

Unitarian Universalist Fellowship of Corvallis

Annual Meeting - May 16th, 2021



...



12:45 Zoom opens
1:00 Meeting Starts

Agenda 2021 UUFC Annual Meeting

| Topic | Speaker |
|---|---------------------------|
| Gathering / Chalice lighting / invocation | Rev. Jill McAllister |
| President's overview | Steve Strauss |
| Minister's report & building update | Rev. Jill McAllister |
| Financial overview | Herky Gottfried |
| Council-team reports | Various |
| Board candidate slate and voting | Alan Kirk / Rachel Kohler |
| Closing words | Steve Strauss |

President's overview

- Quorum?
- UUFC Activism alive and well
- Climate declaration
- Financial health strong but..
- Policy revision completed
- Fellowship survey showed strength

Policy revision highlights



Policies of the Unitarian Fellowship of Corvallis, Oregon

Approved by the Board of Directors May 14, 2021

Table of Contents

| | |
|---|---|
| Introduction..... | 3 |
| Definitions: Policy and Procedure | 3 |
| Policy on Policies..... | 3 |
| Policies..... | 4 |
| 1. Care for our Board and Councils..... | 4 |

- First revision in ~12 years
- Thanks to the many who contributed

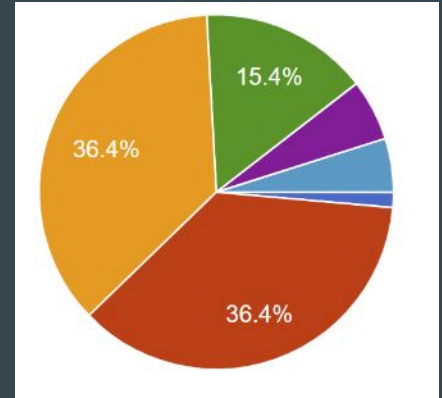
- Carl English-Young
- Kedo Baye
- Anna Sontag
- Scott Bruslind
- Darius Adams
- Herky Gottfried
- Uta Hussong-Christian

Policy revision highlights

- Separated away procedures and forms into Fellowship Standard Operating Procedures document
- Formalized council / team reporting and budget structure
- Clarified nominating committee process
- Updated investment & contract oversight guidelines
- Updated communications for internet / electronic era
- Affirmed climate and anti-racism / oppression commitments

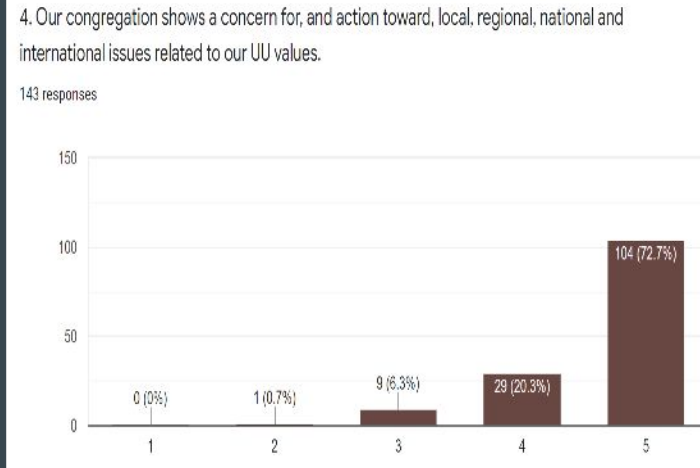
Congregational survey in December 2021

- Two goals
 - Assessment of shared ministry
 - Views of UUFC Covid management
- Good response rate
 - 143 respondents
 - Good mix of UUFC participants



Survey take-aways

- Core UUFC goals: Strong approval, commitment to do more
- Congregation effort: Great satisfaction with our communication, care, self-organization, action on pressing local and national issues
- UUFC Staff: Strong approval for work
- Covid policies: Approach well supported



Minister's Report - Rev. Jill McAllister

- The Fellowship has survived the pandemic!
- Controversies - in the country, and here -- are so much harder to navigate while not being able to be together
- Communication - in some ways harder -- 20% or less read weekly announcements?
- New ways of connecting have added new strengths, have allowed many people to join in who didn't pre-pandemic
- The best part -- every week, without fail, people were reaching out to others

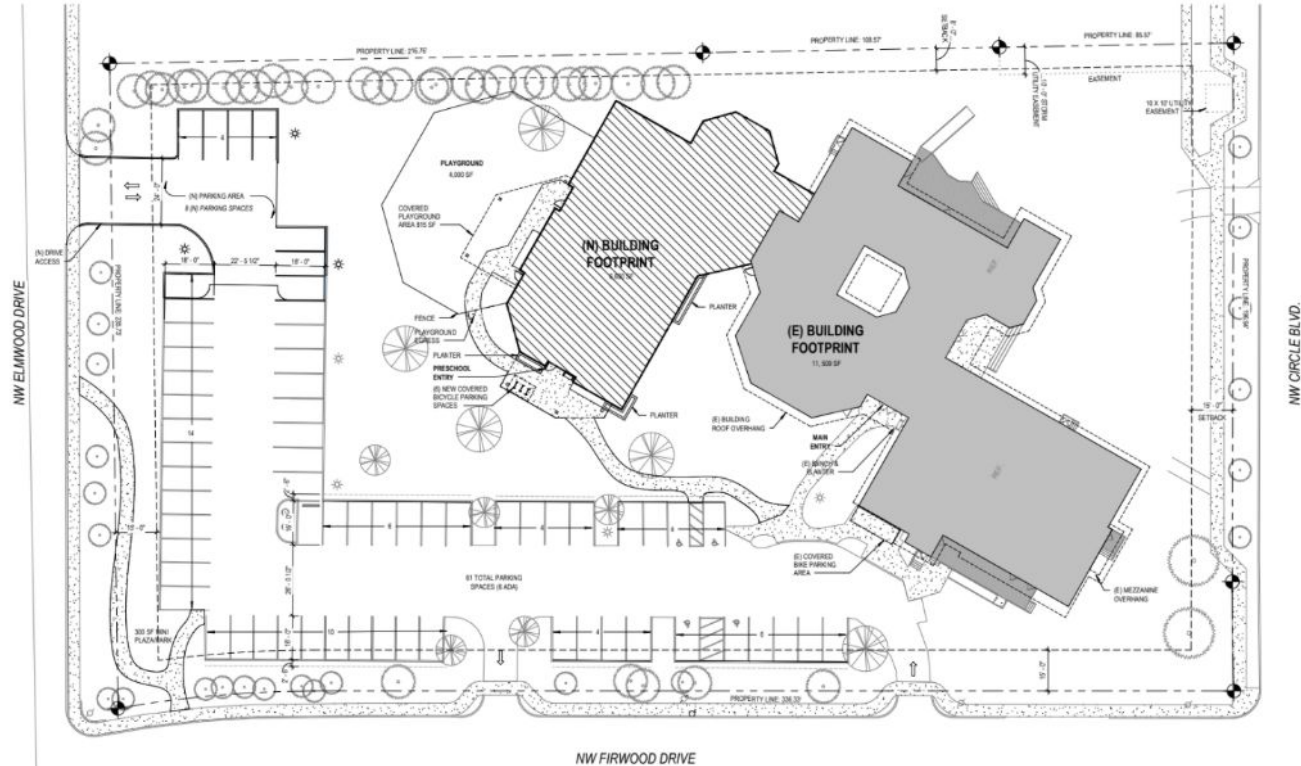
Building Project - 1

- Slowed down due to the shut-down, then resumed -- much progress
- Building project exec team – Nick Houtman, Jean Gilbert, Jamie Petts and Jill McAllister – have worked closely with Gerding Buildings, Veritone Architecture, and planning consultant David Dodson to finalize the building concept and prepare it for consideration by the City Planning Department, in pursuit of a conditional use permit
- After that we'll be able to get architectural drawings, a building plan and the maximum expected cost
- Focus has shifted significantly to climate impact of the building process and of the new building

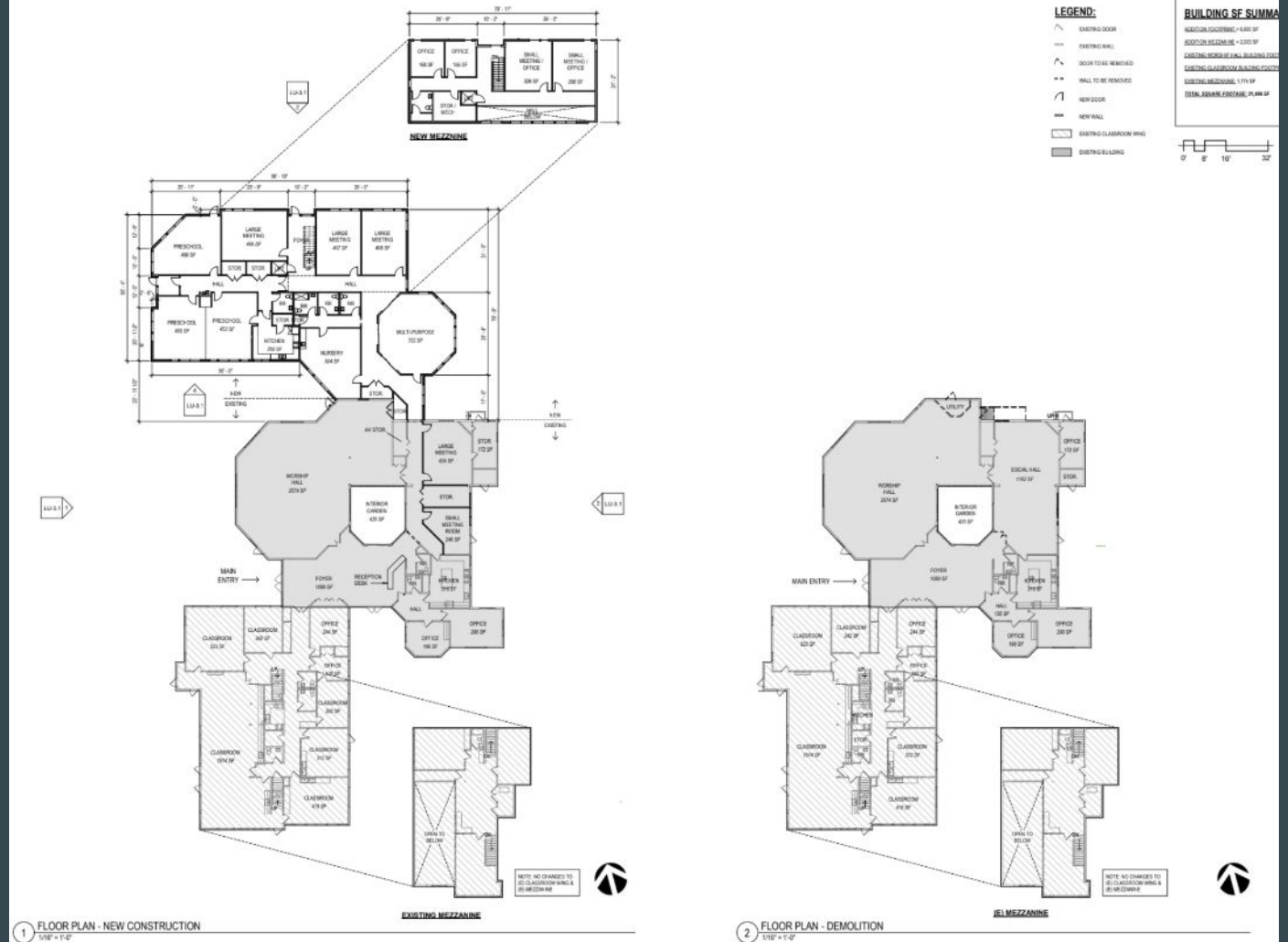
Building Project - 2

- Neighborhood meeting October 22, 2020 drew 2 neighbors, several Fellowship members
- Conceptual design of the building is now 99.9% agreed upon. Engineering and site considerations complete
- Decisions soon about cutting incense cedars on east edge of property and replacing with wildlife friendly trees and shrubs
- A recent anonymous gift to our building project fund, of \$500,000, followed by a decision of the Board to (at least) match that gift from our reserves, gives a good possibility that we'll be able to undertake Phase 1 – the new RE wing – without borrowing money
- Planning for Phase 2 - renovation of classroom wing into social hall and kitchen - will begin when we break ground for Phase 1

Building Plan Maps -1



Building Plan Maps - 2



Financial Overview

Herky Gottfried

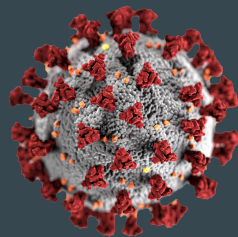
UUFC 2021



Annual Meeting

One year ago...

Fear, Uncertainty, and Doubt



- A global pandemic was affecting our community, our country, and our world
- The fellowship doors closed virtually overnight
- Our financial future was very uncertain

We took actions we thought were appropriate at the time...

- A greatly scaled down budget
- No backfill for Rev. Israel Buffardi
- No cost of living increase for staff
- We applied for a PPP loan of \$74,500 to handle short-term needs
 - The loan did its job. Loan was forgiven (effectively turned into a grant)

...and fortunately they were!

Over the past year...

We adapted

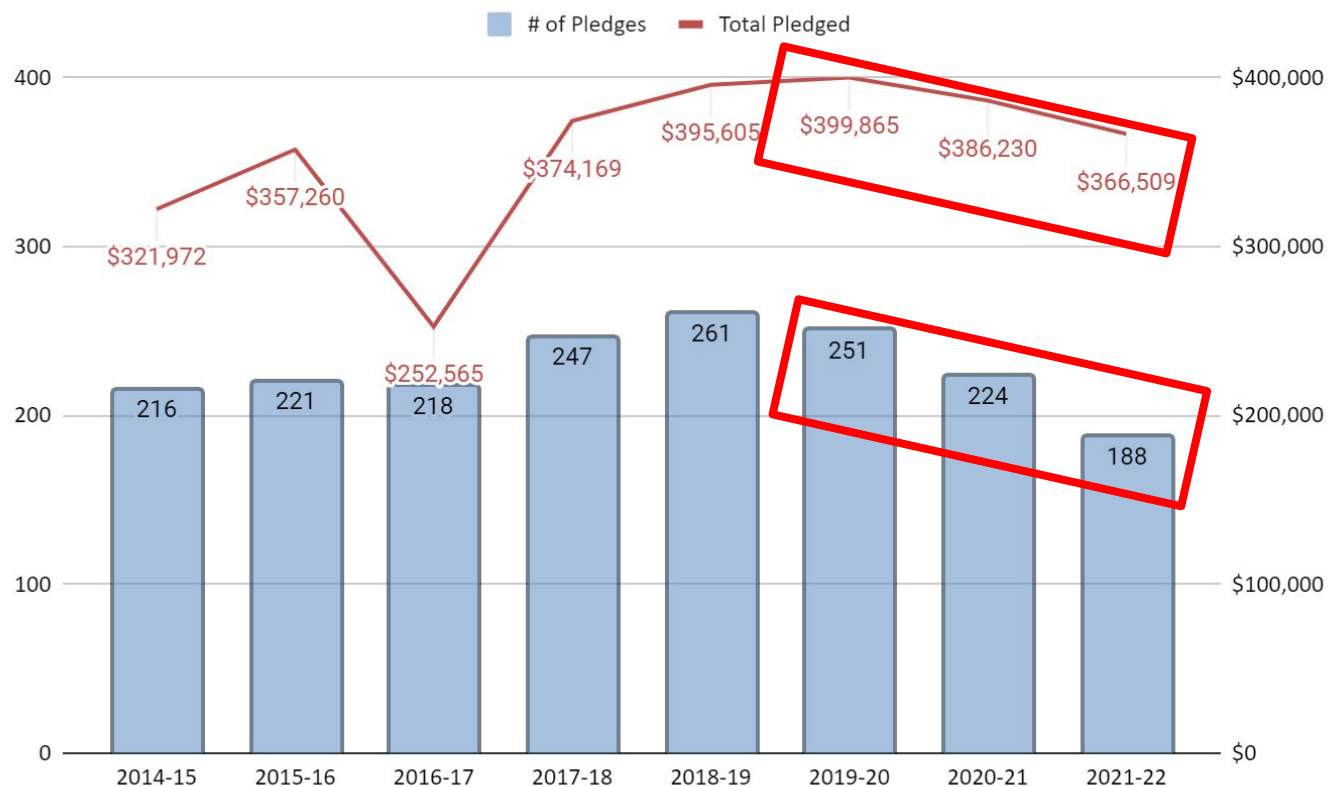
- Services: transitioned to online pre-recorded, then live over Zoom
- Expenses: many fixed expenses remain. Discretionary spending has been reduced
- Fundraisers: pivoted to online. Very successful, but not to pre-pandemic level
- Building rental: income dried up completely, then daycare came back

*The work of this fellowship has continued, and continues,
despite the challenges of the past year*

Today

- Our overall financial position is solid, considering we are emerging from a worldwide pandemic and haven't been able to meet in person for well over a year
- Last year, we (wisely) chose not to hire a new assistant minister, and the scope of the Religious Exploration program changed due to the pandemic
- The board originally proposed a budget that would have allowed us to consider restaffing a second minister position or increasing the DRE scope
- Our recent pledge drive has fallen short, in terms of both participation and dollars

Pledges



Pledges

<https://uucorvallis.org/annual-pledge-drive/>

Annual Pledge Drive – Unitarian


uucorvallis.org/annual-pledge-drive/

Apps WZLY WZLY 2 RP Docs Teams Personal Looker Tools Testing Slack

Other bookma

Annual Pledge Drive

Last year we launched our first completely online Annual Pledge Drive in the midst of a global pandemic ... and our members and friends responded enthusiastically! Thank you! All year we have continued to discover just how much we need each other, for solace, support and general well-being as we have continued to do the deeply important work of the Fellowship. Now, with renewed hope for the day we can again meet in person, we invite you to join in this community and this work, by making a pledge of financial support for 2021-22.



We encourage you to submit your pledge online by clicking on one of the links below.

[I want to Support the UUFC in 2021-22](#)

[I am Unable to Pledge at this time](#)

Budget

Notable items in this year's budget

- Budgeting for similar (slightly increased) pledge income compared to last year; still down significantly from pre-pandemic pledging levels
- Fundraising and building rentals starting to rebound
- Portion of this year's net income carried over to next year's operating budget
- New line item for carbon offset expenses. This has been a priority for this fellowship and the board, and we are pleased to make this priority visible.
- Restored cost of living increase for staff
- Reduced expenses for councils

Budget

| | | 2019-20 | 2020-21 | 2021-2022 |
|---------------------|------------------------|-----------|-----------|-----------|
| Income | Pledges/ Contributions | \$427,000 | \$383,000 | \$390,000 |
| | Endowment | \$26,000 | \$26,000 | \$30,000 |
| | Fund Raising | \$24,000 | \$6,000 | \$17,500 |
| | Building Rentals | \$20,900 | \$5,000 | \$13,000 |
| | Interest Income | \$2,000 | \$2,000 | \$1,000 |
| | Grants | \$5,000 | | \$1,000 |
| | Carry over | | | \$25,000 |
| | | \$504,900 | \$422,000 | \$477,500 |
| Expense | | | | |
| | Carbon Offset | | | \$3,246 |
| | Administration | \$99,900 | \$96,400 | \$98,266 |
| | Connections | \$4,500 | \$2,000 | \$4,845 |
| | Justice | \$9,000 | \$3,000 | \$8,000 |
| | RE | \$11,000 | \$9,000 | \$4,500 |
| | Worship | \$5,000 | \$4,000 | \$5,000 |
| | Staff & Employee | \$402,124 | \$346,000 | \$351,795 |
| Total Expense | | \$531,524 | \$460,400 | \$475,652 |
| Net Ordinary Income | | \$504,900 | \$422,000 | \$477,500 |
| Net Income | | -\$26,624 | -\$38,400 | \$1,848 |

Current Balance Sheet

Total assets of \$4,113,000

| | |
|-----------------------------------|-------------|
| Operations + Reserves | \$339,000 |
| Endowment + Legacy Funds | \$961,000 |
| Goss Estate Fund | \$506,000 |
| Fixed Assets (Buildings and Land) | \$657,000 |
| Receivable on house, etc. | \$265,000 |
| Building Expansion | \$1,384,000 |

Figures are rounded to the nearest \$1000

Building Expansion - Phase 1 funding and timing

Until the city planning process is complete, we will not have a firm estimate for the cost of phase 1. However, here is our current tentative proposal for funding this phase.

| Source | Amount |
|---------------------------------|--------------------|
| Building Expansion Fund | \$1,300,000 |
| Ross Estate (1999 legacy funds) | \$100,000 |
| Anonymous donation | \$500,000 |
| Additional legacy funds | \$500,000 |
| Total | \$2,400,000 |

We hope to break ground on phase 1 some time in 2022.

Additional Funds

Bob Ozretich Social Justice Memorial Fund

- Fund and scholarship were established earlier this year
- Inaugural scholarship of \$500 was granted to Mali Gottfried
- Balance \$17,565

Justice Outreach Fund

- Grants in 2020-2021: \$5000 to Unity Shelter
- Developing outreach to local partners and organizations, inviting proposals
- Balance \$56,646

Voting on Finance and Budget

- We will vote yes/no on the following toward the end of the meeting

“We affirm the health of the Fellowship’s financial condition and confirm that the Fellowship is using its resources to fulfill its mission”

Council and team updates

Religious Exploration

- Very low enrollment and participation due to pandemic
- AFIRE three-congregation collaborative offered activities for elementary, middle school and high-school via Zoom
- UU University five-congregation collaborative offered UU History, World Religions, UU Identity, Writing, Yoga/Meditation, and more
- RE Council met monthly; developed and implemented survey on inter-generational activities at the Fellowship, hosted intergenerational discussion on May 2, undertook RE Library Renewal project to update our collection (including a \$5000 gift for new books.)
- Staff created bi-weekly podcast and crafts for family, then weekly Time for All Ages for Zoom Sunday services.

Worship -- Everything Changed!

- March through August 2020 – pre-recorded Sunday services were sent out each Saturday night. We depended on the expertise and time of John Myers for editing and production
- Beginning in September 2020 we shifted again, to live Zoom services on Sunday mornings
- Staff members Rachel Kohler (RE) and David Servias (Music) shifted to become technology hosts / experts, learning new software and producing pre-recorded audio and video each week
- UUFC board members and others participated in service development and participation by Zoom as well
- Weekly Kirtan shifted to online Zoom sessions
- Several memorial services were held via Zoom

Coordinating Council

- The role of this council is coordination, information sharing, and reflection on Fellowship mission and goals
- Made up of the leaders / facilitators of all the other councils
- Decided to meet monthly beginning in December 2020
- Discussions included:
 - The relationship between the Board of Directors and Councils
 - The role of the Minister in relation to Board and councils
 - Decision-making practices among councils and teams (standards? should there be?)
 - Steering the work of the Fellowship into the future emerging from the pandemic

Connections

- Many groups at UUFC continued and accelerated connections during pandemic via Zoom
- Mighty Networks up and facilitating all of it
- Sunday AM Zoom services
- Virtual coffee hour on Wednesday afternoons
- Men's group Sunday afternoons
- Mindfulness awareness group Wednesday evenings
- Heart-to-heart conversations groups Monday and Friday afternoons
- Buddhist meditations on Friday mornings
- Successful UUFC services auction – feeling and arranging connections!
- Many other chalice, book, discussion, RE, and justice groups regularly connect

Justice Council

JUSTICE COUNCIL – TEAM HIGHLIGHTS

Teams

- Hosted **asylum**-seeking family
- Held trainings and study groups to learn from **writers and thinkers traditionally marginalized** in the U.S.
- Helped create Unity Shelter and sourced **temporary shelter** for houseless individuals
- Proposed carbon emissions line item for budget and **Climate Emergency** Declaration at UUFC

Council

- Used annual summit for sharing **resilience strategies** among teams
- Currently coordinating a UUFC response to UUA's **Widening the Circle of Concern project**. Creating a Strategies Commitment proposal based on continuing and expanding work of our Teams
- All teams **partner with groups outside UUFC** to strengthen our work and assure its relevance

Climate Action Team – Emergency Declaration

Unitarian Universalist Fellowship of Corvallis



Resolution Endorsing the Declaration of a Climate Emergency and a Mobilization Effort to Restore a Safe Climate

WHEREAS, climate change and the sixth mass extinction of species, both driven by the global industrialized economy's overshoot of ecological limits, are devastating much of life on Earth and pose a risk to humanity;

WHEREAS, measures needed to restore a safe climate include: (1) phasing out fossil fuels, (2) ending greenhouse gas emissions and establishing a zero-emissions economy, (3) tran

Equity, Diversity and Inclusion

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The 8th Principle

of UNITARIAN
UNIVERSALISM

*"We, the member congregations
of the Unitarian Universalist Association,
covenant to affirm and promote:
journeying toward spiritual wholeness by
working to build
a diverse multicultural Beloved Community
by our actions
that accountably dismantle
racism and other oppressions
in ourselves
and our institutions."*

Immigrant and Refugee Support Team

- Collected donations for fire victims and Guatemalans in Newport
- Sold coffee for Café Justo, a collective of indigenous growers
- Sold pumpkins, strawberry and lettuce plants donated by Elaine Kahn
- Supported Nancy Kyle in sponsoring the Perla family as they seek asylum

Perla family focus

- The family initially stayed in the Fellowship until an apartment was found
- The older 2 boys are enrolled in school and a class at SAGE garden
- Juan and Aracely are attending English classes
- They have health insurance and Kurt Black is providing dental care
- Juan volunteers with the Gleaners
- Juan and Aracely have state ID cards
- We await the processing of their claim for asylum





The Perla children
The ice cream truck provided a treat to celebrate move-in day !



Perlas and Lears getting to know each other

Nominations and voting

Continuing in service

Financial Oversight Council Chair:

- Russ Karow (he/him)



Personnel Committee Chair:

- Elona Meyer (she/her)



Continuing Nominating Committee members

- Chere Pereira
(she/her)



- Alan Kirk
- (he/him)



New Nominating Committee Members

- Mary Anne
Sellers (she/her)



- Tim Emery
(he/him)



Thank you to departing Nominating Committee members

- Janet Farrell
(she/her)



- Skyla Christison
(she/her)



Thank you to departing Board members

- Secretary: Anna Sontag (she/her)
- Treasurer: Herky Gottfried (he/him)



2021-22 Nominees for Board of Directors

- Secretary: Kedo Baye (they/them)



- Director: Chareane Wimbley-Gouveia (she/her)



- Treasurer: Scott Bruslind (he/him)



- Director: Gavin Araki (he/him)



2021-2022 Board of Directors - Complete Slate

- President: Steve Strauss
- Secretary: Kedo Baye*
- Treasurer: Scott Bruslind*
 - Director: Sheryl Stuart
 - Director: Ann Marchant
 - Director: Carl English-Young
 - Director: Chareane Wimbley-Gouveia*
 - Director: Gavin Araki*

* indicates a
new addition or
new position in
the Board

Voting instructions

- We vote to approve the nominated slate for the Board of Directors, the Nominating Committee and the Personnel Committee Chair
- We affirm the Fellowship's financial condition and confirm that the Fellowship is using its resources to fulfill its mission
- The poll (ballot) includes multiple questions and allows multiple voting members attending this meeting in one household to vote. Please cast the number of votes corresponding to the number of voting members present on each registered computer or other electronic device

Results of voting

Quorum was reached, 122 voting members were present and voted in the Zoom poll.

The votes

“ I affirm the Fellowship's financial condition and confirm that the Fellowship is using its resources to fulfill it's mission”

Unanimous vote in favor:122/122

“I vote to approve the nominated slate for the Board of directors, the Nominating Committee, and the Personnel Committee Chair.”

unanimous vote in favor: 122/122

Closing Words

Mindful of truth ever exceeding our knowledge, and community ever exceeding our practice, reverently we covenant together, beginning with ourselves just as we are, to share the strength of integrity, and the heritage of the spirit in the unending quest for wisdom and love.

Rev. Walter Royal Jones, Jr.