



The Unitarian Universalist Church in Eugene's
Annual Report
2022-2023

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

Published May 30, 2023

Contents

Minister and Staff Reports	3
Settled Minister – Rev. Jen Youngsun Ryu	3
Worship, Rituals, and Sacred Events.....	6
Pastoral Care	8
Right Relations	8
Membership.....	8
Ministerial Intern – Tina DeYoe	10
Director of Faith Formation – Ryan Doppelmayr	14
Religious Exploration and Worship	15
Youth.....	16
Celebrations	17
Faith In Action	18
Committees and Guidance	18
Our Whole Lives (OWL)	19
Adult Faith Formation	19
Professional Development	20
Music Director – Joe Rondeau.....	21
Office & Facility Team	22
Board of Trustees and Board Committee Reports	25
Board of Trustees Report	25
Endowment	27
Leadership Development Committee (LDC)	28
Connection	28
Coffee, Tea, and Thee.....	28
CUUPS: Pagan Affinity Group	29

Men's Groups.....	30
Poetry Groups.....	30
Sacred Reading Practices	31
Small Group Connection Circles	32
Transformation	33
Accessibility Task Force (ATF)	34
Community Offering Committee	35
Conestoga Wagon Circle	35
Food Justice	36
Healthcare for All Oregon	37
Indigenous Connections Circle	37
Sewing for a Cause.....	38
UU Earth Action	39
Sustainability.....	39
Buildings and Grounds (BAG)	39
Generosity Network.....	40
Safety Committee	41
Milestones	44
New Members	44
Member Deaths.....	44

Minister and Staff Reports

Settled Minister – Rev. Jen Youngsun Ryu

Sometimes I come to the end of a church year feeling drained and weary. This year, though, with the help of sun-filled days and heartfelt memories, I feel buoyant as I look back on the times we have shared.

July and August were energetic as we kicked off the 22-23 church responding to the Supreme Court decision to overturn Roe v Wade. The UUCE youth led our congregation on a march to protect access to legal and safe abortion. The following month, we started “Defund Fear,” the UUA workshop on policing and criminal justice. And we made a big splash at Eugene PRIDE with new signs and banners.

We continue to deepen relationships with our community justice partners by inviting representatives to speak on Sunday mornings (ShelterCare & St. Vinny’s Family Shelter). We are also hosting regular weekday Interfaith worship services as we welcome people who would not otherwise attend a Sunday church service. This year’s state-wide Interfaith Earth Summit was held at UUCE, as was the first live Braver Angels workshop since the pandemic. We share our space with groups that align with our values: TransPonder support, 12-step groups not based on theistic or Christian ideologies, bereaved parents, Showing Up for Racial Justice, and many more.



Image 1 - Rev. Jen, standing at the pulpit during her installation ceremony. Choir members (from left to right) Sally DeCou, Duana Welch, Mary Beth Chaconas, Jeanne-Marie Moore, Kris Olsen, and Judy Shaw, stand behind her, clapping.

This year, under the leadership of our Ministerial Intern, Tina DeYoe, we called together the Justice Council. Rather than seeing themselves as a collection of individual interest groups, the JC is working collaboratively with an “Intersectional” perspective. To that end, they are organizing Monthly Justice Actions. These actions have included: attending the NAACP poetry jam together, restoring natural areas for native plants, and participating in the nation-wide DRUUMM¹ worship service. They also created a Greener UUCE Task Force to make decisions about how we can further reduce natural gas and other carbon emissions from our building operations.

Now that the UU’s have come home after a long pandemic break, and the minister is officially installed, the Board of Trustees and the Operations Team (minister, treasurer & business administrator) will be inviting you to envision how UUCE can respond to our faith’s call to further social justice in Eugene/Springfield and beyond.

For many years, UUCE has used a Covenant of Right Relations to describe its sacred promises to one another. Now that we are establishing a Committee on Right Relations (CORR), we have folded those words into the CORR process. That inspired us to write a new Covenant. It was a process that started with workshops led by Jennifer Hackett and ended with a small group of wordsmiths who



Image 2 - Rev. Jen in a yellow Side with Love T-Shirt and a wide brimmed sunhat, posing at Eugene Pride with someone dressed as stormtrooper with a rainbow stripe down their costume.

¹ Diverse and Revolutionary Multicultural Ministries

delivered this new UUCE Congregational Covenant, approved by the Board in April 2023.

As a beloved community empowered by love:

- We covenant to embrace the next person who is always arriving, open to the change they will bring.
- We covenant to trust others in their identity and truth and work to be trustworthy.
- We covenant to speak our truth bravely and gently as we commune in love and peace.
- We covenant to make efforts to understand the views of others, and make amends when intentions and impact collide.
- We covenant to expand our connections with the larger community, with humility and empathy.
- We covenant to remember that how we are with each other is the foundation upon which we build the Beloved Community.

This year we engaged in spiritual work that helped us to find the ground beneath our feet (and our wheels). We enjoyed stable staffing, enthusiastic members, thoughtful leadership, and an overall environment of kindness that helped us to feel a measure of hope while the turbulent winds of intolerance and hatred blew over the lands.

There is a time in the history of every UU congregation when the vision of building a community for “like-minded UU’s” is sufficient. Sometimes, though, we forget that this vision is a means to a greater end, a path to a higher aspiration. After we have built a community that trusts one another and is grounded in our living faith, then our work begins—to let Love empower us toward self-transformation and service to our world.

With Affection and Gratitude,
Rev. Jen



Image 3 - Rev. Jen leads our chalice extinguishing on Flower Communion Sunday while the children and youth, led by Ryan Doppelmayr and Imani DenHerder, collect flowers to take home.

Worship, Rituals, and Sacred Events

Volunteer Worship Associates collaborated with staff to experiment and try some new ways to bring more interaction to Sunday morning worship. You may have also noticed more earth-centered, pagan rituals this year. That's because we are applying once again to be an official CUUPS² chapter.

When we lifted the mask mandate for worship, we eventually began to offer a fully-masked alternative service at a different time. We will keep asking: who is left out of the worship experience, and how can we make our public gatherings more inclusive? This year, we designated the Chapel as a "low stimulation room" for anyone who has difficulty with large crowds or bright lights. The Accessibility Task Force continues to be an essential partner for all groups who seek to make their activities more broadly accessible.

² Covenant of Unitarian Universalist Pagans

Some of the worshipful highlights include:

- Response to threats to abortion rights followed by march
- Circle Worship for Remembrance Ritual and for Beltane
- Several All-Ages plays involving fishmongers and jellybeans
- SpiritJam where we made hygiene bags for “Helping the Homeless”
- The first annual Samhain Silent Supper
- Transgender Day of Remembrance with photos in the Chapel
- Advent Garden Ritual with candles and harps (quiet & meditative)
- Winter Solstice Potluck and ritual (playful & silly)
- Christmas Eve Pageant & Candlelight Service
- Response to local antisemitism with worship and justice action
- Easter Sunday where over 60 children attended
- Installation Service for Rev. Jen
- Fully-masked Friday evening vespers



Image 4 - Rev. Jen leads a Candlelight Christmas Eve Service. The Sanctuary is darkened, and vigil candles are lit for singing silent night.

We used the SoulMatters themes for youth programs, Small Group Connection Circles, and Worship and will do so again next year. Here were the themes from the 22-23 year:

September: Belonging
October: Courage
November: Change
December: Wonder
January: Finding Our Center

February: Love
March: Vulnerability
April: Resistance
May: Creativity
June: Delight

Pastoral Care

Our Kindness Team and Lay Pastoral Care Associates continued their work of offering care to members of our congregation. In addition, the Pastoral Care Fund was used to help almost 20 individuals with rental assistance, food and gas cards, hotels, and transportation.

Lay Pastoral Care

Associates meet regularly with the minister and offer compassionate listening and non-judgmental presence for anyone who needs it. Current members of the LPA: Emmet Band, Daniel Blades, Molly mae Culligan, Sally DeCou, Carolyn Moss, Lesley Rex, Suzanne Reynolds, Susan Verner.



Right Relations

Phyllis O'Neill, Kim Nies, Jolene Siemsen, Eileen Watters, Tina DeYoe, and Rev. Jen comprised the "provisional team" for right relations in early July 2022. Working steadily, with persistence, goodwill and good humor, the team finished writing the Charter and Policies for the Committee on Right Relations. These proposals and a slate of members will come to the members at the 2023 Annual Meeting.

Membership

This year, the Membership Committee has expanded from Sharon Roberts, Amy Dessert and Peggy Bondurant to include Bonnie Phipps and Eileen Watters.

The Welcome Room, located in the South Foyer, continues to thrive on Sundays after Church as a hub for Visitors and Members alike. The nine-week Inquirers Series for visitors and those folks exploring UUCE is now presented throughout the

year. We offer the full series in-person after the Sunday service three times a year and an abbreviated four-week session in the Summer. Attendance varies widely from week to week, but we generally have from three to 10 participants. Informal feedback from participants has been favorable and many have said it has helped them get involved with various UUCE activities more quickly.

Using the new church database, Breeze, we have an efficient system for recording visitor information into the database. Visitors can either complete the form online or in-person on Sunday mornings. A member of the Membership Committee refers any requests to the appropriate person and responds to the visitor, generally by email, and answers any questions. Visitors also receive a PDF copy of the UUCE Involvement Guide. The new Guides program had 28 requests for Guides from visitors this year.

This past year there were 29 New Members who signed the book. Four New Member Recognitions were held. Membership coordinates these with the Ministerial Staff along with giving small welcoming gifts to each participant.

Submitted by Sharon Roberts, Membership Chair

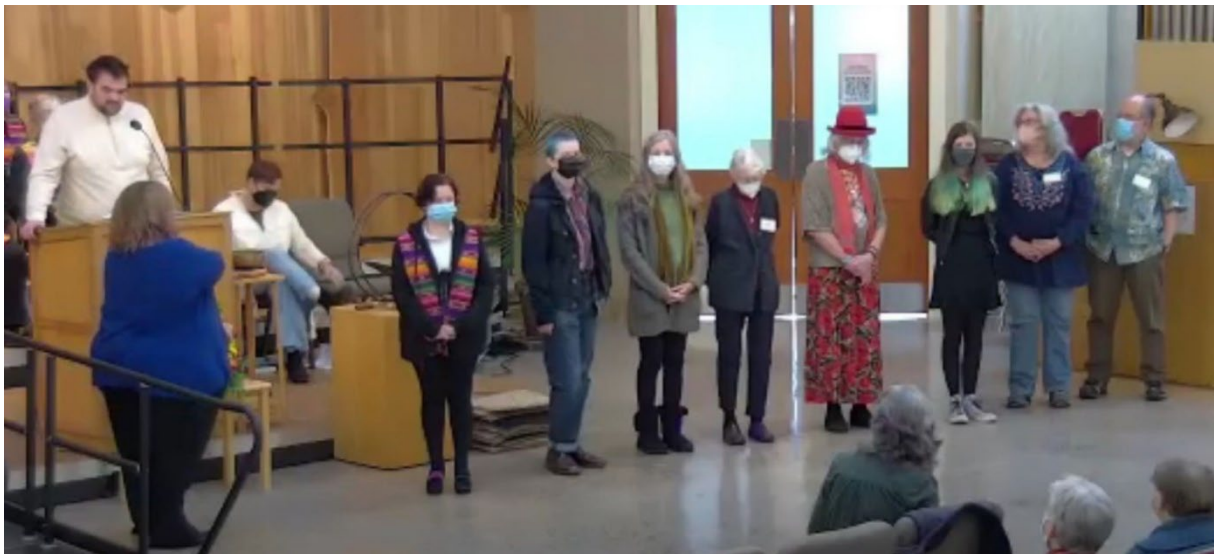


Image 5 - Andrew Emmott leads a New Member Recognition at a Sunday Service in November 2022. New members recognized included (from left to right) Stephanie Dorman, Eli Salerno, River Kaswell, Robin Whitely, Jean Whitely, Liz LaVenture, Rhiannon Schantz-Mulford, Donna Stearns and Yaakov Levine.

Ministerial Intern – Tina DeYoe

This year has been great serving as your Ministerial Intern. This congregation's commitment to the growth of ministers in our UU tradition is so important. I am grateful to have been serving with you this past year and I am sad to leave you all in July. I am also grateful for the leadership of the Intern Committee and all of the



Image 6 - UUCE Members and Friends joined in the MLK Day March. Folks holding the banner (from left to right) are August Sabini, Liz LaVenture, Tina DeYoe, and Medley Wade.

amazing staff here at UUCE. Rev. Jen has been an excellent mentor and colleague this year! All the work here that I have been part of has been collaborative.

My focus areas for growth for my internship this year have been:

1. Minister as Church Administrator
2. Adult & Young Adult Education, Leadership, & Empowerment
3. Pastoral Care
4. Empowering congregations in justice & anti-racism work
5. Integration of what I have learned into a coherent ministerial identity
6. Continuing to decenter whiteness in our congregation and denomination
7. Moral reasoning and interpretive authority; presenting my actions and learnings in a moral framework
8. Self-Care

I will briefly outline in this report the ways in which my areas for growth have intersected the collaborative work that this church has been doing!

Minister as Church Administrator

- This year I have had the opportunity to be part of the collaborative process of creating policy for our church's new Committee on Right Relations.
- I have attended a handful of Board meetings and wrote the Operations Team Report for one of these meetings.
- I helped with the pledge campaign and budget process. I also preached the stewardship Sunday service.
- I helped in facilitating different meetings using the sociocracy consensus building method.
- I helped in the process of salary analysis for the church budget.
- I helped our justice affinity groups connect through a quarterly Justice Council meeting where we came up with the idea of having monthly church-wide Justice Actions! The justice council also looks at connecting across intersections of race, gender, accessibility, class, environment, etc. when working on church-wide justice actions.



Image 7 – Ryan, Rev. Jen, and Tina, pictured in front of a display of talents and gifts our members and friends wish to share. Tina and Rev. Jen are dressed in rainbow outfits, for their themed table at the Generous Fun Potluck.

Adult & Young Adult Education, Leadership & Empowerment

- I have co-facilitated many adult education classes this year.
- I also helped co-facilitate our UU Young Adults group.
- I have connected with the Religious Directors Association on the University campus.
- I have helped with the Spiritual Leadership Development class.
- I have helped encourage folks of differing identities and perspectives in their leadership in our worship services.

- I have been part of the team of folks leading a fully masked Vespers service once a month in the church. This was to meet the needs of folks in our community who need to be in a fully masked space with folks.

Pastoral Care

- I have conducted and led a couple memorial services for folks here.
- I led a wedding service here.
- I have made numerous pastoral care calls and visits.
- I have made a handful of visits to congregants who ended up in the hospital.
- I helped co-lead the End-of-Life Choices class for adults.
- I helped the Kindness Team organize a system for receiving Kindness Team requests.

Empowering in justice and anti-racism work

- Helped connect our church and the local Showing up For Racial Justice (SURJ) chapter to have a space to meet. Encouraged white congregants to attend their monthly meetings.
- Helped the Challenging Racism group come up with an aim for their group's work. Helped co-facilitate these meetings.
- Encouraged congregants to attend community action events like the Transgender Day of Remembrance Vigil, or the MLK parade.
- Helped educate the congregation on the antidotes to white supremacy culture.
- Have connected with other organizations and religious institutions doing this work.

Integration of what I have learned into a coherent ministerial identity

- I have written my Credo/Leaps of Faith statement that I shared with the congregation in May.
- I have been working on my ministerial presence within worship services by working with the intern committee to go off script more as I lead in worship, as well as, to slow down my pacing.
-

- I have also been exploring my beliefs on various subjects with my Spiritual Director, Rev. Jen, intern committee members, and my family & friends.

Continuing to decenter whiteness in our congregation and denomination?

- I helped co-facilitate the 8 Principles discussion sessions.
- I helped center transgender and non-binary voices of all ages/races during our Transgender Day of Remembrance Service which I helped lead.
- I helped lead discussions around the UUA's Article II Bylaw changes.
- I helped center the voices of the Accessibility Task Force in our service that focused on the issues around accessibility in our congregation and wider world.
- I helped in centering Palestinian voices during our Christmas Day worship service.
- I helped center indigenous voices during our Eco-Justice service.
- I helped co-facilitate the discussion on the UUA common read - *Mistakes & Miracles*.

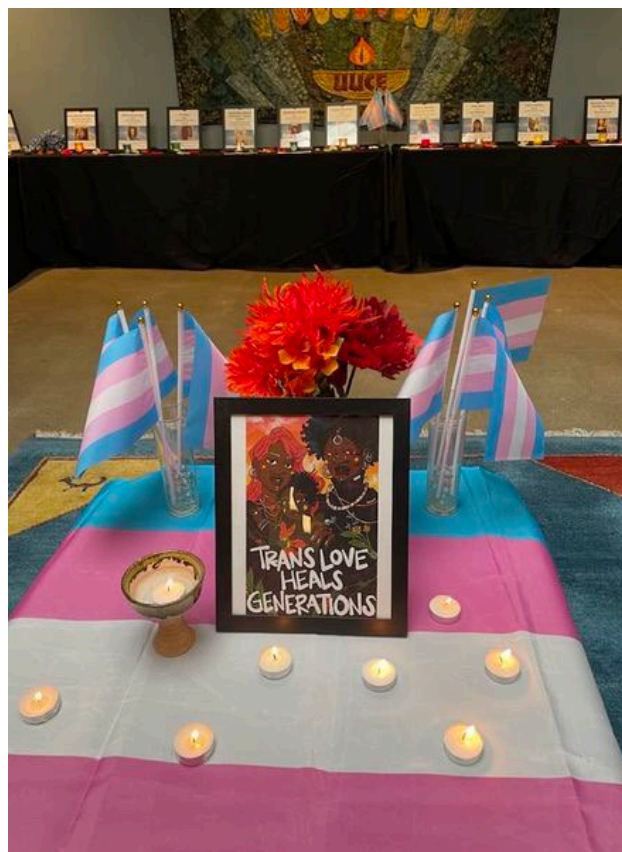


Image 8 - Trans Day of Remembrance memorial display in the UUCE Chapel. Members and friends were invited to walk through this space and view the photos and bios in remembrance of the trans lives lost in 2022.

Moral reasoning and interpretive authority; presenting my actions and learnings in a moral framework.

- I have helped lead in many worship services throughout the year. I have helped in leading the meditation times, the time for all ages, and the sermon. I have engaged in writing sermons and leading worship service at

least once a month. I have helped in worship planning meetings and worship associates' meetings.

- I helped lead the Easter multigenerational worship service.
- I have been collaborative in my leadership style, and this has led me to working with lots of different justice and affinity groups within the church and offering them the space and platform to lead in our worship spaces.
- I have helped collaborate with folks needing a fully masked vespers service after our church made it an option to mask in worship.

I want to extend my deepest gratitude to this congregation. Thank you for having me as your Ministerial Intern this past year. I have learned and grown so much! Thank you for all you have given me, I am grateful!

I hope our paths cross again in the future!

Peace,

Tina DeYoe

Director of Faith Formation – Ryan Doppelmayer

In August I started my position as Director of Faith Formation. I was very excited and motivated to take on this new role, but also recognized that there would be a steep learning curve as I shifted my position in the church from voting church member and member of the Board of Trustees to staff member. I am truly thankful to all the staff and church members who have been extremely supportive and helpful as I continue to learn.



Image 9 - Ryan directs the costume parade during the Trunk or Treat Halloween Event. Griffin enjoys some candy, while Rhiannon encourages another child to show off their monster costume.

Religious Exploration and Worship

As I was embracing my new role, the Faith Formation program itself was shifting and going through a time of rebuilding and growth. At the end of the last church year, in-person religious exploration classes had only been going for a few months and no infant or toddler care was provided due to COVID 19 restrictions. We have seen our program grow as more children are returning or attending for the first time and we are now able to care for babies and toddlers in the nursery. We currently have 51 kids and youth registered in Religious Exploration with new visitors each week. Mel Keller and Imani DenHerder head our teaching team as we use the Soul Matters curriculum to follow the themes of the worship calendar with some modifications to make it more applicable and relevant to UUCE.



Image 10 - Lego Chalices built by children and youth accompany the full-sized chalice used in regular Sunday Services.



Image 11 - Ryan leads a Time for All Ages helping our children "build" a UU Church out of building blocks like Love, Respect, and Generosity.

Assisting our paid teachers are church member volunteers. I created an RE teacher and volunteer handbook and led a volunteer training which was attended by 9 church members. We consistently have 2-3 volunteers assisting in our classrooms each week.

A priority of my work in Faith Formation and Religious Exploration this year was investigating how we can make worship more accessible and

welcoming to more individuals, particularly kids, youth, and young families.

Rev Jen and I worked on this by scheduling one all-ages worship each month. We integrated storytelling into these worship services and looked for opportunities for children and youth voices to be heard.

I continued the fidget library and baby area in the sanctuary, but also added the use of worship arts tables. The tables, placed in the social hall, contain art and craft supplies and prompts that are relevant to the worship themes each Sunday. They are a different way to engage in the subject for those who need to engage in something interactive. Any congregant is welcome to participate, but each Sunday the tables are full, primarily with youth, kids, and parents.

Youth

At UUCE, we recognize the mental health crisis that has arisen, and have been engaging with youth throughout the pandemic and over the past year as we all reacclimate to a “new normal.” Although our Youth Group had talked about these issues throughout our sessions, we wanted to create a space specifically to focus on mental health and peer support for youth. Advisor Mel Keller and church member and retired therapist Eileen Watters worked together to develop a Teen

Support Space every Monday for middle school and high school youth. While Teen Support Space (TSS) addresses a known need, attendance has been very low. Currently Mel is modifying the schedule to be the youth group meeting on the last Sunday of each month. The Youth Group will be joined by church members who have worked in mental health to share their expertise and create a space for conversation around issues of mental health.



Image 12 - UUCE and Corvallis Youth during a river field trip in August of 2022.

They want to create a space for youth to engage with therapeutic techniques to manage stress and emotions in a safe environment. They discuss techniques like Acceptance and Commitment therapy, visualization, meditation, and reflection to help youth become more in touch with their emotions.

In addition to focusing on mental health, the youth group has engaged in fun, relationship building activities such as ice skating, volunteering for the Community Share Fair, and attending a corn maze and river hangout with other youth groups.

Celebrations

Part of building a strong intergenerational community is coming together to celebrate. We have done our fair share of celebrating in Faith Formation this year. In the fall we hosted a Trunk-or-Treat in the church parking lot with a party inside the church. We had a Christmas Eve pageant with a cast of 15 kids and youth telling the Christmas story. On Easter we were surprised when over 50 kids attended the post-service Easter egg hunt. And most recently we celebrated Beltane by dancing around our new Maypole in the playground. We will continue to look for ways to rejoice together to build intergenerational connections between church adults, kids, and youth as we invite new families to join us.



Image 13 - UUCE Children and Youth during the 2022 Christmas Pageant Service. Teachers Mel Keller (left) and Imani DenHerder (right) helped lead pageant activities.

Faith In Action

As a justice-seeking faith, activism, outreach, and good work are part of faith formation. This church year, with the help of the Justice Council, we have enthusiastically supported church-wide intergenerational support for monthly justice events. Our actions so far have included hosting a booth at Eugene's PRIDE, attending the NAACP MLK Jr. rally and march, canvassing with SURJ (Standing Up for Racial Justice), supporting Lane County Historical Museum's Race for Change exhibit, helping Friends of Buford Park with invasive species removal, and sponsoring the annual DRUUMM (Diverse Revolutionary UU Multicultural Ministries) worship service.



Image 14 - Eli Salerno speaks into the megaphone at a youth led march on reproductive rights, following the reversal of Roe v Wade.

Committees and Guidance

While learning and celebrating together, it is important to keep safety in mind. Recently, the UUCE Children and Youth Safety Committee-consisting of Laurel Schwingel, Kris Topaz, Eric Swanson, Jones Hollister, and myself, completed revisions on new, updated safety policies. [UUCE Children & Youth Safety Policies](#)

These policies were recently submitted to the Board for approval. The committee will continue its work on a Safe Congregation Policy and then reorganize into a more general Faith Formation Committee. I am looking forward to working closely with this committee next year as a resource of inspiration as well as a conduit through which I can gain greater insight on how to best support religious exploration within the whole church and how best to support the families within our community.

This year we have hosted two Caregiver Nights Out as a way to provide caregivers with a night of respite while building friendships among church kids. I would like

to develop more ways to provide non-traditional connection and pastoral care. In May and June I will be hosting two Tea and Conversation gatherings to inquire into further opportunities for growth and support.

Our Whole Lives (OWL)

An exciting development this year was the revival of our church participation in the Our Whole Lives sexuality education curriculum. We have almost completed the 25-workshop curriculum for 7th and 8th grade with 7 middle school youth both from within and outside of UUCE families. This positive, informative, and liberatory curriculum is especially important now when transphobic, and anti-abortion legislation is becoming more and more prevalent across the country. Teachers Mel, Imani, and myself all became trained OWL facilitators this year and hope to expand our OWL offerings in the next church year.



Image 15 - OWL Participants and Facilitators laugh together at the OWL Sleepover.

Adult Faith Formation

Our learning never ends and neither does our faith formation. This year Tina DeYoe, Linda Krenicky and I facilitated several of the Faith Forward curriculum classes. Deepening Spiritual Practices, Turning Points in UU History, and Coming of Age for Adults offered deep dives into UU faith. All were offered on both Zoom and in person with 6-10 attendees in each class.

Bringing Our Values to End of Life Choices was co-facilitated by Suzanne Reynolds



Image 16 - UUCers of all ages weave the May Pole walk together during our Beltane celebration.

and Jean DeVenney over Zoom with a mix of insightful guest speakers and over 20 participants in attendance. The class culminated with an in-person Death Cafe on May 21st.

Professional Development

A big part of my year has been dedicated to developing my skills as a leader in religious education. I was grateful for the opportunity to meet colleagues in LREDA (Liberal religious Educators Association) at the annual fall conference which took place in October in Birmingham, Alabama. I was able to learn from seasoned religious educators about post-Covid challenges, volunteer recruitment and retention, and the importance of the 8th principle and incorporating it into RE. I have continued to be active in my local PNW LREDA chapter through monthly meetings. I have also completed two Renaissance Modules for Professional Development: one focused on teacher training, the other on youth advising. I will use those skills in June when I attend the UUA's General Assembly as a youth staff advisor. I am excited to continue to learn about lifespan faith formation and will soon start the credentialing process.



Image 17 - Teachers Mel and Imani pull an item out of the mystery box for our younger elementary children.

This has been a big year for faith formation at UUCE, and a big year for me as a religious educator. I have so enjoyed learning from church staff, LREDA colleagues, teachers, members, kids, and youth and look forward to continuing to do so. There has been some great growth this year, but I know there are other things UUCE can be doing to reach out into the community, to support families, build church relationships, and strengthen our faith. I am so honored to have had this opportunity to learn, build, and explore this year and look forward to sharing more with you!

Respectfully submitted, Ryan Doppelmayr

Music Director – Joe Rondeau

The 2022 - 2023 church year has been one of modest growth for the music program. We have added our Chalice Choir back into regular rotation providing music for worship services once a month. We have had a successful Holiday Concert this church year which saw many members of the congregation and community come together to perform. This event also raised money via donations for the dolly under the piano in the chapel helping to ease safety concerns about the previous support system.



Image 18 - Joe introduces a hymn during Rev. Jen's Installation Service.

This was my first full year at UUCE. I'm pleased with the progress we have made and look forward to continued growth in 2023-2024. There are a still number of things that the music department is working on reinstating or adding to our programming in the coming year, while we continue to work our way out of the COVID-19 pandemic shutdown, including multiple choirs and concerts.

2022 - 2023 Accomplishments

- Our first full church year of meetings of the Sanctuary Choir.
- Restart of the Chalice Choir for soprano and alto voices.
- UUCE's first post-lockdown Holiday Concert was a successful event featuring both choirs, The Abbey Players, Bow and Air-O, and other musicians from our congregation.
- Our Drum Circle has been meeting on the second and fourth Sundays of each month for the whole year, led fearlessly by our Collaborative Keyboard Player and drum enthusiast Susanne Giordano.
- The music department is working as a sponsor for the Willamette Violin Academy, which provides lessons to students ages 3 to 18. Director Kara Eubanks provides music for services monthly.

- Our first “Bring Your Instrument to Church Day” on May 14th, 2023, where musicians from our whole congregation joined together in a pick-up band including flute, clarinet, tenor saxophone, horn, bells, keyboards, 5 ukuleles, and string bass.



Image 19 - Joe conducts the assembled musicians at "Bring Your Instrument to Church Day." Musicians from left to right include, Rev. Jen, Kristen Cure, Jeanne Gurda, Lizzy Utterback, Sue Craig, Owen Ott, August Sabini, Judy Shaw, Connie Newman, Susanne Giordano, Barbara Kellogg, Joanna Alexander, and Kris Olsen.

2023 - 2024 Goals

- Adding a second adult choir, possibly as an auditioned ‘Chamber Choir’ or newly modeled choir.
- Hosting a music/arts sharing series for congregation members to perform.
- Having more congregation members share their musical talents during worship.
- Preparing another concert for the Winter season here at the church, and hopefully adding a Spring Concert as well.
- Hosting varied groups of musicians for services, particularly during the summer months.
- Working towards diversifying the music used in our service at the UUCE.

Office & Facility Team

The 2022-23 Church Year has gone by in the blink of an eye. We strengthened and solidified our personnel, streamlined systems, and had our biggest year of rentals to date. We continue to work our way through some long-term projects, such as shredding old files in the vault, and digitizing files when it’s helpful. We faced a few unforeseen expenses, which we were able to cover with an increase in rental



Image 20 - UUCE Staff pictured at a belated holiday gathering. From left to right, Jennifer Williams, Susanne Giordano, Joe Rondeau, Kat Johnson, Ryan Doppelmayr, Tina DeYoe, Rev. Jen Youngsun Ryu, Izzy Crecca, and Austin Eldridge.

income, and approval from the board for some additional funds. It's been a busy year in the office. We're proud of our accomplishments and looking forward to the future!

Izzy Crecca, our Congregational Administrator continues to produce the Weekly Connections Newsletter, manage the church's website, calendar, public

facing social media accounts, and the bulletin boards in the building. This year she also took on the duties of the Pledge Secretary, taking a more active role in our annual pledge drive. Though that addition was a little more challenging than anticipated, she has plans and ideas to help ease that workload next year. In collaboration with the Generosity Network and Membership Committee, Izzy has been working to update some of our membership records, connecting with members and friends who we've fallen out of touch with. We've reconnected with some, and said farewell to others, but we are happy to have fewer question marks in the database.

Jennifer Williams, our Business Administrator, has overseen updates and revisions to some of our bookkeeping practices, helping to simplify and streamline



Image 21 - Jennifer Williams participated in a Management and HR Training offered by the Association of UU Administrators.

those procedures where possible. She's worked with the Financial Oversight and Review Committee (FORC) as they advise the office team on internal controls and bookkeeping checklists. She has transitioned us into the new UUA Retirement Plan, Empower. She's also worked to tune up our human resources practices, making sure we're in full compliance as an employer. Finally, she made two big hires - our Facility Manager, Austin Eldridge, and our Custodian Michelle Rathburn.

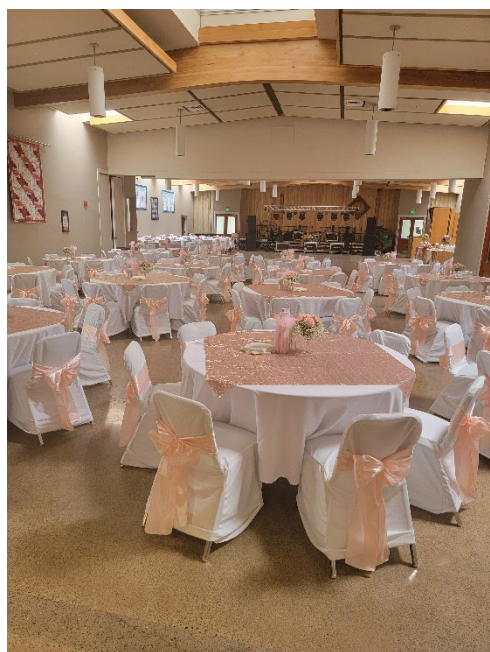


Image 22 - Our Sanctuary and Social Hall decorated for a rental event.

As Facility Manager, Austin has taken over the rental program, as well as leadership of our custodial team. He moved our rental intake into a website called Honeybook, which streamlines the rental process, centralizes event communication, and allows people to sign contracts electronically. This year he also updated our rental rates, bringing them more into alignment with other local venues. Our rental policies were updated, adjusting our rules surrounding alcohol to ensure that events are safer, reducing the likelihood of a minor being served alcohol on site, and protecting the church from event related liability. Our rental income this year will exceed \$90,000 by the end of the fiscal year, well beyond the projected income in

the 22-23 Budget, which has only been made possible by having a dedicated rentals staff person. We've hosted weddings, memorials, quinceañeras, fundraisers, staff meetings, music lessons, support groups, and more. In the coming year we hope to continue expanding our rental program to keep building connections within the community and providing a space for important life transitions.

Kat Johnson, our Technical Communications Coordinator, continues to support our Sunday Services, as well as other major church events. She has begun building a team of AV Volunteers, who are now able to independently run a Sunday Service, leaving Kat more flexibility in her work schedule to take time off, as well as to work

rental and community events. She engages new equipment, technology, and challenges on an ongoing basis and is blissfully in eternal-learning mode. She supported our Holiday Bazaar, and our Spring Auction teams, providing technical assistance, wrangling spreadsheets, managing software, and training volunteers, and she is integral to data management for our SGCC program. This year she added editing and sharing of our staff produced “Church News in 90 Seconds or Less” to her weekly responsibilities. It’s been a fun experiment of utilizing different communication methods to share important church news.



Image 23 - Kat waves hello from the sound booth.

When our projector unexpectedly expired in the spring of 2023, Kat worked with ProSound to replace it. Our Sunday slides and event presentations have never looked so good! Unfortunately, we’re also faced with a failing mixer and social hall power amp, as they reach the end of their lives. Both are vital for in-person services and events, and the mixer is a critical component to ensure inclusivity and accessibility through Zoom dual platform programming. As we look towards the new year, and the next decade, we are exploring replacement options, as well as establishing an ongoing partnership with an AV support company.

Submitted by Izzy Crecca, Congregational Administrator
On behalf of the Office and Facility Team

Board of Trustees and Board Committee Reports

Board of Trustees Report

The Board of Trustees is the highest-level governing body of UUCE consisting of seven members of our congregation elected by our congregation. The Board considers the following five subjects:

- 1) Mission and vision
- 2) Long-range planning
- 3) Personnel
- 4) Fiduciary responsibility
- 5) Policy.

We meet twice each month with a Business Meeting on the fourth Tuesday that is open to the public. At our Business Meetings, we regularly review and discuss the Op-Team's Report prepared by Rev Jen and Jennifer Williams, UUCE's Business Administrator. This allows us to be better informed about day to day happenings of the Church. Additionally, each month we review the Treasurer's reports that present detailed pictures of UUCE's financial status.

We meet on the second Tuesday of each month for a Going Deeper meeting where we discuss a limited number of topics more expansively. This year a continuing topic has been the nature of governing structures and what is best for UUCE. During our meetings we often create task-forces of several Board members to explore specific issues and make recommendations which are brought to the full Board for consideration.

The Board accomplished the following this past year:

- We held a day long retreat in September where we planned for the upcoming year. Additionally in September, we met with Rev Jen in a discussion facilitated by Annie Scott, Pacific Western Region Congregational Life field staff, where created a better understand of the relationship between the Board and our settled minister.
- Initiated a system of financial audits. Most congregations use checklists, so an Audit Task Force was asked to find a checklist we can use. Two members of UUCE's Financial Oversight and Review Committee (FORC) are completing the internal controls phase of the audit. Sometime in the near future, we need to budget funds for a complete financial audit.
- Re-established the Endowment Committee.
- Made Rev Lo Minister Emerita.
- Drafted a new Board covenant.

- Set up a Task Force to review the Board Treasurer's position to make it possible for one volunteer to handle. Currently, the job takes over 20-30 hours per week during some months of the year.
- Approved a plan for Building and Grounds to replace The Conestoga Huts with stick-built tiny houses, one per year.
- Made the Committee of Right Relations a standing committee. Approved their charter.
- Approved emergency funding for the replacement of the projector.

Submitted by Daniel Blades, President
On behalf of the Board of Trustees

Endowment

The Endowment Committee has three Trustees, appointed by the Board. In theory, these trustees have overlapping three-year terms. During the Covid Pandemic the Board held those terms in abeyance and restarted our term limits.

Olga Turner and Susan Verner continue their terms. We welcome Robert Barnes as our new trustee and look forward to working with him.

This past year saw Phyllis O'Neill rotate off Endowment in order to take on the duties of Board Treasurer for the upcoming church year of 2023-2024.

In 2022 the Board accepted a revised version of the Endowment Policy. It is currently online.

In recent years, Endowment has stepped in on occasion to advise the Board on proposed donations of real property. In the near future, UUCE needs to develop a planned giving program.

We recently ran an article in the newsletter informing the congregation that UUCE does have an endowment, explaining how it operates. Earlier in the year we had a table where we passed out brochures publicizing the Endowment. We followed up on indications of interest.

We look forward to revitalizing Endowment and working more closely with the Board and ministerial leadership.

Leadership Development Committee (LDC)

The Leadership Development Committee has two major responsibilities. 1) we are in charge of recruiting candidates for elected office and running the annual election and 2) we identify and provide training for leadership development within our congregation.

This year, our training focus was to pilot a new 9-month training program developed by the Faith Forward Team. Unlike past trainings, the goal of this program was to develop a cohort that would stay together from beginning to end. It consisted of an initial day-long retreat and then a series of monthly seminars, ending with each participant preparing a brief presentation. There were 11 participants who completed the program. In addition to the Leadership Development Committee members the planning team included Judy Shaw and Linda Krenicky.

In addition to the Board of Trustees and the Leadership Development Committee, our annual election this year will include a newly elected body called the Committee on Right Relations. We are delighted that a strong and talented group of members have stepped up to run for all open positions.

Next year, we hope to focus on developing UUCE-specific training material that addresses the specific needs and hopes of our congregation.

2022-23 Leadership Development Committee, Janell Heidenreich, Barbara Kellogg, Jennifer Tucker, Vicky Scheuerell, and Michele Wyckoff,

Connection

Coffee, Tea, and Thee

Coffee, Tea & Thee has met every week for the past three years for connection, support, and enjoyment of each others' company. CTT structure is organized voluntarily by members of the group, who suggest a guiding question to be included with (or instead of) each person's check-in. Over the past year, CTT conversation has covered members' memories, hopes, dreams, struggles, and

fictitious knitting hedgehogs. CTT continues to be open to all each Tuesday noon on Zoom.

CUUPS: Pagan Affinity Group

There has been a decades-long tradition in this church to have a pagan affinity or CUUPS group, and the many aspects of paganism and pagan practice have made their way into the general services provided Sunday morning and the faith formation activities. Yet the group itself dissipated through attrition and the scourge of Covid, until in the fall of 2022, Avnas Marsh and Xephyr



Image 24 - The Advent Garden Spiral Walk, an event hosted by our CUUPS group.

Burton began to reconstruct the group from the ground up, starting with a Silent Supper Workshop at Samhain 2022, demonstrating a rite to honor the departed. We soon began meeting organizationally monthly by Zoom, then an Advent Spiral was hosted in the Sanctuary, constructed from evergreen boughs and lit by candles placed by the itinerants, on the first Sunday of Advent. At Yule, a larger spiral was constructed on the east-side parking lot beside a burning Yule Log, while participants enjoyed a foolish feast with the Lord of Misrule in the Social Hall.

Beginning in January, observances of the full and new moons have occurred at the Church and on Zoom. New moon events each feature a different PNW tree with talks about legends and myths, Full moon events feature a different deity from around the world, where we invoke the gods and enjoy a guided meditation. These events have been relatively popular, and afterwards, we've been having some interesting conversations about pagan topics. We have had celebrations of the Spring Equinox and Summer Solstice at the church, with classic chanting and poetry and pagan exuberance. For Beltane, our group was honored in the last Sunday service in April in a hybrid Beltane rite that wrapped up with a Maypole.

Our group now has an email list, a facebook page, a newsletter, and a section in the UUCE website. Our future plans include hosting workshops to go in-depth in pagan topics, outreach to other pagans in the Eugene/Springfield valley, and outreach to the other CUUPS groups up and down I-5.

Men's Groups

Both UUCE Men's Groups continued to meet over the 2022-23 Church Year. The Wednesday Group is open to drop in attendance. The Tuesday Group was at capacity this year. They continue to be vital with 13 men on the current roster. The Tuesday men's group held their first retreat this year, in Sunriver.



Image 25 - Men's Group members on a hike during their retreat to Sunriver.

Submitted by Emmet Band

Poetry Groups

This year we have three separate active poetry groups: Poeta, Poesy, and Second Sunday Poets. The latter is the newest one, and it already has 10 members, though one person is on extended leave for a few months while temporarily out of town. Currently we have about 22 individuals participating on a regular basis. At this point we are back to meeting in person rather than the Zoom of covid times. Zoom was, however, extremely valuable in keeping the groups intact.

We feel that creativity is a form of spiritual expression and growth. We are groups of members and friends of UUCE, who meet monthly to encourage each other in writing poetry through supportive suggestions and discussion and the sharing of ideas and resources. We often use the monthly Sunday Service topics as inspiration for our writing assignments. Through loving exchange and sharing, we

develop deep relationships. I am happy to report that this year two individuals whose first acquaintance with the church was via the Poetry Groups have now made the commitment of membership in UUCE.

We limit based on group size (8 – 10 individuals is about the limit for a two hour session). We follow guidelines as to meeting format, so that everyone gets an opportunity to share. Decisions are made by consensus. As in past years, we have contributed a basket to the Annual Auction.

With love and respect,
Bonnie Phipps
Poetry Groups Facilitator

Sacred Reading Practices

The 2022-23 program year for UUCE marked an important transitional period for the Sacred Reading Practices group as we began reading a novel by a different author (Salman Rushdie's *Midnight's Children*) in April. The Sacred Reading Practices group started off seven and a half years ago by emulating the podcast *Harry Potter and the Sacred Text*, created by Casper ter Kuile and Vanessa Zoltan. Because the group goes at a fairly slow pace of reading just one chapter per week, it took us a long time to finish that series.

The name of our group comes from the five different sacred reading practices we've adapted (following the lead of Kuile and Zoltan's podcast) from Jewish and Christian religious traditions: "PaRDeS," Jewish allegorical exegesis; *Lectio Divina*, western prayerful and allegorical reading; *Havruta*, an ancient Jewish practice of posing questions for further discussion; *Florilegium*, using "sparklet" fragments gathered by individual members from the week's chapter to put together in unexpected patterns; and Ignatian Spirituality, using a portion of the week's reading almost as a type of guided meditation. We rotate between the five practices, spending a month on each one.

Besides using the sacred reading practices, an important purpose of our group is to explore works of fiction through different themes such as innocence, shame, belonging, and more. We choose different themes at the end of each week for the

following week's meeting. Often these themes are the same as the church's monthly focus such as creativity for May 2023.

Sacred Reading Practices meets each week on Wednesday evenings from 5:30pm – 7:00pm on Zoom.

Each time we meet, our group follows this agenda:

- we begin by doing a personal check in for the previous week,
- (sometimes) consider an outside reading which helps illuminate the theme for the week—often by an author who is BIPOC and/or LGBTQ+,
- a quick recap of the chapter,
- exploration of what we noticed as we read the chapter through the chosen theme,
- completion of the chosen sacred practice,
- blessing for a character from the chapter.

The purpose of the group is to find deeper meaning and personal relevance in works that were written for entertainment or literary purposes. Scholars of religion explain that what can make the act of reading sacred is not the text itself, but the community of readers that use it to explore deeper insights into ourselves and our world.

All ages and skill levels are welcome to join us.

For more information on how our group works, see our description on UUCE's Affinity Group page: <https://uueugene.org/affinity-groups/sacred-reading-practice/> Or, email group contact person, David Bockoven sacredreading@uueugene.org

Small Group Connection Circles

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. Because of the COVID-19 pandemic, many groups have met via Zoom, some have met in person, and some have used dual platform mode with some meeting in person and some Via Zoom.

This church year, we had two series of SGCC meetings with the same curriculum. The first series had registration in September 2022, and the 10 groups, with 68 people, met from November 2022 through March 2023. The second series had registration in December 2022 and January 2023, and the 5 groups, with 38 people, met from February through June 2023. The topics of the sessions were inspired by the monthly church worship themes and were: Getting Acquainted. SGCC Program and Covenant Review; Belonging; Courage; Change; Finding Our Center; Resistance; Love; Vulnerability; Creativity; Delight.

Some of the groups did a service project, which included: donating meals to St. Vincent de Paul First Place Annex Family Night Shelter, working at Burrito Brigade, buying and preparing food for Generosity Network leadership reception, helping with coffee after a church service, toilet paper drive to distribute via Produce Plus, pet food drive for homeless folks, preparing “goody bags” for Whitebird Clinic, and other projects.

Many thanks to this year’s facilitators (Joanna Alexander, David Bockoven, Bob Cerince, Jean DeVenney, Nikki Frank, Janell Heidenreich, Dick Loescher, Kris Olsen, Leah Salerno, Christine Sauer, Eileen Watters, Diana Wise, William Wise, and Stephen Young) and steering committee (Dick Loescher-chair, Kat Johnson, Diana Wise, and Michele Wyckoff).

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

To learn more, see the [SGCC web page](#) or contact SGCC Steering Committee Chair Dick Loescher at info-sgcc@uueugene.org, 541-485-1157 (landline).

Submitted by Dick Loescher

Transformation

Accessibility Task Force (ATF)

To encourage attendance, ATF regular monthly meetings are now each third Thursday at 4 pm both at our Church and on Zoom. The current Co-Chairs of ATF are David W. Oaks & Patricia Ryder. Meetings are co-facilitated by Michael Young.

ATF often holds public webinars when there is a fifth Sunday: On Sunday, 30 April we held the event: Making Your Home More Accessible. This was introduced by Rev. Jen Youngsun Ryu. Speakers included Bruce Barney, Michael Young, Debra Nuñez & David Oaks. ATF is re-evaluating future webinars, because attendance was rather low this time.

As part of this webinar, ATF published a 9-page resource guide about making your home more accessible, [available here](#) on the UUCE website.

ATF held a special event on Sunday, 22 January 2023, to remember Ivory, who died homeless and in crisis only four blocks from our Church two years ago. We hosted her sister, Breezy, and held a peaceful vigil leading to the location of this tragedy, see photo. Breezy (second from right) later said: "Last weekend will forever be treasured. Thank you for honoring Ivory and so many others."

The January 8, 2023 worship service was on the theme of Accessibility. Envisioned and coordinated by Ministerial Intern Tina DeYoe, several ATF members spoke to our congregation about the challenges and gifts of our disabilities. Tina raised the idea, in a recent ATF meeting enthusiastically agreed, that an annual service on this topic would benefit our community.

After a year-long process of encouraging suggestions and discussions, ATF finalized a Covenant which can be read [here](#). ATF had a full presence at the Involvement Fair.

Rev. Suzanne Fast led a Zoom webinar for ATF on the topic of "Invisible Disabilities," and how understanding the concept is important to accessibility & inclusion, Sunday, 29 May. (This was also in the title of a superb sermon by Rev. Jen in August 2022.) View the recorded webinar on YouTube, with captioning (thanks Ian!), here: <https://youtu.be/4t5wrjLmOt8>

ATF was represented at the UU General Assembly both by a poster session and at a workshop about mental health justice. ATF has submitted a budget request for a bariatric bench, to help accessibility for visitors that may need structurally stronger seating.

ATF maintains ongoing links to national UU efforts for disability justice such as through EqUUal Access and UU Mental Health Network.

Submitted by David Oaks and the ATF

Community Offering Committee

From July 2022 through April 2023, the congregation donated about \$27,847 to local, regional and national nonprofits.

These donations represented contributions on every Sunday of each month except for the last Sunday in December (minister's discretionary fund) and the fifth Sunday in April. We began donating the full month of offerings at the suggestion of our previous minister. At Rev. Jen's request, we now designate any fifth Sunday as a collection for the general fund. In April, we donated an average of \$686.50 for each of the four weeks of the community offering and raised \$428.10 for the fifth Sunday. That's a difference of \$258.40 We'll continue to monitor the weekly amounts given during five-Sunday months.

Committee members select recipients based on suggestions by congregants, current events like earthquakes or war in Ukraine, and issues/organizations that match the church's principles and, if possible, the monthly worship themes.

Information on our 2022-23 recipients and the amounts raised is at

<https://uueugene.org/justice-overview/community-offerings/>.

The Community Offering Committee includes David Bockoven, Valerie Elliott, Gretchen Miller, Marilyn Milne, retiring member Ron Milton and Heather Schantz-Mulford (on hiatus).

Conestoga Wagon Circle

This small committee oversees the conestoga hut residents on UUCE property. We have four huts and all are occupied. Many members of our congregation regularly

interact with our residents. We are open to new volunteers to work one on one with our residents and continue to build relationships.

Submitted by Barb Prentice

Food Justice

All of the pre-pandemic Food Justice projects are back up and running. Here's a brief summary:

This church year we have continued to provide healthy sack lunches to participants in the Community Court restorative justice program run by the city of Eugene. From July 2022-June 2023, we will have provided 230 lunches. We are now back to making lunches every month; the day has changed to the 3rd Tuesday. In addition, we connected the Court program to Helping The Homeless Lane County and facilitated the donation of 50 hygiene bags.

Trillium Produce Plus continues to grow. We now average 38 households/90 individuals every 2 weeks. We started the year outside under the eaves and moved into the social hall for the winter. We have enjoyed being in "the heart of the church". Two Small Group Connection Circles coordinated "supply drives" to distribute to Trillium Produce Plus participants; for pet food and toilet paper.

UUCE continues to provide monthly meals for families living at the First Place Family Shelter. Over the past year more than 50 people (including a Kalapuya High School class!) have cooked and purchased nourishing food, providing a complete meal for 50-80 people including 20-50 children in any given month. The staff and families at St. Vincent continue to express their gratitude and appreciation for these essential contributions.

A team of UUCE members; Anne Bridgman, Kimberley Nies and Jolene Siemsen, will continue to coordinate this effort.

A Seed to Supper gardening class began April 28th and ran for 6 weeks. We provided both classroom and garden demonstration space for this class, staffed by Food for Lane County.

Food Rescue Night at Food for Lane County has recently started up. Our night is the 4th Wednesday of the month.

Submitted by Berry Broadbent

Healthcare for All Oregon

Health Care for All Oregon's mission is to create a comprehensive, equitable, affordable, publicly funded, high-quality, universal health care system serving everyone in Oregon. Senate Bill 1089 has now passed out of the Senate Rules Committee with a 4 "yes" and 1 "no" vote. It is now at the Joint Ways and Means Committee chaired by Senator Steiner and Representative Sanchez. We welcome anyone interested in helping to support HCAO. We meet in person and on Zoom the first Tuesday of every month, from 7-8 pm.

We are currently tabling at UUCE on Sundays where you can sign our statement of support. Please check the UUCE Newsletter to find out dates and times. We also table at the Saturday Market in Eugene. People can sign up for a two hour shift at the market, to encourage people to sign our statement of support.

UUCE is part of the HCAO Faith Caucus. The Faith Caucus meets on the third Wednesday of each month via Zoom. We are making contact with other churches in Eugene and Springfield to join us in supporting our mission. We are supported by UU Voices for Justice. We welcome your help to get the word out to our community.

Submitted by Kathy Filip

Indigenous Connections Circle

The Indigenous Connections Circle (ICC) had its start as a committee of the Challenging Racism group, charged with developing a land acknowledgement for UUCE. The committee decided to continue on as a separate chartered project, with the goals of investigating Native American histories, cultures, and issues, and finding ways to be supportive of Native communities.

We attended the honoring ceremony of Eugene's "Willamette Wetlands of the Kalapuya" mural. We planned a picnic with a walk along the Talking Stones trail on

the north side of the Willamette and we will have another exploration of the Talking Stones this year. We had a luncheon fundraiser to start a scholarship for the Chinuk Wawa language students at the University of Oregon. (Thank you to everyone who donated!).

As a group, we attended a Native story-tellers' gathering on Zoom.

In November for Native American Heritage Month, we will display Native-inspired weavings and blankets in the Sanctuary. We also hope to exhibit the work of a Native artist in the gallery hall that month.

Our meetings are informal and open to all. In addition to planning events, we share our individual experiences with powwows, book clubs, art exhibits, etc. You are welcome to join the ICC!

Sewing for a Cause

Our small but mighty group, together with the Bags of Love team, make good use of fabric scraps to make whimsical quilts for children in need of some comfort. The quilts, along with other useful items such as clothing, personal care, and school supplies, make up the contents of the Bags of Love.

Our donations for the last fiscal year are:

- finished quilts: 20
- quilt tops: 58
- quilt backings: 8
- drawstring bags: 10
- fleece blanket: 1

Submitted by Bonnie Koenig



Image 26 - Lorraine works on a quilt top!

Image 27- A finished quilt, donated to Bags of Love.



UU Earth Action

This year our UU Earth Action group:

- Worked to survey and look at "Green Sanctuary"
- Surveyed folks involved with the possibility of retiring our Gas Stove.
- With help from the Minister, we invited Rev. Kathrine Jesch to speak at our Earth Day Service.
- Did a plant giveaway/exchange.
- Tabled after service for at least 6 Sundays, to provide information and signups for Carpooling, and info on alternate transportation to UUCE
- Monthly Tuesday night movies for UUCE and Community
- Worked with Interfaith Earthkeepers to do riparian planting, and cleanup of nonnative species at Turtle Flats and environs.
- Made a video and got it on YouTube "Living with Beavers"
- Sponsored an invasive species cleanup near the Buford Park nursery for our Earth Day Celebration.

Submitted by Sue Craig and the UU Earth Action Committee

Sustainability

Buildings and Grounds (BAG)

In 2022-23, the BAG team continued to maintain and improve the church's building and grounds. Some work was not very visible, but it was continual: garbage collection outside and repairing of things inside. Other projects were more noticeable: inside, we painted the kitchen and added an attic pull-down ladder in the custodial area as



Image 28 - Steve Kuzma and another member of the bag team vacuum and dust the "clouds" on the ceiling using the scissor lift.

requested by the Safety Committee; outside, we planted daffodils. As our ceiling can lights burn out, we are replacing them with more energy-efficient units. We are replacing CFL bulbs in the breezeway lights with LEDs.

The garden crew has a Buddhist practice: chop wood, carry water and pull weeds. We planted the blueberry demonstration garden two years ago. This year the survivors are blooming and looking good. We are refining that project. The crew removed the arbor vitae along the east fence between the Conestoga area and the Looking Glass school parking lot, and replanted that area with things that will be lovely. Mostly we do quite a bit of mowing and edging (Medley, take a bow), weeding (Sigrid, Fred, Janet, Dennis, Saro, and others), maintenance and repair of the irrigation system and swale, pruning, and litter patrol (Gretchen).

The inside crew includes our fearless leader, Eric, and his head honcho, Emmet. Others pitching in are Marilyn, Steve, John, John Roy and Dave.

We've just begun a monthly Saturday morning grounds opportunity for those who can't join us for strong coffee at 9 a.m. each Tuesday. We'd love to see you on either day!

Generosity Network

This year Kay Crider, Phyllis O'Neill, Dave DeCou, Molly mae Culligan, Janell Heidenreich, Kris Topaz 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 the return of the in-person holiday bazaar, the Generous Fun potluck, and the Garden Party Spring auction; began an effort with



Image 29 - Janet Schlageter stands with blooming sunflowers in the late summer of 2022.

the Membership Committee to reach out to people who have long been on our membership rolls but have not participated in church life; and conducted the 'From the Heart' annual pledge drive. In the coming year they hope to build up more comprehensive structures and procedures for FUNdraising and community building events; and to attract more participation in the coordination of Generosity Network, especially given the departure of four current members (Dave, Kay, Molly mae, and Phyllis) to other priorities.

Submitted by Judy Shaw

Safety Committee

History

The Emergency Planning Taskforce had been a standing committee with the Board of Trustees up to and after the remodel of our new church home, to develop the fire exit maps and emergency procedures manual. In 2016 the Board, through Rev. Sydney Morris, requested this committee add general church safety to its mission, especially as the Chambers/13th Street area comes with a ballooning population of the unhoused, drug use and mental health issues.

Related to Church Safety

In 2018 a separate group was started and centers around encouraging home disaster preparedness of our congregation. According to our Dec.2, 2020 meeting with a UUA representative, experts suggest staying home during a disaster is better than trying to make the church a realistic center for disaster support.

In 2020-2021

In March 2020, the COVID19 pandemic caused UUCE to shut down building use. In April-May we purchased an AED unit, and the Building & Grounds committee installed it near the office, assuming we would be back in the church soon. During this time the Safety Committee had only one member, the author of this report. Summer, then most of Fall went by and, since we were still not meeting in the church as a congregation, we did not invest in AED and CPR certification at that time—and neither was training available through City channels as everything else was shut down as well. Little did we know we would be out of the church building for more than a year!

Names of Leaders/Facilitators:

Kris Topaz, Chair; Susanne Giordano, Notes/Archivist and Staff Liaison, David Dessert, Heidi Gould.

This year's accomplishments, and plans in the near future:

- The Safety and Security Committee now has 4 members: Kris Topaz, David Dessert, Heidi Gould and Susanne Giordano, with Susanne being the liaison to church staff.
- July 2022 we did a church building safety tour.
- We had discussions around the feasibility of "panic buttons" in staff offices and more discussion about the ring doorbell intercom system.
- Began discussions on safety weaknesses around the building, especially the ladder to the attic that is in the custodial hallway. (Building and Grounds volunteers have replaced that ladder and included a security feature since then.) We created "Clear" signs for evacuation of classrooms to help first responders.
- August 2022: we organized a gathering around the AED unit to go over its instructions. This was the first time we engaged in training with the AED since the pandemic had started. Dr. Laurel Schwingel was one of our committee members at this time and gave a demonstration with some stuffed animals, and we video-taped the session which is available on the staff google drive.
- August 2022, Jennifer Williams arranged for White Bird/CAHOOTS to come and do a de-escalation training for our congregation and some other agencies and churches in the vicinity.
- August 2022 we started to update the church Emergency Operating Procedures manual.
- August-September we worked with Rev. Jen and Jennifer Williams (Ops Team) to help inform about wearing or not wearing our masks on Sundays. A Listening Circle was organized in September to hear congregants' feelings and opinions about whether or not it was time to make the wearing of masks on Sundays optional.

- September we started researching who best to ask to train us on CPR, with possible certification.
- We added a new reminder for all of our meetings, based on what staff are doing at their meetings, to "always consider marginalized perspectives."
- We checked for turn-off valves under all sinks and toilets. Found that a couple of plumbing features in the kitchen did not have one.
- Discussed safety signage around the building and what is considered the suggested look of a safety sign to distinguish it from other signs, and the possibility that there can be too many signs. Discussed getting signs showing where the fire extinguishers are.
- September discussion began with the Ops Team on making the area of the AED and fire extinguisher a "Safety Corner."
- Began a collaborative project with the newly formed Committee on Right Relations (CORR) to update both the EOP and the Safe Congregation policy to make sure they don't overlap and to get the appropriate items into the appropriate document.
- October-December continued work on the above items.
- January 2023 Safety updated our covenant with each other. Did more research on acquiring Narcan as a safety supply along with the AED. Did more research on getting CPR training arranged.
- Initiated congregational conversation on active shooter preparation.
- Made a video of a few safety features like how to operate the security alarm box, locking/unlocking the crash bars on the doors, and some fire extinguisher instructions. We are still working on finalizing that for the staff google drive.
- Decision is made with the Ops Team that Safety does not do trainings, but we will arrange them with qualified trainers.
- April 2023 gave another one-hour church building safety tour (walk about).
- May 7, a Eugene firefighter gave CPR training (hands only) along with AED and Narcan instruction (no certification).
- "Safety Corner" is underway--there will be a new medicine cabinet large enough to hold the AED, emergency blanket, Narcan, and incident reports; location is by the fire extinguisher closest to the office.

- Safety needs to finish up our part of reviewing and editing a portion of the Safe Congregation policy document, hopefully by or before the Annual Meeting when the new members of the Committee on Right Relations are voted in.
- For late May-early June arrangement is in progress for having a community police officer give training on what to do in an active shooter situation. This will include an initial assessment of the building's vulnerabilities.
- We plan for an annual workshop in the Fall, given by CAHOOTS/White Bird, on de-escalation of disruptive behaviors. This annual workshop was done at UUCE last year, and again this year we would invite agencies and churches in the neighborhood to attend with us.
- Church building one-hour safety tours will be done approximately quarterly.

Milestones

New Members

Tara Almarri	Sharon Lacey-Huff	Janice Silvestri
Donald Bramley	River Kaswell	Kathryn Smith
Kathleen Brooks	Liz LaVenture	Donna Stearns
Chris "Xephyr" Burton	Yaakov Levine	Jill Switzer
Jeri Carson	Lynn Lockhart	Bruce Tinker
Wendy Fuller	Arthur Rutledge	Pam Tinker
Heidi Gould	Eli Salerno	Ed Wolf
GariRae Gray	Rhiannon Schantz-Mulford	Don Wood
Richard Huff	LaDonna Seeley	

Member Deaths

Brian Salisbury, October 8, 2022

Anne Marie Hayes, January 14, 2023

Eileen Adey, October 30, 2022

John Hartman, March 17, 2023

Libby Masarie, January 1, 2023