



Unitarian Universalist Church in Eugene

1685 West 13th Avenue, Eugene Oregon 97402

Empowered by love, we transform ourselves and serve our world.

Greetings, Fellow Congregants,

It's election time at UUCE, and we are pleased to announce that a multi-platform annual meeting will occur on Sunday, June 19.

One of the lessons of the last two years is that voting electronically means that many more people will vote on matters of importance to the church. Therefore, we will send electronic ballots to all voting members who have provided email contacts to the church. Paper ballots will still be sent to those who receive the Weekly Connections newsletter by mail.

For those who wish to attend the meeting in person, you may vote at the meeting if you choose not to vote electronically. Advance voting must be completed by noon on Thursday, June 16, to allow us time to compare voting lists and ensure that double voting does not occur.

Following the Candidate Forum and Budget Hearings that happened on May 29 and 31, we are providing information about proposed bylaw amendments and the candidates for the Board of Trustees and the Leadership Development Committee. The Board Treasurer has also posted the proposed budget on the church website.

Here is an overview of the matters up for vote:

The **bylaw amendments** are offered to assure a level of democratic accountability to our elections that is common in churches and membership organizations. Many churches, including ours, allow nominations from the floor during the annual meeting. However, with electronic voting, many ballots have already been cast by the time of the annual meeting, and such a nomination is unlikely to succeed. One amendment sets a deadline for the Leadership Development to notify the Board of the candidates it has nominated, and a deadline for others who wish to stand for election. The other amendment ties the quorum to ballots cast, since multiplatform meetings raise a question as to who is actually "present" at a meeting.

Biographies and photos of the **candidates for the Board of Trustees and Leadership Development Committee** are a part of this message. When you receive the ballot, you will be asked to vote for each individual rather than for a slate of candidates.

Finally, you will be asked to vote on the **budget proposal**. It will be published to the website Sunday June 5, with paper copies available to pick up after the Sunday service. Please join us for the annual meeting on June 19! You'll receive a ballot with more information about the meeting in the next several days.

Sincerely,

Barbara Kellogg, Steve Kuzma, Judy Shaw, Jennifer Tucker and Michele Wyckoff
UUCE Leadership Development Committee

Proposed Bylaw Changes:

1. Replace "Nominating Committee" with "**Leadership Development Committee**" in Sections 080.1, 080.2, 080.3, 080.6, and 110.5.

2. Replace:

~~070.5 Twenty percent of the membership shall constitute a quorum except for calling or dismissing a minister or buying or selling property. In those cases a quorum shall consist of forty percent of the membership.~~

With:

070.5 A quorum is met when ballots have been received from or votes have been cast by twenty percent of the church membership eligible to vote, except that for calling or dismissing a minister or buying or selling property, a quorum is met when ballots have been received from or votes have been cast by forty percent of the membership eligible to vote.

3. Revise 080.2 to read:

The **Leadership Development Committee** shall report the names of the nominees to the Board at its meeting the month before the Annual Meeting and shall publish the names in the newsletter at least ~~14~~ **30 days** in advance of the Annual Meeting. **Additional nominations (with the prior consent of the nominee) and self-nominations may be made at least 21 days in advance of the Annual Meeting. Ballots shall be published at least 14 days prior to the Annual Meeting and shall include a space for write- in candidates.** ~~Additional nominations may be made from the floor at the Annual meeting provided the nominee has given prior consent.~~ No person may serve in the same position on the Board of Trustees for more than two consecutive terms. No person may serve in any combination of positions on the Board of Trustees for more than six consecutive years.

Candidates for Trustee and Officer seats on the Board of Trustees

In our system of governance, candidates for the Board of Trustees run for two-year terms. Candidates run separately for Officer positions (President, Vice-President, Secretary and Treasurer) which are also two-year terms. The two terms can be served concurrently but sometimes are not, so that a candidate may stand for a trustee seat one year and an officer seat the next, repeating until they have exhausted their time-limited tenure on the board.

Jones Hollister – Running as Trustee

Jones David Hollister (they or he) has been a UU since joining a local youth group as a teen. Jones has held a variety of UU leadership roles along the west coast including in the Seattle area as a youth and young adult and then in the San Francisco Bay Area where they lived until moving to Eugene and joining UUCE in 2013. At UUCE Jones co-chaired the Accessibility Task Force and chaired the Ministerial Search Team. Strongly committed to following our values in how we are in the world, Jones would bring a commitment to connection and collaboration to the board as well as an open mind and a love of our faith community. Jones is a former teacher and currently works at South Lane Mental Health. An enthusiastic and somewhat chaotic gardener, Jones enjoys home time doing puzzles and building Legos with spouse Eric and cat Tim and time with beloved chosen family.



Ryan Doppelmayr – Running as Trustee and Vice President

(currently serving as Trustee, running for both Trustee and Vice-President)

I have been a member of UUCE for the last 19 years, and for the last 4 I have had the privilege of serving as a member at large on the board. Over the years I have also served as an RE teacher, a youth advisor, and I'm a member of the Challenging Racism group. I found my way to UUCE as a college student at the U of O and I've been around ever since.

I've been a Peace Corps volunteer, a substitute teacher, a daycare provider, and a homeschool mom. These days I spend most of my time outside of church chasing around my three kids: Griffin, Phoenix, and Kirin.

The last few years have been both challenging and exciting for UUCE as a whole and as a Board member. We've responded to the Gadfly Papers, adopted the 8th principle, faced the challenges of COVID, said goodbye to Rev Lo, and welcomed Rev Jen. I would like to continue to serve because it is important to me to help build a caring, justice-centered community my kids are a part of. I am excited to see UUCE grow, be a good neighbor, expand our welcome, and continue to do the right things.

This church is my spiritual home, the members are my community, and it is a privilege to serve on your Board of Trustees.



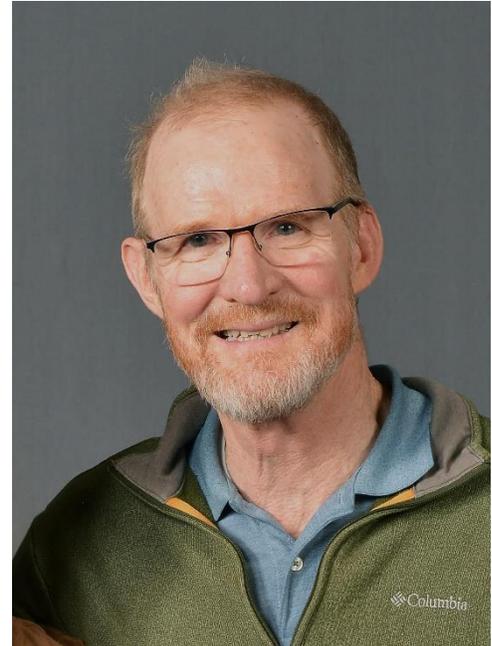
Scott Robinson

After having spent most of my life in mainline Protestant churches (Methodist, Presbyterian, and Episcopal) I found Unitarian Universalism in 1999 at the First Unitarian Church of Salt Lake in Salt Lake City, Utah. Cindy and I both joined the church in the summer of 1999 and were later married at the First Unitarian Church in November of 1999. After moving to the Sedona, Arizona area in 2005, we joined the Sedona UU Fellowship in 2006. I served on the Ministerial Search Committee in 2010. I became a Board member in 2011 and then Board President in 2014. Upon our move to Creswell, I resigned my position as Board President in 2018. Cindy and I joined UUCE in December of 2018. I am active in the Tuesday night Men's group and I have served on the Safety Committee for about a year and 1/2. Thank you for your time and consideration.



Steve Kuzma

I became a member of the UU Congregation of Ann Arbor, MI in 1999, where I was active with the Small Group Ministries program, and served as a facilitator, trainer and co-director. I retired after owning a commercial photography business for 35 years. In April 2017 I moved to Eugene to be closer to my children and grandchildren. Upon joining UUCE, I've been active with Building and Grounds, Faith Forward, Choir, SGM, Challenging Racism, and the Leadership Development Committee.



Susan Oldland

(currently serving as Treasurer)

My introduction to UUism began one Sunday soon after 9-11, when I was drawn to attend a service at the Unitarian Universalist Society of Sacramento. The minister was delivering a courageous and insightful sermon on current events, the impending war, and how to weather the storm. I was home. I volunteered many hours with the UUSS over the next six years, co-organizing



progressive speaking events, sustainability classes and potlucks, playing music for Sunday services, and serving on the Religious Services Committee

When we moved to Eugene my husband and I attended some services at the south hills location and signed the book in 2009, but our location and lack of reliable transportation became too much of an obstacle to attend regularly. In 2017, our situation improved, allowing us to become regulars again. I cannot adequately express my gratitude for the community that UUCE provides for my husband and me. In return, I volunteer my time and support to UUCE by serving as an SGM facilitator, a member of the Financial Oversight and Review Committee, and before COVID-19, helping with the Produce Plus and Community Court

projects, church-wide fundraising events, and the Interfaith Night Shelter. My prior board experience includes serving on the board of Sacramento Area Peace Action and providing administrative support to the full board and several board committees of Lane Transit District. My professional and educational background has been in environmental sciences and this year I earned a certificate from the accounting program at LCC.

I live on an acre near Junction City with my wonderful husband, nearly forty chickens, and three parrots. This year we're working to cover our property in pollinator-friendly plants, expand our medicinal herb garden, and raise enough produce to support ourselves, donate and share.

Candidates for Leadership Development Committee

Janell Heidenreich

I've been a UU since I was 19. The first time I attended All Souls in Indianapolis I knew I had found my spiritual home. Again, when I passed through the doors of this church, I knew I was where I belonged. Through Unitarian Universalism I have a place where my spiritual growth and curiosity are fostered. I have avenues for work toward social justice. I am part of a community.

My husband, Paolo, and I moved to Eugene about 20 years ago. I'm retired from public education, enjoy a large vegetable garden and provide a home to 4 abandoned animals.

Working toward social justice, I have been part of the Coffee Cart team and I have been part of the effort to support First Families from the time when they all slept in our church to now when I contribute hot dishes and other food items for them. I have volunteered with our Conestoga group. I have also been a part of Challenging Racism through a book group and displaying our first Black Lives Matter banner. As a part of the community which supports and furthers the existence and growth of UUCE I have served with both the Generosity Network and the Board. I cohosted a Murder Mystery, a Harry Potter dinner table as well as two Tuscan food events. I have participated in and facilitated Small Group Connection Circles. I have been an active part of our Holiday Bazaar, our annual Booksale and I enjoy the Solstice celebration in December.

I am grateful for the work I have been able to share within UUCE. I look forward to our future growth.



Vicky Scheuerell

I am a lifelong Unitarian who grew up in the UU Church in Palo Alto California and have been a member of UUCE for 23 years. I have been on many committees and affinity groups over the years. I was chair of the Sister Circles for a while, a member of the Coordinating Council, worked as an usher, helped count the offering, worked on various fundraisers and fun-raisers, but mostly I have been part of the of the Religious Education program. I started as a volunteer teacher, a childcare provider, and then a member of the RE Committee. I was the chair of the RE Committee for six years, resigning that position 4 years ago. Currently I am involved in the Springfield and Beyond affinity group, and took part in the Beloved Conversations program. Service to the church has always been important to me. I have been approached at various times to take a leadership role at the church and I always declined stating I would do that when I retire. Next month I retire from my job as a special education teacher. Now is the time for me to step up to that leadership role.



Unitarian Universalist Church in Eugene 2022-2023 Proposed Budget

Ordinary Income/Expense	2022-23	Notes
Income		
4010 · Pledges - General Fund	\$450,000	Down from \$470,000 - Total expected less 5% contingency
4020 · Offering		
4040 · Fundraising	\$20,000	Down from \$75,000
Total 4040.11 · Coffee Net	\$750	
4040.20 · Electronic Scrip	\$350	
4040.30 · Book Sale	\$1,500	
4040.90 · Miscellaneous Fundraising	\$4,000	
Total 4040 · Fundraising	\$26,600	
4050 · Gifts		
4050.12 · General Gifts	\$60,000	
Total 4050 · Gifts	\$60,000	
4100 · Rental Income		
4108 · Business Related Income	\$55,000	
Total 4100 · Rental Income	\$55,000	
4150 · Other Income		
4151 · Miscellaneous income	\$1,000	
4155 · Interest/ Dividend Income	\$100	
4150 · Other Income - Other	\$100	
Total 4150 · Other Income	\$1,200	
Total Income	\$592,800	
Expense		
5100 · PERSONNEL		
Total 5100 · PERSONNEL	\$489,104	Staff salaries/benefits at UUA guideline levels
5300 · ADMINISTRATION		
5312 · Administrative/Payroll Expense	\$2,000	
5330 · Advertising/Publications	\$1,000	
5394 · Bank charges/ACH charges	\$3,000	
5345 · Computer Systems	\$3,000	
5336 · Copier	\$3,500	
5311 · Office Supplies	\$1,300	
5320 · Postage	\$375	
5335 · Telephone/Internet	\$6,850	
5756 · Website/Web team	\$450	
5300 · ADMINISTRATION - Other		
Total 5300 · ADMINISTRATION	\$21,475	
5400 · FACILITIES		
5410 · Building Insurance	\$5,450	Assuming 5% annual increase
5454 · Custodian/Kitchen Supplies	\$3,500	Increased due to re-opening
5460 · EWEB Utility	\$21,000	Rise in energy costs
5461 · Garbage Service	\$1,900	
5450 · Maintenance & Repairs	\$10,900	Per budget submitted by BAG
5341 · Mortgage Expense	\$48,938	Anticipating reduction in mortgage payment
xxxx · Tech Equipment/Support	\$3,500	New category - tech for hybrid church
5789 · NW Natural Gas	\$1,800	Rise in energy costs
Total 5400 · FACILITIES	\$96,988	
5500 · Congregational Dues		
5510 · Denominational Contribution	-	Will pay dues if adequate funds received (down \$32,250)
5511 · UUA Annual Program Fund		
5600 · MINISTRY OF TRANSFORMATION AND ACTION		
Worship		
5631 · Guest Speakers	\$1,050	
5640 · Music	\$5,000	
5630 · Worship Associates/Supplies	\$500	
Faith Formation		
5610 · Faith Formation Children's Prog	\$3,750	
5620 · Youth Programs	\$1,450	

Unitarian Universalist Church in Eugene 2022-2023 Proposed Budget

Ordinary Income/Expense	2022-23	Notes
xxxx - Young Adults	\$300	
5660 · Adult Faith Formation	\$2,000	
5710 · Small Group Ministry Programs	\$200	
Justice		
5705 · Justice Network		
Conestoga Wagon Circle (Homeless network)	\$300	
Health Care for All	\$100	
5808 · Quilting for a Cause	\$500	
Refugee Sanctuary	\$200	
Earth Action	\$300	
5711 · Earth Equity Eugene		
Food Justice	\$300	
Total 5600 · MINISTRY OF TRANSFORMATION AND ACTION	\$15,950	
5700 · MINISTRY OF SUSTAINABILITY		
xxxx Safety Committee	\$900	
5878 · Annual Stewardship Drive (Generosity Network)	\$5,500	
5788 · Security	\$800	
Total 5700 · MINISTRY OF SUSTAINABILITY	\$7,200	
5800 · MINISTRY OF CONNECTION AND ENGAGEMENT		
5812 · Sunday Coffee	\$3,000	Increased for re-opening
5708 · Kindness Committee	\$200	
5803 · Membership	\$600	
xxxx - Library	\$25	
Total 5800 · MINISTRY OF CONNECTION AND ENGAGEMENT	\$3,825	
5950 · BOARD & LEADERSHIP		
5890 · Board Development	\$1,000	
5891 · Board Discretionary Fund	\$200	
5892 · Leadership Development	\$350	
5897 · Minister Installation	\$500	
5845 · Staff Development	\$2,000	
Total 5950 · BOARD & LEADERSHIP	\$4,050	
5960 · ONE-TIME EXPENSES		
Moving Expenses	\$2,500	
5904 · Member Ordination Ceremony	\$3,000	
5905 · Miscellaneous		
Total 5960 · ONE-TIME EXPENSES	\$5,500	
5970 · CONTIGENCIES AND RESERVES		
5420 · Repair Reserve Expense	\$5,000	
Total 5970 · CONTIGENCIES AND RESERVES	\$5,000	
Total Expense	\$649,092	
Income less Expenses	-\$56,292	Expected Gap (current reserves will likely cover this)