



# Annual Report 2009-2010

Unitarian Universalist Fellowship of Corvallis  
Corvallis, OR 97330

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# BOARD OF TRUSTEES

## President's Report

2009-10 has been a year of challenges and progress for the Board of Trustees. UUFC Board challenges have mainly been in the form of income shortfalls for 2009-10, resulting in both significant budget cuts and large draws on the Fellowship's rainy-day reserves. Most of the cuts were borne by our employees, who account for about 72 percent of our budgeted annual expenditures. These were difficult decisions: two part-time positions were eliminated—the Infant/Toddler Coordinator and the RE Office Assistant. Staff salaries were frozen at 2008-09 levels and staff benefits—retirement and health—were reduced. Professional expenses were decreased 75 percent, meaning that staff members were unable to attend professional meetings or training, pay professional dues, or, if they did, they took them out of their salaries. Committee budgets for UUFC programs were also cut.

The *good news* is that thanks to the dedication of our excellent staff and committed volunteers, our programs did not suffer. For that the Board is grateful to each and every one of you—staff, members, and friends—thank you all for your great work this year!

Budget-wise, the outlook for the 2010-11 church year is about the same as last year. The budget the Board will present to the congregation at our annual meeting will reflect that reality. If we can weather the coming year, we are hopeful that the improving economy will lead us to more prosperity. One bright spot is that many of our members and supporters responded to our pleas and increased their pledges for this next year. Thank you!

The Board of Trustees continued to implement various aspects of the UUFC Strategic Plan, adopted in 2007. At its Board and Staff Retreat in August 2009, we used an "Appreciative Inquiry" approach to identify where we should place our emphases this church year in the context of that plan. Four priorities for the year emerged, although many other issues received attention as well. Priority goals for the year were:

1. *Sustain the natural growth of our community.* We are growing! Thanks to the hard work of the Membership and Hospitality Committee and the UU Community Coordinator, the UUFC added 31 new members since our last Annual Congregational Meeting, largely through an active Newcomer Orientation and Path to Membership program. Welcome, new members!
2. *Determine if the time is right to implement the Master Building Plan.* Last year, improvements to the RE wing were accomplished with funds from the Rita McDonald and the David and Jane Loomis bequests. Given congregational approval of the UUFC Master Plan for building expansion approved in 2008, the Board asked if it was time to initiate a capital campaign for the Fellowship's more ambitious construction projects—a new social hall and other remodeling. Despite low interest rates and contractor availability, the Board has chosen *not* to take up a capital campaign at this time, given our depressed financial condition and the fragile state of the overall economy. However, the Board hopes to develop a plan that can be implemented when the time is right.

3. *Protect the earth and become a Green Sanctuary.* Specific Board goals this year to reduce consumption at The Fellowship and at home; organize environment-focused workshops; reduce energy use, and promote alternative transportation. In addition, the Environmental Action Committee has led our efforts to become UUA-certified as a *Green Sanctuary*. The congregation will vote on submitting an application to the UUA at its May 2010 Annual Meeting. Work on more energy efficient lighting, on installing solar electricity panels and many other activities have proceeded this year. Read more about it in the *Environmental Action Committee* report.
4. *Develop leadership among UUFC members and supporters.* Promoting increased volunteerism and developing new leaders to assure continuity and seamless succession were among the goals this year. Our UU Community Coordinator, the Program Council, and the Membership and Hospitality Committee have all helped make progress toward these goals.

Although they were not the top priorities, the Board flagged a number of other issue areas were seen as important to the health and vitality of our UUFC community. Among them were (1) continuing to formalize business processes and procedures, including policies for renting UUFC facilities and improving employee evaluations; (2) supporting social justice efforts through the Peace Action Council and Social Concerns fundraising; and (3) improving our public image and visibility in the community, and better supporting the minister and staff.

Specific activities in support of these goals included:

- The Board, on behalf of the Congregation, renewed our Covenant with our Minister, the Rev. Dr. Gretchen Woods, following her return from sabbatical late last year. The Board thanks the Sabbatical Committee and members of the Congregation who attended the re-covenanting workshop led by our UUA Pacific Northwest District Executive, Janine Larsen.
- The Board adopted a new rental policy that standardizes rental procedures, insurance and other requirements, and rental rates. The policy also established a Rental Committee to assist the Office Administrator in implementation.
- Staff evaluation policies and procedures were updated, with the goal of making evaluations a professional development opportunity for employees, while providing both the Personnel Committee and Board with useful information on staff performance. The policy was implemented last fall to the satisfaction of all involved. Special thanks are due to the Personnel Committee for drafting and the Minister and staff for implementing the new procedures.

The Board of Trustees looks forward to working with the congregation in 2010-11 to find out what you love about this UUFC community, what you want more of, and how we might get there. Stay tuned!

*Jim Good, President, UUFC Board of Trustees*

## **Nominating Committee Report**

**From:** 2010 Nominating Committee  
(Beverly McFarland, Chair; Linda Bruslind; Nancy Leman; Rich Brainerd;  
and Jim Good, Board liaison)

**To:** Congregation of the Unitarian Universalist Fellowship of Corvallis May 6, 2010

**Subject:** **Nominees for elected offices and positions for 2010-11**

UUFC Nominating Committee nominees for 2010-11 are below in **BOLD** type. Additional nominations may be made, with the consent of the nominees, by twenty or more voting members of the UUFC and shall be presented to the Nominating Committee fifteen or more days prior to the Annual Meeting (May 1, 2010). The Board consists of five officers with one-year terms and six trustees with staggered three year terms. To be elected to the Board or other UUFC elective office, a person must have been a voting member of the Fellowship for one year or more at the time they take office.

### **2010 BOARD NOMINEES**

**President - Jim Good**

**Vice President - Judy Malouf**

**Past President - Carolyn Madsen**

**Secretary - Susan Christie**

**Treasurer - Claudia Keith**

**Trustee - Gerri Buckles (3-year term)**

**Trustee - Jean Townes (3-year term)**

**Trustee - Lloyd Wagenschutz (2-year term,  
filling out remainder of Susan Christie's term)**

**Trustee - Claudia Weintraub**

**(1 year term filling out the remainder of  
Judy Malouf's term)**

**Trustee - Elizabeth Waldorf**

**1 year remaining**

**Trustee - Jaime Simmons**

**2 years remaining**

### **PROGRAM COUNCIL NOMINEE**

**Chair - Janet Farrell**

**Unelected co-chair - Nick Houtman**

### **NOMINATING COMMITTEE NOMINEES**

Consists of five members with one-year terms (two-term maximum) and who elect their own chair.

**Kelley Kendall**

**Roberta Smith**

**Bud Ames**

**Jeff Reimer**

**Board member (to be appointed)**

### **INVESTMENT COMMITTEE NOMINEES**

Consists of five members, with two elected each year for two years, with a maximum of two consecutive terms. Members elect their own chair)

**Scott Bruslind (2-year term)**

**Alan Mix (2-year term)**

**John Bailey - 1 year remaining**

**Sandy Helmick - 1 year remaining**

**Board member (to be appointed)**

# STAFF PROGRAMS AND SUPPORT

## Minister's Report

### Introduction:

It is hard to believe that it has been one full year since Judy and I returned from our five-month sabbatical in New Zealand at the end of May, 2009. We were rested and full of enthusiasm for returning to ministry here in Corvallis. We had no idea how hard the recession and the general economic down turn had hit the congregation while we were gone. Members lost jobs, homes, and energy.

So, in good conscience, I cannot pretend that this *not* been a difficult year for all of us. Staff and programs have been hard hit by the budget cuts made at the Annual General Meeting while we were away. We lost two staff positions that supported the Religious Exploration program. We were fortunate that this was a year that we offered the "Our Whole Lives" (sex education) program across the ages in RE, rather than the more expensive "Coming of Age" which is to take place this coming year. Given cuts in expenses, Ray Elliott and Raven Sanders were unable to attend the Unitarian Universalist Musicians Network Conference that offers new information, music, and energy for the ensuing year.

Despite these hindrances, the staff has continues to provide full programming for the congregation. I am pleased that Yaney LA MacIver has completed her second full year in the Office Administrator position. Michael Molk and Niya Standish continue to keep RE moving along. Michael has become staff liaison to the Campus Ministry and director of the Children's Choir with assistance from Julie Nord and Mina Carson. Niya is liaison to La Flauta Mágica (the Magic Flute) bi-lingual pre-school. Ray Elliott has maintained one of the largest adult choirs in the Pacific Northwest District of the UUA, while Raven Sanders provides fine accompaniment for the choir and lovely additional music for services and memorials. Jesse Ford has helped newcomers connect more deeply to our congregation, with the able assistance of the Membership Committee, led by Claudia Weintraub. We receive good service from our staff, and I am grateful for the way they care for this congregation and our UU faith. I hope you will let all of them know how much their service is valued.

I also hope that you will let me know how you are being served by my ministry as we re-connect after the much-needed sabbatical. You told the Sabbatical Committee your wishes, and I have been following your advice. How is that working for you?

### Congregation:

Perhaps the most exciting worship of this year was the Ordination of Lynn Gardner (AKA Lynn Kelly) by the UUFC in October of 2009. A wonderful planning committee, led by Wolfgang Dengler, the choir, and gifted speakers from throughout the UUA provided an inspiring and uplifting affirmation of Lynn's ministry. The attendance and participation of the congregation was gratifying. We also had wonderful services and reception for the 60<sup>th</sup> Anniversary of the UUFC with special information from Archivist Elizabeth Waldorf and an informative and

entertaining slide show put together by Don Alan Hall and Elizabeth Waldorf. A good time was had by all, thanks to our MC, John Bailey. In general, it was an unusually busy autumn season.

For some unclear reason, attendance at the 9:30 AM service has fallen this year and is even lower in the RE program. We have a handful of infants and toddlers and one or two children in each of the early service classes, with full houses all around at 11:00 AM. So, the Board, advised by the RE Directors, decided to end children's programs for the 9:30 AM time slot. Please let us know how this affects your future plans for attendance at UUFC. It is not our intent to inconvenience you but to make good use of our volunteers' energies. Keep us posted. We will look to make the 9:30 AM program more child-friendly for newcomers.

We continue to experiment with various types of worship, adding true multi-generational worship for three services this year: Day of the Dead, Valentine's Day/Chinese New Year, and Earth Day. The integration of the Children's Choir seems to be going well. The Wheel of the Year program that provides earth-based worship experiences, led by Jill Fischer, Cliff Pereira, and Susan Wulfekuhler, has gone very well this church year, reaching a high attendance of over 60 at Yule.

Adult Religious Exploration, led by Kathy Kopczynski, now offers more programming in the area of spiritual development (e.g. *Lectio Divina*, "Healing Your Inner Child"), while the Program Council offered other programs that do not fall into the area of spiritual development. For example, the UU University programs fall under the Program Council, except the one on theology. We will continue to offer videos and conversation based on the UU University programs, past and future. I offered programs specific to the ministry, such a meeting regularly with the Lay Ministers and the facilitators of the Chalice Groups, a program addressing End of Life Issues, the Grief Group, and hosted the Rev. Dr Mark Morrison-Reed for a book reading, etc.

Our Membership Committee has been reorganizing the Newcomer Orientations and the Path to Membership and has brought in over 35 new members. Unfortunately, we have also lost some significant members through geographical moves and death. We celebrated the lives of Connie Foulke, Hope Scrogin, Pamela Walker, Claire Huddleston, Clint Kolar, Richard Grossnicklaus, Peg Varvel, Richard Dankleff, and Brent Willey. They will be missed.

We also provided wedding services for Lisa Schupp and Lorrie Pleger, Jacob Tennesen and Monica Jacobson, Heidi Springer and Stephen Arthur, Rachelle Elliott (Ray's niece) and Aaron Bennett, and Sara Gingrich and Tom Kaye.

### **Association:**

One of my primary roles as minister is to connect with the Unitarian Universalist Association through attendance at the district meetings, UU ministers' meetings, and the UU General Assembly, all of which I did this past year. I was privileged to participate in a panel on the subject of multi-culturalism at the UU General Assembly. Some of my presentation appears on the UU University video on that issue. I sang with the minister's choir at the Service of the Living Tradition and trained as a Good Officer for ministers as part of my work at GA. I also attended the UU Ministers' Convocation in Ottawa, CN, a special event to energize ministry that occurs only every seven years.

I provided worship for the Florence UU Fellowship; spoke for the UU Ministers at the Celebration of Life for my colleague, the Rev. Dr. Tim Jensen; hosted Linda McKim-Bell who presented as UUSC representative; and, finally, offered remembrances to the Kitsap Unitarian Universalist Fellowship on the 25<sup>th</sup> anniversary of their building. I was the first minister to speak at that building as their candidate to be the first fully-called minister for the congregation. It was quite an event!

### **Community:**

Maintaining visibility for UUFC in the larger community is also part of my charge from this congregation. In this role, I met with the women ministers of Linn and Benton County, presented at the Commemoration of Hiroshima/Nagasaki at Starker Arts Park on August 6, hosted the Corvallis Interfaith Peace Concert, attended the First Peace Fair in Central Park, attended Physician/Clergy Breakfasts at Good Samaritan Hospital, attended a presentation by the Israeli Peace Activist Gila Svirsky, hosted a "meet and greet" for local clergy to introduce the Pastoral Counseling Center to them, provided spiritual counseling for youth at risk at the Oak Creek facility in Albany. I also attended the Martin Luther King, Jr. Annual Memorial Breakfast at OSU, *Seussical: the Musical* that featured many of our UU Youth, a meeting of concerned clergy organized by Tyrell Ross of OSU to explore action that could be taken on social issues here in Corvallis, and a fund-raiser for the Community Services Consortium at the 1<sup>st</sup> Congregational Church. I continue to offer a UU presence among the special events of Corvallis, including the peace vigils, when I am in town.

### **State of the Congregation:**

Services were full in the fall and winter, then took their usual drop in the spring. While money is very tight, programs are continuing to be well attended and conversation among members is strong. We seem to be somewhat confused about what we can do together - and what we can't. I would like to remind us that sharing scarce resources can build abundance among us and generate an energy that will be beckoning and inspiring for all of us and for the surrounding community. We will continue to be a strong and welcoming congregation as we focus on how we do that best: inclusive community, good worship, interesting programs, and a sense of mission "to study, to serve, and to celebrate life."

*Blessings,*

*The Rev. Dr. Gretchen Woods  
(April 2010)*

## Lay Ministers

A new feature this year, reports received are as follows:

### Sheila Smith

My lay minister area of emphasis is worship and theology with an ancillary animal ministry. I fulfilled my ministry as follows during 2009-2010.

I chaired the Worship Committee. The Worship Committee's charge is to advise the minister on matters of worship and to make sure there is a service every Sunday of the year. I chair this meeting every month and coordinate the summer schedule.

I created and presented five Sunday services that such covered diverse topics as Planetary Universalism, Forgiveness, Gratitude as a Unitarian Universalist Practice, Creativity, and my annual silent meditation service the day before Labor Day.

As the parish dog trainer, I helped congregants with new puppies and those with older troubled dogs. In order not to undercut local trainers, I charge for my services and donate the proceeds to the Minister's Discretionary fund.

### Lorene Hales

"This has been a fulfilling year for me as Lay Minister for Community Outreach and Interfaith Collegiality. It began by welcoming Gretchen back from sabbatical at the end of May and then following up with her on all that occurred in her absence - including the Congregational Conversations that were held on ministry. This work was a result of my dual roles as a member of the sabbatical committee as well as Lay Minister. I participated as a member of the Interfaith Health Care Network and arranged for the UUFC to be well represented at the community wide "Voices of Faith for Health Care Reform" event at Central Park in June. As the representative of the UUFC I selected the music for the event from our hymnal (what better place to find interfaith hymns?) and arranged for a 'choir' of UUFC voices to lead the singing. I also coordinated the gathering of cards and signatures at the UUFC to be sent to our elected representatives promoting health care reform. These were publicly presented at the Voice of Faith event by a UUFC member who then was a leader in the Litany of Prayer that followed the presentation of cards. I arranged with Judy Finholm to film the event for the Interfaith Health Care Network to share with the national group and to save in the local archives. (Thank you, Judy!). In the Fall I again served a dual role, this time as a member of the Lynn Gardner ordination committee, and helped plan the ordination ceremony and related tasks that occurred in November. As Charlie Miller stepped down from the role of coordinator of volunteers for the men's homeless shelter, I assumed that role and coordinated the coverage for the UUFC week in January. It was a pleasure working with such great volunteers.

Throughout the year I have sought opportunities to do community outreach and interfaith collegiality such as through being a contact between the UUFC and members who are no longer able to attend due to health or other reasons. Along with Diana Vezmar-Bailey I introduced the practice of Lectio Divina (internalizing and personalizing the 'holy word') which we extended to include words from each of our sources. One of our goals was to promote

exploration of the wealth of ideas contained in our Sources - representing diversity of religious and secular thought . On occasion I assisted with memorial service events in which the greater community was present to create a positive UUFC presence. It has been my honor to present services at the UUFC which challenge me to stay spiritually alive and growing while also, hopefully, generating thought and discussion amongst our members. I was delighted to be asked to speak to the 5th grade RE class about Catholicism prior to their visit to St. Mary's and endeavored to emphasize the similarities that exist between UUFC and Catholic religious practice in order to help them learn to appreciate interfaith differences. I remain a member of the Interfaith Alliance, a national group dedicated to defending religious pluralism and religious freedom, and will bring pertinent issues to the UUFC as they arise. Finally, I have assumed the role of UU Service Committee Representative for the UUFC and will work with a committee to expand our role in that organization's goals with an intent to serve local need as well as global. It has been a great year and I thank this congregation for allowing me to serve as one of your Lay Ministers. I also thank my fellow Lay Ministers and the Rev. Dr. Gretchen Woods, for the support, encouragement, and enthusiasm generated through our work together."

## **Committee on Musical Ministry**

**Members:** Aurora Sherman, Ross Sutherland, co-chairs; Karen Winget, Don Alan Hall, Gene Lund, Michael Proctor, Mark Van der Pol, with Music Director Ray Elliot, and Program Council representative John Elder.

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

### **Accomplishments for 2009-2010**

**Continuing items:** Supported guest musicians with financial stipends according to the policy established in 2008-2009; due to lack of funds this had to be suspended during the summer but was in place during the main church year.

Helped organize self-governance of adult choir:

- Established section leaders
- Organized monthly potlucks after rehearsals
- Helped Music Director with any related tasks and issues
- Produced and updated as needed the roster of choir members with contact information
- Produced calendar to have members advise Director of planned absences

Prepared committee budget and justification to support the ongoing and expanded mission of the Music Program and the professional development of Music Director and Church Musician

Continued sponsorship of Corvallis Community Choir with Don Hall as liaison from our committee and member of the CCC. Approximately one third of the CCC are UUFC members, and they have been excellent stewards of the hall and piano. We also currently store their music in the foyer coat closet. They plan a concert at UUFC in June of this year.

**New items:** Further self-governance of adult choir.

Due to the growth in the adult choir there has been a need to have conventions and expectations of that group easily summarized and accessible, both for the continuing reference of established members, and for the easy integration of new members. Much of the fall of 2009 was spent in multiple drafts of a document that would serve this purpose, involving multiple members of the choir, rounds of feedback from choir and music ministry members and the Director and Church Musician, and an extended comment period. The feedback was almost entirely positive, with excellent suggestions for additions to make it stronger, and this process was concluded with a document that is now available any time for any new member. It will also be distributed annually to the full membership at the first and second rehearsals of the year.

**Fundraising:** In response to the deep cuts required by the previous budget cycle given the difficult choices forced on the Fellowship by the financial shortfall, members of the Music Ministry committee and the UUFC Board of Trustees joined forces to create an evening musical fundraiser. This project took uncounted hours of volunteer time from an organizing committee of Karen Winget, Roberta Smith, Aurora Sherman, Ross Sutherland, Don Alan Hall, Gene Lund, and Michael Proctor. Michael Proctor negotiated a benefit concert by the Nettles, a local Celtic folk band he plays with and they graced the Fellowship stage on April 20th, playing for greatly reduced rates. Along with food donations at the concert and the bake sale at the preceding Sunday (which was supported by about 15 members of the adult choir), we raised over \$1500 to be distributed to staff for use in professional development activities. We are grateful for the generosity of the Fellowship in supporting this effort.

**Children's Choir:** The leadership of the Children's Choir is now in the hands of Michael Molk, with Julie Nord accompanying, with Ray, as Music Director, overseeing. The children's choir has held weekly rehearsals and has had one performance in Fellowship services, with another performance planned for Earth Day 2010. We are pleased that this effort in music programming for the Fellowship children is continuing, as it is well aligned with the broad vision of music programming for all who want it at the Fellowship.

**Future Vision:** Potential fundraiser for Spanish language hymnals: this was an item considered this year but tabled because of errors in the current version of the Spanish hymnals. As this issue is fixed, we hope to be able to guide an investment in the new Spanish version.

Growth of the children's choir and chime choir: we look forward to success and expansion of both of these aspects of the music program.

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

## Office Administrator

Wow, how fast this year has gone by. In compiling this report I see that my activities this year have fallen into these main categories:

- Communications
- Facilities
- Religious Exploration Administrative Assistance
- Rental Committee
- Facility Reservations

### Communications:

I still continue to serve on the Communications and Website Advisory Committees as the staff liaison and Web Administrator.

The biggest highlight of this past year has been getting out an electronic copy of our newsletter. So far nearly 150 individuals and households have chosen not to receive a printed copy (an increase from the Communications Committee Report, many more have joined between the time their report was received and this one written). This means that more than a third of those on the AboutU UFC email list have chosen to no longer receive a printed/mailed copy of the newsletter.

Some have asked why we don't have the newsletter easily accessible off the web. At this moment we are unable to do so due to the working agreement about privacy on the web which states:

*U UFC respects the privacy of its members and visitors. No personal contact information will be placed on public web pages maintained by U UFC unless prior permission has been obtained from the person involved. Individuals will be identified on a first name basis only, except for the Board of Trustees, speakers at Sunday services, ministers and other officers or staff.*

This Privacy Policy is still a work in progress (see the Communications Committee Report). Hence all last names and contact information would have to be removed from any newsletters posted to the web. Currently reformatting of the newsletter to put in Portable Document Format (pdf) takes up as much time as can be given it. Alas, the process does not happen "automatically".

That said I want to offer huge thanks to Roberta Smith, who researched and found a free application to change the newsletter into a pdf format. This has also helped post other items to the web such as the Women's Retreat Registration and the Services Auction donation forms.

It has been exciting and rewarding to be able to fully update web content, although it is still being done mainly in raw Hypertext Markup Language (HTML). This may change in the coming year. Most likely we will be looking for a user friendly web editing program to do so. I think there are many ways that our website could be improved or reorganized and I hope to have some time to devote to such after the new year. If you're interested or excited about working with me on this—please let me know.

In other communication related activities, the staff finalized the revision to the UUFC Brochure (which had been in process since June of 2008). We have been ably assisted by both the Membership/Hospitality Committee and Communications Committee on these revisions. Many thanks to all.

Finally for the first time, and by popular request, cell phone listings have been added to the UUFC Directory. They are listed with the email addresses.

### **Facilities:**

As the staff person nominally responsible for ensuring that the facilities are in good order, I have become the staff liaison to the Building Committee. So far, Joel Spector and I have been the only attendees at the monthly meetings although we do very much want to acknowledge the good work of Bill Hammerquist, Kathy Johnson, and Paul Norberg. We are endeavoring to keep abreast of needed repairs, with Joel doing what he can and calling on our wonderful volunteer handypersons or contractors to repair the rest.

I also initiated contracting with a new cleaning service which has tremendously improved the upkeep of our facilities.

To all—please let me know if something is broken by leaving a note in my box with your contact information. That way Joel and I will be better able to address the needed repairs.

And of course a great big thank you to Mer Wiren, Wolfgang Dengler, Daryl Ann Peterson and the Grounds Committee for making this such a beautiful place to come to work.

### **Religious Exploration Administrative Assistance:**

Due to the budget shortfall last year, the Office Assistant for Religious Exploration's (RE) position was eliminated (see the President's Report). I've stepped into this role as best I can. This has expanded my role in RE Administrative assistance in that I am not only entering enrollment information in the RE database, but I am producing monthly attendance and other reports as needed and requested. Many thanks to Niya Standish and Louise Ferrell for their forbearance and patience in this process.

### **Rental Committee:**

As you will note the Rental Committee has been re-formed and I have been working with those on the committee to come up with consistent rates and policies. We still have some work to do and will need approval from the Board when policies, prices, and procedures are finalized this time around.

### **Facility Reservations:**

I have also implemented a new policy of **declining** to reserve rooms for Fellowship activities *unless I have a completed Facility Reservation Form*. This was done because telephone reservations and even email requests (without a form) weren't working. Reservation forms may be download from our website on this page <http://www.uucorvallis.org/emailIntitcont.php> in either Word <http://www.uucorvallis.org/FacilityReservation.doc> or pdf <http://www.uucorvallis.org/FacilityReservation.pdf>.

I/we/staff also request that meetings not be scheduled without a reservation form. Sometimes our renters have been asked to move to a different room due to the fact that Fellowship members were meeting in a room that hadn't been reserved. Also it allows me to have visibility about who is here. This is not just a facility security issue. It also enables me to

answer questions about who to contact about a meeting that is happening, as attendees might be calling to say they are late, etc.

*If you are having meetings off-site that you want others to know about, please also use the form for an Activity Notice. That way your meeting/event will get put on our calendar (which goes up on our website), in the weekly announcements, and in the newsletter calendar. Also, if you are scheduling work on the facilities at the Fellowship, best to let me know via this form so that we can ensure that people will at least be forewarned.*

### **Keys:**

In conjunction with my Rental Committee, reservations work, and the Board's updating of the policies and procedures, I will be updating the UUFC Key policy and re-inventorying the Fellowship's keys. Should you have a key that you are no longer using, please return it to me and I'll be happy to put it back in stock.

### **The Hand Eating File Cabinet** (And Other Things I'm Still Learning About My Job):

Maybe that sub-title says enough. But after two plus years, I'm still learning new activities that are part of my job. Part of this was this year's reporting to the UUA of our membership numbers and signing up new members to receive the UUAs' World magazine

And then there is the comment, "We used to do this...." So I'm still learning what those thises are. Sometimes like having directories out and available at certain times of the year, how many annual reports to reproduce, certain announcements that have "always" gone in the newsletter, etc. If you have any of those "we used tos" that you want to send my way—do please let me know. As I'd like to get all of them documented or at least addressed in some manner.

### **Job Documentation:**

Which leads me to this—my major goal after completing and printing this year's Annual Report is to document what and how I actually do things in my position. This will be necessary for those that will be filling in for me while I'm on personal leave this summer. It will also be good to have others who know what to do should I need to take some sick days when newsletters or orders of service need to be done. After being sick this year, I realized how necessary this is.

### **Acknowledgements:**

Thanks much to those office volunteers who fold the order of service: Dana and Autumn Monroe, Nancy Lindsey, Xaja Mykil, my sweeties (Michael Papadopoulos and Vernon Huffman), and the Daybreak Discussion Group; to newsletter proofreader Marjorie Goss; anyone else I might have forgotten; and to my coworkers many thanks for making it a wonderful place to work. *Go Team Go.*

I will so miss being around for the Rummage Sale and for High Holy Days—some of my most favorite times of the year.

*Respectfully, Yaney LA MacIver*

## Community Coordinator's Annual Report

During the 2009-10 fiscal year, I was a greeter at services on 36 Sundays. Many newcomers continue to be interested in initial one-on-one meetings in addition to Newcomer Orientations; this past year I met individually with about 40 newcomers as well as with many people looking to reconnect or connect more deeply with UUFC. I also completed several exit interviews. The responses from this small sample so far indicate that aside from cases in which the match was not good for one reason or another, some people feel "unseen", and leave to pursue other activities.

One primary focus for the position of Community Coordinator is to support the Membership/ Hospitality Committee. This involves planning, staffing and following up on four Newcomer Orientations, including giving UU history/principles talk in most of these. In all 47 people attended Newcomer Orientations. The Saturday morning format for Newcomer Orientations was instituted to accommodate families with small children who generally find evening meetings difficult. It appears to be working for most people during the church year. But to provide some diversity, the summer orientation is typically on a weekday evening. The development of a linked but separate "Path to Membership" program followed by an opportunity to sign the membership book in community with others, seems to encourage people who have been visiting with us for awhile to take this next step. Since 30 May 2009, 30 people have become new members of UUFC.

Significant attention continues to be directed toward helping both newcomers (and others!) find ways to connect with the UUFC community. People looking to "connect" are not always interested in task-oriented activities such as those involved with traditional committee work. The 7-at-7 dinners, neighborhood groups, and Chalice/Covenant groups remain important activities to help people meet and connect with other members of our community.

One key activity this year involved helping the Young Adults group form and focus. This group complements the Campus Ministry program that is now well-established at Oregon State University. There appears to be a real interest among young adults in shared spiritual exploration, although it is not yet entirely clear how to simultaneously meet the needs of young adult members with and without children. Continuity is also a bit of an issue, as people in this demographic are often moving for job-or school-related reasons. It would be great to include young adults as delegates to district and national meetings, although our budget does not currently permit the kind of financial support that would encourage this.

A few short but intense rounds of activity this year involved trying to staff some key activities, notably the Holiday Bazaar, child care, and the (2010-2011) Membership Hospitality committee. Also, we continue to work for greater transparency and repeatability in terms of identifying numbers of voting members at two inconveniently distant points in the church year (February 1 for UUA certification and delegate calculation; early May for quorum calculation at the UUFC annual meeting).

We continue slowly to make inroads on accessibility issues in order to help make UUFC a truly welcoming community. To improve the accessibility of written materials for those with limited vision we are in the process of converting our hard copy brochures and handouts to a

specific font recommended for this purpose (and used in this annual report). We have not yet made inroads on our website in this regard, but are keenly aware that this needs to be addressed, and are exploring avenues to do so. We are also exploring additional avenues for those with limited hearing, including hand-held technology to help those without hearing aids or without a "T" setting on their hearing aids. This will complement the substantial upgrades to our system in the Sanctuary/Fellowship Hall that were recently completed, and will also be useful for small group meetings.

Finally, some energy was devoted to raising the level of awareness at UUFC about UUA directions potentially of interest to this congregation. A six-week evening series was given this January/February in partnership with the minister that unpacked several UUA issues: what happened with respect to the 2009 vote on the Principles and Sources, the two current Congregational Study Action Items (CSAI) Peacemaking and Ethical Eating, the upcoming choice of new CSAI (for which UUFC weighed in this year), and the six 2009 Actions of Immediate Witness. These were fairly well-attended; it might be worth considering offering a similar, shorter series in the fall, for timelier follow-up to the June General Assembly.

*Respectfully submitted, Jesse Ford—UUFC Community Coordinator*

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

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

**Theme:** We began the year using a curriculum called "Lessons of Loss" addressing change and loss as a natural part of life. This unit culminated with an All Fellowship "Day of the Dead" celebration. In November the children began a study of World Religions. Each class presented one religion as part of the holiday worship service Michael Molk and I co-created "One World, Many Religions".

I developed a curriculum used by the elementary grade classes, exploring the religions of the world. It included presentations by guest visitors from different faith traditions within the Corvallis community and visits to other churches. The 1st/2nd grade class used a curriculum based on stories from different religious traditions and the youngest children explored our principles and values through story and community building activities.

**Worship:** Worship is always an important element of Religious Exploration programming. This year the children joined the adults in the sanctuary for opening worship and a "Time for All Ages" twice a month. The other two Sundays each month I lead a special Children's Chapel for all children three years old through sixth grade. Additional worship opportunities this year included three "Multi-generational" services that I designed in collaboration with Michael Molk and the Rev. Dr. Gretchen Woods. (Day of the Dead, Valentine's Day/Chinese New Year's

Celebration, and Earth Day). Children's participation in these services is just one of their leadership opportunities. I have designed many opportunities throughout the year for children to share and be heard by their peers and by adults in the supportive environment of this congregation.

**Our Whole Lives (OWL):** We offered OWL for 5th/6th and K/1st grades. Joan Rose and Rachel Ozretich facilitated six children in the youngest class and Benjamin Boschee and Erin Riley facilitated the program for eight of our upper elementary students.

**Service Projects:** I organized "Children Helping Children" which raised over \$600 for children in Haiti. Other projects included "Guest at Your Table", the on going Pennies for Peace collection, and service to our own community through fundraisers; making and selling bath salts at the holiday bazaar and having a sale of toys that were no longer being used at the fellowship. These fundraisers added over \$400 to the general fund. The children also planted annuals to beautify the Fellowship grounds.

**Staffing:** The RE program experienced the loss of two paid support positions due to the decrease in budget this year. (RE office assistant and infant/toddler coordinator). Additional volunteers graciously stepped forward to assist and assure that our infant/toddler program continued to offer exceptional care to the youngest members of our community. Thirty-six volunteer "RE Guides/Teachers" and six teen helpers were the remarkable leaders supporting the 116 children (infant through 6th grade) registered in our program. Christina Marquardt again served as the Summer RE Coordinator successfully increasing summer attendance through an enriching programming.

**Attendance:** There continues to be a grave attendance imbalance between the two services. Early service attendance is extremely small while late service thrives. The RE Council has proposed offering RE only at the Late (11:00 AM) service. Having all the children meet at the same time provides for greater community building opportunities. It's definitely more fun when there is more than just one other person in class! Combining the sessions will also reduce the number of volunteers needed and make better use of our volunteer commitments. It is difficult to see a teacher come in with a wonderful class planned and only have one child in class. I will access and monitor this new format throughout the year.

**Family Ministry:** Ministry to families included offering opportunities for families to build community. These included an "Apple Pressing Pot Luck" in the fall, the annual holiday tree trimming party, and an Easter Egg Hunt. I am currently researching interest for a parent/toddler play group to meet at the Fellowship one morning a week. If there is enough interest we will offer this service next year. This year we offered two Child Dedication ceremonies and welcomed two new babies into our community. Our UU family community continues to grow.

**Professional Development:** Due to the very limited funds available for professional development for staff, I was unable to attend any conferences. I did organize a study group with colleagues from the area. We are having discussions on different books relevant to the ministry of Religious Education every couple of months

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*

## **Summer Religious Exploration - Coordinator Christina Marquardt**

**Mission:** To design and implement a Summer Religious Exploration program for children and to provide a fun and enriching summer program to children ages three through entering 6<sup>th</sup> grade.

**Theme:** for the Summer Program 2009: "Around the World in a Summer". We had ten volunteer tour guides, one youth assistant, and served 40 children in the summer of 2009. Every child received a passport with a sticker of the flag representing the country we "visited" to put on their passport, and photos of the children were on the passports.

The theme for this year is "Our Favorite Things". Volunteer teachers will have the opportunity to share their favorite short children's book, favorite vegetarian snack, and their own favorite things to see, hear, taste, touch, and smell, as well as their favorite ways to move and favorite things they like to do. This year I will also be coordinating the infant/toddler summer program and I will be attempting to address the needs of youth during the summer when there is no program, some of which will include an increased need of youth assistants in both programs.

## **Religious Exploration Council**

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

### **Program and Curriculum Development:**

- Developed a curriculum for the pre school class based on the Seven Unitarian Universalist Principles where children explored through story, play, crafts, and interactions with each other as they built their faith community. Kristen Nason researched stories for each principle.
- Implemented and evaluated a new format to try to address the imbalance in attendance between the two services.
- Assisted with selection and development of curricula for next year (2010 - 2011) The theme "Faith in Action" was selected in response to the children wanting to participate in more service learning projects.

### **Teacher Support:**

- Assisted with teacher recruitment.
- Served as liaisons to individual RE classes and teachers.
- Hosted Teacher Training Luncheon.
- Designed teacher appreciation gifts and wrote individual thank you notes to each teacher.

### Community Building/Social Events:

- Planned and led social events for children. Easter Egg Hunt, End of year party.
- Assisted with social hour cookies after the winter holiday program.
- Designed a fund raiser for UUFC, children making and selling bath salts at the holiday bazaar.

### Family Ministry:

- Assisted with welcoming families and registration of children.
- Sponsored Apple Pressing Party and Annual Christmas Tree Trim.
- Organized a work party to make hundreds of butterflies for the Day of the Dead service.

### Additional Activities:

- Planned and hosted End of Year RE Party.
- Assisted with end of year cleaning and reorganization of RE.
- The infant/toddler room was "decluttered". It was an act of stress-reduction, not only for the folks responsible for putting the toys away each week but also for the young children who were faced with too many choices and too much clutter. The edited toys were sold to RE families to earn extra money for the program. This helped supplement the reduced RE budget.

### Goals for next year:

- Continue to address the imbalance in attendance between the two services.
- Evaluate need for family events/dinners

Committee members: Stacey Bartholomew, Cindy Miller, Marlene Massey, Rebecca Michelson, Kristin Nason, and DRE, Niya Standish

### Teaching Teams:

5 <sup>th</sup> / 6 <sup>th</sup>	Josie Silver, Heidi Garza, Kristen Mozuch, Gail Bartholomew
3 <sup>rd</sup> /4 <sup>th</sup>	Rebecca Michelson, Stacey Bartholomew, Jenna Tilt , Nancy Collins
1 <sup>st</sup> /2 <sup>nd</sup>	Gerri Buckles, Julie Mathison, Leah Houtman, Lisa Schupp
3/4/5 Early	Mae Araki, Virgil Agnew, Jana Svoboda, John Myers
3/4/5 Late	Jeff Reimer, Christina Marquardt, Heather Moore, Katie Phillips
I/T Early	Jeff Nason, Lew and Pat Pennock, Sunia Yang, Will Mustard
I/T Late	Linda and Scott Bruslind, Erin Zabroski, Claire Montgomery, Francoise Waddell, Kelley Kendall

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

2009-2010 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 teens, and participating in the life of the Fellowship in numerous other ways. I met regularly with the youth advisor teams, the OWL teams, staff, the youth groups, and attended Board of Trustees meetings and Program Council meetings as needed. I assisted with worship planning and presentations, "stories for all ages", and children's chapels. I participated in and helped organize eight different worship services, including the Campus

Ministry service, Young Religious Unitarian Universalists' (YRUU) winter service, the Youth Bridging service, Day of the Dead, Valentine's Day, Earth Day, Easter, and, in collaboration with my co-DRE Niya Standish, the RE Winter Holiday Program, *"One World-Many Religions"*.

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.

In November 2009 I attended a training and became certified to lead OWL sexuality education for young adults. I co-taught OWL for 7-8-9<sup>th</sup> grade youth. For the second year I was responsible for supporting the Campus Ministry group student leader.

This year I directed the Fellowship Children's Choir, which sang on Valentine's Day, Earth Day, and Annual General Meeting Sunday. I played my oboe for worship services with Raven Sanders and the Rev. Dr. Gretchen Woods. I attended the Men's Retreat in September of 2009. In April of 2010 I co-led a district-sponsored Youth Chaplain Training.

I have enjoyed working with Gretchen, Niya, Ray, Yaney, Jesse, Raven, and the entire congregation. I am grateful for the opportunity to work for this religious community!

## **Religious Exploration—Youth Programs**

2009-2010 was another great year for youth programs at UUFC. The theme in RE for 2009-2010 was *"Exploring World Religions"*. We have two different age groups of youth: 7<sup>th</sup>/8<sup>th</sup> grade and 9<sup>th</sup>/12<sup>th</sup> grades (YRUU). All of our activities for youth aim to incorporate the six components of a balanced UU youth program: Community Building, Learning, Social Service, Worship, Leadership Development, and Youth-Adult Partnerships.

### **7<sup>th</sup>/8<sup>th</sup> Grades:**

There were nineteen 7<sup>th</sup>/8<sup>th</sup> graders registered in 2009-2010. The adult advisors for this group were Tom Christian-Hussong, Carol Hennessy, and Mary Craven. In the fall of 2009 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 emphasized Judaism this year. The youth participated in the Benton County Holiday Food Drive, delivering food to folks around Benton County. The 7<sup>th</sup>/8<sup>th</sup> graders presented a skit about Buddhism in the RE holiday program, and attended several other worship services throughout the year.

### **Young Religious Unitarian Universalists (YRUU) - 9<sup>th</sup>/12<sup>th</sup> Grades:**

There were 25 youth registered this year. The adult advisors were Mark Aron, Stefani Sackinger, Rich Brainerd, and Jennifer Duffy. The group went to the coast in the fall for a weekend retreat, and to Silver Falls State Park for a winter retreat. Many of the youth went to both the fall and spring youth conferences, sponsored by the Pacific Northwest District. A number of youth also attended other district-sponsored youth workshops, including Goldmine Leadership School, a Social Justice Conference on the topic of food, and a Youth Chaplain Training. Scholarships were given to numbers of youth to attend these conferences. Several

youth also attended PeaceJam at OSU. The group participated in the Thanksgiving Holiday Food Drive, delivering food to folks around Benton County. The youth served a pancake dinner to raise money for Haitian earthquake relief. YRUU participated in the RE holiday program in December, and attended several other worship services throughout the year. YRUU presented two worship services for the entire fellowship, once in February on the topic "*YRUU: the Experience*" and again in June for the graduating high school seniors Bridging Service. The youth put on a talent show in May to raise money for scholarships. Youth met with the Rev. Dr. Gretchen Woods several times. The group also met occasionally for movies, socials, and overnights. Numbers of youth worked with younger children, both as teen helpers in RE, and providing childcare for Fellowship events. On the second Sunday of each month the parents of youth served coffee and tea during social hour after worship.

### **Our Whole Lives (OWL) Sexuality Education:**

In 2010 we conducted two OWL sexuality classes for teens. Sixteen youth in grades 7-8-9 participated in the group which was facilitated by Carol Hennessy, Mary Craven and Co-DRE Michael Molk. Twelve youth in grades 10-11-12 participated in the group which was facilitated by Jim Gouveia and Chareane Wimbley-Gouveia. Four adults attended trainings to become certified to teach teen OWL.

### **Coming Up Next Year:**

Next year the youth groups will focus on Social Activism-Putting Our Principles into Practice. They 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 7<sup>th</sup> and 8<sup>th</sup> grade youth. The Youth/Adult Council will reconvene to review and revise UUFC youth programs, and to consider the possibility of a youth service trip in the summer of 2011.

## **Campus Ministry**

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

Campus Ministry adjusted well to the last minute replacement of Erin Riley with Benjahmin Boschee as the director of the campus ministry for 2009-2010 school year. The search for a replacement for Benjahmin will begin in the fall of 2010. The group has done well under student leadership with a support staff at the Fellowship. This is a model that works well and should continue to be used.

The format of the group meetings has changed since last year. It was decided that the check in would consist of a reading on some spiritual theme, usually from one religion's scripture or another, and a response from everyone about the reading. The Campus Ministry Director also will have prepared a discussion topic or activity that usually will tie into the reading.

The campus ministry this year has had many great discussions and activities. During the summer months those of the Campus Ministry group that were staying in Corvallis for the

summer helped to tend the victory garden at Westminster House and in the fall harvested the ripened vegetables. In October we carved pumpkins and held our own Samhain ritual. In December we held a white elephant gift exchange that every one enjoyed. The campus ministry went on its second annual retreat on April 2-4 and was very much enjoyed by everyone who went. This year it was held in Waldport at a beach house of one of the Fellowship's members who donated the use of it for the weekend. Eight people went on the retreat.

There are several activities that are planned for the coming spring term. The Campus Ministry group is planning to helping with the victory garden at Westminster House for the second year. There is a service at the fellowship planned for April. The topic of the service is water. The proposal of a service project will also be brought up to encourage participation beyond discussions.

## Young Adult

The Young Adult group started up in October with weekly coffee on Saturdays. Those meetings had an average of four people and the people who came enjoyed the social aspect of it, but it was hard to draw new people and keep them coming consistently. A social gathering is not what young adults want out of a spiritual community, so we started the Spirit of Life workshops in February. Spirit of Life is a program that is meant to start conversations about spiritual life—our religious and spiritual histories, how we see spirituality in everyday experiences, what our spiritual journey means to us, and how we can affect the rest of the world (activism). We found that the program was too structured and it inhibited the conversations that we could otherwise be having.

Our weekly meetings turned into an hour of loosely guided conversation over tea, coffee, and sometimes dessert. Instead of going through the workshops, we gutted them for their very basic essence—the questions each session asks. The workshops have a fairly consistent attendance of five or six people, plus a few others who drop by on occasion. We've gone through the entire workshop series and have decided to keep our meeting time and create our own questions for each other and continue explore our spirituality together. *Submitted by Lena Roth*

## HOW WE OPERATE

### Personnel and Human Resources Committee

**Members:** Russ Anderson (Chair), Nancy Kyle (retired from PC 3-15-10), Marjorie Goss, Karen Salot, Karen Winget, Carl English-Young (Board Liaison)

#### **Responsibilities:**

- **Position Descriptions (PD)** - types of positions (salary, hourly, fixed-term contract, volunteer or whatever we decide to call them), format/content of PDs, supervisory roles, update procedures, etc.
- **Employee Hiring** - search committees, advertising, salary/pay determination, and 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:** Twice monthly, second and fourth 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
- Purchased and organized a locked personnel file cabinet, set up complete standardized files for each employee
- Created four personnel budget options for 2010-2011 budget and presented to Board
- Helped organize the summer RE program and hired a summer RE coordinator
- Reviewed how UUFC should handle unemployment compensation for employees
- Reviewed and communicated solutions to many smaller personnel matters

## **Worship Committee**

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

**Mission:** The Worship Committee advises the minister on matters of worship and makes sure there is a service every Sunday of the year.

**Activities 2009-10:** The Worship Committee produced nine services during the summer of 2009 and three services during the school year 09-10. We provided lay leaders for services. We worked on ways to make the services welcoming to newcomers.

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

*Submitted by Sheila Smith*

## **House Managers**

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

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

**Activities:** House managers are responsible for the following:

- Arranging the chairs (ensuring sufficient clearance for wheelchairs)
- Delivering orders of service to entry table
- Ensuring Sanctuary/Fellowship Hall temperature is comfortable, putting up and taking down sun shades
- Distributing the hymnals
- Maintaining and operating Sanctuary/Fellowship Hall and Social Hall sound systems, including audio feeds to the foyer and kitchen, setting up microphones before service

- Making audio recordings and labeling them for check out by congregation members
- Maintaining the podium area and providing candles and matches
- Providing a wireless microphone to those who wish to speak during "spoken response" sessions
- Taking the collection during the service
- Counting the collection, entering amounts into the journal, and preparing money for the bookkeeper
- Counting and recording attendance at each service
- Putting back hymnals, closing down sound system, cleaning up Sanctuary/Fellowship Hall and podium area, blowing out and putting away candles
- Keeping rechargeable batteries charged for the wireless microphones
- Keeping the CD burner stocked with CDs (purchased by Chris)
- Being responsive to the needs of those delivering the service, who may need special furniture configurations, microphone arrangements, etc.
- Troubleshooting and contacting experts for help as sound system issues arise

**Comments:** The house manager group continues to enjoy a stable membership of four: Russ Anderson, Brenda Sallee, Mina Carson, and myself. 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 I make up once each quarter, in consultation with the members. I email copies of the quarterly schedule to Raven Sanders and Yaney LA MacIver, and it is posted on the wall of the UUFC office. Occasionally it is necessary for us to juggle our schedule to meet unexpected changes in plans, and this may cause occasional deviations from the posted schedule. However, I am pleased to report that it is extremely rare to have a Sunday without house manager coverage.

The rechargeable batteries for the wireless mics are working wonderfully, and disposable batteries are no longer needed. After about a year, we are still on our initial set of four rechargeables. Dozens of disposable batteries have been saved.

The sound system continues to perform reliably. Occasional problems have come up, but most have been caused by renters fiddling with settings that have unexpected consequences. A serious problem occurred when the podium mic stopped working a few months ago. It was discovered that a rodent had chewed its way through the wiring that connects the sound console with the podium via the subfloor. The wiring was spliced and wrapped in a roll of aluminum sheeting to protect it. So far, no further damage has been observed. *Chris Daly*

## Program Council

**Program Council Members:** Nick Houtman (chair), Janet Farrell, John Elder, Paul Adamus, Joel Spector, Janet Wagenschutz, and Diana Thompson. Members who stepped down this year: Prue Kaye, Nancy Haldeman, and Bob Ozretich. Also attending: the Rev. Dr. Gretchen Woods, Jesse Ford, and Kelley Kendall (Board of Trustees liaison)

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

**Program Council Activities for 2009-10:**

- Helped to coordinate planning for the 2009 Holiday Bazaar
- Received training in childcare policies so that members can communicate accurately about arranging for childcare during committee-sponsored events.
- Assisted Gerri Buckles and Wendy Sutton with collecting photos for the UUFC picture directory.
- Discussed issues related to committee activities including: building management, Common Security Club workshops, Contemporary UU Issues, Young Adults, and VintAgers.
- With hosts Cliff and Chere Pereira, held an evening of desserts and fellowship to thank committee chairs for their work on behalf of the UUFC.
- Coordinated a Sign Up Now for Next Year (SUNNY) Sunday activity for UUFC members to learn more about committees and volunteer opportunities.

**Vision for 2010-11:** Continue to serve the UUFC by helping committees to solve problems, by recruiting leaders, and making members aware of committee opportunities.

## **Membership/Hospitality Committee**

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

**Current members:** Claudia Weintraub (Chair), Jesse Ford (Community Coordinator), Nancy Leman, Leo DeVogel, Freda Frederickson, Sherry Litke, Eileen Maxfield, Susan O'Brien, Nikki Wilbur, and Carl English-Young

**Specific tasks:**

- Schedule and provide Sunday morning greeters to hand out the order of service and greet guests at the visitor desk
- Write welcome letters to those who sign the guest book
- Provide name tags for the newcomers and the congregation
- Call those who sign the guest book and find out what their interests and needs are (Community Coordinator Jesse Ford does this)
- Provide newcomer packets for the Community Coordinator's meetings with newcomers
- Order and maintain the brochures which are available in the brochure boxes in the foyer and for the newcomer packets
- Host quarterly "Newcomer orientation and Path To Membership" classes
- Host social events for newcomers three or four times a year
- Interview and photograph each new member for the newsletter and the bulletin board in the social hall

We hold a Newcomer Orientation session quarterly followed by a Path to Membership session, which is in turn followed by an Enrollment Ceremony conducted by the Rev. Dr. Gretchen Woods for those interested in joining the Fellowship.

We also initiated Sunday evening potlucks about a month following each orientation and invited that cohort plus the previous cohort. These were less well-attended but the committee still believes they are worthwhile.

During the summer orientation the material is divided into two sessions on two consecutive weeks.

This year we asked the new Shawl Ministry to make knitted squares to give out to the new members as a gift at the semi-annual Sunday Service welcoming those who joined over the last six months. These are given as a symbol of their becoming a member of the fabric or quilt making up the UUFC community.

We also created an Enrollment Kit to be used for prospective new members, and revised the UUFC brochure.

*Submitted by Claudia Weintraub, Chair 541-602-6127*

## **Neighborhood Groups**

**Neighborhood Group Coordinator:** Nancy Haldeman

**Mission:** To develop a greater sense of community in the UU by assisting members to get to know more of their UU neighbors.

**Activities:** There are 22 groups and about eleven that were active this last year. Groups meet approximately three times a year for social events (some more, some less). Some of the activities sponsored by the groups have been hikes, work parties, game night, pot lucks, afternoon get togethers, and holiday parties.

**Vision:** To involve new members to the UU so they get to know more people in the Fellowship.

## **Living the Welcoming Congregations (LWC)**

**Members:** Pat and Lew Pennock, Claudia Keith, Marcia Shaw, and the Rev. Dr. Gretchen Woods-ex-officio. (This committee is in search of more members and a chairperson)

### **Past Year Activities:**

Aug 2009 "Wrap yourself in the RAINBOW" BBQ potluck

Feb 2009 Sunday Service featuring music composed by Lew Pennock

### **Currently Planned Activities:**

- May 8 2010 'Why Being Different Makes a Difference'—CWC Readers Theatre fundraiser at UUFC
- June 2010 UUFC info at Corvallis Gay Pride event (tentative - need volunteer)
- Summer 2010 BBQ Potluck at Claudia and Marilyn's
- Winter 2011 GLBTTQQA Sunday Service

**Vision:** To integrate GLBTQQIA issues with multi-cultural competencies and the UUA/district focus on various "isms". We also hope to raise funds to donate to Community of Welcoming Congregations (CWC). (An interfaith organization in Oregon and Southern Washington) CWC supports congregations, which are on the path to becoming welcoming/affirming to the GLBT, a community, summer camp for GLBT kids and teens, and chaplaincy for other marginalized groups in the faith community; we represent people of faith at various Pride gatherings across the state.

*Submitted by Claudia Keith*

## **Communications Committee**

The purpose of the Communications Committee is to support and reflect the vision and goals for the UUFC in the oversight of the UUFC newsletter, website, the AboutUUFC email listserv, and outside publicity.

The first UUFC newsletter in electronic format came out on September 22, 2009! We decided to supply it as a pdf link in the existing "About UUFC" email listserv. (This monitored, announcement-only list was started in the spring of 2007 and now has 430 email addresses.) To date, over 125 people have chosen to stop receiving a paper newsletter.

We recognize there is still a need for someone who is interested in handling outside publicity such as newspaper ads and press releases. We are exploring the possibility of creating a facebook page for UUFC. It would give additional publicity but may raise privacy issues. Our committee has been working on an official Privacy Policy which will go to staff and some committees for review shortly. The Office Administrator continues to update our website and the Website Advisory Committee will be reviewing the site with particular attention to making it more accessible to people with impaired vision.

*Respectfully submitted by the UUFC Communications Committee:*

*Martha Clemons*

*Jean Gilbert*

*Yaney LA MacIver (Office Administrator)*

*Dianne Roth*

*Roberta Smith*

*Joel Spector*

## **Long Range Planning**

Long-Range Planning is just being re-formed after a hiatus of several years and did not meet this year, but is being re-established for the 2010-11 church year in anticipation of a congregational workshop this fall -- Planning for the Future -- that will provide the basis for development of the 2011-15 UUFC Strategic Plan. Our last Strategic Plan was developed in 2007.

*Submitted by Carl English-Young and Jim Good*

## **Rental Committee**

The Rental Committee has been revived and has met twice to review the newly revised Board policy on rentals. The new policy defines membership as the Office Administrator plus the Board president, the minister, and one of the co-DRE's or their designated representatives. The committee has simplified and revised the rental rate sheet to make it clearer and more consistent in application for all renters. We are now reviewing the insurance and liability policies to make sure that the UUFC is protected adequately when renting space. The policies currently in effect have been effective but are deserving of periodic review.

*Submitted by Carl-English Young*

## Bylaws/Policy Committee

The Bylaws Committee, consisting of Susan Christie, Kelley Kendall, Russ Anderson, and Jim Good, met several times during the winter of 2009-2010 to begin the Bylaws review and revision process. Committee members also worked together via e-mail.

They thoroughly reviewed the current bylaws document and initiated two types of change: (1) minor editing (correction of grammar, punctuation, and typographical errors) and (2) substantive (revisions in wording and addition to content). It soon became clear that all the revisions would not be complete in time for the Annual Meeting in May 2010, so the revised document has been saved for additional work in 2010 and 2011.

However, one revision will be submitted to the congregation for a vote at this year's Annual Meeting. Louise Ferrell introduced a revision via petition, which will be submitted with the required twenty signatures at the meeting. This change will insert the word "claimed" into Article IV, Section 2.2 as follows:

2.2 The minimum annual contribution to qualify as a voting member shall be a sum equal to the annual cost of UUA and PNWD memberships plus the annual costs of Fellowship communications to the member or equivalent hours of volunteer service *claimed* in support of the Fellowship programs or a combination thereof.

*Submitted by Susan Christie*

## 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, 2010, with publication finished by the Annual Meeting in May.
- Dianne sent an announcement in January, 2010 giving guidelines and deadlines.
- By April 1, 2010, 25 reports submitted.
- By April 15, 2010, eight more reports (33 total) submitted.
- By April 25, 2010, 12 more reports (45 total) submitted.
- Dianne compiled and forwarded finished reports to Yaney.
- Yaney edited and formatted the finished Annual Report.
- Yaney published and distributed the annual report document.
- Dianne and Yaney celebrate over dinner! A job well done.

**Vision:** Our hope for next year is, again, for a more complete document, compiled in a timely fashion. We are also discussing the pros and cons of publishing the Annual Report on the website. The obvious benefit, less paper consumption, is compelling.

# BUILDING AND GROUNDS

## Building Expansion Committee

Did not meet this year. Meets as directed by the Board. Building expansion not likely to be considered at this time due to UUFC financial climate and the economy in general.

*Submitted by Carl English-Young and Jim Good*

## Building Committee

**Chair:** Joel Spector

**Staff liaison:** Yaney LA MacIver (Office Administrator)

**Members:** Bill Hammerquist, plumbing; Kathy Johnson, electrical; Paul Norberg, carpentry

**Open positions:** HVAC, Roofing, Audiovisual, Painting and Interior Surfaces

**Mission:** To care for the physical plant of UUFC and make sure it meets the needs of the members, committees, and programs.

### **Activities for past year:**

- Built wheelchair ramp for sanctuary
- Got cost estimates for dealing with the rodent issue, and then devised ways to do so with volunteer resources, saving \$475.
- Changed many light bulbs and repaired light fixtures.
- Replaced the refrigerator in the main kitchen.
- Repaired and learned the background on the dishwasher in the main kitchen. (Note, it is a dishwasher/sanitizer, not just a "sanitizer," according to Hobart, the manufacturer.)
- Put up a "safety gate" in parking lot.
- Worked with Building Expansion committee towards the goal of getting the Building Expansion completed.

### **Plans for next year:**

- Track expenses and volunteer hours so that we as a committee know where we stand and can adequately report on it to the Board.
- Find volunteers for remaining four committee positions.
- Continue to work with the building committee, as above.
- Complete the construction of the storage shed so as to move as much as possible of building tools and equipment out of the RE storage space.

*Submitted by Joel Spector*

## Grounds Committee

**Mission:** To maintain and enhance the natural beauty of the UUFC grounds and provide attractive and safe access around the Fellowship grounds for our members and users.

### **Major Activities**

#### **Maintenance:**

- Mowing "squad" organized by Doug Barbe to mow lawns during the growing season.
- A regular weekly group of volunteers cleaned up the grounds and parking lot, pruned shrubs and trees, spread wood chips, weeded flower beds, raked and removed fallen leaves. Core

volunteers are Tom Smith, Nancy Leman, and Daryl Ann Peterson. This is supplemented by the "Adopt-a-Garden" program that assigns volunteers to care for a specific flower bed. These volunteers weed, dead-head, mulch, and prune their assigned plot at their convenience. Involvement in this volunteer opportunity has been very low.

- Daryl Ann Peterson has assumed the job of turning on the irrigation in the spring and off in the fall and regulating the sprinklers, as well as supervising other landscaping details.

#### **Cooperation:**

- The Grounds Committee coordinated one flower planting event with RE.
- There has been a shortage of Volunteers attending publicized work events.
- Nancy Leman is respectfully researching and documenting the placement of ashes in the Memorial Garden.

#### **Major Projects:**

- Professional arborist pruning of mature trees for safety, building maintenance, tree health, and aesthetics.
- Daryl Ann Peterson is attempting to protect the mature Oregon White Oaks from future construction and disturbance.

**Membership:** An e-mail UU Grounds contact group is open to anyone interested. This has been a successful information and communication system so far. UUFC volunteers are VERY MUCH APPRECIATED. We thank them. *Submitted by Daryl Ann Peterson, 2009-10 Chair*

## **The Memorial Plaque**

The UUFC Memorial Plaque hangs on Fellowship Hall's north wall, in the Gallery. Families may ask to have the name of a Fellowship person who has died mounted on the plaque, giving the years of his or her birth and death.

The Plaque was designed and built in 1992 by our member, Elliot Marvell, at the request of the Memorial Garden Committee. The Memorial Garden itself lies just north of the UUFC Social Hall. The funds given to landscape it were later turned over to the Grounds Committee, who maintain the Garden. *Submitted by Nancy Leman*

## **OUR COMMITMENTS**

### **Environmental Action Committee (EAC)**

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

John Elder and Elizabeth Waldorf serve as co-chairs of the EAC. The members include: Dianne Safford, Jean Townes, Sally Shaw, Uta Hussong-Christian, Roberta Hall, Brian Smits, Christine Robins, Rachel Ozretich, David Waldorf, John Swanson, Mark Hixon, Bibi Momsen, Sherry Litke, Katherine Perkins, and Dorothy Louis.

The Environmental Action Committee has had a busy year.

We completed support for the lighting upgrades of the Fellowship building. All T12 fluorescent bulbs and associated ballasts were replaced with high performance T8 bulbs with electronic ballasts. This excluded those bulbs on dimmers. All old exit signs were replaced with LED exit signs. Member and licensed electrician Kathy Johnson generously volunteered electrical work. We followed the process set out by the Energy Trust of Oregon, submitted documents as required and were elated in August to receive a substantial rebate of our costs.

In August we had a fun and relaxing barbeque potluck at Dianne Safford's home. She supplied yummy fish and chicken. Her dogs provided entertainment!

We worked to complete our candidacy for Green Sanctuary with the UUA. Having finished most of the projects we wrote reports on those projects. With Gretchen's help we gave the Sunday morning UUFC service March 21 on Green Sanctuary. We invited folks to light "Candles of Commitment" and 20 members pledged to take an action for the environment.

We continued our monthly environmental film/lecture series on the third Sunday of each month. Roberta Hall gave a talk entitled, "The Natural History of the Oregon Coast in 1750". Among others we showed the film, "The Power of the Sun", a history of photovoltaics. We showed the film, "Broken Limb" that explored the plight of farmers, especially apple growers in Washington state confronted by corporate farming demands. Wonderfully, it had a positive ending.

We continued our Environmental Reading Circle that met twice monthly at a member's home to discuss a variety of relevant books. This year we read Threshold by Thom Hartmann, Most of All They Taught Me Happiness by Robert Muller, and Big Coal by Jeffrey Goodell.

On October 14<sup>th</sup> we sponsored a candlelight vigil at UUFC as a part of the international 350.org campaign to call attention to the urgency of lowering our atmospheric carbon to 350ppm. In spite of cold weather with rain threatening, about ten people participated. Kindly, Jamie Simmons provided two large paper banners reading, "350ppm, Save the Earth". Afterwards we shared readings, hot cider, and cookies.

We sold Compact Fluorescent Light bulbs (CFLs) at the UUFC Christmas Bazaar at less than commercial price. This funding allows us to purchase more CFLs for donation to the South Corvallis Food Bank. They invite folks that participate to select bulbs, if they need them.

By vote we endorsed the Friends of Witham Oaks efforts to raise money for 90 acres of green space west of Corvallis, a natural area formerly intended for housing development. We were pleased that they asked for our support.

We received notification from the UUA Green Sanctuary program that our Environmental Action Committee charter has been included as an example in the newest Green Sanctuary Manual. We were proud.

In January we obtained permission from the UUFC Board to explore installing solar panels on the RE roof. This is conditional on finding a business owner who will pay for the panels and installation in return for a discount and tax credits for five years. If this develops, UUFC will pay a part of our electric bill to this business. After about five years the business owner

will sell the panels to UUFC for a small fee agreed upon in the initial contract. We have begun to educate ourselves about this and to search for interested business owners.

On February 6<sup>th</sup> we hosted a benefit music concert at UUFC by John Swanson accompanied by Suzannah Doyle and surprise guests to provide funds for the Corvallis Sustainability Coalition. The EAC distributed flyers throughout town, baked goodies and donated fresh fruit juice for sale at intermission, helped obtain donated prizes from businesses for big contributors, and assisted with set-up, ticket sales and clean-up. About 80 people attended. We had fun and raised almost \$1000 for the Sustainability Coalition.

We wrote a letter to Oregon Senators Merkley and Wyden and Representatives DeFazio and Schrader appealing to them to support the establishment of the Red Rock Wilderness in Utah. This issue, promoted by a vote of attendees at the 2009 General Assembly in Salt Lake City, Utah, was adopted as an Action of Immediate Witness, an issue that deserves prompt attention. The letter was signed by Elizabeth Waldorf and UUFC Board President, Jim Good.

For the coming year we will continue the reading group and the film/lecture series. We will work to secure a business partner to fund photovoltaics. When opportunities arise, we will support 350.org to publicize the urgency of lowering our carbon emissions. We will have a barbeque potluck again in August. We invite all interested people to join us.

*Respectfully submitted, Elizabeth Waldorf.*

## **Highway Cleanup Group**

**Chair:** Bob Ozretich

**Membership:** varies

**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. Per our agreement with Oregon Department of Transportation, we are to pick up trash along this stretch of highway four times a year. We succeeded in doing so twice in 2009. Teams of five to ten 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.

In the summer of 2009 we were instructed to reapply for our participation in the Adopt-A-Highway program. Our renewal was rejected because we were not picking up four times per year. The signs acknowledging the UUFC's participation in the program were taken down. The chair petitioned ODOT for reconsideration and he is currently awaiting their decision.

**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.

## Partner Church Committee

**Members:** Donna Loveland, Richard Grossnicklaus (until 2/2010), Terry McCoy (Secretary), Beverly McFarland (Treasurer), Floyd McFarland, Patricia Parcells, Viki Shilaos, Janet Throop (Chair), and the Rev. Dr. Gretchen Woods, ex-officio;

**Auxiliary members** (often volunteer to help with activities but choose not to attend meetings): Mary Ann Bedwell, Sandy Houtman, Susie Leslie, Wendi Minne, Cindy Panshin, Melinda Sayavedra, Joyce Spain, Doris Tilles, and Jean Townes.

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

### **Activities:**

- Hold monthly meetings
- Correspond with the minister of our partner church. Last spring, Rev. Dancs, minister of the congregation for many years, had to give up traveling to Körispatak because of poor health. Between June and November 2009, Rev. Alpar Solymosi took Körispatak as a second congregation. We liked being able to correspond with Alpar by email in English. However, this young energetic minister was selected for a permanent position in a distant village. Rev. Katalin Szasz-Csereny, already a minister in a village nearby for seven years, says she is enjoying having Körispatak as a second congregation. We are glad she uses internet and English. Some committee members correspond with friends they have made in the congregation.
- Communicate regularly with our UUFC congregation through newsletter, bulletin board, and special activities.
- Educational support: we sent total of \$3500 (room and board for five students). This year there was one high school student and four university students (one at the graduate level). This year we made effort to establish a closer relationship to the students. Each student was given a brochure and asked to respond to some very general question. Each family was sent a letter about the scholarship and a request to write to us and tell about their family. We have heard from four out of the five students and their mothers. Some Fellowship members donate specifically for education.
- Sent money in the fall for Christmas presents and supplies for children (\$300) and small stipend (\$150), for Alpar who was minister when the money was sent.
- The January 31 fundraiser at UUFC was an enjoyable church social event. About 80 people attended this Hungarian Soup dinner and Concert of Hungarian/Romanian Classical Music.
- On Partner Church Weekend (March 5-7), Róbert Bálint, the Balázs scholar at Starr King School visited. On Saturday he met with a variety of small groups. One highlight was his translating for a Skype conference call with the Körispatak minister, Katalin. Róbert delivered an outstanding sermon on Sunday, stimulating interest in Unitarianism in Transylvania. An Action Lunch followed.
- Periodic Bake Sales on Sundays have been successful fundraisers and increase awareness of the Partner Church with a small display.

- Special collections on Christmas Eve and during March gave the congregation opportunity to contribute money.

**Vision:**

- We want to know Katalin, the new minister better. Our vision may be clearer as we correspond.
- Viki Shilaos and Terry McCoy will visit Transylvania this summer. Donna Loveland will likely make a trip during the year. We will learn much from these personal contacts.
- The historic Körispatak church is not usable because the roof needs repairs. So Sunday services are held in the parish house. Katalin is thinking repairs should be made first to the parish house. We have not specifically been asked for help yet, but think we will be once there is a clearer vision. We are learning about Project Harvest Hope and the Partner Church Council's Community Capacity Building Program as ways that we may become involved in a community project.
- We want to continue giving educational support in Körispatak.
- Involvement with an additional congregation in the Philippines or India could be investigated.

*Janet Throop, Chairperson*

## **Peace Action Council**

**Mission:** Adoption of the Peace Action Plan during a congregational meeting of April 20, 2008 (130 in favor and seven opposed) directed that a Peace Action Council (PAC) be established. The full text of the Peace Action Plan can be found at the UUFC's social justice website <http://www.uufcsocialjustice.org/>. This council was charged to work on behalf of the congregation in the following four general areas:

**Petition our government** to use diplomatic and peaceful means in our relationships with all nations; avoid any military action in Iran; fulfill our promise to veterans to provide adequate medical care for physical and psychological wounds resulting from their service; discontinue funding of operations in Iraq; and 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 an Iraqi led peace process; end U.S. control of political and economic life in Iraq; make reparations and support reconstruction; increase support for veterans; and prohibit preemptive war against other nations.

**Organize and educate** themselves and the congregation through the following: finding out how to support men and women of conscience who seek to leave the military and 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 (VFP), 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 meets monthly. Those attending meetings in the last year include its chair, Bob Ozretich, Bob and Karen Winget, Bobbi Hall, Bud and Jan Ames, Charlie Miller, Jean Townes, Rachel Ozretich, Jesse Ford, John Elder, Leah Bolger, Sandy Houtman, Louise Ferrell, Dan Merritt, and Sherry Litke. Communication among meeting going members and interested persons is via [peaceaction@uufcsocialjustice.org](mailto:peaceaction@uufcsocialjustice.org), a self-subscribing list.

**Activities:**

Members, with VFP (instrumental in Corvallis' First Annual International Day of Peace-Peace Fair at Central Park on 9/19/09) lobbied Curt Schrader about funding wars.

At the April 2009 meeting brain storming concluded with the centrality of the Palestinian-Israeli conflict to so many issues we needed to know more about started our quest to inform ourselves; listened to Josh Hough's experiences in West Bank; looked for legislation aimed at curbing U.S. support of Israel; connected with Methodist's Friends of Middle East, Palestine Action Group, Valori George; 10/24/09 held regional Palestinian Solidarity Conference with Rachel Corrie's parents.

At the November 2009 meeting we passed a motion to direct the investment committee to divest from investments with Caterpillar stocks within portfolios, and to invest more heavily in the UUA Common Endowment; PAC members and members of the Palestine Action Group attended Fellowship investment committee meeting, asking what investments do the Fellowship have, and what is its investment policies (12/20/09); the Investment Committee drafted a letter for Board endorsement to have Wellington Vanguard, in whom we are invested, consider divesting its portfolio of its Caterpillar stock (4/6/10).

Candles of concern were lit for servicemen of conscience (Spring/Summer 2009).

Sponsored Cindy Sheehan (5/27/09); Palestinian Peace Activist from Ramallah, Prof. Iyad Barghouti (5/22/09); book reading group started (May-June 2009); Gila Svirsky Israeli peace activist (9/29/09); mid-December 2009 potluck fund raiser (~\$500) for Jessica Campbell's joining Code Pink's march from Egypt into Gaza at end of year; David Rovics/David Swanson performance/lecture/discussion (1/8/10); Speaker from international Jewish anti-Zionism coalition and Palestinian peace activist spoke about changes in Gaza after the 12/08 Israeli bombardment (2/27/10); Dana Visalli spoke (3/21/10) on his experiences in a 3/10 trip to Afghanistan. We listened to an Afghani student and recent immigrant at Bud and Jan Ames' home talk about their perspective on U.S. decisions to increase its military presence there (February 2010).

**Vision:** Those affiliated with the Peace Action Council see it as resource for information and encouragement in their peace related endeavors. *Respectfully submitted by Bob Ozretich*

## 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 (541-754-9891 or yamadas@science.oregonstate.edu) if you want to join our committee or just would like to help out with one of the events.

**Members:** Ann Evans, Louise Ferrell, Prue Kaye, Sandy Houtman, Bibi Momsen, Christina Reimer, Mimi Shawe, Mary Lee Seward, Patricia Smith, Joyce Spain, Wendy Sutton, Jean Townes, and Sylvia Yamada (chair), with help from the Partner Church Committee, Ginger Gouveia, Martha Clemens, Nancy Creel, Tom Smith, Jim Spain, Claudia Keith, Joel Spector, Elizabeth Waldorf, Erin Zabroski, Jenna Tilt, Russa Kittredge, Kendra Callahan, Anne Phillips, Wilma Foley, Chantelle Davidson, and Cliff Slocum.

2009-2010	Fund-Raising Activities for 11 months	Action lunch and bake sales	Total including donations
April and May	<b>Bangladesh Education Project</b> - action lunch, collections, donations, sushi dinner, garage sale	300	1600
June-July	<b>Vina Moses</b> - bake sales and Sunday collections to raise funds for school supplies	547	1605
July - September	<b>McKinney Homeless Education</b> - bake sales and donations, includes a student travel stipend (\$950)	552	2023
September	<b>Microfinance</b> - action lunch, bake sales, pottery sale	788	1411
October	<b>Jackson Street Youth Shelter</b> - action lunch, bake sale and collections	404	752
November	<b>South Corvallis Food Bank</b> - action lunch, bake sales, collections and donations	592	4,174
November December	<b>Unitarian Service Committee</b> - holiday card sales	380	380
December	<b>Community Outreach</b> - bake sale and collections	36	787
January	<b>Homeless Shelter</b> - Fund-raising dinner, action lunch, four bake sales, Sunday collections and donations	897	2,717
February	<b>WE CARE</b> - action lunch, bake sale and collections	387	2,246
February	<b>Beds for New Orleans</b> - bake sale, pottery sale, concert	120	1,596
March	<b>Partner Church</b> - action lunch, bake sales, collections	348	1,162
March	<b>Pennies for Peace</b> - bake sale	150	280
April	<b>Unitarian Universalist Service Committee</b> - action lunch and collections	<i>still to come</i>	<i>still to come</i>
<b>Total:</b>		<b>5,501</b>	<b>20,733</b>

2009-20010	Other Activities	Comments
July _ December	<b>Red Cross Blood Drives</b> - provides much-needed blood - especially prior to the busy holiday period	We collected 98 units of blood
November	<b>Linn Benton Food Share - Thanksgiving basket deliveries</b>	50 UUFC members and friends delivered baskets
April - May	<b>McKinney Homeless Education Program</b> - collected hygiene supplies and money for transportation to help homeless students stay in school. <a href="http://www.ode.state.or.us/opportunities/grants/nclb/title_x/homlessedmanual.pdf">http://www.ode.state.or.us/opportunities/grants/nclb/title_x/homlessedmanual.pdf</a>	Individuals also sent checks directly to the program

**The Bangladesh Education Project** was started two year by the Social Concerns Committee to help 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 U.S. \$25 a month. After buying essentials, there is very little left for education. Unlike the U.S., where education is free, children must pay for their own books, uniforms, and writing materials. A number of families cannot afford even this, and their children spend the day playing or collecting firewood.

This project funds an alternative, afternoon school coordinated by a local Catholic Sisters of Charity mission. The project reaches very young children who otherwise would not attend school at all, and who are new to reading, writing, and math. The money pays for books, writing materials, and a small stipend for teachers. The project also funds a number of older students who attend the regular government school but are at risk of dropping out because of their families' inability to pay. Many of these students are girls, whose education is given low priority by many families relative to education for boys. The Sisters of Charity coordinate with government school administrators to identify students in particular need. The children came from Muslim, Hindu, and Christian backgrounds, reflecting the makeup of the community.

Our goal is to raise \$1500 each year through an action lunch, Sunday collections, a giving dinner hosted by Christina, and a garage sale supported by Christina and her friends. This will allow us to send 60 children to school. This year we will be able to support the same number of children.

**The Vina Moses Center (VMC)** has been providing to those in need since 1917. VMC provides household goods and services free of charge to patrons through the generosity of the people of Benton County. The money we collected during June and July helped VMC provide school supplies and school clothes for over 800 students. <http://www.vinamoses.org/>

**The Jackson Street Youth Shelter** is making a difference in our community by serving our local youth 10-17 who are in crisis or transition, homeless or need emergency shelter, respite stays, or extra supervision during the day. Last year, crisis calls have doubled and dedicated professionals and volunteers served 86 youth. The Shelter also offers an off-site youth

education program with volunteer tutors. In addition to financial support, Social Concerns has collected personal items for the Shelter. Find out more about the Shelter by going to: [casemanager@jsysi.org](mailto:casemanager@jsysi.org) or [www.myspace.com/jsysi2001](http://www.myspace.com/jsysi2001)

**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 \$1073 through bake sales and collections as well as an additional \$950 to allow a very bright homeless student to participate in a summer exchange program to Germany with her German class. Each spring we also collect hygiene supplies such as toilet paper, shampoo and laundry soap. These necessities are very much appreciated by McKinney families. [http://www.ode.state.or.us/opportunities/grants/nclb/title\\_x/homlessedmanual.pdf](http://www.ode.state.or.us/opportunities/grants/nclb/title_x/homlessedmanual.pdf)

**The MicroCredit (Finance) Covenant Group** works to provide low cost loans through Micro Credit banks. Our primary goal has been to send money to the Ted Guild Village Bank (TGVB) in the Philippines. This bank is run by the Unitarian Universalist Church of the Philippines. Loans are made to UUs in The Philippines. Because our money sits in the UUFC bank account for several months at a time, waiting to be sent on a yearly basis to TGVB, we are also using the proceeds of fund raising to make loans to people through KIVA.org. These loans are repaid to our KIVA account. This enables us to use the repaid KIVA loans for our annual gift to the TGVB. Thus we are able to keep our money working to the best advantage rather than sitting in the bank. Our third effort is to educate ourselves and our church community about MicroCredit loans. In November 2009 we sent \$1700 to TGVB. In January of 2010 we made four \$50.00 loans (\$200 total) to KIVA recipients.

**The South Corvallis Food Bank** provides emergency food boxes to low income people who live in south Corvallis and might otherwise go hungry. It is now in its ninth year of operation and many UUFC members and friends have volunteered time to make this effort happen. In addition to time, UUFC's donation of food and money has been a significant and important resource for the food bank and is much appreciated. In 2009, the UUFC donated over 1,000 lbs of food that was collected in the food basket in the foyer, and over \$4,000 through the action lunch, bake sales, and collection baskets.

In 2009, the numbers of people seeking food boxes at the SCFB went up far less than we had expected. Is this a sign of an improved economy? We don't know for certain, but believe this is due to expanded services at Community Outreach and the new OSU Food Bank not improvement in the job market. Our numbers of new clients have continued to rise. Thank you to all for your continued support. <http://www.southcorvallisfoodbank.org/>

The annual **Thanksgiving Food Drive** reached more than 300 households in 2009. Social Concerns received a generous show of UUFC support. More than 50 members and friends transported food boxes to homes throughout the Corvallis area.

**Red Cross Blood Drives** The July 23<sup>rd</sup> blood drive was a first for us - it took place in one of their blood mobiles. They collected 33 pints - missing our goal by one. For the December 17<sup>th</sup> drive our volunteers scheduled 110 potential donors - so many the Red Cross had a hard time keeping up!! In the end they collected 65 pints - 11 over our goal. For the year our drives

touched nearly 300 persons in need of blood products. Both drives we had a wonderful crew of volunteers - it couldn't happen without them!! <http://www.redcross.org/>

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

**Unitarian Universalist Service Committee** joins partner programs and UU congregations to advance human rights and social justice in the U. S. and around the world. Guided by the Universal Declaration of Human Rights, it works to promote workers' rights, protects the right of water, defends civil liberties and preserved human rights during crises. Sales of UUSC Christmas cards by Patricia Smith totaled \$380. An Action lunch, bake sale and donations during April services will be included in next year's report. <http://www.uusc.org/index.shtml>

**Homeless Shelter** Members of the UUFC donated generously of their time and money to benefit homeless people in our community. We held an action lunch, four bake sales, and a giving dinner. The \$2,717 we raised was divided equally between the Daytime Drop-In Center and the winter men's shelter operated out of the Westside Community Church during the evenings from mid November to mid April. The shelter averaged about 30 men per night, and served a total of 97 different males. Some of the regulars basically moved in, keeping bedding and other possessions on bunk beds. The shelter was open from 7:00 PM to 7:00 AM each night, and members of area faith groups and other people took turns volunteering at the church.

The Daytime Drop-in Center is currently located at the First Christian Church. It is a place where people can come and socialize over an occasional meal and to get help from social workers.

**Beds for New Orleans** Nearly five years after hurricane Katrina, many elderly and young people still do not have their own bed to sleep in. Last year, Ginger Gouveia, (formerly an active member of our Social Concerns Committee and UUFC) and members of All Souls Church Unitarian Church of Manhattan, New York distributed over 120 new and used single beds in New Orleans. This year, Ginger with the help of Ken Buys organized a fund-raising concert by the popular Corvallis trio, Gumbo, at the Troubadour. Sandy donated some of her fine pottery for sale and the social concerns committee sponsored a bake sale. Together we raised enough funds to purchase sixteen beds.

**WE CARE** a coalition of faith based communities in Benton County, serves people in emergency situations with one time financial help. The UUFC has been a member of this consortium since it was founded in 1984. WE CARE continues to meet the emergency needs of the working poor. Even in these difficult times WE CARE is helping four or five families every week. Community Services Consortium (CSC) donates the time for a screener who brings the cases to the WE CARE Board every week. The board makes the difficult decisions of who qualifies and who is the neediest. Recent board members from our fellowship include Janet Wagenschutz and Prue Kaye. Currently, Wendy Sutton is a board member and Bibi Momsen is the UUFC WE CARE representative. Members of our Fellowship are welcome to sit in on this weekly meeting by arrangement with Wendy Sutton. We raised \$2,246 from a very successful Action lunch, bake sales and donations.

**Partner Church** the Social Concerns Committee provided the Action Lunch and bake sale in March so that members of the Partner Church Committee could visit with their guest minister. In return, the Partner Church Committee provided an Easter Brunch to benefit UUSC in May.

**Pennies for Peace** The Central Asia's Institute supports community-based education, especially for girls, in remote regions of Afghanistan and Pakistan. It is our goal to further promote this charity by involving more members of the congregations in bake sales during May 2010. <http://www.penniesforpeace.org/central-asia-institute/>

### Tentative Plan for 2010-2011

AL= Action Lunch; Col=Collections; Bake=Bake Sales

2010-2011	ACTIVITIES	AL	Col	Bake	Publicity
April	Bangladesh Education Project Action Lunch	x	/		Christina Reimer
May	Bangladesh Education Project Collections	/	x	Pennies for Peace	
June	Vina Moses - collections, bake sales, and school supplies	/	x	x	Patricia Smith
July	Vina Moses - collections, bake sales, and school supplies	/	x	x	Patricia Smith
August	McKinney Homeless Education - School fees	/	x	x	Bibi Momsen
September	Microfinance - Action Lunch and collections Bake Sales for McKinney Homeless Education	x	x		Sandy Houtman
October	Jackson Street Youth Shelter	x	x	x	Wendy Sutton?
November	South Corvallis Food Bank	x	x	x	Martha Clemons
December	Community Outreach - Collections Bake Sales for Partner Church	/	x	Partner Church	Patricia Smith?
December 24	$\frac{1}{2}$ Partner Church/ $\frac{1}{2}$ Community Outreach - collections only	/	x	/	Patricia Smith? Janet Troop
January	Homeless Shelter	x	x	x	Patricia Smith?
February	WE CARE	x	x	x	Wendy Sutton
March	Partner Church	x	x	x	Janet Troop
April	Unitarian Universalist Service Committee	x	x	x	Patricia Smith ?
May	School fees for Bangladeshi children Action Lunch	x	x	/	Christina Reimer

## Social Justice Action Group

Did not meet this year. The Peace Action Council and the Environmental Action Committee have taken on a large component of this group's work.

## UUFC - Friends of International Council of Unitarians and Universalists (ICUU) Group

Did not meet this year. Looking forward to next year. (*Per Claudia Keith*)

## FELLOWSHIP SERVICE

### Archives

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

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

We continued to collect records, copy them on acid-free paper and organize them in sleeves in loose leaf notebooks. We had one session to identify more of the folks in our photographs and we organized UUFC's 60th anniversary/birthday party.

Because our charter was granted in October 1949, we celebrated our 60th anniversary in October 2009. On October 18th everyone was invited to a potluck anniversary party after the second service in the Social Hall. The party featured tables decorated with "diamonds" (the 60th anniversary symbol), autumn leaves and mirrors provided by Judy Malouf and Nancy Kyle. Joel Spector organized the lasagna provided by the Fellowship and side dishes provided by the members; two large cakes provided by Gretchen, and beverages for a toast. With John Bailey's leadership as master of ceremonies, everyone enjoyed a history game. People who have been members for thirty or more years were honored by certificates proclaiming them "Living Treasures" designed by Richard Helmick. Don Alan Hall provided a PowerPoint show of our history from old pictures. Many thanks to all who helped with this event.

In the coming year we will move the loose leaf books of records into the UUFC library.

*Respectfully submitted, Elizabeth Waldorf*

### Art Exhibit Committee

Chair: Sue Noel co-chair: Jan Wilcox Members: Marnie Ross, Joey Azul, Nancy Weber, Mary Lee Seward, Lucia Durand, Edith Yang, and Melissa Sollitt

We solicit, make arrangements for, advertise, curate, and hang seven shows a year (six weeks each except for the summer show.) Our artists in 2009 were: Ernie Richtor, Judith M. Sander, Corvallis Glass Fusion (Jim Noel - contact), Ellen Hamhill, LuAnn Kessi, Colored Pencil artists (Kris Mitchell - contact), and Doyle Leek

*Submitted by Jan Wilcox*

## **Casserole Coordinator**

**Coordinator:** Debbie Hammerquist

**Mission:** I am in my twelfth year of being the coordinator on this committee of one. My job is to call from a list of 26 volunteers to make and deliver casseroles to those in need. This past year, 2009, I have arranged for this service to be done for four families, making a total of 28 meals. I just placed an announcement in the newsletter for any interested person to call me to have their name added to my list. I had three people drop from the list and added six new names. I have no monetary needs. .

*Debbie*

## **Sunday Morning Coffee**

This year has been much better by getting people involved from Covenant Groups and Newcomers, especially Jesse and Claudia getting contacts who have their own groups to volunteer which has helped out immensely. The groups and individuals are: Marc and Janet Ranzoni (once a month on the first Sunday), 2nd Sunday RE/Michael Molk, 3rd Sunday on odd months Paulette Simmons, Women's Retreat; 3rd Sunday even months Claudia Weintraub's Chalice Group, 4th Sunday, Nicole Wilbur, 5th Sunday Leo De Vogel's Covenant Group.

*Submitted by Freda Fredriksen*

## **ADULT PROGRAMS**

### **Exercise/Aerobics**

**Purpose:** The purpose of this activity remains essentially the same year after year: to remain healthy through a regular, safe exercise program, and to interact and establish deeper social connections to other Corvallis UUs.

**Members:** Since we re-organize every two and a half to three months, our membership changes. Currently (as of March 31) Fellowship members attending are the following: Judy Allen, Allan Deutsch, Nichele Deutsch, Jean Leach, and Cindy Panshin. Not named are non-member friends.

**Activities:** This activity almost speaks for itself: we exercise three afternoons per week, except for the summer, and that is usually twice a week in the mornings. A trained exercise professional leads the program and a fee is charged.

**Vision:** Our hope is to increase membership and not just maintain it; to continue exercising; to warmly welcome newcomers; and to be supportive when necessary.

*Submitted by Nichele Deutsch for Exercise/Aerobics*

### **Men's Network**

**Members:** Alan Kirk (chair), Wolfgang Dengler, Jim Good, Matt Mathews, Dan McGrath, and Dan Merritt

**Mission:** to build more friendships and social connections among UU men by organizing an annual Men's Retreat and by serving as a catalyst to encourage and promote men's activities during the year at UUFC.

### Activities in 2009:

- *8th Annual Men's Retreat*, Sept. 25-27, at the Oregon 4-H Center. A total of 29 men participated in the retreat, with the theme "Exploring Our Life Stories." The retreat featured guided processes for men to reflect on the milestones, successes, and defeats in their lives; a creative bead making experience; sharing of music and poetry; and time for reflection. Evaluations from the retreat were very positive and also included useful suggestions for future retreats.
- *Weekly Drop-in Lunch*. 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.
- *Sunday Worship Service*. The Committee organized a worship service on March 15, 2009, drawing upon the theme of the previous men's retreat - "Honoring the Women in Our Lives." Many men who had attended the retreat participated in the service, which was well received.

### Vision for 2010:

The Committee plans to continue offering the annual retreat, as it is valued by a significant portion of UU men. We also look forward to generating more interest among UU men to participate in more activities during the year at regular intervals.

## **Chalice Groups (formerly Covenant Conversation Groups)**

**Coordinator, Diana Vezmar-Bailey**

Facilitators of the Chalice Group program in the past year include Anna Coffman, Janet Farrell, Jean Gilbert, Karen Salot, Carolyn Simmons, Tom Smith, Nancy Weber, and Claudia Weintraub. Honorary facilitators are Louise Ferrell and Nancy Haldeman for their continuing support of the program. Our mission is to invite and involve UUFC people, especially newer ones, in a Chalice Group. Some ongoing groups have stayed with the original name of this program, Covenant Groups.

There are four groups that meet in the evening and four daytime groups. Although membership is fluid (adding new members, people discontinuing), there are approximately 70 people involved.

A visioning retreat provided priorities for this year's program. Facilitators meet bi-monthly to report on their group's activities, including service projects, and to plan and expedite Fellowship-wide activities. We worked with the Rev. Dr. Gretchen Woods to lead a service in the fall, followed by a "further information" session. There was a facilitator training held for all interested people. A new Chalice Group brochure was developed. "Testimonials" were given on Sunday mornings a few times during the year to invite more participation in the program. The box for Chalice Group registration forms found a somewhat permanent home underneath the UUFC banner. Our hope for the future of the program is to continue to involve more people.

## **Adult Religious Exploration**

**UU University:** the Rev. Dr. Gretchen Woods and Jesse Ford ran a series of videos from the UU University sessions from last GA. These were summary videos of the day-long workshops that had been offered. They resulted in much discussion from the attendees.

**UU History:** the Rev. Dr. Gretchen Woods presented another series of classes on UU History. This set dealt with the Unitarian and Universalist experience in the U.S.

**Lectio Divina on UU Sources:** Diana Vezmar-Bailey and Lorene Hales presented this on their own.  
*Submitted by Kathy Kopczynski*

## **Singles Group**

The Singles Group has been on hiatus. Maybe we'll get going again when I have the energy to plan something.  
*Submitted by Nancy Kyle*

## **Women's Retreat 2009 October 3, 4, and 5**

Last year's Women's Retreat at Silver Falls Conference Center had approximately 70-75 participants. The Committee consisting of Marilyn B. Walker, Claudia Keith, Jan Ames, Paulette Simmons, Claudia Weintraub, and Melinda Sayavedra was able to do enough fundraising through a clothing exchange, plant sale, bake sales, and sales of safety vests at the holiday bazaar to be able to offer the retreat at cost and provide for a few half cost scholarships. We also didn't have to dip into our reserve funds, or ask the Board for any funding. With the amazing help of many others including women who set up and cleaned up, beautified the rooms and lodges, shopped for craft items, helped with fundraising, and gave workshops, the retreat was a huge success.

The committee for 2010 consists of Marilyn B. Walker, Claudia Keith, Jan Ames, Paulette Simmons, Francoise Waddell, Kathy Clark, Roberta Smith, and Melinda Sayavedra with help from many others willing to, once again, work on fundraisers, workshops, set up and clean up and many other aspects that make for a smooth and wonderful retreat.

There are already volunteers who have signed up to be on the 2011 retreat committee.

*On behalf of the 2009 Women's Retreat Committee, Melinda Sayavedra*

## **THE BOTTOM LINE**

### **Finance Committee Report**

#### **Members:**

Chair: Claudia Keith, Treasurer, Louise Ferrell (Accountant), Lloyd Wagenschutz (Insurance Consultant), Martha Clemons (Accountant) Karen Salot (Payroll and Health Benefit HR Accountant), Diana Thompson and Nancy Kaib (Board representative and chair of Fiscal Giving Committee).

## FY09/10

- Provide for approval to the Board a comprehensive updated Financial Policy Handbook.
- Create a comprehensive financial/accounting Documentation Procedural Manual (accounts payable and receivable, cash flow management, insurance, Payroll, Financial Reporting and Planning, etc.).
- Board review acceptable results of a formal audit or CPA supervised internal review.
- Implement Vanco Services LLC credit card and other e-banking capabilities.
- Provide for approval to the Board a two-three year financial transition/succession/business continuity plan including appropriate separation of duties (which encompasses adequate resource backup for major business processes, etc).
- Successfully participate in the UUFC Stewardship Assessment Process (per UUA guidelines).
- Successfully participate in the UUFC SELF Assessment Process (per UUA Guidelines).
- Finance and Fiscal Giving Committee implement a "Planned Giving" program.
- Create for approval a Treasurer and Finance Operations annual calendar.
- Investigate for implementation QuickBooks web based solutions.
- Assist in preparing a building expansion-improvement summary report (summarize the \$260K+ building improvements into major categories).

**FY09/10 Goals / Accomplishments** The committee has accomplished many of these and made meaningful progress on others. The goals will be continued next year.

*Submitted by Claudia Keith*

## Endowment Funds

Year	To Operations	Donations	Charitable Outreach Fund	Source
1990		42,916		Mary Peffer estate
		20,000		Alan Berg Estate
		2,745		Memory of Ashley Molk
1990-1995		1,518		Many anonymous
		1,425		Memory of Oliver and Helyn Worthington
1995		305		Memory of Lora Kelts
		2,000		Charles and Elsie Ross to Alan Berg Endowment Fund
1997		2,724		Anonymous donor
2000		25,000		Elsie Ross donation
1990-2004	(72,119)			
2005	(6,388)			
2006	(6,724)			
		102,282		Rita McDonald estate
2007	(7,858)			
		200,000		David and Jane Loomis estate
		1,000		Memory of Lisa Bailey

Year	To Operations	Donations	Charitable Outreach Fund	Source
		500		Rita McDonald estate
2008	(10,567)			
		9,000		Connie Foulke donation
2009	(14,937)			
			7,500	David and Jane Loomis estate
1st qtr 2010		6,321	1,054	Frank and Hope Scrogin Estate
		900	100	Memory of John Lahr
1990- 3/31/10		57,666	1,519	Income in excess of withdrawals
<b>Totals</b>	<u><b>\$(118,593)</b></u>	<u><b>\$476,302</b></u>	<u><b>\$10,172</b></u>	

## Summary of Endowment funds 1990- March 2010

	Donations	Charitable Outreach Fund
Total bequest and other donations	418,636	8,654
Income and change in market value	176,259	1,519
Total withdrawals to operations	(118,593)	
Remaining balance	<u>\$476,302</u>	<u>\$10,172</u>

*Submitted by Louise Ferrell*

## Memorial Fund Contributions

Between April 1, 2009 and April 1, 2010 we received donations in memory of :  
Pamela Walker, Ruth Ellis, John Lahr, and Richard Grossnicklaus

## Investment Committee

**Members:** Kelley Kendall, Board representative, Sandra Helmick, Alan Mix, John Bailey, and Scott Bruslind. *Regular visitors:* Claudia Keith and Louise Ferrell

**Mission:** We seek best available growth and income possibilities, while allowing the Board of Trustees access to certain funds for UUFC management and projects. Quality and diversification are key factors in today's volatile investment world.

The UUFC Investment Committee's purpose is to periodically review all Fellowship endowment-fund investments. As necessary, we make recommendations for change to the Board. At this time, approximately 53% of UUFC investments are in equity-type mutual funds, the remaining being in income-producing investments such as bond/money-market, savings deposits, and CDs. Each year the operating fund draws 5% from the balance of the Endowment Funds. For fiscal year 2010-2011 that amount will be \$18,582.

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

### **Current Investments:**

- Vanguard-Calvert Soc. Tr. VFSTX socially focused growth equity fund
- Mid-cap Index VMGIX growth/equity
- Wellington VWELX balanced equity/bond income-growth fund
- GNMA bond fund VFIIX government-bond income fund
- Short-term bond fund VFTSX bond/income
- Money market VMMXX Income
- Dodge and Cox International Fund DODFX growth/equity
- Balanced Fund DODBX balanced equity/bond income-growth
- Income Fund DODIX bond income fund

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

*Respectfully, Scott Bruslind April 01, 2010*

### **Planned Giving Subcommittee**

**Members:** Chair; Claudia Keith, Treasurer; Louise Ferrell, Diana Thompson, Karen Salot, and Ex-officio chair of Fiscal Giving Committee; Nancy Kaib

#### **FY09/10 Goals/Accomplishments (revision: 04/10)**

- Provide a Planned Giving Brochure for UUFC's 60th Anniversary celebration
- Update the Canvas Pledge card to include Planned Giving question
- Include in the annual Joyful Giving campaign mailing the new Planned Giving brochure

#### **Next Year**

- Plan and implement a Planned Giving Educational Workshop - maybe with a local attorney
- Plan and implement a Planned Giving thank you/recognition event

*Submitted by Claudia Keith*

### **Joyful Sharing Pledge Drive Committee**

Although the economy is affecting many members of the Fellowship, the Joyful Sharing committee has worked hard to be carefree and humorous, as we strove to let the membership know that this was a very difficult year.

I believe that we have accomplished this. And we have many increased pledges as well as new pledges. We are very grateful to those who were able to step up and help during this difficult time.

We feel that this has been a very successful pledge drive and that the Fellowship has worked together to make it so. After all, the Fellowship is ultimately a place where we work toward peace and health in our midst, in our community, and in the world. And all the social action pieces that follow from our Fellowship's central strength. *In Peace, Nancy Kaib*

### **Holiday Bazaar**

**Members:** Roberta Smith, Chareane Wimbley-Gouveia, Judy Finholm, Brent Mahoney, Susan Sahnaw, Debbie Hammerquist, Prue Kaye, Sherry Litke, Jan Wilcox, and Pat Pennock, with assistance from Jesse Ford and members of the Program Council.

**Mission:** To plan and conduct a community holiday celebration on the first Saturday in December.

**Activities:** Organizers of the task groups met in late August to make plans for: seeking volunteers; contacting vendors; asking for, storing and arranging recycled gifts; doing publicity; decorating the Sanctuary/Fellowship Hall; making food for the cafe; managing money; creating wreaths, all laid out conveniently for shoppers. The Holiday Bazaar succeeded in raising money for the UUFC and creating a warm and inviting event for the community.

**Vision for next year:** With a team in place and coordinated by Diana Thompson, we will plan and conduct the next Holiday Bazaar on December 4, 2010.

## **Rummage Sale**

**Rummage Sale Committee Members:** Kathy Clark and Marilyn Walker (Co-Chairs), Louise Ferrell (Financial Coordinator), Susan Sahnou (Volunteer Coordinator), Myriad sorters, pricers, cashiers, floorwalkers, truck drivers, and set-up and clear-out specialists.

**Mission:** Make money for the fellowship, create fellowship among the workers, and recycle goods.

**Activities:** Spent a week preparing a mountain of stuff for resale, sold a bunch of it for more than \$7000 in five hours, and passed on what didn't sell to charitable organizations.

**Vision:** Do it all over again with a new mountain of stuff next summer.

## **Services Auction**

Nancy Kyle and Susan Sahnou coordinated a successful 50's themed Auction in 2009. They pulled off a Hawaiian Luau in 2010. Great fun was had and money was raised.

## **Budget Committee**

Per recent years, the "budget committee" is just a group of us that prepare the numbers for the Board nothing interesting, no minutes, no meetings, no other mission. Hence nothing much to include in an Annual Report except the following: *John Bailey Board of Trustees Representative*

# UUFC 2009-2010 Financial Statements

## UUFC Profit & Loss Budget vs. Actual

FY July 2009 through June 2010

Congregational  
May 2009 Annual  
Meeting  
Approved

FINAL Fiscal Year End Reporting	BOT Adjusted			FY 2009/10 Budget
	FY 09/10 Jun YTD Actual	FY 2009/10 Budget	Difference	
<b>Income</b>				
4000 · Income - Contributions				
4005 · Cash, Plate & Other	3,075	4,500	-1,425	4,500
4006 · Pledges & donations	276,582	270,000	6,582	270,000
Total 4000 · Income - Contributions	279,657	274,500	5,157	274,500
4015 · Charity Collections	26,515	6,000	20,515	6,000
4030 · From Old Custodial	1,820	2,500	-680	2,500
4058 · Income from Endowment	14,042	14,042	0	14,042
4610 · Campus Min from custodial	530	530	-0	530
4620 · Campus ministry from endowment	895	895	0	895
4500 · Fund Raising (Operations)				
4503 · Service Auction	9,084			
4509 · Rummage Sale	7,219			
4512 · Holiday Bazaar	3,771			
4599 · Fund Raising (Operations) - Special Other	1,544	2,542	-998	
4500 · Fund Raising (Operations) - Other	0	18,000	-18,000	
Total 4500 · Fund Raising (Operations)	21,617	20,542	1,075	18,000
4700 · Building Use Income				
4710 · Rent - General	8,539	6,500	2,039	6,500
4720 · Daycare/School Rental	4,300	3,000	1,300	3,000
Total 4700 · Building Use Income	12,839	9,500	3,339	9,500
4730 · Interest Income	3,928	3,370	558	3,370
4750 · House Rent	9,682	12,600	-2,919	12,600
4740 · Miscellaneous income	734			
<b>Total Income</b>	<b>372,258</b>	<b>344,479</b>	<b>27,779</b>	<b>341,937</b>
<b>Expense</b>				
6710 · House Expenses				
6720 · House Management	863			
6725 · House Maintenance	1,832			
6735 · House Ins & Tax	2,777			
6710 · House Expenses - Other	0	5,000	-5,000	
Total 6710 · House Expenses	5,473	5,000	473	5,000
6300 · Committees				
6310 · Adult RE Program	0	50	-50	50
6420 · Campus Ministry	447	550	-103	1,750
6335 · Canvass Committee	186	1,100	-914	1,100
6325 · Caring Connection	50	50	0	50
6327 · Environmental Action	-15	0	-15	-
6375 · Living a Welcoming Congregation	0	100	-100	100
6020 · Music Program	659	2,000	-1,341	2,000
6025 · Music Pgm - Special	0			-
6345 · Partner Church	110	200	-90	200

# UUFC Profit & Loss Budget vs. Actual

FY July 2009 through June 2010

Congregational  
May 2009 Annual  
Meeting  
Approved

FINAL Fiscal Year End Reporting	BOT Adjusted			FY 2009/10 Budget
	FY 09/10 Jun YTD	FY 2009/10 Budget	Difference	
	Actual	Budget		
6315 · Peace/Action	50	300	-250	300
6350 · Program Council	66	75	-10	75
6340 · Publicity	1,595	2,000	-405	2,000
6370 · Ordination	750	750	0	-
6330 · Social Concerns	12	50	-38	50
6320 · SJAG	0	50	-50	50
6050 · Sunday/Worship	850	850	-0	850
6355 · Social Events	60	50	10	50
6360 · Welcome/Membership	597	750	-153	750
6060 · Young adult	0	50	-50	50
<b>Total 6300 · Committees</b>	<b>5,418</b>	<b>8,975</b>	<b>-3,557</b>	<b>9,425</b>
6030 · RE Children & Youth				
6031 · RE General	1,137	1,144	-7	
6036 · RE Children	2,165	2,868	-703	
6037 · RE OWL/COA	1,321	1,519	-198	
6032 · RE Middle School	1,258	1,443	-185	
6033 · RE YRUU	2,564	2,526	38	
6038 · Intellicorp	458			
6039 · RE family ministry	168	300	-132	
<b>Total 6030 · RE Children &amp; Youth</b>	<b>9,071</b>	<b>9,800</b>	<b>-729</b>	<b>9,800</b>
6100 · Building & Grounds				
6140 · Building Maintenance & Supplies	3,902	3,300	602	3,300
6150 · Building Custodial	8,373	11,000	-2,627	11,000
6130 · Insurance	4,956	5,000	-44	5,000
6165 · Disposal	1,106	1,000	106	1,000
6164 · Water, sewer, drainage	1,685	1,600	85	1,600
6178 · Water, irrigation	426	400	26	400
6162 · Gas	2,680	3,250	-570	3,250
6161 · Electricity	3,431	3,300	131	3,300
6180 · Grounds Maintenance	1,851	2,500	-649	2,500
<b>Total 6100 · Building &amp; Grounds</b>	<b>28,410</b>	<b>31,350</b>	<b>-2,940</b>	<b>31,350</b>
6200 · General / Administrative				
6240 · Internet/E-mail	253	250	3	250
6205 · Vanco Charges	261			-
6210 · Postage	2,213	2,273	-60	2,273
6220 · Office Supplies	6,304	6,449	-145	6,449
6250 · Office Equipment	3,705	2,751	954	2,751
6230 · Phone	2,193	2,900	-707	2,900
6270 · Kitchen Expense	1,351	1,730	-379	1,730
6815 · Board Discretionary	297	760	-463	760
<b>Total 6200 · General / Administrative</b>	<b>16,577</b>	<b>17,113</b>	<b>-536</b>	<b>17,113</b>
6400 · External Contributions				
6410 · We Care	300	300	0	300
6430 · Pastoral Counseling Center	1,500	1,500	0	1,500
6490 · Charity Disbursed	26,485	6,000	20,485	6,000
<b>Total 6400 · External Contributions</b>	<b>28,285</b>	<b>7,800</b>	<b>20,485</b>	<b>7,800</b>
6500 · Denomination Contributions				

# UUFC Profit & Loss Budget vs. Actual

FY July 2009 through June 2010

FINAL Fiscal Year End Reporting		BOT Adjusted			Congregational May 2009 Annual Meeting Approved
		FY 09/10 Jun YTD Actual	FY 2009/10 Budget	Difference	FY 2009/10 Budget
6510 · UUA Contribution	16,744	16,744	0	16,744	
6520 · PNWD Contribution	6,578	6,578	0	6,578	
8320 · Conference, convention, meeting	-40			-	
8300 · Conference & Travel	0	0	0		
<b>Total 6500 · Denomination Contributions</b>	<b>23,282</b>	<b>23,322</b>	<b>-40</b>	<b>23,322</b>	
<b>6600 · Staff &amp; Employee</b>					
6611 · Minister - Salary & Housing	75,501	75,501	0	75,501	
6613 · Minister - Pension	9,060	9,060	0	7,550	
6614 · Minister - Professional Expense	7,585	6,584	1,001	1,646	
6618 · Minister - Flex Benefit	500	500			
6631 · RE Director NS- Salary	35,375	35,175	200	35,175	
6632 · RE Director NS- Pension	3,588	3,518	70	3,518	
6633 · RE Director NS Prof exp	451	914	-463	400	
6635 · RE Director MM - Salary	33,175	33,175	0	33,175	
6636 · RE Director MM - Pension	3,518	3,318	200	3,318	
6637 · RE Director MM Prof exp	444	914	-470	400	
6660 · Campus Ministry Coordinator/supervisor	2,000	2,000	-0	2,000	
6662 · Campus Ministry Student Leader	1,200	1,200	0		
6629 · Liaison - RE rental	1,000	1,000	0		
6640 · RE summer program coordinator	1,060	1,000	60	1,000	
6645 · Infant/toddler coordinator	240	240	0	-	
6621 · Music Director - Salary	17,822	17,822	0	17,822	
6623 · Music director professional exp	50	764	-714	250	
6625 · Accompanist	5,819	5,795	24	5,795	
6651 · Office Administrator Comp	25,641	25,480	161	25,480	
6652 · Office Administrator - Pension	2,564	2,548	16	2,548	
6670 · Building Security Checker	1,104	1,105	-1	1,105	
6680 · Community Coordinator	10,710	10,570	140	10,570	
6684 · Coordinator Expenses	125	125	0	125	
6690 · Childcare Employee Pay	1,770	2,000	-230	2,000	
6602 · Health Insurance	27,416	25,200	2,216	25,200	
6700 · Worker's Comp Ins	855				
6701 · Payroll Taxes					
6703 · Un-Employment Insurance	1,422				
6701 · Payroll Taxes - Other	10,224	11,500	-1,276	11,500	
<b>Total 6701 · Payroll Taxes</b>	<b>11,646</b>	<b>11,500</b>	<b>146</b>		
6702 · Payroll processing expenses	343				
<b>Total 6600 · Staff &amp; Employee</b>	<b>280,561</b>	<b>277,008</b>	<b>3,553</b>	<b>266,078</b>	
<b>Total Expense</b>	<b>397,077</b>	<b>380,368</b>	<b>16,709</b>	<b>369,888</b>	
<b>Net Income</b>					
<b>Net Ordinary Income</b>	<b>-24,818</b>	<b>-35,889</b>	<b>11,071</b>	<b>-27,951</b>	
	<b>-24,818</b>	<b>-35,889</b>	<b>11,071</b>	<b>-27,951</b>	

# UUFC Balance Sheet

## UUFC Balance Sheet Previous Year Comparison

As of June  
30, 2010

	<u>Jun 30, 10</u>	<u>Jun 30, 09</u>
<b>ASSETS</b>		
<b>Current Assets</b>		
<b>Checking/Savings</b>		
1005 · Operating Checking - Citizens	22,159.03	12,622.69
1010 · Payroll Checking - Citizens	393.70	918.55
1015 · Savings, Wells Fargo	23,555.93	22,702.22
1016 · Certificates of Deposit	80,000.00	120,000.00
1040 · Petty Cash	20.00	20.00
<b>Total Checking/Savings</b>	<u>126,128.66</u>	<u>156,263.46</u>
<b>Other Current Assets</b>		
<b>1100 · Endowment &amp; Building Fund Investments</b>		
1116 · Vanguard emerging markets	5,306.62	2,974.66
1101 · Vanguard GNMA	34,697.26	102,266.04
1103 · Vanguard FTSE Social Index Fund	15,850.79	13,396.99
1104 · Vanguard S/T Bond	51,779.03	35,701.08
1113 · Vanguard Wellington	125,307.37	93,820.58
1108 · Vanguard Mid-Cap	33,230.60	27,119.31
1114 · Vanguard Prime MM	348.47	2,753.15
1115 · Vanguard 500	0.00	44,509.85
1105 · Wachovia (was S-B) Money Fund	0.00	6,924.70
1109 · UUA CEF	66,675.43	9,552.90
1110 · Dodge & Cox Income Fund	57,965.70	11,302.43
1111 · Dodge & Cox International Fund	35,762.85	31,581.20
1112 · Dodge & Cox Balanced Fund	25,086.51	21,828.20
<b>Total 1100 · Endow &amp; Bldg Fund Investments</b>	<u>452,010.63</u>	<u>403,731.09</u>
<b>1150 · Other Current Assets</b>		
1140 · Prepaid Expenses & A/R	0.00	1,759.47
1170 · SUIDA Deposit	3,787.00	3,628.00
<b>Total 1150 · Other Current Assets</b>	<u>3,787.00</u>	<u>5,387.47</u>
<b>Total Other Current Assets</b>	<u>455,797.63</u>	<u>409,118.56</u>
<b>Total Current Assets</b>	<u>581,926.29</u>	<u>565,382.02</u>
<b>Fixed Assets</b>		
<b>1200 · Building and Land</b>		
1205 · Land	104,160.00	104,160.00
1210 · Buildings	544,366.84	544,366.84
<b>Total 1200 · Building and Land</b>	<u>648,526.84</u>	<u>648,526.84</u>
<b>1240 · House &amp; Lot, January 2001</b>		
1260 · Lot	64,000.00	64,000.00
1250 · House	91,959.50	91,959.50
<b>Total 1240 · House &amp; Lot, January 2001</b>	<u>155,959.50</u>	<u>155,959.50</u>
<b>Total Fixed Assets</b>	<u>804,486.34</u>	<u>804,486.34</u>
<b>TOTAL ASSETS</b>	<u><u>1,386,412.63</u></u>	<u><u>1,369,868.36</u></u>
<b>LIABILITIES &amp; EQUITY</b>		
<b>Liabilities</b>		
<b>Current Liabilities</b>		
<b>Other Current Liabilities</b>		
2110 · Direct Deposit Liabilities	0.00	-653.20
2000 · Payroll Liabilities		

# UUFC Balance Sheet Previous Year Comparison

As of June  
30, 2010

	<u>Jun 30, 10</u>	<u>Jun 30, 09</u>
2003 · Accrued Flex Med		
2007 · YM - Accrued Flex Med	348.49	111.51
2004 · NS - Accrued Flex Med	-344.34	-85.68
2005 · MM - Accrued Flex Med	600.00	600.00
2006 · GW - Accrued Flex Med	648.14	97.71
Total 2003 · Accrued Flex Med	<u>1,252.29</u>	<u>723.54</u>
2010 · Accrued Payroll Taxes	-3.06	0.00
2020 · Employee Disability Ins Accrued	0.00	0.11
2030 · Employee Life Insurance Accrued	0.00	0.11
2050 · Employee Vision Insurance Accrued	-23.65	-20.85
Total 2000 · Payroll Liabilities	<u>1,225.58</u>	<u>702.91</u>
2300 · Custodial funds		
2360 · Book Sales	0.00	262.20
2301 · Women's Network	2,544.64	2,544.64
2302 · Women's Retreat	8,620.61	10,494.12
2303 · Partner Church Fund	4,090.32	4,327.31
2305 · Men's Retreat	3,324.75	5,430.44
2310 · YRUU-Service Travel	1,357.10	1,082.42
2312 · Social Justice Workshop	0.00	672.17
2314 · Memorial Garden	815.06	822.66
2317 · Softball	0.00	515.77
2318 · Campus Outreach	0.00	529.78
2320 · Temp Designated Funds	0.00	370.00
2323 · Music Fundraiser	931.21	441.21
2325 · Minister's discretionary	2,495.02	333.75
2335 · Building Expansion, receipts	3,702.44	153,851.00
2337 · Building Expansion, disbursements	0.00	-153,821.00
2340 · McDonald Account	0.00	856.44
2347 · Unallocated Loomis bequest	50,692.73	49,625.73
2351 · Bangladesh school	1,283.88	819.43
2352 · Microfinance	1,377.65	699.00
Total 2300 · Custodial funds	<u>81,235.41</u>	<u>79,857.07</u>
2399 · Prepaid Pledges	18,642.00	26,463.64
2550 · Credit card payable	1,207.78	0.00
2570 · Short-term liabilities - other	0.00	2,857.16
Total Other Current Liabilities	<u>102,310.77</u>	<u>109,227.58</u>
Total Current Liabilities	<u>102,310.77</u>	<u>109,227.58</u>
Total Liabilities	<u>102,310.77</u>	<u>109,227.58</u>
Equity		
2820 · Fixed Asset Fund	804,486.34	804,486.34
2850 · Endowments		
2864 · Endowment Funds	442,356.96	0.00
2862 · Charitable Outreach fund	9,653.67	7,500.00
2852 · Alan Berg Endowment Fund	0.00	34,865.81
2854 · Mary & Ray Peffer Endowment Fund	0.00	72,094.17
2858 · Rita McDonald Endowment Fund	0.00	90,407.02
2860 · Jane & W David Loomis Endowment	0.00	175,123.21
2856 · Special Endowment Fund	0.00	23,740.88
Total 2850 · Endowments	<u>452,010.63</u>	<u>403,731.09</u>
2895 · Loomis operating reserves	35,162.50	44,000.00
2900 · Reserves	15,719.00	15,719.00

## UUFC Balance Sheet Previous Year Comparison

	<u>Jun 30, 10</u>	<u>Jun 30, 09</u>
3000 · General Fund Opening Balance July 1	1,541.85	12,772.94
Net Income	<u>-24,818.46</u>	<u>-20,068.59</u>
Total Equity	1,284,101.86	1,260,640.78
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u>1,386,412.63</u></b>	<b><u>1,369,868.36</u></b>