

Annual Report

2014-2015



Unitarian Universalist Fellowship of Bozeman

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Board of Directors

Building on initiatives begun in 2013-2014, the Board and Fellowship moved toward major changes in 2014-2015, specifically in terms of physical space and ministry. While the Fellowship had set no specific goals of its own, this report summarizes progress toward the goals the Board set for itself at its August 2014 retreat.

Board Goals for the year

1. Focus on Our Ministry

The president and the Committee on Ministry (COM) chair met with Rev. Nina to review and slightly revise the Letter of Agreement, which was approved by the board and signed in October. Nancy Bowen, our District Executive, met with the Board and the COM in September to discuss how the Fellowship's ministry can be assessed and explain the on-going nature of the effort. The COM then began a Reflections process, holding focus groups in March on the nature of our Sunday morning experience. Results of those discussions will be shared with the Board and the congregation before the end of our program year, June 14. In addition, Rev. Nina Grey has discussed aspects of the Fellowship's ministry in sermons and newsletter columns.

2. Continue Gracious Space Conversations about future home for Fellowship

At the fall retreat at Hyalite Youth Camp, randomly assigned groups fleshed out each of the five space options identified in the June 1 Conversation. Each group answered the same set of questions and presented a summary of their option to the entire group. On October 19, members prioritized answers to questions from other Conversations (Who are we? What do we need in our space? What can we do without?). On November 23, we had a town hall session to answer questions about the five space options, our current financial status, estimated costs of ownership, sources and conditions for loans and grants, etc.

At the January 18 Annual Meeting, the Fellowship took three key votes on this subject. By wide margins, we decided to create a task force to explore options for better meeting space and to allocate one Sunday's offering per month toward the Capital Improvement Fund; there was also a vote taken on our willingness to change our Sunday meeting time, if needed. From January through April, a total of \$2917.50 has been added to the Capital Improvement Fund.

The Fellowship held its November 2 service at Fellowship Hall on Durston at 22nd, following some exploratory conversations with Fellowship Hall leadership. The space proved to be somewhat confining, and scheduling around other groups using it was more complicated than anticipated. Beginning in mid-March, the Space Task Force investigated seven possible churches to share space with, along with several spaces to lease, most of them out of our price range. They also looked at one affordable lease space that was subdivided so it would not work for us. At the end of March, the Shining Mountains Lutheran church property became available to the Fellowship through an offer from Cathy Cooper, doing business as Kasmer Properties.

3. Improve organizational effectiveness

Many steps were taken in this area during the past year. Kate Elliott, administrative coordinator, and Elizabeth Rose, past president, organized office files that had been completely jumbled through a couple of office moves. The Program Council (chairs of all the standing committees, convened by the Vice President) will have met four times during the year to share information and coordinate schedules. The monthly special offering approved by the Board a few years ago was implemented every month this year. A monthly calendar of events was displayed on Sundays, and an annual calendar was revived and reviewed with the Program Council.

A Communications Committee, approved by the board in 2013, was constituted and met a few times, with one result being to start clarifying the various announcement formats (eNews, listserv, Order of Service printed announcements). The committee also previewed the revamped website, which went live on Thanksgiving Day.

A Personnel Committee was established, convened by the Vice President, and a Personnel Handbook was developed and adopted by the Board. A performance review process was also developed. The Personnel Committee met in May with staff and the minister to review the handbook and performance review process for suggestions and additions.

A Fund-raising Committee was created and conducted a Valentine Gift Basket sale that raised several hundred dollars. The Finance Committee was re-constituted. A Monthly “Money Talks” column appeared in the Newsletter every month (except May), prepared by the Stewardship Chair or the President.

Two projects that were begun will be carried over into the next year. Our administrative coordinator proposed adopting a church management software product, which could streamline office processes and significantly reduce volunteer time needed for some projects. She and Paul Kleihauer, who has taken on the role of volunteer technology guru for the office, have begun investigating the products available. Another committee was created to develop a process for clearly identifying, counting, and reporting members. Their work will continue, with a process defined and adopted by the Board by the end of 2015.

4. Strengthen connections with larger UU community (UUA, District/region, state)

The Montana group of congregations did not hold an annual gathering this year, but UUFB took advantage of Mountain Desert District resources throughout the year, primarily by drawing on the expertise of the District Executive. The president attended the MDD conference in Denver in April; at least two members will attend General Assembly in Portland in June.

Other things we did

In the life of every organization opportunities and challenges present themselves outside the goal-setting process. For UUFB, this included revival of two regular activities and notable specific actions in the routine life of the Fellowship.

Catapalooza: This annual “welcome back” event on the MSU campus, featuring booths from a wide range of organizations—both on-campus and off—and businesses, was held Thursday and Friday,

August 21-22. For the first time in several years, UUFB had a booth, where we interacted with over 80 people in two days; many other churches and religious groups were also present

Retreat: Around 70 members participated in an overnight retreat at Hyalite Youth Camp, August 30-31, enjoying a number of workshops and activities. On Saturday, randomly assigned groups fleshed out each of the five options for new space for the Fellowship as noted above; on Sunday, groups did a “picture this” exercise showing our social justice presence in the community. The weather was mostly cold and rainy, which kept us indoors, providing plenty of opportunities for intergenerational fellowship.

Witnessing our beliefs: On November 21, as soon as it was legal, Rev. Nina performed the first gay weddings in Bozeman. She was the only clergy person available at the courthouse and married eight couples.

At the January Annual Meeting, the Fellowship voted to re-affirm our commitment to Family Promise. Soon after, Tonya Stevens became our volunteer coordinator.

In late March, the Board voted by phone and email to add UUFB’s name to a petition opposing House Bill 615, a proposed Religious Freedom Restoration Act that would have allowed discrimination in the name of religion. The bill did not pass out of the Montana House. (The Board formalized this vote at its regular April 21 meeting.)

Throughout the year—once a month—we took a special offering for an organization that shares our values. From September through April, a total of \$5361.61 was collected, with a total of \$3250.76 going to Community Café, Eagle Mount, The Warming Center, the MSU chapter of Engineers Without Borders, and the Montana Environmental Impact Council, plus a substantial in-kind donation of supplies to Family Promise. In addition, \$2110.85 was allocated to our UUFB community in the form of assistance to families in need and travel support for attendance at the UUA General Assembly in Portland, OR. These special offerings allow the Fellowship to demonstrate our commitment to social justice in Bozeman and in the world.

Ministerial search: When Rev. Dr. Nina Grey accepted our call in 2011 to be our minister, she was very open that she expected to retire after five years. The year just ending was her fourth year with us, so the President, Vice-President, and Board consulted with Nancy Bowen, our District Executive, on several occasions. She determined that the Fellowship can move directly into a search for a new settled minister without first identifying an interim minister. Thus the search process was initiated in the spring with the naming of a search committee: Bonnie Andes, Deanna Dean, Laura Mentch, Noah Weiss, Laurel Yost, Dick Young, and Peg Wherry (chair). The committee will begin work in the summer of 2015, with the goal of calling a settled minister in the spring of 2016.

Report Submitted May 7, 2015
Peg Wherry, President
Amanda Cater, Vice President
Suzy Sterling, Treasurer
Beth D’Atri, Secretary
Bonnie Andes, Member-at-large
Sandra Oldendorf, Member-at-large
Leona Poritz, Member-at-large

Rev. Dr. Nina D. Grey

Noting A Gracious Evolution, with Thanks

It was an overcast and rainy weekend and the spirits of the “Retreaters” were high for we were gathered together of every age, and the roaring fireplace and the children advanced the warmth of our gathering! After an event-filled summer, services and socials, including celebrating the life-long gifts of Pete Seeger in word and song, we started up the Fellowship Year with an end-of-August Fellowship Retreat at Hyalite that advanced our “Gracious Space Big Conversations”. Building on conversations about, “Who are we? What do we need in our space? What can we do without?”, we moved forward through the year, authorizing the leadership to explore some options for our future Fellowship home.

On the same Sunday of the retreat, many who could not come to Hyalite or who could not stay for the retreat’s entirety, gathered at the Senior Center to worship and remember the laborers of our nation, with Carol Stahl offering the presentation. The theme of that service reflected a recurring worship theme that the UUA had chosen at General Assembly, and that the Sunday Services Committee had chosen for the year, “Escalating Inequality”.

The work of our leadership has been intense and immense and I begin my Annual Report for the fourth year of my ministry with a deep sense of gratitude for the gifts our congregation’s leaders and members and friends bring to our shared ministries. A special thank you to all who participated in our Gracious Space Big Conversations, and to our Board of Directors with Peg Wherry’s leadership, and our Space Task Force, with Cathy Cooper’s leadership, as we move toward making some decisions that may result from that important and caring work.

A Time of Transition

The beginning of the 2014-2015 Fellowship Year also marked the start of the fourth year of my ministry. As we progressed through the first half of the year, I consulted with the leadership about plans that I would make a transition to full retirement at the end of my fifth year, announced initially at the beginning of my ministry with you. Officially that would be July 31, 2016. In consultation with our Mountain Desert District’s Executive Nancy Bowen, we agreed on a transition plan that would include adapting my ministry goals and working toward a model of developmental ministry. While I was considering my Goals for the 2014-2015 year, the Board established its goals. As the year continued, Peg Wherry and I communicated with the congregation about the upcoming ministerial transition. Although my plans for a five-year ministry were communicated at the very beginning of my ministry, many had joined with the congregation since that time, and so the news was surprising to some. Some of the children especially brought questions. The opportunity to talk with some of them about ministry and the transition led to important conversations with them.

My “Developmental Ministry” Goals for the 2014-2015 Fellowship Year

In the fall, I began a series of consulting conversations with Nancy Bowen and in December I presented my transition goals for the year. The overall purpose of my transitional goals have been to support the goals of the Board moving forward. In addition to the usual aspects of ministry, such as worship and preaching, pastoral care, adult religious education, social justice and outreach, and administration, I have concentrated on:

1. Focus on Our Ministry, clarifying and educating about the nature of my work and the Fellowship's work being ministry of various kinds. Much of it is shared ministry for I never do ministry alone. Through conversation, sermons and newsletter columns I have been encouraging "ministry" language and understandings.
2. Improving Organizational Effectiveness, through support of the lay leadership and the staff.
3. Supporting Gracious Space Conversations – Space for our Future, by supporting the Board-Led process, sharing information, perspectives, and resources. I have particularly encouraged consultation with denominational resources, which also contributed to my fourth goal.
4. Strengthening Connections with the Larger UU Community by providing information and opportunities for learning and engagement, and supporting growth of lay leadership in this area. One example of this work was my encouragement of the Committee on Ministry to pursue a very constructive and participatory process for assessment of the Fellowship's ministries. Another was encouraging the Board to consult with MDD and UUA resource people.

Supporting Ministries: Assessments and Reflections

A major purpose of assessments is to enhance the ministry of a congregation. In this spirit, Nancy Bowen introduced the Committee on Ministry to a book, *Completing the Circle*, which sparked a very helpful approach to the COM's work on Assessment. Meeting with the COM, I encouraged this very-new-to-us way of reflecting on the Fellowship's ministries, and the COM chose as its focus the Sunday morning experience, including the service and the experience of greeting and fellowship, but not religious education. Deep thanks to Pam Poon and the COM and all who led and participated in the process including many of our children. The COM is plumbing the insights gained as they near completion of their report at the time I am writing my Annual Report. The staff is also part of the Fellowship's ministries. My thanks to Amanda Cater and the new Personnel Committee for their work compiling a Personnel Manual. In the administrative aspect of my ministry, I have been doing staff assessment through reflection, engaging both Kate Elliot and Marie Lynn in conversations toward the strengthening of their respective contributions to the Fellowship's ministries of religious education and leadership. Marie Lynn is doing the same with the RE teachers of children and youth. We are using the formats of the Personnel Manual for these assessment conversations and goal setting.

Some Brief Notes:

- It was a joy informally to represent our congregation as I supported Montana's move toward Marriage Equality and was able to perform eight weddings of same sex couples the first day that was possible, November 20.
- I love my close work with the Sunday Services Committee, which supports not only my contributions to our worship life but that of our many guest presenters as well. And also my work with the Caring Committee who coordinate many aspects of our Caring Ministry. I feel blessed that overall we have an amazing and strong group of lay leaders and potential leaders moving forward.
- In consultation with Nancy Bowen and the Board, I will be adding some "interim" goals for the coming year, my fifth and final year of ministry with you.

With love, in faith, Nina

Committee on Ministry

Pamela Poon, COM Chair

Focus on All Aspects of the Congregation's Ministry

Whenever we have been contacted by the minister, committees or the Board, we have responded to their concerns. In the 2015-2016 Fellowship year, we plan to embed assessment into additional areas of the congregation's ministries.

Ask Committees to Reflect on the Particulars of Their Ministry

In 2014-2015, we requested the committees to provide the COM with questions they would like to ask the Fellowship. We considered those questions when planning our congregational assessment.

Identify Concerns Brought to the COM and Reflect on Those Concerns

During our Reflections process, several other concerns and ideas related to the Sunday morning experience which were not specifically in response to the questions asked were brought to the COM. Those concerns will be reflected upon and both the concerns and recommendations addressing them will be grouped together in our final Report on the Reflection process and passed to the relevant bodies in late May 2015.

Share Concerns With Relevant Bodies and Make Recommendations

See the above paragraph.

Make Recommendations for Minister's Compensation

COM Chair Pamela Poon met several times with Minister Nina Grey and President Peg Wherry to review the minister's compensation package and make recommendations to the Board.

Conduct Periodic Reviews of Ministries

In fall 2014, the Committee on Ministry (COM) met with Reverend Nina to decide on its focus in the upcoming year. In addition to its regular duties, in light of the Fellowship's need to call a new minister after Reverend Nina's term of service ends, the COM chose to focus on assessing the ministries of the Fellowship in accord with its own mission of asking the Fellowship's committees to reflect on the particulars of their ministry, assess their ministry and plan for the future. The Committee developed and implemented a review of the UUFB Sunday morning experience. The process utilized and the results of the review will be outlined in detail in the COM's final report to the Board on the Reflections process.

Hospitality/Membership Committee 2014-15

Members: Jan Young, Carolyn Boyd (co-chairs); Linda Clark, Bonnie Andes, Dee Mast, Bill Mallory, Bunny Gaffney

Highlights

- Continued to streamline procedures for greeters and coffee makers
- Developed new procedures for helping guests feel more welcome including: having committees take responsibility for greeting guests each month, having guests introduce themselves at the beginning of the service, creating new guest name tags and a new information card that is sent with the “glad you came” card after their first visit.
- Conducted two sets of orientation sessions, spring and fall, resulting in 14 new members as of December, 2014. Another group of members will join on May 17.
- Updated member information for a new Directory published in November. An update will be done in May.
- Developed and began the “Keeping in Touch” project in which members and friends will be contacted in April to update personal information and to provide a connection to the Fellowship, particularly for those who do not attend regularly. The first contacts were made between April 15 and May 15 and a second set will be done in the fall.

For next year

- We are excited that Pat Branting, Char Applewick and Bill Goold will join our committee next year. We will miss Jan Young who has served long and well and is moving on to other UUFB activities.
- Consider putting the Directory on-line for ease of updating and less cost than a printed version.
- Bunny Gaffney and Bonnie Andes will continue to serve on a task force to determine when and how members are moved to inactive membership.
- Carolyn Boyd will continue to serve on a task force to look at church software that will help us track visitors.
- We will continue to try to make the Fellowship welcoming to all, to encourage membership in UUFB and to help the Fellowship keep in touch with Members and Friends.

Caring Committee

Co-Chairs: Susan Backer and Louise Corbin

Members: John Berg, Cathy Cooper, John Hooton, Shirley Smith, Pat Swenson, Beth D'Atri (board liaison)

One of our major accomplishments this year was writing up our procedures for the committee notebook. We've covered these areas: Procedures for Meals, Rides, Sending Prayer Flags and Cards, and Congregational Communication with the Committee. We've focused on how it works for the committee.

We've also updated our committee description and started having better communication with the RE Coordinator to also cover needs of our children and youth.

Goals for next year

- To write our procedures for congregational use and have them listed in the Nuts and Bolts brochure, in a separate document to be permanently displayed, as well as possibly in a permanent place in each monthly Newsletter. This should help members and friends know what to do and who to contact when they have a specific need, such as for a ride.
- Devise a system for keeping track of the numbers and meals provided through our committee over the course of the year
- Formalize lines of communication with LREC and RE teachers

Following the Committee Fair in April, we've added two new members to the Committee - Janine Roberts and Mattie Whitehouse. We would like to add 2 - 3 more members.

Susan Backer,
Co-Chair, Caring Committee

Social Activities Committee

Tom Adams, Chair

Introduction

The UUFB Social Activities Committee is pleased to have this opportunity to summarize our accomplishments during the 2014-2015 church year. However, we are even more pleased by the active support and broad participation we received from the Fellowship throughout the year.

One of the tasks which we were asked to complete this year was to update our committee description. This was accomplished, and our new committee description which was adopted by the UUFB Board is included below.

Social Activities Committee Description (SAC)

1. Encourage and provide opportunities for social interaction among the members and friends of the UUFB Fellowship.
2. In a typical year, plan, coordinate, publicize, and present a wide variety of Fellowship events such as holiday celebrations, home-hosted movie and game nights, family oriented activities and other events to provide meaningful and enjoyable social interaction within our Fellowship.
3. The committee will also assist the UUFB Board, Minister, and other UUFB committees with the planning and delivery of other Fellowship activities such as food for funerals or memorial services, retreats, the annual spring auction and stewardship events.
4. The SAC does not assist member families with the planning, preparation, or delivery of personal parties such as weddings, graduations or family reunions.

SAC - Additional Program Description (prepared for the recent Committee Fair)

The UUFB Social Activities Committee is perhaps the only committee within our Fellowship that truly acknowledges and recognizes the importance of fun. In fact, it is our only purpose! We wholeheartedly believe that the foundation for true fellowship and community-building starts with shared experiences. And to this end, we strive to create opportunities for UUFB members and friends to spend quality time together.

Over the years it has become apparent to us that the quickest and easiest way to build lasting friendships, connection and trust within our Fellowship is through simple gatherings that bring people together for a shared meal, a family game night, or a day together on a sledding hill. There is magic in being together with like-minded friends and families. In a typical year our committee usually helps plan and organize a Fall Retreat, a Thanksgiving Dinner, small group Circle Suppers, a Winter Solstice Celebration, home movie nights, and a wide variety of other social gatherings designed to let people get to know each other. It's really that simple!

Please consider joining us! We know how to have fun.

SAC - Current Committee Members (as of 4/15/2015)

Tom Adams – Chair
Diane Knipfer
Deanna Dean
Pat Kauffman
Bonnie Andes
Jane Blair
Marvin Backer
Bill Mallory

SAC 2014-2015 Budget Information

Our 2014-2015 Budget was \$800. However approximately 50% of this amount was budgeted for the estimated costs of hosting the 2014 Fall Retreat at Hyalite Reservoir. As it turned out, this very successful event ended up paying for itself through generous donations, and these costs did not come out our 2014 Social Activities Budget. Therefore, our total 2014 expenses were just \$376.55 and to date, our 2015 expenses have only been \$59.73.

Therefore, our committee's total expenditures for this church year (through April 13, 2015) are \$436.28.

Our Activities and Accomplishments This Year (2014-2015)

The following list provides a brief summary of the activities and events our SAC committee coordinated and hosted during the 2014-2015 church year. It is has been a very successful year.

ACTIVITY / EVENT	ATTENDANCE
Hyalite Fall Retreat	58 people
Thanksgiving Dinner	41 people
"Big Question" Discussions	2 events with full congregation attendance
Fall Soup, Salad & Bread	Approximately 70 people
Fall Circle Suppers	7 Dinners with 57 people
Holiday Make & Take	35+ people and children
Winter Solstice Celebration	32 people
Winter Circle Suppers	7 Dinners with 56 people
Coffee House / Talent Show	30 people
Ice Cream Social / Committee Fair	Full congregation attendance

Upcoming Events to complete the 2014-2015 Church Year

Annual Spring Auction
Annual Spring Meeting / Election of Officers
Year-end Picnic
Summer Solstice Celebration at Lorca's Tipi

Social Activities Committee - Goals for the Coming Year

1. Build upon our previous successes. Go with what works.
2. Look for new ways to create activities that will better engage families with younger children. During the 2014-2015 church year we attempted two events which we thought would attract some families with young children. No one signed up for either our Halloween Hay Maze outing or our Snow Sledding event this winter.

Lifespan Religious Education Committee

What has been accomplished this year:

- Families loved attending the retreat at Hyalite in spite of the bad weather
- Children participated in 3 social justice activities: Cardboard Box City, the Crop Walk and Guest At Your Table
- The Guest At Your Table meal was successful in generating more visibility for GAYT, which resulted in many more donations to the UUSC
- Communication with parents increased through e-mail newsletters about what the children were learning in the RE classes, which provided ideas of how to follow up on the topics
- All parents who have not been attending were contacted to find out if they still want their children enrolled in our RE program
- The children and teachers dramatized Starhawk's "The Return of the Sun" story as part of the winter multigenerational service
- Ten children participated in the spring multigenerational service
- Themes from the adult services were woven into Children's Chapel presentations throughout the year with a focus on social justice
- Children voted on where to send their Children's Offering from Chapel on April 12th - we will purchase a flock of ducks for a needy family through Heifer International
- Seven children from UUFB completed the middle school OWL class - Yay!
- Seven parents attended the parent meeting with Rev. Nina and Marie - good ideas were shared
- Rev. Nina visited all three RE classes, and it was a big deal for the kids
- RE Sunday will happen earlier this year so we hope for a better turnout of families
- A family circle supper at a local park this spring is now in the planning stages

What still needs addressing:

- Renew our efforts to meet the needs of all the different generations in the Fellowship
- Resurrect our Youth Group
- Hire two new RE teachers since this will be the last year for two of our teachers

Persons interested in joining the RE team:

- Ken Pierce (Adult RE Subcommittee)
- Janine Mariani (LREC)

Social Justice Activities

While there has been no official committee this year, we have continued to volunteer for various non-profits in town.

Community Cafe – We have partnered with Beth Shalom and Pilgrim to staff the Café on the fourth Thursday of every month. We also served on Thanksgiving Day. Each congregation supplies 2-4 volunteers for a total of 9 people every month. UUFB has a list of over 30 potential volunteers and there has never been a problem finding people.

Food Bank – We bring food or cash on the third Sunday of every month for the Food Bank. This year we collected \$630 plus donated food.

Family Promise – We volunteer in partnership with St. James Episcopal Church five times during the year for 3 days each time. The new coordinator is Tonya Stevens and she is not having difficulty finding volunteers now. We have almost 40 people trained for Family Promise.

Special Offerings – We have taken a special offering on the second Sunday of every month.

2014-2015 Special Offerings 2nd Sunday

September	October	November	Avg. external	998.15
October	Help for UUFB Families	1,852.12	Total external	4990.76
November	Eagle Mount	744.00		
December	Family Promise	In-Kind		
January	Warming Center	694.00		
February	EWB	530.76		
March	GA Travel support	258.73	Internal	2,110.85
April	MEIC	537.00		
May	Nepal Earthquake Relief	\$1,740		
June	HAVEN			
	Sub-Total	6,356.61		
Other				
Yearly	Food Bank	739.00		
Yearly (2014)	Heart of the Valley*	25.00		
Yearly (2015)	Heifer International*	39.00		
Winter	Guest at Your Table	323.54		
	Sub-Total	1,126.54		
	*Children's chapel			
	Grand Total	7,483.15		
4th Sunday	Capital Improvement Fund			
January		606.00		
February		940.50		
March		485.00		
May				
	Total	\$2,917.50		

Sunday Services Committee

Overview: We recovered from a prior year of low participation and instability of membership. Although we experienced the loss of a co-chair early in the new service year, a new co-chair stepped forward and we continued to deliver, in the Committee's estimation, services in keeping with our principles and the high standards to which our Fellowship has become accustomed. We built sustainability into the Committee structure by defining and assigning specific roles for the many responsibilities we own. Going forward, turnover can be managed by assigning duties to new members previously handled by departing members.

The Committee will experience some turnover at the end of this service year. One co-chair will retire and one member will take a role with the BOD. All other existing members have agreed to continue with their current responsibilities through the next service year. Beginning next year, the committee will assume the added responsibility for Altar set up each week. And the nature and responsibilities of the Committee may change if the congregation decides to move to the Shining Mountains location.

Specific Goals:

SSC GOALS 2014-2015 SERVICE YEAR (APPROVED DURING SSC January 7, 2015)			PROGRESS UPDATE: May, 2015
What	By Whom	By When	
Offer lay leader and SFAA training before the Spring.	Sandra/SSC Valley/SSC	Fall, 2015	Postponed until we have feedback from Reflections meetings
Create a SSC new member introduction manual.	Pam/SSC	Jan 7, 2015	Complete. Distributed to new member L. Trankley
Create a Committee Manual that records the roles, responsibilities, requirements and activities of the SSC	Pam/SSC	June, 2015	Will be given to SSC during June meeting with a thumb drive of all forms/documents
Continue to provide Sunday Services that are aligned with our values and principles and inspire, inform and delight our Fellowship	SSC	ongoing	Met YTD and ongoing
Offer a few services throughout the year that relate to the UUA study issue of escalating inequality.	SSC	ongoing	3 services have been provided YTD on this issue
Create a succession plan so that the committee continues to thrive as members/chairs turn over.	SSC	June	The Committee Manual will provide continuity for processes, roles and responsibilities once new members have been identified. As of May 1, new members TBD

Further Accomplishments & Activities:

- Delivered a balanced mix of internal and external speakers covering wide-ranging topics that stimulated our minds and hearts
- Significant progress was made on identifying hearing devices for the hearing-impaired
- Development of a ready-for-delivery back-Up Service for unanticipated speaker absences
- Built a panoply of topics and themes from which to select for future services
- Lost one congregational musician; identified another.
- Created camaraderie and laughter during a year of much change and challenge
- Stayed within our budget!

Membership for New Service Year (as of May 3, 2015):

Co-Chair:	JoAnne Troxel
Co-Chair:	Open (Pam Pride retiring)
Lay Leader Recruiter:	Sandra Oldendorf
Story Teller Recruiter:	Valley Peters
At Large:	Jack Day
At Large:	Janet Norstrand
Music Coordinator:	Open
Altar Set-Up:	Open
Minutes-taker:	Open

Next Year Needs:

- Finalize sound system for hearing-impaired.

Stewardship Committee

Tam Miller, Stewardship Chair

It is my pleasure to report on outcome of the 2015 Annual Stewardship Campaign. I extend my personal thanks to all who assisted in this important effort. Sara Williams joined me to form the dynamic-duo Stewardship Committee.

We had help from many quarters, including Peg Wherry (Board liaison), Jan Young, and Rev. Nina Grey. Once again this year, Suzy Sterling was an invaluable resource and partner. Our Stewardship Moment speakers were Nan Gregerson, Jo Anne Troxel, Peg Wherry, Sara Williams and Tam Miller. Proving once again that a small and focused group can accomplish a great deal.

It has been a genuine pleasure to serve as the Stewardship Chair for the last two years. I enjoyed this service more than I expected.

Process:

- A small group met on Sept. 17, 2014 to lay out the general shape of the campaign, choose a theme, and settle on a process for soliciting pledges.
- The Board approved a preliminary budget and conveyed the goal of \$125,000 to me in mid-October. This goal was surprisingly large given our performance in recent years.
- The campaign kicked-off on October 19, 2014 with a “Stewardship” service.
- Pledge packets were distributed in person on that day and the remainder mailed on Oct. 20, 2014.
- Suggested deadline for returning pledge forms was November 23.
- Reminders via email, telephone and in-person were begun after Thanksgiving.
- Suzy and I kept the board apprised of our progress, especially as it became clear we would not meet our goal.
- A nearly final count was provided to the Board for their December meeting
- Reminders continued through early January 2014 as needed

Outcomes:

- Total pledges made for 2015: **\$115,760.00 or 92.6%** of the goal. This was down from 97% of goal last year.
- About 98% of active members or **82 households** returned a pledge form, down one household from last year.
- The committee spent \$334.30 on postage, printing, labels, etc. The committee donated business envelopes for mailing pledge packets and thank you notes.

Stair step pledge data for 2014

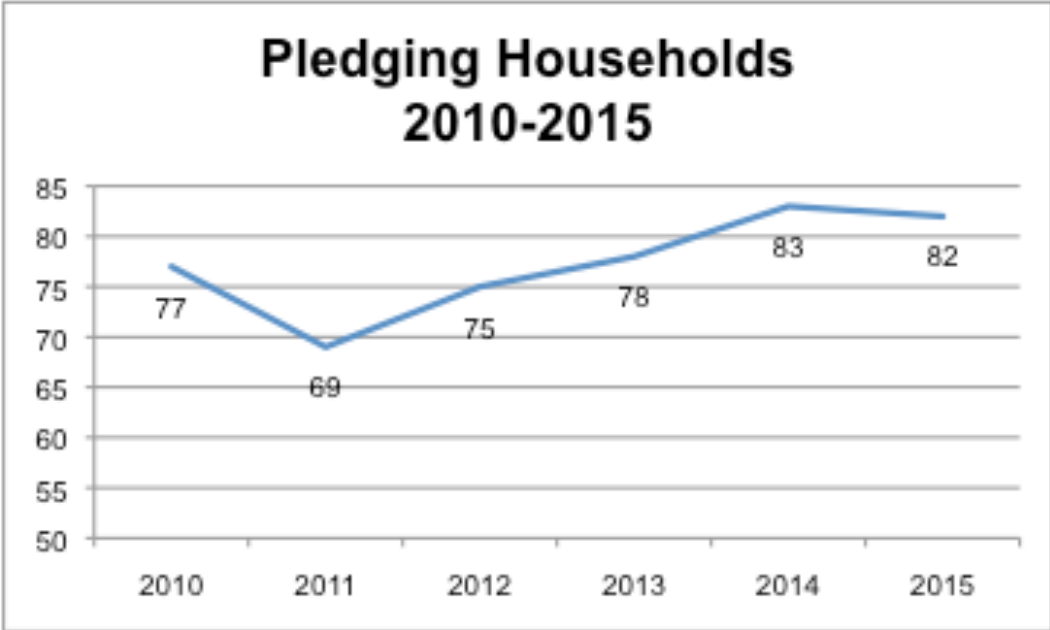
STEP	0-400	401-800	801-1200	1200-1600	1601-2000	2001-2400	2401-2800	2801-3200	3201-3600	3601-5000	5001-10000
Pledges	22	13	15	7	7	6	1	6	2	2	2
Percent	20.7%	19.5%	19.5%	11%	8.5%	6.1%	1.2%	4.9%	3.7%	2.4%	2.4%

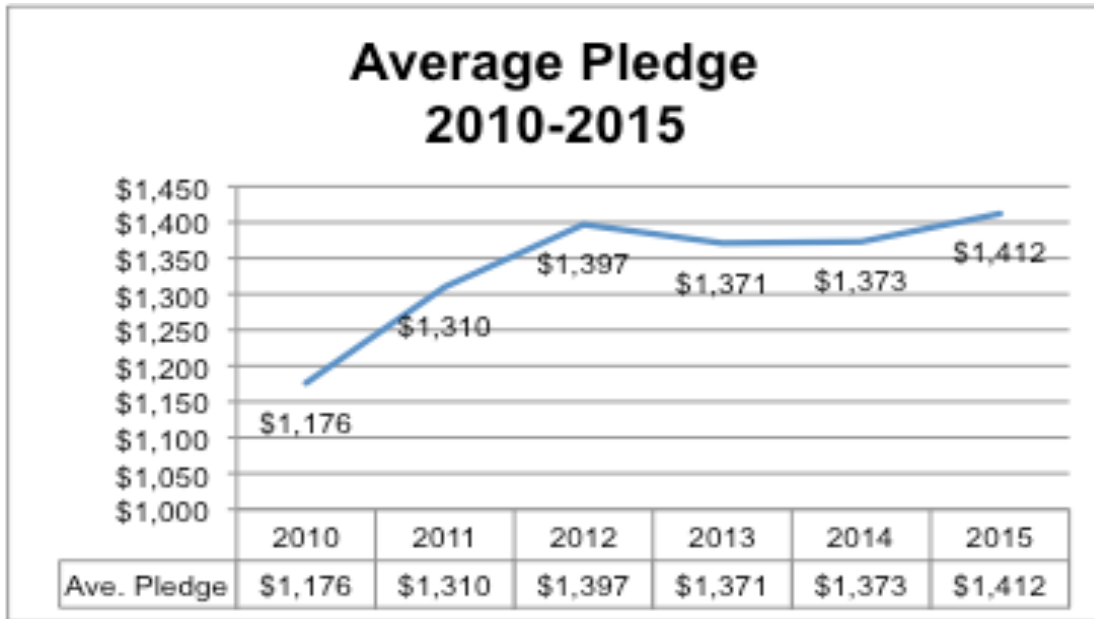
- The average pledge was \$1,412 (mathematical) up \$39 over last year.
- Again this year, the modal pledge was \$400 or less (most frequent)
- The median (or center) falls in the \$801-\$1,200 category, the same as last year.
- Those giving \$2,000 or less make up 79.3% of pledges
- Those giving more than \$2,000 make up 20.7% of all pledges.

Some things to consider:

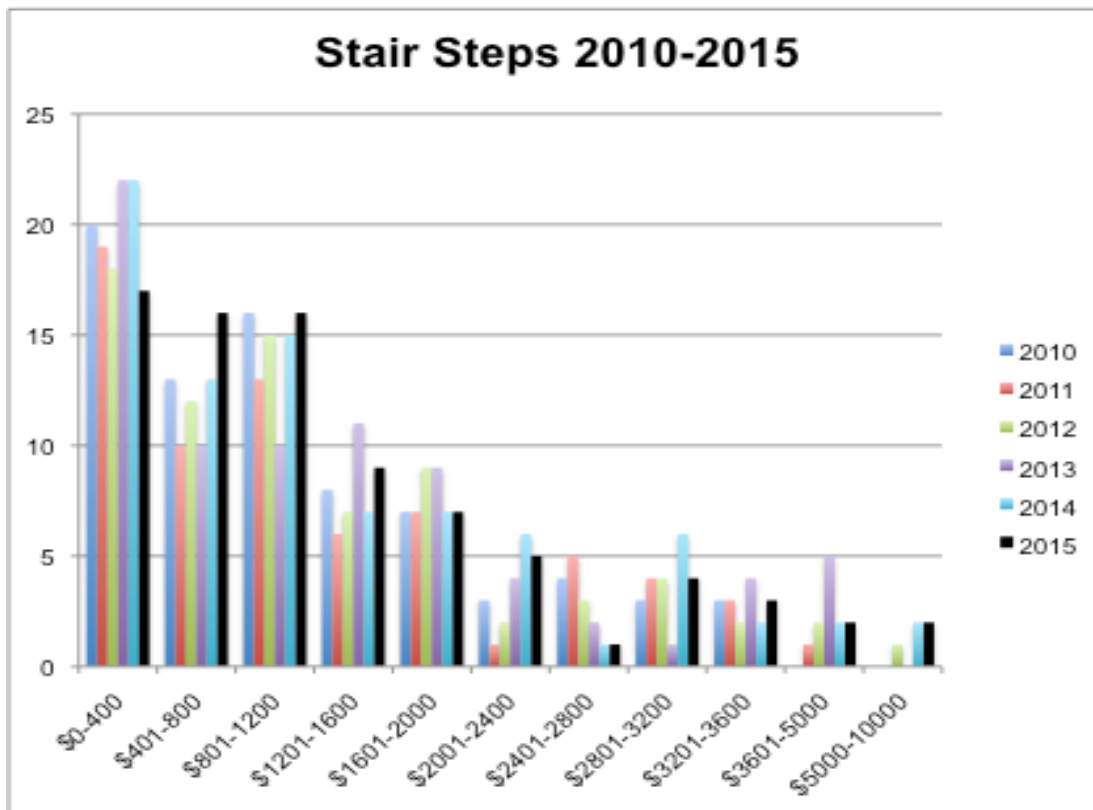
- Retain a joint emphasis on participation as well as dollars.
- The challenge to match increased pledges was effective.
- Continue the thank you notes. They are also well received and build commitment for future pledge seasons.
- Stewardship Sunday service did seem to flow better as a regular sermon with packet pick up and goodies following. The services around Thanksgiving and Christmas provide ample opportunities to speak about giving, generosity and support of UUFB in context.
- As recommended, we increased the Stewardship Moments during Oct. and Nov. They are good inspirational reminders early in the campaign. There was some difficulty getting them in the bulletin, the actual order of service, and the lay leader template.

Some trends in UUFB pledging:





It is interesting to note below the slight, but encouraging movement up the steps, with more pledges falling in the second and third tiers this year. This may be the result of the matching challenge.



Report submitted May 2, 2015 by Tamara Miller, Stewardship Chair