

2021 - 2022

The Unitarian Universalist Church in Eugene

Annual Report



Empowered by Love, We Transform Ourselves, and Serve Our World

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COMING OF AGE YOUTH **Error! Bookmark not defined.**

Staff Reports

Minister's Report

From Rev. Jen Youngsun Ryu

Like last year, this church year was dominated by the impact of a global pandemic and staff transitions. After spending the first part of the year isolated and distanced, we opened the doors for in-person worship, held a large indoor/outdoor Involvement Fair (organized by the Ministry Council), and invited everyone to an all-church picnic at Alton Baker Park. Those events helped to make us feel like we were a community again.

When I arrived last August as your first called minister in over a decade, I set the following priorities for myself and our shared ministry:

1. STABILIZE STAFF AND BACK-OFFICE OPERATIONS

- a. There had not been a business administrator for 4-5 years, and the director of faith formation had been gone for 8 months. The music director quit before I arrived, and the office was not in the best shape after being closed for two years.
- b. This year, we hired the right people and built a staff team that is one of the best I've worked with! Here are the staff changes we made this year:
 - i. Hired Jennifer Williams as Business Administrator
 - ii. Promoted Izzy Crecca to Congregational Administrator
 - iii. Hired Sara Sautter as Interim Director for Faith Formation for Children & Youth
 - iv. Hired Bob Fraley as the Acting Choir Director
 - v. Hired Joe Rondeau as Director of Music
 - vi. Hired Ryan Doppelmayer as Director of Faith Formation
 - vii. Hired Tina DeYoe as the 2022-2023 Ministerial Intern. Due to her current job, she will start in October.



Rev. Jen at the March for Our Lives Protest with Dennis and Suzanne Reynolds.

- viii. Adjusted salaries so they are in line with our values of equity and fairness in treatment of employees
- ix. While not paid staff, Rev. Dennis Reynolds was named UUCE's Affiliated Community Minister.
- x. Jennifer Dondero, bookkeeper, resigned to move back East with her family.

2. ENSURE COVID SAFETY

- a. The Board of Trustees assigned decision-making to a small task force to evaluate risks and set guidelines for in-person activities. We had scheduled a return to in-person worship in January, but that was delayed until February 20, 2022.
- b. Infection levels remain high in the summer of 2022, and masking is required for large gatherings like Sunday worship. Zoom technology has allowed about half of the congregation to participate online.

3. CREATE A COLLABORATIVE TEAM FOR WORSHIP

- a. Worked with current and new Worship Associates to strengthen collaboration.
- b. Purchased equipment to ensure a multiplatform experience for nearly every program.



Rev. Jen lights the chalice in the Sanctuary with Silas Wagner while Joanna Alexander reads the chalice lighting words. Board President Daniel Blades and Interim Director of Faith Formation, Sara Sautter, wait for their upcoming parts in the service.

- c. Encouraged an earth-centered, Pagan circle to form at UUCE.
- d. This year's Soul Matters overarching question was, "Given the times we are living in, what kinds of spiritual practices can help us?" Each month, we explored a different practice:
 - i. Embracing Possibility
 - ii. Cultivating Relationship
 - iii. Holding History
 - iv. Opening to Joy
 - v. Living with Intention
 - vi. Widening the Circle
 - vii. Renewing Faith
 - viii. Awakening
 - ix. Nurturing Beauty
 - x. Celebrating Blessings



Outdoor Spiral Walk for Winter Solstice 2021

4. ATTEND TO PASTORAL CARE WITH A TRAUMA-INFORMED PERSPECTIVE

- a. Established an initial team to create a process for a future Committee on Right Relations. Members of this team include: Phyllis O'Neill, William Wise, Jolene Siemsen, Kim Nies, Eileen Watters.
- b. The Lay Pastoral Associates were commissioned in May: Emmet Band, Daniel Blades, Molly mae Culligan, Sally DeCou, Carolyn Moss, Lesley Rex, Susan Verner.
- c. Opened a monthly Grief Circle for the acknowledgement of all kinds of grief.
- d. Created an online Pastoral Care portal for easy access to care.

5. ACTIVATE OUR COMMITMENT TO THE 8TH PRINCIPLE

- a. Made all restrooms accessible and inclusive to all people by removing "Men & Women" designations.
- b. UUCE members participated in Beloved Conversations.
- c. Weekly staff meetings include a reflection about holding marginalized perspectives.
- d. Children/youth programs had a strong antiracism element which culminated in a wonderful worship service featuring the youth.

- e. The Accessibility Task Force held several webinars, including one on Invisible Disabilities attended by over 40 people.
- f. Mindful of our relationships with communities of color and indigenous communities, as we utilized their resources, we made donations to BLUU, DRUUMM, and the Native American Student Assistance Fund at Lane CC.



Sending Love, Hearts on the Fence was an outdoor activity following a Sunday Service in February of 2022. Members wrote love notes to themselves, our community, our planet, and our church and tied them to the fence.

- g. An indigenous concerns circle has formed. They wrote the new UUCE Land Acknowledgement and will continue to help us live into that statement.
6. BECOME AN ESSENTIAL PART OF OUR NEIGHBORHOOD
- a. Rev. Jen participated in a year-long Leadership Eugene/Springfield program sponsored by the local chambers of commerce, making important connections with local leaders.
 - b. Rev. Jen joined the Interfaith Clergy United group, making connections with local clergy.
 - c. UUCE is a community partner for the Jefferson-West project to turn the former naval armory site into affordable housing.
7. STRENGTHEN PROGRAM FOR CHILDREN & YOUTH
- a. Conducted a nation-wide search for a Director and hired a 1-year Interim.
 - b. Four UUCE youth completed their Coming of Age program.
8. ENCOURAGE AN INVITATIONAL CULTURE
- a. The Membership team collaborated with the Office Staff to ensure a process that welcomes people from their first day until well after they have joined (if they choose).



The All-Church Community Picnic at Alton Baker Park, in May of 2022, was a blast. Members and Friends found a space in which to have fun together and reconnect with familiar faces, while enjoying the fresh air.

- b. A small group worked together to write a new Congregational Covenant. We were hoping that it would be finished by the Annual Meeting, but we need a little more time.

Looking forward to the next church year, I'm most excited about a congregation-wide conversation about who we want to be as neighbors here at 13th & Chambers.

I'm also excited about finding ways to do our work that is not rooted in white supremacy culture but more aligned with our values of collaboration, shared ministry, and shared leadership.

We also have opportunities for growth within our congregation, particularly in the way we treat each other. As groups and activities returned to the church building, we knew that conflict would arise. We also knew that after almost 3 years of pandemic closures, we would be out of practice in sharing space and sharing the work of caring for our building.

People missed seeing old friends, and it is understandable why we gravitated toward those we already know. But this has left many visitors and new members feeling left out. We have some ideas to counter that, and the Membership team is hard at work on them.



Rev. Jen and Member Lizzy Utterback attach their paper hearts to the fence

I still feel new here, and I have not learned your names as quickly as I had hoped. Between the masks and glasses and hats and my poor brain, this has been my biggest challenge. Thank you for being patient and for your generosity of spirit. Thank you for showing up to events and social actions and classes and rituals. Thank you for showing up for one another with acts of kindness. Thank you for knowing how vital this community is for so many people.

Love,

Rev. Jen

Minister of Pastoral Care and Adult Faith Formation's Report

From Jennifer Hackett, mDiv

Adult Faith Formation

Our year began with 80 congregants and staff participating in a nationwide Adult Faith Formation, dismantling white supremacy class entitled Beloved Conversations out of one of our UU Seminaries, Meadville Lombard. With this collective knowledge acquisition, we continue to live and live better into the 8th principle that we adopted last year.

I began the Church year surveying the congregation with what they thought they needed from Adult Faith Formation, (formerly known as Adult Religious Education) as well as what they thought the Church *as a whole* needed from Adult Faith Formation. Nearly 50 congregants gave me guidance with which to shape the year. With that guidance, in collaboration with other staff and lay leaders of the congregation, I put together a Thursday night series! This allowed for different important, timely topics to meet the Church where its current needs lie.

We kicked off the fall with Rev. Jen teaching about Worship Arts, (Homiletic and Liturgical) which served as a great recruitment tool for Worship Associates, as well as introducing congregants to the "how to" of UU



Jennifer Hackett and her family pictured while road tripping to Eugene over the summer of 2021 outside of the Idaho Potato Museum.

worship. In October and November, with help from Technical Communications Coordinator, Kat Johnson, we put forward a tech series,

teaching the basics of Zoom and google docs, and then an advanced Zoom class for those in leadership/zoom hosting positions. This allowed us to live more fully into our commitment to provide

spiritual care, education and community in accessible ways for more people than ever before. In January, Rev. Jen and I hosted a right relationship and covenant building series, including a guest speaker from UUA leadership. This work yielded a rough draft of the new church-wide covenant, currently in process prior to adoption. February and March brought the much anticipated, much requested, and highly attended *Bringing our UU Values to Our End-of-Life Choices* series with congregants Suzanne Reynolds and Jean DeVenney. Because this was such a universal topic, I worked with congregant Marilyn Milne, PR professional, to boost the awareness of the class in the community, which in turn created awareness about our great Church to the community at large. In April and May, I worked with the Leadership Development Committee (LDC) to host *Harvest the Power*, the current leadership building training. Additionally, I worked with LDC and Rev. Jen to bring UUCE into the fold of churches piloting the year-long Faith Forward curriculum leadership program next year. The final Thursday night event of the year will take place on June 16, with Rev. Dennis Reynolds and myself officiating an embodiment ritual/book discussion of *Braiding Sweetgrass*.

In addition to the Thursday night series, we hosted four other ongoing series this year. The first was "Novel Insights" in which we read one novel about race per month and answered the following questions each time:

- *What can we learn about racism from this novel?*
- *What can we learn about Church & Religion from this novel?*
- *What can we learn about racism in Church & Religion from this novel?*



Coffee, Tea, and Thee – a weekly gathering. Pictured, left to right. Top: Poppy Lochridge, Jennifer Hackett, and Ann Fuller. Middle: Katie Clay, Barbara Orsi, and Carolyn Moss. Bottom: Ruth Anne Fraley and Barb Prentice

The second series was a collaboration with our Interim Director of Faith Formation for Children and Youth, to offer a UU parenting class utilizing the book "Tending the Flame: The Art of UU Parenting" by Michelle Richards. I participated as a UU parent in this class! The third was a continuation of last year's "Whimsy Hour" with myself and Izzy Crecca - an hour dedicated to simply having fun together by playing games, which this year included a "whodunit" murder mystery event! The fourth was a 2-book series hosted by Rev. Jen entitled "The Parable of the Sower" and Octavia author Butler's subsequent book, "Parable of the Talents" which provided congregants a vehicle to discuss the struggles of our time.

In addition to these series, Adult Faith Formation partnered with the Accessibility Task Force to co-sponsor a national speaker on Invisible Disabilities.

They had a total number of 947 (unique attendees and repeat visitors combined) attending our Adult Faith Formation events this year. In a number of classes and groups, Jennifer has worked with the lay leaders to plan ahead to "fill the gap" until Tina DeYoe, new ministerial intern arrives.

Pastoral Care

Using Breeze, Ministerial staff created locked private pastoral care notes to ensure system wide synchronized processes that were also confidential. Rev. Jen and I worked to distribute the pastoral care needs between ourselves as she got to know the congregation, and made referrals to the LPA's when appropriate. Together with Tech Coordinator Kat Johnson and Congregational Administrator Izzy Crecca, we worked to bolster the Pastoral Care Portal <https://uueugene.org/pastoral-care/> and I'm pleased to report that people are utilizing it to help meet their pastoral care needs.

Together with Rev. Jen, we reinvigorated the Lay Pastoral Associates (LPA) program by creating a structure for and holding monthly training meetings, updating the manual, creating an installation service for the LPA's to both honor their work and ensure that the congregation knows about them. LPA's have been calling congregants each month who don't appear to be in a Church group to see if they would like to become involved in one, and how they are generally. In this way, congregants are receiving a care call (vs. just ask calls) as well as hopefully becoming engaged in a meaningful way in their community that will also allow them to have other congregants watching over them. Working with Izzy Crecca, we created a webpage for

people to better understand each of the LPA specialties and how to reach out to them directly.

Community Care – Kindness Team, Small Groups, Welcoming

The Kindness Team got a facelift (or something more holistic and body positive than that that means the same thing)! The old list of kindnesses that the team undertook had led to burnout, as well as a misalignment with what UUCE's insurance policy covered. The Kindness Team now has over 20 members who find joy in sending cards, making calls, and bringing after baby/after surgery meals over as needed/requested for our community.

I served as the ministerial liaison for the Small Group Connection Circles again this year, which included attending monthly meetings with the facilitators and steering committee. Together with Rev. Jen, we encouraged the team to consider a solution to newcomers arriving mid-year without a place in this flagship program.

Our Business Administrator, who had been working for years on a Community Resource list, has updated and shared this list, which enables us to clearly delineate the line between where UUCE can support our own community, and where to send them for appropriate services elsewhere. I researched elder care options for the community, which will continue to become more important as our baby boomer population continues to advance in years. This included researching how much it would cost to have a Sunday morning onsite trained medical assist person in the restroom and for car transfers & wheelchair lifting in the future (this is already a need for at least one congregant to be onsite for worship services).

Young Adults

This year we rekindled our relationship with the university and joined the UORDA (University of Oregon Religious Directors Association). Membership in this consortium allows us access to the University students, as well as start of year tabling events and the like. We worked to engage our recently bridged youth in the group, including sponsoring card



Young Adults Coordinator Emily Ciscell staffs the Young Adult table at the Involvement Fair. Also pictured, Connie Newman and Jones Hollister

bouquets for them in November after they'd been away from their Church community for a few months. A lay co-leader has been identified, (Emily Ciscell) and she has consistently worked to co-plan and co-facilitate the group each month. As the ministerial intern has traditionally led this group, having a lay-co leader who stays will help form consistency in leadership, such that each intern will not be starting from scratch - rather, adding their skill to a solid base. Emily and Rev. Jen will continue to co-lead across the summer until the new ministerial intern arrives in October. The group has met online, once a month all year, and will begin to meet multi-platform from the chapel starting in July. On June 18, the Young Adults will have an outdoor, in person retreat with activities bolstering spiritual practices, community building and fun!

Challenging Racism

I served as the Challenging Racism staff liaison, working with our congregants to ensure that our ideas have a place to turn into reality surrounding dismantling white supremacy culture. This group began under Adult Faith Formation many years ago.

Faith Forward

UUCE was an early adopter of the Faith Forward Curriculum series out of Dallas. For most of the years we have owned this curriculum, we have only utilized the Inquirers class, which is a 9-week introduction to how UUCE operates as a UU church. This year, lay leader, Linda Krenicky and Minister of Pastoral Care and Adult Faith Formation, Jennifer Hackett, have hosted classes nearly every Monday evening of the year, rotating through the



A Screenshot of a UUCE Faith Forward Class on Zoom. Present for this class are: Ruth Duemler, Jennifer Hackett, Linda Krenicky, Jennifer Tucker, Peggy Bondurant, GariRae Gray, Avnas Marsh, Susannah Meininger, Barbara Orsi, Steve and Sylvia Young, Kris Topaz (with camera off), Sandie Gold and Jim Bronson.

series Roots, UU Elevator Speech, UU History, Inquirers, Beyond Inquirers, and Spiritual Practices. In these classes, they have often heard phrases such as, *"I have attended a number of other UU Churches, I've never experienced ongoing faith formation for adults, and it's so important."* And, *"It is so important to me that you continue to offer these classes on Zoom. My ____ (health condition, distance from the church, caregiving responsibilities) will not end with an end to the pandemic, and this has been critical to my attendance."*

In other aspects of the Church, I worked to serve in parts of services throughout the year, as well as planning and leading 4 worship services soup to nuts. My underlying task throughout the year was to serve as the ministerial staff bridge for Rev. Jen as she began her ministry with UUCE. It was my pleasure to pass on the "institutional knowledge" such as which congregants might like to be paired with new leadership roles that were created this year. It was wonderful for me to be able to work as a team with lots of, "Can you do this, so I can go do this other thing at the same time?" Being able to work with and learn from two different seasoned ministers and styles has been a professional enhancement for me, and a genuine gift to get to know two colleagues this well.

By and large, this year was about rebuilding, and it was fun! Challenges that occurred were consistent with change and to be expected. Of note, the Sacred Reading Practices group worked with concerns surrounding the chosen author they had been utilizing, and have broadened their title, as well as reconsidered the scope of their canon used for the practice.

It's my hope that UUCE continues to flourish as an amazing Church community. My dream is that UUCE will realize its goal of becoming a force for social justice in Eugene. My wish is that I get to come back and be ordained by this wonderful community sometime soon!

Interim Director of Faith Formation's Report

From Sara Sautter

The congregation hired an Interim Director of Faith Formation for Children and Youth, Sara Sautter, who started work in September 2021. As part of the interim developmental tasks, an assessment of current programs was made. Programming for children and youth had been discontinued due to the pandemic. There was one part time furloughed staff member. Sara implemented Faith Formation using Zoom and home-based programming for children 2 to 18.



Middle and High School Youth had the opportunity to participate in ChUUrchCraft, a curriculum using Minecraft to create an interfaith building and learn about faiths across the globe.

Preschool and elementary programs focused on anti-racism. Anti-racism picture books, “wonderings” and picture journals were sent to preschool families through the mail. Elementary school children used lesson plans developed by the Charlottesville, VA UU Church, Raising Anti-racist Unitarian Universalists. These lessons were edited and adapted for Zoom use.

Middle and high school programs used the popular Minecraft game, redesigned as ChUUrchcraft. The program helped youth explore world faiths and their role as sources in Unitarian Universalism. Three teachers were hired. Two, Cara Keyser and Maureen Foley, taught from October 2021 through January 2022 covering the bulk of the Raising Anti-racist lessons. Christine Boardman was also hired in October 2021 and continued to teach ChUUrchcraft through the end of May.

In February 2022, four in-person teachers were hired; Mel Keller, Sophia Bero, Imani Nero and Madelyn Ferguson. Mel serves as youth group leader. The group focuses on topics provided by the group’s curiosity and supplemented by Soul Matters, On the Road Together Resources.



Left: The Doppelmayr Family, in mostly Minecraft Themed Costumes stands by their vehicle for the Trunk or Treat Event. Right: Lizzy Utterback and Owen Ott are ready for Trunk or Treaters, with their Spooky Subaru!

In elementary school, a change was made from all ages spirit play format to age-based cohorts based on interview feedback with parents. Parents preferred age level cohorts for the children that allowed them to form deeper relationships with children of the



Filming their capstone project, Black Lives Matter, a Talk Show by Kids: "Action" played by Isabel Redondo is interviewed by Hosts Grayson Wagner (center) Emerson Hackett (zooming in using the Portal TV).

same age. In addition, it was reported that previous faith formation classes had little content in faith development. Topics varied from arts and crafts and games but provided little instruction in faith formation.

In February classes began using Soul Matters curricula. This UU based resource is also used in worship. The theme in faith formation mirrors the themes used in worship.

In worship, an enhanced Family Zone and Fidget Library were created. Children were encouraged to check out items from the Fidget Library to use at their seats in worship. These spaces added welcome for families and their children.

Also, in February 2022, children began work on a capstone project from their antiracism work, a talk show styled play based on their lessons. Play practice provided an additional means to reinforce lessons. Children's roles in the play were characteristics of anti-racism and elements of inequity. After months of practice, recording, as well as designing and painting sets and backdrops the play was presented on May 15 as part of a worship service devoted to the Eighth Principle.

Coming of Age had not been offered at UUCE for five years. In order to serve older youth that had missed the traditional middle school program, the program was extended to youth up through high school. Four youth enrolled, were assigned mentors and began meeting online weekly in

January 2022. The class completed their work, wrote credos and presented a worship service on May 29, 2022.

An Interim Advisory Team was created to assist Sara Sautter. Members serving on the team were Ryan Doppelmayer and Taylor Rutledge. Robust parent input is required for creating a unique faith formation identity at UUCE as well as cultivating new lay leadership. Parents were hesitant to take on additional work, primarily due to pandemic related exhaustion of families in the winter and spring of 2022.

In addition, the second helping position in each classroom was cut due to budgetary concerns. It has been difficult to schedule volunteers in this role. In the coming year, Sara hopes for a new director and continued robust attendance in programs.

Special thanks to faith formation volunteers Ruth Anne Fraley, Berry Broadbent and Abby Rhoden who cataloged the faith formation library, cleaned out the supply closets and the faith formation office. Further thanks to the many members who volunteered as helpers in our classes especially Stephanie Dorman in Youth Group and Kris Topaz in preschool as well as ChUurchcraft.

Music Director's Report

From Joseph Rondeau

After a challenging 20-21 church year, our music program was in search of a new music director. Bob Fraley stepped up as acting director through the fall and winter, with asynchronous virtual pieces, and outdoor rehearsals where the Choir produced recordings of group singing to be shared in Sunday services. We completed the music director search, and hired Joseph Rondeau March 7th, 2022.



Bob Fraley, during his time as Acting Choir Director, leading a masked and distanced rehearsal.

The Congregation began singing hymns in church again, with masks, starting April 3rd, 2022. 'Sanctuary Choir' began singing in church again, with masks, starting May 1st, 2022. The Music Committee was reinstated to help with music cataloging, music selection/planning, concert planning, and providing feedback to music director. This spring a music sharing series for

congregation members to perform for each other was started by Vicki Elmer.

In the next year, the music program hopes to begin rehearsals of 'Chalice Choir' consisting of Soprano and Alto voices, to add a Children's Choir for our youth, and a second SATB adult choir, possibly as an auditioned 'Chamber Choir' or newly modeled choir. We look forward to preparing a concert for the Winter season here at the church and hosting varied groups of musicians for services, particularly during the summer months. We are working towards diversifying the music used in our service at the UUCE.

Office & Custodial Staff Report

From Jennifer Williams, Business Administrator

The office has taken over the production of the Weekly Connection. After much analysis, it was determined that nearly 20 hours of person hours per week were being used to produce the newsletter. By moving the production to the church office, we have cut that time in half, leaving Izzy more time to work on other needed projects and rentals. We were able to give Izzy a much-deserved raise as well as a promotion to Congregational Administrator.

The office has absorbed the responsibilities of the bookkeeping position, eliminating the position and saving the annual wage. The office has taken over the chores of COOK (and they are thrilled!). This allows those volunteers to do that work that brings them joy and allows the office staff to manage the needs of the kitchen.

We have eliminated several redundant or unused programs that had a monthly or yearly fee, therefore, eliminating the cost. Files have begun to be cleaned out - old files shredded that no longer need to be kept. This allows more space for current files. There were quite a few Human Resource issues (people being incorrectly paid, benefits not being paid). Those issues have been addressed and resolved. We are now fully compliant with local, state and federal agencies.

We have been cleaning up the custodial area to allow more storage space. This continues to be a work in progress. Jennifer Williams has been working closely with Ghani to identify areas of improvement and time management. We were able to give Ghani a raise. We have found a contract custodian who will work as a contractor on larger events as a backup to Ghani; eliminating the need for now to hire additional custodial staff.



The Sanctuary, from the back of the hall, during a Multi-Platform Sunday Service

We work closely with Buildings and Grounds (BAG) to ensure that emergency projects are being handled (ie. the mold issue in the tech office). The office has a great relationship with BAG and have found that open communication is vital with this very important group. We check in together weekly on all projects - current and upcoming. We increased storage space by adding shelves to the closet outside of Room 1. This eliminated the need for chains and locks on the cupboards in the classroom. This step also made the room a rentable space. Excess computer & tech equipment was brought down from the attic and donated to Next Step.

We have worked closely with Ruth Anne Fraley to clean out closets, classrooms, and other key areas of the church to make more storage space. Ruth Anne, Berry and Abby have worked closely with Faith Formation to clean out the FF office - making it a usable space. We have created a welcoming space for anyone who wants to help out.

We created a rental brochure to give out to prospective renters. We now advertise our rental space on a few free local websites that will help increase our rental income (we already have a caterer renting the kitchen space regularly based on one of those advertisements). We have raised our rental rates just a bit to be closer in line to comparable rental spaces in the area. Izzy is now blocking out time in her weekly schedule to work solely on rentals, which results in contracts going out faster, increasing our rental revenue.

The accounting errors we inherited have been challenging but we do see light at the end of the tunnel. The Human Resource errors were also challenging because these types of inconsistencies and errors do not create a trusting relationship between employees and employers. I am happy that these issues were fixed, and confidence has been restored. Custodial staffing continues to be a challenge. Ghani's availability does not always

match the needs of the church. We have found some workarounds but as the rentals grow, we will need a more permanent solution.

Our hope is that the rentals continue to grow. This is important income to the church and it's wonderful to share our space with the community. Our dream is that we can hire a rental/event coordinator - someone to work the rental events and be the rental contact person after the event is booked. This role would help us grow the rental business as well as ensure that events are done safely, and policies/rules are being followed - especially pertaining to alcohol consumption. This role is outside of our custodian's comfort level as well as his current job description. Our wish is that members of the congregation continue to feel welcomed and valued by all of the staff. We want to continue to create a space where we can gather to laugh, cry and connect.

Board of Trustee's Report

Submitted by Board President Daniel Blades

What has the Board of Trustees been doing this year?

The Board of Trustees is elected by members of the congregation and represents us in establishing the policies and programs that accomplish the needs and objectives of the church.

Key accomplishments in 2021-22:

- Nurtured a working relationship based on a covenant of "mutual service in a shared experience of love"
- Established a monthly agenda setting session to ensure efficient business meetings
- Started a process observation practice at the end of each meeting
- Gathered for a "Going Deeper" session in between business meetings to explore topics in a more exhaustive



Daniel Blades hosts the Board's table at the Involvement Fair in April of 2022, and offers bundt cakes as a treat!

and discursive manner including White Supremacy characteristics and their antidotes

- Started to plan a Visioning process for the church
- Continue to assess the current governance model
- Wrote Ends to help guide the staff in their work
- Drafted updates to church by-laws
- Through the dedicated efforts of the Treasurer, greatly improved our financial systems
- Updated policies regarding rentals
- Formalized relationship with Oregon UU Voices for Justice
- Ensured that financial, physical, and human resources of the church are ethically and responsibly managed

Ministry of Connection

Submitted by Abby Rhoden

This year has continued to be a challenging due to COVID for our groups who are under the Connections Ministry. They have risen to the occasion and come up with creative ways to meet - zoom, multi-platform, in-person, outside and at other people's houses. Bit by bit, as they started meeting in-person, I could sense the groups attitudes and appreciation rise so much. COVID was especially hard on the crafters group as they are so social and zoom really did not meet their needs. The birding group was able to meet in smaller groups to continue their bird watching. The Art Gallery put on some great displays, and the Young Adults group, while small had a loyal following and some great discussions. The Women's, Men's, and Poetry groups continued to meet, providing an avenue for connection and deep sharing. We also had three new groups start up this year. They are the LGBTQIA Groups, the Springfield and Beyond group and the BIPOC group!

Membership

Sharon Roberts, Amy Dessert, and Peggy Bondurant created the "Welcome Room," located in the South Foyer for newcomers and visitors who are seeking information about UUCE and UU in general. Amy updated the Involvement Guide, and the whole team organized an excellent Training for the Welcome Team, including ushers and greeters, in May. Using the church database (Breeze) this team worked with the Office to create a system to follow up with visitors. Starting in the new year, Membership will offer additional classes for newcomers on Sunday morning

Community Art Gallery

The art gallery is has resumed displaying the work of local artists and church members. We offered several virtual shows over the winter and early spring, and returned to in-person exhibits during the Spring of 2022.

Ministry of Sustainability

Submitted by Ruth Anne Fraley

Despite the continuation of the Covid lockdown at the beginning of the fiscal year, the Sustainability Ministry Groups continued their work to keep their share of the church operations going. The Building and Grounds Crew has continued working every Tuesday, doing their many maintenance tasks both inside and outside. They worked hard to spruce things up and to get the church ready for reopening. They



Buildings and Grounds Volunteers after their hole digging workday

continue to keep the building and grounds in great shape. The Safety Team worked with the church staff to produce the guidelines for re-opening the church for in-person worship and gatherings. They are now working to update the church safety procedures. The Generosity Network sponsored 2 very successful fundraisers (a Book Sale last fall and the Bazaar which sold baked goods and crafts). They have also held a very successful virtual pledge drive. The COOK Committee was of course inactive during the Covid shutdown. Having fulfilled their group's goals, COOK has been retired and the church office staff is in charge of all aspects of the kitchen operations. The Library has added another bookcase for the growing collection of antiracism books, as well as two new categories: UUCE Authors and UUCE Common Reads.

Building and Grounds

Submitted by Eric Swegles

Our terrific Building & Grounds team works every Tuesday to make large and small repairs, maintain and improve the church's landscape, and respond to immediate needs. Among the highlights of our year:

- New volunteers!
- Replaced a window in the office
- Fixed the all-church emergency intercom system
- Had the south exterior beams cleaned and resealed
- With volunteers, dug a trench and added a light over the common area of the Conestoga huts, and planted blueberry bushes
- Cleaned the parking lot drains and the seven swales along 13th
- In the sound booth, we are adding soundproofing, redirecting wiring, etc
- Installed a new storage shed for landscaping equipment
- Planted sunflowers along 13th to honor Ukraine, provide food and create enjoyment for passers-by
- Repaired exterior paint bubbles
- Installed a wood accent wall (matching the wall in the sanctuary) in Rev. Jen's office
- ...and many smaller tasks

Recovering the stained sound clouds in the social hall was a challenging project!

In the coming year, we expect to work on: Replacing the kitchen's gas stove with a more environmentally safe model. Also, as hallway lights burn out, we will replace them with LED can lights. The technology has improved since we remodeled the building, and the current model of light is no longer available.

Our volunteers this year included: Eric Swegles, chair. Emmet Band, Rob Castleberry, Saro Hendrickson, Janet, Sigrid Jones, Nick Jones, Steve Kuzma, Gretchen Miller, Marilyn Milne, Steve Kuzma, Janet Schlageter, Fred Schultz, Vicki, Alan Wade, John White, and Penny the Wonder Dog.

COOK (Committee on Oversight of the Kitchen)

Submitted by Berry Broadbent

The COOK Committee completed their work, fulfilling their role of putting procedures in place for kitchen use, both with church groups and outside rentals. Supervision of kitchen use has been successfully transferred to

UUCE office staff. Our commercial license has been renewed. Being on standby for the reopening of the church due to COVID protocols was a challenge this year. A new group has formed to provide refreshments following Sunday services. Although the COOK Committee formally disbanded, we are all willing to help as kitchen needs arise.

Generosity Network

Submitted by Judy Shaw

This year Kay Crider, Phyllis O'Neill, Dave DeCou, Molly mae Culligan, and Judy Shaw were the team of volunteers supporting fundraising efforts at UUCE. Together they successfully recruited an organizer for the book sale in the fall; organized a modest but successful virtual holiday bazaar; coordinated an outreach effort with the Membership Committee to make contact with and deliver chalices to nearly 300 households; conducted an environmentally friendly, almost entirely electronic pledge drive. They struggled with COVID-19 and all the uncertainty and exhaustion that comes with it. In the coming year they hope to be able to conduct more live community building and FUNdraising events; to attract more participation in the coordination of Generosity Network; to produce a chalice image that can be used on name tags and celebratory/promotional stickers.

Library

Submitted by Janet Barnes

This year the library added two new categories: UUCE Authors and Common Reads. We increased library hours for congregants, facilitated by office staff availability and Covid protocols. We made some physical improvements: Additional shelving and bulletin board added for notices; covers for the hymnal carts sewn generously by Ruth Anne. We also added many donated books were added to the collection (especially in the Anti-racism category).

The library didn't face any major challenges this year. The room tends to be dusty and suffers a bit without natural light, but that's a very small challenge. There's been a tendency in the past to use the library for storage of items not related to the library, but that has decreased significantly with the help of Izzy and Ruth Anne.

In the future, it would be wonderful to have all books be positioned on shelves at mid-range, not too high for short people/wheelchair users, not too low to avoid bending and decreased accessibility for taller people. I don't see that the quilts can have any other home, though if one could be found,

shelving would be freed up that's at a good height. Also, I look forward to having the minister's photos moved elsewhere.

Publications Committee

Submitted by Dick Loescher

Over the church year 2021-2022, the Publications Committee met intermittently to review what was going well and what could be improved with the UUCE Weekly Connections newsletter and other communications tools, with the goal of supporting implementation the UUCE Mission Statement. Weekly Connections was produced by the collaborative efforts of a volunteer editorial team and church staff and was sent each Wednesday by email. Paper copies were mailed to those without internet access.

At the end of April 2022, the Publications Committee and the volunteer editorial team were disbanded and full responsibility for the production of Weekly Connections was assumed by church staff. Beginning in May 2022, Weekly Connections has been sent each Thursday.

The members of the Publications Committee in 2021-2022 included church volunteers (Dick Loescher-Chair, Janet Barnes, Nikki Frank, Jerri Gillean, Jeanne Gurda, Frankie Hill, Sharon Roberts, and Jean Marie Stine) and church staff (Izzy Crecca-Office Administrator, Kat Johnson-Technical Communications Coordinator, and Jennifer Williams-Business Administrator). Members of the volunteer editorial team that worked on Weekly Connections were Dick Loescher-lead editor, and proofreaders Joanna Alexander, Janet Barnes, Jerri Gillean, Jeanne Gurda, Kat Johnson, and Sharon Roberts. Thanks to all for their service.

Safety Committee

In 2021 the Safety Committee was a committee of one, and that one was also staff, so no time to do projects alone, nor adequate. Thankfully with help, more volunteers were acquired. Some projects were not ready to tackle since the church was in covid lockdown. A COVID Safety Task Force informed the decisions of church staff on safe gathering guidelines and reopening plans.

With a fully volunteered committee, the church's safety group is now functional and ready to tackle safety issues! They are working to understand the building's current features and where we can improve to be better prepared. They plan to meet with UUA staff to inform their plans to update our Emergency Operating Procedures and streamline the existing Safety documents and resources. The committee seems to be well-rounded

including 2 people with medical training and one retired law enforcement. Looking ahead, they hope that they continue to find the work interesting, not get burned out, and that they will feel a sense of accomplishment and helpfulness to the church community.

Ministry of Transformation

Submitted by Barbara Kellogg

This was a transition year for many of the groups within the Transformation Ministry. Much of the work of our groups was limited by the pandemic, with the exception of Sew for a Cause and The Community Offering. Both groups continued their work without pause throughout the shutdown. All of our groups participated in the UUCE Involvement Fair in April and I anticipate more opportunities for involvement in justice work in the coming church year.

Some highlights from this year include the formation of the new Indigenous Connections Group within Challenging Racism, the ongoing work of UU Earth Action and their Earth Day worship service in April, the expansion of the Community Offering from once a month to every Sunday and the reopening of the Produce Plus program by Food Justice.



Produce Plus fruits and vegetables ready to be picked up by those in need. This food justice project resumed in May of 2022 after a hiatus during the pandemic.

Food Justice

Submitted by Berry Broadbent

Over the pandemic, our Food Justice programs were greatly impacted due to safe gathering guidelines from both UUCE and the city of Eugene. Until

recently, we were required to provide prepackaged food only, meaning no gathering together, no sandwiches or homemade treats.

This church year we have continued to provide sack lunches to participants in the Community Court restorative justice program run by the city of Eugene. Since July 2021, we have provided 215 healthy lunches.

In addition, we resumed Trillium Produce Plus in May 2022, changing to outdoor distribution due to COVID-19. We have already seen an increase in households coming into our Food for Lane County produce and bread distribution site. We have averaged 20 households and 32 individuals benefiting from this free, income eligible program.

Our wish is to stabilize our ongoing Food Justice programs and to add additional programs to serve our community.

Food Justice Coordinators: Berry Broadbent, Nadja Sanders, and Judy Shaw

Small Group Connection Circles

Dick Loescher, SGCC Steering Committee Chair

Many members and friends of UUCE participate in the Small Group Connection Circles (SGCC) program at some point. The goals of the program include building community with deeper connections, supporting personal and spiritual growth, and providing service. Groups of up to 10 people meet for 10 two-hour sessions over 5 months. Each group has a trained facilitator, follows a specific meeting format, agrees to guidelines of respectful interaction, and does a service project, which is optional while meeting virtually. Registration occurs each fall. During the pandemic, we have met via Zoom.

Many thanks to this year's facilitators (Joanna Alexander, David Bockoven, Nikki Frank, Marsha Gladhart, Janell Heidenreich, Sigrid Jones, Dick Loescher, Julie Marchini, Lauren Milton Bailey, and Michele Wyckoff) and steering committee (Dick Loescher-chair, Bonnie Koenig, Kat Johnson, and Jennifer Tucker).



The Small Group Connection Circle facilitated by Marsha Gladhart chose an "Earth Day Clean" for their service project for the 21-22 church year.

This church year, registration took place in September 2021, and the groups met from January through May 2022. 63 people participated in 9 groups. Some of the groups did a service project, which included donating meals to St. Vincent de Paul First Place Annex Family Night Shelter, working on the UUCE grounds, helping with yard and other work with a group member, picking up neighborhood litter, and volunteering at Food for Lane County. The topics of the sessions were inspired by the monthly church worship themes and were: Getting Acquainted. SGCC Program and Covenant Review; Holding History; Renewing Faith; Opening to Joy; Living with Intention; Widening the Circle; Cultivating Relationship; Facing Challenges; Embracing Possibility; and Celebrating Blessings.

We anticipate that this meaningful program will continue to take place each church year, with specific details to be determined.

Milestones

New Members

Chantelle Baldwin

Bob Cerince

Marybeth Chaconas

Lisa Cronic

Marsha Gladhart

Todd Hannabass

Barbara Kenny

Chris Kenny

Phyllis Klein

Avnas Marsh

Patricia Ann Mullen

Christy Ozbun

Leah Salerno

Phillip Stevens

Marty Wilder

Teri Wright

Deaths

Charlie Hirsch, August 28, 2021

Dorothy Clark, September 4, 2021

Cate Ditkoff, December 23, 2021

Charles Reinhardt, August 9, 2021

David Clark, April 11, 2022

Betts Silver, June 6, 2022

Baby Dedication

Kirin Nova Doppelmayr,
May 29, 2022

Coming of Age Youth

Eli Salerno

Rhiannon Schantz-Mulford

Hudson Mills

Arthur Rutledge