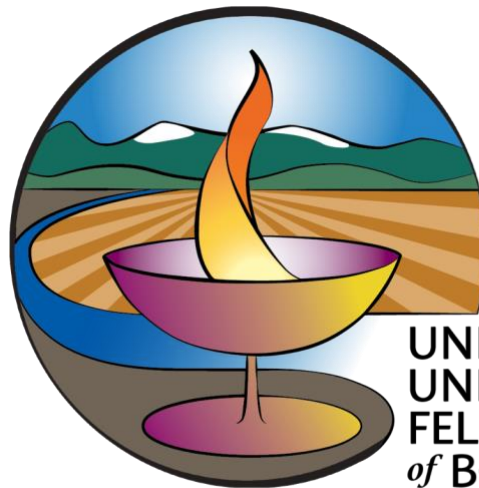


Annual Report

2020-2021 Program Year



UNITARIAN
UNIVERSALIST
FELLOWSHIP
of BOZEMAN

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Unitarian Universalist Fellowship of Bozeman Annual Report: 2020-2021 Program Year

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Minister's Annual Report

May 2021

I think it is appropriate to begin my Annual Report by saying this has been an extremely challenging year, not just for the Fellowship but also for the nation and the world. When the COVID virus reached Montana in March of 2020 we knew that many challenges would have to be faced in the coming months. At that time however, most of us didn't imagine that 15 months later we would still be holding our services, committee meetings and social groups online. We had no way of knowing the sacrifices that would need to be made throughout the course of the COVID pandemic. The COVID virus was more than enough challenge by itself, but it wasn't the only challenge we faced. In the latter part of 2020 the country held a Presidential election that may go down in history as the most contested election in our nation's history. In January, as the congress was preparing to ratify the votes of the electoral college, our nation's Capital Building was attacked and overrun by a group of citizens intent of overturning the will of those who voted by denying the elected President from taking office. In addition, the nation has been in a time of reckoning regarding racial injustice as people of color have suffered and died at the hands of police and have been impacted much more by the COVID virus than people who identify as "white." This has been an extraordinary year.

While facing the unexpected and daunting challenges of the past year the members and friends of UUFB found ways to continue most of the important aspects and functions of the Fellowship. As you review the committee reports in this document you will get a good sense of what we were able to accomplish this year in spite of the difficult circumstances we were dealing with. Here are some examples of what we managed to do. Even though we haven't been able to use our building for in-person meetings during the past year we held two Annual Meetings online, one in May and one in January. We conducted our annual pledge drive, again online. And while we didn't meet the goal that had been set, the amount pledged was quite impressive in light of the pandemic and the state of the economy. We held Sunday services, after-service social times and children's Religious Exploration classes online. Because most of our services were online, people from all over the country have been able to attend, including both former members and friends as well as people who have never attended one of our in-person services. We shared two services with the Billings UU Fellowship. We had 11 guest ministers, most of whom were UU ministers, from various parts of the country share their wisdom and inspiration with us. We held several outdoor gatherings including a service at Bozeman Pond led by a gifted musician friend of the Fellowship.

As I said previously, this has been an incredibly challenging year. Yet in spite of the challenges, the members and friends of UUFB have provided support to one another and found ways to persevere. This year has demonstrated to me the commitment, strength and power that is present in this Fellowship. I am grateful to have the opportunity to journey with you. Thank you for offering me the opportunity to learn with and from you.

Rev. Duffy Peet

Board of Directors Report

Annual Report 2020-2021

UUFB Board of Directors

Board Members:

- Peg Wherry – President
- Neil Schwarzwaldner – Vice President
- Sally Russell – Secretary
- Janine Roberts – Treasurer
- Paul McVey – Member at Large
- Valley Peters – Member at Large
- Sara Williams – Member at Large (filling the Past President slot)

In early July of 2020, the Board met in our summer retreat to set goals for the coming year. Those goals were published in the November 2020 newsletter, and they then informed the Board's agenda for the year. Probably because it was so obvious and so little could be predicted in July, dealing with COVID-19 was not explicitly included as a separate goal. So our report includes both progress on the goals we did set as well as including many actions the Board took as we moved into and through a very challenging year. The past "Covid-19" year has been one of intense and often jarring challenges for the Fellowship and the Board, but the transition into a new year begins to suggest the possibility of near-term relief and amelioration of constraints.

The first—and easiest—decision we made was to continue streaming Sunday services permanently, and equipment has been purchased to do so. It's looking somewhat more likely that we may be able to hold services in our building at some point in 2021. (See the attached "Protocols" for beginning to gather in person.) We are also looking at the budget implications for holding two services, should it be necessary to meet the social distancing guidelines likely to be with us for several months even as the vaccines work.

Goal: Maintain Organizational Stability

The Board committed itself to providing effective and efficient oversight and management to ensure the financial health and safeguard the organizational effectiveness of UUFB via sound policies, procedures, and practices.

We developed a position description for a (volunteer) position as Building and Grounds Coordinator and appointed Tonya Stevens to fill it. She will work with Mike Clark, Carolyn Boyd, and others to make sure policies are followed and everything stays in good working order.

Other actions:

- Program Council met on Zoom six times.
- We approved modest year-end bonuses for all staff in recognition of their hard work adapting our services and programs for online delivery and approved 2% cost-of-living raises for them.
- We extended the responsibility of our CRE, Beth Witte, to include Youth Group. Beth will be responsible for leadership of the program, and we added hours to Christine Wilcox's time for more staff involvement with our youth.

- With regret, we accepted Laurel Yost’s resignation as music coordinator and this spring appointed a Music Task Force to review staff support for our music program.
- We continued the appointment of Erin Henke to perform hymns for streamed services.
- We maintained our financial stability in unsettled times, without seeking PPP loans or other outside resources. Through the new capability for online donations, we kept up impressive Second and Fifth Sunday contributions to organizations sharing our values, as described elsewhere in this report.
- Though the fall Stewardship campaign fell somewhat short of the goal, the average pledge amount increased significantly, and pledge fulfillment for the previous year was an impressive 98%.
- We received a generous anonymous donation to our capital campaign, which has, of course, ended. The donor agreed that the gift could be transferred to Capital Improvement Special Fund. We finally closed the separate construction checking account and moved remaining funds from the capital campaign to the Capital Improvement Special Fund.
- We amended the bylaws to specifically allow voting by mail and on-line.
- We approved new charges for the Finance Committee and Social Justice Action Committee, clarifying roles and support for their activities.

Goal: Increase Community Growth & Visibility

The Board committed to increasing community growth and the visibility of the UUFB Mission by connecting with millennials, and diversifying membership by means of an improved social media presence, a refined self-narrative, and collaboration with outside community groups.

- Valley Peters created a video for us to participate in Virtual Catapalooza at MSU.
- Some of our neighbors responded to our invitation and participated in our New Year’s Eve “Dumpster Fire” in the parking lot.
- We posted more frequently on Facebook in the past year and have developed a calendar for posting around special events or holidays in the future.
- We were the only religious community to advertise in the Earth Day supplement in the *Bozeman Daily Chronicle*.
- We participated with others in the Gallatin Valley Interfaith Alliance to assure full funding for Fork and Spoon in 2021. Each of twelve congregations pledged \$1000; UUFB raised over \$5000, thanks to a matching gift from an anonymous donor. We are also partnering with GVIA to raise funds in May supporting the Tiny House project.
- We entered into a covenantal partnership with Montana Interfaith Power and Light (see www.montanaipl.org) committing UUFB to address climate change with other religious groups in the state and adding support for Rev. Duffy’s role as chair of MT-IPL.
- We contributed nearly \$1300 in relief funds for the Bridger Foothills Fire on Labor Day weekend.

Goal: Support, Caring and Connection

The Board commits to supporting the spiritual growth of UUFB congregants as a group and as individuals through connection, engagement, and care.

- Our year-round focus on adapting to the pandemic meant that significant Board time—at almost every meeting—was devoted to making decisions to support and protect our members.
- After many months of planning (and years of intending) we now have **assistive hearing devices** in the sanctuary! There are two options: one that works through a smart phone and another that uses a separate receiver.

- Although we couldn't hold large scale social events, we held several "pop-up" social activities like tailgating in the fall and hiking in the spring.
- A "Caring Cluster" of 15 – 20 UU's reached out a few times during the year to be sure we were all doing well through times of distancing; they kept in regular contact with those requesting it.

Goal: Anti-Racism/Social Justice

The Board committed to strengthen UUFB's capacity to support BIPOC (Black, Indigenous, People of Color) social justice efforts, with emphasis on anti-racism efforts.

- Several Fellowship members participated in rallies and marches in May and June of 2020 in response to the killing of George Floyd and other Black men and women.
- Barbara Tylka and Kitty Donich of our Social Justice Action Committee prepared a clear and powerful letter about racial justice to the editor of the *Bozeman Daily Chronicle*, which the Board forwarded in the name of the Fellowship.
- On two Sundays in February and one in March there was a Zoom book group discussion on the UUA common read for 2020, *An Indigenous People's History of the United States*. (A similar series of discussions was held in February of 2020, just before COVID hit, with sufficient interest for a second group.)

Board Development: *Serving with Grace*

The Board spent a few minutes once each month to discuss a chapter of the book *Serving with Grace: Lay Leadership as a Spiritual Practice* by Erik Walker Wikstrom. He suggests that we not think of ourselves as "consumers" of the Fellowship but as shareholders or investors. When we get involved with the actual work of the Fellowship, we each become responsible for something larger than our individual selves. It also provides opportunities to learn something about oneself. As we begin to come back together after more than a year of social distance and even isolation, involvement in the life of the Fellowship can be a good spiritual practice for all of us.

Recommendations for next year

- Increase capacity to fill committee and leadership positions through recruitment events like a Committee Fair.
- Increase Rev. Duffy's appointment to full time (currently 80%).
- Explore options for Rev. Duffy to take a sabbatical.
- Increase Beth Witte's time as Religious Education Coordinator.
- Develop an Emergency Plan for the Fellowship.

Report submitted by Peg Wherry, President

Protocols for Resuming In-Person Sunday Services
Unitarian Universalist Fellowship of Bozeman
2021

The Board is fully committed to the safety and health of the fellowship and wider community and also feels that a return to in-person Sunday services beginning June of 2021 is both feasible and desirable. As we plan for re-opening during a pandemic, we are in uncharted territory, and there are likely to be mistakes and recalculations. We will strive to be patient, to adapt and adjust to changing circumstances, and to learn from our mistakes as we proceed with a safe re-opening of Sunday services. Except for the fact that we will continue to live stream services on Sunday morning, the rest of these conditions may be considered temporary.

General Conditions

- This action meets or exceeds COVID19 safety recommendations issued by the CDC and Gallatin County Health Department for the size of gatherings at the time of re-opening.
- Each service will be simultaneously streamed on the internet for Fellowship members who are unable or prefer not to attend in person.
- Seating during the service will allow for six-foot distancing (or 5½" in a few specific cases) between household groups; maintaining 6' distances will be important before and after the service as well.
- Distanced seating will be provided in both the Sanctuary and Social Hall, with a video monitor in the Social Hall to show the live stream.
- Windows and doors will remain open throughout the service for maximum ventilation.
- The minister, lay leaders, and all speakers involved in the Sunday service will be fully vaccinated.
- Members will be strongly encouraged to become fully vaccinated before attending Sunday services in-person; vaccination will not be required but we will be collecting data on how many of our folks are vaccinated.
- The service will include music but not singing, to prevent the unwitting spread of the virus.
- There will be no social time or coffee hour held in the building after the service.
- If attendance overwhelms available seating, a second service on Sunday mornings may be considered.
- Erin Henke will continue to provide musical services.
- Safety protocols for bathroom use will be clearly posted and announced at each service.

Zoom

- Zoom for Sunday morning services will be suspended when we are streaming from the sanctuary.

Entering the Building

- In-person attendees will use hand sanitizer upon entry to the building.
- Properly worn masks (covering nose and mouth) will be required; a supply will be available for those who need them.
- Gloves will also be available for those who want them.
- A reservation system will be created for accommodating in-person attendance on Sundays.
- There will be a list of those who have reserved so greeters can check off as people arrive.
- Regulars without reservations and visitors will need to wait until capacity is known.
- Nametags will not be used, at least initially.

- A few printed Orders of Service will be available for those who want one.
- Hearing assist devices will be available (cell phone and/or RF receivers).
- Hymnals will be available at the entry for those who want them, cleaned weekly.
- Offering plates (bowls) will be strategically placed for donations instead of being passed, and envelopes will be available at the foyer table as usual. Two members (at least one from the Board) will count the offering after the service.

For Children

- The initial plan is the LRE Committee recommendation to hold a single RE class outdoors, concurrent with the Sunday service, with Beth and Christine leading.
- Children will go directly to RE rather than starting in the Sanctuary.
- Children in diapers will not participate in RE.
- There will be a reservation sign-up system for RE as well as the Sunday service.
- Kids will stay outdoors, under a canopy if weather requires; if they need a bathroom, they can come in the *front* door and use one of those bathrooms. An adult will need to monitor and wipe it down afterwards.
- Babies may sit on parents' laps in the Sanctuary.
- At present we will not offer Nursery service. The Nursery is available as a cry space. (A stream of the service *may* be available there.)
- Toddlers and other children in diapers are welcome, with parents exercising constraint to respect social distancing.

Approved by UUFB Board March 15 and April 19, 2021

Compiled May 1, 2021 pwherry

Music Task Force

Members

- Logan Henke
- Elizabeth Rose
- Sara Williams
- Jan Young

The Board established the Music Task Force February 2021. The charge from the Board to the task force: Recommend to the Board a comprehensive plan for the UUFB music program including identifying needed staff, sketching position descriptions and establishing lines of decision making, communication, and reporting.

The Task Force has completed its work. The Board approved the report in May 2021 and will act on its recommendations in the coming program year.

Report submitted by Sara Williams

Livestreaming Task Force

Members

- Neil Gregersen
- Mike Clark
- Justin Arndt
- Paul McVey
- Carolyn Widman
- Tonya Stevens

The Livestreaming Task Force was created in 2021 to prepare for the restart of in-person Sunday services while continuing livestreaming on Facebook or other platforms. The team developed a plan to purchase and install new equipment, and is currently implementing the plan. Two cameras are being installed in the sanctuary, to be controlled by a video switcher and a monitor located in the administrative office. To facilitate the control station, the office has been rearranged with updated furniture, giving the office administrator a more useful workspace.

Seating for services is being added in the Social Hall, to spread out attendees and keep social distancing; a large TV monitor on a portable cart and speakers will be located in the Social Hall.

Recommendations for Next Program Year

The Task Force concluded that four to six UUFB congregants should be trained as rotating operators. Upon completion of training, volunteers must be willing to commit to one year of volunteer service, consisting of 2-3 hours per Sunday for one Sunday in a given month.

Report submitted by Tonya Stevens and Paul McVey.

Historian

Committee Members

- Susan Backer

I have continued the “Highlights of the UUFB” notebook which monthly briefly summarizes the activities of the fellowship and the board from the monthly newsletters. I have kept up the notebook with clippings from the Bozeman Chronicle of Letters to the Editor from members and friends of the congregation (with the exception of political endorsements of candidates), and articles about or by members and friends. I will bring these to the first in-person gathering of the fellowship.

I have started an occasional “History Corner” column for the monthly newsletter.

I have worked with Peg Wherry and others gathering historical documents of the fellowship (newsletters, Orders of Service, annual reports, notable events, correspondence and more) which we have been arranging in chronological order while shifting out duplicates. Beth D’Atri and Leona Poritz also have worked on the notebooks. Old Financial records have been given to Bruce DePriester to determine what should be saved. I am educating myself on what records should be archived and how to do that with articles from the UUA website.

I have been working on a shortened “History of the UUFB” for the web page concentrating more on recent years and attempting to make it more reader friendly. Beth D’Atri has offered to help with editing before I submit it to the Board or whoever is managing the webpage.

This has been a difficult year to collect photos, but Beth Witte has sent me some from children’s activities.

Recommendations for Next Program Year

It would be great to have more folks on the committee, particularly in the area of photos and their storage. We have several boxes of photos from the past. Heather Pozun Watson consulted with a few of us about this over a year ago, so I’m hoping she and others might be able to take this on.

Report submitted by Susan Backer

Building and Grounds Committee

Members

- Carolyn Boyd
- Mike Clark
- Randy Babbitt
- Tonya Stevens
- Suzy Sterling
- Joy LaClaire

Mission

This committee is responsible for general building and grounds upkeep, repairs, and additions.

Activities/Accomplishments –

We took advantage of the building not being used to make big messes, then clean them up:

- **CLEANING:** Carolyn Boyd arranged for an entire-building carpet cleaning last June. She will engage a new cleaning service to start once the building is open for the congregation.
- **MOWING:** A new lawn service will be employed; our (college sophomore) mower moved away. There are plans for a compost top-dressing for UUFB property in May 2021.
- **SHED UPDATE:** As head of our shed dismantling project, Carolyn instigated a thorough examination of the boxes that were stored in the shed. Peg Wherry, Susan Backer, Bruce DePriester, and Christy Huddleston reviewed dusty archives and preserved the most important financial and historical records. Those records plus excess building materials were moved up to the balcony above the Social Hall or locked file cabinets. No-longer-used tools were given away.
- **CABINETS and SHELVES:** Barb Turner-Lantz continues to install new cabinetry and shelving in the large RE classroom and will soon add the last tall cabinet to the Nursery room hallway. Shelving was added to the portion of the office that the RE Coordinator will use.
- **LIVESTREAM TASK FORCE.** Building & Grounds collaborated with the task force on a plan for a new audio/visual setup that includes cameras in the back of the sanctuary to film and broadcast our services. A large TV monitor will be installed for viewing the service in the Social Hall. An A/V desk with control box and monitor is being installed in the office to be used by a VJ during Sunday Services. Our new set-up will allow for TV/computer monitors of the service in the Nursery Room and in the Large RE classroom. Rearrangement in the office resulted in us purchasing a new, more useful desk for the Office Administrator.
- **HEARING ASSISTANCE:** Mike Clark installed a hearing assist system to the sound board. Devices and headphones are now available for anyone with hearing impairment to better enjoy services.
- **LIGHTING:** New lightbulbs installed by Mike Clark in the sanctuary will brighten our dim corners.
- **LANDSCAPING:** Joy LaClaire and Barbara Tylka have teamed up as an ad hoc landscaping team to clean up the gardens surrounding the building. They will soon be putting plants in the planters. Joy continues to monitor and water our indoor plants.

Recommendations for Next Program Year

1. Form 3 new groups: Landscaping group, Parking Issues Task Force, Snow Shoveling team.

2. Add Interior Spring Cleaning and Fellowship Grounds Workdays to May calendar.
3. Rearrange foyer to accommodate growing UUFB population.

Report submitted by Tonya Stevens

Caring Committee

Members

- Mary Maifeld – Chair
- Bill Goold
- Cami Armijo-Grover

The Caring Committee works in close coordination with the minister to respond to pastoral needs in times of grief and loss, illness, changes in relationship or employment and other transitions. Among its activities, the committee:

1. Visits the ill.
2. Sends cards and prayer flags.
3. Maintains supportive contact with those who are unable to attend services.
4. Arranges for meals and/or transportation as necessary
5. Functions as the clearinghouse of community assistance resources.
6. May coordinate support groups if needed.
7. Responds to any other requests for help on an ad hoc basis.

Due to COVID and our congregation not being able to meet in person, the Caring Committee has had to do more phone outreach to members and friends that may be struggling for whatever reason, since we may not see them at the virtual social time after church each week. We have continued to carry out our mission of individual outreach as needed. We also made extra efforts during Christmas, Valentine's Day and Easter to reach out to approximately 20-25 members who may be more isolated than most to help them feel connected and know that we remember them. We are grateful to the RE Program and Youth Group for coordinating these holiday efforts with us.

Recommendations for Next Program Year

The Caring Committee addresses needs as they come up and we don't expect to change what we're doing in the coming year, though of course we'd love to add new members to the committee!

Report submitted by Cami Armijo-Grover

Caring Cluster

Members

- Cami Armijo-Grover – Chair
- Mary Maifeld
- Paula Milano Nielsen
- Lisa Trankley
- Elizabeth Rose
- Susan Backer
- Robyn Lauster
- Kitty Donich
- Darla Timmons
- Nan Gregersen
- Leona Poritz
- Tonya Stevens
- Randy Babbit
- Carolyn Boyd
- Barbara Lantz
- Barbara Graham
- Sherrill Dolezilek
- Sara Williams
- Beth D’Atri
- Sandra Oldendorf
- Carolyn Widman
- Jan Young
- Ita Killeen
- Amanda Cater

The Caring Cluster is not a regular committee of the UUFB. It was set up at the onset of the COVID pandemic as a way to reach out to all of UUFB’s members and friends to check in and see how everyone was doing in isolation and ensure that everyone had access to the resources they needed to navigate the challenges of COVID. The idea was to ask some specific questions of each member to see if they needed connected to additional resources, as well as check in regularly with anyone interested so everyone felt less isolated and more connected to the other members of UUFB.

As our congregation has nearly 250 members and friends, this was a big undertaking that we could not have done without the help and support of all the members listed above. They made the initial round of calls in the spring of 2020 and for those folks who wanted regular check-ins, they continued to make phone calls on a weekly or monthly basis. We were ready to help with things like grocery or medication pickup, with Beth Witte and Norm Eggert to coordinate volunteers, although this need did not develop. The group’s activities were also supported by Rev. Duffy, dealing with particular concerns, and Christine Huddleson, providing information to do the work. The Hospitality & Membership Committee also coordinated with the Caring Cluster in this work.

As the pandemic dragged into the summer of 2020 (and we realized that it wasn’t going to end anytime soon), we made a second round of calls to everyone to see if their situation had changed and make sure they still had the support they needed. Thankfully, it seemed that most people did.

As the Caring Cluster arose from an immediate need in response to the pandemic, we do not foresee it continuing into the next year.

Report submitted by Cami Armijo-Grover

Committee on Ministry

Members

- Dave Rockafellow, Chair
- Sue Slade
- Beth D'Atri
- Linda Clark
- Bruce Swarny

Rev. Duffy Peet, Ex Officio

Committee's Mission

1. Focus on all aspects of the congregation's ministry in light of the mission statement by working with the minister, the board and the committees.
2. Ask committees (and the board and the minister) to reflect on the particulars of their ministry, assess their ministry and plan for the future, all in light of the mission statement.
3. Receive concerns brought to or recognized by the committee, reflect on those concerns and develop proposals to relevant bodies who may best address them.

Conduct periodic ministerial reviews and congregation assessments.

Activities/Accomplishments

1. Our primary goal this year has been to conduct the Fellowship Assessment. We are currently in the process of interviewing a broad cross section of Fellowship members and friends. We ask a few open-ended questions to get the conversation started and have met via Zoom. The Committee on Ministry (CoM) plans to report to the Board and Fellowship sometime later this spring or summer. The form of this report is still being discussed.
2. We have had two joint CoM/Board meetings throughout the past year. The purpose of these meetings has been to foster improved communication between the CoM and Board. Our hope is that these meetings prevent problems through meeting/dialogue/building trust and right relations. The intent is for the Board and CoM to meet quarterly. The next one is scheduled for June.
 - a. The main topic of discussion for these meetings has been our Fellowship Ministry in the time of Covid.
 - b. In the last joint meeting, the CoM and Board discussed issues regarding how we safely open the Fellowship to in-person services and all that this entails.
3. The CoM, along with the Board, reviewed and discussed Rev. Duffy's "Best Work Portfolio".
4. Dave (CoM chair) has participated in the quarterly Program Council meetings and reported on the activities of the CoM.
5. Beth has been our liaison to the Leadership/Governance committee and has reported back to the CoM.

The CoM continues to discuss and respond to comments from the QACC (Questions, Appreciations, Comments, Concerns) box. We implemented (with much help from Christy Huddleston) a way to enter a QACC comment via the UUFB website.

Recommendations for Next Program Year

1. Our main goal is to finish the Fellowship Assessment and report the results to the Board and Fellowship.
2. The CoM will continue with the quarterly joint CoM/Board meetings with the goal of enabling the safe reopening of our Fellowship to in-person services.
3. The CoM will continue to respond in a timely manner to all QACC input.
4. The CoM chair will continue to participate in the quarterly Program Council meetings.

Report submitted by Dave Rockafellow

Financial Affairs

Finance Committee

Committee Members

- Bruce DePriester – Chair
- Janine Roberts, Treasurer
- Paula Milano Neilsen
- Sharon DePriester
- Peg Wherry, UUFB Board President (ex-officio)
- Rev. Duffy Peet (ex-officio)
- Tamara Miller (stepped off the committee at the end of December, 2020 after years of significant contributions to the committee)

Committee's Mission

Assist the UUFB Board in managing the financial resources of the Fellowship and overseeing the general financial health of the congregation.

Activities/Accomplishments

- With the assistance of the Office Administrator, developed the 2021 UUFB Budget which was approved by the fellowship in January.
- Monitored the Fellowship's financial condition in 2020 to ensure revenues would meet or exceed expenses in a year of great uncertainty. Advised the Board that expense and staffing reductions were not needed.
- Worked with the Board to develop UUFB Policies.
- Conducted an Internal Financial Review of UUFB which included a review of financial procedures and processes, banking and progress since the 2017 Internal Financial Review and assessed the overall financial health of UUFB. The report will be submitted to the Board in May, 2021.
- Welcomed Sharon DePriester as a new member of the Finance Committee.

Recommendations for Next Program Year

- Continue to monitor monthly financial results to maintain UUFB's financial health.
- Work with the Board to develop and document key policies and procedures.

Relevant numbers

Working with the Investment Committee, increased UUFB's financial reserves through annual additions to the reserves and prudent investing of the reserves.

Report submitted by Bruce DePriester

Investment Committee

Committee Members

- Paul Stouffer – Chair
- Bruce DePriester
- Dave Rockafellow

Committee's Mission

To manage investment risk and to optimize investment returns within acceptable risk parameters for the **Reserves & Special Funds**, which includes the Fellowship Development Fund, Justice and Outreach Fund, Long-term Facilities Reserve, Minister Sabbatical; and an **Endowment Fund** for the purpose of providing additional financial reserves to assure the long-range future of UUFB, to help fund financial emergencies and to fund projects that support the vision and mission of the fellowship.

Activities/Accomplishments

All accomplishments can be credited to a strong market. After a downturn in the spring of 2020 both funds showed strong performance and excellent returns during the past year. 80% of each fund continues to be in Socially Responsible Investments, screened for environmental, social and governance that invest in companies aiming to have a sustainable and societal impact in the world. 20% of each fund is Indexed directly with the S&P 500 providing a low administrative expense. The **Reserves & Special Funds** remains invested with a 60% equity and 40% fixed income allocation. The **Endowment Fund** is slightly more aggressive, invested with a 68% equity and 32% fixed income allocation.

The committee met with North Fork Financial, UUFB's contracted financial advisory firm February 24, 2021.

On March 15, 2021, the UUFB Board updated the names on the account with our advisor North Fork Financial, agreed to the Investment Committees recommended allocation for each fund and adopted the Investment Committee's Investment Policy.

Recommendations for Next Program Year

Continue with the current allocations for the funds. Also, it is our understanding that any name changes on the account will be provided to North Fork Financial after any board changes.

Relevant numbers: number of volunteers participating, number of events/activities held, individuals served, etc.—whatever is relevant to this committee

As of the end of March, the **Reserves & Special Funds** had a market value of approximately \$102,000, roughly tripling the original amount invested in August 2018 due to a combination of contributions as well as returns. The **Endowment Fund** is up 25% from its original 2018 investment value to \$6,630 as of the end of March 2021.

Report submitted by Paul Stouffer.

Stewardship Committee

Because a volunteer to lead the Stewardship campaign was not found in time this year, the Board took on that responsibility. All Board members were involved in one way or another, with Peg Wherry, Neil Schwarzwaldner, and Sally Russell especially involved in the planning.

Committee's Mission

To plan and carry out an annual campaign to communicate with members and friends about the financial needs of the Fellowship and encourage them to pledge their support to the operating budget.

Activities/Accomplishments

The theme of the campaign was "Meeting the Challenges," reflecting the exceptionally challenging events of 2020. Due to restrictions on in-person events, the Stewardship focus this year was a special Sunday service on November 1, which featured statements from several UUFb members: the Watson family, Barbara Tylka, Jack Fisher, Rachel Rockafellow, and Neil Schwarzwaldner shared their testimony about the importance of UUFb in their lives. On other Sundays, "Stewardship Moments" were presented by Bruce DePriester, Paul McVey, Tonya Stevens, Valley Peters, Sally Russell, and Peg Wherry.

One innovation this year was a pledge drive page on our UUFb website, featuring links to the brochure and other print materials, the familiar thermometer showing progress toward our goal, and an online pledge form. This online form generated an immediate confirmation email, another enhancement.

Recommendations for Next Program Year

Those who have led the Stewardship effort for the past several years are stepping aside after long service. It is time for new leaders to step forward. This leadership role requires good organization, excellent communication skills, and a deep commitment to the well-being of the Fellowship. *It does not require "asking people for money."* Most UUFb members make pledges every year, so the Stewardship campaign exists primarily to remind people of the need, review the process, and to explain it to newcomers. Unlike other committees, this one is time limited—the work starts in the early fall and is done before Christmas. The "special Sunday" focus event should not be used again next year.

Relevant numbers:

Goal: \$192,000

Total amount pledged: \$180,695, 94% of goal

Average Pledge: \$1922.29 (increase of \$130 over previous year)

Number of pledges: 94

The goal for the campaign was only modestly higher than the previous year, due to the year's economic uncertainty. Both the number of pledges and the total amount pledged were smaller than the previous year but higher than in the fall of 2018; the average pledge was \$130 higher than the previous year.

Report submitted by Peg Wherry

Fundraising – Valentine Auction Event by Zoom

Team Members

- Heather Pozun-Watson
- Janet Lewis
- Tonya Stevens
- Paula Milano Nielsen
- Robin McAlister

The Valentine Auction was the first attempt for fundraising in 2020-2021 during the Covid pandemic. We were excited about how the community came together for the fundraising event. The auction included services and handmade products from the UU community.

We raised \$7,493 from sales/bids, \$540 in flat donations. The auction exceeded our expectations. The lesson learned is that it is difficult to sell artwork on-line. This needs to be done in person in order for people to see the art.

Governance & Leadership Committee

Committee Members

- Pamela G. Poon – Chair
- Larry-Maifeld-Carucci
- Jack Fisher
- Ex Officio: Peg Wherry (Board President), Neil Schwarzwald (Board Vice-President), Beth D’Atri (Committee on Ministry), Rev. Duffy Peet

Committee’s Mission

The G&L Committee’s mission is to identify, recruit and propose candidates for vacant Board positions, and to provide leadership training for Board, committees, task forces and other volunteers as needed. The Committee may also complete other tasks related to governance and leadership at the request of the Board.

Activities/Accomplishments

In the 2020-21 Fellowship year, the G&L Committee:

- Assisted the Board with candidates for Vice-President, At-Large Board members and Stewardship Chair
- Created a packet of materials to be used by upcoming and future Stewardship chairs
- Created a leadership database to help us keep track of past, current and potential leadership candidates
- Began the process of identifying and recruiting additional members for the G&L Committee
- Initiated a concept called “Paths to Leadership” that will help nurture new leadership
- Developed language to change bylaws to allow electronic voting

Recommendations for Next Program Year

For the 2021-22 Fellowship year:

- Continue our efforts to identify a Stewardship chair
- Continue to add to and maintain the leadership database
- Continue promoting a path to leadership within the Fellowship
- Continue and maintain the Minute and Note storage on the G&L Drive
- Continue to use an annual leadership and governance calendar

Report submitted by Pamela G. Poon

Hospitality & Membership Committee

Committee Members

- Susan Backer, contact; moving off committee in May 2021
- Tonya Stevens
- Robyn Lauster
- Kitty Donich – resigned in March 2021
- Darla Timmons
- Sara Williams – Board Liaison
- Rev. Duffy Peet – Ex-Officio

Committee's Mission

Since Covid it has been difficult to stay active in our mission of welcoming visitors, members and friends. In normal times we offer a UUFB Orientation and Membership class with a Membership Ceremony for those becoming members. We recognize and help integrate new members into the life of the congregation. We keep the membership list as current and accurate as possible, continuously updating a Members and Friends Directory coordinating with the Office Administrator. We try to identify and contact attendees who drop away. This year we have met monthly by Zoom, and the committee rotates leadership responsibilities.

Activities/Accomplishments

When the building was closed due to Covid we coordinated with the Caring Committee to contact all members and friends to ascertain needs. Several members maintained monthly contact with those requesting it. Follow up happened again in January.

In August, with permission from the Board, we held a successful outdoor gathering on the fellowship lawn to follow up with new members. We gained valuable information from them on how well the Zoom Orientation had gone for them and their recommendations for changes. One significant suggestion was that not all feel comfortable standing up in front of the congregation for the Welcoming Ceremony. That has been re-written so there are several options. For Orientation they requested more information on committees' work, not having too many in a group, and having more than one session to go into more depth on topics. Although we asked for photos and bios of the new members, which we would have normally posted in the social hall, only one person responded after several requests.

In February and early March we held three Zoom orientation sessions, well received and attended by folks from Bozeman, Washington, and Georgia. The sessions were 1) Orientation to Unitarian Universalism by Rev. Duffy, 2) Participants own spiritual journeys, and 3) A short history of the UUFB by Susan Backer with Peg Wherry presenting information on the Board, Committees, how the fellowship runs and how to become involved.

Recent meetings have focused on how to handle greeting, nametags, handing out OOS and other related issues when we hopefully gather back in the building in early June. Much depends on plans the Board is making. Our committee has definitely voted not to be involved in coffee making and cleanup. Darla Timmons has gathered information on how other churches in Bozeman have been handling resuming services in their buildings.

Recommendations for Next Program Year

Three sessions for orientation worked very well on Zoom, and we felt that time was actually better shared in that format.

For Directory Updates individual emails were far more effective than sign-up sheets had been in the past. We had a great response, cutting down significantly on phone calls.

Jennifer Fehr has enjoyed and done a great job on coffee preparation and cleanup. She should be considered with whatever alternate plans the congregation may be offering on coffee service.

Report submitted by Susan Backer

Lifespan Religious Exploration Committee

Members

- Dana Murray (Current Chair)
- Neil Schwarzwald
- Jack Day
- Heather Watson
- Ita Kileen (Previous Chair)
- Beth Witte (Ex Officio - RE Coordinator)
- Rev. Duffy Peet (Ex Officio - Minister)

Mission

The Lifespan Religious Exploration Committee is dedicated to providing learning opportunities for all ages, both structured and unstructured, within an inquiring religious community. These opportunities are designed to foster spiritual growth while developing and strengthening healthy values in a safe, nurturing environment.

In doing so, we hope to:

- Provide grounding in Unitarian Universalist identity
- Teach the seven UU Principles to guide daily life
- Contribute to spiritual development
- Explore the “big questions” of life
- Examine what it means to be “ethical” and live an ethical life
- Foster faith development
- Present ways in which we carry faith into the world

Activities/Accomplishments

Children’s Religious Exploration Programs:

Due to COVID precautions, RE classes from March 2020 forward were conducted online. Christine Wilcox and Beth Witte offered RE classes for all ages every Sunday at 11am via Zoom.

Over the summer, we created a program called Spirit Play as an online class option for the younger ages. Attendance was scattered so it ended up being discontinued. However, there was a lot of interest from parents for a younger kid option for RE when we return in person.

RE Communications with parents:

Each week an email was sent to the whole congregation via the listserve informing parents about the upcoming Sunday lesson.

Information about upcoming RE events was also included in the newsletter.

RE Family Events:

Given COVID times, this year's events were "different". We planned mostly outdoor events that could happen with social distancing. Events this year included: Chalk the Lot, Summer outdoor movie nights, a Halloween pumpkin carving event with costume parade, Christmas Cookie Decorating, Valentine's card delivery, and Easter Egging.

Recommendations for Next Program Year

- Continue to integrate families' experiences into the UUFB congregation life
- Think about new ways to meet children and youth needs in age appropriate ways with new classes or events
- If needed, complete recruitment and hiring of a RE teacher to staff the additional Sunday morning children's class

Report submitted by Beth Witte

Youth Group

Members

- Ita Killeen
- Beth Witte
- Christine Wilcox

8 youth participated in youth group activities this year. Youth Group met bi-weekly and due to COVID most activities were held outside or online. Youth enjoyed playing online games, helping package food at the food bank, collecting gift cards for youth experiencing homelessness, watching outdoor movies, and cookie decorating. Four volunteers assisted with the facilitation of youth group activities: Ita Killeen, Becca Spear, Christine Wilcox, and Jocie Funderburk.

In 2021, Youth Group leadership transitioned to our RE staff, Beth Witte and Christine Wilcox. We thank Ita Killeen for her years of volunteer leadership.

Recommendations for Next Program Year

- Planning social events for informal summer gatherings.
- Adapting a curriculum to support the structure of youth group programming.
- Transitioning back to in-person meetings and events when it's determined safe to do so.

Report submitted by Beth Witte

Adult Religious Exploration

Members

- Neil Schwarzwald

Adult RE facilitates adult education classes and discussions. Classes were suspended in 2020 due to the pandemic, with activities commencing again in 2021.

Courses offered

- An Indigenous Peoples' History of the United States discussion – This 3-session course was originally offered early in 2020. A planned second class in 2020 was suspended, but restarted by Zoom in 2021. Rev. Duffy and Sandy Kindt led the class, with 9 participants.
- Transforming Hearts – SJAC purchased the rights for UUFB members to view a 6-session webinar on Trans Inclusion in Congregations. Kitty Donich led a group session on Zoom to share viewpoints and experiences, with 6-8 participants.

Recommendations for Next Program Year

- Participants found the Transforming Hearts series to be very insightful in ways well beyond understanding trans folks, increasing understanding of cultural norms in society and our congregations. This webinar should be promoted in the coming year.
- The UUA Common Book Read for 2021 is *Breathe, A Letter to My Sons*, a personal account of the pain of living in a racist society. We would like someone to host this session, in person or by Zoom, in the coming year.
- Members and Friends with an interest are encouraged to submit a proposal for additional courses and activities.

Report submitted by Neil Schwarzwald

Interfaith Our Whole Lives (OWL)

Members

- Laura Mentch (UUFB) – Chair
- Dana Murray (UUFB)
- Sarah Orms (community parent)

No current Pilgrim UCC representation

Committee's Mission

The Interfaith *Our Whole Lives* Committee (IOWLC) was formed in 2007 as a collaborative effort between the Unitarian Universalist Fellowship of Bozeman (UUFB) and the Pilgrim Congregational United Church of Christ (PCUCC). The purpose of this committee is to support and coordinate sexuality education efforts within congregational programming, choose the best resources and facilitators and sustain the program budget for program materials

Activities/Accomplishments

Our Whole Lives was not offered in 2020-21. Communication with facilitators and committee in Fall 2020. April zoom meeting with trained 7-9 & 10-12 facilitators to begin planning for 8-9 program starting fall 2021. Beth Witte, CRE, is participating in the virtual *Our Whole Lives* facilitate training pilot this spring.

Recommendations for Next Program Year

- Offer 8-9 *Our Whole Lives* at UUFB fall 2021-spring 2022
- With UUFB board guidance, assess our partnership with Pilgrim UCC to cooperatively support *Our Whole Lives* in our congregations.
- Increase committee membership

Provide facilitator training for Dana Murray and Sally Russell for K-1 & 4-6 *Our Whole Lives*

Report submitted by Laura Mentch

Buddhist Spiritual Pluralism Group

Group Leader

- Paul McVey

The Group has not met for almost one year due to Covid-19 concerns. Group participants have exchanged emails regarding a possible reconvening of monthly meetings in the context of applicable circumstances. Hopefully, by mid-summer, vaccination rates for members and public health data will indicate whether or not reconvening in person is a viable option. Should the Group decide to reconvene, a notice will be placed in the UUFB Newsletter re venue, date and time, and safety protocols for attending.

Report submitted by Paul McVey

Humanist Spiritual Pluralism Group

Members

- Sara Williams - Convener
- David Andes
- Bruce DePriester
- Norm Eggert
- Gene Quenemoen
- Sandra Oldendorf
- Neil Schwarzwaldner
- Jo Anne Troxel
- Dick Young

Activities/Accomplishments

The Humanist group meets approximately every two weeks, by Zoom since the pandemic began. Zoom has been a great tool to keep the conversations going, but we greatly miss some of our long-time members who are not able to meet this way. Our discussions are focused on a variety of topics from a humanist perspective, with racism occupying the most sessions in this year of BLM. Other topics include the lack of respect for science in society, the future of democracy, and the changing demographics of faith. The group usually has a book or article to discuss at each meeting.

Recommendations for Next Program Year

We will continue to seek interesting topics and discuss from a humanist point of view. New members are always welcome. Drop in and join the conversation, by Zoom or in person as the post-pandemic world develops.

Report submitted by Neil Schwarzwaldner

Personnel Committee

Committee Members

- Diane Debinski
 - Eva Patten
 - Paul McVey
- Dick Young

Committee Mission: The personnel committee will assist the UUFB Board on personnel matters including compliance with UUA fair compensation guidelines, compliance with all federal and local labor laws and rules for participating in insurance and/or retirement programs.

Activities and Accomplishments over the past year centered around completing an update of the Personnel Manual for UUFB.

Potential activities for the coming year include assisting the board with letter of agreements for new hires and insuring compliance with guidelines for interviewing, hiring and benefits administration.

Submitted by Richard Young, acting chair

Program Council

Members

- Neil Schwarzwaldner — Convener (Board Vice President)
- Valley Peters — Recorder (Board Member-at-Large)
- Neil Schwarzwaldner — Adult Religious Exploration
- Carolyn Boyd — Building & Grounds Committee
- Cami Armijo-Grove — Caring Committee
- Dave Rockafellow — Committee on Ministry
- Janet Lewis — Fundraising Committee
- Bruce DePriester — Finance Committee
- Pam Poon — Governance & Leadership Committee
- Susan Backer — Hospitality/Membership Committee
- Tonya Stevens — Hospitality/Membership Committee
- Jan Young — Interior Design & Sunday Services Committee
- Dana Murray — Lifespan Religious Exploration
- Laura Mentch — *Our Whole Lives* Interfaith Committee
- Dick Young — Personnel Committee
- Joy LaClaire — Safety Task Force
- Bonnie Andes — Social Activities
- Rev Duffy — Minister
- Beth Witte — Coordinator of Religious Education

Mission

Program Council is a gathering of Fellowship leaders charged with responding creatively to common concerns and providing opportunities to reflect together on ways to do the work of the Fellowship. It is composed of chairs of all standing committees and is convened by the Board's Vice-President and a Member-at-Large. It also includes the Minister, the CRE, and representatives of other groups when needed. Program Council meets every other month.

- Share experiences, coordinate and collaborate on activities
- Respond creatively to common concerns.
- Provide an opportunity to reflect together on ways to live our mission through programming. Provide leadership growth opportunities for Fellowship leaders and potential leaders.
- Share information between the committees and the Board.
- Offer suggestions and practical support when a leader is encountering a challenge.

Activities/Accomplishments

The major challenge for the Program Council this program year has been coping with covid. We shared experiences and strategies, maintained connections and collaborated, using Zoom. A particular issue addressed this year was maintaining membership in committees and other volunteer activities. Getting people involved in the work of the Fellowship is always an objective, and has been a challenge before the pandemic struck. In previous years we held committee fairs in the Social Hall to attract volunteers to garner interest. This approach has not been workable in 2020-2021

Alternative approaches were considered. A revision to the website was agreed upon, adding a specific section on volunteering. This approach was accepted by the Board and is in progress. These changes may come too late to help us with the pandemic, but should be of value in the coming year. The fact that our committees are still functioning well, though shorthanded, is one more evidence of the strength of this fellowship.

Report submitted by Neil Schwarzwald

Safety Committee

Committee Members

- Norm Eggert
- Joy LaClaire

Ex Officio members –

- Rev. Duffy Peet
- Neil Schwarzwald
- Beth Witte

Committee Mission

- Research best practices in congregational safety
- Evaluate current UUFB policies
- Recommend policy changes to the Board
- Continue to keep abreast of new developments in the field of congregational safety
- Assess evolving safety practices and needs.

Activities/Accomplishments

The Safety Committee has been meeting every other month via Zoom during the past year. With the resignation of long time member, Ita Kileen, in the Fall of 2020, Kitty Donich joined in September, but found it was not a good fit, however, Norm Eggert joined in January, 2021.

Focus for much of the year has been on tightening security at UUFB. After a workshop at Pilgrim Church in early March, we realized that the key pad code had not been changed since installation. We proposed to the Board that it be changed, which was done. Since then, we have been working on suggesting a policy regarding who is to have access to the code(s).

Mike Clark researched and presented a water/fire/intruder security monitoring system, which resulted in our proposing his recommended SimplySafe® Intruder/Fire/ Water Detection/Monitoring System to the Board.

We sent a recommendation to the Board that signs be posted in the parking lot to inform those parking there inappropriately that it is reserved for UUFB use.

Review of Safety Policy for Youth and Children continues.

Report submitted by Joy LaClaire

Social Activities

Committee Members

- Bonnie Andes – Retiring Chair
- Rene Keating – Chair, May 2021
- Barbara Graham
- Leona Poritz

Due to the pandemic, only the Women's Group met regularly. Several "pop-up" social activities like tailgating in the fall and a New Year's Day "2020 Dumpster Fire" meet in the parking lot.

Rene is the new chair of the committee. Bonnie is stepping down as chair after several years of valued service.

Recommendations for Next Program Year

Bringing the congregation back socially should be a priority, through scheduled events and "pop-up" activities.

Women's Group

Coordinator

- Shared coordination by month

Mission

Develop a camaraderie among female members of the Fellowship and provide a social time while sharing dinner. Discuss a variety of topics of interest to the group participants. Contribute items to the monthly potluck dinner.

Activities/ Accomplishments

Meetings were suspended due to the pandemic. Zoom sessions were restarted in 2021, with ___ participants. The two principle activities were to get to know other women in the congregation and to discuss a topic each month either in a large group or in small groups.

Recommendations for Next Program Year

Continue to provide a place where women in the congregation can get to know each other on a more personal level. Continue to explore a variety of programs that meet the desires of the participants. Explore whether to continue the potluck dinner or whether to change to an alternative. Look for ways to involve younger women in the congregation.

Relevant numbers

Attendance ranged from six to 22 individuals. Average attendance was 15.

Report submitted by Beth D'Atri

Social Justice Action Committee

Committee Members

- Randy Babbitt, Chair
- Larry Carucci
- Kitty Donich
- Norm Eggert
- Robyn Lauster
- Janet Lewis
- Barbara Tylka
- Rev. Duffy Peet, ex-officio member
- Peg Wherry, Board Liaison

Committee's Mission

The role of the Social Justice Action Committee (SJAC) is to implement the Fellowship's social justice commitments. SJAC develops and provides the congregation with opportunities for education, advocacy, and witness (the three pillars of social justice) on issues that relate to UUFB's values, mission, and/or UUA approved issues. SJAC is responsible for overseeing UUFB's on-going commitment to programs that align with our UUFB mission: Gallatin Valley Food Bank, Fork and Spoon, and Family Promise of Gallatin Valley. SJAC is responsible for deciding and organizing UUFB's special offerings of the Second and Fifth Sundays during the year. For public observances and events and social justice actions where UUFB is represented as a congregation, SJAC recommends to the Board whether and how UUFB will join these events.

Meetings

- SJAC meets monthly, currently on the 3rd Tuesday of each month from 6:30pm to 8:00pm.

Accomplishments

- Identified organizations to receive our Second and Fifth Sunday special offerings. Special Offerings for 2020-21 totaled \$16,492 through 2nd and 5th Sunday (May 2020 to April 2021). The groups supported and the amounts raised are at the end of the report. Highlights of these special offerings include:
 - Support to combat and relieve income inequality
 - Fork & Spoon \$5,475
 - General HRDC Homelessness \$2,163
 - GVIA Tiny House Project \$533
 - Support for the indigenous people of Montana
 - Faith, Hope and Love Ministries Inc. (Lodge Grass food bank) \$1,235
 - MSU Foundation American Indian Scholarship Fund \$1,565
 - The Official Navajo Nation COVID 19 Relief Fund \$473

- Support emergencies in our local community
 - Bridger Foothills Fire Relief \$1,283
- Decided SJAC should concentrate our efforts on three long-term foci: racial justice, income inequality, climate justice.
- Adopted the Crow reservation as priority recipient of our support efforts to combat income inequality and food insecurity. The \$1,235 raise to support Faith, Hope and Love Ministries Inc. (Lodge Grass's food bank) initiated this priority.
- Recommended to Board that UUFB become an active member of Montana Interfaith Power and Light. The Board approved.
- Promoted viewing of Montana Interfaith Power and Light's "Kiss the Ground" for Earth Week 2021.
- Promoted viewing and set up discussion groups on UU's "Transgender Inclusion in Congregations: Welcome as a Spiritual Practice" webinar series. First of six discussions was 3/13/2021.
- Approved the placement of an Equal Rights Amendment sign in front of UUFB.
- Adopted policy on Yard Signs. Limit of one sign at a time and no more than three months per sign.
- Adopted policy of allowing 3-minutes on speakers for Sunday offerings. Max time 5-minutes.
- We worked on plans for the placement, acquisition, and installation of the flagpole. The location of the flagpole was decided by a Flagpole location taskforce, on which SJAC participated and the southeast corner of the UUFB property was chosen as the preferred location (Board approved). Unfortunately, our attempts to have a local artist design and provide the flagpole fell through officially in April 2021. SJAC is developing a new plan and budget for a commercial flagpole.
- Activity reports on Gallatin Valley Food Bank, Fork and Spoon, and Family Promise of Gallatin Valley are included below.

Recommendations and Plans for Next Program Year

- 1) Continue our mission as stated above
- 2) Develop and present to the congregation our three focus areas of social, economic, and social justice, including our continued support for the Lodge Grass Food Bank.
- 3) Develop and implement new plan for flagpole.
- 4) Recruit new coordinators and/or co-coordinators for our committed projects: Family Promise, Fork & Spoon, and the Food Bank.
- 5) Set up Google Drive/Docs for storing and coordinating all past and current SJAC documents.
- 6) Coordinating efforts to support HRDC's Tiny House Village.

Report submitted by Randy Babbitt, SJAC Chair

2020- 2021 Sunday Special Offerings

Date	Sunday	Charity	Amount
5/10/20	2nd	ACLU	\$330.00
5/31/20	5th	Fork & Spoon	\$380.00
6/14/20	2nd	GVIA Tiny House Project	\$533.00
7/12/20	2nd	MSU Foundation American Indian Scholarship Fund	\$1,565.00
7/19/20	3rd	Gallatin Valley Food Bank	\$100.00
8/9/20	2nd	Montana Racial Equity Project	\$600.00
8/30/20	5th	One Valley Community Foundation	\$400.00
9/1/20	5th	Bridger Foothills Fire Relief	\$1,283.00
9/13/20	2nd	The Official Navajo Nation COVID 19 Relief Fund	\$473.00
10/11/20	2nd	General HRDC Homelessness	\$2,163.00
11/8/20	2nd	Fork & Spoon	\$5,095.00
11/29/20	5th	The Help Center	\$365.00
12/13/20	2nd	Union of Concerned Scientists	\$315.00
1/10/21	2nd	Haven	\$495.00
1/31/21	5th	Foster Care to Success	\$255.00
2/14/21	2nd	Kids in Need of Defense (KIND)	\$900.00
3/14/21	2nd	Faith, Hope and Love Ministries Inc. (Lodge Grass food bank)	\$1,235.00
4/11/21	2nd	Utah Diné Bikeyah	TBD
5/9/21	2nd	Housing First Village (HRDC)	TBD
5/30/21	5th	Blood Drive/Disaster group	TBD
		TOTAL	\$16,487.00

Fork & Spoon Volunteer Coordination Committee

Committee Members

- Randy Babbitt – Chair/Coordinator
- Volunteers – None. COVID pandemic restricted volunteering this past year

Fork & Spoon is an HRDC program that provides a dinner service restaurant Sunday through Friday from 5-7PM with a classically trained chef. It is a pay-what-you-can meal deal. The atmosphere is very much like a restaurant with a welcoming host who takes dinner orders, table service, dish busing, and full kitchen staff, allcatering to the dinner guests. The Power of We (UUFB, Pilgrim Congregational, and Temple Beth Shalom) provides volunteers once a month on the fourth Thursday. Typically, three to four UUFB volunteers join threeto four volunteers each from Pilgrim Congregational and Beth Shalom to make up the 10-11 volunteers needed for a dinner service. Volunteering is a tiring, but enjoyable service.

Committee's Mission

- 1) Coordinate UUFB's contribution of three to four volunteers to the Power of We team each month.
- 2) Lead the coordination of the Power of We's 10-11 Fork & Spoon volunteers.

Activities

- There have been no volunteer opportunities for dinner service since March 2020 due to the pandemic.
- The SJAC coordinator makes sure there is a full team of volunteers from the Power of We each month andreports the volunteer numbers each month to the Power of We and the HRDC Fork & Spoon coordinator.
- Monthly UUFB coordination: Service opportunities are posted each month in printed Orderof Service announcements. A sign-up sheet in posted in UUFB social hall. Typically, three to four (or more) UUFB members volunteer to serve each month.Christy is a big help, as she puts up sign-up list each month and sends list of volunteers to the coordinator. The coordinator then works/negotiates with Beth Shalom and Pilgrim to get 11 volunteers (10 required) to the dinner service the fourth Thursday of each month. The coordinator makes sure volunteers know what they should expect and what to do when volunteering.
- The coordinator provides information on F&S serving to UUFB congregation through printed and verbal announcements.

Accomplishments

- Raised \$5,475 through two Sunday offerings to support Fork and Spoon's take out service.

Recommendations and Plans for Next Program Year

1. Hope starting soon, the pandemic restriction will ease and the coordinators at UUFB, Pilgrim Congregational, and Beth Shalom will solicit and coordinate volunteers for the fourth Thursday every month.

2. Getting sufficient volunteers from UUFB each month was relatively easy prior to pandemic and hopefully this will continue to be case when F&S dinner service resumes.
3. Recruiting a new coordinator.

Report submitted by Randy Babbitt, UUFB Fork and Spoon Coordinator

Family Promise of Gallatin Valley

Volunteer Coordinator for UUFB: Tonya Stevens

- Volunteers are recruited as needed for each hosting opportunity

Mission

Family Promise of Gallatin Valley in Montana (<https://www.familypromisegv.org>) is a non-profit organization working with diverse faith organizations helping Gallatin Valley's homeless families with children by providing temporary housing. UUFB partners with St. James Episcopal Church at their Rectory by providing meals and serving as companions evenings and overnight for 5 weeks of the year.

Pandemic Effects

As coronavirus danger increased in June of 2020, Family Promise (FP) stopped asking for church volunteers as hosts but continued to have them supply evening meals. St. James Episcopal Church volunteered their Rectory building to remain the home for homeless families until pandemic end, so FP discontinued moving families from church to church. By August of 2020, requests for FP housing had tripled due to job loss during the pandemic. The FP Day Center was converted to enable housing 2-3 families. FP staff have moved to temporary office space.

Hope For The Future

Groundbreaking for a new Family Promise Day Center and Early Childhood Learning Center (<https://www.familypromisegv.org/capitalcampaign>) took place January 21, 2021. This facility is being built next to a new development that includes 232 multi-family units for lower-income seniors and a Community Health Partners Healthcare Center, all at Sacco Dr. and Tschache Ln. When a call for contributions to this worthy cause was put out to UUFB this spring, several of our members were able to respond with much-appreciated donations.

Activities/Accomplishments

UUFB had 20 meal-providing cooks for the 15 evenings during which we served FP groups that ranged in size from 11 to 24. Many of these volunteers cooked more than once this past year

Paula Milano	Liz Elam	Amanda Cater	Sandy Kindt
Peg Wherry	Sandra Oldendorf	Susan Anderegg	Betty Stroock
Pam Poon	Beth Witte	Watson Family	Sally Russell
Lisa Trankley	Kitty Donich	Rene Keating	Beth DAtri
Ita Killeen	Tonya Stevens	Adrienne Wallace	Steven Babbitt

Recommendations for Next Program Year

1. Begin a dedicated fund for food for volunteer cooks and supplies of mid-week groceries.
2. Organize UUFB groups to help with a single event task at the housing facilities.

Report submitted by Tonya Stevens, UUFB Volunteer Coordinator

Gallatin Valley Food Bank Collection

Coordinator

- Norm Eggert

Mission

To organize a collection of non-perishable food and personal items for the Gallatin Valley Food Bank from the members and friends of UUFB.

Activities

The collection is on the third Sunday of each month.

Report submitted by Norm Eggert

Sunday Services Committee

Committee Members

- Lisa Trankley – Chair
- Kathryn Hohmann
- Sandra Oldendorf
- Paul Stouffer
- Carolyn Widman
- Janet Young

The Covid pandemic had a profound effect on the work of the SSC, as we had to learn how to conduct services online. Our challenges included technological and copyright issues, and our goal of maintaining spirituality, inspiration and a feeling of community in our online services.

Mission

We work with the Minister to create services that are inspiring, informative, and stimulating, and which are consistent with Unitarian Universalist principles and the mission of UUFB.

Activities

We met each month, or more often if needed, to determine how to meet the ongoing challenges of creating online services. We also participated in task forces on the music coordinator search and technology for live-streaming our services once we return to the sanctuary. We purchased two copyright licenses to increase the number of hymns we could use for our online services. Several of our members watched other UU services so that we could incorporate successful ideas from other online services. Once the Board began to consider the return to in-person services, we communicated regularly with them about needs and issues we had identified about the transition.

Accomplishments

- We trained Lay Leaders for Zoom services so that they would feel comfortable with the online format;
- We assisted Christy Huddleston in creating a data base of hymns with copyright permission and we collected recorded music that could be used for the services;
- We regularly provided lay leaders for services with guest speakers or with Rev. Duffy;
- We took advantage of remote participation by speakers and invited speakers from outside our area;
- We arranged for hymns to be recorded and played by Erin Henke;
- We expanded the service “script” to include a wider variety of set pieces of the service, thus assisting lay leaders in their choices for those parts of the service;
- We worked with Christy to revise the service template so that our services could be streamed relatively easily and would run smoothly.

Numbers

- 24 services led by Rev. Duffy
- 13 services with UU ministers, other ministers or ministerial interns as guest speakers
- 4 services with outside guest speakers
- 10 services with UUFb members and friends as speakers

Report submitted by Lisa Trankley