

Annual Report 2012-2013

Unitarian Universalist Fellowship of Corvallis
Corvallis OR 97330

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BOARD OF TRUSTEES

President's Report

This has been a very busy year for the Board of Trustees. Last year Rev. Joel Miller helped us understand the fact that we have grown to a large- midsize congregation. He explained that some of the ways we made decisions and communicated with the congregation had become problematic because they were not designed to work with 300 members. So this year's focus has been on how our processes need to change to more successfully engage with our members, all 300, both new and old.

Rev. Joel has given the Board of Trustees a wide variety of reading materials dealing with various models of leadership both from UUA and various churches. The Board then had discussions and made decisions about how best to go forward and what policy changes needed to be made. Rev. Joel has been a patient teacher and advisor. Board members have learned a lot this year.

The most important change we made in the running of the Fellowship was to adopt the Chief of Staff model. This means the minister is responsible for managing, hiring, and dismissing of staff. All of this is done following the Personnel Policies Manual and working with the Personnel Committee. It was important for this decision to be made before drafting the Letter of Call for a new settled minister. To a certain extent this decision determined which ministerial candidates would apply to come to UUFC.

The Board approved new policies in the following areas:

- Program Council Policy
- Adult Education Program
- Privacy and Data Security Policy
- UUFC Governance – Chief of Staff Model
- PTO Policy
- Study Leave Policy

Some of the non-policy related issues that the Board of Trustees dealt with in the past year include:

- The Board gratefully accepted a bequest from the estate of Doris Tilles, a much beloved long time member.
- The surprise resignations of Ray Elliot and Raven Sanders were traumatic for the congregation, particularly members of the choir. After one of the many meetings held to discuss the future of the music program at UUFC an anonymous donor came forward with an \$11,000 donation for the music program. After lengthy discussions the Board decided to expand the music program, and therefore accepted the donation to help finance the expansion. A significant factor in this decision was the number of Cottage Meeting comments received about how important good music is at UUFC. After a national search we feel fortunate to have hired David Servias as our new Music Director and his wife Lauren Servias as Pianist.
- There was a question about the location of the UUFC's eastern property line. After an unsuccessful search for the official markers, the Board hired a surveyor. We now know exactly where the property line is, plus we have new markers and a new fence.
- When Magic Flute, the bilingual preschool that rents our RE space during the week, had an inspection for their license renewal, we discovered a problem. At the time of the RE remodel the use permit designation changed and no longer allowed us to have a five day a week school in the building. Fortunately we had the necessary paperwork to show that we did in fact qualify for our original designation in time for the school's license inspection.

President's Report Continued

- The Board did something a little different this year in creating our budget. We aimed high when we developed the goal budget for 2013-2014. Consequently, even though we broke last year's record high for pledges we needed to make adjustments in some categories to arrive at a workable budget.

- As President of the Board of Trustees I had the privilege to preside over an amazing Congregational Meeting, at which we called Rev. Jill McAllister as our new settled minister. It was a joyous and moving event.

This year's Board of Trustees worked well beyond what is normally expected of a Board. Instead of the usual twelve meetings per year, this year there were **twenty** meetings. The Board has tackled a lot of difficult work these past two years. I am proud to have worked with them all.

I so appreciate the great staff and all of the many volunteers who have worked through the interim process and continue to do all that is necessary to support our beloved community.

Finally, thank you Rev. Joel. You have not only worked tirelessly on the many interim tasks, but you have also blessed us with your wonderful sermons and many hours of pastoral care. Thank you for preparing us for the future! *Judy Malouf, President, UUFC Board of Trustees*

2012 - 2013 Board of Trustees
Gerri Buckles - Vice President
Susan Christie – Secretary
Tim Emery – Treasurer (with committee)
Carl English-Young - Past President
Mina Carson - Trustee
Wendy Sutton – Trustee
Jean Townes – Trustee
Jamie Simmons – Trustee
Claudia Keith - Trustee



Nominating Committee Report

Members:

- Elizabeth Waldorf
(second year on the committee)
- Melinda Sayavedra
(second year on the committee)
- Jacob Tennesen
- Jed Irvine
- Jean Townes
(Board of Trustees representative)



The Nominating Committee would normally start its work in January, however, because one nominee elected to the Nominating Committee last May decided to step off and put her energies elsewhere, the Board needed to find a replacement. Jed Irvine agreed to fill in. Elizabeth Waldorf was originally slated as Chair of the Committee but due to family matters, it was deemed that Melinda Sayavedra should take that role to lessen some of the burden on Elizabeth. Both actions required approval by the Board.

We finally got started in February, holding our first meeting on February 8. All were present at the meeting. Melinda shared with the committee which spots on the Board needed filling and which Board members would be continuing.

The committee discussed potential nominees to fill the vacant positions and various members volunteered to talk to these individuals to see whether they'd be interested. The final slate is attached to this report. We aimed to get a balance of experienced people, newer members and members who have been inactive but have returned and are interested in becoming active again. We were very mindful of trying not to ask people who have already committed to leadership roles in other areas of the Fellowship. We also tried to find at least one person who has a close attachment to children's RE so that that voice will be heard at the Board level, though we expect that all Board members will keep RE in mind when making decisions.

It was also noted that this year we needed to nominate three Trustee positions (due to adjustments and changes that took place a few years ago on the Board) rather than the usual two Trustees who would be sequencing off the Board. Melinda discussed this with the committee and with Judy Malouf, the current President of the Board. It was agreed that the Board would need to work out a solution to get us back on track. The Nominating Committee gave suggestions to the Board President on how this might be done, but the final decision rests with the Board. A chart of Board members' names and positions since 2009 is attached to the end of this document.

The Nominating Committee at the request of Judy and the Rev. Joel Miller has also been brainstorming other ways that future nominating committees might better pull together a pool of nominees. The ideas we brainstormed are attached to this report. They are simply ideas that can be considered by the Board and next year's Nominating Committee to see which are viable and appropriate, and to then discuss how to begin to implement them. That said, the Nominating Committee has also started creating a list of possible nominees for next year based on conversations and observations made during this year's nominating process. Jed Irvine, as nominee for Chair of next year's Nominating Committee, is keeping a copy of this list.

The Nominating Committee met four times this year and presented the slate of nominees by April 17, at least 30 days prior to the Annual Meeting on May 19 for a congregational vote.

Respectfully submitted by Melinda Sayavedra on behalf of the Nominating Committee of 2013.

Postscript: The slate of nominees was posted on the official bulletin board, as required by the by-laws, on Sunday, March 31, 2013 and has been posted on other bulletin boards in the Fellowship, was sent out on the AboutUUFC email list, in the newsletter, and in the Sunday Order of Services insert shortly after that.

Slate of Nominees for 2013 Submitted by the Nominating Committee of 2013 on March 26, 2013

Position	Nominee
President	Judy Malouf
Vice President	Marcia Shaw
Treasurer	Tim Emery
Secretary	Heather Emberson
Past President	Kyle Jansson
Trustee (position 1)	Beany Kunis
Trustee (position 2)	Jean Townes
Trustee (position 5)	Linda Hardison
Investment Committee member	John Bailey
Investment Committee member	Claudia Keith
Program Council Chair	Monica Jacobson Tennessen
Nominating Committee	Jed Irvine
Nominating Committee	Jacob Tennessen
Nominating Committee	Sheryl Stuart
Nominating Committee	Wendy Sutton

Ideas brainstormed:

- Put more specific questions about leadership interests, skills, and experience on Welcoming Committee survey form, especially whether people have served in similar capacities in other UU churches.
- Do more leadership trainings such as *Flight School* with a Path to Leadership.
- Connect with new members again after six months or a year and re-survey them with specific questions about their work experience and skills that might match up with needs in the Fellowship.
- Invite all who might be interested in serving in leadership positions to submit an expression of interest and describe their skills set.
- Provide leadership training for people interested in serving in positions.
- Encourage attendance at leadership trainings offered by UUA Pacific NW District, the annual leadership training for non-profits offered at OSU, or other leadership trainings.
- Provide scholarships to attend trainings.
- Have a box and slips of paper for people to suggest the names of people they feel have leadership skills (they may also suggest themselves). Jed Irvine has drafted a form that might work for this purpose, UUFC Leadership Pipeline Reference (see next page). This might be most effective if they are made available after some mention of the skills needed for the leadership in the Fellowship are mentioned in the pulpit on a Sunday.
- Require/encourage interested persons to attend a few Board meetings.
- Have a sticker available that people could attach to their name tag that says, "I want to be more involved." as a way to start the conversation of how they might want to be involved.
- Have a systematic process for current Board members to make suggestions to the Nominating Committee for possible candidates.

Nominating Committee: Melinda Sayavedra (Chair), Elizabeth Waldorf, Jed Irvine, Jacob Tennessen, and Board of Trustees Representative, Jean Townes.

Nominating Committee Report Continued

UUFC Leadership Pipeline Reference - DRAFT

I think _____ would be great

_____ on the Board of Trustees

_____ on the Program Council

_____ on the Nominating Committee

_____ on the Building Committee

_____ on the Investment Committee

_____ on other committee _____

_____ etc

Because:

Board Members Names and Positions since 2009

Year (20__)	Pres.	Past Pres.	Vice Pres.	Secy.	Treas.	Trustee 1	Trustee 2	Trustee 3	Trustee 4	Trustee 5	Trustee 6
09-10	Jim Good	Carl English- Young	Kelley Kendall	Roberta Smith	Claudia Keith	Judy Malouf Y2	John Bailey (finish for Jim Good) Y3	Nancy Kaib _____ Lloyd Wagenschutz Y3	Elizabeth Waldorf Y2	Susan Christie (finish for John Bailey) Y3	Jamie Simmons Y1
10-11	Jim Good	Carolyn Madsen	Judy Malouf	Susan Christie	Claudia Keith	Claudia Weintraub (finish for Judy) Y3	Jean Townes Y1	Lloyd W. Y1 (not cont.)	Eliz. Waldorf Y3	Gerrie Buckles Y1 (became VP)	Jamie Simmons Y2
11-12	Judy Malouf	Jim Good	Gerri Buckles	Susan Christie	Eileen Maxfield	Jeff Reimer _____ Tim Emery	Jean Townes Y2	Claudia Keith Y1	Mina Carson Y1	Wendy Sutton (finish for Gerri) Y2	Jamie Simmons Y3
12-13	Judy Malouf	Carl English- Young	Gerri Buckles	Susan Christie	OPEN _____ Tim Emery	Tim Emery _____ OPEN Beany Kunis	Jean Townes Y3	Claudia Keith Y2	Mina Carson Y2	Wendy Sutton Y3	Jamie Simmons Y1
13-14	Judy Malouf nominee	Kyle Jansson nominee	Marcia Shaw nominee	Heather Emberson nominee	Tim Emery nominee	Beany Kunis nominee Y1	Jean Townes nominee Y1	Claudia Keith Y3	Mina Carson Y3	Linda Hardison nominee Y1	Jamie Simmons Y2
14-15						Beany Kunis Y2	Jean Townes Y2	Trustee 3 Y1	Trustee 4 Y1	Linda Hardison Y2	Jamie Simmons Y3
15-16						Beany Kunis Y3	Jean Townes Y3	Trustee 3 Y2	Trustee 4 Y2	Linda Hardison Y3	Trustee 6 Y1
16-17						Trustee 1 Y1	Trustee 2 Y1	Trustee 3 Y3	Trustee 4 Y3	Trustee 5 Y1	Trustee 6 Y2

Transition Team

Mission: To work with Interim Minister Rev. Joel Miller to accomplish the five tasks of the interim period:

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

Membership:

- Jan Ames
- Kyle Jansson
- Dorothy Sowell
- Diana Vezmar-Bailey, chair

Activities:

- Met monthly to support Rev. Joel Miller in his efforts in the following areas:
 - staff transitions, including hiring the music program staff
 - moving toward *Chief of Staff* as role for minister of large-midsize congregation
 - Social Justice implementation for Marriage Equality and Climate Crisis
- Drafted and submitted Interim Progress Report to the UUA
- Kept informed and supported the Search Committee process
- Provided support and feedback to Rev. Joel Miller regarding the transition process



Vision: We will continue to work on the five tasks of the interim period, communicating with the Board and other entities, focusing on how congregational decisions are made, and emphasizing the Right Relations Covenant in all aspects of our congregation's efforts. Since our charge is to work with the Interim Minister, our term will be completed when Rev. Joel moves on to his next call. *Submitted by Diana Vezmar-Bailey*

Ministerial Search Committee

What an endeavor, yet a privilege, it has been to do this work for our congregation. Here is a summary of our activities this past year.

Our committee has met together for over 150 hours since our first meeting in mid-March 2012. In addition, we have spent many more hours either as individuals or in smaller work groups educating ourselves or working on specific tasks. Each and every member has demonstrated high standards and inordinate capacity to engage fully in this work.

We held 26 Cottage Meetings during the summer and early fall last year that were attended by a total of 179 participants, representing well over half our membership. Our YRUU youth also had an opportunity to share their perspectives during a Cottage Meeting held during their coast retreat in October. Separate meetings by our committee with UUFC staff and the Board of Trustees also helped further our understanding of this faith community.

Our 43-question Congregational Survey, developed during the summer 2012, was sent to around 450 members and friends, of whom 280 completed the survey. We were very pleased with this high response rate, which demonstrated the degree to which this congregation was engaged in this process. We were also amazed to learn from the survey that our congregants provide over 504 volunteer hours per week to the UUFC!

With a due date of October 31, 2012 looming over us, we spent most of that month analyzing all that we had learned during some marathon meetings. This knowledge became the foundation for our responses to the 39 questions asked by the UUA on our on-line congregational record. This document,

Ministerial Search Committee Report Continued

hosted by the UUA, was the first document that prospective ministers reviewed in their own search for ministry.

The *Beyond Categorical Thinking* workshop, intended to help us understand some of the biases that may influence the congregation's view of a minister's capacity to serve, was presented by Rev. Keith Kron on November 11 and was attended by 78 people, representing about 25% of our membership.

By mid-November, our candidate website was up and running. This separate site hosted a wealth of information about UUFC, including information about our governance structure, the staff, the Board members, committees, programs, activities, and our buildings and grounds, as well as our Congregational Survey and general information about the Corvallis community - all designed to help interested candidates get to know us and our community.

Our committee spent most of November preparing for the process of screening and interviewing candidates while waiting with anticipation for the list of candidates interested in us to be published by the UUA. We were both excited and anxious to finally be at this stage.

Throughout this process, we endeavored to keep the BOT and the congregation informed of our activities by regular AboutUUFC email list communications, newsletter announcements, items on our bulletin board, and hosting information tables on Sundays during fall 2012. We were very aware that our congregation was very anxious for us to share what we had learned from the Congregational Survey and Cottage Meetings, so we also spent November preparing for a Sunday service presentation to the congregation on December 9.

Finally, the wonderful day came in November when ministerial candidate's names appeared on our ministerial search site through the UUA and we began learning about the candidates who were interested in us. We were impressed with the diversity of life and ministerial experiences in the candidates who were interested in us, but we worked hard to hone the list down to those who embodied the qualities we knew the congregation was seeking.

December and early January were spent conducting 1 ½ hour long Skype interviews with each of the candidates who had made it over our *hurdle* list. This first *face-to-face* conversation was invaluable in further focusing our list down to a select few *pre-candidates*. Each of these folks was then scheduled for a full weekend visit to Corvallis, which included a tour of UUFC and Corvallis, and several in-person interviews and meals with the search committee. Each candidate also presided over a service in a *neutral* pulpit in a nearby UU congregation in order for us to observe their preaching style.

We conducted reference checks on our pre-candidates and began the final conversations of discernment on who of our pre-candidates was our top choice. Our goal was to select an outstanding candidate who best embodied the desired qualities and skills as described by our congregation. It was gratifying that ultimately all eight of us were unanimous in our choice of Rev. Jill McAllister as the candidate we wished to present to the congregation.

Rev. McAllister impressed us with her exceptional skills and experience in Sunday worship, religious education, pastoral care, conflict resolution, community building, organizational development, stewardship, and her social justice work both locally and internationally. On Sunday, April 14, 2013, 98.5% of UUFC members present at the congregational meeting voted to extend the call to Rev. McAllister, who accepted the position of our next settled minister. A memorable comment from a congregation member that day was: "What, no discussion? – It's a UU miracle!"

We extend our thanks and gratitude to all of you who supported and trusted us with this work.

Your (now former) Ministerial Search Committee,

*Russ Anderson, Mark Aron, Lorene Hales, Nick Houtman, Kelley Kendall, Virginia Shapiro,
Marcia Shaw, and Roberta Smith*

STAFF PROGRAMS AND SUPPORT

Interim Minister

You did amazing work these past two years. I am so impressed with your dedication and I admire your good will and compassion for each other and for the world around you.

Your greatest struggle in this interim between settled ministers was acknowledging that your past self-understanding that you were a small congregation was causing a lot of problems. Your current recognition that you are a large-midsize congregation that is very nearly a large congregation has released a lot of joy and positive energy. The numbers are evidence – for example, on the day of your Congregational Meeting you called Rev. Jill McAllister with a 98.5% vote of 2/3 of your voting members (I calculate that by including some proxy votes that you couldn't officially count). You were also 333 voting members that day, and your pledging had hit record-highs two years in a row. Congratulations on all this success!

Typical attendance this year for both Sunday services and the 11:00 RE program is 300 adults and children. With your trend of new members joining, return visitors, and general members re-activating their status as Voting Members, you now have really excellent problems, including the space and staffing limitations that concerned me last year and that now loom as even larger concerns!

Your leadership has worked so diligently these past two years. I am in awe of the time and care so many of you have committed to UUFC. Your Board, especially, made a significant shift during our interim work together, and now delegates significant trust and authority to committees and staff. This is one of the most difficult cultural shifts that must happen when a congregation has grown past 220 members. A board for a congregation this large cannot describe how committees, for example, need to do their work, but must delegate real power and authority to them and then ask that those they entrust be accountable for the outcomes of the ministries they do for the congregation (note that this means your Bylaws will require a thorough and significant updating in the near future).

I have, in a parallel shift, also delegated significant trust this past year with the pastoral ministry of the Fellowship. At over 400 adults and children, not even two ministers are enough staff to provide all the pastoral care a congregation this large needs. So your professional staff of Directors of Religious Exploration (DREs) and Music Director, and lay leaders like the Caring Connection, are now a growing and significant part of pastoral care in the congregation.

Another significant shift is in the way you tell your story – you have a new understanding of your congregation's history. The last significant transition you had with settled ministers was painful and chaotic. You have made this current transition in ministers with aplomb and joy. It will never be possible to recount the convoluted events of 1996, but I believe that it was needlessly painful because the governance structures then in place assumed you were a small congregation of 80 when you were, in fact well over 230 members. The consequent and very normal conflicts that arise when a minister retires require a process appropriate to a congregation's size. Yours is a large congregation, so your normal, customary conflicts require processes that are transparent whenever possible and require a lot of formality (like Cottage Meetings) that respectfully involve all your members in major decisions. I expect that your future conflicts won't be repetitions of this past conflict, but will be new and different, and will include decisions on how to focus on the larger problems of the world around us.

I am so grateful I have been here with you. We've shared deeply in worship, work, and play. I felt and saw so much encouragement in my time here with you. You have important work to do for the world, discovering new ways to live and cherish the diversity, community, justice, and love that can all be woven into everyday life in the imperfect web of relationships we call Beloved Community. *Love, Joel*

Music Director—Dr. David Servias

Mission: The Music Director's mission is to thoughtfully employ the resources available to provide high quality music which is meaningful and relevant to the different themes of services each Sunday. Another important aspect of the mission is providing a variety of opportunities for Fellowship members to participate in the musical activities of the fellowship in the form of congregational singing, participation in the choir, or providing music in other ways. A thriving music program not only enhances the services on Sunday, but it also encourages spiritual growth, strengthens community, and is essential for the life of the Fellowship.

Music Program Activities:

The Adult Choir, directed by the Music Director, continues to sing three Sundays per month, two services. Most Sundays the choir sings an Introit and an Anthem at the services. We perform a variety of styles of music in various languages, and often feature instrumental accompaniment including piano, flute, oboe, clarinet, violin, guitar, and various percussion instruments. Occasionally the congregation is invited to sing or clap along with us, and sometimes it happens spontaneously.

With the help of Fellowship member, Dianne Roth, I launched a new webpage to facilitate communication with the choir. The website includes an mp3 page, an announcement page, and a calendar which I update regularly. The webpage has greatly streamlined the process of getting information to the choir by having all the information in one place.

I coordinated the recruitment and hiring of several high caliber guest musicians to perform music at

Sunday Services:

- Dr. Nick Larson, OSU voice faculty, will sing a solo accompanied by the choir, and sing another solo or two for the May 19th Music Sunday.
- Jannie Wei, Doctoral Candidate in Violin Performance from the University of Oregon, will perform in the May 19th music Sunday.

Note that Lauren Servias was the Acting Music Director from September until December 31, when I was hired as the permanent Music Director. Items marked with an asterisk are primarily the work of Lauren Servias from before I was hired.

- Audrey Perkins, well-loved local singer, sang Save Our Planet for the Climate Change Service.
- Gratitude Jazz Trio, led by jazz pianist Winston McCullough, provided music and accompanied hymns for the *Jazz Spirituality* service.
- Wyatt True Violin, Doctoral Candidate in Violin Performance from U of O, accompanied the choir on Kala Kalla.*
- U of O Chamber Ensemble performed Beethoven's Ghost Trio on All Souls Day.*

The Interim Minister and I added the offertory to the Sunday service, providing another opportunity for music during the service. Lauren Servias, the accompanist, often plays a piano solo.

Fellowship musicians have had many opportunities to provide music for services:

- Nancy Haldeman and Sarah Brown provided an introit with accordion and clarinet.
- Robin Comforto has played prelude music, and has also accompanied for sing-alongs.
- At the Christmas Eve service, Aurora Sherman sang "O Holy Night".*
- The December Music Sunday heavily featured fellowship musicians playing a variety of instrumental and vocal solos and ensemble pieces.*

The choir provided music for the Canvass Dinner. We led some sing-alongs, and did three pieces alone.

The music program purchased approximately 11 new pieces for the choral library since September, and will probably purchase a few more by the end of the year. We are gradually eliminating the music in

Music Director—Dr. David Servias Report Continued

the library which is unusable. My associations in the community also give us access to other choral libraries in town from which we can borrow occasionally.

Activities of the Music Director:

Direct the adult choir: This includes selecting music for the approximately three services per month; purchasing new music if necessary; learning and preparing the music; planning and leading the rehearsals; creating mp3s and posting them on the website; overseeing the library; updating the website; ministering to choir members; and planning music for some special events at which the choir sings.

Overseeing the music for services when the choir does not sing (except for Circle Services, which are managed by the Circle Service Committee). The Music Director coordinates a pianist to be present at the services to provide music, and when budget allows, the Music Director arranges for professional musicians to perform at the services.

Manage the music program budget: This includes creating a budget proposal anticipating the needs of the music program; purchasing music and supplies for the music program; recruiting and hiring guest musicians to enhance the Sunday services; and keeping track of purchases.

Plan music for special services: this year this included two music Sunday services; Canvass Dinner; and the Christmas Eve service.*

Professional Networking:

I visited the Unitarian Church in Portland to attend a service, and then spent a day with their Music Director, Mark Slegers, to learn about their music program. Mark allowed me to peruse the music library, attend rehearsals of three choirs and two bell choirs, sit in on a music staff meeting, and generously shared a great deal of information about how their music program operates.

I will also be attending the Rodney Eichenberger Choral Conductor Workshop this summer. This was highly recommended to me by both Mark Slegers and also Tom Sears, the Music Director at the Eugene Unitarian Universalist Church.

Vision:

- Choir: While the choir has experienced some gradual growth in the past few months, I would like to see even more people participating. A large choir of dedicated members who love to sing is a powerful musical force. Our numbers fluctuate now between about 30 and 35 singers at most services. We would love to see this increase to between 45 or 50 by May 2014. One way to do accomplish this may be to lessen the time commitment of choir, as several Fellowship members have indicated that the large time commitment on Sunday mornings poses too much of a time burden for choir. We are exploring ways to reduce the time commitment so as to encourage more members.
- Professional Musicians: Hiring professional musicians to provide music for services greatly enhances the worship experience for all. There is a cost for bringing in high quality music, but the investment has tremendous payoff. Besides adding depth and meaning to the services, it may even encourage increased attendance and membership. We would love to see the UUFC earn the reputation as a place to hear consistently excellent music from the staff, choir, and musicians in the Fellowship, as well as regular contributions by professional musicians.
- Library: Our choral library is rather limited, which sometimes makes it difficult to find music for the choir to sing. A good church choral library should have at least 150-200 pieces of music, while ours has closer to 50 usable pieces that have enough copies for our choir. As our choir grows in size, we will also need to be sure that we have enough purchased copies of the music for each person in the choir. Developing a choral library will be critical to our mission of providing a variety of quality music at each service that supports the theme of the sermon, while respecting the work of composers and following copyright law. *Dr. David Servias*

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

Mission: The primary role of my ministry to UUFC is the development and implementation of programs for children; to enhance their faith development within a supportive community that is physically and emotionally safe for children to learn, ask questions and share, all while having fun! Understanding that parents are the primary religious educators for a family, I support families through ongoing communication, individual meetings, workshops, and family events. We are a vibrant growing community.

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

Attendance/Registration: 98 children participated in the program this year. Although weekly attendance numbers reflect a lower number, we support families in many different ways. Some families attend weekly, some a few times a month, some occasionally, and some just once or twice. Each week can be a completely different makeup of children! New children visit or join the program almost every week. We are a continually changing community! One mother shared with me, “We don’t actually get here very often because Sundays are crazy but, I look forward to the weekly “RE” email update and find the book you used and share the lesson with my son from home.” We serve our families in many different ways. We are more than just a Sunday morning community.

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

Children’s Chapel returned once a month! This is often the time when the deepest sharing between children happens. It is during the times when I present Children’s Chapel and Time for All Ages, I feel I most directly minister to the children.

Curriculum: The theme for this year *Building Our UU Identity* was designed to give children a strong foundation in their faith tradition. One teacher shared “I’ve been teaching in RE for years and I can really see that the kids got it this year! They are beginning to understand what it means to live by our seven principles and that being UU is not just something to do on Sunday”.

Service Learning: Children participated in many service projects.

- Heartland Humane Society: Continued our 5th/6th grade monthly partnership with Heartland. Raised approximately \$700 from fundraisers by the children.
- Men’s Night Shelter : Children and Youth worked together and made “Ants on a Log” as a snack for the week UUFC sponsored the shelter.
- UUFC Grounds: Fairy Garden maintenance.
- OSU: 5th/6th worked in conjunction with OSU at the Corvallis WORMS Garden (Producing for the Future: Working Organically to Research and Manage Sustainability).
- Grace Day Center: Our annual service to this community center was designing and creating Earth Day events for their facility.

Co-Director of Religious Exploration for Children Report Continued

Family Ministry: *Sundae Sunday*, the first RE Sunday of the church year, was a great community building activity to start the church year. *Finger Food* brunches between services once a month offered time for families to socialize before going to service. I offered programs like a book discussion on UU parenting, increased weekly communication and wrote numerous articles on bringing Unitarian Universalism into the home. I look forward to offering programs addressing the holidays from a UU perspective next year.

Communication: I am an ongoing advocate for the children in the life of our community. When groups are planning events I am repeatedly heard saying “and what will the children be doing? If it’s an **All Congregation** event, how are the children included?” I worked with the Services Auction Committee and the Pledge Kick-off Committee on ways to make these community events more welcoming to our families and children.

Staffing: 23 volunteer teachers and three youth supported the children this year.

To be truly welcoming and supportive to very young children, I believe it is important to have a regular consistent individual for families to connect with each week. To meet this need I have recommended the inclusion of a position of Childcare Coordinator. The primary role of this position is to be present with the infant/toddlers each week and be the congregational organizer for childcare for church events.

Professional Development: I facilitated the UUA Renaissance Module on UU Identity for Religious Educators. I attended the Regional Meeting in San Jose and attended numerous Liberal Religious Educators Association (LREDA) cluster meetings in the Willamette Valley.

I serve as a LREDA Good Officer and serve on the Pacific Northwest District (PNWD) LREDA Executive Team supporting fellow colleagues in the denomination.

Vision: I look forward to another year serving as Co-Director of Religious Exploration. Together we minister to the children and to each other in this beloved faith community. Thank you for the opportunity to be of service within this community. *In faith, Niya Standish*



Religious Exploration Council

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

Program and Curriculum Development:

- We began the year with a day-long retreat sharing our dreams for children and families of the fellowship and working on a mission vision statement.
- Worked with the DRE for Children on developing ideas for the curriculum for next year. We will use a UUA Tapestry of Faith curriculum about love. It connects concepts of love to our Seven UU Principles and Six Sources. Love of the Earth will be included as part of the whole congregation focus on protection of the environment.
- Designed and wrote curriculum lessons for the preschool. Lessons were based on addressing the Seven UU Principles through children's literature. Dorothy Sowell and JoAnne Altimus developed incredible creative lessons on each of the principles. It would be great to make this resource available to other congregations.
- Continue to evaluate age groupings for classes - balancing developmental needs in conjunction with registration numbers for specific age groups. It was a little confusing this year not having very *specific* guidelines on where three year olds were placed (preschool or toddler room).

Teacher Support:

- Assisted DRE with recruitment of 25 teachers.
- Recruitment seemed to be needed throughout the year. Illness, relocation, and over-commitment of volunteers meant additional teachers were needed throughout the year.
- Designed teacher appreciation gifts, beautiful place mats that were connected to the specific color of the UU Principle each class presented for the Holiday Worship service. This project connected lots of additional people to the RE program with help sewing. Extra mats were made to include in the Services Auction fundraiser.
- Planned a teacher appreciation *tea party*. Recruited parents to supply food and children to offer the entertainment.
- There is a need for one consistent adult as lead in the toddler room. This will help parents and the very young children feel safe and well supported by having the same person present each week.

Community Building/Social Events:

- Planned an RE Music Sunday to coincide with the UUFC's choir Music Sunday.
- Assisted with social hour cookies after the Winter Holiday Program.
- Designed a fundraiser for Heartland Humane Society, making batik napkins to sell at the Holiday Bazaar. It raised \$460.
- Offered a Children's Activities Center at the Holiday Bazaar – this provided a venue for children to have fun while their parents shopped – supporting fundraising. It was fun but needed greater advertising.

Religious Exploration Council Continued

Family Ministry:

- Assisted with welcoming families and registration of children.
- Sponsored the fall Ice Cream Social *Sundae Sunday*. It was well attended and needs additional volunteer support to host it. Additional parent recruitment will be added for next year.
- Hosted *Finger Food* brunches before church on the first Sunday of each month. They were very well attended early in the church year but less popular by midyear. We will evaluate how often to host them in the coming year.

Additional Activities:

- Two members of the committee attended a UUA Renaissance Module on UU Identity.
- Assisted with annual cleaning and reorganization of RE facilities and supplies.
- Ongoing maintenance of the *Worship Fidget Baskets* used by young children.
- Designed going away / thank you gift for Rev. Joel Miller.

Goals for Next Year:

- Solidify policy on which class group three-year-olds attend. We agreed three-year-olds need to have turned three by March first of the current year to move into the preschool class.
- It would be wonderful to grow enough to be able to offer RE at both services.
- Have a chairperson for the committee.
- Continue to send committee members to Renaissance Module trainings.
- Expand committee to include more members who are not also teachers.

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

2012-2013 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 (COA) program, and participating in the life of the Fellowship in numerous other ways. I met regularly with the youth advisor teams, the COA team, staff, and the youth groups. I assisted with worship planning and presentations. I participated in and helped organize numerous worship services, including the Youth Bridging service and the Coming of Age service, and, in collaboration with co-DRE Niya Standish, the RE Winter Holiday Program, *A Joyful Celebration*. I led the children and youth in singing for that service.

I regularly welcomed and oriented new families, youth, and parents. I counseled youth, parents, families, and young adults on various pastoral issues. I organized various field trips for the youth, including fall coast retreats, participation in district-wide youth conferences, social service projects, the Benton County Holiday Food Drive, and overnights for youth at the Fellowship. I continued to participate in monthly meetings of colleague DREs from around the Willamette Valley. I attended staff retreats to schedule and coordinate our plans for the coming year. I played my oboe for several worship services.

In March I attended the 21st *Century Faith Formation: Vision and Practice* conference in SeaTac. Next year I'll be using things I learned there to update our youth programs and services.

This year I formally entered the UUA/LREDA Credentialing process. This is an intensive program of reading, writing, menteeing, and demonstrating competencies. I estimate completing credentialing in the spring of 2015, culminating in official recognition by our Association as a Credentialed Liberal Religious Educator.

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

I have enjoyed working with my fellow staff this year. Interim Minister Rev. Joel Miller was a great help. I was delighted to welcome David Servias, our new Music Director, and enjoyed collaborating with him. I continue to be so grateful for the opportunity to work for and with the youth, children, and adults of this religious community. I'm excited to see what's next for the Fellowship, and I'm looking forward to participating in the next chapter of our Fellowship's history!

Submitted by Co-Director of Religious Exploration Michael Molk

Religious Exploration—Youth

Mission: The 2012-2013 school year was another good year for youth programs at UUFC. The theme for youth this year was “Unitarian Universalism-What’s Your Vision?” We have two different age groups of youth: 7th/8th grade and 9th-12th grades, also known as Young Religious Unitarian Universalists (YRUU). All of our activities for youth aim to incorporate six components of a balanced UU youth program: Community Building, Learning, Social Action, Worship, Leadership Development, and Youth-Adult Partnerships.

7th/8th Grades: There were nineteen 7th/8th graders registered in 2012-2013, with an average of twelve attending every week. The adult volunteer advisors for this group were Carol Hennessy, Mary Craven, Jacob Tennessen, Elona Meyer and Jay Coffman. In the fall of 2012 the group attended a weekend retreat on the Oregon coast, spending time getting acquainted, bonding, playing, and worshipping. The group especially studied the Seven UU principles this year. The youth participated in the Benton County Holiday Food Drive, delivering food to folks around Benton County. The 7th/8th graders presented a skit about the power of kindness, *Tilly and the Rhino* in the RE Winter Holiday Program, and attended several other worship services throughout the year. On Easter they hid eggs for the toddlers.

Young Religious Unitarian Universalists (YRUU) – 9th/12th Grades: There were 30 high school youth registered this year, with an average of 22 attending weekly. The adult advisors for YRUU were Mark Aron, Cyndi Oyster, Rich Brainerd, Tom Hussong-Christian, and Rachel Houtman. The high schoolers went for a raft trip down the Willamette River during the summer, and to South Beach State Park on the coast for their annual fall weekend retreat. Two members of the Ministerial Search Committee met with the youth at that retreat, to get their input into the search process.

Many of the youth went to both the fall and spring youth conferences, sponsored by the Pacific Northwest District of the UUA. Our Corvallis contingent of youth continues to be the largest group of youth from any church going to these district CONS! Some youth also attended district-sponsored youth workshops, including Goldmine Leadership School, Chaplain Training, and a Social Justice Conference in Seattle. Scholarships were given to numbers of youth to attend these conferences. YRUU went to Portland to feed hungry people at Potluck in the Park, and participated in the Thanksgiving Holiday Food Drive, delivering food to folks around Benton County.



Religious Exploration—Youth Report Continued

In January, YRUU waited tables for the Partner Church Dinner. In February our youth went to Silver Falls for the Willamette Valley Winter Retreat, with five other churches. YRUU participated in the RE Holiday Program in December, presenting the skit *King Looie Katz* by Dr. Seuss, and attended several other worship services throughout the year. In June, YRUU presented the graduating high school senior's Bridging Service. Senior youth met to talk with Interim Minister Rev. Joel Miller. The group also met monthly on third Sundays for youth evening worship, and occasionally for movies, socials and overnights. Several youth worked with younger children, both as teen helpers in RE, and providing childcare for Fellowship events.

Coming of Age: Thirteen middle-school youth participated in the Coming of Age (COA) program which we offer every other year. The advisor team of Carol Hennessy, Mary Craven, Elona Meyer and Jay Coffman, along with Co-DRE Michael Molk, led the COA program. COA activities included several overnights, a drumming session, a social service weekend in Portland, the OSU Ropes Challenge Course, a Wilderness Retreat at H. J. Andrews forest, numerous discussion sessions, writing their credos, a *Youth/Elder Council* with members of the congregation, and presenting a worship service to the entire congregation in June. Co-DRE Niya Standish and Alan Kirk led a discussion for parents of COA youth.

Youth/Adult Council (YAC): In 2012-2013, the YAC met monthly to discuss and plan activities for the youth of the Fellowship. 13 youth and adults participated in YAC. Monica Jacobsen-Tennessen served as liaison between the YAC and the Program Council. The YAC continues to explore ways the youth can increase their involvement in the Fellowship. One successful project of the YAC this year was the formation of the Youth Involvement Committee (YIC). The YIC worked to involve the youth more in the life of the Fellowship, interacting with the adults and children. Some of the ideas the YIC implemented include recruiting youth greeters, acting out a story for Children's Chapel, and youth attending some Board meetings.

Coming Up Next Year: Next year the youth groups will have guest speakers, discussions, go on field trips, and do social service, amongst other activities. They will participate in several Fellowship worship services, and each group will present their own worship services as well. They have coast retreats planned for the fall. YRUU will attend both fall and spring district-wide youth conferences. We will offer Our Whole Lives (OWL) again for middle and high school age youth (as well as for children). The Youth/Adult Council will continue to review and revise UUFC youth programs, and lay the groundwork for future youth service trips.

Submitted by Co-Director of Religious Exploration Michael Molk



Office Administrator

It is again an honor to be serving as your Office Administrator, this being now my fifth year. Can you believe it! It is now 40 years since I graduated high school (I might even go to the re-union in October), 35 since I graduated college, and 30 years since I have lived in Corvallis. And it's been 100 years since Los Angeles has been aqueducting water from my birthplace in the Owens Valley. As well my parents are celebrating their 60th wedding anniversary this summer in August. So I will be heading down to California for that. I'll actually be taking *real* time off this summer and this year.

Thank you, to the wonderful job that the Search Committee did in finding our new minister. I remember Jill from when my children were in RE back in the late 80s, early 90s. (And this year my grandchildren attended RE, life's circle continues.)

I am very much looking forward to working with Jill and am so pleased to have worked with Joel and to have had his administrative expertise on such topics as rentals and insurance requirements. So there may be changes in rental policies next year.

It has been wonderfully challenging to be reserving space in the Fellowship due to revitalized Adult Programs Committee, Candidating, all the Social Justice Action Group (SJAG) and Environment Action Council EAC) events, etc. We are a busy place—so every time I hear on the radio about churches only using their buildings on Sundays—I know that we are the exception. (Of course, I think most churches are as exceptional). I was very proud of us, especially, when SJAG hosted the buses up to the Health Care Rally in Salem in February. Everyone that came in our building was highly impressed. And we got some darn good press out of that in the Corvallis Advocate.

It is very nice to have re-arranged the foyer, lobby, and my office area. (Thank you so much Traci!) I've even been able to clear my desk on Fridays! I hope this re-arranging makes it easier for all to move around on Sundays and for all of you to find the office supplies you need. Please let me know if you might need something that I haven't thought of yet. There will be a few more re-arrangements in the lobby just outside my office. We will be getting a new set of mailboxes/slots that should make it easier for everyone to find the mailbox you are looking for. The mailboxes won't be for storage any more and we will be looking at how to assist committees in their storage needs.

And we will be revamping our website most likely by late fall. The Communications/Publicity Committee members have been hard at work getting the content ready. As part of this change we have been using different calendaring software (that alerts to overbooking). We will go to that calendar solely at the beginning of the fiscal year in July.

Many thanks Marion Dickens and Nancy Lindsey for assembling the Orders of Service; to Marjorie Goss and Sheila Smith for proofreading the newsletters; Jeannie Ramsey and Sheila Smith for proofreading this Annual Report; and Dianne Roth for invaluable pre-formatting assistance on the report as well as her assistance with our website. And many thanks, the Men's and Grounds Crew work parties, for taking on some major projects, and the and to the Board for their leadership.

Respectfully, Yaney LA MacIver, Office Administrator



HOW WE OPERATE

Program Council

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

Members:

- Diana Thompson, chair
- Janet Farrell
- Ginny Gibson
- Monica Jacobson Tennesen
- Nancy Kyle
- Jeannie Ramsey
- Rachel Houtman
- Eileen Maxfield.
- Rev. Joel Miller, Interim Minister
- Wendy Sutton, Board of Trustees Liaison

Activities:

The Program Council:

- Successfully re-established an Adult Program committee and worked with the Board of Trustees on creating a policy on that committee.
- Established a ride share program.
- Hosts a table in the Social Hall on Sundays to help congregants connect to activities and committees.
- Continually updated the cluster list of committees and chairs or contact people
- Updated the UUFC community guide, which includes committee descriptions and volunteer opportunities as well as information on how the Fellowship works.
- Holds an annual dessert to thank committee chairs for their contributions to UUFC.
- Wrote thank-you cards to members for their extra efforts on behalf of the UUFC community.

Vision:

- Continue to help committees solve problems and recruit leaders.
- Continue to help develop leadership and raise the visibility of volunteer opportunities at UUFC.
- Offer leadership training, *UUFC Flight School* on a somewhat yearly basis.

Submitted by Diana Thompson



Music Ministry Committee

Members:

- Aurora Sherman, chair
- Don Alan Hall
- Dr. David Servias, Music Director
- Lauren Servias, Fellowship Pianist

Former members within the 12-13 cycle: Ross Sutherland, Committee co-chair (until Ross' departure from the Fellowship in 9/12); Karen Winget (until 9/12), with Ray Elliott Music Director (until 7/12).

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

Activities for 2012-2013:

Transition work: The main focus of the members of the Music Ministry Committee was on transitioning to first an interim, and then a permanent, Music Director, after the departure of Former Music Director, Ray Elliot. This transition started in the summer of 2012, after Ray's departure, and included a great deal of communication, support for choir members experiencing a great deal of emotion about the changes, and problem-solving for the future. Lauren Servias was chosen as Interim Music Director, and the Music Ministry Committee supported her during the fall as the search for our permanent Music Director stretched into December. Since David Servias was hired in January 2013 as permanent Music Director of the Music Program, the Music Ministry committee has engaged in on-going support during his transition, including providing history of the music program, answering many questions, and helping him settle into the position.

Gift to the Fellowship: The Music Ministry Committee would also like to note the hiring David Servias at .5 FTE and providing benefits was made possible by a generous anonymous donor and we appreciate that person's gift the Fellowship. We feel that a strong music program is best supported by a Director working at least half time and we feel very positive about the direction David is taking the Music Program.

Continued self-governance of Adult Choir:

- Integrated new members using the self-governance guidelines established in 2009
- Used self-governance guidelines to remind continuing members of expectations
- Established section leaders
- Filing of music to maintain and improve our investment in the music library (by Sandy and Nick Houtman)
- Produced and updated as needed the roster of choir members with contact information (Don Alan Hall)
- Produced calendar to provide Director of planned absences to allow for optimal choral performances (Don Alan Hall)

Sponsorship of Corvallis Community Choir (CCC): The CCC includes approximately 1/3 UUFC members, and they have been excellent stewards of the hall and piano.



Vision for 2013-2014:

The committee looks forward to working with the Music Program staff to support and expand the UUFC message of spiritual fellowship and engaging a significant proportion of the congregation in a caring, inclusive, and enriching worship experience. We especially note the importance of support for the new Music Director during the transition to a new settled minister.

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

Worship Committee

Mission: The members of the Worship Committee supported the Interim Minister Rev. Joel Miller for all the needs of Worship Services at UUFC throughout the year 2012-2013, including **each person serving as a Worship Associate** three to six times per year. Worship Associates read the welcome greeting and announcements, poem or reading supplied by the worship leader, assist with the ritual of Joys and Sorrows, and perform other miscellaneous tasks.

Members:

- Wolfgang Dengler, chair
- Tove Gilbert-Morgan
- Cliff Pereira
- Sheila Smith
- Dr. David Servias (Music Director)
- Rev. Joel Miller (to be followed by the new settled minister)

Activities: The committee is responsible for creating the summer worship schedule from mid-June to the first weekend in September (as there are no minister sermons after mid - June).This current year's theme for the volunteer guest speakers' talks is: *Transitions* to match the process our Fellowship is undergoing with the arrival of our new settled minister, the Rev. Jill McAllister.

The Sanctuary sound system and videotaping of worship services is managed by the Worship Committee. A new video camera , tripod, storage bag, and better security locking system will replace the previous one , which has disappeared or been lost or stolen.

The new camera system should allow the capability of direct sound input from the amplifiers to the recording to improve sound quality. Currently Mark Files is videotaping the services, and John Myers inputs them and provides a direct link on our email list, AboutUUFC for people to view them. They are also posted on our website on the *Sermon Archives* page (<http://www.uucorvallis.org/worsermontitcont.php>).

Elizabeth Wyatt provided technical consultation to consider improvements to the sound system and microphones, cost estimates, potential problems, etc. The recommendations were placed on hold until after the new minister's preferences are made known.

Circle Service is a new worship experience (since September 2012) that occurs at one 9:30 AM worship service monthly. The gathering is seated in the round with a central altar upon which are candles, flowers, and symbolic objects. Guest musicians have included: the New World Kirtan Band, Dave Chiller, and Suzannah Doyle. Participants are invited to meditate, chant , sing, and dance. The planning group is Lea Bayles, Wolfgang Dengler, and Beth Tweedell

Wheel of the Year (WOY) celebrates the passage of the Solar Year with distinctly-named themed gatherings every six weeks. WOY also utilizes a central altar to honor the Seven Directions: of East, South, West, North, Above, Below, and Within. The actual date of each gathering varies by a combination of the proximity to the real day, as well as space availability at the Fellowship. Summer services are held offsite at a private home with available large fire pit. There are a number of planners including Cliff Pereira, Susan Sanford, Suzanne Wright, Beth Tweedell, Anna Coffman, and Kyra Mehringer.

The current budget request for 2013-2014 is \$1800.

Submitted by Wolfgang Dengler

Wheel of the Year (The WOYers)

Current active co-creators:

- Anna Coffman
- Jill Fischer
- Diana Hartman
- Kyra Mehringer
- Cliff Pereira
- Susan Sanford
- Beth Tweedell
- Suzanne Wright
- Cliff Pereira, current facilitator

The Wheel of the Year group organizes celebrations eight times each year: The two Solstices, two Equinoxes, and the four Cross-quarter days in between them. These events honor special points in the Earth's annual dance around the Sun.

Although we did miss one of the eight events in 2012, we had a meeting of all interested in making these events happen in late September 2012 and we now have leaders committed through Winter Solstice (Yule) 2013 and the dates tentatively scheduled through May Day 2014.

For the past several years we have held events during the drier time of year (Summer Solstice, Lammass, and Fall Equinox) out at Bill and Jill Fischer's outdoor fire circle. We will be doing that again this year (2013).

The most recent gathering was for Beltane (May Day) where 40 people came together to honor the beginning of the three months of greatest daylight and dance the Maypole.

Although every year is different when it comes to weather, every year is the same when it comes to the solar season and the annual cycle of light and dark. We come together to celebrate that wonderful constant cycle in our lives brought to us by the interplay between our most generous Sun and our most nurturing Earth. *Submitted by Cliff Pereira*



House Managers

Members:

- Chris Daly, chair
- Russ Anderson
- Brenda Sallee
- Mina Carson

Mission: Our job is to do all the things necessary to ensure that the services run smoothly.

Activities: House managers are responsible for the following:

- Arranging the chairs (ensuring sufficient clearance for wheelchairs)
- Delivering orders of service to entry table
- Ensuring sanctuary temperature is comfortable, putting up and taking down sun shades
- Distributing the hymnals
- Maintaining and operating sanctuary and social hall sound systems, including audio feeds to the foyer and kitchen, setting up microphones before service
- Testing hearing aid loop to ensure proper operation
- Making audio recordings and labeling them for check out by congregation members
- Maintaining the podium area and providing candles and matches
- Providing a wireless microphone to those who wish to speak during “spoken response” sessions
- Taking the collection during the service
- Counting the collection, entering amounts into the journal, and preparing money for Louise
- Counting and recording attendance at each service
- Putting back hymnals, closing down sound system, cleaning up sanctuary and podium area, blowing out and putting away candles
- Keeping rechargeable batteries charged for the wireless microphones
- 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 has long enjoyed a stable membership of four: Russ Anderson, Brenda Sallee, Mina Carson, and Chris Daly. We may also be adding a fifth person as a backup, Miles Gilbert-Morgan. Four is the minimum size for smooth operation, giving each member a service about once a month. This group is dedicated to providing high quality support for worship services, and has done an excellent job in that capacity.

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

House Managers Report continued

Issues/Vision: Last year we commented that the audio wiring that runs under the Sanctuary/Fellowship Hall floor from the podium area to the sound console needed to be repaired or replaced. This has been done, now, and we are happy to have good connections again. Thank you!

We also reported last year that the CD recorder had been a problem for some time. The recording occasionally failed for unknown reasons. In addition, the house managers were not fond of this recorder, as it was too complicated for what it does. Recently, it was determined that the audio CDs were not being checked out, so it was decided that the recordings would be stopped. This removed the following house manager tasks from our list of responsibilities:

- Making audio recordings and labeling them for check out by congregation members
- Keeping the CD burner stocked with CDs (purchased by Chris)

Last year we asked for a *House Manager's Corner*, where we could organize house manager supplies and store them in one place. This request has not been addressed. Supplies would include blank attendance sheets, batteries and charger, empty journal books for counting money, empty envelopes, blank CDs, CD stickers, an extra key to the sound system, and other related items. At the moment, the supplies are scattered about and it is hard for all house managers to locate needed items and to know when supplies are running low. In addition, our rechargeable batteries are being taken and not replaced, despite notes on the chargers that say *House Manager use only*. Ideally, then, the location for the *House Manager's Corner* would be one to which an extension cord could be routed, and in a location that is reasonably secure from being raided.

We are in need of bright ideas for creating an effective seating guide to aid in the placement of chairs in the Sanctuary/Fellowship Hall. We now have a variety of services that use different seating arrangements, and it is difficult to quickly and easily arrange the chairs back in their correct configuration for regular services. The result has been haphazard seating on some Sundays. The seating arrangement needs to have proper fire egress lanes, sufficient aisle width for wheelchairs, and several wheelchair seating locations. The guide should be in a form that is easy to use and implement. We are open to suggestions, such as markers on the floor, etc.

Submitted by Chris Daly



Membership

Members:

- Eileen Maxfield, co-chair
- Claudia Weintraub, co-chair
- Anna Emery (Greeters)
- Nancy Leman (Continuity)
- Marci Reynolds (chef)
- Leo DeVogel (nametags)
- Andrea Dailey (coffee schedule)
- Sheila Smith (bios)
- Nancy Haldeman (calls)
- Sherry Litke (child care)
- Cynthia Schmidt, Mina Carson (photos)
- Freda Frederickson (coffee schedule)

Mission: The Membership Committee is the most visible to people coming into the building on Sunday morning. We greet people at the door, give them nametags and information if they are new, and provide educational classes to inform them about UUFC and UUism in general. We hope to help all who come find a comfortable space in the congregation where they can be nurtured and contribute.

Welcoming: We have a well-running Welcoming Subcommittee chaired by Anna Emery with many volunteer greeters at both services on Sunday mornings.

Education/Pathways: We have begun monthly *First Steps* classes on the 4th Sunday of each month at 9:30 AM in the Rita McDonald Library for those new to the congregation. This class covers how we connect at UUFC, how the Fellowship is organized, our programs and staff, and a tour of the building.

Our quarterly newcomer orientation class has undergone a change and been renamed *UUPath*. It is still a three hour class on Saturday morning, and now culminates with lunch where we invite committee chairs to share a meal with the newcomers. In the summer this class was held on two evenings.

The third class of our Education component is *Membership*, which is a one hour class usually a week after the *UUPath*. This includes the structure of UUFC and our relationship to UUA and the Pacific Northwest District; and benefits and responsibilities of membership.

We lost our staff support when Community Coordinator Jesse Ford retired. Because of this we no longer have access to the church database for prospective members so we have devised our own system to track people when they first come, which includes new name badges, and a spreadsheet and a new Connection Card on which information is gathered on the second visit. We have a new Outreach Subcommittee Chair, Nancy Haldeman, who is charged with calling people after their second visit, and inviting them later to the *UUPath* program.

Vision: Where we feel we could do more but haven't had the manpower has been in the area of "now that we've got them, now what?" So we are starting a program of **Integration**, with Eileen Maxfield as that subcommittee chair.

And we are currently in the process of restructuring the committee as follows: a chairperson, and four sub-chairs: Welcoming, Education/Pathways, Outreach, and Integration. By doing this we hope to be able to spread the load so that we can do a large amount of work in an efficient way without any one person feeling overburdened, and have continuity over a longer period of time.

Note: This committee's name was formally changed from Hospitality/Membership to Membership to more closely reflect the actual work of the committee. At the same time, the only remaining *hospitality* function, coffee scheduling, was spun off and is now a separate committee. (See Coffee Crew Report.)

Submitted by Claudia Weintraub and Eileen Maxfield

Living the Welcoming Congregations (LWC)

Members:

- Becky Evans, co-chair
- Stacey Bartholomew are, co-chair

Our actual membership is still pretty fluid as we re-establish the committee, and would include:

- Claudia Keith
- Marcia Shaw
- Patricia Parcells
- Eileen Maxfield
- Louise Ferrell
- Pat and Lew Pennock

Mission: The purpose of LWC is to honor, uphold, and deepen our congregation's commitment to being welcoming and inclusive of all people and, in particular, those with marginalized sexual orientations and gender identities.

Activities: Last spring LWC hosted a UUFC table in the quad during OSU's Pride Week. Then in September, we co-sponsored the service, *The Most Dangerous Congregation in Oregon*, where we made available the *My Church Supports Marriage Equality* yard signs. Another service was planned for this spring, but has since been pushed back to November due to scheduling conflicts.

We have now purchased a *Standing on the Side of Love* banner for use at public events, to tie us to the national UU-led campaign. In late February, we did tabling during coffee hour in order to encourage members of our congregation to sign up as mentors for youth at the Jackson Street Youth Shelter, given what we know about the disproportionately high numbers of homeless youth who identify as LGBT. Several people expressed interest in mentoring as a result of our efforts.

The committee is currently in a period of transition. In November 2012, Becky Evans and Stacey Bartholomew became the new co-chairs, taking over for Claudia Keith and Marcia Shaw. Because LWC has not been fully active the past few years, we are hopeful that this transition will also help to bring new life to the work.

Vision : As we look ahead, we have several goals, the foremost of which is to reignite and reeducate the congregation on Living the Welcoming Congregation. To grow as a group, we want to get more individuals involved and to fill more positions on the committee. We hope to collaborate with the Membership Committee to have a stronger presence in Newcomer Orientation. We also plan to develop Safe Space training, or other educational opportunities--particularly related to gender ambiguity--for greeters and anyone else who wishes to attend.

Submitted by Becky Evans and Stacey Bartholomew



Communications/Publicity Committee (CPC)

Members include:

- Jim Good, chair
- Jamie Simmons, Board liaison
- Holley Lantz
- Monica Jacobson-Tennessen
- John Myers
- Yaney LA MacIver, Office Administrator

Roles and responsibilities of the CPC are to:

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

Privacy Policy: With assistance of various councils, committees, and staff, the CPC developed a comprehensive UUFC Privacy Policy, adopted by the Board of Trustees at the beginning of the church year. The policy covers what personal information the UUFC collects, how we use and protect that information, and our commitment to your privacy. Various member and friend information collection forms have been revised to comport with the new policy.

Website Review and Redesign: The CPC made good progress on web site redesign early in the church year, but the committee has been inactive the past six months as the chair was away from Corvallis. Work resumed in April and we hope to have a new web site ready when the new minister arrives this summer or early fall. *Jim Good, Chair*



*Unitarian Universalist Fellowship
Corvallis, Oregon*

Personnel/Human Resources (HR) Committee

Members:

- Carl English-Young
- Elona Meyer
- Carolyn Madsen, Chair
- Judy Malouf, Board Liaison
- Rev. Joel Miller, ex officio

The committee continues to work with Karen Salot regarding payroll and benefits although she is no longer on the committee (in an effort to lighten her responsibilities). We owe Karen abundant appreciation for all that she has done for the Personnel/HR Committee and for her expertise in continuing to handle payroll and benefits for our staff. In addition, two other members, Russ Anderson and Karen Winget, retired from the committee this year. They both contributed immensely to the work of the committee and we thank them for their dedicated service to the UUFC.

Mission: The purpose of the Personnel/HR Committee is to serve as an advisory committee to the Minister, as Chief of Staff, as delegated by the Board of Trustees regarding personnel matters. The committee continues to provide back-up functions by working with the Minister in such areas of personnel administration as position descriptions, work agreements, employee evaluation procedures, coordination with the HR functions, and the ongoing review and development of policy and procedures.

Activities: This fiscal year has included three major areas of change for the committee:

- We have developed an understanding of the shift that congregational growth brings to our method of governance and how that impacts the supervision of staff and implementation of policies. The Rev. Joel Miller, our interim minister, has provided valuable expertise in making this transition in our methodologies as we prepare for our next settled minister.
- Three resignations and the temporary and permanent hiring of new employees brought with it hands-on experience in working with the Minister in handling these staffing changes with the minister serving as Chief of Staff.
- Changes in the make-up of the committee along with our evolving role under the jurisdiction of the Board of Trustees have called for adjustments in our responsibilities.

Much of the committee's effort this year has been geared towards developing our understanding of the dynamics of functioning as a Mid-size congregation (with ~330 members) with regard to Personnel/HR services. Our work with Rev. Joel has been instrumental in the appropriate implementation of the various personnel functions with the minister as *Chief of Staff* as we've moved in this direction. Along with our usual activities, we worked with Rev. Joel and appropriate Fellowship committees in the hiring of an Acting Music Director and then our new permanent Music Director, Dr. David Servias, along with our pianist, Lauren Servias; provided assistance in dealing with the resignation of three staff members (Ray Elliott, Raven Sanders, and Jesse Ford); developed a proposal for the Board to consider regarding Personal Time Off (PTO) and Termination for Cause; and developed the Staffing section of the budget proposal for FY2013-14. At present, our top priority is to review and update *Personnel Policies and Procedures* to provide the necessary Personnel/HR support for a mid-sized congregation.

Submitted by Carolyn Madsen

Annual Report Committee

Mission: To compile and archive the life of the UUFC. This has been a transition year for the UUFC. Our Interim Minister, Joel Miller, will be leaving in the Spring, and our new Minister, Jill McAllister, will be arriving in the Fall. A complete picture is our goal.

Members: Dianne Roth and Yaney MacIver

Activities:

- The deadline for annual report submission was April 1, 2012, with publication finished by the Annual Meeting in May.
- Reminders are sent out in January and March. Personal reminders are sent throughout April, as needed.

- As of 2011, it was determined that some reports need to be required. They are:

*Investment	*Finance
*Fundraising/Giving/Stewardship	*Budget
Rental	*Personnel/HR
Long Range Planning	*Nominating
Building Committee	*Grounds
*Program Council	*Membership/Hospitality
*Communications	Bylaws/Policy
Building Upgrade/Expansion	*Endowment Report

* Denotes that the 2012-2013 Annual Report was submitted.

- As of May 17, the 2013 Annual Report was compiled with 55 out of 58 possible reports. Five mandatory reports have not been turned in.
- Yaney and Dianne will celebrate over lunch.

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

Submitted by Dianne Roth



BUILDING AND GROUNDS

The Memorial Plaque and Garden

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

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

Submitted by Nancy Leman

Grounds Committee

The UUFC Grounds maintenance is currently considered part of the Buildings and Grounds Committee, though it has its own budget and operational structure.



Activities: Grounds activities fall into three major categories:

- Lawn mowing with one riding mower, two walk-behind mowers, a weed-eater, and an edger for sidewalks. Mowing starts in March and ends in December
- Maintaining the flower beds by weeding, mulching, pruning, occasional replacement of shrubs and groundcovers in the appropriate season, and dealing with yard waste year-round
- Raking, sweeping, and cleaning the parking lot according to the need at the moment, with the heaviest workload in the fall when the deciduous trees lose their leaves

The man- and woman-power for the Grounds is a constantly changing crew of dedicated UUFC volunteers, with a few long-time, experienced workers guided by past practices and know-how. When it becomes necessary to take down a tree—something that is increasingly necessary—a local tree surgeon gives a bid and contracts to do the job.

Every year in the UUFC Annual Report, we point out that we need a Parking Lot Committee to supervise cleanup, re-marking parking spaces, and determining what our future needs for car parking may be. Grounds volunteers in general prefer to nurture growing plants and believe that the parking lot should not be a responsibility of Grounds.

Nancy Leman for the Grounds Crew

OUR COMMITMENTS

Environmental Action Council (EAC)

Mission: 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.

Members:

- Jack Elder, co chair
- Elizabeth Waldorf, co-chair
- Jean Townes
- Roberta Hall
- Uta Hussong-Christian
- Sally Shaw
- Rachel Ozretich
- David Waldorf
- John Swanson
- Karen Josephson
- Peter Stoel
- Mark Files
- Bob Scott
- Anne Harding
- Claudia Keith
- Charlie Miller
- Jane Ann Warkentin
- John McEvoy

Activities in 2012-2013: The EAC has had a busy year.

We publicized Kill-a-watt meters that allow you to monitor electricity usage by appliances in your home. We loaned two meters to members and encouraged others to check out the meters from the Corvallis Library. Bobbi Hall and Jack Elder developed a form to use with the Kill-a-watt to record power usage, and this was offered and explained in the after-service coffee time. Among the examples of surprises were that a Maytag washing machine from the 1990s uses power when turned off. We now unplug it. Informed citizens can reduce their carbon footprint, and the Kill-a-watt device can help people learn about the use patterns of their own devices.

Our ongoing Environmental Reading Circle read some fine books. We read and discussed: Not Just Trees by Jane Claire Dirks-Edmunds, The Hidden Forest by Jon Luoma, The Omnivore's Dilemma by Michael Pollan, Merchants of Doubt by Naomi Oreskes and Erik M. Conway, The Biochar Solution by Albert Bates and Footprint, a Funny Thing Happened on the Way to Extinction by John Patterson. We heartily recommend all these books to others.

We continued our film/lecture series on the third Sunday of each month to which the general public is invited. We hosted Jennifer Coleman, expert on indoor air pollution, from the Oregon Environment Council. She toured our UUFC building and made recommendations as to how to reduce air pollutants and allergens and, after a potluck with committee members and others of the UUFC with special interests in the topic, gave an informative public talk and answered questions. We sponsored a panel discussion on GMOs in Benton County Foods. Harry MacCormack, Dana Allen, and Clint Lindsay represented the Benton County Community Rights Coalition. It is working for local control of agricultural decisions, sustainable agriculture, and specifically on a county initiative petition that would prohibit use of GMO seeds in the county.

Bobbi Hall sold compact florescent light bulbs, LEDs, and efficient shower heads, all obtained as part of an Energy Trust outreach and fund-raiser to reduce fossil fuel use. The EAC gave bulbs to the South Corvallis Food Bank to make them available to needy folks. Jack Elder donated money from the sale of special calendars to the EAC.

Environmental Action Council (EAC) Report Continued

Claudia Keith helped organize an interfaith candlelight vigil on Global Warming on the Benton County Courthouse grounds. Rev. Joel Miller, UUFC's Interim Minister, shared his serious concerns about this looming crisis and served as moderator. Other faith leaders shared their perspectives. The Raging Grannies provided music with a message. In spite of severe cold weather, about 25 people attended.

We have been monitoring the use of electricity from the time that 40 solar panels were installed on our roof, September 2010. This has shown among other things that the *demand charge* is costly. This charge is also environmentally problematic because it records surges or concentrated high demands for power. These come when, for instance, a couple of furnaces or other high using appliances turn on, and the power company uses these to forecast and plan for greater electricity generation, and that implies more fossil fuel use. So reducing our demand means saving money but also would reduce the power company's demand. Working with the UUFC volunteer who programs our furnaces turn-up times, they were reprogrammed so that no two come on within the same half hour; and we are beginning to develop plans to involve the congregation in our efforts to reduce heat loss. We also met with the Building Committee and participated in deciding what type of furnace to replace a defective gas one with a heat pumps in the Minister's and Office Administrator's offices.

A relatively new project involves our recycling efforts. The UUFC has been recycling but found we have problems when an unexpectedly large event with many guests occurs; we need to plan ahead and also devise ways so that *the recycling choice is the easy choice*, particularly in the kitchen but in other parts of the building also.

More than five of us attended the DEQ hearings in Portland to oppose the plan to transport Powder River Coal on barges down the Columbia River for export to China. To sequester carbon, this coal should remain underground. Further, because Oregon is downwind of China's coal burning power plants, the mercury emitted from this coal will fall with rain here in the northwest. Of the 800 people who attended, a large majority opposed coal export.

About 20 of us attended a rally in Salem opposing the shipment of coal by trains for export to China. We traveled by school bus on a trip organized by Kris Paul, head of Corvallis 350.org for a sunny day listening to speakers on the steps of the Capitol.

On Sundays in the Social Hall we encouraged folks to write cards to President Obama and Governor Kitzhaber in opposition to coal exports. We provided cards and stamps. About 25 cards were mailed to each official.

Jack Elder, working with Rev. Joel Miller, presented a Sunday service on global warming. Charlie Miller and Rev. Joel Miller presented a Sunday service on the science and the ethics of global warming.

In March the EAC endorsed a resolution urging UUFC to significantly reduce its fossil fuel consumption. We will try to get this resolution on the agenda and adopted by the membership at the Annual Meeting in May. We hope to reduce our electric and gas bills.

To specify how best to reduce our carbon footprint, we have scheduled an energy audit by the Energy Trust of Oregon. We have invited members with expertise to confer with the auditors.

We invite interested members and friends of UUFC to become active with us.

Respectfully submitted by Elizabeth Waldorf and Bobbi Hall



Peace Action Council (PAC)

The Peace Action Council has been inactive for some time and has not met in the preceding year.

Submitted by Bob Ozretich

Partner Church Committee (PCC)

Members:

- Viki Shilaos, Chair
- Janet Throop, Secretary
- Terry McCoy, Secretary
- Beverly McFarland, Treasurer
- Floyd McFarland
- Patricia Parcells
- Karen Canan



- Sandy Houtman, Auxiliary Member
- Susie Leslie, Auxiliary Member
- Cindy Panshin, Auxiliary Member
- Melinda Sayavedra, Auxiliary Member
- Tim & Anna Emery, Auxiliary Member
- Jan Lahr, Auxiliary Member
- Joyce Spain, Auxiliary Member
- Jean Townes, Auxiliary Member

Auxiliary members: (Give generously of their time and support the work of the PCC during fundraising events. They receive meeting agendas and minutes, and may offer questions, ideas, or information, but are not required to attend meetings. They are vital to our success!)

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

Activities: Monthly meetings: We hold monthly meetings throughout the year usually on the first Sunday of the month at 12:30 PM.

Communication:

- With the Unitarian Universalist Partner Church Council (UUPCC) through availability of support services and materials such as religious education materials, newsletter reporting on the international partner church movement world wide, virtual conferences, chat line, PCC handbook and guidelines, and offering travel opportunities in several partner church countries. In addition, they offer valuable information and support as we grow and develop our relationship. These services are also available to the UUFC congregation.
- With UUFC Congregation through articles in the UUFC newsletter, our PCC bulletin board in the Social Hall, and fundraising activities are ways we share information and the partner church relationship.
- With the Omaha PCC Congregation through exchanging information, coordinating economic assistance, travel, and national PCC programs. (The First UU Church of Omaha is partnered with Katalin's home church in Firtosmartonos, a nearby village.)
- With Rev. Katalin Szász-Cserey, minister of our Partner Church in Körispatak, through frequent emails and letters sharing the activities of our churches, their communities, and hopes for the future.

Translation Services: The UUFC Partner Church Committee wishes to extend its gratitude to Dr. Louis Elteto, retired Dean of Portland State University Foreign Language Department, who donates his time and skills to translate our emails and letters to Katalin.

Travel to Transylvania: Viki Shilaos traveled to Körispatak in July 2012 to participate in the religious education summer day camp. She assisted as directed, sharing traditional American crafts such as tie dying and making dream catchers. With the generous support of the UUFC, she was able to purchase these and other craft materials, and provide a daily mid-day snack for approximately 50 camp participants. She also met with the congregation and the Church Board members, and toured the ongoing reconstruction of the Körispatak church building devastated in the flood of 2010.

Partner Church Committee Report Continued

Educational Support: Although high school education is offered and supported by the Romanian government, villages such as Körispatak have insufficient students to warrant a high school. Therefore, they must travel to and stay at boarding high schools, and must pay for room and board (\$720.00 per year), and any transportation costs. Students must pass entrance exams, be Körispatak residents, life-long Unitarians, and be members of dues paying families to be recommended to us for scholarships. This year we contributed to one university and two high school students for a total of \$1,400.

The summer of 2012 saw the second annual religious education summer day camp for one week in July. This camp was an ecumenical or joint project between the Reformed and Unitarian Churches of Körispatak. UUFC members generously gave \$800 to support the camp. PCC members support UUFC RE as requested. Religious Education programs and lessons are available through the UUPCC of the UUA and the **International Council of Unitarians and Universalists (ICUU)**.

Economic Support:

- Monthly Stipend for Partner Minister - We continue to send a monthly ministerial stipend of \$25 to Rev. Szász-Cserey to assist with transportation costs to and from Körispatak.
- Food Baskets and Program for the Elderly - At Rev. Szász-Cserey's request, we sent \$175, which supported an afternoon program and gift of food baskets for about 40 elderly people. This is an ecumenical project with the Reformed and Unitarian Churches of Körispatak.
- Annual Christmas Presents - With \$300 from us, Rev. Szász-Cserey was able to purchase books, writing implements, and sweets for approximately 40 Unitarian children.
- Unitarian Church Reconstruction Project - Currently, Rev. Szász-Cserey and the Unitarian congregation of Körispatak are seeking to obtain funds from the Romanian government for the reconstruction of their church due to the flood of 2010. It is a slow and arduous process. We support their efforts and await any requests for assistance.

Congregational Awareness and Fundraisers:

- UUFC Hungarian Dinner - In January 2013 we offered an evening of fellowship that included a full four-course Hungarian dinner and PowerPoint presentation about the 2012 summer camp program.
- Partner Church Weekend - On March 1-3, 2013, a visit by Balázs scholar, the Rev. Adél Nagy, increased our understanding of the importance and relevance of our international congregational relationship. Opportunities for our UUFC congregation through hosting the Balázs scholar, daily activities, community meals, and a Sunday sermon were offered. Rev. Nagy assisted with a Skype phone conversation with our partner minister.
- March Action Lunch - This year the annual PCC Action Lunch occurred on March 3, 2013, in conjunction with our visiting Balázs scholar and International Partner Church Sunday.
- Special Collections - The month of March and Christmas Eve Services offered the congregation an opportunity to support the ongoing work of the PCC.

VISION FOR THE FUTURE

- To continue to develop a good understanding and warm relationship between our Unitarian congregations and ministers through frequent communication and UUFC activities. In addition, we will be hosting Rev. Katalin Szász-Cserey and her husband in the fall of 2013. Several activities will be available for the UUFC congregation and its new minister to get to know Katalin, and through her, the Unitarian congregation of Körispatak.
- To continue with our educational and economic support of current programs.

Submitted by Viki Shilaos, Chairperson

Social Concerns Committee (SCC)

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, and blood drives. *Contact Sylvia Yamada (yamadas@science.oregonstate.edu or 541-754-9891) if you want to join our committee or just would like to help out with one of the events.* Donations of food for the Action Lunches and Bake Sales are always welcome.

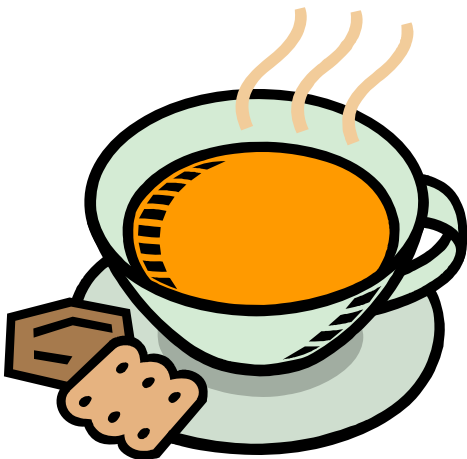
Members:

- Nancy Creel
- Ann Evans
- Mark Files
- Louise Ferrell, accounting
- Sandy Houtman
- Janice Imel, outreach
- Bibi Momsen
- Christina Reimer
- Patricia Smith, newsletter publicity
- Joyce Spain
- Wendy Sutton
- Jean Townes
- Katie Lantz-Phillips
- Jane Ann Warkentin
- Sylvia Yamada, chair

Helpers:

- Martha Clemons
- Joyce Greiner
- Claudia Keith
- Jan Lahr
- Charles Miller
- Jeannie Ramsey
- Viki Shilaos
- Tom Smith
- Jim Spain
- Joel Spector
- Elizabeth Waldorf
- Russ Yamada
- Erin Zabroski
- Eileen Maxfield
- Mary Lee Seward

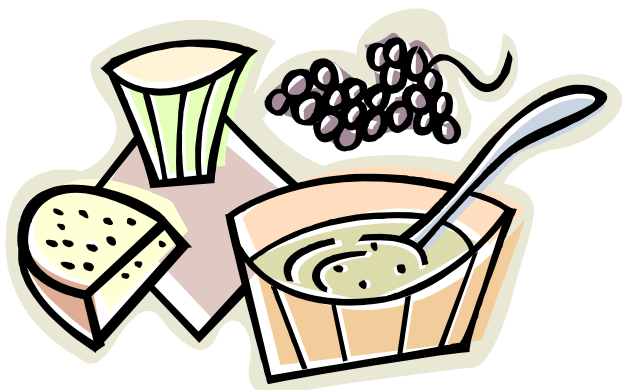
See Fundraising Activities 2012-2013 on next page



Social Concerns Committee Report Continued

Fundraising Activities 2012-2013

Month	Activity/Beneficiary <i>* denotes increase over previous year</i>	\$ Action Lunch and Bake Sales	\$ Total, including Donations (Special Collections)
April	Unitarian Universalist Service Committee –Action Lunch and collections	473	1378*
April	Bangladesh Education Project – fund-raising dinner at Christina Reimer's house plus donations	0	1700
May	Partnership for Safety and Justice –Action Lunch, bake sales, collections and donations	469	878
June-July	Vina Moses – bake sales and Sunday collections to raise funds for school supplies	41	778
August-September	McKinney Homeless Education – bake sales and donations	714	1654*
October	Benton Habitat for Humanity –Action Lunch, bake sales, collections and donations	592	1204
November	South Corvallis Food Bank –Action Lunch, bake sales, collections and donations	599	1758*
December	Hurricane Sandy Relief - collections		502
December	Community Outreach –collections	50	644
January	Homeless Shelter Coalition –Action Lunch, bake sale, and donations	662	1499*
February	We Care -Action Lunch, bake sale and collections	651	1475*
March	Partner Church – Action Lunch – SCC members helped	N/A	N/A
March	Microcredit – bake sales - SCC members helped		
	Total:	4,251	13,470*
2012	Other Activities	Comments	
July and December	Red Cross Blood Drives –provides much-needed blood –especially prior to the busy holiday period	We collected 79 units of blood	
November	Linn Benton Food Share – Thanksgiving basket deliveries	50 UUFC members and friends delivered baskets	



Social Concerns Committee Report Continued

Beneficiary Information



Unitarian Universalist Service Committee (UUSC) is a nonsectarian organization that advances human rights and social justice in the United States and around the world.

Guided by the Universal Declaration of Human Rights, it works to promote worker's rights, protects the right to clean water, defends civil liberties and preserves human rights during crises. The programs the UUFC partakes in are the *Guest At Your Table* donation boxes, coordinated through the RE program and an Action Lunch, bake sale, and donations during April. Last year UUSC donations from the UUFC totaled: \$1,378. For more information on the UUSC go to <http://www.uusc.org/index.shtml>

(Submitted by Lorene Hales and Patricia Smith)

The Bangladesh Education Project. This fund helps very poor children attend school in North Laksmipur, Bangladesh, Christina Reimer's home town. Numerous families in this village live on less than U.S. \$25 a month. After buying essentials there is little money to pay for the uniforms, books, and writing materials that are required for a traditional Bangladeshi school. Furthermore many families have no tradition of education; the parents tend to be day laborers or servants. Instead of going to school, many children spend the day playing or collecting firewood. A traditional school day is too long and competitive for children as they have work to perform and also get essentially no support from their parents, who struggle to put food on the table.

This project funds an alternative, afternoon school coordinated through the local Catholic Sisters of Charity mission. The project reaches children who otherwise do not attend school at all, and who are new to reading, writing, and math. The money pays for books, writing materials, and a small stipend for teachers. The project also funds a number of older students who attend the regular, full day government school but are at risk of dropping out because of their families' inability to pay.

Although coordinated by local Sisters of Charity, a variety of religious backgrounds are found in the children who benefit from this project (Muslim, Catholic, Hindu, Buddhist).

The number of students enrolled in 2012 was 145 at the peak. The school year went from January 6 to December 15 with a number of holidays in between. Approximately \$1700 was sent by way of the Unitarian-Universalist Fellowship of Corvallis. In previous years the project was funded from UUFC Action Lunches and bake sales, but in 2012 most of the money was raised by a sushi party held in April, and from donations of individuals around the community. *(Submitted by Christina Reimer)*

Partnership for Safety and Justice (PSJ) is a Pacific Northwest organization headquartered in Portland. It seeks to unite people convicted of crime, survivors of crime, and the families of both to redirect policies from an over-reliance on incarceration to effective strategies that reduce violence and increase safety. PSJ has developed a pioneering and provocative model for their work, one that works with all of those most directly affected by crime, violence, and the criminal justice system (survivors of crime, people convicted of crime, and the families of both) – to advocate for a system that is just and that more effectively builds safer, healthier communities. PSJ believes it is time for a more effective and fiscally-responsible approach to public safety – an approach that focuses on prevention, curbs the unsustainable growth of our prison system, invests in evidence-based programs that are proven to reduce crime, and strengthens support systems and services for people harmed by crime. *(Submitted by Louise Ferrell)*



The Vina Moses Center



serving Benton County since 1918

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

Social Concerns Committee Report Continued

Beneficiary Information Continued

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 \$1654 through donations and bake sales. Contact Carolyn.Hinds@corvallis.k12.or.us or Bibi Momsen for more information on how you can help.

Benton Habitat for Humanity is a countywide, ecumenical ministry that seeks to eliminate sub-standard housing and to make decent shelter a matter of action and conscience. By having people from all income levels work together in equal partnership, Habitat builds new relationships and a sense of community, as well as new housing. We currently serve the needs of Benton County by building two new homes a year and have recently added our Home Repair Initiative to further our mission of providing safe and decent housing for low income members of our community. During 2012-2013 we plan to complete the remaining two homes in the four-home Philomath sub-division. Additionally, contractors will begin building the infrastructure at 5th and B St in Corvallis, which will be our next home-build site. We will also continue our Home Repair Initiative, completing between four and six projects during the fiscal year. To support these repairs, we plan to build a solid volunteer base exclusively for this initiative which will allow us to take on a wide range of repair projects in partnership with local homeowners and the community (from the 2011-2012 Annual Report, www.bentonhabitat.org).



The South Corvallis Food Bank (SCFB) provides emergency food boxes to low income people who live in south Corvallis and might otherwise go hungry. It is now in its 12th year of operation and many UUFC members and friends have volunteered

their time to make this effort happen. In addition to time, UUFC donations of food and money have been a significant and important resource for the food bank and are much appreciated. In 2012, UUFC members donated countless pounds of food that was collected in the food basket in the foyer, and over \$2,100 through the Action Lunch, bake sales, Tuna Roast and Fest Event collections, and the collection baskets.

In 2012, the number of clients seeking food boxes at the SCFB averaged 275 households per month or about 1,000 people; 40-45% of clients are children. These numbers represent a 17% increase over 2011. We continue to see a large number of new clients each month, as the economic situation for many families continues to worsen in these economic times.

The UUFC help is critical in allowing us to continue to the South Corvallis Food Bank. Thank you to all for your continued support. <http://www.southcorvallisfoodbank.org/> (Submitted by Martha Clemons)

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

Red Cross Blood Drives It's easy to help by giving of your time or blood. We have a wonderful group of volunteers dedicated to making the blood drive a success year after year. The July blood drive had a great turnout with a total 30 donations which met our goal! The December drive went well, but with 49 blood donations we fell short of our goal of 57. The Fellowship supports this important work with the donation of time and space, but it would really be great if more people from the fellowship would make a blood donation at the drives. <http://www.redcross.org/> (Submitted by Wendy Sutton)

Social Concerns Committee Report Continued

Beneficiary Information Continued



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

Homeless Shelter Coalition Members of the UUFC donate generously of their time and money to benefit homeless people in our community. We held an Action Lunch and bake sale in January and the \$1499 we raised was divided between the Daytime Drop-In Center, located at the First Christian Church, and the Men's Cold Weather Shelter, located at 530 SW 4th Street. It was difficult to find a suitable facility after the West Side Community Church informed us that the space which had served us so well for several years was needed for a pre-school they were opening. In the end, we had to settle for a more expensive rental which has stretched the budget considerably. Fortunately, the City and Good Samaritan pitched in to help with the cost. The Shelter opened November 11 (ten days later than intended) and was opened until the end of March, about one month longer than in previous years. The Shelter has averaged about 35 clients per night and has served a total of 124 different men so far this cold weather season.

Some of the regular clients basically move in, keeping bedding and other possessions on bunk beds during the day. The shelter is open from 7:00 PM to 7:00 AM each night, and members of area faith groups and other organizations in the community take turns staffing the Shelter for a week. This involves sixteen person-hours per night for a total of 112 hours per week. Charlie Miller was the point person for the UUFC volunteers who staffed the Shelter for the week of February 10 through 16. The Daytime Drop-in Center is a warm and welcoming place where people can come and socialize over coffee, tea, hot chocolate, and snacks and an occasional hot meal, and access needed assistance from volunteers and a social worker.

(Submitted by Jim Spain.)



We Care is an organization of eighteen faith communities which provides one-time financial assistance to residents of Benton County when no other help is available and it appears possible that the individual/family will then be able to manage on their own. The February Action Lunch and Bake Sales benefited We Care.

Since its inception, We Care has disbursed over \$1 million dollars to help people in Benton County. During 2012, \$77,365 was disbursed for 269 cases screened by the Community Services Consortium and brought to the weekly Board meeting. 48% of the cases helped were families with children, 66% of the help went to housing (rent or move-in costs), and 22% to help with utilities. A health emergency, a reduction in work hours, or an urgent car repair means a family needs one-time help to avoid eviction, which occurs with HUD (subsidized) housing if rent or utilities are not paid on time. The \$400 maximum We Care can give helps these situations. All payments are paid directly to the landlord or the utility company, not to the individual requesting help. Funds for We Care come from supporting faith communities, businesses and other corporations, the yearly fund-raising letter, and from individuals. Unfortunately, almost every week well-deserving appeals for help must be turned down for lack of funds.

Wendy Sutton is past secretary of We Care, and Bibi Momsen is currently the UUFC representative to We Care, as well as serving as the primary substitute for Board members unable to attend the weekly meeting. *(Submitted by Bibi Momsen)*

Partner Church. Members of the Partner Church and Social Concerns Committees often help with each other's events such as Action Lunches. We expect that this type of collaboration to continue.



Social Concerns Committee Report Continued

Beneficiary Information Continued

In the past year the Micro-Credit Committee has sponsored a concert by Habiba Addo, a musician from Ghana, had several bake sales, and plant/pottery sales. We have about six active members and many who support us when we need extra help. We have made 130 KIVA loans to women around the world. When the loans are repaid we re-loan the money as quickly as possible so that it is working to help women to earn money to help feed, house, and educate their families. Over the time that we have worked through KIVA we have loaned out more than \$10,000. We have also helped support women in war-torn countries through the organization Women to Women. The committee wishes to thank the UUFC congregation for its very active support of our committee's work. We couldn't do it without you! (*Sandy Houtman*)

Summary: The Social Concerns Committee was very successful in meeting its mission in raising awareness and funds for local and international charities each month. Through the activities of our members and the generous contribution of the general congregation and friends, we raised over \$13,000 in donations for worthy causes. This represents an increase over the previous year. For all reoccurring charities, with the exception of Vina Moses and Community Outreach, our fund-raising efforts increased.

We would like to see more participation from the general congregation with our Action Lunches and bake sales. We especially need a number of people who are willing to coordinate bake sales throughout the year.

Tentative Plan for 2013-2014

2013-2014	ACTIVITIES	Action Lunch	Collections	Bake Sale	Publicity
April	Unitarian Service Committee		x	x	Patricia Smith
May	Planned Parenthood	x	x	x	Louise Ferrell
June	Vina Moses – collections and bake sales for School supplies		x		?
July	Vina Moses – collections and bake sales for School supplies		x		?
Summer	Strawberry Shortcake Social?				?
August	McKinney Homeless Education School fees		x		Bibi Momsen?
September	McKinney Homeless Education School fees		x		Bibi Momsen?
September	OPEN ?	?	?	?	?
October	OPEN ?	x	x	x	
November	South Corvallis Food Bank	x	x	x	Martha Clemons?
December	Community Outreach Collections only		x		
December 24	½ Partner Church/ ½ Community Outreach collections only		x		
January	Homeless Shelter Coalition	x	x	x	Charlie Miller?
February	We Care	x	x	x	Wendy Sutton?
March	Partner Church	x	x	x	Viki Shilaos?
April	Unitarian Universalist Service Committee	x	x	x	?
May	OPEN ?	x	x		

Submitted and Compiled by Sylvia Yamada

Social Justice Action Group (SJAG)

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

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

Activities: This past year SJAG has continued to sponsor three community groups that have been meeting at UUFC.



A Corvallis chapter of Dining for Women, with SJAG sponsorship, has met monthly at UUFC and has just celebrated their two-year anniversary. Dining for Women (DFW) is a dinner giving circle. DFW chapters meet regularly, enjoy a potluck meal together, learn about an urgent women and girls' international project, and then donate to that cause what they would have spent dining out. In the past two years the Corvallis chapter has raised \$5,122, with an average of 12 people attending a monthly potluck and a total of 90 different people being involved in at least one meeting.

UUFC members Bob and Rachel Ozretich continue to lead a Corvallis chapter of



the national **Move to Amend Campaign** which, with SJAG sponsorship, has been meeting at UUFC twice a month. Move to Amend is a national organization working to reject the U.S. Supreme Court's *Citizens United* ruling, and move to amend the Constitution to firmly establish that money is not speech, and that human beings are persons entitled to constitutional rights while corporations are not persons and not entitled those rights. The Corvallis chapter sponsored a Corvallis advisory ballot measure that in November 2012 passed by more than 3 – 1. It requested that the city urge their elected federal, state, and county representatives (of the City of Corvallis) to support a Constitutional Amendment denying artificial entities' personhood and rejecting money as speech. In addition, the Corvallis chapter is working with a state-wide coalition of Move to Amend chapters to support a measure in the Oregon legislature that states that the members of the seventy-seventh Legislative Assembly urge the Oregon Congressional Delegation to use every possible means within its legislative authority to advocate within the Congress of the United States to pass and send to the states for ratification a constitutional amendment consistent with the findings outlined above to ensure that corporations are not people and money is not speech.

SJAG continues to sponsor the monthly meeting of Mid-Valley Health Advocates, a community group that has been promoting single payer health care for many years.*

In addition SJAG in May was a sponsor for a Palestinian cultural festival that included two movies and a dinner that raised funds for the Middle East Children's Alliance and a water system at a Gaza kindergarten. One of the film nights was a fundraiser for the US-Gaza Cultural Exchange, a not-for-profit program dedicated to the promotion of cultural understanding and academic development through dynamic dialogues between classrooms in the United States and Gaza.

SJAG has also been an active part of a UUFC group coming together to address climate change. (See separate report, next page.)

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

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

Social Justice Action Group (SJAG) Continued

There has been a groundswell movement within UUFC addressing the urgent issue of climate change which will not be stemmed. The very important collaboration of SJAG, the Environmental Action Council (EAC) and its subset Green Sanctuary, and the Move to Amend group led to recognition by the Board of Trustees of a Climate Justice Committee*. This group is grounded in five pillars: spirituality, advocacy/social witness, education internal and external, community networking/coalition building including interfaith, and tending to congregational process.

This broad-based surge of concern about climate issues has also led to a commitment to engage in focused, Fellowship-wide attention to the climate issue in the new year (beginning in September). To this end, conversations have begun with the Religious Exploration program and, informally, with the Adult Programs Committee.

During the Rev. Jill McAllister's candidating week, there were several opportunities to interview her and to share with her our commitment to the issue. It is hoped that with the Rev. McAllister's arrival we will be able to broaden our connection with other faith communities and engage in cohesive interfaith justice work including climate justice work.

Future plans include conversations/dialogs about UUFC Divesting from Fossil Fuel industry. More info at <http://350.org/en/faith> and UUA Green Sanctuary and Global Warming listserve.

In the meantime, work continues. Most immediately, we are planning the showing of *Bidder70*. *Bidder 70* is a feature length documentary film about Tim DeChristopher, the college student and UU who derailed an illegal BLM oil and gas lease auction in 2008.

* Climate Justice Committee: There is on-going conversation about where this group might actually fall in the current committee structure. This will evolve in the coming year.

It is important to acknowledge the support we have received from our interim minister Rev. Joel Miller who, despite advice from his professional cohorts not to begin any new monumental projects during his interim ministry, read the urgency and passion of this congregation and helped facilitate our early conversations. Your thoughts and leadership have been invaluable.

Following is a synopsis of significant climate related events in the past several months:

- December: OREGON DEQ Coal Rally and Hearings - Proposed Morrow Pacific Coal Export Project Portland, Thursday, December 6, at 5:00 PM. SJAG and EAC are co-sponsors with other groups that oppose any increase in coal transportation or manufacturing in Oregon (including the December 12 Vancouver Washington coal train public hearing).
- January: Social Justice Action Group (SJAG) and Environmental Action Council (EAC) combined January 11, 2013 Planning Meeting "Mark your calendars, please join us and bring a friend. We will be working on our 2013 goal setting - planning process. See the latest three UU World magazines for a variety of topics, plus other Sustainability, Climate Change, 350.org, etc ideas." (Includes but not limited to: UUFC Programming, Public Witness, Projects at UUFC, Coalition Building, Corvallis Community Projects, etc.).
- January: "Please Join in Solidarity with our Brothers and Sisters at the White House Interfaith Rally Interfaith Moral Action on Climate in "A Pray-in for the Climate" In front of Benton County Court House; 5:00 PM Tuesday, January 15, 2013." - The 84th Birthday of Dr. Martin Luther King, Jr.
- February 12 and 17: Forward on Climate March in Washington DC to protest the Keystone XL pipeline. Four UUFC representatives (Jean Townes, Martha Clemons, Claudia Keith, Marilyn B Walker) and a UUFC friend (Leonard Higgins) attended carrying/wearing t-shirts with 135+ UU signatures. We connected with the All Souls UU congregation and participated in rally marshals training.

Social Justice Action Group (SJAG) Continued

- February 24: Climate Crisis - Worship Service led by Dr. Charlie Miller and the Rev. Joel Miller. This was followed by an opportunity to mail Interfaith Power and Light (IP&L) Preach-in post cards to the White House. UUFC was one of over 300 congregations with climate events as part of a nation-wide Preach-in on Global Warming IP&L 2013 Spring Program. More info at <http://www.preachin.org/events/climate-crisis-a-congregational-call/>
- February and March: Climate Justice Council meetings. These are ongoing.
- March: Climate justice Sunday Service led by the Rev. Joel Miller *Wild Geese (Hope, not wishful thinking)*. "Life is always calling to us to be in love with life - choose to have hope, even though all seems hopeless."
- March: Salem Climate Rally steps at the Capital Building with 350corvallis.org – bus trip
- March/April: Meetings with EAC – UUFC Congregational carbon reduction Goal Proposal and meeting with Rev Jill McAllister
- April 21: 350.org and 350corvallis.org hosted: Bill McKibben's new April 2013 *Do the Math* movie followed by live streaming and conversations (100 folks attended.)
- June 2: *Bidder 70* Movie Event, a feature length documentary film about Tim DeChristopher, the UU college student who derailed an illegal BLM oil and gas lease auction in 2008.

Submitted by Claudia Keith and Marilyn Walker

UUFC Adopt-A-Highway Group

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

- | | |
|-----------------------|------------------------------|
| • Bob Ozretich, chair | • Nick Houtman |
| • Kathy Kopczynski | • Nancy Groesz |
| • Lloyd Wagenschutz | • Jerry Groesz (first timer) |
| • Marc Ranzoni | • Carolyn Simmons |
| • Jan Ames | • Andrea Daily |
| • Bobbi Hall | • Jed Irvine |
| • Jean Townes | • Olaf Sweetman |
| • Tom Smith | |

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

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

Teams of four to eight 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.

2013 Conditions, Attendance, and Results:

- June 23, 54-60 degrees, four people, ten bags
- October 6, five people
- January 19, 29-32 degrees, eight people
- March 16, 50 degrees, seven people, seven bags---least ever!

UUFC Adopt-A-Highway Group Report Continued

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

Unitarian Universalist Service Committee (UUSC)



The Unitarian Universalist Service Committee (UUSC) has not had a functional committee at the UUFC this past year-and-a-half. The UUFC contact person was selected to be a member of the Ministerial Search Committee which required that she step back from the UUSC role. No one was willing and able to assume the contact role during the search period so no UUSC action occurred. The UUFC has historically maintained minimal involvement with the UUSC. The recent call of a new minister, and multiple on-going service projects outside the UUSC, might further divert support from the UUSC. Therefore, in the year 2013 it is anticipated that an evaluation will be conducted to determine the congregation's desire to step up and support the efforts of the UUSC and its willingness to commitment to providing the volunteers to carry that support forward. If there is no longer a desire to pursue this opportunity the UUSC will be notified to drop the UUFC as a participant in its activities.

Patricia Smith was willing to take on the Christmas card sales and Niya did the coin collection boxes to support the meals program for the few short weeks that took place. But Patricia really isn't able to continue her role. These two actions together are a very minimal part of what the UUSC is about. Once Rev. Jill McAllister is in place I'll speak with her about this function and the need to either get some commitment from the congregation or drop it. Personally, I think the UUFC has too many irons in the fire and this just isn't a high priority. But I don't want to singularly make that decision. So look for next year's report. It could be a one liner, "This committee has disbanded for the foreseeable future."

Submitted by Lorene Hales

FELLOWSHIP SERVICE

Archives

I finally read the last Archives report and it was complete. So there is no Archives annual report for this year. We did not meet and we do not have a chair. *Beverly McFarland*

Art Exhibit Committee

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

Members:

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



Art Exhibit Committee Continued

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

Exhibits for Calendar Year 2012:

- Oil Paintings – by Beatrice Rubenfeld
- *Retrospective of Marnie's Art* – by Marnie Ross
- Digital Art and Photography – by Harold Wood
- Watercolors and Acrylics – by Claudia Weintraub & Carolyn Madsen
- *Clay On The Wall* - by members of Willamette Ceramics Guild
- Group Exhibit with Variety of Media – by:
Richard Helmick, Harold Wood, Doyle Leek, Rich Lorrane, Mike Bergen,
Laura Crosby, Kris Mitchell, and Honor Hoover
- *Father and Daughter Art* – by William Schumway and Page Shumway

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

Caring Connection

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

Members:

- Til Tillitson
- Jill Fischer
- Kelley Kendall
- Margaret Anderson
- Janet Farrell
- Nancy Lindsey, chair)
- Rev. Joel Miller, Interim Minister

Activities: This year members of the committee met with congregants to help with various needs and issues. We accompanied people to medical appointments, visited some in their homes or while they were in hospitals or nursing homes, and provided information on resources. We also attended a series of webinars on Pastoral Care. We sponsored a four-part series on end of life issues which was well attended and plan to offer it on a bi-annual basis.

Vision: We are currently searching for a person to head up the refreshment at memorial services. This need is approximately four to six times a year. We are working to strengthen the committee by becoming more known by the congregation and by creating more formality in the way the committee functions.

Submitted by Nancy Lindsey

Casserole Coordinator

I have been the Casserole Coordinator for fifteen years. This job involves myself along with fifteen volunteers that make and deliver food to those in need.

I usually get a call from Til Tillitson or Janet Farrell. They let me know who in the Fellowship is in need of dinners. I call the person, get information on how many days they would like the service, dietary restrictions, and delivery times. Then I make calls from my list of volunteers who prepare casseroles.

In 2012 I arranged for four families to have a total of 35 meals.

It would be nice to have more volunteers to call to help out. I am going to put an announcement in the newsletter soon and see if I get some response.

I have monetary needs. It would be great to have a line item for Casseroles.

Submitted by Debbie Hammerquist

Coffee Crew

Coffee Crew Coordinators:

- Andrea Dailey, co-coordinator
- Freda Fredriksen, co-coordinator

Mission: Recruit and train as needed to ensure staffing on crews that prepare and serve coffee and tea after Sunday services and clean up afterward.

Activities: In late 2012, responsibility for these activities was spun off from the Membership Committee. The Committee continues to provide the Coordinators with names of newcomers and new members who might work on fourth-Sunday crews, which traditionally are staffed by newcomers.

Coordinators salute stalwart long-timers on several crews, especially: Janet and Marc Ranzoni, on first Sundays; Ray Tucker, on second Sundays; and the Men's Group, on third Sundays. Warm thanks also to Yaney, who keeps the kitchen well supplied. Note: our coffee purchases benefit UUSC.

Vision: Recruitment is continual for fourth (newcomer) Sundays. As of March 2013, we are working to get new, regular staffing for fifth Sundays and need to get one additional worker for second Sundays.

Submitted by Andrea Dailey



Flowers for the Fellowship

Members: Ruth Bentley with the help of Chere Pereira, and Roberta Smith, Jan Wilcox, and Sylvia Yamada

Mission: This committee provides flowers for the Fellowship Hall/Sanctuary during regular Sunday morning services.

Activities: Group provides flowers for Sunday Services and occasionally arranges flowers for memorial services and other UUFC events if requested. We use our own flowers or provide flowers for others to arrange.

Vision: We hope to increase the number of Fellowship folks who would like to provide flower arrangements on Sundays, perhaps once a month or like Coffee Providers once every two months, to increase the pool of folks creating arrangements for Sunday mornings. We'll provide some training and encouragement during 2013-2014. *Submitted by Roberta Smith*

Shawl Ministry

Mission: The Shawl Ministry knits and delivers healing shawls or scarves to those in need of comfort.

Activities: We knit and crochet for other charities when we have a backlog of shawls: Vina Moses, International Knit for Kids, Benton Hospice, and Evergreen Hospice. Shawls can be used within the congregation for occasions such as undergoing medical procedures, during bereavement, commitment or marriage ceremonies, or birthing a baby. Usually the way we hear of the need for a shawl is by word-of-mouth, so please let us know if you are aware of people for whom a shawl would be appropriate



Members:

- Cathy Walker
- Marlene Massey
- Alice Hall
- JoAnn Casselberry
- Nancy Lindsey, Chair

We invite any interested knitters or crocheters to join us at our twice monthly meetings (1st and 3rd Monday of each month). *Submitted by Nancy Lindsey*

FELLOWSHIP PROGRAMS

Adult Programs

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

Members:

- Melinda Sayavedra
- Suzanne Wright
- Diana Thompson, co-chair
- Janet Farrell, co-chair
- Joan Rose
- Mark Files

Activities: The Adult Programs Committee began meeting in October, 2012. We instituted a procedure for submitting proposals for adult programs and have reviewed those proposals.

We put out a quarterly brochure in November, followed by January and April editions, featuring information on Adult Programs being presented at UUFC.

The committee has updated the Adult Programs part of the UUFC web page and is currently working to update/create a guidebook for committee chairs and others who organize and conduct adult programs.

Vision: The goal of the committee is to present a coordinated overall program that includes religious exploration classes, workshops, retreats, lectures, and other events.

Submitted by Janet Farrell

Young Adults

Coordinated by Jacob Tennesen and Monica Jacobson Tennesen.

Our mission is to provide opportunities for young adults, broadly defined as people in their twenties and thirties with overlap to either side, to connect with their peer group of Unitarian Universalists.

In the 2012-2013 church year, we established a weekly informal coffee group and supported a regional young adult con held at the UUFC. Attendance at our coffee gatherings varied from three to ten young adults. Roughly 60 people attended the regional con in March.

In 2013-2014 we hope to establish additional young adult activities, continue to reach out to current and new young adult members and friends of the UUFC, and foster a culture of greater intergenerational interaction. Our long-term goal is for the young adult component of the UUFC to be a stable, well-known part of congregational life. *Submitted by Monica Jacobson Tennesen*

Exercise/Aerobics

The mission of Exercise/Aerobics is to promote and maintain health through a regular, challenging and safe program; and to interact and establish deeper social connections to other Corvallis UUs and friends in a congenial and supportive environment.

Members:

- Judy Allen
- Allan Deutsch
- Nichele Deutsch - chair
- Janet Farrell
- Cindy Panshin
- Melinda Sayavedra
- Janet Wagenschutz
- JoAnne Altimus
- two non-member friends.

Activities: We meet for an hour three afternoons a week during the regular church year, and two or three mornings during the summer. In order to maintain high standards and safety, and to meet group and individual needs; a professional exercise specialist leads the group. We enthusiastically welcome new and old members, young and old, male and female, and extend friendship to those who had or have physical problems and to those who feel more comfortable exercising in this smaller supportive group.

Vision: Since Exercise/Aerobics is probably the longest continuous group in the Fellowship, we feel it meets important social and personal needs. However, we want to continue to attract new people to the group to retain its vitality, and therefore invitations to join are made on a regular ongoing basis.

Submitted by Nichele Deutsch



Men's Community Planning Team

Members:

- Alan Kirk, chair
- Wolfgang Dengler
- Jim Good
- Matt Mathews
- George Willingham
- Troy Maddux

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

Activities in 2012:

Men's Sunday Service, March 11 Most of the men who had participated in the previous fall retreat came together to put on the 11:00 a.m. Sunday service, with the theme, *Facing Changes in Our Lives*. The service drew on the experience of the men in the fall retreat.

Men's Spring Work Party, May 12 About 23 men attended a spring work party, undertaking several projects to improve the building and grounds of the Fellowship:

- a new ramp off the rear exit door from the sanctuary
- a new fence on the Circle Blvd. side of the building
- new striping and curb markings in the parking lot
- the roof of the Fellowship cleaned and treated for moss
- ceiling panels in the toddler room repaired and repainted
- the old play structure dismantled and hauled away
- a planting strip in the parking lot cleared for new plantings
- a couple of storage closets cleaned out upstairs

The event also included a lunch and a men's circle for men to share their experiences of the day.

11th Annual Men's Retreat, Oct. 12-13, at the Fellowship About 24 men participated in the retreat, with the theme *All About You—Body, Mind, Heart, Spirit*. The retreat included guided processes for men to reflect on these four dimensions of their lives, and where they would like to devote more attention. Men shared their experiences in small groups and as one large group; they had time alone for reflection; they sang together; they moved together; and they shared meals together.

Monthly Men's Gathering A drop-in men's gathering is held each month on a Saturday morning from 9:30 AM to 12:30 PM. The average attendance is about five to seven men. It's an opportunity for men to get to know one another better and talk about what matters in their lives.

Weekly Drop-in Lunches Every Tuesday was an opportunity for UU men to meet at Old World Deli to have lunch together and join in the lively discussions on a variety of topics. The number attending varied from week to week.

Additional Service to the Fellowship Members of the men's community helped set up chairs for the annual Service Auction. We prepared and served lunch for the Ministerial Search Committee's *Beyond Categorical Thinking* workshop. We also handled the coffee service after services every other month.

Vision for 2013:

- The Planning Team for men's activities has been expanded in 2013.
- The UU Men presented a worship service on March 10, drawing on the theme of last fall's retreat.
- Our Spring Work Party was May 4, men came together for several work projects at the Fellowship.
- Our Fall Retreat will be in September or October.
- Our weekly drop-in lunches will be on Wednesdays in 2013, and our monthly informal gatherings and service to the Fellowship will also continue.

Submitted by Alan Kirk

FELLOWSHIP ACTIVITIES

7 at 7 Dinners

The 7 at 7 dinners are to provide an opportunity for individuals to have an arranged potluck together at a UU home. The dinners had not been organized for awhile and Joel asked me to attempt to start them up again in September. So far, I haven't had much response to the notices on the calendar and items in the newsletter. There have been enough people calling to have four dinners since September. *Nancy Haldeman*

All Fellowship Picnic

The All-Fellowship Picnic provides an inter-generational social opportunity, partnering with Senior Sunday. The Chalice/Covenant Groups work with the point person for Senior Sunday to prepare, host, and clean up a pot luck luncheon following the Sunday service presented by the seniors.

We will facilitate this event again in May. *Submitted by Diana Vezmar-Bailey*



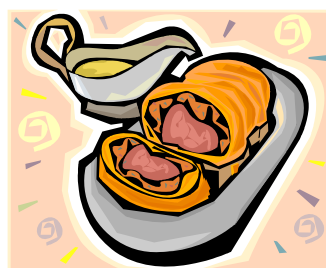
Fest Event-2012

Mission: FestEvent is a Thanksgiving Day gathering at the Fellowship for members, family, and friends of UUFC. It is the oldest tradition at the Fellowship, for well more than the 30 years I have attended. It is aimed at people who have nowhere else to go, or who have too small a family to make a large dinner at home, or who just like a huge spread with lots of choices.

The Event: The Fellowship suggests a donation of \$5.00 per person (sliding scale) and provides four large turkeys, mashed potatoes, gravy, and beverages. They also provide a social hour starting an hour before dinner with all sorts of snacks. Each family unit is expected to provide a potluck dish and do some part of the work. As coordinator I try to insure that there is something good for every special diet including vegan and gluten-free. We try to be truly welcoming. Usually there are some who can't afford any monetary contribution, and others who are very generous, but we have always ended in the black. Some of the excess goes to UUFC to replace supplies used, but most goes to South Corvallis Food Bank.

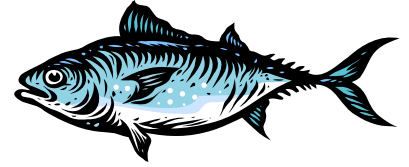
This past Thanksgiving we sat about 98 people. That required ten round tables in the Social Hall, and three long tables in the Gallery. I can't find how much went to the Food Bank. I turned it into the office in cash, to be paid with a UUFC check.

Vision: I have been chairing this for at least a dozen years, and doing most of the work. Next year I need help recruiting point people to head up the major areas: advanced planning (advertising and sign-ups); set-up; social hour; kitchen; and clean-up. The attendance is always close to 100, but we could easily handle 150, because more people bring more potluck. We try to get people to sign up so we know how many tables to set up, but there are always many who show unannounced, and many no-shows and last minute cancellations. It always works out, as long as we set up ten more chairs than reservations. As an anecdote, three years in a row my scheduled gravy maker did not show! *Submitted by Rich Brainerd*



Tuna Roast-2012

Mission: The Tuna Roast began in 1997 as a way to celebrate the birthdays of a dozen members of UUFC born in 1947. (Note: Jill McAllister had been urging me to do this for UUFC for several years before it ever happened.) Although we still honor anyone turning 50 in the present year, the event has evolved into a church picnic kicking off the new church year. Including babies, the best estimate was 210-220 people this year.



Event: It is always held on Labor Day, in Avery Park at the Lions Kitchen Shelter, about 3:30 to 7:30 PM. We provide fresh tuna, (which is marinated and barbecued), steamed corn, baked potatoes, lemonade, and a sheet cake; as well as some condiments. For vegetarians we provide garden burgers, buns, and marinated/barbecued zucchini and eggplant slices. For fussy kids we have hot dogs and buns. All attendees are expected to bring a potluck food contribution: salad, veggies, fruit, chips-and-dips, desserts, etc. The adults enjoy conversation, and the children like the proximity of swings, locomotive, and dinosaur bones.

This is not a fund raiser, but we always take in too much money over expenses. This year we were over by about \$350.00, charging \$7.00 a head, parents-discretion for kids, sliding scale for the economically challenged. Our costs, including rental of the space, were \$650.00, and we took in \$1000.00. \$200.00 was donated to the South Corvallis Food Bank, and \$150.00 to YRUU scholarship funds, since the youth did all the grilling. Maybe next year the suggested donation should be only \$6.00.

It has become a tradition in the last several years that newcomers and new members arrive a little early to shuck the corn.

Vision: Next year I would like an assistant to learn the ropes. The whole event takes very little effort. The shelter is reserved in the Spring. It is advertised several times, starting early August, in the newsletter and AboutUUFC. The filleted tuna is delivered Friday, which I cut into pieces and marinate Monday morning. During the event someone takes charge of cooking the corn, and someone makes the lemonade. The YRUU do the grilling. The biggest hassle is keeping a crew for clean-up as it gets dark.

Submitted by Rich Brainerd

THE BOTTOM LINE

Finance Committee Report

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

Members:

- Tim Emery Acting—Assistant Treasurer
- Louise Ferrell—Assistant Treasurer (Accounts Receivable, Pledge Tracking, GL Accounting)
- Karen Salot—Assistant Treasurer (Payroll, Employee Benefits, General Ledger Accounting, QuickBooks Administrator)
- Martha Clemons—(General Ledger Accounting, QuickBooks Data Manager, Bank Reconciliation)
- Roberta Smith (Accountants Payable)
- Eileen Maxfield (Rental House Liaison with Sterling Management Company)
- Claudia Keith—Chair

Finance Committee Report Continued

Goals/Accomplishments:

Goal/Accomplishment	Status
Provide monthly Financial Statements for Board review.	ongoing
Conduct an Internal Financial Review with Board evaluation of results.	on hold
Provide to the Board, for approval, updated Contribution/Donation Policy.	in progress
Create a comprehensive Financial/Accounting Documentation Procedural Manual (Accounts Payable and Receivable, Cash Flow Management, Insurance, Payroll, Financial Reporting and Planning, etc.)	ongoing
Provide credit card payment support for fundraisers (SquareUp.com).	ongoing
Increase e-banking capabilities (Vanco Services, LLC).	in progress
Move to e-banking for all/most payables and receivables and cash management.	on hold
Provide liability risk assessment / management and insurance consulting.	ongoing
Participate in the UUFC Stewardship Assessment Process (per UUA guidelines).	on hold
Work with appropriate committees to address long-term solution for Payroll/Benefit accounting and Administration duties, which require specific expertise not always available from the volunteer pool.	in progress
Investigate implementation of a QuickBooks web-based solution.	on hold
Close Wells Fargo and Open OSU Credit Union Savings Account.	complete
Move Credit Card Banking from Citizens to OSU.	in progress

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

Budget Committee

Members:

- Tim Emery and Claudia Keith co-chairs
- Rev. Joel Miller
- David Maxfield
- Carolyn Madsen
- Diana Thompson
- Jean Townes
- Louise Ferrell

Some brief highlights:

- Pledge results are still coming in but appear to be very close to this year at \$303k.
- Total income will be a bit higher at \$426k compared to \$410k this year.
- Staffing is our largest expense and will increase slightly from \$292k to \$295k.
- We will have a balanced operating budget.

Separate from our operating budget, we will draw from reserves for some ministerial search costs and costs associated with Rev. Jill's arrival. We also expect to draw from reserves for building related projects related to our aging furnaces.



2013 / 2014 UUFC Operating Budget—BOT Proposed—K\$

rev: 5/3/13 K = 1,000	Current Year Budget 2012 / 2013	Proposed Next Year Budget 2013 / 2014
<u>Income K\$</u>		
Cash Basket	\$ 4.0	\$ 5.4
Original Pledge /Canvass Results	\$ 303.0	\$ 304.5
Other Contributions/Donations	<u>\$ 8.0</u>	<u>\$ 7.8</u>
Total Contributions	\$ 315.0	\$ 317.7
Fundraising	\$ 25.0	\$ 25.0
All Rental Income	\$ 27.7	\$ 28.8
Endowment	\$ 22.2	\$ 23.7
Charity & Other	<u>\$ 19.6</u>	<u>\$ 30.6</u>
Total	\$ 409.5	\$ 425.8
<u>Expense K\$</u>		
Senior Minister Package	\$ 92.3	\$ 99.0
Other Staffing Expenses	\$ 167.9	\$ 161.1
Healthcare Net 25% Tax Credit	<u>\$ 31.0</u>	<u>\$ 34.5</u>
Total Compensation	\$ 291.2	\$ 294.6
Committees	\$ 6.8	\$ 10.4
RE Program	\$ 10.5	\$ 10.6
Building and Grounds	\$ 32.0	\$ 35.0
Administrative, BOT, and Kitchen	\$ 17.7	\$ 21.1
Denomination Fair Share	\$ 25.3	\$ 26.5
Charity	\$ 19.0	\$ 19.0
House +We Care + Pastoral Counseling	<u>\$ 7.0</u>	<u>\$ 8.3</u>
Total	\$ 409.5	\$ 425.5
<u>Net Operating</u>	\$ 0.0	\$ 0.3

Budget Criteria Primary Goals: A Budget that addresses our Transition/Search Process, no draws from Reserves, and focus on Staffing Compensation.

- Ensure Total Expenses do not exceed Total Operating Income, no draws from Reserves. (No deficit spending).
- Provides a cost of living allowance (COLA) increase to Staff
- Maintain Professional Expense and Professional Development.
- Ensure we have approx \$107K Senior Minister package.
- Health Insurance: Ensure that we can continue to pay for 100% of our Staff Health Insurance premiums (Minister, Music Directory, Directors of Religious Exploration, and Office Administrator).
- Maintains with minimal increases all other spending categories.
- Maintains our FAIRSHARE status with the Pacific Northwest District and the UUA

NOTES:

The \$99K Minister Package includes: salary, housing, retirement, and professional expenses
In addition to this operational Budget the BOT has approved funding from Reserves:

- \$11k for Settled Minister family move expense carried over from current year.
- \$5k for Installation of Settled Minister.
- Up to \$20k for major building needs -- Replacement of >28 year old furnace (s) and air quality improvement.

Budget Committee Co Chairs, Claudia Keith and Tim Emery

Investment Committee

April 10, 2013

Members:

- Mina Carson, Board representative
- Alan Mix
- John Bailey
- Scott Bruslind
- Claudia Keith
- Tim Emery and Louise Ferrell are esteemed visitors

Endowment Snapshot March, 2012 to March, 2013

Endowment balances 3/31/12	\$499,642.91
Transfer to operating	-\$22,267.00
Endowment balances 3/31/13	\$519,818.00

Mission: The UUFC Investment Committee's purpose is to periodically review all Fellowship endowment-fund investments. As necessary, we make timely recommendations for allocation changes to the Board. We seek best available growth and income possibilities, preservation of principal, and to have on hand enough liquidity to permit the Board certain funds for UUFC management and projects.

Current Investments:

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

2012-13 remarks:

- In 2012 our overall returns did not quite cover a 5% draw + inflation. We're not alone in this quandary. It's the flat economy that is likely to continue for the near term (one to two years). Trimming the draw to 4%, as budgeted in 2013-14, is prudent.
- UU Common Endowment Fund (CEF) www.uucef.org is our single largest investment and is meeting expectations. We are engaged in raising the impact of Socially Responsible Investments within the CEF management.
- Local investing is accomplished through the underwriting of solar panels on the Fellowship building and rental house (pending?). Repayment by PacifiCorp from the solar panel electricity production is on track.
- Calls for divestment in corporations or business sectors are coming more often than in the past. We would do well to look at our allocation critically and make sure that it reflects the values of the congregation. The best way to accomplish this is to discuss our investing priorities with other Fellowship committees (e.g. Planned Giving, Social Justice Action Group, Environmental Action Council, Peace Action Council, etc.) and achieve consensus so that we are proud stewards of our long term assets.

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

Submitted by Scott Bruslind

Endowment Funds

Year	Withdrawal to Operations	Donations to Endowment Fund	Charitable Outreach Fund	Name of Fund	Building	Reserved for Operations	Annual Operations
1990		<u>\$42,916.00</u>		Mary Pepper Estate			
		<u>\$20,000.00</u>		Alan Berg Estate			
		<u>\$2,745.00</u>		Memory of Ashley Molk			
1990-1995		<u>\$1,517.50</u>		Many anonymous			
		<u>\$1,425.00</u>		Memory of Oliver & Helyn Worthington			
1995		<u>\$305.00</u>		Memory of Lora Kelts			
		<u>\$2,000.00</u>		Charles & Elsie Ross to Alan Berg Fund			
1997		<u>\$2,724.15</u>		Anonymous donor			
2000		<u>\$25,000.00</u>		Elsie Ross Donation			
1990-2004	<u>(\$72,118.70)</u>						
2005	<u>(\$6,388.00)</u>						
2006	<u>(\$6,724.00)</u>						
		<u>\$102,281.64</u>		Rita McDonald Estate	\$102,282.00		
2007	<u>(\$7,858.00)</u>						
		<u>\$200,000.00</u>		David & Jane Loomis Estate	\$100,000.00	\$44,000.00	\$6,000.00
		<u>\$1,000.00</u>		Memory of Lisa Bailey			
		<u>\$500.00</u>		Rita McDonald Estate			
2008	<u>(\$10,567.42)</u>						
		<u>\$9,000.00</u>		Connie Foulke Donation			\$1,000.00
2009	<u>(\$14,937.00)</u>						
			<u>\$7,500.00</u>	David & Jane Loomis Estate		\$67,500.00	
2010	<u>(\$18,582.00)</u>						
		<u>\$6,321.47</u>	<u>\$1,053.58</u>	Frank and Hope Scrogin Estate	\$3,160.73		
		<u>\$900.00</u>	<u>\$100.00</u>	Memory of John Lahr			
			<u>\$2,000.00</u>	David & Jane Loomis Estate		\$18,000.00	
2011	<u>(\$21,773.00)</u>						
			<u>\$100.00</u>	Jack Culver Estate	\$900.00		
2012	<u>(\$22,267)</u>						
Totals	<u>\$ 181,215</u>	<u>\$418,635</u>	<u>\$10,753</u>				

Endowment Funds Report Continued

Summary of Endowment Funds 1990 – 2012

Unrestricted Endowment	Alan Berg Restricted Endowment	Charitable Outreach Fund	
\$396,636	\$22,000	\$10,754	Total bequests and other donations
\$269,728	\$18,000	\$ 3,518	Income and change in market value
\$(181,215)			Total withdrawal to operations
<u>\$485,149</u>	<u>\$40,000</u>	<u>\$14,272</u>	Remaining balances 12/31/12

The bequest from the estate of Doris Tilles arrived after the endowment calendar year books were closed and will be in next year's report.

UUFC 2013—2014 Pledge Committee

Members:

- Aurora Sherman
- Scott Bruslind
- Kathy Kopczynski, Chair
- Judy Malouf
- Joel Miller

Activities: We went with a theme of Abundance and Community. We had individuals speak each service, emphasizing what they get out of the Fellowship and why they contribute.

In this time of transition, we also made a ritual out of turning in the Pledge Cards, doing it in community during the Commitment Sunday service. We wanted to recommit to each other, regardless of the actual amount we pledged. This was well received.

Even though we didn't meet the goal budget, we had the best pledge drive ever, increasing a bit over last year's increase. *Submitted by Kathy Kopczynski*

Services Auction

Committee Chairperson: Jeannie Ramsey

Mission: To support the UUFC with an in-house fundraiser

Event: Thirtieth Annual Services Auction was held on April, 21, 2012 and grossed over \$13,500.

Vision: I will chair this committee for the auction to be held in 2013 with the goal of matching the amount raised at the 2012 auction.

I have been working on making the event all-inclusive and family-friendly, recruiting volunteers from all age groups and donations for a wide price range. *Submitted by Jeannie Ramsey*

Holiday Bazaar

Mission: The UUFC Holiday Bazaar is a major fundraising event for the UUFC that was held on the third Saturday in November. The time varies, but it has most recently been from 9:00 AM-3:00 PM. Leftover objects (gifts, baked goods etc) are sold after the next day Sunday Service. The Goal amount for the Bazaar has been \$5000 to \$6000. This year we raised **\$5088**.

Members: Committees of the 2012 Holiday Bazaar and their Chairs are:

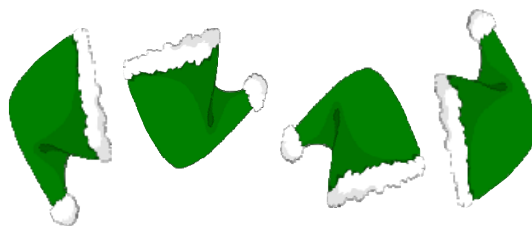
Vendors	Sherry Litke
Baked Goods	Sheila Smith
Internal Publicity	Nancy Creel
Web Publicity	Jeannie Ramsey
External Publicity	Janet Farrell
Volunteers	Rachel and Leah Houtman
Kitchen	Debbie Hammerquist
Swags	Nancy Kyle
Jams and Jellies	Mer Wiren, Viki Shilaos
Greeters	Anna Emery
Re Gifting	Katie Phillips
Credit Cards	Karen Salot
Chair of the Bazaar	Diana Thompson

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



Holiday Bazaar Report Continued

Committee:	Time Line:
Vendors:	Mid August start to work with Vendors.
Publicity:	Mid August creative work for September/October newspaper deadlines. Interaction with Newspapers/radio etc. heavy in September/October . In house publicity in November.
Volunteers:	Begins late October/early November Starts to solicit volunteers to help staff the various committees. Monitors the sign up board and makes a pitch for help at Sunday services.
Baked Goods:	Late October/Early November Sends out emails to Fellowship to elicit baked goods for sale. Monitors the list for donations. Arrives at the Fellowship the evening before the event to receive the baked goods and price them for the public. If not all sold on the day of event, the remainder is sold the next day after services.
Re-Gifting/ Recycled Gifts:	Early October/Mid November Sends out emails to Fellowship for quality items for resale at the Bazaar. Monitors those donations and prices them accordingly. This committee looks for products that are of good to excellent quality. Previous experience from the UUFC rummage sale is helpful in achieving our goals.
Kitchen:	Early November/Day of Event Solicits volunteers to clean kitchen before the event. Make soups the day of the event. Work with the Volunteer coordinator to make sure that staffing for the kitchen is adequate to service the public on the day of the event. Makes sure that all purchases for foodstuff necessary for food preparation has been done prior to the event
Swags:	Day before the Bazaar Assembles a group of fellowship members who take donated greens and make those greens into swags for sale at the bazaar the next day.
Jams and Jellies:	Dependent on Berries Prior to the Bazaar and at the discretion of the Chair, a variety of berries are collected. A group of volunteers makes these berries into jams/jellies that are sold at the Bazaar.
Greeters:	Day of the Bazaar Chair convenes greeters who act not only as a welcoming group to the public but also as swing help if any of the other committees are in need of emergency assistance.
Credit Cards:	Day of the Bazaar The Fellowship allows purchases by cash, check, and credit card. Our credit card vendor is Vanco. This process must be set up on the day of the Bazaar with a lead person and a back up person. We are heading in the direction of smart phones for our credit card purchases.



Holiday Bazaar Report Continued

Vision: We seem to have hit our mark pretty well this year (2012). The Holiday Bazaar brought in \$5088. The event ran from 9:00 AM to 3:00 PM on Saturday November 17th. We extended the hours into the next day (Sunday) to allow the Fellowship an extra chance to purchase items. This was successful.

There was a December wrap up meeting of the Committee. All the committee members are planning on returning for the 2013 Bazaar. A snapshot of the results of that wrap up meeting for the Holiday Bazaar 2012 is as follows:

- We noted that our attendance was down from the previous year. This might have been due to our change in date from first week in December to the 3rd week in November. We discussed this and decided to continue with our November date for at least another year as it fit generally better into the UUFC calendar. That date will be November 23, 2013.
- We did not do as well with our baked goods as we did not have as many to sell. We saw this as a response from the previous year when we had too many baked goods. We shall make a more ardent pitch this coming Bazaar
- The kitchen, as always, proved a real treat for all. Soups were wonderful, scones were devoured, and a real sense of community in the Social Hall was noted.
- As always, the re-gifting was one of our highlights. The quality of our gifts directly impacts the monies collected.
- The jams/jellies are very profitable and very well received. They continue to bring in monies to the Fellowship long after the Bazaar is over.
- We had a good mix of vendors and their products are well received by the general public and the Fellowship. We did discuss in the future, to allow some new vendors into the process.
- We were concerned about our publicity. We need to get out our message both internally and externally. There are a great many holiday bazaars in our community and we must successfully compete with them.
- There was a real growth in our volunteers. Our volunteer chairs made a concerted effort to involve the youth of the Fellowship and their help in many areas really was positive. We are hopeful that their input will continue next year.

Summary: Overall the Holiday Bazaar was a successful function that met out budget goal (\$5,088) and provided a community event for our Fellowship. We hope that next year, 2013, that we can get more of the general public to enjoy our lovely event. *Submitted by Diana Thompson*

Rummage Sale

Mission: We coordinate a profitable rummage sale.

Members:

- Kathy Clark, co-chair
- Marilyn B. Walker, co-chair
- Katie Lantz-Phillips, assistant chair
- Many volunteers
- This year the high school youth were important volunteers

Activities: We coordinate the gathering, sorting, pricing, and dispersal of a mountain of recycled goods donated by the Fellowship community. After moving the sale date around in summer, the date has settled into late August for the past few years. Considerable effort is made to research more valuable items and get fair value from those donations. We sell most of it (perhaps 70%) and coordinate with local charities (Humane Society, Friends of Library, Habitat, CARDV, LOVE Inc, South Corvallis Food Bank, etc.) to get the bulk of the leftovers to good uses. In 2012 we raised over \$7000.

Vision: We always need more volunteers....*Submitted by Kathy Clark*

UUFC Statement of Operations–Profit and Loss Comparison

UUFC Statement of Operations Profit and Loss Comparison July 2012 through April 2013 as of May 1, 2013				July 12-April 13	July 11-April 12	Fiscal Year Budget
Ordinary Income/Expense						
Income						
4000 · Income - Contributions						
4005 · Cash, Plate & Other				4,505.49	4,469.12	4,000.00
4006 · Pledges and donations				265,228.57	255,211.79	303,000.00
4007 · Unpledged donations				1,030.00	0.00	8,000.00
Total 4000 · Income - Contributions				270,764.06	259,680.91	315,000.00
4015 · Charity Collections				12,717.37	15,235.84	19,000.00
4058 · Income from Endowment				22,266.94	21,773.00	22,200.00
4500 · Fund Raising (Operations)						
4503 · Service Auction				20.00	11,334.61	10,650.00
4509 · Rummage Sale				7,726.79	7,410.29	7,000.00
4512 · Holiday Bazaar				5,277.74	6,185.04	5,850.00
4599 · Fund Raising (Operations) - Other				0.00	1,453.71	1,500.00
Total 4500 · Fund Raising (Operations)				13,024.53	26,383.65	25,000.00
4700 · Building Use Income						
4710 · Rent - General				5,649.73	6,496.00	7,500.00
4720 · Daycare/School Rental				5,900.00	5,800.00	7,200.00
Total 4700 · Building Use Income				11,549.73	12,296.00	14,700.00
4730 · Interest Income				404.63	402.58	500.00
4750 · House Rent				10,350.00	10,165.00	13,000.00
4740 · Miscellaneous income				180.00	116.70	100.00
Total Income				341,257.26	346,053.68	409,500.00
Gross Profit				341,257.26	346,053.68	409,500.00
Expense						
6710 · House Expenses						
6720 · House Management				1,035.00	976.50	1,300.00
6725 · House Maintenance				509.20	433.83	850.00
6735 · House Insurance and Tax				3,034.01	3,022.67	3,143.00
Total 6710 · House Expenses				4,578.21	4,433.00	5,293.00
6300 · Committees						
6310 · Adult RE Program				50.65	0.00	50.00
6420 · Campus Ministry				0.00	184.83	600.00
6335 · Canvass Committee				1,131.21	1,441.98	750.00
6325 · Caring Connection				13.90	45.00	50.00
6327 · Environmental Action Council				0.00	-40.00	50.00
6375 · Living a Welcoming Congregation				0.00	100.00	100.00
6020 · Music Program				1,824.83	707.76	2,000.00
6025 · Music Program - Special				-450.00	0.00	-500.00
6345 · Partner Church						150.00
6315 · Peace Action						100.00
6350 · Program Council				0.00	50.00	100.00
6340 · Publicity				989.15	1,948.05	1,800.00
6330 · Social Concerns				30.00	0.00	50.00
6320 · Social Justice Action Group				-466.00	0.00	50.00

UUFC Statement of Operations Profit and Loss Comparison July 2012 through April 2013 as of May 1, 2013				July 12-April 13	July 11-April 12	Fiscal Year Budget
			6050 • Sunday/Worship	1,091.74	286.25	850.00
			6355 • Social Events			50.00
			6360 • Membership	1,061.10	304.49	550.00
			6060 • Young adult	0.00	-20.00	50.00
			Total 6300 • Committees	5,276.58	5,008.36	6,850.00
			6030 • RE Children and Youth			
			6031 • RE General	506.80	533.48	724.00
			6036 • RE Children	1,835.54	1,495.37	2,750.00
			6037 • RE OWL/COA	1,908.19	1,916.49	2,296.00
			6034 • RE COA special receipt	-1,648.63	0.00	
			6032 • RE Middle School	357.00	1,557.97	1,430.00
			6033 • RE YRUU	2,762.68	1,334.43	3,000.00
			6038 • RE Background Checks	127.15	166.95	300.00
			6039 • RE Family and Summer RE	151.88	9.88	0.00
			Total 6030 • RE Children and Youth	6,000.61	7,014.57	10,500.00
			6100 • Building and Grounds			
			6140 • Building Services and Supplies	2,035.90	3,517.12	1,800.00
			6142 • Building Maintenance and Repairs	3,947.03	0.00	2,100.00
			6150 • Building Custodial	8,383.50	6,782.50	9,100.00
			6130 • Insurance	6,418.00	6,022.00	6,899.00
			6165 • Disposal	1,016.70	948.00	1,140.00
			6164 • Water, sewer, drainage	1,697.84	1,606.07	1,848.00
			6178 • Water-irrigation	345.36	254.87	255.00
			6162 • Gas	2,556.58	2,720.95	3,000.00
			6161 • Electricity	3,816.59	3,721.49	4,165.00
			6180 • Grounds Maintenance	525.45	966.74	1,500.00
			Total 6100 • Building and Grounds	30,742.95	26,539.74	31,807.00
			6200 • General/Administrative			
			6240 • Internet/E-mail	1,179.55	265.77	400.00
			6205 • Vanco Charges	222.00	135.25	150.00
			6210 • Postage	1,257.95	1,446.20	1,850.00
			6220 • Office Supplies	4,764.02	4,464.52	5,534.00
			6250 • Office Equipment	4,067.37	3,491.75	4,153.00
			6230 • Phone	2,177.43	1,965.56	2,100.00
			6270 • Kitchen Expense	1,844.22	2,038.04	2,400.00
			6815 • Board Discretionary	909.50	40.91	1,147.00
			Total 6200 • General/Administrative	16,422.04	13,848.00	17,734.00
			6400 • External Contributions			
			6410 • We Care	300.00	300.00	300.00
			6430 • Pastoral Counseling Center	1,500.00	1,500.00	1,500.00
			6490 • Charity Disbursed	11,437.65	13,554.42	19,000.00
			Total 6400 • External Contributions	13,237.65	15,354.42	20,800.00
			6500 • Denomination Contributions			
			6510 • UUA Contribution	17,226.00	16,994.00	16,856.00
			6520 • PNWD Contribution	7,128.00	6,739.00	8,428.00
			Total 6500 • Denomination Contributions	24,354.00	23,733.00	25,284.00
			6600 • Staff and Employee			

UUFC Statement of Operations Profit and Loss Comparison July 2012 through April 2013 as of May 1, 2013				July 12-April 13	July 11-April 12	Fiscal Year Budget
			Total 6600 • Staff and Employee	225,335.60	222,628.57	291,232.00
			Total Expense	325,947.64	318,559.66	409,500.00
			Net Ordinary Income	15,309.62	27,494.02	0.00
			Other Income/Expense			
			Other Expense			
			8605 • Ministerial Search	4,382.30	0.00	
			Total Other Expense	4,382.30	0.00	
			Net Other Income	-4,382.30	0.00	
			Net Income	10,927.32	27,494.02	

UUFC Balance Sheet—As of April 30, 2013

UUFC Balance Sheet—As of April 30, 2013				Apr 30, 13	Apr 30, 12
ASSETS					
			Checking/Savings		
			1005 • Operating Checking - Citizens	37,107.40	29,634.90
			1010 • Payroll Checking - Citizens	2,783.75	1,186.97
			1015 • Savings	26,638.33	32,703.76
			1040 • Petty Cash	37.60	40.00
			Total Checking/Savings	66,567.08	63,565.63
			1100 • Endowment & Building Fund Investments		
			1116 • Vanguard emerging markets	6,327.31	6,267.91
			1101 • Vanguard GNMA	53,992.78	62,710.96
			1104 • Vanguard S/T Bond	17,807.03	17,242.65
			1108 • Vanguard Mid-Cap	54,655.91	49,236.80
			1114 • Vanguard Prime MM	348.83	348.77
			1109 • UUA CEF	267,321.32	247,910.15
			1110 • Dodge & Cox Income Fund	67,434.39	64,265.14
			1111 • Dodge & Cox International Fund	48,143.88	43,205.29
			1112 • Dodge & Cox Balanced Fund	37,300.27	32,151.29
			1120 • Less Operating Fund Invested	-74,415.36	-68,029.52
			1130 • Solar Loan	41,587.05	44,610.39
			Total 1100 • Endowment Investments	520,503.41	499,919.83
			1150 • Other Current Assets		
			1135 • Operating Fund Invested	74,415.36	68,029.52
			1170 • State Unemployment Insurance Deposit (SUIDA)	4,180.00	4,180.00
			Total 1150 • Other Current Assets	78,595.36	72,209.52
			Total Current Assets	665,665.85	635,694.98
			Fixed Assets		
			1200 • Building and Land		
			1205 • Land	104,160.00	104,160.00
			1210 • Buildings	544,366.84	544,366.84
			1212 • Solar System	50,000.00	50,000.00
			1213 • Accumulated Depreciation	-6,934.00	-3,467.00
			Total 1200 • Building and Land	691,592.84	695,059.84
			1240 • House and Lot, January 2001		
			1260 • Lot	64,000.00	64,000.00

UUFC Balance Sheet—As of April 30, 2013					Apr 30, 13		Apr 30, 12	
			1250 • House			91,959.50		91,959.50
			Total 1240 • House and Lot, January 2001			155,959.50		155,959.50
			Total Fixed Assets			847,552.34		851,019.34
			TOTAL ASSETS			1,513,218.19		1,486,714.32
			LIABILITIES and EQUITY					
			Liabilities					
			2110 • Direct Deposit Liabilities			-2,666.67		0.00
			2000 • Payroll Liabilities					
			Total 2000 • Payroll Liabilities			1,003.95		184.63
			2300 • Custodial funds					
			2301 • Women's Network			2,544.64		2,544.64
			2302 • Women's Retreat			4,767.59		4,143.89
			2316 • Women's Winter Retreat			419.06		419.06
			2303 • Partner Church Fund			3,313.79		3,895.87
			2305 • Men's Retreat			756.14		908.60
			2310 • YRUU-Service Travel			1,692.32		1,692.32
			2312 • Dances of Universal Peace			360.00		329.00
			2314 • Memorial Garden			766.01		782.11
			2317 • Transition Fund			1,530.00		0.00
			2323 • Music Fundraiser			10,594.82		931.21
			2325 • Minister's discretionary			4,530.99		3,508.46
			2335 • Building/Play structure			-33.92		-7,533.79
			2347 • Unallocated bequests			47,692.73		38,692.73
			2351 • Bangladesh school			3,920.92		4,300.92
			2352 • Microfinance			996.88		454.09
			Total 2300 • Custodial funds			83,851.97		55,069.11
			2399 • Prepaid Pledges			18,327.57		10,595.00
			Total Liabilities			100,516.82		65,848.74
			Equity					
			2820 • Fixed Asset Fund			847,552.34		851,019.34
			2850 • Endowments					
			2864 • Endowment Funds			504,214.19		486,199.47
			2862 • Charitable Outreach Fund			15,789.22		13,720.36
			Total 2850 • Endowments			520,003.41		499,919.83
			2895 • Unallocated Contingency Fund			28,547.28		30,000.00
			2900 • Reserves			0.00		11,897.08
			3000 • General Fund Opening Balance July 1			5,671.02		535.31
			Net Income			10,927.32		27,494.02
			Total Equity			1,412,701.37		1,420,865.58
			TOTAL LIABILITIES & EQUITY			1,513,218.19		1,486,714.32
			2347 Unallocated Bequests	47,692.73				
			2895 Unallocated Contingency Fund	28,547.28				
			3000 General Fund Opening Balance	5,671.02				
			Total unallocated reserves from bequests	81,911.03		including remaining 9,000 from Doris Tilles		