

Unitarian Universalist Church in Eugene, Oregon

Annual Report 2001-2002

(also available online at www.uueugene.org)

Minister's Report - State of the Church

On September 11, 2001, just two days after our annual Gathering of the Waters ceremony, the world changed forever. The first Religious Education Orientation for our many, many parents and children was scheduled for that evening. Should we go ahead with it? Of course! Our church sanctuary, the familiar leaders, and the chance to be together in healing community would shelter and hold our fears and provide a safe space to begin processing our wounds. It's simply what a church community does. We were glad it was there for us!

All over the country people flocked to churches, temples, and mosques looking for religious guidance. It was the same here. Our attendance increased. But unlike other congregations across the country where the surge soon tapered off, in Unitarian Universalist congregations we continued to welcome more and more people. I believe that's because we offer something very important. . . a liberal spiritual community with a long history and principles that inform our vision of living in respect and appreciation for diverse religious views. We offer a profound welcome to people eager for a safe place that will nurture their individual search for meaning and give them the spiritual context and ongoing support of an intergenerational religious community. A place where, together with others, they might "build the common good".

Our growth is both a gift and a challenge.

Our fourth year together saw us deepen our shared vision and expand our programs. We welcomed in 48 new members and many friends. We registered 150 children and youth in our Religious Education Program. We made several substantial improvements to our aging building. Last fall, we held our Celebration Sunday at the Hilton. We were addressed by Rev. John Beurhrens, past president of the UUA. We increased our pledge support from \$145,000 to over \$185,000 for a total budget this year of \$210,000. Though there are more demands on our limited space and financial resources, these are all signs of a healthy congregation.

Another indicator of our growth is Sunday attendance.

Our average attendance in 1997, before going to two services, was 133. This year we averaged 190 from Sept. through Dec. 2001 and 175 from Jan. to mid June 2002. This does not include the 20 to 35 more adults teaching downstairs or here for other programs each Sunday. It's interesting to note that services with guest speakers and lay led services averaged 162 this year. Minister led Sundays averaged 207. Summerservices have also grown with 88 average in 2001 and 102 this summer. No wonder it's hard to find parking in our lot or an empty chair in our sanctuary!

Staff

All our growth, both in numbers and in programming is in large part due to the enthusiasm and hard work of our members and friends who are supported by a fine staff team that gives generously of themselves. I feel privileged to work with them.

As Director of Religious Education, Candee Cole's work with our overflowing Religious Education program has been outstanding. Her increased hours, made possible by the LREDA grant and our commitment to R.E., has resulted in our program being one of the largest in the district. We are blessed with dedicated volunteer participation, and a great bunch of kids. Read Candee's report to get a sense of all we are now offering. Her talent, creativity, and exceptional organizational ability is what makes it all work. I am so pleased that the board made a clear commitment to bringing her to full time in the new church year.

Music Director, Tom Sears, has continued to expand our music program. The Choir grows musically each year and has deepened its repertoire. This year saw the formation of a small Concert Choir, a Jazz Choir, and The Early Music Consort which added dimension to our Sunday worship. The Kids Choir really took off this year with the leadership of Lynn Smith our talented choir accompanist and all around multifaceted musical pro. The board recommended, with my enthusiastic support, that we compensate our musicians in line with the UUA's Fair Compensation guidelines.

In the office, Kim Harris, our Church Administrator, keeps everything working. She handles a multitude of tasks with good humor, and a multitude of UU's with unfailing graciousness. Her support of our programs and her excellent management skills are impressive. She juggles our complicated calendar, finds meeting spaces for our many gatherings, and took on the editing of the monthly newsletter, somehow managing to tuck all our news into the space

allowed even as we changed from twice a month to once monthly to save production and postage costs. One of her magic tricks has been keeping “Good Girl” (“G.G.” for short), our very old copier, going beyond any reasonable expectation. We’ll need a new copier very soon!

Custodian Martine (Tina) James keeps our building sparkling and orderly both upstairs and down. This is no small task given the everyday, all day, use of our limited space. It is not unusual for our building to be used by over 500 folks in the course of a single weekend and on week nights there will be several different groups both upstairs and down. Tina sets up for most of our programs, a tremendous support to those leading and using the rooms. She handles a multitude of tasks from keeping the custodial supplies ordered to fielding special rental requests. She sees what needs to be done and does it with care and intelligence.

Membership

I facilitated, with the support of the Membership Committee, two Newcomer’s Orientations in the 2001-2002 church year. This three-week series included over 75 newcomers who came to learn about UUism and this congregation. This series helps new folks connect with each other and with some of the church leadership. By the last session people feel less “new” and they see friendly familiar faces on Sunday. People are encouraged not to join the church right away but to consider if this is the religious community for them. I love being with our new folks, hearing their journeys and beginning the process of learning about our faith traditions. The sharing is always lively and the dessert potlucks are delicious. You’ll find the names of our new members in the Membership Committee’s report.

Programs

Many new and several continuing groups were active this year reflecting the need for a multitude of programs. Members formed the Sister Circles, a new Men’s Group, Book Groups, more Circle Suppers, Chick Flicks, and DUUde Flicks, the between services Discussion Group, Fuller-Channing evening discussions, a new Campus Group, two Poetry groups, a Class on Class, and the UFO’s Food for Lane County Rescue Night. Rev. Ed Peara started a lunch time discussion group. It is a joy to see so much happening that supports our religious growth and learning!

Developing and leading programs for our church is one of my joys. When I arrived four years ago we established the first Worship Associates training to enrich our Sunday morning experience and our shared ministry. It is a program, rather than a committee, that continues to deepen as more people learn the art of leading and sharing worship. An all day training is held once a year. The Associates make an initial one year commitment to serve as both Associates, the folks you see up front, and Anchors, the behind the scenes folks who keep everything running smoothly on Sunday. The team meets with me several times a year to evaluate all services, consider upcoming services, practice their skills and take time to worship together. Our conversations cover service content, concerns about balancing topics during the church year, how to support a guest speaker, and how to improve the services. For the past two years the Associates have designed and led most of our Summer services. It is a privilege to work with this dedicated group of volunteers.

I also led two other Adult Religious Education groups; Evensong, an 8 session series in Nov. and Dec. 2001, with enrollment of over 20, explored spiritual questions. The series sparked some people to continue on their own for several sessions. In the spring, with co-facilitator Lallie McKenzie, I led a six week class called Parents as Resident Theologian and Spiritual Guides. Again, over 20 lively and dedicated parents explored those difficult questions kids ask and practiced with each other the art of conversations with their kids about religious and spiritual concerns. I am very appreciative of the work Candee did to coordinate childcare.

My Work in The Wider Denomination

I am strongly committed to our wider denomination: The Unitarian Universalist Association (UUA), the Pacific NorthWest District (PNWD), and my professional organization, the Unitarian Universalist Ministers Association (UUMA). I meet monthly in Portland with a group of UU ministers from Southern Oregon and three times a year for 3 to 4 days each time, with the PNWD-UUMA Chapter. These are all part of my professional development and essential support for my ministry. I currently serve on the Program Committee of the PNWD-UUMA ministers chapter. We are responsible for designing and implementing the programs for all three of our regular chapter meetings.

At the district level I now serve on the Transition Team. This group works with church boards and ministers in transition. For instance, when a minister is leaving a congregation, and a report needs to be made to the UUA. Or when a church has called a new minister and needs to create a Leadership Covenant between the board and the minister. This year I facilitated a Covenant with the board and minister of our Ashland congregation and conducted the Exit Interview with the board and minister of our Oregon City congregation.

I enjoy these responsibilities and will continue them in the coming year. I regularly attend the Annual General Meeting (AGM) of our district. In 2000 it was here in Eugene at the Hilton and our congregation hosted it. I was privileged to host the pre-conference for 60 UU ministers. Both events are still being talked about as the best meetings in years! We met in Seattle this year; Anita Cowling, Nik Carlson, Truman Grandy, Ellen Pinney, Greta Sorenson, Candee Cole and I attended.

Professional Development

Part of my ongoing commitment to myself, to my profession, and to the congregation is taking time for my professional development. Every few years, for instance, I participate in a Preaching Seminar. Two years ago I attended a week long seminar at Starr King School, our UU seminary in Berkeley. I was asked to facilitate one of the student groups and had a chance to work with two of our movement's best preachers, Jane Rzepka, and Ken Sawyer. I will be working with them again in October 2002 when they come to teach at our minister's retreat. This past March I attended a Convocation of UU Ministers in Birmingham, AL. Part of my time there was spent in learning about The Small Group Ministry Program which we will be starting here soon. Every ministers meeting I attend, both monthly and the longer gatherings, includes time for learning, reflection, and discussion. Last year we covered such diverse topics as "Grief", Islamic studies, Story Telling, and Congregational Polity. District Trainings on subjects like Caring Ministry Teams and Committees on Ministry include our lay folk as well as me. My Clergy Women's Group, a local Interfaith group now in its fourth year, meets monthly. It is both a support group and a way to stay connected to the wider religious community.

We are Moving from a Pastoral to a Program-Sized Church

This underlies everything. It is our biggest challenge. What do we need to learn about being a Program Sized church? How shall we continue to plan for growth? Where do we go for help? What shifts do both staff and congregants need to make in how things are done? How do we find room for all who would like to be part of this exceptional faith tradition? Not only physical room, but spiritual room. How do we create new governance structures, policies, and expand staff to support our growth? How do we learn to live with creative conflict as our resources, time, and space issues press in on us? How do we practice our "Holy Manners" with each other? How do we connect with each other in deep and meaningful ways when there are so many of us? How do we share ourselves in service to a bruised and hurting world?

These are the issues that have been racing toward us for the past several years. This is the time to begin to find ways to handle them. Your board is working in partnership with the Program Staff, the Support Staff, and the Congregation to take on this challenge. In the coming years we're in for very exciting times! I am honored to serve you as we continue to create together this precious religious community.

Rev. Carolyn Colbert

President's Report

When I took office in June of 2000, I did so with a bit of fear and trepidation. I'm sure all Board leaders have that same bit of insecurity. Or, if they don't, they ought to. Leading a group of strong, independent thinkers, as our boards tend to be, can be a bit daunting, to say the least. One can feel certain that opinions will be strongly held and advocated for. For me, the opportunity has been sometimes exciting, sometimes challenging, slightly annoying, and a trifle burdensome. With all the responsibility and the demands of time, energy, thought, and hard work, it has been most of all a time of spiritual growth. Strange, but true. I have never felt as connected to the church and faith that has been mine since birth. It has been deeply satisfying to feel that in this capacity I have had the chance to reciprocate - to give back - to the organization that has given so much to me and to my family. A prime tenant instilled in me from Childhood has been: The onliest thing that matters in this life is the service that puts one's faith into action. Walking the walk -- so to speak. Serving with the Board has given me that way to walk.

And more than that -- it has been a "small-group ministry." I have come to know and honor my fellow board members inside a shared covenant that makes them dear to me - my friends. Fellow warriors, comrades that can be counted on to help, to speak their heart's truths, to enter into a contemplative dialogue, to say yes, (or often - no), to the hard questions. With this sounding board - I feel stronger in my ability to stand up to the tests that I, and all other UU's, encounter in daily life.

As your President, I have had the chance to attend General Assembly in Cleveland last June, and participate in several District events that I probably would not otherwise have experienced. I have gained knowledge about the UUA, and the

PNWD, that I hope to put to good use in the years to come. In a way, serving on the Board is preparation for a full, rich membership with my community, here in Eugene, and also in the broader sense, connected to the larger fellowship of UU's nationwide.

For this report I have reviewed the Minutes (as excellently recorded by our Secretary Extraordinaire, Ken Ross), and would like to lift up a few of the accomplishments of the Board for the year 2001/2002. Although it took several meetings, and a short Workshop (with pizza) conducted by Anita Cowling, the Board adopted a Mission Statement.

The UUCE Board of Trustees shall discern and promote the goals of the congregation with care, love, and diligence.

Easy to say, difficult to write and agree upon, and be guided by.

The board created two "task force" groups, and received their reports:

The Growth Options Study Group - Gil Osgood, John Wagner, Martin Sage, Bonnie Phipps, and Kathy Dillon. This group presented an incredibly detailed and thoughtful report that gives us a history of the growth of our church to this time, and what our options are as we grow into the future. I commend this group for their work and pass the next step to the new Board.

The By-laws Revision Task Force - Truman Grandy, Martin Lewis, Ruth Nelson, Bonnie Phipps, Ken Ross, Jack Stevens, a bunch of good hardworking people, who met and discussed these issues for a long time, resulting in needed changes that will have good effect until the next time it needs to be done. I want to commend this group for the process that engaged the entire congregation with input, town meetings, discussions and agreement culminating in our passage of changes accomplished at the Annual Meeting on April 14th, 2002.

Over the course of my term in office we also:

- * Planned and executed the Pacific Northwest District meeting at the Eugene Hilton.
- * Conducted two Canvass Drives - the last one was especially noteworthy in that the keynote speaker was John Buehrens, former President of the UUA.
- * Made significant progress towards fair compensation of our professional staff. Aided by application and award of a LREDA grant for our DRE.
- * Saw the growth and management of our Endowment Fund achieve an all-time high, due in large part to the efforts of the Planned Giving Committee.
- * Presented balanced budgets for both years covered by this report. No small feat
- * Continued as an "honor society" in support of the Annual Program Fund for the UUA.
- * Heard and considered numerous reports from committees and groups with concerns and questions, issues and problems. The Board is to be commended for their careful and considerate attention to each of these presentations.

We still need to:

1. Address the need for a Committees Council, which will be the new Programs Council, to address inter-group communications issues, planning and calendaring for the use of the limited space as the demands of our growing church increase.
2. Improve in the areas of Stewardship, long-term planning, self-assessment and enunciating the vision of the congregation - what we are doing, what do we want to do, how are we going to get there?

I want to thank each of the members of the two Boards I have served with, our minister Carolyn Colbert, and our RE director Candee Cole, for support and encouragement, for overlooking my shortcomings and celebrating my strong points. I have felt cared for.

Submitted by Ellen Pinney

Bylaws Task Force

After being proposed by the Board of Trustees in late 2000, the Bylaw Review Task Force was formed in the spring of 2001 and drafted a proposed charge, which was affirmed at the Annual Congregational Meeting in April, 2001. The Task Force consisted of Truman Grandy, Martin Lewis, Ruth Nelson, Bonnie Phipps, Ken Ross, and Jack Stevens. The members selected Truman Grandy to serve as chair and Ken Ross to serve as secretary. We decided to meet monthly, beginning May 24, 2001.

At that meeting we planned our schedule as follows: June: Membership, July: Officers and Board of Trustees, August: Nominations and Elections, September: Financial Management, October: Meetings and Committee Structure, November: Minister and Miscellaneous. We realized that revisions to the Bylaws would require at least some revisions to the Policies, which, along with the Bylaws, also define our church's governance.

We publicized our meeting dates and topics in the newsletter and the church email list (uu-news), and benefited from participation by visitors to some of our meetings, as well as from comments sent to the Task Force by members of the congregation.

Ken Ross, as secretary, provided us with exacting minutes, which proved invaluable when reviewing language or a decision months after our original discussion. Publication of the minutes also enabled us to keep the Board of Trustees, and the congregation, informed as to our progress. Some of the items were fairly non-controversial, while some were very closely decided. Some Bylaw proposals, having been accepted by the Task Force at one meeting, were reconsidered and modified at a subsequent meeting. But for the most part, we made steady progress with little backtracking. After we had completed our review of the Bylaws and had adopted proposed revisions, the chair and secretary met to consolidate the several months' minutes into a single document containing our recommendations, as well as to draft some explanatory material to accompany the proposed revisions.

In January, 2002, we published a status report, detailing the various proposed revisions we had voted to include among our recommendations. After feedback from our initial report, we made our recommendations to the Board of Trustees at their meeting on February 14, 2002. These recommendations were added to the agenda of the upcoming Annual Congregational Meeting as proposed amendments to the Bylaws. (Our proposed Policy revisions were included in our recommendations to the Board of Trustees. Policies are adopted under a different procedure than that for amendments to the Bylaws, and are not required to be voted upon by the congregation, as are Bylaw amendments.)

We then organized two "town hall meetings," held at the church after Sunday services, to educate the congregation about our proposals and to solicit feedback. After considering the feedback from these meetings, the Board drafted some alternative language for certain Bylaw proposals, which were then presented as amendments to the amendments at the Annual Congregational Meeting in April, 2002. The proposed changes didn't address every Bylaw article, but the articles for which changes were recommended were all amended, by adoption of either the Task Force's or the Board's proposed language.

The Task Force hopes and believes that the resulting Bylaws will provide for more effective church governance, more in harmony with our Principles and Purposes. We also believe the process of examination, review, and discussion is a valuable undertaking, especially when it involves participation by the congregation as a whole.

Submitted by Truman Grandy

Canvass Committee

Sandra Koelle and Kay Crider co-chaired the annual canvass. A Celebration Sunday format had already been decided upon.

Volunteers were solicited for each aspect of the canvass. Table hosts called their guests to personally invite them to Celebration Sunday and make sure their luncheon table was full. Publicity materials produced for the event included: invitations to Celebration Sunday & RSVP card; canvass brochure; pledge cards; newsletter articles; Sunday service stewardship moments; and posters.

To jump-start the canvass, a lead gifts reception was held in October at Don & Lisa Texeira's house. One service for the entire congregation was held at the Eugene Hilton on November 11, 2001, followed by a complimentary luncheon for

church members and friends. John Buehrens, President of the UUA, was our special guest preacher. Pledge cards were distributed and collected during the service.

Those who did not pledge were sent a follow-up letter and pledge card and called by a church member. A confirmation and Thank You letter was later sent to pledgers. Pledge cards were available after each Sunday service in November, along with a poster documenting the progress toward the total pledge goal. A canvass notebook was prepared to document each aspect of the canvass.

The initial budget for the canvass was \$2,000. To cover luncheon and Hilton rental expenses, individual church members contributed an additional \$4,000 toward canvass expenses, aside from their pledges. Total costs were \$5,924.81. The projected fundraising goal for the canvass was \$185,000. As of May 31, 2002, \$186,052 in pledges had been made.

For 2002, the canvass committee plans to do a bridge canvass in the fall to precede the change in the church's fiscal calendar year from January-December to July-June.

Submitted by Kay Crider

Caring Ministry

The Caring Ministry is a group serving the Eugene Congregation, that was activated in response to the desire to address unmet needs among the Church members. The types of needs that are addressed are usually emergent in nature, ranging from the need for rides to church services and functions, to support services to a family in crisis. There is a core membership on the committee of four to five people at any given time, and an array of dedicated volunteers on call for the variety of services offered.

The Mission Statement of the Caring Ministry

We, the members of the Caring Ministry covenant to:

- Be a resource when someone calls in need.
- Listen with love and concern.
- Be of support by connecting with volunteers to address problems.
- Use skills available to us to provide transitional and temporary help.
- Address emergencies when the minister is out of town.
- Recruit volunteers and committee members.
- Provide training to new volunteers and members
- Maintain confidentiality for all concerned.

Members of the group attended a District workshop on Caring Teams, held in Corvallis. The newly established UU-Share e-mail group is a logical extension of the Caring Ministry concept, and we applaud its creation.

Thanks go to Carolyn Colbert, Amy Raven, Lisa Teixeira, Carol Wotton, Monica Frank and Lorna Baldwin for their participation in Caring Ministry events and ongoing operation.

Submitted by Carol Wotton

Choir

ADULT CHOIR:

The purpose of the Adult Choir is threefold:

1. to strive for excellence
2. to create a sense of community through participation of its members
3. to enhance Sunday Services with appropriate and well performed music.

The Choir is open to all church members and friends who are willing to provide a high level of commitment. We are an audition-free group exploring a variety of music in an atmosphere of fun and encouragement.

Rehearsals take place Wednesdays from 6:30-8:30pm beginning the 1st Wednesday after Labor Day and continue through mid-June. This season our roster peaked at 40 members and settled in around 35. We sing at both services two Sundays per month. Our performances are augmented with a Music Soiree in April and a Spring Concert in June. December 2002 marked our first "Music Sunday" – a musical offering created by the choir.

As the choir's ability grows we seem to attract new and more competent singers. This year saw the addition of several new singers who enhanced our ability. This is wonderful. At the same time, it may dissuade other less accomplished individuals from singing with the choir. If this continues the choir may lose some of its community building strength in favor of an elite group. Ultimately we need to serve both ends of the spectrum – the beginners and the advanced. At this moment we're not at a point where a solution must be found, but it is on the horizon.

CHOIR RETREAT

August 24-25 members of the choir will meet at the water-front home of Mitzi Loftus in Coos Bay for a singing weekend retreat. Here we will preview music for the upcoming year, socialize and enjoy Charleston's various attractions. The retreat ends with a Sunday service serving the South Coast UU Fellowship.

CONDUCTING WORKSHOP

Tom attended a Choral Conducting Workshop held in Cannon Beach July 29-August 3. The workshop is sponsored by Portland State University and is part of their Haystack Summer Program. For five days we gather from 9:00 to 4:00 and sight sing over 200 pieces of music. Among the 100 attendees 20 are chosen as student conductors. This year Tom was one of the students selected.

CHAMBER CHOIR

The Chamber choir is a group of 12 singers selected from the Adult choir by the Music Director. It was formed: 1) to provide a venue for more advanced singers, 2) to act as an outreach group singing for nursing homes, etc., 3) so that Tom can sing. Currently rehearsals take place Wednesdays after the Adult choir rehearsal.

KIDS CHOIR

Directed by Lynn Smith and assisted by Sally Diehm, the choir has grown this year to 17 young singers ranging in age from 5-12. They performed 4 times during the year including a joint performance with the adult choir at Thanksgiving and a Teacher Appreciation dinner.

NON-CHOIR SUNDAYS

Part of the Music Director's responsibility includes scheduling musicians for non-choir Sundays. There is in the Music Budget \$400 to spend on outside musicians. Little of that was needed as there are a few musicians among church members who are willing to play the piano on those Sundays. These include Jean Weick, Dorothy Clark and Sue Peterson.

MISC.

- 1) Tom was awarded a \$200 prize for winning 1st place in the 2002 ERUUF Choral Composition Competition for his entry "Emerson's Gospel".
- 2) Thanks to Martha Osgood, the UU Music program now has a presence on our church's web page.

Submitted by Tom Sears

DRE Advisory Committee

The DRE Advisory Committee is a new church committee established in the fall of 2001. One of its first orders of business was to create a committee mission statement, to wit: "To advocate for and be counsel to the DRE."

The committee consists of three church members - Sheryl Bernheine, Jane Ganter and Jeff Wright - and the Director of Religious Education, Candee Cole. An earlier member, Frances Blades, stepped down because of her duties as an R.E. teacher. Jane Ganter's participation is uncertain as of May 2002 as she recuperates from serious injuries. An effort was made to include church members with and without children in R.E. on the committee, as well as have both genders represented. The committee proposes that members fill staggered terms of 1, 2 and 3 years, but have not yet assigned length of terms to any members.

The committee is modeled somewhat after a Ministerial Advisory Committee, in that it provides a sounding board and offers feedback to a particular church employee. The DRE Advisory Committee meets once a month (currently the first Friday) and as needed. While church members with particular concerns about the DRE and his/her performance should first take those issues to the DRE directly, they may also offer suggestions/comments about the DRE's performance to committee members. Suggestions/comments about R.E. curriculum or activities should go to the R.E. Committee.

In its first year, DRE Advisory Committee members have met with the church Board to make sure the DRE has adequate health insurance as required by her contract; reviewed conditions of the LREDA (Liberal Religious Educators Association) salary grant funding; established future committee goals; helped create a DRE job performance evaluation survey; evaluated R.E. teacher reports on their interactions with the DRE; and provided a sympathetic and confidential space for the DRE to talk about her job-related challenges, successes, hopes and frustrations.

Candee Cole produced a wonderful resource, the DRE Advisory Committee Handbook, that includes a DRE job description; DRE contract; salary grant agreement; DRE support materials; evaluation forms; committee Development materials; R.E. program bylaws; applicable bylaws; and more. The DRE plays a central and crucial role in the life of our church, and we feel honored to be among the first to serve on this new and important committee.

Submitted by Jeff Wright

Facilities Council

The Facilities Council is the group within the church that is charged with maintaining, repairing and improving our church home. This group puts in many hours providing the needed work to make our church a safe, attractive and comfortable place to be. This past year we have had several work parties where members of the church have come together to work on the building and grounds and get to know each other. Work performed at these work parties has included: Cleaning of all of the windows, adding gravel to the parking lot, removing fallen branches and debris from the church grounds, safety improvements to the playground, grass cutting, painting curbs, and repairing sidewalks.

The Facilities Council members also perform special projects in small groups to improve our facilities. These projects have included: Lighting improvements, replacing old fixtures with new more efficient fixtures; Bathroom upgrades, replacing the heaters in the bathrooms and adding handicap accessible fixtures as well as new curtains and paint; Sanctuary beautification, hiding all of the speaker wires; Mailbox installation, installed mailboxes for use by committees and other groups; and, lock upgrades, replacing all of the locks in the classrooms.

Additionally members of the Facilities Council have been available to provide or arrange for emergency repairs such as replacement of broken water heater, repair of broken doors and replacing broken light covers. In the coming year work will continue on the lighting upgrade, the classrooms will be painted, additional playground equipment will be installed and the members of the Facilities Council, Linda Anson, George Koris, Charlie Eckerson, Paul Pattison, Rob Castleberry, Elizabeth Albrecht, Jake Walsh, Nancy Bell, Lisa Teixeira and Ed Douglas will continue to provide the needed maintenance and repair that our "home" requires.

Submitted by Ed Douglas

Finance Committee

(not received yet)

Growth Options Task Force

Growth Options Task Force presented its report to the Board of Trustees in January fulfilling the charge given to it in May of 2001. It gives a brief history of the construction of our current church building which occurred the last time we faced major growth issues. It provides statistics on the growth in numbers our church is now experiencing and discusses other kinds of growth - organizational, spiritual and incarnational - that we also need to think about. It suggests four possible options for dealing with our physical growth and offers some arguments pro and con for each option. It describes some of the resources available from the UUA and other sources both for helping the church

community to select the course we wish to pursue and for implementing that decision. Finally, it offers some suggestions as to the next steps the Board of Trustees might wish to take.

Copies of this report are available at the Greeter's Table on Sundays or on the church website. The next step is for the Board to appoint a new task force that will guide the congregation in selecting one of the four options for further study and planning.

The four options being considered are

- 1) Doing nothing;
- 2) Enlarging or replacing our present building;
- 3) Moving to a new location;
- or 4) Starting a second church.

A final decision on what option to pursue will not occur until the second task force has completed its work and presented its report. Members of the first Growth Options Task Force were Kathy Dillon, Bonnie Phipps, Martin Sage, Gil Osgood (convener) and John Wagner.

Submitted by Gil Osgood

HELP Committee (Homeless Emergency Living Program)

Our primary task this year has been to revise and update our Guidelines and agreement with our resident families. It is available in the church office if anyone is interested. We also participated in an 'in-committee' Class on Class to increase our sensitivity to, and understanding of, the issues of homeless people and generally across class lines. We have hosted Rudy Vallejo, his son Travis (7), and step-daughter, Krista (15) since August, 2001... And, next month will begin selecting another family. Our priority is to provide homeless children with a stable year of education without having to change schools, so we make the space available through the school year if needed. We have struggled with communication, and now use a mail box on the picnic table for hand delivered messages... We are also considering some type of (portable) "blind" around the trailer on 2 sides to increase privacy. Our tradition of inviting a current board member to join our committee is also working out well. d. maria, outgoing committee chair. (Harlean Richardson is the incoming chair with Joyce Thomas, Chuck Adams, Don Durland, Charlie Hirsch, David Bochoven, & d. maria supporting her.)

Submitted by d.maria

Kids Choir

The recently passed church year was the second year of the existence of our Kids Choir. We started the year with 15 members, lost 2, and added 3. We ended the year with 16 singers. We rehearsed for 30 minutes each Sunday from 10:15-10:45. The Kids Choir performed at both services in November, February, and May. Other performances included the Christmas/Holiday Pageant, and the Teacher Appreciation Dinner.

My goals for the kids in Kids Choir are: learn and perform a variety of songs, be exposed to the fundamentals of good singing technique and practice same, begin the process of reading music, enrich their love of singing and their sense of community as a choir group, entertain and enrich the congregation.

I feel that I achieved these goals with the help of Sally Diehm, who assisted me in leading the choir. Sally attended all rehearsals and performances. She took attendance and helped with phone calling, folder organization, etc. The kids and I enjoyed having Sally as part of the choir.

I plan to continue to lead the choir during the next church year with the same goals in mind. I am certain that the kids who sang last year will want to sing next year, and we hope to encourage other kids to join.

Submitted by Lynn Smith

Membership Committee

Current Committee Members: Ann Fuller, Rachel Cummings, Jane Wagner, Christine Purtell, Suzanne Reynolds, Ruthie Manley, Harlean Richardson, Jeanne Flink (new) and Martha Osgood (records). Recent Past Members: Cai Emmons and Nancy Bowman.

In March of 2001, the committee spent a weekend planning for the upcoming church year. We made a tentative time line for newcomer welcoming, greeter/usher training, creating a newcomer's brochure, posting newcomer biographies and pictures and providing the board with a membership count.

With the loss of two of our active members and Suzanne having to resign as chair due to a heavy workload, the committee wasn't as active and organized as we would have liked. There was no committee chair for several months and interviews for newcomer biographies didn't get done at all last year. We are now beginning to catch up and review goals.

We took stock at our last meeting, March 28, and find that we have accomplished at least some of our goals. These are:

1. Sending out welcoming letters to newcomers and a short questionnaire to get some biographical information. Christine has been in charge of this and has been timely in sending these out. In addition, we have posted photos of as many newcomers as we could track down to photograph.

2. The newcomer's brochure is finished and is now available on the greeter's table. Cai Emmons and Ann Fuller did the work on this.

3. The membership count was finished in January. Martha Osgood put many hours of work into this task and deserves thanks from all of us. Rachel worked with Martha and will be taking over the membership count next year. The final count sent in was 245.

4. We reviewed membership by-laws and policies and made a few recommendations for changes. The committee has agreement among the members concerning the definition of membership.

5. Although we have not had a greeter/usher training, we have recruited some new people and have paired them with veterans. This has been a good way to train new people and is a good way to get to know people.

6. Members have been assisting Carolyn with Newcomer Orientation classes. The membership committee is considering adding another class next year for new members that would give them more information about UU history, religious education, principles, etc. There is a formal curriculum developed for this that is used by many churches nationwide.

7. The committee planned and hosted a successful welcoming party for new members last May at Wayne Morse Ranch. Another party was held at the ranch May 5, 2002. This event welcomed all new members who have joined since last spring. The last several orientation groups have each had between 20 and 40 people attending.

8. Another committee retreat is planned for June. It was extremely helpful to review goals and timelines as well as spending the time to get to know one another. We look forward to having continuity of goals and members for the next year.

Submitted by Jane Wagner

Men's Group

Being a man is a curious existence. Sometimes easy. Sometimes confusing. The opportunity for men to meet with other men can have some significant payoffs. The Men's Group of the Unitarian Universalist Church in Eugene is open to all men.

Our men's group was started in the early 1980's and has been meeting regularly since. Always we have been a support group for men, seeking to understand men, discussing anything of interest to us. Attendance has been as few as one and as many as two dozen.

Our meetings are very informal with little ceremony. We don't take roll or keep minutes of our sessions. We use little or no ritual. We have no officers and few rules. Church affiliation is not material to us.

In order that everyone can participate, we are currently divided into three groups, the open one meeting on Tuesday night. The other groups are closed to new members. All Open Group meetings are at 7 p.m. for about two hours in the church Library. Nothing is ever required of anyone. All activities are strictly voluntary and anyone can choose to participate or not at any time. We want everyone to feel comfortable, always.

Submitted by Jack Stevens

Memorial Gardens

History. Perhaps a dozen years ago the Church declared its grounds as a memorial garden where ashes of members and friends might be spread. Not long after that Emily Carroll (now Proudfoot) submitted a design for the ceremonial center for memorials in the form of a landscaped circle 50 feet in diameter and partially covered with a pavilion behind and not far from the present church building. In the meantime some or all of the ashes of at least five members or former members of the church have been spread in the church yard. Following the death of Jean Dalgleish, the memorial garden was named for her.

The present Memorial Garden Committee was established early in 1999. In the summer of 2000 the committee submitted a general plan to the Church Board, which expressed support for the plan, but asked for more specifics. In order to avoid conflict with any likely expansion of the church building, the committee recommended a location of the landscaped garden in the northern end of the church lot, leaning first toward the northwest corner, but more recently favoring a site toward the northeast to stay away from some of the bordering properties.

We feel that the next step of the planning needs the help of a landscape architect to delineate details suitable for adoption by the Church. This, of course, opens up the question of costs. There is a sum of \$1136 in an account for the memorial garden. At least two parties have indicated interest in contributing unspecified amounts toward getting the garden on its way. The next step is to determine whether available funds will cover the cost of completing a plan.

Committee members:
Charlie Hirsch, Fred Schultz,
Carol Wotton, and Ed Price, Chair

Music Committee

Members of the Committee, 2001-02: Jean Weick (resigned 9-01 to take on Board Position), George Carroll, Karm Hagedorn, Sally Diehm (resigned 9-01), Beth Weldy (resigned 12-01), Linda Schultz, Fred Schultz, Dianne Watson, Bonnie Phipps, and Tom Sears (ex officio)

Committee Structure: Because the committee had no chair, we organized ourselves with a rotating facilitator position, where each member took a turn leading the committee. The committee met once every two months, with additional meetings as needed. We established the next meeting's agenda at the end of each meeting. Bonnie Phipps served as recorder.

Music Committee Activities and Accomplishments:

- * Sponsored the Choir Concert (June 2, 2001) as a fundraiser for the church's general fund. This event raised \$564. The choir did the upfront work. The committee's role was in organizing, publicizing, selling tickets, and set up.
- * Produced a pamphlet for the foyer rack describing the Music Program.
- * Prepared an Annual Music Program budget for approval by the Board and the Congregation.
- * Researched and recommended the purchase of a UUA Braille Hymnal which was purchased by Adult RE.
- * Sponsored a summer choir retreat at the coast.
- * Purchased a new piano bench for the church (Music Booster funds - \$465)
- * Purchased a lamp for the piano - \$240.

- * Approved funding for Tom Sears to attend the week-long Cannon Beach Choral Conducting Workshop with Rodney Eichenberger in July 2002. (Professional Development line item.)
- * Approved funding up to \$500 for Lynn Smith to attend the UUMN Conference. (Music Boosters Fund.)
- * Sponsored the Renaissance Dance Workshop.
- * Raised the issue of long-term compensation for our Music Director and our Accompanist, and continue to pursue this issue with the Board.
- * Sponsored and organized the all-church Soiree in April. This raised \$214 for the Music Boosters Fund.
- * Sponsored and organized the 2002 Choir Concert performance on June 8. More than 150 people attended (not counting the choir!) and donations of \$673 were raised for General Fundraising, plus \$50 for Music Boosters.

Submitted by Bonnie Phipps

Nominating Committee

The 2001-2002 nominating committee consisted of Daniel Blades, Suzanne Durland, and Joyce Thomas. It met several times: first, to nominate Jean Weick for board of trustee consideration to fill a vacated trustee position, and then to consider and interview prospective candidates to fill open trustee, officer, and nominating committee positions for 2002-2003.

The congregation elected the proposed slate at the April, 2002, annual meeting. Also, the Nominating Committee proposed two additional Nominating Committee candidates in response to the suggested bylaw change which expanded the committee from three members to five members. These candidates were also elected after the vote approving the bylaw changes. The expanded committee includes Truman Grandy, Martha Osgood, Joyce Thomas, Jeff Wright, and Charlotte Writer.

Joyce Thomas, as carry-over nominating committee member for 2002-03, hopes to schedule regular monthly committee meetings and to develop a plan for further improvements in the selection process for future candidates. New members and former members will meet in the summer, 2002, to review nominating committee concerns and hopes for the future.

Submitted by Joyce Thomas

Office Administrator

This has been a good, busy year for the church office.

The newsletter is now done in the office, which has been working well for both the Minister, Carolyn Colbert, and the administrator. The newsletter is now published once a month rather than semi-monthly, which is a great savings for the church.

We will be needing a new copier soon! Our copier named: "G.G." (Good Girl) has been dependable, though getting old with constant jamming and dirty copies (nearly 1 million copies have passed through). We'll be able to save quite an expense when we can run the newsletter from the office, rather than taking it to Kinko's for that professional clean look.

To keep the hours down in the office, we have been relying on church volunteers more and more. We have several members who have offered their services to keep the office running smoothly, from running copies, collating the order of service, the newsletter, delivering the newsletter to the Gateway post office to working in the office while the administrator is on vacation. With the support of these wonderful people, the office runs quite smoothly.

I'm happy to say I've enjoyed the support and help from our Minister, Carolyn Colbert, Candee Cole, DRE, the Board Members and the entire church community.

Submitted by Kim Harris

Personal Reflections

Our Personal Reflections program was started by a former church member, Barbara Cheatham. Barbara is now a retired minister and lives in Walnut Creek, California. She writes as follows about Personal Reflections:

“Personal Reflections would not have become a regular part of Sunday worship if it had not been for the willingness of the 1983-84 Board of Trustees and the Rev. Pete Peterson to give it a try. My intent in suggesting the project was simply to create an opportunity for lay people to speak from the heart about the things that mattered most to them religiously; the priesthood of all believers’ is the traditional way of putting it. Though I felt that this kind of lay ministry was important to the spiritual formation of the Eugene congregation in 1983, I became even more convinced of it a decade later when I became the minister of our UU church in Bellingham, Washington. Some of my best memories of the Eugene and Bellingham churches are about listening, sometimes transfixed, while others spoke their personal truths, and about helping people who had ‘nothing to say’ to discover their own spiritual depths and risk sharing them.”

Our plan for the Personal Reflections program included periodic publishing of the reflections in bound volumes. In order to pay for the cost of printing and binding the published volumes, they were offered for sale to members of the congregation. The artistic capabilities of church member Ellen Gabehart were enlisted to create a cover for the volumes. She drew an androgynous figure standing at a lectern as if giving a reflection and with the windows of the sanctuary and the outside trees in the background. This same depiction has been used on the covers of all 11 volumes published to date. When the next Personal Reflection volume is published later in the year, the 12 volumes will include a total of 150 reflections.

When Barbara left our Eugene church to start her training for the ministry, I assumed responsibility for keeping the program going. This has included selecting church members willing to give reflections, scheduling their presentations and periodically publishing the various volumes. Guidelines for preparing a reflection were prepared and given to each Personal Reflection candidate. One problem area recognized in the guidelines is a common tendency for reflections to become too long.

After umpteen years of being responsible for Personal Reflections, I have decided it is time for me to step aside and let another person assume the role I’ve had. The person who will now be taking over Personal Reflections is Jeff Wright. He wants to do it, and I can’t think of anyone else I would rather have for the job. Concerning this transition, Barbara Cheatham writes, “Yes, I remember Jeff Wright very well and I think you’re turning your work over to someone who’ll continue to honor the tradition of lay ministry as exemplified in Reflections.”

Submitted by Richard Highland

Personnel Committee

It was a quiet year. Personnel Changes: None. No new hires. No departures.

Committee Changes: Bonnie Phipps resigned from the committee in June, 2001. Dave Franzen and Betty Hosokawa joined the committee in October, 2001. Chuck Adams, Jack Stevens and Howard Coffin remained on the committee but Howard Coffin resigned in June, 2002.

Accomplishments: We proposed, gained Board approval for, and implemented a medical benefits policy for church employees working at least 20 hours a week.

Weaknesses: We experienced complete breakdown in staff evaluations this year. Next year the staff evaluation process needs to be re-worked to make it more acceptable to all involved and to make it more meaningful. (But all of our employees are above average anyway.)

UUA Compensation Guidelines need to be evaluated and adjusted for use here. The Personnel Committee's role in hiring, recommending compensation for, evaluating performance of, and providing services for contract employees needs to be clarified.

We very much appreciated Bonnie Phipps' work and dedication to the Personnel Committee.

Submitted by Howard Coffin

Planned Giving Committee and the Endowment Fund

On April 20, 1998, at the request of the Finance Committee, the Board authorized a Task Force to implement the provisions in the bylaws for an endowment account. Barbara Greenley and Barbara Hasek attended a workshop on this topic at PNWD. Using suggestions from the workshop the Task Force was formed and a plan of operation was written and adopted in April of 1999. This plan of operation spelled out the purpose and the structure of the Endowment Fund and its supporting Planned Giving Committee. It was adopted by the Board and included in the Policies of the church. Members of this Task Force were Barbara Greenley, Barbara Hasek, Jean Carley, Bonnie Phipps, Ruth Ross, Kathy Thomas, Dick Loescher, Marsh Blu, and Ruth Nelson.

The Task Force sponsored a planned giving workshop, developed a brochure for the Endowment Fund, advertised the Fund in the newsletter, and recommended names for Trustees of the Fund. Barbara Greenley, Marsh Blu, and Jean Tate were named as Trustees by the Board. Since the goals had been met, the Task Force dissolved to be replaced in 1999 with the Planned Giving Committee.

Planned Giving Committee members in October 2000 were Barbara Greenley, Barbara Hasek, Margaret Leonetti, Robert Leonetti and Ruth Nelson, chair. In May, 2001, Karin Knapp and Martin Sage joined the committee. The committee sponsored a workshop on planned giving in October of 2001 with Beverly Fogle, a certified financial planner. The Trustees report a balance of \$44,686.38 in the Endowment Fund.

In January, 2002, Trustees of the Fund are Barbara Greenley, Monica Frank, and Ken Colwell.

Submitted by Ruth Nelson

Religious Education

Statistics as of June 2002:

Number of Children Enrolled ages 0-12: 126
Number of Youth Enrolled ages 13-18: 35
Summer Attendance: Av. 14 children ages 0-11 per Sunday
Fall Attendance: Av. 75 children and youth per Sunday
(9:00 – 31 and 10/11:00 – 44)
Spring Attendance: Av. 63 children and youth per Sunday
(9:00 – 24 and 10/11:00 – 39)
Campus Group Mailing List: 16
Total # of volunteer teachers and assistant teachers for Fall and Spring: 35
Total # of volunteer leaders for Summer 2002: 9
Total # of paid child care workers (for Sundays, regular meetings and occasional events): 6

Successes for the Year

Family/Intergenerational Worship Time – In February 2002, we began offering Family Worship services on the first Sunday of each month for 20 minutes between services. Services include children's candle lighting, occasional guest musicians, a story and lots of singable songs. Children and youth helped with the services this year, and the theme was "Friendship". We welcomed two guest musicians this year, Rich Glauber and Emily Fox. Attendance was 40+ at the February, March and April services, with families with children and without attending. Approximately 20 attended the June service, and the May service was not scheduled due to Youth/Young Adult Sunday.

DRE Advisory Committee – This committee began meeting monthly this year, giving support to Candee and learning more on how to support the DRE. The committee visited the board, advocated for health care benefits, held a meeting with Anita Cowling to learn more about the LREDA grant process and has begun the process of creating an evaluation for Candee. Members this year were Jeff Wright, Sheryl Bernheine, and Jane Ganter.

Youth Group Strengthening – The youth group faced some challenges and struggles last year. This year there was a turn around with 5-7 youth in attendance each week, strong leadership from youth leader, Nik Carlson, and support from youth advisors Patti Hansen and Marshall Moseley. The youth not only helped to bring in \$2000 for the children's playground, they planned and hosted a district youth conference in Lincoln City for over 240 people.

Religious Education Policies - The policies with the youth were completed in the Fall and the whole program implementation began. A family handbook of highlights of R.E. policies was created for registered families. In addition, policies regarding behavior and volunteers were collected in a new teacher handbook.

Continued increase in RE volunteerism - 35 volunteer forms were collected over the year from individuals in the congregation who want to reach out to the R.E. program. Lead teachers stayed on for the entire year (we only replaced 1) and there was a very small turn over in assistants.

Continued increase in R.E. enrollment and new families - 30 new families have signed up since July 2001 with a total of 47 children and youth. We now have 105 families on the database.

Campus Ministry – This group for college age young adults (students and non) 18-25, started up in January 2002 with 11 people in attendance. The group has met weekly since then organizing worship, discussion topics and a service project. They are currently applying for grants from the UUA and to become a recognized campus group at U of O. They hope to sponsor a large worship/music event called “Soulful Sundown” in October.

Goals for Next Year Program and DRE evaluation - The evaluation process is finally underway, over two years past due. The Advisory Committee hopes to have a framework in place by early July and will hand it over to the R.E. committee to add in program related questions.

Parent Classes and Community Building – We hope to offer 1-2 more parent classes in the 2002-03 church year. Also, some parents have expressed interest in starting family fun nights and a summer time camp trip.

Jr. High OWL – Daniel Blades and Kay Crider will start another Our Whole Lives class for 7-9th grade, in the Fall. There are 12 potential participants and information will be sent out in late summer. A parent orientation will be scheduled for September.

Support for the Middle School Group at 10:00 - Having the group meet between services has been a challenge but the R.E. committee decided, because of space needs at the 11:00 service, that the group will need to continue at this time. However, there are still issues of where the youth are during the church service and how we can get youth carpooled to group. We will need to work on a game plan where there is support from others than just the DRE to make this successful.

Youth Adult Committee – We would like to start a Youth Adult Committee that would be a sub-committee of a Lifespan Council. This group of youth and adults would work on issues and projects relating to the youth group. (policies, trips, fundraisers, special projects, coordinating youth conference details, etc...)

Cohesive Religious Education Committee – The committee is looking forward to strengthening its presence and support of the program. A retreat is scheduled for late summer and the committee hopes to rebuild its ranks. The committee needs to work on goals and focus.

Continue to maintain compliance with the LREDA grant – Along with the DRE Advisory Committee, the R.E. committee plans to continue to support the ongoing maintenance of the LREDA grant guidelines, the D.R.E. contract and fair compensation.

Whole Church Big Events and Big Undertakings

Teacher Training Meetings and Orientation – Teachers and assistants met in small groups this year because of difficulty in organizing a training weekend. This was a tremendous amount of work for the D.R.E. and it is hoped that teachers can be recruited in time to have a late August full group training. This year, the head teachers met to explore their curriculum, and new teachers/ assistants were trained in areas of classroom management, story telling, game leading, and behavior management. They also learned how to get reimbursed and were informed about the Safe Congregation. They were shown a video from our insurance company about protecting our children from sexual and other kinds of abuse.

Family Orientation – A family orientation was held this year to go over changes in the R.E. program, the family handbook, upcoming events. 27 out of 80 families attended. We had lower attendance due to the September 11 disaster.

Response to September 11 – A candlelight vigil was held during the family orientation. We also supplied support resources for families to assist with talking about traumatic events. The youth groups and upper elementary classes spent a few Sundays talking about the events.

Halloween Party – 200+ people attended this party that included a “Fear Through the Ages” Haunted House put on by the Haunted House planning committee. There were of course the regular carnival games, yummys, cake walks, and fortune telling. New this year was storytelling and a pocket lady who let children get surprises out of her many pockets!

Advent Garden – We split the event into two time options. This helped greatly with over crowding. Families with young children were invited to come early and others to a later time.

Holiday Pageant - Our 2nd year, we used “The Spirit of the Christmas Tree” by Canadian, Joyce Poley. The event was very well received and was well organized at the source and only required one rehearsal. It was a truly intergenerational performance, with children, teens and adults participating.

Family Yule Celebration – This new and educational event was organized by Sharon Blick, a parent in the program and volunteer teacher. Sharon led children and their families through a wonderful ritual around Winter Solstice and the children and adults participated in crafts and ate/drank Yule goodies.

Holiday Fair Activities - Twelve children attended the special holiday fair activities. They also participated in Holiday Bingo during the event.

Mitten Tree and “Winter Wear Giveaway” – At the Christmas Eve Service, the congregation gave over 148 gloves, hats, mittens, coats and other warm clothes. All items were donated to 1st Place Family Center, a program for homeless and low-income families through St. Vincent de Paul. A “Winter Wear Giveaway” was sponsored by the Middle School group. The youth and advisors provided cookies and hot chocolate and interacted with the families as they chose items for themselves and children.

Canvas Dinner and Activities at the Hilton

Storyteller Jeff Defty entertained children from preschool to grade 5 in the kid’s space during the “Living the Promise” service. He shared stories on peace and social justice and then the children joined the congregation in a large circle. 55 children participated.

District Renaissance Module - This training for DREs and R.E. leaders was held in Eugene this year. We provided homestays for the 13 participants and Karen Gaffney was the cook for the event.

Secret UUs Program – Thirty-six children and youth with thirty-six secret pals participated. The program was coordinated with Candee by Sandy Coffin. The event ended with the pairs meeting at the Family Worship service. We will be taking a year off for Secret UUs and plan to offer the program again in January of 2004.

Classroom

Sleepovers and Potlucks – More than 50 children participated in the two sleepover and potluck parties. One was held for children in Kindergarten-2nd grade, and another for 3rd through 5th. The nights consisted of big games in the sanctuary, crafts, a movie and a lot of fun.

Easter Egg Hunt - We made 100 eggs and gave away 90 this year. The R.E. committee thought of fun and creative (non-plastic) items to fill the eggs with this year. From hand-painted stones, to sunflower seed playhouses, to birdseed for the birds!

MECCA art project – Children in grades K-5 created a beautiful door art project for MECCA’s “Doors to the Future” art show. A door was provided to us from Bring Recycling and each class designed one side of it with pictures and messages about loving and caring for the earth. The door was displayed at the Eugene Earth Day Celebration and will be on display at other fairs and events in the future. MECCA is an art material exchange group that recycles/reuses materials for art projects.

Earth Day and Hanukkah Fairs – Two fairs were held this year during the regular church school times. Children met initially with their own groups and then moved room to room learning about different topics and doing different

activities. The Hanukkah Fair included storytelling, latkes and applesauce, saying the Hebrew prayers and lighting the menorah and learning to play dreidel. The Earth Day fair included a recycle relay, making a pledge to stop using paper cups at church (children got to choose their own mug), dramatic play, planting butterfly friendly plants and learning about insects.

Youth/Young Adult Sunday – This service was planned and led by youth and campus ministry young adults in honor of the “Mind the Gap” campaign sponsored by the UUA. The campaign was designed to educate UU communities about the importance of young adult and campus ministry. They also have the goal of raising \$4 million. We held our Bridging ceremony for 4 youth, Nik Carlson, Alexi Miller, Miriam Pike, and James Ware. We also held a second offering for Mind the Gap and brought in \$760 for campaign.

Parent Class - Several families participated in a “Parents as Resident Theologians” class with Carolyn and Lallie McKenzie. Religious Education provided childcare for 12 children ages ranging 2 to 11.

Stand for Children - Jane Wagner helped to begin a Stand for Children group at the church. This group will network with other local groups on legislation on children’s needs, fair compensation for childcare workers and other children’s issues.

Playground Fix Up - With a generous matching grant of \$1000 from The Weldy’s, and through a very successful Bowl-a-Thon, the youth group raised over \$2000 toward an addition of a swing set to the playground. Over the summer of 2002, a swing set will be ordered and help will be sought from the facilities council to install it. We hope to put in another small play structure for younger children as well.

Graduation and Love and Help Program - 23 children graduated this year into new groupings. At this special ceremony, we also honored 11 children who completed their Love and Help program. These 3-5th grade kids worked in their workbook and participated in activities around self, family, friends, church, worship and beliefs. Some of the children shared belief statements at the service either in person or on tape (or in writing). They received a patch and certificate. Three children who are Cub Scouts (this was originally a Cub Scout program) received a metal badge for their uniform.

Teacher Appreciation Dinner – This year, the R.E. committee and Candee planned the traditional appreciation lunch as a dinner! The event hosted 85 people. Lasagna, bread, salad and brownies were served. Gifts were given (small pottery chalices to the head teachers and chalice necklaces to the assistants) and appreciations were spoken and written. Highlights were the beautiful harp music provided by Amy Raven, the kids choir and a good-natured musical poke at the youth advisors by two youth, Jesse Thiessen and Eric Faulk.

UU Kids Choir – With the loving commitment of Lynn Smith and Sally Diehm, the UU Kids Choir has grown this year to over 20 children! The children performed at several services, as well as the Teacher Dinner and Living the Promise Sunday at the Hilton.

Long term program goals

Senior High OWL – We hope to find a male leader for the Sr. High Owl for next year. The district training only comes around every 2 years.

Coming of Age (COA) – We could not offer Coming of Age this year due to lack of funding. We hope to get this important program funded in the future so we can offer it to 8th and 9th grade youth in 2003.

Space Issues

The comments below are from last year’s annual report. As most of it has not changed, we are including it. It is imperative that we find one more classroom space for our children this year with changing demographics of age groups. We are hoping the church can find a way to enclose half of the breezeway to make an additional classroom which will help us get by a few more years as we make decisions about our building.

· We are outgrowing ourselves. It is still a dream to have either a yurt for the youth and/or enclosing the breezeway to make a dedicated library/meeting room and indoor play space...with the bathrooms enclosed and insulated as well.

· Cleanliness and aesthetics – Our floors are atrocious, they need to be replaced, we need curtains/blinds in many rooms, the walls have not been painted in over eleven years, and the bathrooms are smelly and cold.

· Another storage facility - because of the “big event” nature of our programming, we need another storage shed in the back area that is dedicated to furniture storage and large objects, such as Halloween props and the Chinese New Year dragon head. We will be making a request to building and grounds to help with this.

Honoring people’s commitment

Paid youth staff – For many years, the RE Committee has promoted going to a paid/stipend position for youth staff. Being a youth leader is different than volunteering as a “Sunday School Teacher”. Youth leaders coordinate events and meetings outside of Sunday, call the youth and check in during the week, and attend district conferences. They need special training and are specially recruited as people who are “accessible to youth”. Many skills needed in running and maintaining a healthy youth group can not be easily taught, they are more “a style”. They are skills that are inherent in a good youth leader. We need to honor these volunteers long term commitment (it requires a minimum of one year commitment) by either paying a stipend or making sure that all expenses are reimbursed.

Moving toward more Lifespan Religious Education Programming

Lifespan RE Council – We would like to move toward a model of Lifespan programming where Children, Youth and Adult RE are in a dialogue and can plan and coordinate together.

Preparing the church for the full load as the LREDA grant comes to a close 2002 is the last year we will receive a grant check and we need to begin thinking in terms of how to maintain the pay rate of the D.R.E. the following year.

Long term goals of the DRE

DRE Professional Development – Candee would still like to work on a Masters degree in the next few years. Over the past year, she has taken classes on computer software, parenting issues, yoga, and religion. She plans to continue community and credit classes in the next year.

Submitted by Candee Cole

Safe Congregation Committee

The Safe Congregation Committee receives ethical and moral complaints from church members or staff about sexual harassment, exploitation or abusive behavior by other church members or staff. The complete Safe Congregation Policy, which describes the procedures to be used to handle these complaints, can be viewed in the church office or on the church website. There is also a brochure containing more information available in the rack in the church foyer.

This year although several inquiries were received no formal complaints were lodged with the committee. Currently the committee membership is Gil Osgood (convener), Anita Cowling (board representative), Joyce Thomas, Jeff Wright and Rev. Carolyn Colbert.

Submitted by Gil Osgood

Social Concerns

Our major effort has been to support Health Care For All-Oregon's initiative for the November ballot. We have joined with the local Community Leadership Team to gather enough signatures to put it on the ballot and to spread information on how this financial plan can provide health care for all Oregonians at less cost. We now look forward to a continuing Educational program for our community on this important human rights issue.

Our Social Concerns Committee has actively supported additional initiative campaigns for increasing the minimum wage, campaign finance reform, and labeling genetically modified foods.

During the Christmas Holidays we raised money for school bus passes for low income children. We support and are delighted with several church social concern related new efforts to obtain living wages for public employees, assist with Food for Lane County, join Stand For Children, and work to reduce Global Warming.

This Spring we encouraged members to attend a forum on Community Supported Agriculture where we could become members of a financial plan to back our local small farmers and receive their delicious, fresh picked produce delivered weekly to our community.

An issue of increasing interest has been the terrorist training School of Americas where our local Quaker friend Peg Morton is on trial for civil disobedience when she states she did not participate because of her poor health. The School of Americas has been linked with civilian atrocities in Latin America and each year the demonstration has been supported by many Unitarian Universalists, Quaker members and peace activists. Our Social Concerns Committee continues to write legislators to shut down this campus in Georgia.

Ruth Duemler Social Concerns Co-chair

Webster/Listmanager

D) UUCE WEB SITE

Purpose: The Unitarian Universalist Church in Eugene (UUCE) web site will contain information concerning UUCE organization, philosophy, resources, and activities. Since UUCE serves the needs of its members, and members can be more effective in their service and outreach when working together, we strive to make the UUCE web site useful in providing resources to members and potential members while facilitating communication and cooperation between them. We further seek to show visitors and potential members a flavor of what we believe and what our collective personality is.

Examples of Use Levels

As of 5/26/02, the Home page received 50 unique visitors last week, 277 unique visitors in the last 30 days, and 1531 in the last 6 months. The Calendar page received 68 unique visitors in the last six months. The Newcomers page received 59 unique visitors in the last month, 292 in the last six months. The counting can be changed to count the number of hits (vs unique visitors where all hits by one address are counted as one visitor).

UUCE Privacy Statement

UUCE respects the privacy of its members as well as that of visitors and friends. We understand that there are those who feel uncomfortable about having personal information, or information about their personal preferences disclosed, accidentally or otherwise. At no point does the UUCE web site capture or intend to capture personal data. If you email a UUCE member, you are NOT added to a mailing list (unless you explicitly request to be added to a mailing list).

Future web plans

- * Getting our own domain name which would be hosted on EFN - ueeugene.org.
- * Designate other members who will help in maintaining the UUCE web site content under guidance from a web committee, which reports to a Publications Committee.
- * Memorial Garden info.
- * Endowments info and form.
- * Designate members who will act as reviewers of web site content and policy. Add pages as the need becomes apparent: for example: history of the local UU church. Continue to coordinate with Council members and various

committees to allow opportunities for any committee to provide web content consistent with this policy. The young adults and the UUth may take the challenge in the future.

* Maintain a budget for UUCE web related activities and report at least annually to the UUCE Treasurer regarding financial activities related to the UUCE website.

* Maintain dynamic information current. Continuously update, expand and enhance the Web Site.

* Minister bio and photo.

* UU Banners. Board minutes. And reports storage.

* Youth and Young Adult pages *by* Youth and Young Adults.

* Groups pages -- sister circles, social justice, Men's groups.

* Annual Reports from all committees.

* PDF forms to download -- pledge form, vouchers.

* History -- local and wider.

* Storage for historical documents.

* Kaleidoscope photos page.

* Possibility of Bulletin Boards -- potential uses of, uses and benefits as different from the web site or the email lists.

II) e-MAILING LISTS:

UUCE does not take responsibility for, and does not necessarily agree with nor support, the opinions expressed and information provided by UUCE members on email lists associated with UUCE.

1. UUCE Discussion List - UU-Chat

The UU-Chat list is intended to be a forum for discussion pertaining to or of interest to the Members and Friends of UUCE. The list is for Members and Friends of UUCE only. This may include such topics as: sharing opinions on the impact of growth at UUCE; sharing ideas that might expand our spiritual horizons; possible social justice action that might be taken to support a cause of interest to UUCE; sharing significant book titles, software, movies, current events, ethics, social opportunities, and other resources; and more.

2. UUCE Announcements List - UU-News

The UU-News list is intended to be an avenue to communicate church activities and events to Members and Friends of UUCE. The list is for Members and Friends of UUCE only. This may include such topics as: committee meeting minutes; calendar updates; volunteer needs; social gatherings; life-span education opportunities; births, weddings, ill health, anniversaries, deaths and other similar announcements about Members, Friends and Staff which would be of interest to the UUCE community; and more. All postings shall be in keeping with the Netiquette guidelines, which are posted on the local website and the UUA website (translation: no food fights).

3. UUCE (public) Board Business List - Biz-UU

The BIZ-UU list is for members only to discuss board business with the Board. This is not a public list, so difficult policy and board topics may be brought up here (although courtesy reigns supreme here too).

4. UUCE Caring List - UU-Share

This list is created and run by Monica Frank. The focus is on an extension of the Cares and Concerns and Milestones aspect of candlelighting during the worship services. It's less a place for arguments or philosophical discussions; rather, it encourages sharing from the heart and mutual support.

DEFINITIONS:

list, listserv, eList, email list, emailing list -- a list of addresses of people who are interested in a topic or group discussion. Thus the word "list". Members of unmoderated lists receive all messages from the others on the list, and can send a message to all members at will. Netiquette guidelines apply. Members of moderated lists receive messages from designated moderators, but cannot send messages without going through the moderator.

website, web site -- the collection of web pages under an umbrella organization, company or person. Sort of like a book or pamphlet.

web page -- individual pages on a web site dealing with specific issues. Sort of like a chapter in a book.

Submitted by Martha Osgood, Webster

Women's Alliance

The Unitarian Women's Alliance is the local affiliate of the Unitarian Universalist Women's Federation (UUWF) which has a long history of support for UU churches nationally. Meetings are on the second Friday each month at noon at the church for a potluck lunch. It is open to anyone interested. Attendance varies from 5 to 15 people.

There are currently 15 local women of our church who are paid members of the UUWF, but that is not a requirement for local interest or meeting attendance. The current officers are Lori Ten Brinke, president, and Marjory Smith, treasurer. Programs are not usually planned, but there is always discussions of things that are of concern and interest to UU's. One member, Kathleen Dillon, serves on the board of the UUWF.

Submitted by Marjory Smith

This Annual Report of the Unitarian Universalist Church in Eugene is also available online at www.ueeugene.org