a "Large-Midsize" congregation. Your past conflicts have been, in part, due to the problems caused by an informality that is inappropriate for a Large-Midsize congregation. And your ongoing stresses reflect the chronic shortage of staffing for a congregation of your size, a lack of space for a congregation of your size, and reflect the chronic need for you to better entrust decisions to each other in a way that is appropriate for a Large-Midsize congregation.

3. Allowing Leadership Changes and Empowering New Leaders

With the election of an excellent Search Committee, eight active members of the congregation have left key roles in leadership. That pretty much means that the Fellowship has no choice but to allow leadership changes!

The second part of this third developmental task of recruiting and empowering new leadership is intimately connected to the second developmental step: for leadership to be an attractive and meaningful experience for new leaders, each leadership role needs a clear description of responsibilities and purposes, and all our leaders have to be entrusted with their ministries without being second-guessed. This reflects an essential cultural shift for the Fellowship: how much authority are we willing to give each other? At the moment, authority in the congregation is so informally delegated that it's difficult to recruit new leaders. Newcomers, having difficulty discerning how important decisions are truly made, are understandably reluctant to take-on responsibilities without a clear sense that their work will be valued or can even be accomplished.

4. Renewing Denominational Connections

Which leads right into the fourth developmental task! What should these more formal governance behaviors look like? There are some universal practices the Fellowship has been adopting, but there are also going to be some unique local expressions of effective governance. Understanding best practices and implementing them in the context of the Fellowship's culture takes training and consulting - so we are using District and UUA services! The Fellowship has been very actively using these services this year - leaders from the Fellowship have attended at least three webinars and three District workshops in just the past eight months!

In the coming year, we will continue to use these resources to learn more about the best practices found in Large-Midsize congregations.

Interim Minister's Report continued

5. Committing to New Leadership and a New Future

You'll know that this task is accomplished when you have called your next minister! Keep working on the first four tasks so that you are ready to enjoy the next great chapter of your story as the Unitarian Universalist Fellowship of Corvallis.

Other Accomplishments:

- *Congratulations* on your most successful canvass ever! Note the most important change we made in this year's successful canvass: the use of Appreciative Inquiry. If you moan and groan about being poor, you'll have a poor canvass. You're obviously a generous people with a passion for your Beloved Community and its power to do justice in the world. I really must insist that you be proud of asking each other to support this Fellowship and its ministry!
- A significant change I made right away was with the Candles of Joys and Sorrows. We have accomplished an improvement in how we do them, and they are briefer and more focused. The sharing is often deeply moving. Still... if I thought I could just make this decision, I'd immediately end the "open mic" sharing. I have a long list of reasons that I deeply disagree with the "open mic" method of doing the candles. Maybe, before my two years is over, I can convince you of one of the many alternative, loving, and effective ways of doing the candles?
- *Congratulations* on your election of a fine Search Committee. The adaptation of the process created by the Rev. David Keyes, the UUA's leading Interim Minister, and its excellent implementation were the heart of your success. Note that this process was very formal, appropriately transparent whenever possible, appropriately confidential whenever necessary, and entrusted significant decisions to your Board and Nominating Committee. It was a beautifully-done Large-Midsize congregational process by your leadership!

I am so grateful for my two years with you. I came here excited about the unique style and passions you have as a congregation, and I believe you play an important role in our larger Unitarian Universalist tradition. I am, in my time with you, asking you to become the most effective and vibrant UU Fellowship of Corvallis possible. Other congregations and other UUs in the world need you to grow in the ways that only you, as a Beloved Community, can choose and can develop.

Fondly,

Joel

Lay Ministers

The pastoral and ministry needs of the Fellowship, currently at 332 Voting Members, are over two times the generally understood maximum of pastoral care and ministry that one minister can provide. A significant portion of the pastoral care and ministry of our congregation is provided by members of the congregation who have deepened their understanding of our UU heritage, broadened their spiritual practices, and accepted a lay ministry as part of their service to our congregation. Our lay ministers attend monthly meetings with the minister and are commissioned by the congregation for three year terms. The current lay ministers have renewed their terms at the beginning of this year, and were re-invested during a Sunday worship service this past March. Our Lay Ministers are:

Lorene Hales Lay Minister for Community Outreach and Interfaith Collegiality represents the UUFC within the greater Corvallis community working with Interfaith and civic outreach; promotes a more visible UUFC presence to the larger community. (Lorene has suspended her service as a Lay Minister during her service on the Search Committee).

Cliff Pereira Lay minister for Worship and Ritual working with Jill Fischer and Reverend Joel Miller to lead the Wheel of the Year and the Worship Associates to plan for our Sunday worship; prepared to preside at weddings, memorials, etc.

Jesse Ford Lay Minister for Diversity and Inclusiveness and the Seventh Principle prepared to mediate conflict and encourage environmental awareness; prepared to preside at weddings, memorials, etc.

Sheila Smith Lay Minister for Worship and Theology with an ancillary Animal Ministry; helps organize worship; prepared to preside at weddings, memorials, etc.

Til Tillitson Lay Minister for Caring; leads the Caring Connection that provides cards and casseroles for those in crisis, rides for congregants who need transportation to services or medical appointments, receptions for Memorial Services, and trainings for various caring needs.

Rachel Ozretich Lay Minister for Nurturing Families With Children through building relationships with and between families, facilitating opportunities for family recreational experiences, and providing information and private consultation on child development and parenting.

Jill Fischer Lay Minister for Health Concerns provides support and information for people facing medical challenges; works with the Caring Connection.

Richmond Brainerd Lay Minister for Youth works with Young Religious Unitarian Universalists (YRUU) and organizes groups to attend youth convocations.

Submitted by Rev. Joel Miller

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, all while having fun!

I view Sunday "RE" as the children's worship. We gather in community, share opening words, participate in the rituals of our faith (like Chalice lighting and meditation and singing), experience a message for the day (through story and experiential activities) and end with a closing and appreciation. "Worship" in these settings covers the full range of quiet and meditative to raucous and interactive. I strive to be inclusive of the many diverse learning styles present within each class.

My work includes: selection and development of curriculum for children birth through 6th grade; design of worship; teacher recruitment, training and support; family ministry, and the planning and implementation of service projects and social events.

Curriculum: The theme for this year "Stories from Long Ago and Many Lands" was developed in response to a concern of mine that our children did not know Biblical references. I believe it is a great disservice to our children if they are not exposed to these stories that are so prevalent in our culture both through art and literature. I wanted our children to understand these stories through our Unitarian Universalist lens. A broad discussion on the RE Council led to the decision that Bible stories in addition to stories from other religions and cultures would be a great unit of study. The title came from the book written by Sophia Fahs, one of the earliest Unitarian religious educators. The stories led to a year filled with exciting discussions, questions and discoveries within all the classes.

Worship: This year the children joined the adults in the sanctuary for opening worship and a "Time for All Ages" each Sunday. The plus of this change was that the children and adults had time to be all together each week. The down side of it was the loss of Children's Chapel, the time for children of mixed ages to be together in community for interactive worship. The depth of sharing that would happen during this intimate worship circle was always incredible. A goal for next year is to maintain shared worship with the adults and also have opportunities for monthly Children's Chapel.

Michael Molk and I co-created a worship service presented by all the children and youth. The theme was Creation Stories and Birth Stories from around the world. 125 children and youth participated in this service.

Michael and I and the Rev. Joel Miller collaborated on three "Multi-generational" services (Welcome Home, Day of the Dead, and Easter).

Co-Director of Religious Exploration for Children Report continued

Service: Children participated in many service projects.

- **Heartland Humane Society** Continued our partnership with Heartland Humane Society. 5th/6th grade class worked there once a month. All children in RE made toys and gifts to sell at the Annual Holiday Bazaar as a fundraiser for Heartland. They made approximately \$300.
- **Grace Day Center** Continued our partnership with Grace Day Center. Children created masks and party favors for their Mardi Gras celebration.
- **(YES) Youth Entering Sobriety** Made Valentine cookies for the youth in conjunction with a lesson on the meaning of love. How we give and how we receive.
- **Green Belt Trust** Worked with Janet Throop on an ALL congregation project doing maintenance on the Allen Throop Trail.
- **OSU** 5th/6th made kestrel boxes to hang at the OSU barns. This was a joint endeavor with the Environmental Action Committee.

Family Ministry:

Community Building Events "Sundae Sunday" on the first "RE" Sunday of the church year was a great success and hopefully will become an annual event. "Finger Food" brunches between services once a month offered time for families to socialize before going to service. The "Fun Hat" potluck, was very poorly attended. There seems to be a desire for evening family events, but they are generally not well attended.

Communication I initiated a new method to stay in communication with families. Each week teachers sent out an email review of what happened in class and what to look forward to for the next week. This communication was well received by many families. I also had the teachers send out cards to children who had not attended for about three weeks in a row, just letting them know they were missed. I think both of these new means of communication helped increase consistency in attendance this year. I continue to be the ongoing advocate for children in our community. When groups are planning events I am repeatedly heard saying "and what will the children be doing? If it's an ALL congregation event how are the children included?"

Staffing: Thirty volunteer "RE Guides/Teachers" and four youth helpers were the remarkable leaders supporting the 80 children registered in our program. Four OWL facilitators supported the twelve children in 4/K OWL and ten participants in 5th /6th OWL.

Professional Development: I attended the LREDA fall conference and presented the opening worship. The theme of the conference was Sustainability. I also attended a storytelling workshop. Fortunately, both these programs were regional and didn't have extensive travel costs, since professional expenses for staff were reduced and minimal this year.

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 on the development of and support for programs for children and their families and assists with support, appreciation and recruitment of RE volunteers. The committee meets about once every six weeks.

Program & Curriculum Development:

- Worked with the DRE for Children on developing ideas for the curriculum for next year. The theme will be "Building our Unitarian Universalist Identity" with a focus on the Seven Principles and Six Sources. We will also include a unit focusing on Compassionate Communication.
- Implemented an attendance reward name tag. Each time a child came to church, for RE or for a special event, they received a special bead to add to their name tag. The children loved seeing their beads add up!
- Continue to evaluate age groupings for classes - balancing developmental needs in conjunction with registration numbers for specific age groups.

Teacher Support:

- Assisted DRE with recruitment of 25 teachers.
- Served as liaisons to individual RE classes and teachers.
- Designed teacher appreciation gifts.
- Planned a teacher appreciation "tea party".
- Collected resource/support materials from the public library each week.
- A "baby boom" in the toddler room required additional teacher/caregiver recruitment midyear to assure adequate/safe coverage for the growing population.

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 toys and gifts to sell at the holiday bazaar. Raised \$300
- Created a Children's Activities Center at the Holiday Bazaar - this provided a venue for children to have fun while their parents shopped - supporting fundraising.

Family Ministry:

- Assisted with welcoming families and registration of children.
- Sponsored a fall Ice Cream Social "Sundae Sunday". It was a great success! And, will become an annual welcome back event.
- Hosted Finger Food Brunches before church on the first Sunday of each month. They were very well attended and lots of fun!
- Fun Hat/Pot Luck Party dinner was poorly attended. Families voice an interest in these kinds of social events but they are not well attended.

Religious Exploration Council Report continued

Additional Activities:

- Two members of the committee attended a Renaissance Module on RE Administration.
- Assisted with annual cleaning & reorganization of RE facilities and supplies.
- Helped organize a service project for Grace Day Center. Made Mardi Gras masks and party favors for them.
- Ongoing maintenance of the "Worship Fidget Baskets" used by young children.

Goals for next year:

- Would be wonderful to grow enough to be able to offer RE at both services.
- Create an information flyer for families on basic RE policy and procedure.
- Have a chairperson for the committee.
- Continue to send committee members to Renaissance Module trainings.
- Expand committee to include more members who are not also teachers.
- Replace the old worn out ship play ground structure.
- Expand Children's Craft Center Activities at Holiday Bazaar.

Committee Members: Cindy Miller, Marlene Massey, Nancy Collins, Gerri Buckles, Josie Silver, Karrie Woodruff, Niya Standish DRE

Teaching Teams:

5th / 6th: Josie Silver, Sue Martines, Eric Karbowski, Barb Holmes, Joe Martines

3rd/4th - Elona Meyer, Marlene Massey, Scott Bruslind, Erin Zabroski, Suzanne Wright,

1st /2nd - Gerri Buckles, Linda Bruslind, Scott Rullman, Steve Ferrell

Preschool - Will Mustard, Stacey Bartholomew, Dorothy Sowell, Jennifer Goth, John Myer

Infant / Toddler - Lew & Pat Pennock, Rachel Ozretich, Kelley Kendall, Jill Fischer, Tim Emery, Susan Smyth-Tucker, Sunia Yang, Nancy Collins, Chareane Wimbley-Gouveia, Deb Pierce,

OWL Facilitators: 5th/6th: Joan Rose, Tim Lord - 4/5 Years: Rachel Ozretich, Jill Fischer

Campus Ministry

Mission: To provide a safe and welcoming environment where college students may share in the search for truth and meaning.

The Campus Ministry group met through the fall term, led by Stephanie Williams as the Student Director of Campus Ministry for the 2011-2012 school year. The group held various discussions, worship, and activities. An average of four college students regularly attended weekly meetings at Westminster House near OSU. Co-Director Michael Molk continued to provide staff support for Campus Ministry.

Vision: Our goal for next year is to reinvigorate the Campus Ministry group, with increased participation and activities.

Submitted by Co-Director of Religious Exploration Michael Molk

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

2011-2012 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. I participated in and helped organize numerous worship services, including the Campus Ministry service, YRUU's winter service, the Youth Bridging service, and, in collaboration with my co-DRE Niya Standish, Day of the Dead, Easter, and the RE Winter Holiday Program, *The Wonders of Creation*. I led 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. Once again I was responsible for providing staff support for the campus ministry group.

In October, with colleagues I attended the Liberal Religious Educators Association's (LREDA) Annual Fall Conference in Portland.

This year I played my oboe for several worship services. I attended staff retreats to schedule and coordinate our plans for the coming year.

I have enjoyed working with sister and fellow staff Niya, Ray, Jesse, Raven and Yaney. I was delighted to welcome our interim minister Rev. Joel Miller, and enjoyed collaborating with him. 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

Religious Exploration—Youth Programs

2011-2012 was an eventful year for youth programs at UUFC. The theme for youth this year was *Stories from Long Ago and Many Lands, and Stories from Here and Now*. 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 6 components of a balanced UU youth program: Community Building, Learning, Social Action, Worship, Leadership Development, and Youth-Adult Partnerships.

Religious Exploration—Youth Programs Report continued

7th/8th Grades: There were sixteen 7th/8th graders registered in 2011-2012, with an average of nine attending. The adult advisors for this group were Carol Hennessy, Mary Craven, Jacob Tennesen and John Bailey. In the fall of 2011 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 stories from various sources 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 a 'Council of the Animals' in the RE holiday program, and attended several other worship services throughout the year.



Young Religious Unitarian Universalists (YRUU) - 9th/12th Grades: There were 31 high school youth registered this year, with an average of twenty attending regularly. The adult advisors for YRUU were Mark Aron, Stefani Sackinger, Rich Brainerd, Tom Hussong-Christian and Monica Tennesen. The high-schoolers went for a raft trip down the Willamette River during the summer, and to South Beach State Park on the coast in October for their annual fall weekend retreat. Many of the youth went to both the fall and spring youth conferences, sponsored by the Pacific Northwest District of the UUA. Our Corvallis contingent of youth continued to be the largest group of youth from one church going to these district CONS! 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. 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 March the youth served the Shrove Tuesday pancake dinner to the congregation. YRUU participated in the RE holiday program in December, presenting a skit about the "Big Bang", and attended several other worship services throughout the year. YRUU presented two worship services for the entire Fellowship, once in February on the topic *Stories & Imagination* and again in June for the graduating high school seniors Bridging Service. In May, YRUU presented a series of films and a play about Transgender people to raise awareness. Also in May, YRUU youth went to Eugene to help finish work on the new UU church building there. Senior youth met to talk with Interim minister Rev. Joel Miller. The group also met monthly on third Sundays for youth evening worship, and occasionally for movies, socials and overnights. Several youth worked with younger children, both as teen helpers in RE, and providing childcare for Fellowship events.



Our Whole Lives (OWL) Sexuality Education: In 2012 we conducted two OWL sexuality classes for teens (as well as OWL classes for younger children). Twelve youth in grades 7-8 participated. This group was led by Carol Hennessy, Mary Craven and Jacob Tennesen. sixteen high school youth participated. This group was led by Monica Tennesen and Robert Monasky.

Religious Exploration—Youth Programs Report continued

Youth/Adult Council (YAC): In 2011-2012 the YAC met bi-monthly to discuss and plan activities for the youth of the Fellowship. Thirteen youth and adults participated in YAC. The YAC continues to explore ways the youth can increase their involvement in the Fellowship.

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 Coming Of Age again for 7th and 8th grade youth. The Youth/Adult Council will continue to review and revise UUFC youth programs, and consider the possibility of future youth service trips. Youth input into the search for our next settled minister will also be a priority next year.

Submitted by Co-Director of Religious Exploration Michael Molk

Music Ministry Committee

Members: Aurora Sherman, Ross Sutherland, co-chairs; Karen Winget, with 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 2011-2012

Overall impact: The main focus of activity of the Music Ministry Committee and the Music Program is the UUFC Adult Choir. 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 44 regularly attending members (sometimes being larger than congregational attendance at early services!). The Adult Choir rehearses one evening a week and before services for which we provide music, and it 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 figures reported in the UUFC newsletter, the Music Program directly reached over 200 UUFC adult attendees weekly. In addition, the Music Program prepares and presents two "Music Sunday" services each year, in December and 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, showing "full houses" for both May and December of 2011.

The Choir continues to broaden musical horizons and engage in musical offerings of increased complexity and challenge. Ray has coordinated closely with interim minister Joel Miller 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.

Music Ministry Report continued

Continuing items: In addition to participation in worship, the Music Ministry Committee and other members of the Adult Choir engaged in the following:

- Continued self-governance of adult choir:
 - Integrated new members using the self-governance guidelines established in 2009.
 - 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 (by Sandy and Nick Houtman).
- Organized monthly potlucks after rehearsals to provide opportunities for community building.
- Helped Music Director with any related tasks and issues.
- Produced and updated as needed the roster of choir members with contact information (Don Hall).
- Produced calendar to provide Director of planned absences to allow for optimal choral performances (Don Hall).
- 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.
- In addition to support of the Adult Choir activities, the Music Ministry continued the following:
 - 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 sponsorship of Corvallis Community Choir. The CCC includes approximately one-third UUFC members, and they have been excellent stewards of the hall and piano.

New items: The year 2011-2012 showed the Music Program holding steadily to our main focus, the provision of uplifting, challenging, integrated music from the Adult Choir into regular worship services. Children's Choir and Chime choir continued on hiatus due to budget constraints, although our submitted budget for 2012-2013 requested funds for expansion of these programs in the next fiscal year. Raven and the committee are also exploring ways to expand the web presence for the Music Program.

We remain hopeful that our plans for an expanding, flourishing, and uplifting music program with many facets can be implemented as 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

Community Coordinator

This year of profound transition has seen the retirement of our beloved settled minister, the Rev. Dr. Gretchen Woods, and the successful call of our two-year interim minister, the Rev. Joel Miller. As with all staff, one of my primary duties during this time has been to hold a calm, peaceful, and responsive space as congregants adjust to this rapid and initially unexpected transition.

I continue to work primarily with the Membership/Hospitality Committee, where my particular focus is to serve newcomers, ensuring that they can become involved at whatever distance they desire with UUFC. I also facilitate the Chalice/Covenant group program, which serves as a portal to relationship within the congregation, as well as the 7@7 home-based potluck program. I am the designated staff member that works, if/as the minister requests, with volunteers (including the Board Secretary) to ensure an accurate count of voting members at any given point in the year. Finally, I take advantage of opportunities to connect our congregation with denominational affairs at the district and national level. Our Unitarian Universalist faith is so much bigger than our single small congregation, and understanding the breadth and depth of this faith community can create deep and satisfying relationships for newcomers and new members, as well as for those who have been members of our extended family for many years

General: I continue to attend most Sunday services in my role of welcoming newcomers and engaging them in follow up discussions or activities if/as they are interested. This ranges from invitations to shared UUFC events (including membership in ongoing chalice groups) 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. Finally, I am the primary contact for out of town visitors who email in advance that they may be moving here and would like to check us out - always a particularly bright spot in the day!

Membership/Hospitality (M/H): Under the able leadership of Carl English-Young, the M/H Committee again gave four rounds of Newcomer Orientation and 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 most 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.

This year, I have engaged the M/H Committee in a webinar series hosted by the UU Association of Membership Professionals and the Prairie Star district on engaging newcomers. The first session ("The Ministry of Membership") was attended by the Chair of the M/H Committee and the head of the Greeter Team; it was an inspiring program that focused on

Community Coordinator's Report continued

practical theology of this ministry. Energized by this session, we decided to invite the entire Greeter Team to the second session on "Greeting 101", and to couple this with a dinner featuring Brazilian bean soup lovingly created for this event by Susan O'Brien. Eighteen people attended, which the Prairie Star District conveners found astounding!

The new visitor welcoming process introduced in early 2010 is maturing nicely. The purpose of the change was to focus our energies on people who choose to visit at least twice, to make sure that initial contacts are more likely to reach people with more than a passing interest in our community.



Chalice/Covenant Groups: The Chalice/Covenant group program currently has five active groups. For several reasons, Albany group did not resume after the summer hiatus, so one focus for next year is to create a stable platform to serve that large outlying community, which includes many active members. With continual increases in the price of gasoline as well for reasons of both time and carbon footprint, evening events in Corvallis do not serve this community well; newcomers, in particular, could use a local point of contact.

7@7 Dinners: Attention to coordination of this home-based potluck programs was suspended for much of the church year due to intense rounds of activities related to both to ministerial transition and the 2012 canvass.

Membership Count: You might think that establishing the number of voting members at any given time in the year is a fairly straightforward process, but in fact for various reasons, including the diversity of individual rhythms in the timing of contributions of record, this is not so. This first year of ministerial transition saw the need for repeated review of membership lists as well as lists of the larger community that we serve (generally about 2-2.5x the voting membership). This is because during transition it is important that information be appropriately disseminated and opinions collected from the appropriate target audience regarding search committee composition.

Our reported membership to UUA on February 1, 2012 was 297 members, up from 293 last year. This year, in contrast to previous years but in strict accordance with our bylaws, new members with contributions of records who signed at the January Path to Membership meeting were not counted, as they had not been voting members for at least 30 days.

Denominational Affairs: In large part because of funding, I did not attend the 2011 GA in North Carolina, nor will I be attending the 2012 District meeting in Anchorage or the 2012 Justice GA in Phoenix. This means that I will have missed the annual meeting of my professional society, the Unitarian Universalist Association of Membership Professionals (UU-AMP), for two years in a row, because it meets in conjunction with GA.

Respectfully submitted, Jesse Ford - UUFC Community Coordinator

Office Administrator

Thoughts: It is again an honor to be serving as your Office Administrator, this being my fourth year. I am excited about the transitions that are happening and am committed to facilitating our new growth to a larger congregation. Some of this will involve changes in office procedures and changes in the layout and access to the office itself. We have so much more equipment in this office than when I started and we need to be able to stop bumping into each other. Also the new photocopier/printer just takes up more space and it doesn't like to be moved around a lot. (It does many things our older copier didn't do like: fold, staple, hole punch, create booklets, and it can print in color when needed.) These changes have made it much easier for volunteer folders (newsletter, order of service), Ray, since he no longer needs to punch holes by hand for the choirs' music notebooks, and we can do our own in house brochures—which saves us money.

I really want to thank the Building Committee and its members for so stepping up to the plate in meeting all the repairs and emergencies that have happened over the past year. This included a lot of time crawling through the crawl space in my office and I'm glad that's mostly over now. It is quite something to be working while workmen are snaking away at a blocked sewer line, basically in the office! And it required a bit of clean up too—don't worry, I did wear rubber gloves and used lots of sanitizer. What we found out from all this repair is that our water pipes are just fine, the turbidity that we sometimes see in our water is from the City of Corvallis lines, not ours.

Also many thanks for the replacement of the sliding glass door that was always getting stuck. The new door to the antechamber between my and the Minister's Office and the foyer adds a very nice layer of quiet and warmth.

And the Office Administrator's and Minister's offices will be having heat pumps installed. This will make it so much more pleasant both in the cold days of winter (and these still too cold days of spring) and in the heat of summer. Thank you very much to the Board for approving this.

It is always beautiful to come to work here: the building's architecture, the grounds are always such a delight to behold, each day new plants come and go, and the wind chimes that Caryl Uhler gave in dedication for her mother, Jean, are so gorgeous, both in sound and visually. It is wonderful to hear them all day long, whether they are playing softly and gently or in a strong wind clanging and shouting.

Acknowledgements: Many thanks Marion Dickens and Nancy Lindsey for assembling the orders of service; to Marjorie Goss for proofreading the newsletters; Jeannie Ramsey for proofreading this Annual Report; Dianne Roth for invaluable pre-formatting assistance on the report; Jean Townes for trying to straighten out the closets; Russ Karow for reprogramming the thermostats to ensure warmth for morning and evening meetings in the RE classrooms, and to anyone else I may have forgotten who has helped in the office and beyond. It's a beautiful place to work and you are a wonderful community to serve.

Respectfully, Yaney LA MacIver, Office Administrator

HOW WE OPERATE

Program Council

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

Members:

- Janet Farrell (co-chair)
- Diana Thompson (co-chair)
- Sheila Smith
- Ginny Gibson
- Monica Jacobson Tennesen
- Nancy Kyle

Members who stepped down this year:

- Nick Houtman
- Abby Jelavich
- Joel Spector
- Janet Wagenschutz

Also attending:

- Joel Miller (Interim Minister)
- Wendy Sutton (Board of Trustees liaison)

Activities for 2011-2012:

- Re-established an Adult Program committee and is working with the Board of Trustees on creating a policy on that committee.
- Hosted a table in the Social Hall on Sundays to help congregants connect to activities and committees.
- Continually updated the cluster list of committees and chairs or contact people.
- Updated the UUFC community notebook "What Do UU Want to Do?", which includes committee descriptions and volunteer opportunities as well as information on how the Fellowship works.
- Sponsored a three session leadership training course called "UUFC Flight School".
- Co-sponsored the Gifts and Talents Survey.
- Held an annual dessert to thank committee chairs for their contributions to UUFC.
- Wrote thank-you cards to members for their extra efforts on behalf of the UUFC community.

Vision for 2012-2013:

- 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, "UUFC Flight School" on a somewhat yearly basis.
- Continue to work toward a share-the-ride program.

Submitted by Janet Farrell

Worship Committee

Mission: The Worship Committee is charged with the worship experience that occurs at the Unitarian Universalist Fellowship of Corvallis. Within our committee, we have oversight over Worship Associates, the Circle Services, and the Wheel of the Year.

Members:

- Maryanne Dengler
- Wolfgang Dengler
- Ray Elliott
- Kyle Jansson
- Cliff Pereira
- Sheila Smith
- Susan Wulfekuhler
- Rev. Joel Miller
- Leslie Chartier, Chair



Activities: Activities undertaken by the Worship Committee are many and varied. We ensure the minister is assisted by a worship associate at every service. We plan future services, especially those where the minister is unable to preside. We listen and respond to ideas for services and ideas for improving services presented by members and friends.

This year, we also were given oversight of the Circle Services and the Wheel of the Year. These services provide valuable diversity in types of worship for our community.

We have also taken on the issues with our sound system, recognizing that if we have low quality sound, our worship services cannot meet the needs of some of our members. In particular, we are attempting to remedy issues with our hearing aid loop.

Vision: We anticipate continuing to expand the diversity of our worship offerings and providing the kind of high quality worship experiences that can be held by churches of our size and larger. We recognize our partners in the music committee as well. Music has often been identified as a key ingredient for quality worship.

To that end, improving/replacing our sound system would go far to increase both the music and spoken word during worship. We hope to have more high quality microphones and hands-free microphones to assist in this endeavor. We have been limited in the past due to the cost of improving or replacing the system and by our limited knowledge of systems. We may need a consultant to adequately meet our needs.

We are also trying to obtain volunteers who would be willing to videotape our services on a reliable basis. We could also look into more current technology and offer either streaming media of our service and/or podcasts. This would help us reach more of the community and those who are unable to attend services for various reasons.

Submitted by Leslie Chartier

House Managers

Members: Chris Daly (head), Russ Anderson, Brenda Sallee, Mina Carson

Mission: Our job is to do all the things necessary 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.
- Testing hearing aid loop to ensure proper operation.
- 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 bookkeepers.
- Counting and recording attendance at each service.
- Putting back hymnals, closing down sound system, cleaning up sanctuary and podium area, and 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 Sallee, 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 to March, April to June, July to September, and October to December. Chris emails copies of the quarterly schedule to the Church Musician and the Office Administrator, and it is posted in 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.

House Managers Report continued

Issues/Vision: The audio wiring that runs under the sanctuary floor from the podium area to the sound console needs to be repaired or replaced. Several years ago, most of the wires in this bundle were chewed through by rodents. We temporarily spliced them, but since then, a number of connections have been severed again, one by one, somewhere under the floor. As it stands now, we only have one or two channels left out of five or so original channels. Performers or presenters who need to route multiple audio channels through our sound system are out of luck. There has been talk of fixing the wiring, but to my knowledge nothing has been done.

The CD recorder has been a problem for some time. The recording occasionally fails for unknown reasons. In addition, the house managers are not fond of this recorder, as it is too complicated for what it does. One solution is to bypass the CD medium altogether and go to a portable device with built-in microphones that records directly to an MP4 or similar digital format. This has several advantages, including being able to record the choir (now not recorded) and by capturing the ambient sound. The choir sounds amazing when heard from the back of the sanctuary, because of the way the sound travels down the back walls. A stereo microphone system is needed to do the choir justice. A digital recording could be posted to the UUFC website for anyone to download, eliminating the need to keep a CD library, and providing an effective way for curious people to learn about the UUFC via the Web. The podium and wireless mics may need to be wired directly into the device, however, for the best sound quality, but tests would need to be run to see if this is really needed.

In order to organize house manager supplies more effectively, we are seeking a "house manager's corner," where we could store our supplies in one place. Supplies would include blank attendance sheets, batteries, empty journal books for counting money, empty envelopes, blank CDs, CD stickers, an extra key to the sound system, and other related items. This could be in the office, under a back seat cushion in the sanctuary, or another location that is reasonably secure from being "raided." At the moment, the supplies are scattered about and it is hard for all house managers to locate needed items and to know when supplies are running low.

Submitted by Chris Daly

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, Anna Emery, Freda Frederickson, Leo DeVogel, and Sheila Smith.

Activities:

Greeting

Several greeters are present for every service, welcoming visitors in the foyer, making sure they get a nametag and an order of service, providing information about the Fellowship, and getting information from those interested in joining. Anna Emery, mentored at first by Claudia Weintraub, has recruited and supported a very large team of greeters.

Membership Hospitality Committee Report continued

Newcomer Orientation and Path to Membership Programs

The committee held four 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.

Almost 50 people total attended the committee-sponsored programs in July, October, January, and April. About 25 people signed the membership book immediately after the programs, with many others signing at other times.

Coffee and Tea

Freda Frederickson organizes the groups that provide us with our much-appreciated coffee and tea on Sundays. The committee invites newcomers and new members to be part of the coffee team on the fourth Sunday of every month.

Hospitality Potlucks

The committee holds a hospitality potluck a few weeks after the Newcomer Orientation and Path to Membership programs. Special invited guests are people who attended the programs. The entire congregation is invited to attend to meet our new members and interested visitors.

New Member Recognition

The committee participated in two new member recognitions services and sent notes 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 increasingly steady flow of requests for new nametags.

Submitted by Carl English-Young

Living the Welcoming Congregations (LWC)

Living the Welcoming Congregation has been mostly quiet this year. There were at least two services specifically relevant to the concerns of the GLBT community but there continues to be little need for focused social events. Our lesbian members are well distributed throughout the governing structure. They are respected members of the Board and the Program Council. They head major committees and fundraisers and are always present at our social events.

Roughly half of the lay ministers are gay and we have heard of no uncomfortable incidents for any of them. We had an openly gay minister for twelve years and that probably aided this distribution. We have a few gay men who are not quite so active (some are older) but report feeling comfortable with us. We have asked more than once if we need to do something differently to feel more welcoming to the gay males in our midst but haven't gotten any direction. We remain open to feedback.

The community has a transgender support group which meets in our building and is headed

Living the Welcoming Congregation Report continued

by a transgender member who was welcomed a couple of years ago. In addition we have a youth member who presents as both male and female. Our RE directors are well informed, knowledgeable and comfortable with gay youth.

The Benton County Health Department contacted us for inclusion in a research project outlining the support system for the GLBT community in Corvallis. We are pleased to know that our reputation for welcoming the queer community is well established in the wider area. We remain open to committee members and suggestions for activities which would meet the needs of the GLBT group as well as developing the understanding and insight of our straight members and allies.

Marcia Shaw, Co-chair

Communications and Publicity Committee (CPC)

The (CPC), formerly just the Communications Committee experienced a good deal of turnover in membership in 2011-12, but has now settled in with new Chair, Jim Good, Board liaison, Jamie Simmons, and members Curt Finnegan, Holley Lantz, Monica Jacobson Tennessen, and Yaney LA MacIver (Office Administrator).

Recent activities include:

Definition of CPC Responsibilities Just what are the roles and responsibilities of the CPC? We have developed a draft set of functions to guide its work:

- Foster clear, open and honest communication to members (and friends) and the world at large, i.e., effective and useful internal and external communication.
- Using and encouraging the use of all the tools available as well as possible to foster this communication, including the written word, email, website, social media, and advertising.
- Solve or recommend how to solve communications and publicity issues as they arise.
- Provide support and assistance to the Office Administrator for communications and publicity issues
- Provide education and assistance to UUFC councils and committees about tools and approaches to communicate about or publicize their activities (e.g., press releases, web).
- Provide advice and technical assistance on Fellowship computing/networking as it relates to communications.

Privacy Policy With assistance of various councils, committees, and staff, the CPC developed a comprehensive UUFC Privacy Policy, due to be considered for adoption by the Board of Trustees in May 2012. The policy covers what personal information the UUFC collects, how we use and protect that information, and our commitment to your privacy. Once adopted, the CPC will conduct education workshops to ensure all relevant committees and staff members following the policy and procedures to protect the privacy of our members, children, and friends.

Website Review and Redesign The CPC is just beginning a comprehensive review of the UUFC website and will be conducting mini-workshops with various groups and committees this spring to define goals, identify our website audiences and their interests and needs, and imagine how these audiences and needs might best be served by our UUFC website. All input gratefully accepted.

Jim Good, Chair

Personnel and Human Resources Committee

Members:

- Russ Anderson (Chair)
- Karen Salot
- Karen Winget
- Carl English-Young
- Carolyn Madsen
- Judy Malouf (Board Liaison)
- Joel Miller (Interim Minister)

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 PM

Accomplishments:

- Created job descriptions and work agreements for all UUFC employees (eight).
- Created and managed employee evaluation process.
- Worked with Board President to create budget options for 2011-2012 budget.
- Helped organize the summer RE program and hire summer childcare providers.
- Reviewed and communicated solutions to many smaller personnel matters.

Submitted by Russ Anderson

Annual Report Committee

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

Members: Dianne Roth and Yaney LA MacIver (Office Administrator)

Activities:

- The deadline for annual report submission was April 1, 2012, with publication finished by the Annual Meeting in May.
- As of 2011, it was determined that some reports need to be required. They are:
 - *Investment
 - *Fundraising/Giving/Stewardship
 - Rental
 - *Long Range Planning
 - *Building Maintenance
 - *Program Council
 - *Communications
 - Building Upgrade/Expansion
 - *Finance
 - *Budget
 - *Personnel/HR
 - *Nominating
 - *Grounds
 - *Membership/Hospitality
 - Bylaws/Policy
 - *Endowment Report
- * Denotes that the 2012 Annual Report was submitted.
- As of May 4, the 2012 Annual Report was compiled with 48/59 reports.
- Yaney and Dianne will celebrate over lunch.

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

In addition, the Board of Trustees needs to communicate to the above committees that their annual report must be submitted.

Submitted by Dianne Roth



BUILDING AND GROUNDS

Building Committee

Members: Nick Houtman (chair), Jean Townes, Louise Ferrell, David Maxfield, Paul Norberg, Joel Spector, Doug Davis, Russ Karow, Tom Smith

Mission: The Building Committee maintains the UUFC's facilities.

Activities: The committee managed major renovations and regular maintenance projects in the past year. They included:

- Replacement of the rear deck behind the Social Hall.
- Replacement of a deteriorating sewer line and collapsed storm water drain.
- Kitchen maintenance, including replacement of a hot water heater and drawer slides.
- Painting and floor sanding in the music minister's office.
- Reinforcement of floor joists under music minister's office and review of floor support under the Social Hall.
- Review of heating options for the Minister's and Office Administrator's offices and Social Hall. (The gas heater in the minister's office has a crack and leaks gas when turned on.)
- Review of energy-conserving lighting for the Sanctuary and Gallery.
- Repair of roof leaks over an office in the RE wing.
- Installation of a new door between the foyer and the antechamber between the Minister's and Office Administrator's offices.
- Repair of doors in the foyer and RE wing.
- Steam cleaning of the Sanctuary carpet.
- Replacement of play structure parts in the RE yard.
- Spreading of wood chips in the play yard and gravel on paths in the play yard and between the patio and the equipment shed.
- Installation of "Sunday only" handicapped parking signs in the parking lot.
- Review of air quality concerns in the sanctuary, adjustment of fresh-air furnace intake and cleaning of screen.
- Repair of UUFC signs, including the main lighted sign facing Circle Ave. and the parking lot exit sign.
- Inspection of the microphone and hearing-impaired audio system in the Sanctuary.
- Disposal of scrap wood piled near the patio and under the RE deck.
- Repainting parking lot lines (started).
- Repair eaves on the rental house.
- Repair of flood lights along sidewalk from Circle Ave. to the entrance.
- Annual cleaning of roofs, gutters, sidewalks.
- Resetting of thermostats and replacement of furnace filters.
- Development of capital budget for long-term planning purposes

Building Committee Report continued

Vision: The committee is guided by a vision of facilities that are safe, environmentally sound, affordable and appropriately designed and sized for our activities. Achieving it means reducing energy use of lighting and heating systems, maintaining safety and comfort and preparing to address long-term needs through financial planning.

We are fortunate to have skilled members and volunteers to make repairs, but we are also mindful of the need for professionals to work on some systems, such as electrical wiring, communications and major plumbing components, to make sure we meet building codes and reduce liability. Building problems (roof leaks, doors that won't close, lights that stop working) can arise at any time, and we need to support our staff who are often the first to see such conditions when they arise. While the committee is often able to call on members to assist with repairs, we welcome additional support from members who can assess problems and help resolve them.

The Fellowship has not set funds aside for future capital expenses such as roofs, the Sanctuary carpet, or plumbing and heating systems. By not anticipating such expenses, we will either continue to dip into financial reserves or conduct short-term fundraising to replace systems when they fail.

Submitted by Nick Houtman



The Memorial Plaque and Garden

In 1990-91, when members of the UUFC designed and landscaped the area just north of the building for the Memorial Garden, they also planned for a record to be kept for names of members who had died. Originally, they thought of a Memorial Book; instead they chose a Memorial Plaque when Elliot (Bus) Marvell offered to design and build a permanent plaque for the north wall of Fellowship Hall (the Sanctuary), where it is now. When a deceased member's family asks to have that person's name on the plaque, we inscribe a small plate with the member's name, birth and death years, and mount it on the plaque.

Funding came from the organizing members and others in the early '90s and now contributions are welcome to maintain the garden and pay for the inscriptions.

Submitted by Nancy Leman

Grounds Committee

For several years, the Grounds Committee has been combined with the Building Committee, but has continued independently to look after the grounds, two patios, and the deck.

The upkeep of the parking lot has been a problem because we like to see our mission as maintaining and enhancing the natural beauty of the UUFC grounds in an environmentally friendly manner. Despite our preference for working with living plants, we occasionally clean up the debris that accumulates in the parking lot.

However, we believe that the parking lot should be the province of people who use it, so we would like to see the establishment of a "Parking Lot Committee" to be responsible for painting parking-space lines and keeping the lot free of leaves and dirt.

Major Activities:

Mowing Doug Barbe sets up the mowing dates for our two types of mowing equipment: a) the riding mower, and b) several small mowers, an edger, a weed whacker. These are housed in two locked sheds, where Doug keeps the machines oiled and full of gas. Others sign up volunteers to use these machines appropriately.

Maintaining the Gardens On Thursday mornings, a small gardening crew attends to the gardens by planting, mulching, pruning flowers and shrubs. When necessary, we hire an arborist for tree work on large limbs and even to remove a damaged tree. We arrange a work party twice a year to haul debris to the Allied Waste Disposal site.

In past years, the younger children in the Religious Exploration program have planted zinnias and marigolds in the front flower bed on the parking lot side of the building. This has been an enjoyable experience, shared by the parents, teachers, and members of the Grounds Committee.

Under the leadership of our Student Minister, Lise Sherry, UUFC members organized to plan a "Fairy Garden" for the play area. In May 2011, they planted it, with promise to maintain it independently of the Grounds Committee.



Irrigation We are fortunate to have had an irrigation system installed several years ago. In the spring Daryl Ann Peterson adjusts the irrigation settings, turns on the water, keeps the system adjusted and, in the late fall, turns the system off.

Members: Anyone who would like to help maintain our grounds can volunteer by contacting one of the regular gardeners, listed below:

Nancy Leman, Tom Smith, Jean Townes, Dodai Zecha, and Louise Ferrell

Submitted by Nancy Leman

OUR COMMITMENTS

Environmental Action Council (EAC)

The Environmental Action Council (EAC) of the Unitarian Universalist Fellowship of Corvallis (UUFC) is established for the purpose of increasing the role of UUFC in preservation and stewardship of the Earth. We endeavor to be involved in activities that help to:

- Preserve and protect the Earth's living inhabitants and resources.
- Increase public awareness of actions needed by individuals and groups to improve environmental sustainability.
- Connect spirituality and environmental action.
- Promote environmental justice locally and around the world.

Our work includes actions to reduce our carbon footprint and to reduce usage of water, energy, pesticides, toxic products, and non-recyclable products. Also, we work to promote purchase of local foods, environmental justice, and sustainability in all aspects of our lives.

Vision Statement: We envision a world in which the way we conduct our lives is determined to a large extent by our respect and love for the Earth and our Natural Environment. In such a world, our highest priorities are not individual gains, but sustenance of this Earth, maintenance of the health of its inhabitants, elimination of war and other destructive actions of humans, development of peaceful and sustainable living conditions for all human societies, and preservation of the Earth and Natural Environment for future generations.

Membership: Elizabeth Waldorf and Jack Elder serve as co-chairs of the EAC. Other members include: Jean Townes, Roberta Hall, Uta Hussong-Christian, Sally Shaw, Rachel Ozretich, David Waldorf, John Swanson, Lloyd & Janet Wagenschutz, Bibi Momsen, and Martha Clemons.

EAC Activities in 2011/2012:

Barn Owl Nest Boxes

Construction and installation of barn owl nest boxes was done as an environmentally-sound approach to control increasing rat populations in Corvallis. One of the important side benefits of this project is that children were involved. Students from the 5th-6th-grade RE class helped to construct the boxes. Two boxes were donated to the City of Corvallis and Oregon State University. Two others were installed on private property.

Distribution of Compact Florescent Light Bulbs (CFLs)

We continued our project of providing CFLs for sale to UUFC members, and donated to the South Corvallis Food Bank for distribution to needy families who might not otherwise be able to obtain them.

Environmental Action Council Report continued

Film and Lecture Series

We continue to sponsor a series of films and/or lectures periodically during the academic year. During the past year, the series has included the following:

- "Wetlands: what they do for us and what we have done to them"
by Dr. Paul Adamus;
- "Gasland", a film about hydraulic fracking;
- "The Production of Petroleum and Natural Gas by Hydraulic Fracturing"
a talk by Richard Watson;
- "The Soils of Colombia", a talk by Dr. Jim Spain.

Environmental Reading Circle

The Environmental Reading Circle, which began in June 2007, has continued this year. The group meets twice a month to discuss a democratically selected book. Among the many books that have been read and discussed, the most recent include The Omnivores' Dilemma by Michael Pollan and The Biochar Solution by Albert Bates.

We continue to work with the CSC as a Sustaining Partner Organization. In the spring of 2011, we were invited to present a talk and slide show to the quarterly meeting of the CSC. The purpose of this talk was to inform others about environmental action projects that have taken place at UUFC. Jack Elder prepared and delivered the presentation, with additional commentary by Elizabeth Waldorf. We also contributed a photograph of our solar photovoltaic system for showing at the annual CSC Town Hall meeting in March.

Advocacy and Exhibits

- UUFC members were encouraged to write cards to State Senator Morse to urge him to support Senate Bill 536, a bill to ban plastic bags at checkout counters in stores throughout the state.
- UUFC members were encouraged to write cards to President Obama to express opposition to the Keystone XL pipeline that would transport Canadian tar-sand oil to Texas refineries. Approximately 55 people did so.
- In April, we staffed a table at the Earth Day event on the campus of Oregon State University. At this table, a barn owl nest box was on exhibit and CFL bulbs were on sale. Visitors were asked to sign a pledge to care for the Earth; more than 20 people signed the pledge.
- In September, we staffed a table at the Corvallis Fall Festival. CFL bulbs were on sale, and visitors were encouraged to write cards to President Obama to express opposition to the Keystone XL pipeline

Environmental Action Council Report continued

UU General Assembly

In June, Jack Elder represented UUFC and EAC at the UU General Assembly (GA) in Charlotte NC. Prior to this event, Uta Hussong-Christian prepared a scrapbook that summarized our activities as a Green Sanctuary congregation, including project descriptions and photographs. It was on exhibit at the GA, along with those of other congregations who attained Green Sanctuary status in 2010-11.

Plans for 2012 and Beyond

For the coming year we will continue the reading group and the film/lecture series. Also continuing are the CFL distribution project, our work with the Corvallis Sustainability Coalition, and advocacy projects as needed (e.g. we will again have a table at the Earth Day event on the OSU campus).

We have recently initiated a "Kill-a-Watt" program, in which we can loan out meters that monitor power demands of any electric appliances used in the home. The CFL bulbs and "Kill-a-Watt" meters are available at a table each week after Sunday services.

Jack Elder is currently participating in an "Energize Corvallis" program, coordinated by the Corvallis Environmental Center, to work with faith communities throughout Corvallis to enhance and coordinate our Earth-care and energy saving actions. More information about this project will soon appear in UUFC communications.

We invite all interested people to join us in the EAC. Fresh ideas and energy are always welcome.

Submitted by Jack Elder and Elizabeth Waldorf



Peace Action Council (PAC)

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 on the UUFC Website on the *Social & Environmental Concerns* page or

via this link: <http://www.uucorvallis.org/Peace-Action-Plan-042008.pdf>. 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.

Peace Action Council Report continued

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.

Members: The PAC met only four times in 2011, April (Bob and Rachel Ozretich, Bud and Jan Ames, Jean Townes, Leah Bolger, and Lise Sherry) , May (Bob Ozretich, Sandy Houtman, Jan Ames, Lise Sherry), October (Bob Ozretich, Joel Miller and Spector, Charlie Miller, Jan and Bud Ames, Louise Ferrell, Claudia Keith, Jean Townes), and December (Bob Ozretich, Joel Miller, Joel Spector, Jesse Ford, Meagan ?).

Bob Winget informed us in the fall of 2011 that he no longer wished to be the webmaster for uufcsocialjustice.org, and that its domain name was needed to be renewed, but that he didn't intend to renew it. The UUFC's Communications Committee and the caretaker co-chairs of the Social Justice Action Committee were informed of this eventuality, and asked if they wished to "port" any part of "uufcsocialjustice" website onto the UUFC's website.

Some of the content of this site and the *Peace Action Plan* have been incorporated into the *Social & Environmental Concerns* page under the Our Commitments section of the UUFC website (<http://www.uucorvallis.org/outscitcont.php>).

Activities: The meetings of 2011 initially focused on dwindling attendance of the PAC meetings. With the inclusion of Lise Sherry and Joel Miller in our meetings, the focus was on "what vision did we have" for the PAC in the context of the Fellowship as a whole. The original "charter" establishing the PAC was reviewed for relevancy, now that the Iraq war had been officially ended, but with saber rattling beginning toward Iran. An outcome of this review, in Reverend Joel's opinion, our past sponsoring of educational events around the Palestinian Israeli conflict was outside of the PAC charter. A more appropriate sponsor would have been the Social Justice Action Group that had a broader mandate, had it been active during this time.

At the last meeting it was moved, seconded, and passed that the PAC would meet as needed, and that any potential sponsorship of an event at UUFC by PAC would require consent by the Chair and at least one other active PAC member.

Peace Action Council Report continued

In January, Bobbi Hall drafted a petition to our federal representatives to not give into the saber rattling about Iran and insist on diplomacy instead. On a single Sunday more than 100 signatures were gathered on this petition. A letter conveying Ms Hall's petition was signed by Reverend Miller and Judy Malouf, Board Chair and sent/hand carried with the signatures to the offices of our federal representatives.

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

Respectfully submitted 4/1/12, Bob Ozretich, Chair

Partner Church Committee (PCC)

Members: Viki Shilaos (Chair), Patricia Parcels (Secretary), Beverly McFarland (Treasurer), Terry McCoy, Floyd McFarland, Janet Throop



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, and Doris Tilles.

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.
- **Communication with UUFC Congregation** Articles in the UUFC newsletter, our PCC bulletin board in the Social Hall, and fundraising activities are ways we share information.
- **Communication with Omaha PCC Congregation** We continue to coordinate with the Omaha PCC, which is partnered with Katalin's home church in Firtosmartonos, Körispatak, her second church.
- **Communication with Rev. Katalin Szász-Cserey, Minister of our Partner Church in Körispatak** Frequent emails and letters sharing the activities of our churches, their communities, and futures are exchanged.
- **Translation Services** The UUFC Partner Church Committee wishes to extend its gratitude to Dr. Louis Elteto, retired Dean of Portland State University Foreign Language Department, who donates his time and skills to translate our emails and letters to Katalin.
- **Travel to Transylvania** Viki Shilaos will be traveling to Körispatak to participate in the second annual Unitarian Summer Camp. She will assist as directed, share traditional American crafts, and meet with the Congregation and the Church Board.
- **Educational Support** In the summer of 2010, 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

Partner Church Committee Report continued

(\$700 to third year in university student). Katalin began a religious education program in September 2011, and we send her \$10.00 per month for supplies. The summer of 2011 she instituted the first Unitarian Summer Camp for one week in July. UUFC members generously gave \$50.00 camp scholarships for 5 children.

- **Church Renovation Project** The UUFC assisted in the renovation of a small meeting room that now serves as a place for religious education, board meetings, and a workspace for the Minister. (Pictures are available.) The Körispatak congregation awaits monies from the government to aid in its repair of the church building itself due to the floods of 2010 and a damaged roof. At this time, the congregation is unable to hold services in the church.
- **Monthly Stipend for Partner Minister** We continue to send a monthly ministerial 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.
- **Computer Replacement** The UUFC PCC and Omaha PCC shared the cost of replacing the computer Katalin uses to communicate with both congregations.
- **Annual Christmas Presents:** With \$300 from us, books, writing implements, and sweets were purchased and given to 40 children.
- **Fundraiser/Hungarian Dinner and DVD Program** In October, a full Hungarian dinner was served. After the dinner two DVDs on the PCC Program and economic sustainability projects through the UUA were shown.
- **Partner Church Weekend** On May 11th-13th a visit by Balázs scholar the Rev. Zoltán Kopándi-Benczéd will increase our understanding of congregations in small villages like Körispatak where Unitarians are a minority. His sermon, "The Dream of the Diaspora", will focus on the difficulties faced by these congregations as they build their church communities, and dream of their hopes for the future. Rev. Kopándi-Benczéd will assist with a Skype phone conversation with our partner minister. The congregation will have opportunities to talk with him at a Saturday potluck and Sunday after the service.
- **March Action Lunch and Special Collections and during March and Christmas Eve Services** The congregation has opportunity to support committee work through these collections.
- **Program in Religious Education** Programs and lessons are available through the PCC of the UUA and the ICUU.

Vision: We want to continue to develop a good understanding and warm relationship with the minister through frequent emails and Skype. We support the minister's efforts to rebuild the Unitarian church in Korispatak through the development of religious education programs and community outreach.

Submitted by Viki Shilaos, Chairperson

Social Concerns Committee

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 (yamadas@science.oregonstate.edu or 541-754-9891) 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.

Members: Louise Ferrell (accounting), Bibi Momsen, Christina Reimer, Patricia Smith (publicity), Joyce Spain, Wendy Sutton, Jean Townes (outreach coordinator), Sylvia Yamada (chair), Nancy Creel, Katie Lantz-Phillips, Ann Evans, Mary Lee Seward, Sandy Houtman.

Helpers: Vikki Shilaos, Martha Clemons, Tom Smith, Jim Spain, Russ Yamada, Claudia Keith, Joel Spector, Elizabeth Waldorf, Erin Zabroski, Jenna Tilt, Russa Kittredge, Joyce Greiner, Eileen Maxfield.

2011-2012	Fund-Raising Activities for Twelve Months	Action Lunch & Bake Sales	Total, including donations
April	Unitarian Universalist Service Committee - Action Lunch and collections	\$342	\$936
May	Bangladesh Education Project - Action Lunch, collections, donations, sushi dinner, garage sale	\$437	\$955
June-July	Vina Moses - bake sales and Sunday collections to raise funds for school supplies		\$945
July	We Care - strawberry shortcake social	\$243	\$243
August-September	Jackson Street Youth Shelter - bake sale and collections	\$16	\$719
September	Microcredit Committee - Action Lunch, bake sales, pottery sale <i>(Social Concerns committee members helped- <> not included in total)</i>	\$<353>	\$<872>
October	McKinney Homeless Education - bake sales and donations	\$835	\$1,079
November	South Corvallis Food Bank - Action Lunch, bake sales, collections and donations	\$559	\$1,540
December	Community Outreach - collections		\$1,099

2011-2012	Fund-Raising Activities for Twelve Months	Action Lunch & Bake Sales	Total, including donations
January	Homeless Shelter - Action Lunch, bake sale, and donations	\$537	\$1,164
February	We Care - Action Lunch, bake sale and collections	\$405	\$938
February	Minister's Discretionary Fund - two bake sales	\$698	\$698
March	Partner Church - Action Lunch, bake sales, collections <i>(social concerns committee members helped- <> not included in total)</i>	\$<650>	\$<1,320>
Total:		\$4,072	\$10,316
2010-2011	Other Activities	Comments	
July & December	Red Cross Blood Drives - provides much-needed blood - especially prior to the busy holiday period	We collected 71 units of blood	
November	Linn Benton Food Share - Thanksgiving basket deliveries	50 UUFC members and friends delivered baskets (some by bike)	
April - May	McKinney Homeless Education Program - helps homeless students stay in school by providing basic needs.	Individuals also sent checks directly to the program	

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 to clean water, defends civil liberties and preserves human rights during crises. Two primary programs the UUFC partakes in are the *Guest At Your Table* donation boxes, coordinated through the RE program, and Christmas Card sales, overseen by Patricia Smith. Other fund-raisers for the cause include an Action Lunch, bake sale and donations during April. Last year UUSC donations from the UUFC totaled: \$939. *For more information on the UUSC go to <http://www.uusc.org/index.shtml> (Submitted by Lorene Hales)*

The Bangladesh Education Project This fund helps very poor children attend school in North Laksmipur, Bangladesh, Christina Reimer's home town. A majority of families in this village live on less than US\$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 this, and their children spend the day playing or collecting firewood.

Social Concerns Committee Report continued

This project funds an alternative, afternoon school coordinated through the local Catholic Sisters of Charity mission. The project reaches children who otherwise do not attend school at all, and who are new to reading, writing, and math. The money pays for books, writing materials, uniforms, and a small stipend for teachers, who otherwise do not get paid for this work. The project also funds a number of older students who attend the regular government school (in the morning) 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 \$1,700 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 Action Lunches and weekly bake sales. Additional funds were raised through a sushi party, from individual donations. *(Submitted by Christina Reimer.)*

The **Vina Moses Center (VMC)** has been providing household goods and services free of charge to those in need since 1917. VMC provides this 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/>

The **Jackson Street Youth Shelter** is making a difference in our community by serving our local 10-17 year old youth 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.*

In the past year the **MicroCredit Committee** has sponsored a concert by the group, Chayag, musicians from the Andes, had several bake sales, and plant/pottery sales. We have about six active members and many who support us when we need extra help. We have made 87 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. We have joined with the Social Concerns Committee to put on two bake sales and the sale of pottery to benefit the Minister's Discretionary Fund. These two sales brought in close to \$1,000. 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! *(Submitted by Sandy Houtman)*

McKinney Homeless Education Program addresses 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 \$1,079 through bake sales and donations. 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.*

Social Concerns Committee Report continued

The **South Corvallis Food Bank (SFCB)** provides emergency food boxes to low income people who live in south Corvallis and might otherwise go hungry. It is now in its eleventh year of operation and many UUFC members and friends have volunteered their 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 2011, UUFC members donated over 800 lbs. of food that was collected in the food basket in the foyer, and over \$1,800 through the Action Lunch, bake sales, tuna roast picnic, Thanksgiving Fest Event and collection baskets.

In 2011, the number of clients seeking food boxes at the SCFB averaged 235 households per month or about 900 people; 40-45% of clients are children. These numbers represent a 12-12.5% increase over 2010. We continue to see a large number of new clients each month, as the economic situation for many families continues to worsen in these economic times. The 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/> (Submitted by Martha Clemons)

Thanksgiving Food Drive In partnership with Linn-Benton Food Share, we served about 250 families in Corvallis and Benton County. We had more than 50 UUFC volunteers helping out. (Submitted by Nick Houtman)

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 blood drive had a great turnout with a total 31 donations. The December drive went well, but donations were down, with a final collection of 40 pints of blood. The Fellowship supports this important work with the donation of time and space, but it would really be great if more people from the fellowship would make a blood donation at the drives. <http://www.redcross.org/> (Submitted by Wendy Sutton)

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>

Homeless Shelter Members of the UUFC donate generously of their time and money to benefit homeless people in our community. We held an Action Lunch and bake sale in January and the \$1,016 we raised was divided between the Daytime Drop-In Center, located at the First Christian Church, and the Men's Cold Weather Shelter, located at the Westside Community Church (for the past four years). The Shelter is open from mid-November to mid-March. The Shelter averaged about 30 clients per night and served a total of 97 different men during the 2011-12 cold weather season. Some of the regulars basically move in, keeping bedding and other possessions on bunk beds during the day.

Social Concerns Committee Report continued

The shelter was open from 7:00 PM to 7:00 AM each night, and members of area faith groups (including UUFC) and other organizations in the community took turns volunteering at the Shelter, contributing 16 person-hours per night for a total of 112 hours per week. The Daytime Drop-in Center is a warm and welcoming place where people can come and socialize over coffee/tea/hot chocolate and snacks and an occasional hot meal, and access needed assistance from volunteers and a social worker. *(Submitted by Jim Spain.)*

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 after being screened by the Community Services Consortium. In 2011, We Care distributed over \$62,000 yet was still only able to assist 246 of the 359 cases (68%) brought to the Board. Of those cases 59% of the funds dispersed were for rent and move-in costs, another 32% to prevent utility shut-offs and the remaining funds covered other immediate needs.

Families with children account for 52% of the cases assisted. 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. In 2011 the faith communities represented on the board were: UUFC, Beit Am Jewish community, St. Mary's Catholic Church, First Christian Church, Spiritual Assembly of the Baha'is Corvallis, and First Congregational United Church of Christ, a diverse group of folks working to help those in need in our community. Bibi Momsen is the faith community representative for the UUFC. *(Submitted by Wendy Sutton)*

Minister's Discretionary Fund This fund helps congregation members meet a one-time financial emergency such as help with rent, health care, utility bills, etc.

Partner Church The Social Concerns Committee helped with the March Action Lunch and sponsored two bake sales to benefit the Partner Church Committee. Partner Church Committee members, in turn, volunteer for many of events sponsored by the Social Concerns Committee. We expect that this type of collaboration to continue.

Please see the Social Concerns plan for 2012-2013 on the next page—thank you.

Social Concerns Committee Tentative Plan for 2012-2013

2012-2013	ACTIVITIES	Action Lunch	Collections	Bake Sale	Publicity
April	Unitarian Service Committee	x	x	x	Patricia Smith
May	Partnership for Safety and Justice	x	x	x	Louise Ferrell
June	Vina Moses - collections and bake sales for School supplies		x	x	Patricia Smith
July	Vina Moses - collections and bake sales for School supplies		x	x	Patricia Smith
Aug.	McKinney Homeless Education - School fees		x	x	Bibi Momsen
September	McKinney Homeless Education		x	x	Bibi Momsen
September	Microfinance - Action Lunch and collections	x			Sandy Houtman
October	OPEN	x	x	x	
Nov.-Dec.	Unitarian Universalist Service Committee Holiday card sales				Patricia Smith
November	South Corvallis Food Bank	x	x	x	Martha Clemons
December	Community Outreach Collections		x		Patricia Smith
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	Vikki Shilaos
April	Unitarian Universalist Service Committee	x	x	x	Patricia Smith
May	OPEN	x	x		

Report compiled and submitted by Sylvia Yamada

Social Justice Action Group (SJAG)

Mission: The Social Justice Action Group provides an umbrella to support social justice activities and educational events by members of UUFC and the wider community.

Members: SJAG has been quiescent for several years and has only two members at this time, Jean Townes and Claudia Keith.

Activities: This past year SJAG has sponsored three active groups that have been meeting at UUFC. In addition SJAG was a sponsor for a community presentation and a fund raising event.

A Corvallis chapter of Dining for Women, with SJAG sponsorship, has met monthly at UUFC and has just celebrated their one year anniversary. Dining for Women is a dinner giving circle. DFW chapters meet regularly, enjoy a potluck meal together, learn about an urgent women and girls' project, and then donate to that cause what they would have spent dining out.

UUFC members Bob and Rachel Ozretich have formed a Corvallis chapter of the national Move to Amend campaign which, with SJAG sponsorship, has been meeting at UUFC twice a month. Move to Amend is a national organization working to reject the U.S. Supreme Court's *Citizens United* ruling, and move to amend the Constitution to firmly establish that money is not speech, and that human beings are persons entitled to constitutional rights while corporations are not persons and not entitled those rights. The Corvallis chapter has worked with the City Council of Corvallis to place on the November ballot an advisory question on this topic and is actively campaigning to ensure that the measure is passed.

SJAG continues to sponsor the monthly meeting of Mid-Valley Health Advocates, a community group that has been promoting single payer health care for many years. At the congregational meeting in March we voted to accept the statement "Healthcare is a human right" as a vote of support for those of us who attend the meetings. It was a vote in support of the use of the Fellowship communication network and the Fellowship building as this group works toward the goal of a healthcare system that covers everybody as a human right. (*See separate report below.)

In April SJAG sponsored a community presentation by Dalit Baum, an Israeli peace activist and the regional program coordinator of the Middle East program of the American Friends Service Committee, titled *Who Profits from the Israeli Occupation?*

In June SJAG will provide a location for a fund raising event for US Gaza Cultural Exchange. The US-Gaza Cultural Exchange is a not-for-profit program dedicated to the promotion of cultural understanding and academic development through dynamic dialogues between classrooms in the United States and Gaza.

Vision: With just two current members, both of whom have many other commitments, SJAG has been primarily serving as support and a sponsor for groups and projects that originate outside of the committee. It would be good to revitalize this committee with new members and energy so that the committee can also initiate activities. *Submitted by Jean Townes*

Social Justice Action Group Report continued

***Healthcare:** At the congregational meeting in March we voted to accept the statement "Healthcare is a human right" as a vote of support for those of us who attend the meetings in Corvallis to try to keep up with what is going on. It was a vote in support of the use of the Fellowship communication network and the Fellowship building in support of the goal of a healthcare system that covers everybody as a human right. *Submitted by Louise Ferrell*

UUFC Adopt-A-Highway 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, Marc Ranzoni, Jan Ames, Bobbi Hall, Jean Townes, Tom Smith, Nick Houtman, Joel Spector (first time), Sheila Smith (first time), and Nancy Groesz (first time). The pickup on March 17th 2012 was the last for Dr. Craig Leman, who would soon be celebrating his 89th birthday! Replacing Craig and Owen Bentley, our long standing stalwarts, is a goal for the coming year.

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.

Beginning in May 2010 we began to pickup quarterly which is our commitment to the Oregon Department of Transportation. The signs acknowledging the Fellowship's adoption of our highway segment were put back up in the Fall of 2011.

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

Having been chartered in October 1949, UUFC completed our 62nd year in 2011. The highlight of the year for UUFC Archives was the Celebration of our 62nd birthday (anniversary) on Sunday October 23, 2011, after the second service. About 40 people enjoyed refreshments and birthday cake. Attendees were invited to express their thanks by making a donation of \$0.62, \$6.20, \$62.00, \$620.00, etc. Wonderfully, the event raised \$1454.00 to support the operation of the fellowship.

This event featured our almost forty archival notebooks displayed on several long tables. The notebooks contain copies of all our early documents copied on acid-free paper, all our early photographs, most records and photos from our middle years, and scattered records and photos from recent times. Of particular interest are the documents describing our acquisition of Camp Adair army buildings by bid, our selection and purchase of property, our devoted labor to transform those into functional buildings, our searches for ministers, our commitment to UU Service Committee and social action, how we became a Welcoming Congregation, and how we became a Green Sanctuary. A notable strand in our history has been our primary commitment to Religious Exploration for children and youth. (In 1951 we called it Religious Discovery (RD)). As evidence for this commitment, our RD building was completed in December 1959 and our Meeting Hall not until about 1962. Another strength has been our commitment to our Fellowship Community. We actively work to maintain and strengthen the bonds between our members and to promote trust, good will, and harmony within the Fellowship.

This was the first opportunity for members to see the notebooks. They enjoyed reading old newspaper clippings, finding themselves in photos, and remembering events long past. Several requested another party to continue their explorations of our history. The notebooks are now stored in a bookcase (generously donated by the Rev. Dr. Gretchen Woods, our Minister *Emerita*) in our Interim Minister, Rev. Joel Miller's office.

Special thanks to Carolyn Madsen who organized this event and Steve Ferrell who transported the notebooks. We are also indebted to a large group of UUFC members who attended picture parties to identify folks in pictures. These are given credit in the Acknowledgments in each notebook. Warm thanks also to Louise Ferrell who contributed hours of work on the notebooks from the late 1980's. She insured that the financial records of our two building projects in that period were complete.

Respectfully submitted, Elizabeth Waldorf, former head of the Archives Committee



Art Exhibit Committee

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

Members:

Sue Noel - Chair	Jan Wilcox - Co-Chair
Joey Azul	Mary Lee Seward
Lucia Durand	Claudia Weintraub
Nancy Weber	Melissa Sollitt

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 other's 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 2011:

- Photography - "Paris!" - by Mina Carlson
- Serigraphy - by Earl Newman
- Two Person Exhibit
 - Oil Paintings by Laurel Buchanan
 - Etchings by Bruce Tucker
- Group Exhibit
 - Watercolors by Karen Kreamer
 - Pen & Ink Drawings by Ross Parkerson
 - Acrylic Abstracts by Kristi Hager
- Group of Eleven Quilters - Art Quilts - Linda Johanson, contact
- Acrylic Paintings, Mixed Media, Fused Glass with Wood & Metals - by Jim & Sue Noel
- Oil Paintings - by Pam Hough

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

Caring Connection

The Caring Connection is the pastoral care arm of the Fellowship established in 1996. This small group of lay members serves the congregation by providing help during times of crisis or transition by offering one-to-one caring, support and helping people connect with community resources.

Members: Til Tillitson (Lay Minister for Caring), Jill Fischer (Lay Minister for Health Concerns), Nancy Haldeman, Kelley Kendall, Margaret Anderson, Janet Farrell and Joel Miller (Interim Minister).

This year members of the committee met with congregants to help with various needs and issues. We accompanied people to medical appointments, visited some in their homes or while they were in hospitals or nursing homes, and provided information on resources and means of transportation. We also attended a series of webinars on Pastoral Care.

As an extension of our function, Bev Long sends get well and sympathy cards, Debbie Hammerquist coordinates the making and delivery of casseroles, and Nancy Lindsey has led the Shawl Ministry in knitting and delivering healing shawls or scarves to those in need of comfort. Coordination of refreshments for memorial services has often been done by Jan Lahr, and the committee is seeking someone to help Jan in this activity.

We are working to strengthen the committee by creating more formality in the way the committee functions.

Submitted by Janet Farrell

Casserole Coordinator

This is my 14th year being the casserole coordinator. I do this job by myself. I consider it an easy job and enjoy doing it. It keeps me in contact with folks in our Fellowship and I like being able to help others. It requires me to be on the phone, calling from a list of volunteers to prepare and deliver casserole to those in need. I will also email directions and dietary requirements if needed.

I have a list of nineteen volunteers that I call from. Last month (February) I put a note in the newsletter asking for more volunteers to sign up. I didn't receive any responses, which is a bit unusual.

This year I arranged for four families to have meals with a total of fourteen meals. I would say that each person on the list fixed two meals each last year.

Submitted by Debbie Hammerquist

Newsletter Folding

Newsletter folding was a little easier this year because many addresses on the mailing list accepted electronic subscription instead of paper and the new photocopier made the first fold. We met twice a month (less during the summer) at 1:00 PM or earlier.

Regular folders were: Marion Dickens, Louise Ferrell, Cynthia Panshin, Judy Rudolph, Dorothy Sowell, and Marilyn H. Walker. Many others filled in occasionally.

Submitted by Louise Ferrell

Flowers for the Fellowship

Mission and Activities: Provide flowers for Sunday worship services.

Members: Ruth Bentley, Chere Pereira, Roberta Smith, Jan Wilcox **Substitutes:** Sylvia Yamada and Daryl Ann Peterson

Vision: One new member for our committee, Sylvia, helps out once in a while but has no garden so she uses mine. We will be moving within the year to Stoneybrook but, I still want to do flowers once in a while.

Submitted by Ruth Bentley

Sunday Morning Coffee

This year the scheduling process seems to have gotten to be fairly routine. Through the Program Committee's procuring of volunteers from various groups and committees, there is now a full slate of folks for each of the Sundays, both odd and even months.

Submitted by Freda Fredriksen

FELLOWSHIP PROGRAMS

Adult Programs/Religious Education

The Adult Programs committee has been redefined to support a newly written policy on UUFC Adult Education. Lael Willingham is the new chair, and is looking for more members for the committee.

This committee will coordinate scheduling, help publicize, and provide other support as needed for adult programs sponsored by UUFC councils, committees, or individual members. It will prepare and publish guidelines for UUFC councils, committees, and others that organize and conduct adult programs.

The UUFC Adult Education program promotes life-long intellectual and spiritual growth by providing diverse learning and exploration opportunities that strengthen community, give life and meaning to our *UU Principles*, and support the engagement of members, friends, and visitors in the religious, social, and cultural issues of our time. Adult programs may include classes, workshops, retreats, lectures, and other events that fit this mission statement.

Submitted by Janet Farrell

All Fellowship Picnic

Mission: to provide an inter-generational social opportunity, partnering with Senior Sunday.

The Chalice/Covenant Groups work with the point person for Senior Sunday to prepare, host, and clean up a pot luck luncheon following the Sunday service presented by the seniors.

We will facilitate this event again in May.

Submitted by Diana Vezmar-Bailey

Exercise/Aerobics

Mission: is to provide in a relaxed atmosphere a safe, supportive, and friendly place for members to meet regularly and exercise. The overall goal, of course, is for each person to meet their personal goals.

Members at this time are: Judy Allen, Allan Deutsch, Nichele Deutsch, Jean Leach, Cindy Panshin, Marcia Shaw, Janet Wagenschutz, Carolyn Wilhem and Dodai Zecha. 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 of participants varies.

Activities: Do not change much except for the specifics, and include exercises for muscular strength, balance, and flexibility with aerobics for cardiovascular conditioning. Again, this year we were reminded how important this small group is to some members. Currently there is one member with medical problems who most likely wouldn't be exercising but feels comfortable and welcomed in this Fellowship activity.

Vision: to keep number of participants at a level that keeps 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

Women's Retreat

Mission: Organize the Annual UUFC Women's Retreat as a weekend away for women of the Fellowship.

Members:

• Maryanne Dengler	• Ann Marchant	• Roberta Smith
• Barb Holmes	• Sue Martines	• Jana Svoboda
• Nancy Kaib	• Eileen Maxfield	• Beth Tweedell
• Nancy Kyle	• Carolyn Simmons	• Nikki Blount

Activities: The weekend-long Women's Retreat is a time for women to connect with one another and ourselves while being relieved of the pressures of cooking, childcare, other-care, and activities of daily living that dominate our everyday lives. The committee finds a site and arranges activities for the weekend that nurture relaxation, creativity, and community. We perform fundraising activities to help offset costs to participants and to establish scholarships. This year's site will be Silver Falls Conference Center, and fundraisers include bake sales, a Happiness Workshop by one of our members, and a Clothing Rumpus.

Vision: We hope to increase participation even more within the UUFC congregation, so that all women of the Fellowship know about the retreat and feel comfortable joining in. Money is always a barrier, so a fundraising genius would be welcome to join us to be certain that all can attend regardless of financial constraints.

Ann Marchant and Jana Svoboda.

Men's Network

Members: Alan Kirk (chair), Wolfgang Dengler, Jim Good, Matt Mathews, Dan Merritt, George Willingham

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 2011:

- **Men's Spring Gathering, May 14, at the Fellowship** About 24 men attended a spring music gathering, sharing music that has been significant in their lives. The gathering also included a continental breakfast, group singing, and lunch together. As a result of this activity, two men took the initiative to start a monthly men's drop-in gathering, which has continued for the past year.
- **10th Annual Men's Retreat, October 21-22, at the Fellowship** About 24 men participated in the retreat, with the theme "Changing Men, Changing Lives." The retreat included guided processes for men to reflect on the impacts of changes in their lives related to career, relationships, health, and the environment. Men shared their experiences in small groups and all together; they sang together; and they shared meals together.
- **Monthly Men's Gathering** A drop-in men's gathering is held each month on a Saturday morning from 9:30 AM to 12:30 PM. The average attendance is about five to seven men. It's an opportunity for men to get to know one another better and talk about what matters in their lives.
- **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** As part of the Men's Spring Gathering, there was a service project for men who wished to stay for part of the afternoon. The men's community also handles the coffee service after services every other month.

Vision for 2012:

The UU Men presented a worship service in March, drawing on the theme of last fall's retreat. Most of the men who attended the retreat participated in the service.

We plan to continue our annual Spring Gathering and Fall Retreat in 2012, as well as our monthly and weekly informal gatherings and service to the Fellowship.

Submitted by Alan Kirk



THE BOTTOM LINE

Finance Committee Report

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.

Members: Eileen Maxfield Treasurer (Management Oversight), Louise Ferrell, Assistant Treasurer (Accounts Receivable, Pledge Tracking, GL Accounting, GL committee reporting, etc.), Karen Salot, Assistant Treasurer (Payroll, Employee Benefits, GL Accounting, QuickBooks Administrator), Martha Clemons (GL Accounting, QuickBooks Data Manager, Bank Reconciliation), Roberta Smith (Accountants Payable), Lloyd Wagenschutz (Retired 2011) (Insurance Consultant and Internal Review), Claudia Keith (Cash Management, co-Chair of Fiscal Giving/Stewardship Committee, Finance Committee Board of Trustees Representative and Investment Committee)

Goals/Accomplishments:

Goals

- Provide monthly Financial Statements for Board review.
- Conduct an Internal Financial Review with Board evaluation of results.
- Provide to the Board, for approval, updated Contribution/Donation Policy.
- Create a comprehensive Financial/Accounting Documentation Procedural Manual (Accounts Payable and Receivable, Cash Flow Management, Insurance, Payroll, Financial Reporting and Planning, etc.)
- Provide credit card payment support for fundraisers (SquareUp.com).
- Increase e-banking capabilities (Vanco Services, LLC).
- Move to e-banking for all/most payables and receivables and cash management.
- Provide liability risk assessment / management and Insurance Consulting.
- Participate in the UUFC Stewardship Assessment Process (per UUA guidelines).
- 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.
- Investigate implementation of a QuickBooks web-based solution.

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

Budget Committee

	Current Year Budget 2011/12	Proposed Next Year Budget 2012/13
Income K\$ (K=\$1,000) Revised: 4/23/12		
Cash Basket	\$3.0	\$ 4.0
Original Pledge /Canvass Results	\$275.0	\$303.0
Other Contribution/Donations	<u>\$</u>	<u>\$8.0</u>
Total Contributions	\$278.0	\$315.0
Fundraising	\$25.0	\$25.0
All Rental Income	\$7.2	\$27.7
Endowment	\$22.5	\$22.2
Charity & Other	<u>\$7.0</u>	<u>\$19.6</u>
Total	\$359.7	\$409.5
Expense K\$		
Senior Minister Package	\$77.0	\$92.3
Other Staffing Expenses	\$168.0	\$67.9
Healthcare Net 25% Tax Credit	<u>\$29.0</u>	<u>\$31.0</u>
Total Compensation	\$274.0	\$291.2
Committees	\$6.5	\$6.8
RE Program	\$9.6	\$10.5
Building and Grounds	\$29.7	\$32.0
Admin, BOT and Kitchen	\$15.0	\$17.7
Denominational Fair Share	\$23.7	\$25.3
Charity	\$6.0	\$19.0
House+ We Care+ Pastoral Counseling	\$7.0	\$7.0
Total	\$371.5	\$409.5
Net Operating	\$(11.8)	0.0

This Budget proposal reflects the original Canvass Goals: A budget that addresses preparing for our Transition/Search Process, with no draws from reserves for normal operating expenses, and focus on staffing compensation.

- 1) Ensure Total Expenses do not exceed Total Operating Income, no draws from reserves. (No deficit spending)
- 2) Provides a 3.6% Cost of Living Allowance (COLA) increase to Staff
- 3) Workable Professional Expense and Professional Development
- 4) Ensures we have approx \$100K Senior Minister package for the Search Committee (Similar to the Rev. Dr. Gretchen Woods package in 08/09)
- 5) Health Insurance: Ensure that we can continue to pay for 100% of our Staff Health Insurance premiums (Minister, Directors of Religious Exploration and Office Administrator)
- 6) Maintains, with minimal changes, all other spending categories

Budget Committee Report continued

7) Continues a very aggressive fundraising goal of \$25K

8) Maintains our FAIRSHARE status with the District and UUA

Additional Notes: The \$92K Minister Package (One Full time Equivalent (FTE)) includes:

1) Salary, housing, retirement and professional expenses.

2) The current year (\$77K) reflects only .88 FTE.

and

3) The \$100K minister package for next year includes Healthcare.

Use of Reserve funds: In addition to this operational budget the Board approved funding from the reserves of \$15K for the Search Committee. Other uses of reserves include: \$5-11K for Settled Minister family move expense; Building and Grounds major maintenance; current and next year projects estimated to be \$15-25K. A big Thank You to our Building Committee. A detailed five to fifteen year major building maintenance/project forecast report is now available for Board of Trustees contingency planning. (More on this topic at the Annual Meeting.)

Committee members: Personnel Committee representative, Carolyn Madsen; Volunteer accountant representative, Louise Ferrell; Program Council rep, Diana Thompson; Building and Grounds representative, Jean Townes; Staff representative, Rev Joel Miller; and Treasurer Eileen Maxfield.

Budget Committee Chair, Claudia Keith

Stewardship

The Stewardship Committee provides oversight and assistance to the various fundraising activities around the UUFC, including the Annual Canvass, our three major fundraisers (the Rummage Sale, Holiday Bazaar, and Services Auction), internal use of endowment funds, and planned giving. There is a separate Annual Canvass report.

All three major fundraisers exceeded expectations this past year (as a budgeted income line), and a good time was had by all. Leadership, organization and many hands are important to each of these events, so many thanks to many people, including support from the Program Council. We continue to evaluate various options for the use of endowment funds not otherwise invested, with some new efforts to develop materials for planned giving. If you are interested in including the Fellowship in the planning of your estate, then please contact Claudia Keith or Louise Ferrell.

Submitted by John Bailey and Claudia Keith

Investment Committee

Members: Mina Carson, Board representative, Alan Mix, John Bailey, Scott Bruslind. Claudia Keith, Eileen Maxfield, and Louise Ferrell are frequent visitors.

Endowment Snapshot March, 2011 to March, 2012

Endowment Investments as of 3/31/11	\$512,246.50
Transfer to Operating Funds	\$(21,773.00)
Endowment Balances 3/31/12	\$499,642.91

Mission: The UUFC Investment Committee's purpose is to periodically review all Fellowship endowment-fund investments. As necessary, we make timely recommendations for change to the Board. We target a portfolio of 60%equity/40% bond-cash equivalent. We seek best available growth and income possibilities, preservation of principal, and to have on hand enough liquidity to permit the Board certain funds for UUFC management and projects. In 2011, uncommitted Operating Funds were placed under management of the Endowment Fund to generate better returns than Bank CDs and Money Market accounts. These funds are tracked separately, and are not on a long term investment horizon.

We were overweight in cash and bonds throughout much of 2011, because the market did not provide clear indication that a sustained economic recovery was underway, and we conducted a transfer out of Vanguard Wellington, our largest, single mutual fund. We drew down our (\$150k+) position in Wellington, in part at the instigation of the UUFC Peace Action Council's Caterpillar Company (NYSE-CAT) divestment initiative; and because we determined that the UUA's Common Endowment Fund is better aligned with the Congregation's Endowment goals and values. This decision places the fortunes of the UUFC Endowment funds closely with the UUA. Opportunities to discuss the UUA management of investment funds occur during quarterly conference calls, and during the yearly UU General Assembly.

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 with the Unitarian Universalist Association's Common Endowment Fund, Vanguard and Dodge and Cox. The UUFC's Solar Fund continues to perform as predicted.

Current Investments:

Fund Name	Fund Name
Dodge & Cox Balanced	Vanguard Sweep Acct.
Dodge & Cox International Stock	Vanguard GNMA
Dodge & Cox Income	Vanguard 500 Index
	Vanguard Short-Term Investment-Grade
UUA—Common Endowment Fund	Vanguard Emerging Markets
UUFC Solar Fund	Vanguard Mid-Cap Growth Index Inv

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

Submitted by Scott Bruslind

Endowment Funds

Year	Withdrawal to Operations	Donations to Endowment Fund	Charitable Outreach Fund	Name of Fund	Building	Reserve for Operations	Annual Operations
1990		\$42,916.00		Mary Peffer Estate			
		\$20,000.00		Alan Berg Estate			
		\$2,745.00		Memory of Ashley Molk			
1990-1995		\$1,517.50		Many anonymous			
		\$1,425.00		Memory of Oliver & Helyn Worthington			
1995		\$305.00		Memory of Lora Kelts			
		\$2,000.00		Charles & Elsie Ross to Alan Berg Fund			
1997		\$2,724.15		Anonymous donor			
2000		\$25,000.00		Elsie Ross Donation			
1990-2004	(\$72,118.70)						
2005	(\$6,388.00)						
2006	(\$6,724.00)						
		\$102,281.64		Rita McDonald Estate	\$102,282.00		
2007	(\$7,858.00)						
		\$200,000.00		David & Jane Loomis Estate	\$100,000.00	\$44,000.00	\$6,000.00
		\$1,000.00		Memory of Lisa Bailey			
		\$500.00		Rita McDonald Estate			
2008	(\$10,567.42)						
		\$9,000.00		Connie Foulke Donation			\$1,000.00
2009	(\$14,937.00)						
			\$7,500.00	David & Jane Loomis Estate		\$67,500.00	
2010	(\$18,582.00)						
		\$6,321.47	\$1,053.58	Frank and Hope Scrogin Estate	\$3,160.73		
		\$900.00	\$100.00	Memory of John Lahr			
			\$2,000.00	David & Jane Loomis Estate		\$18,000.00	
2011	(\$21,773.00)						

Year	Withdrawal to Operations	Donations to Endowment Fund	Charitable Outreach Fund	Name of Fund	Building	Reserve for Operations	Annual Operations
			\$100.00	Jack Culver Estate	\$900.00		
Totals	<u>\$(137,175.12)</u>	<u>\$418,635.76</u>	<u>\$10,753.58</u>				
Summary of endowment funds 1990- 2011							
	Endowment	Charitable Outreach Fund					
	\$418,635.76	\$10,754.00	Total bequest and other donations				
	\$171,796.00	\$2,060.00	Income & change in market value				
	(\$137,175.12)		Total withdrawals to operations				
	<u>\$453,256.64</u>	<u>\$12,813.85</u>	Remaining balance 12/31/11				

Canvass Committee

The Canvass Committee was co-led by John Bailey and Virginia Shapiro, with Gerri Buckles as the Board Liaison, and with abundant help from Rev. Joel Miller and the Finance Committee. We tried to develop a positive feel to the Annual Canvass based on recent expansion of our numbers/programs, our wonderful interim minister, and the trajectory we are trying to set as we launch the search for a new settled minister. Overall, the canvass was a huge success as we raised more than \$300,000 for the first time in our history, achieved 99% of our goal (perhaps more as the last pledges came in), with more than half of the 250+ pledges being new (34) or increased (95) from the previous year. As we start thinking about next year's canvass, we want to bring in some outside consulting support to help build our momentum and develop emerging leaders in the financial stewardship of the congregation. *Submitted by John Bailey*

Services Auction

Mission: Once again, the Services Auction was a fundraiser that provided an opportunity for fellowship and fun.

Members: Co Chairs were Susan Sahnaw and Nancy Kyle, assisted by Jeannie Ramsey and a host of others.

Activities: We had a Magic Carpet Ride (2011) to a fantastic auction that brought in \$8,951.

And this year the 2012 Auction grossed over \$13,000.00 a full report will be in next year's Annual Report.

Submitted by Nancy Kyle with late breaking 2012 information from Jeannie Ramsey

Holiday Bazaar

Mission: The UUFC Holiday Bazaar is a major fundraising event for the UUFC that is held on the 1st Saturday in December. The time varies, but it has most recently been from 9:00 AM-3:00 PM. Leftover objects (gifts, baked goods, etc.) are sold after the next day Sunday Service. The Goal amount for the Bazaar has been 5-6K. This year we raised **\$6,091**.

Members:

Committees of the 2011 Holiday Bazaar	Chairs:
Vendors	Robertta Smith and Sherry Litke co-chairs
Publicity: Internal Web External	Nancy Creel Jeannie Ramsey Karen Winget
Volunteers	Marcia Shaw
Baked Goods	Sheila Smith
Re-Gifting/Recycled Gifts	Katie Phillips
Kitchen	Debbie Hammerquist
Swags	Jan Wilcox
Jams and Jellies	Mer Wiren and Vicki Shilaos
Greeters	Rev. Joel Miller
Credit Cards	Karen Salot
Chair of the Bazaar	Diana Thompson

Activities: Each committee of the Bazaar has a different time line. Some must start their work early, others must function on the 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.

Please see the Activities Timeline Chart on the next page—thank you.



Holiday Bazaar Report continued

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 thru November.
Volunteers:	Begins late October/early November, 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 goods are sold on the day of event, the remainder is sold the next day after services.
Re-Gifting/ 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.
Kitchen:	Late November/Day of Event solicits volunteers to clean kitchen before the event, makes soups the day of the event, works 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, and a group of volunteers makes these berries into jams/jellies that are sold at the Bazaar.
Greeters:	Day of the Bazaar the 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.

Holiday Bazaar Report continued

Vision: We seem to have hit our mark pretty well this year (2011). The Holiday Bazaar brought in **\$6,091**. The event ran from 9:00 AM-3:00 PM on Saturday Dec 3rd. 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 2012 Event. A snapshot of the most important points made at the wrap up meeting are:

- We voted to change the date of the Holiday Bazaar to the Saturday before Thanksgiving. The current first Saturday in December is problematic because there are conflicts of space and personnel with Confluence. Some Vendors have requested a date change so they can sell at the OSU Memorial Union (MU) bazaar also on the first Saturday in December.
- The RE pageant in which many youth and RE parents are involved is the next Sunday in December, students are having time commitments studying for finals, and because of the upcoming holidays, many people are committed to other events/travel. Everybody is in Holiday frantic mode.
- For the above reasons the **Saturday before Thanksgiving** was suggested as the time for the next Holiday Bazaar. All present agreed. We appreciate that some vendors might not be able to make it, but rotating vendors might bring in new customers.
- We also wanted to start a process of volunteer ownership for the Holiday Bazaar. With ownership comes a sense of community and a sense of satisfaction in a job well done. We will be trying to get the Men's Group to take ownership of some of the physical heavy lifting of the Bazaar, the Youth to take ownership of staffing portions of the Bazaar and the New Members take ownership of also staffing the Holiday Bazaar and being involved as the greeters for the day. This ownership would be not only for this year but as a constant for planning purposes for future events.

Submitted by Diana Thompson - Chair, Holiday Bazaar 2011

Rummage Sale

Mission: We coordinate a profitable rummage sale.

Members: Kathy Clark and Marilyn B. Walker, co-chairs, Katie Lantz-Phillips, assistant chair. Many volunteers.

Activities: We coordinate the gathering, sorting, and pricing of a mountain of recycled goods donated by the Fellowship community. Considerable effort is made to research more valuable items. We sell most of it and donate the rest to various local charities. Last year we raised over \$7000.

Vision: We always need more volunteers....

Submitted by Kathy Clark

UUFUC Statement of Operations-Profit and Loss Comparison

UUFUC Statement of Operations-Profit & Loss Comparison		July2011- March2012	July2010- March2011	July-June Budget
Ordinary Income/Expense				
Income				
	4000 · Income - Contributions			
	4005 · Cash, Plate & Other	3,848.33	2,062.88	3,000.00
	4006 · Pledges & donations	234,346.46	226,890.56	275,000.00
	Total 4000 · Income - Contributions	238,194.79	228,953.44	278,000.00
	4020 · Earmarked Contributions	-	5,000.00	-
	4015 · Charity Collections	13,090.92	15,292.58	6,000.00
	4030 · From Old Custodial	-	1,750.00	-
	4058 · Income from Endowment	21,773.00	18,582.00	21,773.00
	4500 · Fund Raising (Operations)			
	4503 · Service Auction			9,000.00
	4509 · Rummage Sale	7,410.29	6,753.19	7,000.00
	4512 · Holiday Bazaar	6,185.04	5,364.26	4,000.00
	4599 · Fund Raising (Operations) - Other	1,453.71	270.67	5,000.00
	Total 4500 · Fund Raising (Operations)	15,049.04	12,388.12	25,000.00
	4700 · Building Use Income			
	4710 · Rent - General	4,993.50	4,939.50	7000.00
	4720 · Daycare/School Rental	5,125.00	5,145.00	7,170.00
	Total 4700 · Building Use Income	10,118.50	10,084.50	14,170.00
	4730 · Interest Income	402.58	1,019.32	900.00
	4750 · House Rent	9,015.00	9,835.00	13,000.00
	4740 · Miscellaneous Income	116.70	86.33	100.00
	Total Income	307,760.53	302,991.29	358,943.00
Expense				
	6710 · House Expenses			
	6720 · House Management	861.50	983.50	1,260.00
	6725 · House Maintenance	307.33	1,957.30	850.00
	6735 · House Insurance & Tax	3,022.67	2,859.71	2,945.00
	Total 6710 · House Expenses	4,191.50	5,800.51	5,055.00
	6300 · Committees			
	6310 · Adult RE Program	-	45.94	25.00
	6420 · Campus Ministry	184.83	850.80	600.00
	6335 · Canvass Committee	1,441.98	90.75	500.00
	6325 · Caring Connection	-	14.40	50.00
	6327 · Environmental Action	(40.00)	(56.02)	50.00
	6375 · Living a Welcoming Congregation	100.00	100.00	100.00
	6020 · Music Program	707.76	191.99	2,000.00
	6025 · Music Program - Special			(500.00)
	6345 · Partner Church			150.00
	6315 · Peace/Action			100.00

UUFUC Statement of Operations-Profit & Loss Comparison				July2011- March2012	July2010- March2011	July-June Budget
			6350 · Program Council	-	105.75	100.00
			6340 · Publicity	1,619.05	1,234.60	1,800.00
			6330 · Social Concerns	-	8.09	100.00
			6050 · Sunday/Worship	286.25	350.00	850.00
			6355 · Social Events			50.00
			6360 · Welcome/Membership	254.49	348.87	550.00
			6060 · Young Adult	(20.00)	(132.04)	50.00
			Total 6300 · Committees	4,534.36	3,153.13	6,575.00
			6030 · RE Children & Youth			
			6031 · RE General	503.27	227.41	700.00
			6036 · RE Children	1,500.94	1,693.65	2,480.00
			6037 · RE OWL/COA	1,756.39	404.09	2,150.00
			6034 · RE COA Special Receipts	-	(1,967.14)	-
			6032 · RE Middle School	973.47	211.72	1,430.00
			6033 · RE YRUU	1,555.97	1,853.96	2,427.00
			6038 · RE Background Checks	166.95	155.00	300.00
			6039 · RE Family Ministry	-	40.10	100.00
			Total 6030 · RE Children & Youth	6,456.99	2,618.79	9,587.00
			6100 · Building & Grounds			
			6140 · Building Maintenance & Supplies	2,833.39	2,734.51	3,200.00
			6150 · Building Custodial	6,782.50	6,790.00	9,100.00
			6130 · Insurance	482.00	1,185.00	5,200.00
			6165 · Disposal	853.20	853.20	1,140.00
			6164 · Water, Sewer, Drainage	1,435.65	1,362.71	1,750.00
			6178 · Water, irrigation	254.87	366.78	350.00
			6162 · Gas	2,360.59	2,207.49	2,900.00
			6161 · Electricity	3,273.30	2,836.92	3,550.00
			6180 · Grounds Maintenance	966.74	604.71	2,500.00
			Total 6100 · Building & Grounds	19,242.24	18,941.32	29,690.00
			6200 · General/Administrative			
			6240 · Internet/E-mail	265.77	193.05	260.00
			6205 · Vanco Charges (EFT Provider)	119.25	85.08	150.00
			6210 · Postage	1,441.00	1,290.46	1,500.00
			6220 · Office Supplies	4,049.86	4,521.21	6,000.00
			6250 · Office Equipment	3,140.17	1,772.21	3,050.00
			6230 · Phone	1,792.09	1,581.46	2,100.00
			6270 · Kitchen Expense	1,703.76	1,272.44	1,500.00
			6815 · Board Discretionary	(58.09)	50.00	500.00
			Total 6200 · General/Administrative	12,453.81	10,765.91	15,060.00
			6400 · External Contributions			
			6410 · We Care	300.00	-	300.00
			6430 · Pastoral Counseling Center	1,500.00	1,500.00	1,500.00
			6490 · Charity Disbursed	13,090.92	15,153.06	6,000.00
			Total 6400 · External Contributions	14,890.92	16,653.06	7,800.00

UUFC Statement of Operations-Profit & Loss Comparison		July2011- March2012	July2010- March2011	July-June Budget
	6500 · Denomination Contributions			
	6510 · UUA Contribution	16,994.00	17,920.00	16,994.00
	6520 · PNWD Contribution	6,739.00	7,080.00	6,739.00
	Total 6500 · Denomination Contributions	23,733.00	25,000.00	23,733.00
	6600 · Staff & Employee			
	6611 · Minister - Salary & Housing	46,250.03	56,625.75	64,750.00
	6613 · Minister - Pension	4,625.02	5,662.61	6,475.00
	6614 · Minister - Professional Expense	8,831.50	626.67	8,200.00
	6619 · Minister's moving expense	2,929.89	-	3,000.00
	6631 · RE Director NS- Salary	26,381.25	26,281.25	35,175.00
	6632 · RE Director NS- Pension	2,728.16	2,750.66	3,628.00
	6633 · RE Director NS Professional expenses	750.54	1,108.98	343.00
	6635 · RE Director MM - Salary	24,964.56	24,881.30	33,175.00
	6636 · RE Director MM - Pension	2,566.47	2,638.16	3,418.00
	6637 · RE Director MM Professional expenses	684.77	474.47	914.00
	6660 · Campus Ministry Coordinator/Supervisor	700.00	1,499.95	1,000.00
	6662 · Campus Ministry Student Leader	200.00	500.00	600.00
	6629 · Liaison - RE rental	900.00	1,225.00	1,200.00
	6640 · RE summer program coordinator	66.12	1,040.00	-
	6621 · Music Director - Salary	13,366.53	13,366.53	17,822.00
	6623 · Music director professional expenses	907.36	70.00	1,571.00
	6625 · Accompanist (Church Musician)	4,305.60	4,018.56	5,795.00
	6642 · Consulting Ministerial Services	206.25	-	1,500.00
	6651 · Office Administrator Compensation	19,098.75	18,952.50	25,480.00
	6652 · Office Administrator - Pension	1,866.90	1,668.45	2,548.00
	6655 · Office Administrator expenses	94.00	40.00	-
	6665 · Intern minister	-	6,222.23	-
	6670 · Building Security Checker	810.00	823.00	1,100.00
	6680 · Community Coordinator	6,692.51	7,096.65	10,570.00
	6684 · Community Coordinator Expenses	-	4.70	-
	6690 · Childcare Employee Pay	1,573.73	1,470.69	3,500.00
	6602 · Health Insurance	22,445.01	22,615.91	29,200.00
	6712 · Professional development fund			1,652.00
	6695 · Employee Benefits Administration	-	175.00	175.00
	6700 · Worker's Compensation Insurance	-	253.21	253.00
	6701 · Payroll Taxes			
	6703 · Un-Employment Insurance	144.00	249.00	1,300.00
	6701 · Payroll Taxes - Other	7,277.95	7,917.13	11,505.00
	Total 6701 · Payroll Taxes	7,421.95	8,166.13	12,805.00
	6702 · Payroll processing expenses	83.20	153.83	431.00
	Total 6600 · Staff & Employee	201,450.10	210,412.19	276,280.00
	Total Expense	86,952.92	293,344.91	373,780.00
	Net Ordinary Income	\$20,807.61	\$ 9,646.38	\$(14,837.00)
	Net Income	20,807.61	9,646.38	(14,837.00)

UUFC Balance Sheet—As of March 31, 2012

UUFC Balance Sheet—As of March 31, 2012				Mar 31, 2012	Mar 31, 2011
ASSETS					
Current Assets					
Checking/Savings					
		1005 · Operating Checking - Citizens	20,905.56	36,053.03	
		1010 · Payroll Checking - Citizens	454.28	-1,249.03	
		1015 · Savings, Wells Fargo	32,703.76	22,503.55	
		1016 · Certificates of Deposit	0.00	25,000.00	
		1040 · Petty Cash	40.00	40.00	
		Total Checking/Savings	54,103.60	82,347.55	
Other Current Assets					
		1100 · Endow & Bldg Fund Investments			
		1116 · Vanguard emerging markets	6,267.91	6,893.47	
		1101 · Vanguard GNMA	62,710.96	35,317.46	
		1104 · Vanguard Short Term Bond	17,242.65	16,717.53	
		1113 · Vanguard Wellington	0.00	149,840.94	
		1108 · Vanguard Mid-Cap	49,236.80	48,138.45	
		1114 · Vanguard Prime MM	348.77	348.67	
		1109 · UUA Common Endowment Fund	247,910.15	120,186.39	
		1110 · Dodge & Cox Income Fund	64,265.14	60,384.82	
		1111 · Dodge & Cox International Fund	43,205.29	46,762.98	
		1112 · Dodge & Cox Balanced Fund	32,151.29	30,942.64	
		1120 · Less Operating Fund Invested	-68,637.39	-52,123.22	
		1130 · Solar loan	44,941.34	48,836.37	
		Total 1100 · Endow & Building Fund Investments	499,642.91	512,246.50	
		1150 · Other Current Assets			
		1135 · Operations Fund Invested	68,637.39	52,123.22	
		1140 · Prepaid Expenses & A/R	0.00	500.00	
		1170 · SUIDA Deposit	3,787.00	3,787.00	
		Total 1150 · Other Current Assets	72,424.39	56,410.22	
		Total Other Current Assets	572,067.30	568,656.72	
		Total Current Assets	626,170.90	651,004.27	
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	50,000.00	52,000.00	
		1213 · Accumulated Depreciation	-3,467.00	0.00	
		Total 1200 · Building and Land	695,059.84	700,526.84	
		1240 · House & Lot, January 2001			
		1260 · Lot	64,000.00	64,000.00	
		1250 · House	91,959.50	91,959.50	

UUFC Balance Sheet—As of March 31, 2012				Mar 31, 2012	Mar 31, 2011
Total 1240 · House & Lot, January 2001				155,959.50	155,959.50
Total Fixed Assets				851,019.34	856,486.34
TOTAL ASSETS				1,477,190.24	1,507,490.61
LIABILITIES & EQUITY					
Liabilities					
2000 · Payroll Liabilities					
Total 2003 · Accrued Flex Spending Accts				232.30	1,105.42
2010 · Accrued Payroll Taxes				-179.21	-11.16
2020 · Employee Disability Insurance Accrued				-89.08	0.00
2030 · Employee Life Insurance Accrued				-77.27	0.00
2040 · Employee Dental Insurance Accrued				-225.50	0.00
2050 · Employee Vision Insurance Accrued				-28.49	-22.49
Total 2000 · Payroll Liabilities				-367.25	1,071.77
2300 · Custodial funds					
2301 · Women's Network				2,544.64	2,544.64
2302 · Women's Retreat				4,392.95	5,157.75
2303 · Partner Church Fund				4,235.47	3,868.66
2305 · Men's Retreat				908.60	1,345.09
2310 · YRUU-Service Travel				1,692.32	1,742.10
2312 · Dances of Universal Peace				329.00	0.00
2314 · Memorial Garden				782.11	805.06
2316 · Women's Winter Retreat				40.00	0.00
2323 · Music Fundraiser				931.21	931.21
2325 · Minister's Discretionary				3,597.45	1,595.52
2335 · Building				0.00	1,228.11
2347 · Unallocated Bequests				38,692.73	68,692.73
2351 · Bangladesh School				2,535.92	1,848.44
2352 · Microfinance				350.59	1,519.48
Total 2300 · Custodial funds				61,032.99	91,278.79
2399 · Prepaid Pledges				9,885.00	9,115.00
Total Liabilities				70,550.74	101,465.56
Equity					
2820 · Fixed Asset Fund				851,019.34	856,486.34
2850 · Endowments					
2864 · Endowment Funds				485,922.55	498,858.38
2862 · Charitable Outreach fund				13,720.36	13,388.12
Total 2850 · Endowments				499,642.91	512,246.50
2895 · Unallocated Contingency Fund				30,000.00	0.00
2900 · Reserves				4,611.84	25,645.83
3000 · General Fund Opening Balance July 1				557.80	2,000.00
Net Income				20,807.61	9,646.38
Total Equity				1,406,639.50	1,406,025.05
TOTAL LIABILITIES & EQUITY				1,477,190.24	1,507,490.61