



Unitarian
Universalist
Church
in Eugene

2005—2006 Annual Report

Table of Contents

Board President's Report.....	1
Adult Religious Education.....	5
Archive/History Committee.....	5
Board Policies Task Force.....	6
Budget Committee.....	7
Committee on Ministry.....	7
DRE Advisory Committee.....	9
Endowment Trustees.....	9
Facilities Council.....	9
Finance Committee.....	10
Fund Raising Committee.....	10
Green Sanctuary.....	11
Leadership Council.....	12
Library Committee.....	13
Membership Committee.....	13
Men's Group.....	14
Music Committee.....	14
Nominating Committee.....	16
Office Administrator.....	16
Office Volunteers.....	17
Personal Reflections.....	18
Personnel Committee.....	18
Planned Giving Committee.....	19
R.E. (Religious Education).....	20
Safe Congregation Committee.....	24
Shared Ministry Group Steering Committee.....	25

Table of Contents, continued

Sister Circles	25
Social Justice	26
Sound Board	26
Stand for Children	27
Stewardship Committee.....	27
Strategic Planning Committee	28
Unitarilist Fun Organization (UFO).....	29
Webster	30
Women's Alliance.....	31



Unitarian Universalist Church in Eugene

Reverend Carolyn Colbert
Candee Cole, Director of Religious Education
Tom Sears, Music Director
Kim Harris, Church Administrator
Sherry Cox, Office/DRE Assistant
Jennifer Sorenson, Childcare
Matt Kosanke, Custodian

Board Of Trustees

Olga Turner, president (5-08)
Anita Cowling, vice president (5-07)
Judy Sawyer, secretary (5-07)
Marta Powers, treasurer (5-08)

Members At-Large

Rachel Cummings (5-06), Sally DeCou (5-08),
Pam Dillehay (5-07), Sarah Hendrickson(5-07),
Michael Mattick (5-08), Patrick Phillips (5-07)

2005-2006 Annual Report

Board President's Report

One has only to look at the church calendar for the past two years to realize in graphic detail how much “church work” has been accomplished since the last annual report was written. One only has to read the minutes from the standing committees and affinity groups to appreciate how the mission, the vision and the governance of this thriving church community have been fostered and promoted.

I think it is also safe to say that the watchwords that best describe the past several years...and those for the near future are “change, growth, and continuity.” We are well on our way to becoming a mid-size or “program” sized church after being a small or “pastoral” size church; and the congregation, the staff and the church buildings themselves are experiencing both the positive and frustrating effects of those “growing pains.”

We are a flourishing and vibrant congregation, whose membership has doubled in eight years thanks in large part to the appeal and success of our religious education and music programs and to the ministry of our recently retired Rev. Emerita Carolyn Colbert. In fact we are the second largest Unitarian Universalist Church in Oregon. However, our building is showing the wear and tear, and we have outgrown our much-loved church space. Concurrently, the desire and need for more programming and the

staff to support and sustain it present critical challenges as we grow to a larger church.

Between deciding how to accommodate our growth and going through a ministerial transition, we are on the brink of making two of the biggest and most significant decisions a congregation is called on to make—and having to make them in rapid succession. In order to appreciate where we are now, some background information will help provide much-needed context.

Background:

At the initiation and authorization of the Board of Trustees, in October 2004 we sponsored an “assessment visit” with Wayne Clarke, the UUA Director of Congregational Fundraising Services. His report largely evaluated our church from a fiscal, facilities, program and staffing perspective. He then offered “observations,” “compliments” and “recommendations.” His findings and the retirement from settled ministry of our minister in June 2006 have guided much of the Board’s work during the last several years.

One of his recommendations was that we get our “fiscal house” in order. The changes and advances we’ve made to that end are measurable and noteworthy.

Accomplishments:

The most tangible results of our efforts to stabilize our fiscal house have been fivefold. Our congregational giving levels in the form of pledges, gifts and anonymous donations have increased by a significant percentage over the last couple of years. As a result, we have been able to increase our operating budget appreciably, making it possible to honor the commitment our congregation made less than five years ago to provide our staff fair compensation. That is a significant accomplishment.

Aside from having increased staff wages, we have been able to expand the hours of our custodian to include Sunday hours and we have hired an Administrative Assistant whose time is split between office support and assisting the Director of Religious Education (DRE) on Sundays. Additionally we will soon be hiring a bookkeeper.

We also retired an internal loan to ourselves that we had carried for a number of years. Lastly, our income exceeded our expenses this past year, making it possible to have a \$27,000 "carry over" for the coming fiscal year. Furthermore, the Planned Giving Committee, charged with growing and nurturing the Endowment Fund, has been re-constituted and is again an active and involved standing committee.

Other initiatives that proved successful were in part suggested and/or guided by Larry Wheeler, a Unitarian Universalist Association (UUA) fundraising consultant that we hired specifically to assist us with our '05-'06 annual canvass. At his suggestion our treasurer researched, and the Board adopted, a plan to accept and encourage automatic deposit of pledges.

Furthermore, the Finance Audit and Budget Committee (FAB) with Board support is working to formalize and standardize the budget process as we move towards a "fully funded" budget. In other words, the priorities established by the Board of Trustees, and driven by the mission and vision of the church, can now be reasonably and accurately assessed, reducing the need for,

and our reliance on, special fundraisers to meet specific needs. Committees and affinity groups will be asked to submit budgets in the late fall, increasing their own involvement with, and understanding of, the budgeting process.

All of this work toward greater financial solidity would have been impossible had the congregation as a whole not increased our giving levels or changed our understanding of "joyful giving;" a term used by Cecilia Kingman-Miller, a district consultant we have also turned to for assistance. However, Carolyn Colbert, who was our settled minister for the past eight years, deserves much of the credit for helping us change our "culture of giving" from one of scarcity to one of greater abundance and generosity.

Ultimately, the more stable our fiscal house is, the more expansive our programming and staffing can be and the closer we will get to being vision- and mission-driven rather than being defined and confined by our resources. All of these are important pieces of the fiscal puzzle that will lay the groundwork for a successful capital campaign that we will need to conduct in the next five or so years.

Wayne Clarke also recommended that "we develop a comprehensive strategic plan to help shape the future of our congregation." In November 2004, we recruited a Strategic Planning Committee (SPC) that has been arduously at work ever since. Though all things having to do with the church building have dominated much of their work, they are keenly aware of the complementary need to focus on program and staffing needs. They have published three progress reports to date and have facilitated multiple "Dream Catcher" gatherings and town hall meetings to keep the congregation informed and involved.

Ministerial Transitions:

As alluded to previously, the most significant change in our congregational life has been the retirement from settled ministry of the Rev. Emerita Carolyn Colbert. Much of the work of the Board of Trustees, Rev. Colbert and the other standing committees during the past calendar year was preparing our church community for her departure. To that end, in December of 2005, the Board recruited and "charged" an Interim Minister Task Force with interviewing and hiring an accredited interim minister. The task force consisted of two at-large board members and three other congregants, one of whom was on the Committee on Ministry (COM) and another who has since been asked to join the COM. The task force followed the prescribed process as outlined by the UUA, and to our delight and relief, hired the Rev. Jeanne Melis Mills in March 2006 to serve as our interim minister from August 2006 until June 2007.

While she is here, the Rev. Mills wants to focus in part on widening and strengthening the mission and practice of the COM by merging the already established, but heretofore separate, Safe Congregation Committee with the Committee on Ministry to create a Committee on Congregational Ministry (COCM).

A separate and distinctly different Ministerial Search Committee (MSC) was needed to do the labor-intensive and critical job of finding our next settled minister. So again, following UUA protocol, individuals for the MSC were interviewed and voted on by the congregation in the spring of 2006. Aside from having met with the ministerial settlement representative, the MSC has had an initial retreat and has already sent out and collated the information from the congregational survey that was sent to all members and friends of the church. They plan to have a ministerial candidate to present to the congregation for a vote in late spring of 2007.

As we experience successive ministerial transitions from settled to interim then to settled, we will continue to be appreciative of

our past, and deeply indebted to our ministerial leadership, while embracing the excitement of new energy that will carry us forward in this time of change.

Congregational Ministry:

One of the most crucial additions to our church programming was the introduction by, and implementation of, Shared Ministry groups, also known as covenant groups, by Rev. Colbert. As we grow and change, so does the need for ministry in its many forms. The Shared Ministry program has been wildly successful, because it provides congregants with an opportunity to explore their own spiritual and/or religious beliefs in a more intimate setting, while also covenanting to provide some service to the Church and to the larger community.

A mainstay for the past 18 years, which continues to delight, inform and inspire the congregation, is the Personal Reflections program. Once a month a congregant is asked to share their spiritual journey with their Church community from the pulpit. Adult Religious Education (Adult RE) classes and workshops that are either ongoing or intermittently held help to support our congregational ministry. We are also committed to broadening our outreach efforts and to better integrating our social concerns and social justice programs. For instance, the "Special Offerings" is another program initiated by Rev. Colbert whereby all undesignated plate offerings collected on the third Sunday of each month will be donated to a pre-selected non-profit organization in Eugene.

And the visit by the Rev. Katherine Jesch to this congregation in January 2006, along with the subsequent approval and adoption of the UUA Green Sanctuary certification program by our congregation, have turned us toward a ministry of a different sort in which UU values, religious education, congregational involvement and social justice are wedded.

Also at the recommendation of Rev. Colbert, and as another way to assist with the growing pains associated with our congregational changes and ministerial transitions, the Board authorized and

welcomed the opportunity to host a congregation-wide workshop in January 2006 on and about Healthy Congregations, facilitated by Marj Keip, a PNWD and UUA consultant.

Governance and Infrastructure:

Aside from creating multiple By-law and Policy revisions, a previous Board secretary also compiled and amended a Manual for Committee Chairs as part and parcel of our ongoing "infrastructure audit." It will prove to be especially useful for the small task force of Board members and the minister who will be working to more clearly define and refine the tasks and "charges" of our committees and other working and affinity groups. As we grow, and as the work of the church expands, it will become increasingly important for all church committees and working groups to work collaboratively and autonomously at the same time.

In an effort to capture a "snapshot" of who we are and how our church works, a task force was recruited to create an Organizational Chart to better document in graphic and narrative form the church's programming and governance structures. It is a "living" document, and as such it will change as our infrastructure and staffing changes.

Additionally, the Finance Audit and Budget Committee (FAB) is working to create templates that more closely fit our financial procedures and policies and to standardize how we do the fiscal work of the church. Where "oral tradition" and "historical precedence" were sufficient when we were a smaller church, they no longer serve us as well, and increasingly sophisticated administrative policies and procedures are needed, as is a documented paper trail.

Much has been said about our changes and transitions, but it's worth noting that all Board officers and members-at-large whose terms would have expired in May 2006 were able and willing to serve again when asked by the Nominating Committee to consider another term on the Board. It speaks of our collective and individual sense of dedication, commitment and appreciation for leadership continuity during

a time of spectacular change in our church community.

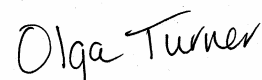
Conclusion:

As our numbers and programs grow and change, so too will our priorities, needs and challenges. We may experience loss and fear of the unknown, but change is also about expansiveness, forward movement and adaptation. How we do what we do will change and evolve and we will have to pay particular attention to the structures and strategies that make things work. As we adapt to change, we will need to be attentive to how we share and care about one another and the church community as a whole.

We will need to be increasingly sophisticated about and mindful of the overall stewardship of our church, and these years of growth and transition will need to be marked with and by intentionality.

As stated by Janine Larsen, the PNWD Executive Director who facilitated our August '06 Board Retreat, during years of ministerial transition and congregational changes, "the ground will shake, but it is still stable." We can walk and stand on moving ground.

Respectfully submitted,



Olga Turner

President Board of Trustees, UUCE (2004-2008)



Adult Religious Education

In 2005, building on an earlier 12-session discussion of Karen Armstrong's book, The History of God, UU Adult Religious Education sponsored two 5-session classes to discuss Ira Rifkin's timely book, Spiritual Perspectives on Globalization. The book looks closely at how eight world religious traditions are dealing with the economic, cultural and spiritual impacts of present-day globalization.

To encourage lively discussions, enrollment in each class was limited. Fourteen persons participated in the spring series, meeting on five alternate Wednesday evenings from March 16 to May 11. To avoid a conflict with choir rehearsals, after the initial meeting in the church social hall subsequent sessions were held at the home of the chair.

The series was repeated in the fall by popular request, moved to Thursday evenings to accommodate participants' schedules, and held in a downstairs classroom. The class met bi-weekly from October 6 to December 1, with 16 persons enrolled. It is a sign of our times (and of "globalization" itself) that author Ira Rifkin learned of our ongoing discussion (apparently from our on-line church bulletin) and contacted us. After an exchange of several e-mails, Rifkin, in Maryland, generously agreed to participate in a live conference call with members of the class in Eugene. The resulting exchange of ideas during the 4th session of the autumn series was inspiring.

A modest fee covered the cost of the book and related handouts for both series, with a substantial discount for partners willing to share a book. Because classes were self-supporting this year, RE did not need to draw on its approved budget allocation. However, it is recommended that the allocation remain in the annual church budget, especially to support child care, should it be required, and to provide "scholarship" assistance to any would-be participants finding it difficult to purchase a required book.

Members of the congregation have been helpful in submitting program ideas for consideration and volunteering their services as members of an Adult RE committee. Prominent among these are Martha Osgood, David Bockoven, Michael Mattick, Gil Osgood, Elizabeth Albrecht, Paul Shultz and Nancy Terry.

Late in the year I informed Rev. Carolyn Colbert that, although other commitments made it necessary for me to resign as Chair of Adult Religious Education, I would be willing to serve as a member of an Adult RE committee if asked by the new chair.

Submitted by Bill Tracy



Archive/History Committee

A History Committee was formed in the spring of 2003 with the charge of organizing our archives and bringing our history into the life of the church in preparation for our 100th anniversary in 2009. In the fall of 2005, we finally created an official charge (and related Board Policy) that was approved by the Board of Trustees. At that time, we also changed the name of the committee to the Archives Committee, because it became clear that our mission is much more than history. Here is the charge:

The Archives Committee shall collect and preserve documents, both paper and electronic, regarding the history of the church, including minutes and other materials from the Board, committees and individuals. The committee will sort and organize the material and make decisions regarding material that is to be kept. At suitable times, this committee may be asked to update the church history.

We have completed an initial sort of our historical materials into decades and have begun to go back through to carefully catalogue our holdings. A partial list cataloging our material was made by May 2005, and we plan to use it to improve the organization of our holdings. This entire process has been a huge task that has involved numerous committee work parties (scheduled after our monthly meetings) for the past three years.



Board Policies Task Force

In 2003, members of the committee began research on the past ministers. A great deal of information is available. We are now trying to contact all living past ministers. At least one member of the committee is in touch with Edward Ericson (1954-1957), Carl Nelson (1962-1969) and Betty Pingel (1995-1997), and we are trying to get in touch with several more. This effort is toward having a solid history of our church in time for our centennial in 2009.

For both the centennial history and for future archivists, we have been interviewing several people who have been involved with the church for many years. These include Kathy Dillon, Florence Douglas, Don and Laurel Fisher, Barbara Greenley, Joy Hainsworth, Barbara Hasbrouck, Eve McConnaughey, Carl and Janet Nelson, Ed Price, Betty Rutherford, Joyce Salisbury, Grant Seder, Tomme Stalker, George and Elsa Struble, Jean and Wayne Tate, Dirk and Lori Ten Brinke.

Members of the committee are researching various eras in preparation for the centennial history. In particular, Gil Osgood has found some fascinating history of Universalism in Eugene that goes back to the early 1850s, well before the formation of our Unitarian church. Ken Ross has found some interesting history from the early 1940s.

The committee is collecting and organizing old photos, newspaper articles, etc. that involve the church. Members of the church are invited to contribute such old memorabilia when they find them in their attics and other places. We continue to have a history column in the newsletter, written by Bob Taylor, and to display some historical photographs in the Social Hall.

In the beginning, Gil Osgood was chair of the History Committee. As we changed the name, Gil stepped down and Ken Ross was chair for a few months in early 2006. He has been replaced by co-chairs Kathy Dillon and Bob Taylor. Other hard-working members of the committee are Eve McConnaughey, Jack Stevens, and George Towe. And we have a brand new member (as of May 2006): John Clay.

Just as the church is a living organism, the church's Bylaws and Board Policies are living documents. For this reason, from time to time the Board of Trustees appoints task forces to re-examine these documents to determine whether they need changes or clarifications. The Bylaws serve as our legal document containing the rules we live by. The Board Policies are a record of how things are done or have been done; they serve as guidelines and help maintain continuity in the governance of the church.

For the Bylaws, a task force makes recommendations to the Board of Trustees, which usually passes the recommendations (sometimes after revisions) on to the congregation. A vote of at least 2/3 of the congregation will adopt the recommendation. Board Policies, as the name suggests, are policies of the Board. A task force makes recommendations to the Board and the Board may or may not adopt them; however, to allow input from the congregation there is a required waiting time before the changes are final.

In the past few years, there has been a Bylaws Task Force (2001-2002), Board Policies Task Force (2002-2003), an informal Bylaws task force (2004-2005) and the current 2005 Board Policies Task Force which actually worked through May 2006. The active members of the current task force were Truman Grandy, Barbara Greenley, Gil Osgood, Ken Ross (chair), and Jack Stevens.

Ken Ross



Budget Committee

Over the last several years, the Budget Committee has operated in an ad hoc fashion, forming in the early part of the year to develop the budget for passage in May or June. Over the last two years, an effort has been made to formulate more specific procedures to follow, so that the committee's actions are better known, more understandable, and more consistent from year to year. These procedures were presented to the Board before the 2005-2006 Fiscal Year, and have been followed and somewhat refined over the last two budgeting periods. Budget paperwork has remained consistent for several years.

Besides consistency of procedures, the budget guidelines are also aimed at the longer term goal of involving programs and committees more specifically in the budget process. This is an effort which has been tried, and has had varied success in prior years, but which needs to be institutionalized as part of our efforts to become a Program Church.

The current make-up of the committee has included a Chair, the Board President, the Chair of the Personnel Committee, and any officers, Board members, and Finance Committee members who have chosen to participate. It is likely that the committee will become a subcommittee of the Finance Committee as Finance formulates its structure, since the two are so closely interrelated. Membership on the Budget Committee will remain similar to the recent past, hopefully with additional participation from other programs and committees. The Budget Committee's incorporation into Finance will also acknowledge and institutionalize its status as a year-round effort, rather than a temporary committee re-formed every year.

The 2005-2006 budget itself was met successfully, and was further enhanced by two very significant anonymous gifts, one of which included \$25,000 to the general fund and another for \$10,000 to the general fund. The \$10,000 gift was received late enough that it was carried over into the next fiscal year, and another identical gift from the same apparent

donor has been received for FY 06-07, as well. Because of the \$25,000 gift, we were over \$27,000 ahead at the end of FY 05-06, and the Board determined to carry this amount directly into the next FY because of anticipated need in our ministerial search and increased costs for our interim minister. It is encouraging to note that, even without the gifts, we would still have had a small surplus at the end of the 05-06 fiscal year.

It is also worth noting that our budget is now almost \$360,000, which is about a 55% increase over the last five budget cycles.



Committee on Ministry

Committee members during the June 2004-June 2005 year have been Laura Adams, Jack Stevens, Jeff Wright, and Dianne Watson. Rev. Carolyn Colbert, an ex officio member, was regularly present until May, 2006, when our agenda included activities that would be surprises for her, around her departure. Jeff, our newest member, joined us in June, 2005.

Our first task was to distribute a survey about the activities of the congregation and the minister in order to assess what is going well and where improvement could occur. We wanted to learn what is significant to our members and what is not, including what is annoying or troubling. We collected the returned surveys (sixty-two of them), discarded the anonymous ones, and collated the results. We posted the results in September at the first of the church year. We noted that the minister and the committee each need to be clear about areas of responsibility so that complaints noted in the surveys could be appropriately addressed.

At our first fall meeting, issues raised in the survey responses were allocated to committee members for action. We concurred again that anonymous complaints were not actionable. We want to encourage anyone with a concern to present it to the appropriate person in an atmosphere of respect and trust. The manner

of distribution of the next survey will be discussed just before the next survey. One possibility explaining the low number of responses might be that there were not a great deal of negative feelings needing to be expressed. The Committee will reevaluate participation methods next time.

We began to discuss Carolyn's transition out of our church and the resources available to us to aid in this process.

In November we began to consider the possibility of Minister Emerita for Carolyn, and research was begun with the UUA Department of Ministry and with several ministers who have received this designation. The proposal for this honor was brought before the Board by committee members. The Congregation voted on April 30, and the vote was overwhelmingly positive.

Regarding the composition of our committee and our Bylaws, a periodic topic of conversation among us, we noted that there was not clarity as to whether the four members of our committee included the minister. We decided that there would be four members, with a fifth member being the minister, an ex officio member, as (s)he is on all standing committees. The committee may not meet without the minister unless (s)he is notified of the meeting. Committee terms are for three years. The Committee will go before the Board to seek clarification to be entered into the Bylaws regarding numbers of people to serve on the Committee.

The Committee will also bring to the Board's attention the need for specificity about qualifications for ordination so that this task can be assigned to a bylaw revision team.

Carolyn felt it was essential that the office, the hub of all of our programs, be workable for the increased staff and the future ministers.

The office now has interconnecting computers, DSL, a new multiline phone system, and wi fi.

Regarding the emerita designation, information has been collected from various sources, and we discussed timing of various events.

Carolyn has reminded us (more than once) that this spring's most important activity is the Stewardship Drive, and we should keep whatever activities we plan secondary to that endeavor. We countered by noting that a celebration of Carolyn's years with us could energize the Stewardship Campaign.

Plans for June 11 (Carolyn's last Sunday) and a picnic July 9 were developed, as well as coordination with the Leadership Council and a date for congregational vote on the designation of emerita (April 30). We decided on having a paper ballot.

An issue of concern emerged when a member of the congregation asked to be ordained. Carolyn researched ordination and was given the suggestion by the UUA office that requirements for ordination need to be included in our bylaws.

We continued to develop the details of upcoming celebratory events without Carolyn in the room. Our next meeting, without Carolyn, continued with nuts and bolts.

At our last meeting before these notes are due, it was suggested that members of the Interim Search Committee be considered for membership on our committee. Jack agreed to continue to serve for the sake of continuity if asked. Carolyn apprised us that Janine Larsen (of the District Transition Team) will attend the Board Retreat and that Dana Worsop will conduct an exit interview with Carolyn and Board Members on June 5.

Respectfully submitted,

Dianne D. Watson, recorder



DRE Advisory Committee

The DRE Advisory Committee was established in the Fall of 2001 "to advocate for and be counsel to the DRE." We meet once a month and as needed to work toward this goal.

The committee currently consists of Kay Crider (Chair), Hilary Gerdes, Alex Trotter, and the Director of Religious Education, Candee Cole. Members fill staggered terms in an attempt to maintain continuity and productivity.

This year we prepared a new Religious Education Program Evaluation, with input from the RE Committee, to survey families with children and youth in the RE program. In addition, we prepared a budget for the DRE salary and benefits package and have submitted this proposal to the Budget and Finance Committees. We will also be working with the Board to assist in the negotiation of the DRE's two year contract set for renewal by September 1, 2006.



Endowment Trustees

Trustees:

Monica Frank, term ending May 2006;
Martin Sage, term ending May 2007. Following the resignation of Barbara Greenley after serving two three-year terms, Ruth Nelson was appointed, term ending May 2008.

Financial Report

Beginning value January 1, 2005 \$60,058.83
gifts received \$732.64,
earnings \$2209.52,
market change \$109.37
Ending value December 31, 2005
\$63,002.82

The objective of the Endowment Fund is to provide for long-term health and survival of the congregation. Its assets are held in a balanced diversified portfolio of conservative investment accounts with Charles Schwab with the goal of capital preservation and income. The Endowment fund account is separate from all other accounts of the church.



Facilities Council

Members:

Dave DeCou
Jack Stevens
Chuck Wagar
Jim Kayser
Ann Fuller
Ed Zack
Ken Ross
Steve Lasky ('06)
RE Representatives: Nancy Hart ('05)
and Elizabeth Albrecht('06)

Successes:

Our major success was the removal of floor-to-ceiling bookshelves in Room Six followed by extensive repair and remodel work in the walls. The work was completed by Jim Kayser and Ed Zack. The repair resulted in the removal of wet, moldy sheetrock and plaster. The new wall was remodeled to include a window in place of an old, unused doorway. Part of the remodel included re-directing and correcting roof drains above Room Six.

Challenges:

One challenge is to bring our building into compliance with the Americans With Disabilities Act. After careful research and discussion, the FC decided changes needed to comply with ADA requirements are financially beyond our reach. In January 2006, the FC sent a memo to the Strategic Planning Committee stating our opinion that accommodation for people with impaired mobility and for people who use wheelchairs is essential to any Strategic Plan regarding the building and grounds. Another challenge is the on-going need to keep debris and material from being left outside, both on the ground and on porches. The FC continues to assess storage space to assure its most efficient use.

Future Plans:

The FC will develop a 20-year Plan for the building and send it to the Strategic Planning Committee.

By Ann Fuller, FC Communications Coordinator



Finance Committee

This year, the Finance Committee began a process of self-definition that will carry over into next year to be completed. To date, the committee's scope and duties have not been well-defined and have varied to some extent over time. The committee's mission, membership, and procedures will be more specifically defined.

The committee also gave advice and counsel to the Treasurer regarding a new monthly report for the Board. The outcome was a transition from a sophisticated but complex process to create a spreadsheet-based report, to a simplified format generated from the QuickBooks, the software currently used for bookkeeping. This has the advantage of being both easier for the Treasurer to create each month, and also easier to adapt to changes in the budget and bookkeeping system, since it is generated from the same base information without having to be transferred.

The committee also formed two task forces that operated during the year, and will continue to do so. One involves examining and recommending bookkeeping, cash handling, and other financial procedures, for which there is currently no written set of procedures. The other took on the task of researching the history and function of the various church special finds, with the intent to develop a glossary of said funds, and make recommendations to the Board regarding their existence, use, and handling. This effort has not yet been completed.

The Finance Committee's leadership will change as of Fall 2006, with current Chair John Wagner stepping down, and Chair-elect Patti Hansen assuming that position.



Fundraising Committee

Auction February 4, 2006

In its third year with this format and using the computer program designed by Carl Yaffey through UUA, we are gratified by the response and have reached a record income for the Auction.

Catalog

Judy Sawyer took on the daunting task of preparing a formal catalog of goods and services. The '06 Catalog added an element of excellence to the event. It served the purpose of welcoming and informing the bidders, guiding them through bidding procedures and formally acknowledging committee members and community supporters. And the paddle number was entered on the back cover. A deadline for donations was established. Having set a reasonable deadline for all items to be entered into the catalog, the first draft was printed out, but subsequent changes were made. Comments and recommendations regarding the catalog and how to accommodate changes are detailed in the full auction evaluation.

Summary

Over three years the level of energy and excitement has improved; quiet Jazz piano by John Crider and in '06 a bass, during the preview, silent auction and break all create a party atmosphere. Wine and the food generously provided by members add to the festivities, keeping the Live Auction upbeat and humorous, the fetching scribes (busy recording besides looking beautiful) and in '06 a Live Auction host held everyone's interest. It ended in just over an hour. Three operators and three computers made checkout shorter.

Adding Treasurer, Anne Taylor, to control cash and upgrade all financial records made the event all the more professional. Notifying donors of their buyers by mailing reports the following day (and by requiring that donors contact their buyers when applicable) made for greater efficiency. The desire to pull in more of the community, neighbors and friends remains a goal. Asking more businesses in the community to support the auction by donating items or products is another goal. We had two community sponsors in '04 and

'05 and six in '06. Besides the core committee, there were twelve volunteers who assisted from 3:00 to 10:00 plus fifteen who provided food for the break. The backbone of operation is the computer program, operated ingeniously for three years by Martin Campbell, one year with Jason Dommasch and the last two with Pat Sweeney. Martin's daughter, Diana, joined the others in '06 – particularly helpful at check out time because of three printers for invoices.

Auction Income

In '04 Income was \$5,100, in '05, \$5,000 and in '06 income after expenses was \$7,200.

A record year!

Grand Total

Added to the approximate \$1800 income from the Yard Sale, Total income from the events put on by the Fundraising core committee total \$9,000. Together with income from other activities (music concerts, cookbooks, coffee store, etc.) we anticipate fundraising for the general fund will more than meet the \$10,000 projected income for the '05/'06 budget. (See separate report for Yard Sale)

Ruthie Manley and I have herewith completed three years as co-chairs of fundraising and are pleased to announce that Sue Craig has put together a committee to operate next year's auction. She does not, however, intend to take over full committee responsibilities.

Yard Sale '05/'06 Fund Raising Event

In the effort to move the Yard Sale to a "better date" to ease the strain on those who had stored and transported items ahead of the sale, to upgrade sales to include better items, recruit more people, especially for cleanup, arrange overnight security, limit donations to appropriate items, and conform to St. Vincent DePaul's requirements, here are some changes from the previous yard sale in '03/'04.

1. Moved the date from September to October.
2. Asked Lisi Sanders-Agterberg and Daniel Blades to provide overnight security.
3. Posted list of items St. Vincent de Paul would pick up if they didn't sell.
4. Actively recruited helpers on several Sundays prior.

5. Provided list of suggested items and those not acceptable. Mapped traffic flow and layout.
6. Asked Anne Taylor to be head cashier and recruit her own people.
7. Charged early bird fee of \$5.00 in cash.
9. Restricted use of Social Hall to Book Sales only. Separate cashier – books.
10. Set aside Breezeway room as *A Boutique*.

Weather conditions (very hot in '03 and rainy and chilly, in '05) made both uncomfortable. Fewer donations of furniture, possibly not providing pickup and storage, resulted in fewer high-end items in '05. The book sale area was busy (warm and dry, social hall), attractive and well organized. Spirits there were high. As we have in past years, book sale proceeds were divided between the Social Justice Committee and the General Fund. Final incomes \$2400 '03 - \$1800 '05

Respectfully submitted,

Patricia Christgau
Co-chair Fund Raising Committee



Green Sanctuary Committee

The Green Sanctuary Committee commenced in January 2006 and has now had five meetings. We have concluded an Environmental Audit of the Church, focusing on areas such as energy, recycling, landscape, RE, etc. We have compiled a list of twelve proposed actions in four domains, those of Worship and Celebration, RE, Sustainability, and Environmental Justice. These proposals will be brought before the Leadership Council later this month, the Board in June, and then possibly the congregation as a whole, and if approved will constitute the "Action Plan" for our formal application to the UU Ministry for the Earth. These items will need to complete/show substantial progress over the next year, with a goal of accreditation as a Green Sanctuary by the General Assembly of 2007. Some of these actions have already been accomplished, specifically: participation in the "That's my Farmer" event (a step towards the larger

objective called "Food for Thought and Action"); participation by 70 individuals in the Earth Day Stream Team work party (part of our Green Landscaping objective); and an Earth Day Service on April 23 (which counts as one of two services to be conducted over this application period). The next year looks to become a busy one as the scope of activity expands to include more members and hopefully begin to influence not only Church functions but also the lifestyles of the general membership.

Leadership Council

The Leadership Council replaced the church's Program Council that was in place until the fall of 2003, and it became active in the fall of 2004. Our minister Carolyn Colbert played a big role in getting the council going. As with the Program Council, it has been facilitated by a board member, usually the vice president. In fact, to date the facilitator has been Anita Cowling.

The board recently adopted the following charge for the council: *The Leadership Council is made up of the chairpersons or their designees of all the working groups in the church, including committees, affinity groups, etc. The meetings of the council are quarterly or as needed, and all church members interested in leadership process are welcome to attend. The meetings provide a forum for cross-program communication and collaboration, as well as for leadership development and selective problem solving.*

A major focus of the council is on issues that span several committees or other church groups. This includes stewardship issues that include being a welcoming church and aesthetics issues.

An early project addressed the need for an organizational chart. Over a two-year period and in consultation with many church leaders, Kay Crider, Anita Cowling, Olga Turner, Martha Osgood and Ken Ross created an organizational chart (or flowchart) and a supporting document, "How Does Our Church Work?" This work may lead to a Members'

Handbook, and will probably be used in a New Members' Handbook being created by the Membership Committee.

Working together, the council and the Facilities Council have improved some of the church space and made the sanctuary and social hall more welcoming environments for Sunday worship. The Facilities Council remodeled the old library, room 6, while dealing with structural issues. That council, again working with the Leadership Council, has nearly completed remodeling of the gallery. To improve Sunday services, new drapes were made by Kathy Dillon for the Social Hall, and new coffee-making equipment was donated to the church by Amy Raven. This working relationship with the Facilities Council has been formalized into a new Board Policy. While the Facilities Council has the authority to approve essential work for the church, the councils work together on "non-essential" work and work for which aesthetics may be an issue.

Since the church has no "committee on committees," the task of nurturing committees has fallen on the secretary and the Leadership Council. This includes keeping committee lists up-to-date, assisting committees with charges, and so on. Committee charges and committee chairs are approved by the board, which also has the authority to create new committees, task forces, etc. With help from several people, Ken Ross created a "Manual for Committee Chairs," which needs to be kept up-to-date.

In the fall of 2005, the council supported the creation of the Green Sanctuary Committee and encouraged the board to approve of this committee. With the idea of becoming a Green Sanctuary Church, the committee will develop a Green Sanctuary Program. The UU Ministry for Earth, formerly known as UUA's Seventh Principle Project, manages an accreditation program for recognized Green Sanctuary churches and fellowships that have undertaken a commitment process, having the goals:

- (a) To build awareness of societal environmental issues among UU's
- (b) To generate commitment for personal lifestyle changes
- (c) To motivate UU's to community action on environmental issues
- (d) To build a connection

between spiritual practice and environmental consciousness.

The council enthusiastically supported a Healthy Congregation Workshop that was organized by Sally DeCou and took place on January 21, 2006. This well-attended workshop was facilitated by the Rev. Margaret Keip, co-leader of the Pacific Northwest District's Healthy Congregations Team. The workshop focused on healthy communication, viewed within a framework for understanding conflict as part of life---as problems to solve.

Judy Sawyer was secretary of the council until the summer of 2005, after which Ken Ross was secretary.

Library Committee

The Library Committee spent 2004 and part of 2005 sorting the contents of our Teddy Salmon Library in preparation for moving into its new space upstairs alongside the sanctuary. The new library will focus more specifically on the subject of religion, Unitarian Universalism and religion on a more global basis. New shelving was delivered, with many thanks to the Facilities Committee, who did the ordering, and St. Vincent DePaul, whose people built them. As soon as the additional renovation on the space is completed, the committee will begin cataloging and shelving the collection in our new space, shared with the InnerSpace Gallery.

Kathy Dillon

Membership Committee

Members:

Al & Norma Landy, Jeanne Flink, Ruthie Manley, Bob & Sylvia Taylor, Julia Clark, Sue Craig, Mary Otten, Elliot McIntire, Nisco & Marilyn Junkins, Jean Coberly

Support: Phil Writer

Primary Responsibility:

The Membership Committee is responsible for welcoming and integrating new members, retaining current members, and tracking membership count.

On-going Activities:

- Newcomer's Orientations – Spring and Fall
- New Member Sunday – Spring and Fall
- Making welcoming phone calls to all visitors
- Training and Scheduling Greeters/Ushers for all Sunday services
- Maintaining the pamphlet rack
- Assisting Office Manager with Directory changes and Membership count.

New Accomplishments and Activities:

- New Membership Co-Chairs: Al & Norma Landy
- Summer '05 Planning Retreat; Holiday Social event
- Created/revised pamphlet – UUCE "A Brief Visitors' Orientation".
- Potluck for New Members and Orientation participants was a success.
- Interest Surveys were dispersed, completed, and sent to the appropriate contact person for follow-up.
- Greeter/Usher Recognition and Review evening.
- A new method was devised for requesting name badges; the badge kiosk was moved outside; and old badges were identified and removed.
- A Hospitality/Membership news article was created for each month's Newsletter.
- A "Membership Host" program was created to assist the Greeter/Ushers in welcoming visitors (Visitors' Table), addressing any questions they might have.

- Increase in Voting Membership - from 301 (Beg.2005) to 325 (Beg. 2006)

Challenges:

- Our main challenge will be in working with the Interim Minister to maintain the established membership programs.
- To keep pace with our growing membership; and to create ways to improve member retention.
- To develop ways in which newcomers and new members have the opportunity to participate and to make friends; community-building activities.
- Maintaining clear parameters as to the committee's roles/responsibilities; and ensuring that the workload is balanced.

Future Plans:

- Member Retention
 - New Member Potluck. Continue Interest Surveys. Encourage follow-up.
 - At one-year anniversary contact all prior new members.
 - Assist in creating a "Caring Contact" Committee.
 - New Member Circle Suppers in a home environment.
 - Meet with Candee. How to promote Intergenerational activities?
- Newcomers' Orientation Sessions & New Member Sundays – develop ideas/methods/alternatives/changes to assist and/or help lead the sessions with the Interim Minister.
- New Member and/or Visitor Packets – to be created to facilitate the dissemination of information about church activities, volunteer opportunities, and ways to get involved.
- New Greeter/Usher Team led by Mary Otten.
- Recognition and Review event for Usher/Greeters
- Maintain all programs now in place.

Submitted by Norma Landy



Men's Group

Some thirty men are currently involved in the three Men's Groups associated with our church.

Men's Group activities include dinners honoring members on their birthdays, retreats to the coast, quarterly potlucks, discussions on a wide variety of topics, support for each other in times of crisis and celebrations on joyous occasions.

The Monday and Tuesday night groups are now closed to new members but the Wednesday group welcomes new men to the 7:30 p.m. meetings in Room 6 at the church.

Jack Stevens



Music Committee

The 2005-'06 season has been a strong period for the music program. The year began in late August with a potluck dinner for new and returning singers. Prospective members were given information about our various choirs, and expected highlights of the upcoming year were outlined. This proved to be a fun and informative event and will likely kick-off each new season.

The Choirs

The Sanctuary Choir remains the backbone of the music program with 40 singers presenting music for both services two Sundays each month. The 14 member Chamber Singers is an auditioned group specializing in a cappella music that sings for occasional Sunday services and presents special holiday concerts. This year, the women's Chalice Choir was graced with the addition of Jean Weick who volunteered to be the accompanist for the choir. This has been a blessing and has helped the choir grow musically.

Highlights

In December all three adult choirs presented seasonal music in a Music Sunday service. The highlight of the program was the presentation of Bach's Cantata #79 for choir and orchestra. This was an ambitious undertaking vocally. It was, also, the highlight of the year from which

everyone left feeling exhilarated and successful. Similar feelings were expressed in our 2004-'05 season when we presented a program of "Carols Around the World". Our blockbuster piece that season was saved for our spring concert when we sang Faure's Requiem with orchestra.

Continuing in the Holiday spirit, the Chamber Singers, with Byrdsong Early Music Consort, presented a Renaissance Christmas. This concert of seasonal music written between 1450 and 1600 was popular enough that a second performance was added. It, too, sold out. New this year was the addition of a second renaissance concert offered on Mother's Day. This second joint concert featured vocal and instrumental music celebrating springtime and love.

In January the Sanctuary Choir was invited to sing for Sunday services with the choir at First Unitarian in Portland. Together we carpooled up to Portland for home stays with Portland choir members. Meeting our northern counterparts and joining forces to create a 100-voice choir was thrilling.

The Music Soiree, held this year in March, is an annual event that welcomes members and friends of the congregation to share their talent in a short routine. Each year we have more people wanting to sign up than we have room for. This year was no exception. Jugglers, poets, musicians, storytellers and magicians truly created an evening of family fun and entertainment.

The final highlight of the year is our annual Spring Concert in June. Together our adult choirs sing their favorite pieces drawn from the year's repertoire. This is the culmination of the year's efforts and a chance to share some of the fun we have working together.

Coda

On a disappointing note, the children's Spirit Choir ended in February of 2006. Lynn Smith cited difficulty finding a rehearsal time agreeable to all and the resultant sporadic attendance as reasons. With proper organization this is a program that has the potential of great success, particularly with schools cutting back their support of the arts.

In my 2003-'04 annual report, I made a "wish list" for the future. Happily, 3 of 5 wishes have come true. Christine Gordon stepped up to fill the role of chairperson for the Music Committee and we have had efficient and productive sessions since.

During the Fall of 2004 the Music Committee started a fundraiser to raise money to buy additional copies of the hymnal, *Singing the Living Tradition*, and the new hymnal supplement, *Singing the Journey*. In all, money was raised to purchase 110 hymnals, a second Braille set, a second cart for the hymnals, and the purchase of 56 hymnal supplements. Through their efforts, the Music Committee gave a good start to having enough copies of *Singing the Journey* for the congregation. More will be needed before we can put this valuable new resource from the UUA to good use.

Even with three choirs to draw from, there are Sundays when a choir is not singing. Thankfully, we have two pianists who volunteer their time to play on these occasions. Dorothy Clark and Jean Weick deserve our appreciation for contributing this valuable service.

During summer 2005 I participated in the Conducting Masterclass with Helmut Rilling through the Bach Festival. This was a wonderful experience and was the impetus for preparing the Bach cantata in December. This summer, '06, I will be taking a week-long Masterclass with Rodney Eichenberg through the summer program of Portland State.

Respectfully submitted,
Tom Sears



Nominating Committee

Newly revised Board Policies, approved by the board on August 8, 2006, outline the process that the Nominating Committee follows to serve the church. In addition to providing the congregation slates of officers and at-large members of the Board of Trustees, the board may also ask the committee to provide similar slates for key church committees such as the Strategic Planning Committee and for ministerial search committees. In determining slates of nominees, the committee considers criteria beyond basic eligibility, for example: problem-solving styles, prior experience, balance in gender and age, term limits, and potential conflicts of interest.

To maximize input from the congregation before making its recommendations, the committee follows several procedures including:

- (a) Announcing the opening of nominations via newsletter, Sunday service announcements, and inviting interested candidates to contact Nominating Committee members.
- (b) Meeting with the board president and the minister regarding potential candidates and the board's needs.
- (c) Consulting board members and committee chairs concerning potential candidates and specific talents needed.
- (d) Setting up an information table in the social hall to increase dialogue about the nomination process and to encourage candidates. Also, using the church website to explain the process and inviting candidates to apply.



Office Administrator

Wild! Crazy! Wonderful! That's how I would describe the last couple of years.

OFFICE UPGRADES

To accommodate the growth of our church we upgraded our office equipment last fall. Our little 1998 HP office computer began to fail and we replaced it with a new computer. It has Microsoft Windows XP with 2.40 GHz and we installed M.S. Office Professional 2003, along with a 19 inch LCD screen. It's fast!

We also needed to purchase two more computers for the minister's office and the office assistant. Marta Powers, our board treasurer, found "Computer Reuse," a nonprofit organization that builds new computers with donated computers from the public for a small fee. She also found two LCD screens on sale to go with the new computers.

Curt Harris networked the office administrator's computer with the assistant's so she can access the church member database, church calendar and M.S. Publisher files.

We purchased new telephones increasing from one to four incoming lines. This helps the office with not having to check for missed messages regularly.

We also have DSL so we can access our email all at the same time, so we don't have to take turns! It's wonderful!

We want to thank Chuck Wagar for his help in moving, expanding, updating and assembling our old and new desks this past year in the office, along with all the other needs we find that need attention!

To finish off the new office we had new carpet laid in the office and copy room.

NEW OFFICE/DRE ASSISTANT HIRED

With this growth we were able to hire an Office/DRE Assistant to assist Candee and me with the additional duties that need addressing quickly.

Our first Assistant didn't work out after a couple months, so we hired Sherry, an L.C.C. student and she's helped us tremendously. She works 10 hours a week, five hours on Sunday mornings and the remaining hours on Thursdays. On Sundays she answers the telephones, assists Candee, the teachers and helps with other duties that I normally would attend to on Mondays. We've given her regular duties such as entering new families in the RE databases, visitor sign-ups and address changes in our membership database, updating others through email and placing supply orders, to name a few. Sherry also was trained to cover me during vacation last summer to produce the order of service and

announcements which was a great help to me, since I usually have to produce them ahead of time. She took over the duties of checking the phone messages, email and distributing the mail that our Office Volunteers have been undertaking for several years.

OFFICE VOLUNTEERS CONTINUE THEIR GOOD WORK

Our Office Volunteers continue to be a great help assisting the office with folding the order of service and announcements weekly. They also help with labeling envelopes, putting directories together and other duties. We greatly appreciate Norma Landy, coordinator, and each and every one of our office volunteers for all their help throughout the year!

NEW OFFICE DUTIES ASSIGNED

Marta Powers, our board treasurer, asked if the office could take on the weekly duty of depositing pledge checks and miscellaneous payments that come through the office during the week.

The administrator posts pledges, gift payments and miscellaneous payments into M.S. Excel transferring into our M.S. Access database.

The deposit records are sent weekly via email to Marta and our pledge secretary, Suzanne Whaley.

Barbara Greenley, our past pledge secretary of several years, asked if the office could help out by transferring the information directly into the database, thus saving a weekly drive to church. Suzanne receives the transfers weekly, and oversees the pledge and gift records to be sure we've updated correctly.

CUSTODIAN UPDATE

Our custodian Tina James left after several years and we hired a replacement, Joshua Cady. He stayed with us for one year. We hired Matt Kosanke last fall. He keeps the church clean and inviting, and makes sure that your meetings are setup and that everything runs smoothly.

FUTURE GOALS

We're looking forward to catching up with miscellaneous duties and organization, and continue to be efficient.

Submitted by Kim Harris



Office Volunteers

Members: Norma Landy, Elizabeth Albrecht, Kathy Persinger, Anne Hohenemser, Connie Newman, Darelle Baker, Jean Coberly, Sylvia Taylor, Meredith Meyer, Ken Ross, Jeanne-Marie Moore, Lynn Jackson, Dorothy Mitchell, Melinda Johns (June '06).

Responsibilities: To assist Kim Harris, Office Administrator, in performing simple office/clerical tasks, as the need arises. To fold the Order of Service for every Sunday service throughout the year.

Activities/Successes:

- The total number of volunteers has increased from seven to fourteen (11 active and 3 substitutes)
- During the summer (05), the volunteers checked Kim's message machine, 3 times a week, and distributed the mail – for the 3 separate weeks that Kim was on vacation.
- 3 volunteers put UUCE return address labels on 300 envelopes.
- Twice during the year, we were able to assist Candee in doing some mailings.
- The volunteers are responsible throughout the year in making sure that the Order of Service is ready for each Sunday's service. We failed in this responsibility once or twice during the year.
- Kim now stores the Order of Service materials in the upstairs kiosk...thus alleviating the problem of having to deal with turning the alarm on/off in the office...and which makes for happy volunteers.

Challenges:

- Because of the busy lives of our volunteers, it seemed difficult to find those who were available for tasks other than folding the Order of Service. Therefore, it is nice to have Sherry in the office handling some of these tasks.
- How to make sure there are no Sundays when the Order of Service has not been prepared? Always scheduled; and rarely forgotten. I don't believe it is possible since we are human beings, not automatons.
- Acknowledging the volunteers and the service they provide.

Future Plans:

- Continue as noted in the Activities section.
- To find a way to acknowledge the volunteers.
- To plan a social activity to bring the volunteers together.

Norma Landy, May 27, 2006



Personal Reflections

The congregation continued to be enriched by the Personal Reflections tradition in 2005-06, during which eight members stood at the pulpit to share brief essays on their spiritual journeys. They are the latest among more than 180 people who have presented Personal Reflections since 1983.

Response to Personal Reflections shared in 2004-05 were so great that I decided to create a new volume, Vol. 14, consisting of the nine members who shared reflections that church year. This was a switch from past practice, when we waited two years, rather than one, between publication of volumes. The latest volume also featured a new element: photographs of each contributor.

A new Vol. 15, containing the eight Personal Reflections shared in the 2005-06 church year, will be available for purchase beginning in the fall of 2006.

Past volumes are generally for sale after each service on those Sundays in which a reflection is shared. Proceeds from sales go to cover binding costs, with all additional dollars forwarded to the General Fund. The program is self-supporting. Savings were realized with Vol. 14 by printing the volumes on the church copier with church paper; outside costs were limited to binding.

In soliciting contributors, I continue to strive for a balance between men and women, young and old, longtime members and "newbies." I seek individuals who are active in the church in some capacity. My first criterion is to invite any board member who has never given a reflection -- so that members can better know their elected

officers. Each summer I ask those individuals who've given a reflection in the previous year to suggest the names of other members they'd like to hear from. Each fall I place an item in the church newsletter asking ALL members to forward any names, including their own. I also confer with the minister on possible recruits.

Reflections were presented in 2005-06 by Julia Knowles, George Towe, Kay Crider, Michael Mattick, Ed Zack, Suzanne Whaley, Norma Landy and Bob Taylor.

Jeff Wright



Personnel Committee

Members: Chuck Adams, Mary Brau, Betty Hosokawa, Greta Sorenson, Jack Stevens

During the past two years we have focused on updating the Personnel Manual, arranging for health insurance for church employees, consulting on personnel matters as needed, encouraging the church to become a fair compensation employer and making staffing expansion recommendations to the Budget Committee. During this budget year now ending the Board approved the revised Personnel Manual. Ongoing changes are inevitable and updates must be made annually to keep policies current with adopted practice. In the future we will require employees working 25 hours per week or more (who do not have existing health insurance coverage) to be enrolled in our health insurance plan, with cost split on an 80/20 basis (church 80%, employee 20%) as recommended by UUA. We also dropped our pension contribution to 10% from 14%, following UUA guidelines. For the budget year of 2006-07 we will be a fair compensation church for all positions, with compensation within the mid-range level.

One related Personnel task, not yet completed, is the development of performance evaluation procedures for all positions except that of minister. (Ministerial evaluation is handled by the

Ministerial Committee.) While working towards fair compensation goals, the projected equivalent salaries for the Director of Religious Education and the Director of Music were kept at an equal level. For this coming year we anticipate developing steps for each individual position that will be tied to compensation.

For the first time UUA will be offering a health insurance plan with an anticipated start up date of October, 2006. We will need to compare it to our current plan before we decide whether or not to enroll. It is a portable plan, making it particularly attractive to a minister.

Submitted by,
Betty Hosokawa, chair



Activities done by the UUCE Planned Giving Committee in 2005-6:

Monica Frank and Pam Love met in the fall with members of the Board of Trustees to tell them of our plans for the revival of this committee.

A Wall of Appreciation was established in the foyer. On this wall, a table has been set up to hold materials pertaining to Planned Giving.

The Legacy Society was created. These individuals are leaving a gift in their estates to the church. Their names are framed on the Wall of Appreciation.

The Remembrance Society was founded. These folks have been honored by members or friends by a donation in their names to the UUCE Endowment Fund. The list of Society members are framed on the Wall of Appreciation.

A Remembrance Album has been started
To include biographies and photos.

Articles have been run frequently in the newsletter, UUpdate, and Sunday order of services about Planned Giving and promoting the

Legacy and Remembrance Societies.

"Living" gifts to the Endowment Fund were recommended for gifts at the holidays.

Fourteen members were identified as being Legacy Society members by "cold calling" of twenty members, who are active in church matters. Thank you notes were sent out to members of The Legacy Society acknowledging their plans to leave a gift to the church in their estates. Notes were sent out at the Christmas holidays, wishing Legacy Society members a happy new year.

Members who were honored by donations in their names to the Endowment Fund were acknowledged in the newsletter.

UUCE Planned Giving Committee had Legacy Society member Ken Ross tell the congregation why he is leaving a gift to the church in his estate. The committee has plans to continue scheduling this type of "testifying" as a regular feature of Sunday services in the coming year.

The UUCE Planned Giving Committee conducted a survey, ARE YOUR ESTATE PLANS IN ORDER?, obtaining information/planning for future workshops.

The committee would like to thank George Koris for his support and graphic arts direction.

Pam Love and Monica Frank
UUCE Planned Giving Committee

End of June 2006: 172 registered children and youth (169 last year)

Number of Children Enrolled ages 0-10:
128 (125)

Number of Middle School Youth ages 11-13:
29 (28)

Number of Youth Enrolled ages 14-18:
15 (18)

2005 Summer Attendance: Ave. **28** children ages 0-11 per Sunday

2005 Fall Attendance: Ave. 77 children and youth per Sunday (9:00 – 30 and 11:00 – 47)
(Ave. was 76 in 2004)

2006 Spring Attendance: Ave. 74 children and youth per Sunday (9:00 – 28 and 11:00 – 46)
(Ave. was 70 in 2005)

Campus and TNT Group Mailing Lists: 36

Total # of volunteer teachers and assistant teachers for Fall and Spring: 59 (51)
(Includes three OWL teachers, and 1 Summer program leader)

Total # of paid child care workers (for Sundays, regular meetings and occasional events): 9

Success Highlights for the Year

Goals Met from Last Years List—We were able to reach a couple of goals that were stated in last year's report. First, room 6 was remodeled most of the way, with a new window and paint. Carpet was purchased but has not yet been installed. In addition, the downstairs bathrooms were spruced up with plants and artwork/posters. Secondly, we successfully set up three summer day camps for UU kids for this next summer! More on that in next year's report! Also, some RE assistance was gained by the hiring of a 10 hour per week office assistant.

The Summer Program "UU School of Wisdom and Wizardry" was a great success last year, with 20-30 kids in attendance on Sunday! Wizard activities, creepy crawly visitors and lots of

imagination made for fun Sunday mornings. The program was led by Julia Fishwick. It was so successful, we decided to offer it as a summer camp!

World Religions Year—Visitors and Field trips Galore! Children and Youth were visited by



A visit from a Lion Dancer

speakers representing Islam, Judaism, Taoism, the Quakers, Wicca, neo-paganism, one Native American tradition, and Buddhism this year! The Middle School group visited the local mosque, the nearby Episcopal church and went on an overnight trip to Portland to visit a Hindu temple, a Buddhist community, the Bahai's, First Unitarian, and the big, beautiful synagogue.

The Coming of Age program exceeds all expectations and youth are inspired!

Six youth participated in the rites of passage program this year. The committee and I worked hard to give them meaningful experiences. The youth met in December for a simple "get-to-know-ya" sleepover. Then in January the program began full force. There were monthly meetings where the youth explored topics related to the program, the "Beginning the Journey" retreat was filled with challenge exercises and a ceremony of separation from their parents. They experienced a sweat lodge and a 4 hour vision quest time alone in the dark in a tent. They went through a ropes course, fed people experiencing homelessness in Portland, worked on mini-projects around topics such as personal relationships and religious identity, wrote credo statements and read them in front of the community. They met with a Council of Elders from the church and attended men's and women's circles led by church members. Plus so much more. We were all so pleased at the outcome of this program and the fact that many of the youth really appreciated their experiences this year.

Other Program Offerings: Below are listed other events and happenings that took place throughout the year.

Peace Pole Dedication—We worked with Lucy McIver, a local raku artist who creates peace poles from recycled wood and raku tiles. Lucy led a small group of young artists last summer to create tiles that were mounted on a pole that is standing in the playground. We held a pre-dedication service with Rich Glauber in June. A re-dedication ceremony took place September 11 with Rob Tobias assisting with music. Over 50 adults and kids attended and sang songs of peace and community. We dedicated the pole with some of our own UU Holy Water!

Youth Retreat— We offered a retreat for the youth group this year that included bonding, a sleepover and Creative Combustion techniques. Linda Osborne and I attended a training on strengthening youth groups through using special group games and activities. Twelve youth participated throughout the day and evening.

Halloween Party— Super fun as usual. The Haunted Hike was organized by Matt McDonald and John Digiacinto. The upstairs party had several coordinators. The Pumpkin Garden was beautiful as ever. We had storytellers, a few games, and much of the regular fare. A great time was had by all!

Advent Garden—This year was made special by having 3 harpists there for the evening. Amy Raven brought in two harpist friends, and they took turns playing. Beautiful! 107 people walked the spiral.

Celebrations of Light Pageant— Our biggest project and offering of the year. We celebrated Solstice, Hanukkah, and Las Posadas with two casts, Rich Glauber, and a fabulous pageant committee. The children in K-5 grade helped to create props and backdrops.

Yule Celebration—Vicky Scheuerell and a team of supporters put on a lovely Solstice ritual which was both educational and fun. Lots of solstice activities and cider followed the ceremony.

Chinese New Year Party—A Chinese New Year Celebration was planned by Leslie Sabini and

Elizabeth Weber. Guests came in from the local Asian association to teach Chinese writing and to put on a shadow puppet theatre. The kids were visited by Lion Dancers, and there were fun crafts and yummy CNY foods.

Passover Seder Program—Rich Glauber, Elizabeth Weber and I led a Seder Program for Preschool-Middle School. We told the story of Passover, sang songs and learned about the symbolism on the seder plate. We ate matzah ball soup, cracker bread and haroset. This program was supported by paid providers so that the volunteers could attend the Stewardship Sunday.

Easter—I had two coordinators this year, Amy Samson and Maureen Warman, who were incredibly helpful. We gave out 93 eggs and treat bags this year and tried to phase out paper mache eggs and prizes. A new team will be sought next year to look into changes in the way we do eggs and hunts. Time for a change!

World Religions Film Festival—Judy Shaw organized an adult R.E. program to parallel the children's program. Films/movies that touched upon different religious traditions were offered once per month...with popcorn!

Family Services – Family workshops followed the theme of the program this year with topics such as Las Posadas, Stories from the Buddha, Janus, the God with Two Faces, an old testament/Moses centered worship put on by Lynn Smith and the Spirit Choir, and an earth based service sponsored by the Middle School youth.. The final service for the year was a teacher appreciation service with Rich Glauber.



The K-1st grade Earthkeepers pose after their "Loaves and the Fishes" play.

Family Potlucks/Parties—

At the beginning of the year, we held age group potlucks for Infant—Kindergarten kids and Middle/High School, which were well attended. We offered 2 All RE potlucks which had low attendance. We will be moving towards a pizza party type gatherings next year. The 4-5 grade pizza and game night was well attended and lots of fun!



Playing “Mummy Tag” at the Chalichelighter 4-5th grade party!

RE Committee Retreat at the farm!

The RE committee held their retreat again in Reedsport at Lisi Agterberg’s family farm. Much time was spent on sprucing up next year’s curriculum and creating a fun year of family type gatherings to keep everyone connected

Building Your Spiritual Home - Amber Alexander and I offered this workshop for 13 Young Adults this year and had a great time! The group really clicked and it spun off into a weekly activity group! They have been hiking, had great discussions and held worships.

Changes and Challenges This Year

This was a great year, but it was filled with changes, growing pains, and newness!

Low Attendance at Family Potlucks—Our K-5th grade potluck as well as our general all RE potlucks were fairly under attended (compared to our enrollment) this year. We suspect that families are being pulled to other activities for school and other things, and sometimes have no time to “cook” for a potluck. Next year we will try a pizza party/game night approach to get families to just come and celebrate and play together.

New Furniture Purchased/Budget Stretched—We have not purchased new tables since the 80s or earlier and it was obvious this year that we need bigger tables for our older kids and chairs that better fit the height of our tables. I spent a large chunk of my regular supply budget on

upgrading the classrooms. I will be approaching the Facilities Council for future needs about their help in getting equipment/furniture needs that are outside of regular RE expenses.

Childcare Worker shortage—We had difficulty getting enough childcare workers for our list last year. Finally at the end of the year, we gained a few more workers. Hopefully many of them will stick with us next year.

Resignations—This year marked the retirement of our called minister the Rev. Carolyn Colbert, and of Jennifer Sorenson resigning from her position as childcare lead. Much sadness goes along with these changes, but we wish them best in their new endeavors!

YAC disbanded/Youth group smaller/Group Challenges—The YAC (Youth Adult Committee) became defunct this year when we tried a new system of advising. We recruited 4 people to share the load and act as a modified “Youth DRE”. They split duties such as “worship” “special outings coordination”, “communication” etc... But with a smaller youth group, different energies, and very busy adults, the group struggled a bit this year. Thankfully the few regular attendees stayed committed and the advisor’s efforts were celebrated by a great turn out for an end of the year rafting trip with the incoming 9th graders.



Debra Savelle visited 2nd-8th grade to share Zen Buddhism with the kids.

Volunteer Orientation and Small Group Trainings—This year there were challenges with finding enough volunteers for the program. Less than half the needed volunteers were able to attend the orientation. It turned out that I had to

lead several small group and individual trainings. I hope to avoid this duplication of energies next year. I am moving the training to early September in hopes that most people will be back from their vacations. I am also planning to hold quarterly trainings to help volunteers practice their game leading, storytelling and behavior management skills.

Classrooms Switched— We moved around groups mid- year. Our K-1 grade group became very large, so we moved them out of the smaller room (room 1) and put them in room 2. The smaller group of 2-3rd grade fit well in the smaller room and we had more space for the younger group to move around.

Spirit Choir—Lynn Smith worked hard to keep the Spirit Choir going this year. A few dedicated kids got together to sing, but later in the year it was decided to disband the choir till next year. We will be looking for a new choir leader and hope to rebuild in the Fall. We appreciate Lynn Smith and Jake Walsh's efforts over the years!

Youth Movie Policy—An issue arose this year with the movie policy. A youth sleepover was held early in the year, and the advisors showed a movie that had some graphic images and themes. Even though we will show an “R” rated movie to high school youth, we must preview it and it must have a social justice theme. This detail got missed or forgotten from the Advisor training and we had an issue with a family arise. The advisors were reminded of the policy. We are changing the policy to require parent permission to view “R” movies that we choose ahead of the event.

Parents As Spiritual Guides—Carolyn and I offered this parent class but had to cancel it due to lack of sign-ups. I hope to offer a parent class again in the Fall of 2006.

Moving Up— The class groups have grown so much that we needed to change this yearly event. Instead of including every child who is moving into a new group category next year, we honored children making major transitions into Kindergarten, Middle School and High school in the service. Other children who are changing classrooms next year were welcomed by the new group at closing circle.

Office Assistant Transition— We hired an office assistant late in the year and the help was incredible. I had them work with me on organization, filing and mailings. It opened my time up a lot to do many things I needed to do! Unfortunately, it wasn't a good match and we had to search for a new assistant for the fall. Both Kim and I have truly benefited from this additional help; we are however learning as we go about what kinds of help is most beneficial.

There have been a lot of changes and growth this year. Knowing where we are at in our growth as a congregation, this feels like a natural progression!



Coming of Age youth and other UU youth participate in the Spencer Butte Ropes Course.

Things to work on next year

Space Improvement—The horrible condition of the floors in the basement, and the walls cracking and door frames swelling and shrinking communicate unwanted messages to visitors as well as those of us who work/volunteer in the space weekly. The floors continue to be the most noticeable issue right now. I still hope to improve rooms 2 and 3 with new flooring and to continue to work toward making the restrooms more comfortable, warm and clean. It is my hope that the Facilities Council will be able to take over some of the administration of this goal.

Playground Improvements—The playground is aging. We will keep a close eye on its health over the next few years. I continue to look for ways to create safe play space for younger children.

Community Building—During this Interim Year, the Religious Education Committee is planning on creating more community building opportuni-

ties for kids and their families as well as with all members/friends of our community.

Our Whole Lives—We hope to offer Jr. and Sr. High OWL, train new leaders for all levels as well as in Young Adult OWL when that program becomes available.

Youth to General Assembly—We have again included in the budget this year a scholarship to help send a youth and sponsor to GA next year. With GA being held in Portland in 2007, we hope to get most of the youth group there!

Long term program goals

RE Assistant—The addition of 5 hours dedicated to RE from our new office assistant has been a tremendous help. As our program grows, we will still need to consider further paid support. An R.E. Assistant would bring more experience and emphasis on creating programming for children, youth and their families.

Young Adult Coordinator— Our YA program exploded at the end of the program year with several leaders coming forward to organize the group. The bigger our children and youth program grows, the less time I have to help coordinate with this group. I feel strongly that creating this staff position in the near future will help ensure this group maintains and prospers.

Space Needs: See above goal for next year. Again floors and walls, but also needs such as a small chapel/social hall downstairs would create more breakout space for adults and kids, and allow for small group worship (CUUPS?) and large group children's activities to be offered indoors (worship, presentations/guests, and group games/sleepovers).

Respectfully Submitted,
Candee Cole
Director of Religious Education



Campus Young Adults met at Candee's for cookie decorating in December '05.

Safe Congregation

The Safe Congregation Committee, which responds to situations in which congregants express concern or offer situations in which they feel their physical or emotional safety was reduced, was blissfully not very active this past year.

Only one incident was brought before this group. The specific facts of the resolution are confidential. Those who brought the complaint reported appreciation for the action taken. The individual who was alleged to have made others feel uncomfortable had no malice towards the others and gained understanding as to how one's actions can unintentionally make another feel uncomfortable.

The Safe Congregation Committee (SCC) will for the 2006-2007 church year meet jointly with the Committee on Ministry (COM) as the Interim Task Force on Congregational Ministry and Safety. This joint committee is charged by the Board as follows:

1. Continue to perform the existing functions of the two separate committees.
2. Review the policies and procedures of COM and SCC and similar processes at other UU congregations.
3. Explore options for combining the functions of the COM and SCC, other initiatives aimed at enhancing a positive climate and right relations, and expanding comprehensive congregational ministry.
4. Propose policy revisions and updates as appropriate.

Submitted by Dennis Reynolds



Shared Ministry Group Steering Committee

This was the fourth year that we have conducted a shared ministry program. Seven groups were formed and began meeting in November of 2005. The 10 sessions were held approximately twice a month with groups finishing in April or May. The first two topics covered getting acquainted and creating a group covenant. The next seven focused on the UUA Principles and Purposes. The final session was about saying goodbye, both to the groups themselves and to our minister.

The service projects undertaken by the seven groups covered a broad spectrum including both community and church oriented projects and even one international one. One group did the Sunday morning coffee making for a month while collecting household items for Sponsors Inc., the organization that helps those making the transition back into society from prison. Another group collected clothes both for the "Women in Transition" program at Lane Community College and for use after surgery at Sacred Heart by those whose clothes have been ruined in accidents.

Two groups sponsored special programs at the church. One was a summer service on ethics with a social philosopher from the University of Oregon as guest speaker. The other was a program conducted after a Friday night potluck on "mapping your exit" which provided information on advanced directives and other preparations for dying.

One group helped with a fundraiser for Hosea House Youth Services. This was an opportunity both to help a program which serves the area's youth and also to make contact with the evangelical church which hosts the program. Another group collected arts and crafts material for Caesar Chavez Elementary School. The final group held a special "Cambodian Feed" before a congregational meeting with the proceeds going to Project New Hope, an effort to help girls and young women in Cambodia.

Facilitators for this year's Shared Ministry Groups were Berry Broadbent, Kurt Engelmann, Connie Newman, Gretchen Miller, Martha Osgood, Sylvia Shaw and Martha Snyder. The SMG Steering Committee consisted of Carolyn Colbert, Julia Clark, Sarah Hendrickson, Betty Hosokawa, Gil Osgood and Bonnie Phipps.

Submitted by Gil Osgood



Sister Circles

In August 2005 we held a women's gathering at the church. During that time a sign up sheet was posted for those who were interested in forming a Sister Circle. From that list two Sister Circles were formed. One of these Circles has 8 members and meets weekly at the church. The other has 5 members and meets twice monthly. They, as well as the rest of the Sister Circles, meet off of the church property.

There is a total of 7 Sister Circles. One Sister Circle is over 10 years old, one is over 5 years old, two are between 1 and 5 years old, and the two previously mentioned Circles that are under one year old. Each Sister Circle has between 11 and 5 members and meet at least once a month.

One of the Circles joined the RE Committee to host the Sunday luncheon during the Stewardship Consultant's visit. They also hosted a fundraising luncheon to benefit RE and the church General Fund. A different Circle went on two weekend retreats this year.

There is one name on the waiting list to join a Sister Circle. As soon as 5 names are on the list I will see if they would like to form a new Sister Circle.

Vicky Scheuerell

 **Social Justice**

Our members are delighted with the exciting programs and activities being offered by our newly formed Social Justice groups. We find ourselves in a supportive position urging members and visitors to take part in Food For Lane County packaging Friday nights, the Sustainable Study meetings, "That's My Farmer" supporting local farmers, Truleen DelGado's program on Cambodia, Wetland Eugene Stream Team efforts, Fair Trade Coffee sales, and Patricia Christgau's informative programs and writings on Human Trafficking. We are also delighted in the growing number of members who attend rallies for Peace and Justice at the Federal Building or the Wayne Morse Free Speech Area at the County Administration Building. As the numbers of activities grow we will find changes appearing in our community and at the national level.

Five UUs traveled to the state capitol for "Advocacy Day for Seniors and People with Disabilities." We met with legislators and aides and asked that they give top priority in the state budget to the disabled and seniors, emphasizing that the proposed cuts put their lives at risk. The cuts were halted.

We also traveled the next week with "Stand For Children" to lobby for educational support and no more cuts. It was "Responsible School Funding Lobby Day."

Our third trip to Salem was "Interfaith Action Day" in Salem in March where we lobbied for health care and tax reform.

The Social Justice Committee put on programs "Justice in Cambodia", "Health Impacts of War", film "Who's Counting? Marilyn Waring on Sex, Lies, and Global Economics."

The Social Justice table on Sundays loans books of related topics and has letter writing on a wide range of social issues from ending the unjust war to tax reform and environmental protection.

Our book sales have donated funds to two important issues of campaign finance reform and community "Citizen Police Review Board." It also has paid memberships for the social concerns committee to two UU national committees for social justice. A donation of \$100 paid for two 4th grade classes in a poverty area of Ontario, Oregon to have a trip to the Boise Science Discovery Center. It was a real treat for \$2.50 for each child. Left-over books from the sales were given to the Springfield Library, Creswell's new library, St. Vincent dePaul, and children's books went to First Place and the Aiken, Ontario School. Book sales raise dollars for the church general budget as well as social concerns.

Ruth Duemler

 **Sound Board**

In late 2004, after listening to the feedback frustrations about our church sound system, Ron Burley offered to help do whatever it takes to improve the listening experience for our congregation.

In January, 2005, Ron moved one speaker, tuned the sound board to the room, tested the equipment. Then he and I held a loosely organized training session for the then-current operators of the system.

The quality of the sound was greatly improved, but we still had too few operators to "person" two services each Sunday.

After months of pleading, announcements in the newsletter and in the Sunday order of service, and a final plea with the threat that someday there would be a service with no one to operate the sound system, several people signed up for a training session.

Three people who wanted to do the training but could not attend on the scheduled day trained early (January 7, 2006), using a hurriedly compiled manual. Rachel and Larry Cummings and Rich Bowden were the first. Larry had many good suggestions for improving the manual, which I incorporated in the second version which

was used for the second training on January 13, 2006.

The following new people and previous operators attended the January 13 training:

New: Bob Fletcher (who had participated in setting up the current system several years ago), Jane Ganter, Gretchen Miller, Amy Raven, and Glen Treiber.

Previous operators: d. maria, Elliot McIntire. (Previous operators Jason Dommasch, Michael Mattick, August Sabini and John Wagner did not attend the training.)

Trainer: Ruth Ross

Each training session lasted about two to two-and-a-half hours. The trainees asked many good questions and seemed to appreciate the clarity of the manual. Each participant who volunteered to do sound received a copy of the manual.

Buddy sit-ins were scheduled, and when new people felt ready, they operated the system with an old hand nearby. Having several more people trained and willing to serve has made it easier to provide good-quality sound for Sunday services.

What else:

A protocol for recording has been established for two-service Sundays to avoid missing parts of the spoken word. At the first service, recording begins at the beginning of the service and stops after the sharing/candle lighting time. At the second service, recording begins at sharing/candle lighting time and continues to the end of the service. Modifications are made as needed when there is no candle lighting, or for other arrangements.

Taped copies of the service are available on request. A one-dollar tape replacement donation is requested for this service.

We are in the process of developing a written policy for the use of our equipment for outside groups renting the church space.

Respectfully submitted by
Ruth Ross



Stand for Children Team

Stand for Children is a statewide political advocacy group for children. There is a Stand for Children team at this church. The team has 17 members. Although many of the members are very active in Stand for Children, we have not been having team meetings this year. The team members contact each other mainly through email and phone. This summer we showed the movie "Super Size Me" at the church to highlight the need for more nutritious foods at schools. The School Nutrition Task Force has been meeting at the church. Stand for Children helped in the development and passage of a new "wellness policy" for the local school district (4J) this year.

Vicky Scheuerell



Stewardship Committee

In 2005, the Board brought in a UUA consultant to energize the Stewardship Campaign. Larry Wheeler made progress in helping the congregation work through uncomfortable feelings related to talking about money. His direct approach was challenging for some, but served us well. The Campaign included teams for: Communications; Events; Advanced Gifts; and General Gifts; a team of nearly 60 people, counting all the canvassers. The Stewardship theme was **Making Our Ideals Real.**

The campaign included an advanced kick off event for major donors, held at the Sheldon McMurphy House, included one-on-one individual canvassing of the entire congregation, including friends, and a Church-wide celebration dinner at Lane Community College, followed by an extensive follow up effort. The campaign had an ambitious goal of \$300,000. We were able to reach 90% of our goal, raising more than \$270,000.

For the 2006-2007 campaign, the Stewardship Team took a lower key approach. We again hired a UUA consultant to help energize the team. Cecilia Kingman-Miller helped train 20

canvassers. This year's theme was:
Roots Hold Us Close, Wings Set Us Free.

The major donors were canvassed at an Advanced Gifts Celebration at the Opus-6 art gallery. Then, face-to-face canvass appointments were conducted for approximately one third of our pledging units, and one third were canvassed via mail. A whole Church celebratory brunch was held, again at LCC. \$300,000 was the Stewardship Goal. As of this writing in mid May, \$255,000 in pledges have been received. We are following up with letters to those who have not pledged yet. We are optimistic about reaching our goal because those who have not pledged yet made pledges of \$49,000 in the 05-06 campaign.

Michael Mattick
General Gifts Chair



Current members of the Strategic Planning Committee are:

Linda Anson	Betty Hosokawa
George Carroll	Gretchen Miller
Vern Cedarlund	Patrick Phillips
Patricia Christgau	Bonnie Phipps

The Strategic Planning Committee (SPC) was established as a committee of the congregation in December of 2004 to investigate the current status of the programs and facilities of the church, to explore the potential of various options as we move toward the future, and to generate a five-year plan for achieving our goals. In all of our work, our central principle is that the mission of the church and its programmatic activities should guide our future planning efforts regarding personnel and facilities.

To determine the hopes and desires of the congregation relative to translating our mission into programs, we held 10 separate Dream Catcher Gatherings attended by 105 individuals (not including SPC members, who facilitated the meetings). The data gathered and the feelings expressed in these meetings made it clear that we want to grow, we want more program

options, and that the church has a vital and vibrant role to play in our larger community. Detailed reports and displays as to the results were made available to the congregation and are summarized in the SPC's May 22, 2005 report to the congregation.

Our five-year plan does not yet contain details of future programming. We will do this by interviewing church leadership so that we have consensus as to program direction. At present it appears that there will be increased activity in the next few years in the areas of Social Concerns, Sustainability, and Adult Programs. Until a more detailed level of program planning can take place, the SPC is using the broad list of desired programs from the Dream Catcher data to determine personnel and space needs.

Given the desired increase in programs and continuation of high quality professional staff, we used the Dream Catcher input to create a rough personnel plan (with associated costs noted) for the next 5 years, and we have looked at several options for solving the space issues generated by our current and anticipated growth in membership and programs.

The SPC has eliminated the options of "doing nothing," and of seeding a second church. Our research, reasons, and conclusions are noted in each of the three reports to the congregation presented by the SPC on May 22, 2005, October 16, 2005, and February 26, 2006. All of these reports are still available on the UUCE website and in the church foyer.

We made field trips to both the Salem UU Church and to the Corvallis UU Fellowship to learn their congregational processes and successes and what they would do differently. In the first case a new church was built on property already held, and in the second, the original building was renovated and added to, on property that was sizable enough to accommodate expansion.

We have explored the possibility of using our present site, either by building a brand new church structure or by renovating and adding to the current structure. We have met with some of our neighbors to find out where they stand

in terms of willingness to sell adjacent lots. We have met with an architect to obtain one opinion as to whether it looked possible to use our current site for expansion needed.

We have made inquiries when we hear of property that may be available. We are looking at proposed development sites that might find a church a useful addition as "green space." We continue to look for land or land with a building that might be for sale.

We have researched the history of our church property relative to our deeds, easements and restrictions. We have researched our property relative to slope, runoff, location of sewer and drainage lines, and required parking if we expand on site. We have explored the possibility of renting part of the Safeway lot across the street for additional parking.

We are beginning a needs assessment process for our future, and hope to do much of this ourselves. This is needed whether we stay on site and build here, or buy property elsewhere. We are also aware that before we can move much further ahead, we will need to get some professional advice both with the needs assessment and with a study to determine the feasibility of staying on our current site. We can't yet be sure we have enough property to do what we need. We may also need professional help in finding other sites that might be appropriate. Professional consultations we need in order to get more information about future growth options will require a monetary investment.

In Spring 2006, we drew up a resolution for a congregational vote, which would permit the Board of Trustees, upon recommendation of the SPC, to use monies in the Future Expansion Fund to gather information we need to move forward toward a congregational decision about how to meet our growth needs. This resolution was approved at a Congregational Meeting on May 7, 2006.

Next steps include conducting interviews to fill out our five-year plan with more program details, completing a needs assessment based on growth in programs, staff, and membership, a study to determine the feasibility of using our current site,

locating suitable properties available to purchase, presentation of viable options to the Congregation, formation of a Building Committee to work with architects once the Congregation determines a future direction, and an annual updating of the rolling five-year plan. We remain committed to being open-minded in our exploration of possibilities, and to open communication with the Congregation as to our activities and fiduciary recommendations to the Board.

Respectfully submitted,

Bonnie Phipps

Member 2004-06, Strategic Planning Committee



Unitarilist Fun Organization (UFO)

The UFOs (Unitarilist Fun Organization) was formed in 2002 as an intergenerational group dedicated to building community within our church through service, socializing, and physical activity. Since that time there have been numerous Circle Suppers, which allowed a lot of people to get to know one another on a more personal level. An Academy Awards party hosted by UFO members was very popular this year. Drawing on our kitchen skills, our group members volunteered to run the kitchen for the 2005 Halloween Party.

Our group has been volunteering once a month at Food for Lane County (FFLC) since December of 2002. This is a "come if you can" activity that allows participants to drop in when time allows without having to make a permanent commitment. We have literally diverted tons of food from the landfill. The food is repackaged and distributed to the hungry all over Lane County. Our group also passed out flyers at church to advertise the 2005 "Cans Food Festival" at Regal Cinema, a benefit that collects food for the FFLC pantry.

Hikes are offered periodically through the UFO Group. Hikes of varying length and intensity are offered so that everyone can participate. We have also led snow shoeing trips for the past several winters. A hike and boating trip at Clear Lake was the highlight in 2005.

UFO group members helped make the "Food for Thought" UU Cookbook a big success by contributing recipes, donating dishes for the Cookbook potluck, and helping with sales. So far, sales have contributed about \$2000 to the church General Fund.

There are now 125 people who have requested to be on the UFO Group e-mail list. Not all of these people have actually gone to events, but we do have a pretty good cross section of adults participating. Our biggest challenge is having enough volunteers to regularly staff the UFO table between services. We want to be there to greet new people and give them a way to get involved in the church.

In terms of future plans, we will continue to organize Circle Suppers, hikes, and volunteer at Food for Lane County.

Diane Wooldridge

Webmaster's Annual Report

The UUCE website's purpose is two-fold. We are a resource for members (minutes, contact information, calendar, bylaws, policies, forms). And we are a resource for potential members and visitors (sermon topics, activities for all ages, RE information, Our Town, who are the UUs).

1. UUCE Website

The implementation of a domain name has been a success. It is easy to remember, has a rhythm to it, and makes sense: uueugene.org

We have also moved to a new host, UUism.net, with great success. Jim Hermann, the owner, is an Illinois UU himself and hosts quite a few UU church sites and listservs. He is scrupulous in keeping his networks running well, is responsive, and professional. When something does go down, he keeps his clients informed and resolves the issues quickly. I am completely satisfied with this web hosting company (especially when compared to some of our past experience).

The website has over 120 pages, which can be difficult to keep up to date. The sitemap helps folks find their pages, and notices from the webmaster nudge committee and group leaders to update their pages in a timely manner.

2. Church Email Lists (listservs)

There are more listservs in use at the church now.

UUCE-News is the announcements-only listserv, with 450 subscribers, members and friends. The webmaster writes the "UUupdate" a kind of weekly reminder of the current ten-day calendar for the subscribers. Subscriptions are automatic for church members, though they can opt out if they wish. There is no discussion on this list. There is also a Plain-Text version (without HTML colors, bold, italics, underlining, indenting).

UUCE-Share is run by Monica Frank with about 90 subscribers. Think "candlelighting." A warm, gentle list which shares sorrows, joys, poignant moments, gratitude, sympathy, laughter.

UUCE-Chat is an active, friendly discussion listserv with about 55 subscribers. Think "coffee hour" with banter, politics, advice, free kittens, merits/demerits of tapioca, welcoming posts to newcomers, bad jokes, and more politics and banter.

There are also the following more targeted listservs:

- UUCEBoard (Board members)
- BIZ-UUCE (lay leaders)
- Council-UUCE (lay leaders)
- RE-Families (RE announcements)
- RE-Connect (RE family connections)
- CUUPs (Covenant of UU Pagans)
- Interweave Chapter (committee discussions)
- Green Sanctuary (committee discussions)
- Young Adults Announcements
- Yammer (Young Adults discussion)
- UU Youth (High School youth and parents)
- Plus smaller committee lists (SMGs, SPC, Search, Planned Giving, etc)

3. UUCE UUpDate

This is the weekly reminder of the UUCE calendar for the next 10 days. It is sent out each Wednesday evening to close to 550 members and friends. The draft is sent to the BIZ list on Mondays so committee and group heads may make revisions. The origin of each emailed UUpDate is on the website and can be previewed at <http://www.ueugene.org/UUpDate.html> .

4. Future plans

As our webmaster since 1998, Martha Osgood is always looking for better ways to make the website more useful to members, to prospective members, and to the general public. She visits other church websites for ideas; she is a member of various UUA sponsored listservs on topics of interest to the local church—ordinary UU lay leaders in churches around the country discuss their problems, solutions, and successes on those topic-driven lists.

There is a HOW TO page on the website that talks about how the UUpDate is done, and it mentions other issues such as how we have coped with the problem of the U of O blocking an upstream ISP and thus (inconsistently) blocking most email from any ueugene.org domain (which includes the listservs) that is sent to “uoregon” addresses. Monica Frank is Vice listmanager for all listservs, and primary on Share. She also has a hardcopy page of basic information (how to reach Uuism.net, whom to pay annually for our domain name, passwords to all of this plus all the listservs...) that a person who knows how to do websites and listservs will understand.

Currently we are considering more photos, simplifying the pages we do have, and looking into how to train more backup people for the list and website management.

Submitted by Martha Osgood
volunteer webmaster since 1998



Women's Alliance

The Women's Alliance has fourteen members enrolled with the Unitarian Universalist Women's Federation and another ten or twelve who regularly attend the gatherings. The Alliance meets, in the spirit of friendship and with a potluck lunch, at noon on the second Friday of each month. The group offers friendship, support, good discussions, and outstanding food to all women of the church. As an archival note, our Women's Alliance is, officially, the oldest Unitarian presence in Eugene and Lane County, having been affiliated with the Unitarian Women's Alliance almost a year before the church became allied with the same national presence.

Kathy Dillon