

# Annual Report

2025-2026 Program Year



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# Board of Directors

## Committee Members

- **Co-Presidents:** Kaylin G. & Sandra O.
- **Past President:** Barbara T.
- **Vice President:** Lisa B.
- **Treasurer:** Janine R.
- **Secretary:** Joy L.
- **Member-at-Large:** May V. & Rene K.

Our board of directors met monthly during the 2025-2026 year. We held a retreat on Saturday August 16th, 2025 to establish priorities and strategize for the upcoming year.

## Our four priorities were as follows:

- Strengthen and empower committees.
- Pursue actions to attract a new minister.
- Increase visibility in the Bozeman community.
- Improve communication between the board and congregation.

## Accomplishments

- With support from the finance committee, the board developed a budget for 2026 that aligned with our priorities. This budget had notable changes such as increased salaries for key staff members (including the Minister and Office Administrator) and increased spending on key areas of need such as building and grounds.
- With regard to policies, the board established transparent and straightforward processes for committee spending. In addition, we approved a new Gift Acceptance Policy.
- The board created Pathways to Participation, a new programming series that increased awareness and grew committee engagement at UUFB. We also convened a Ministerial Search team, a Ministerial Housing Task Force, and revitalized the leadership council.
- Another accomplishment related to communication. The board held two town hall meetings this year with the congregation and we wrote a column in every monthly newsletter. These actions ensured that the members and friends could share their voice and be informed about important board decisions.
- And finally, we were thrilled to hire Rev. Charlotte Lehmann, an experienced Unitarian Universalist minister, who will begin as the full-time minister of UUFB in August 2026.

The board is incredibly grateful to all of the members and friends who served on committees and task forces this year. These accomplishments would not have happened without their hard work and dedication to UUFB.

## Challenges

- **Staff turnover.** The board hired Rev. Duffy Peet for a part-time position in Summer 2025 and then accepted his resignation shortly thereafter. In addition, the board hired three new Religious Exploration Staff (a Coordinator, Co-Teacher, and Substitute Co-Teacher). Although the Religious Exploration team remains vibrant, the repeated need to convene search committees for these positions is time intensive and puts a strain on the Lifespan Religious Exploration Committee.

- **Additional board responsibilities.** As we did not have a minister this year, the board took on the added responsibility of supervising staff members. In addition, as we did not have a functioning Governance and Leadership Committee or a Committee on Shared Ministry, the board handled interpersonal issues within the congregation and identified members for leadership positions.

We look forward to continuing to strengthen committees and establish policies and procedures that help guide our new minister and the incoming board to facilitate a smooth transition into the coming year.

Submitted by Kaylin G.

# Building & Grounds Committee

## Committee Members

- Tonya S. – Coordinator
- Lynn F. – does everything
- Mike C. – building rep/electrical
- James H. – undergardener/shoveling
- Randy B. – miscellaneous/electrical
- Larry C. – building use reviewer
- Joy L. – gardener

## Committee Mission

We oversee and regulate the use of the building by internal and outside groups, maintain and repair the building and equipment, and keep up the grounds and flower beds.

## Major Activities/Accomplishments Grounds:

- In 2025, Warren K. filled woodpecker holes and snow removal equipment scars on the exterior stucco of the building.
- Joy L. led gardening help events in 2025-2026.
- Added two RING cameras (donated by a member) to our security system.
- Four aspens dying of black fungus were removed from the front yard of the building by Save-A-Tree in September 2025. Two Sienna Glenn maples will be installed in May 2026 to replace the shade.
- The UUFB Board contracted to share costs with neighbors to the west of the parking lot when they built a privacy fence in August 2025. As a condition of the contract, we do not allow our snow removal company to deposit snow against the new fence.
- Discovery of ants and spiders led to a thorough building cleanse/more caulking prior to insect extermination which was carried out by Bozeman Save-A-Tree in August and September. We now run plug-in electric anti-insect sonic devices in all rooms.
- An openable window was installed between the two RE classrooms by STR8UP Woodworking in August 2025, expenses covered by a member of the Fellowship.
- Mike C. (again) repaired the pocket door slide mechanism for the back bathroom.
- Mike and Randy identified a freeze point in water lines in January and took measures to thaw and temporarily insulate the pipes in the back sanctuary closet.
- Barbara L., with help, installed additional struts to appropriately support bookshelves in the book sale hallway, spring 2026.
- Members hung bird netting and mylar to deter flicker woodpeckers after several holes were discovered in the exterior building, April 2026.

## Building use:

- Regular use by committees, chalice groups, members' drumming group, and Women's Voices Chorus.
- Occasional use by local music teachers for recitals; one funeral service.

- We shared our space often with Temple Beth Shalom late summer/fall 2025 as their building underwent remodeling. Many UUFB members enjoyed the Open House ceremony at Beth Shalom's re-opening.

### **Recommendations for Next Program Year**

- Power outages caused problems with the sanctuary projector, but the reset for the UPS battery backup is in the loft, a very inconvenient spot. This needs to be moved.
- Repair building wall holes caused by woodpeckers. Paint the exterior in these areas.
- Insulate exterior building outside of utility closet (in back of sanctuary) to prevent pipes freezing again.
- Continue to train more of the congregation in the ways and means of the building – adding 3 members to the committee this past year will really help.
- Review record keeping process and update to include files to Google Drive. Create a building manual for incoming Rev. Charlotte.
- Begin new landscaping regimen to address thistle (and dandelion) problem.
- Re-paint shed door and repair snow-damaged gutter.

**Report Submitted by Tonya S.**

**May 12, 2026**

# Communications Committee

## Committee Members

- Neil S. (chair)
- Kitty D.
- Pam F.
- Andrea M.
- Peg W.

## Committee's Mission

Develop and implement strategies for internal communications to better engage members and friends, and external communications to present UUFb to the broader community. Areas of focus include webpage design and content, social media, branding, email, newsletters, and announcements. The Team prepares or revises related policies and practices for Board approval as needed.

## Activities/Accomplishments

Expansion of Membership – Peg W. and Neil A. were the only members of the committee at the start of the program year. In November 2025, Kitty D. and Pam F. joined the committee, and Andrea M. joined in early 2026. This improved participation gives the committee energy and perspective to move forward. Together we have developed initiatives for the next program year.

- Email Group List Policy – The Committee completed a revision of the UUFb Email Group Lists Policy to clarify appropriate and inappropriate uses and to add a new opt-in Community Group List to help members and friends better manage their overflowing inboxes. The policy awaits review/approval by the Board.
- Website – We continued work from previous years working with Christy and other committees to update the website.
- Catapalooza – We hosted the UUFb table at Catapalooza in August.
- Livestreaming Purchases – The Committee reviewed the proposal to purchase cordless microphones and other improvements for livestreaming, and the proposal was approved by the Board. Responsibility for the proposal was passed to the Sunday Services Committee, although the Communications Committee retains an interest in the implementation.
- Advertisements – Fewer opportunities to advertise in the *Bozeman Daily Chronicle* leaves that part of the budget unused. There is still a plan to underwrite on Yellowstone Public Radio.
- Consultant – To aid in developing strategies for communication, the Committee purchased a subscription to the consultancy UU Growth Labs.

## Recommendations for Next Program Year

The Fellowship has received an anonymous offer of funds that may be used to promote UUFb's visibility and communications. In the next year we will determine how to make best use of this generous donation.

With our new members, the Committee has brainstormed communications initiatives for 2026-2027.

- Involve Committee in welcoming Rev. Charlotte and communicating the change in ministry.
- Revamp the front page of the UUFB website to focus on visitors.
- Add a password-protected area to the website for members.
- Make better use of social media.
- Utilize a volunteer or employee to maintain social media and website.
- Add signage in front of the UUFB building.
- Recruit another member or two.

**Report Submitted by Neil S.**

**May 13, 2026**

# Finance Committee

## Committee Members

- Bruce D. – Chair
- Janine R.
- Peg W.
- David A.
- David R.

## Finance Committee Mission

The UUFB Finance Committee assists the UUFB Board in managing the financial resources of the Fellowship and overseeing the general financial health of the congregation. The Finance Committee works with the Office Administrator in the preparation and review of monthly financial reports, the annual Budget and reviewing UUFB's financial health with the Board at least twice annually. The committee also makes recommendations to the UUFB Board on key financial issues and policies including internal controls.

1. The Finance Committee has solidified UUFB's financial position with prudent monitoring of expenditures, and managing resources to enable establishment of significant reserves set aside for future needs.
2. The Finance Committee works with the UUFB Investment Committee in managing the Fellowship's assets and investments.
3. The Finance Committee meets monthly if necessary but at a minimum meets quarterly to ensure sufficient oversight for UUFB's financial assets.
4. The Finance Committee continued to manage UUFB's cash position and recommended the purchase of Certificate of Deposits to the UUFB board to earn interest on its excess cash. In calendar 2025, CD interest earned added revenues of \$1,931 to UUFB's Profit & Loss.

## 2026/27 Plans

1. Continue to monitor monthly financials and to assist in the preparation of the annual budget.
2. Complete the 2026 Internal Financial Review (IFR) of UUFB's financial processes and accounts to ensure that the books and records accurately reflect its financial position.
3. Ensure that appropriate funding of the on-boarding of Rev. Charlotte comes largely from the 2026 UUFB Budget with the potential to utilize the Minister Sabbatical Reserve if necessary.
4. Continue to search for additional committee members.

**Report Submitted by Bruce D.**

**May 10, 2026**

# Fundraising Committee

There was no official Fundraising Committee in 2025-2026. A few members volunteered to hold some fundraising events throughout the 2025-2026 year.

## Volunteers

- Leona P. - serves as contact person and organizes the used book sales
- Cami A. G. - ran the Treasure Sale
- Carolyn W. - organized a service auction

## Used Book and Bake Sales

Generous donations from the Fellowship keep our UUFB Used Book shelves consistently stocked, eliminating the need for book sales in the sanctuary — and the heavy lifting that comes with them. Monthly income from shelf sales varies, typically ranging from \$25 to \$45. In Fall 2025, we held a combined used book and bake sale. Thanks to a steady surplus of donations, we are also able to keep the outdoor Little Free Library stocked and freely available to the community. June 1, 2025 to May 19, 2026 the book/bake sales raised \$787.45.

Books may be donated by placing them directly on the shelves or under the coffee table in the Social Hall. Quarterly reminders are sent to the Fellowship to encourage continued contributions.

## Treasure Sale

In December 2025, Cami A. G. held a Treasure Sale, a fundraiser where donated household items, collectibles, books, decorations, and other secondhand goods were sold to raise money for the Fellowship. The sale earned \$1,098.09.

## Service Auction

At the end of February 2026, Carolyn W. led a Service Auction which is a fundraiser where individuals offer services, experiences, or handmade items for others to bid on. Services might include home-cooked meals, rides to the airport, gardening help, music lessons, childcare, guided hikes, or hosting a dinner party. Participants bid on the offerings, and the proceeds support the organization or community sponsoring the auction. The auction raised \$6,017.

# **Governance & Leadership Committee**

## **Committee Members**

- Barbara T.
- Tonya S.

## **Committee's Mission**

Identify and recruit potential leaders for committee Chairs and vacant Board positions. Provide leadership training for Board, Committee, and other volunteers as needed or requested.

## **Activities/Accomplishments**

Tonya was absent much of the year occupied with family matters. Barbara T. as past president was on the Board and she and other Board members took on the onerous task of lining up new members for the Board. All positions were slated by April. No leadership training was undertaken in the program year apart from Stewardship Webinars.

## **Recommendations for next program year**

- Recruit new members to the committee.
- Provide leadership training for both the Board and congregation.
- Look for guidance and/or workshops on how to recruit volunteers.
- Begin the process of filling positions for the next Board as early as July.
- Create and maintain a database of leadership roles and asks.

**Submitted by Tonya S.**

**May 11, 2026**

# Hospitality & Membership Committee

## Committee Members

- Tonya S. – Contact
- Jeanie B.
- Carolyn B. (until May 2026)
- James H.
- Susan L. (behind the scenes)
- Rachel R.
- Darla T.
- Jennifer F. (coffee)

## Committee's Mission

We welcome visitors, members, and friends each Sunday service and are responsible for opening and closing the building. We follow up with visitors via email and phone and offer events to help newcomers. We coordinate with the Office Administrator to keep the membership list/directory up to date.

## Activities/Accomplishments

- H&M held **Orientation** sessions in October 2025 and March 2026 this program year, and a **Newcomers' Breakfast** in November 2025. In spring 2026, Newcomers' Breakfasts and the Welcoming Ceremony were canceled due to ill health of H&M members.
- We carried out one **Welcoming Ceremony** in December 2025 for **7 new members**.
- With James's help, H&M instituted an email follow-up system after guests provide information.
- Susan L. in early 2026 analyzed the directory and contacted many folks to determine the number of people who wish to remain listed as members.
- Rev. Roxy K. continued as UUFB's pastoral adviser and in this capacity, attended our Newcomers' Breakfasts and Orientations as a very welcome addition.

## Recommendations for Next Program Year

- We could use 3 more people on the committee.
- Get H&M events on the calendar at summer Board Retreat.
- More monthly events Lists will be provided, as they were a popular item.
- Increase the number of Newcomer Breakfasts.
- Develop a Mentor program.

## Relevant numbers:

- We carried out one **Welcoming Ceremony** in December 2025 for **7 new members**.
- **39** people submitted Guests cards with contact information this program year, most in 2026.
- ATTENDANCE for Sunday services:
  - June-August: range 45-65 in attendance, **average 54**
  - September – May: range 53-85 in attendance, **average 69**

Report Submitted by **Tonya S.**

**May 11, 2026**

# Legacy Giving Committee

## Committee Members

- Jeanie B.
- Pam P.
- David R.
- Rose T.
- Peg W.

## Committee's Mission

The Legacy Giving Committee is tasked to:

- Regularly communicate the Legacy Giving program to the Fellowship.
- Discuss potential gifts with individual donors and document the gifts with a Donor Intent Form.
- Make decisions to either accept routine gifts or refer targeted gifts to the Board.
- Maintain a recordkeeping system to document and track Legacy Gifts..
- Recognize Legacy Circle donors and maintain communication with them.

## Activities/Accomplishments

A big advance for the committee this year was gaining two more members and orienting them to this work. All members of the Committee are themselves Legacy Gift donors.

- Planned and developed two estate planning workshops, on February 21 and March 7. Approximately two dozen people attended each session.
- Revised and substantially expanded a Gift Acceptance Policy for UUFB, approved by the Board on April 12, 2026.
- Through Board action, amended the Committee's charge to include serving as the development office for UUFB, and working with one-time, spontaneous gifts other than Stewardship or Legacy gifts
- Held a special recognition luncheon for Legacy Circle members in June
- Started development of procedures for when a gift is "realized" (i.e. the donor passes away)
- Responded to notice of and reported to the Fellowship at the May meeting about spontaneous or one-time gifts received during the past year, two paying for projects and two gifts of cash to the Operating Budget.

## Recommendations for Next Program Year

- Complete procedures and any policy for handling realized or actualized gifts
- Develop planned giving pages for the UUFB website
- Flesh out and adopt communications plans
- Continue personal communication with donors and prospective donors

## **Relevant Numbers**

- Number of volunteers participating, number of events/activities held, individuals served, etc.—whatever is relevant to this committee
- 14: Number of Donor Intent Forms received

**Report Submitted by Peg W.**

**May 12, 2026**

# Lifespan Religious Exploration Committee

## Committee Members

- Warren K. - Chair
- Cami A-G. - Secretary
- Robyn L. - Member-at-Large
- Kaylin G. - Board contact
- Asherah B. - Ex officio - Coordinator of Religious Exploration
- TBD in August - Ex officio - Minister

## Mission

The Lifespan Religious Exploration (LRE) 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. - *created 2/27/17 - revised 10/3/18*

## 2025-2026 Activities and Accomplishments

### Children's Programming

- Over the past year, LRE experienced steady engagement from 5-6 families, along with regular visits from several new families. Our RE classes on Sundays had a consistent rotation of three staff members and were geared toward youth 3-8 years old. We also have had two babies who have visited with their parents. This has generated a need for the Nursery to be upgraded with a window to allow supervision from the LRE Classroom. This project is complete. Additionally, we continued hosting a family event once a month following our services most months.

### Adult Programming

- Weaving demonstration and instruction: A presentation of weaving projects by members of UUFB that weave. A simple weaving project was offered after the service for those interested
- Crafting: Three crafting Saturdays were offered for Members and friends. They were well received with 7-10 persons attending

### *Our Whole Lives (OWL)/Bridgercare*

- We have been working with Bridgercare on planning programs for the 2025-2026 school year. So far we have been unable to offer the Bridgercare Class. UUFB is considering offering a Senior Adult OWL Class.

<b>Month</b>	<b>Special Activities</b>	<b>RE Attendance for month</b>
June 2025	Supported Pride Week	n/a
July 2025	Supported Sweet Pea March	n/a
August 2025	Musical service	10
September 2025	Water Ceremony and Activities, Bumblewood Thicket, Ice Cream bars after touring the Thicket	15
October 2025	No event	
December 2025	Caroling for a Cause	10
December 2025	Treasure sale (Children buy for Parent)	5 children / at least 35 adults/\$1,000.00 raised
January 2025	Chili Feed	40
February 2026	Valentine making - 25 cards sent to shut ins and members who have moved away	30
February 2025	Promoted Random Acts of Silliness lantern making classed and attended the Lantern Parade	10 Marchers, 3 1/2 Gallons of cider given out
March 2026	Books & Bingo Family Event	36
May 2026	Bowling was cancelled due to no sign ups	0
May 2026?	Flower Service?	JUNE 1

### **Next Program Year**

The LREC committee has its eyes on the following goals for new year:

- Keep the momentum for the coming year
- Experiment with new ways to engage youth/families outside of Sunday services
- Investigate offering a Senior Adult OWL Class

**Report Submitted by Warren K., LRE Committee Chair  
May 5, 2026**

# Minister Housing Task Force

## Task Force Members

- Neil S. (chair)
- Bruce D.
- Susan L.
- Laura M.
- Peg W.

## Charge from the Board

Investigate options for minister housing to assist in the minister search process.

- Investigate benefits and drawbacks of providing minister housing.
- Identify housing options in the Bozeman area
- Estimate short-term and ongoing costs related to each option.
- Consider other options to attract and retain a minister.
- Create a report of our findings and make recommendations to UUFB membership and the Board.
- Optional: lead a town hall to present findings.

## Activities/Accomplishments

The Task Force (TF) determined that the key issue with any housing option is meeting the needs of the minister. Rather than trying to come up with a single recommendation, we decided that our work product would be a set of options from which the Board may choose, adaptable to a minister's individual situation. We also realized that there may be other "sweeteners" in a final offer to a minister, such as better benefits or schedule flexibility.

We spoke with representatives from other congregations in town who had relatively new ministers to identify options that worked for them. We also spoke with realtors from two different local offices about the housing market, as well as property management companies about rentals. The TF completed a report which was shared with the Board and the Fellowship.

A major impetus for creation of the TF was consideration of purchasing a parsonage, which had been discussed in prior years. The investigation led us to conclude that a parsonage can be a viable option depending on the needs of the minister. Having the minister involved in selection of a property (Option B in the report) was considered the most effective option if the Board decides to purchase a parsonage.

Shortly after our report was completed, the Search Committee announced that they had found a minister candidate, Rev. Charlotte Lehmann, and they had accepted our offer. The Task Force and Search Committee then held a joint town hall to discuss all the issues with the congregation.

Our report was also shared with Rev. Charlotte and was a factor in the hiring process.

## **Recommendations for Next Program Year**

As a Task Force, our work officially ended with completion of the report. However, the Board asked TF members to assist Rev. Charlotte in identifying housing, and we readily agreed to do so.

The report may also serve as a basis for minister housing discussions well into the future.

**Report Submitted by Neil S.**

**May 13, 2026**

# Minister Search

## Committee Members

- Carolyn B., Chair
- Lisa B.
- Dick C.
- Kaylin G.
- Anna J.
- Laura M.

## Activities/Accomplishments

The Minister Search Committee and the UUFB Board are pleased to report that Reverend Charlotte Lehmann was selected as UUFB's new minister and will begin serving on August 1, 2026. Our posting in the UUA search process attracted more interest this year than in previous years, and the committee was thrilled to match with a highly qualified candidate. Rev. Charlotte, who uses they/them pronouns, was hired on a three-year contract with an option to call them as UUFB's settled minister in the future. Because this is a contract ministry, the hiring decision was made by a vote of the Board rather than a congregational vote.

Throughout the year, the Minister Search Committee conducted an extensive search process that included reviewing applications, holding virtual interviews, checking references, and hosting Rev. Charlotte for a weekend visit in March. Following a successful match through the UUA process, the committee recommended Rev. Charlotte to the Board for hire.

The committee and Board also engaged the congregation in conversations about the realities of ministerial search within Unitarian Universalism. On October 26, 2025, UUFB held a town hall meeting to discuss the search process, challenges facing congregations nationwide, and possible future approaches to recruitment. Board Co-President and Search Committee member Kaylin G. provided background on the distinctions between settled and contract ministries and reviewed UUFB's recent search history.

Over the past several years, UUFB experienced significant challenges in attracting ministerial candidates. Previous searches drew limited interest, reflecting broader national trends in which many UU congregations have struggled to find ministers. The discussion at the town hall included consideration of expanding future searches to include ministers from other liberal religious traditions, such as the United Church of Christ, while maintaining UUFB's commitment to Unitarian Universalist values and identity. Congregational feedback reflected both enthusiasm for broadening the search and a desire to preserve the fellowship's distinct liberal religious and humanist character.

The successful completion of the 2025–2026 ministerial search and the hiring of Rev. Charlotte represents a major accomplishment for the fellowship and marks an important new chapter in the life of UUFB.

# Social Activities Committee

## Committee Members

- Diane K. – Chair
- Rachel R.
- Leona P.
- Bonnie A.
- Rose T.
- Frances B.
- Linda S.
- Char A. (winters only)

## Committee's Mission

The Social Activities Committee encourages and provides opportunities for social interaction among the members and friends of the UUFB Fellowship.

1. In a typical year, plan, coordinate, publicize and present a wide variety of holiday celebrations, potlucks, movies, game nights, family-oriented and other events to provide meaningful and enjoyable social interaction within our Fellowship.
2. Assists the UUFB Board, Minister and other UUFB committees with the planning of other Fellowship activities such as food for funerals or memorial services, retreats, the annual spring auction, congregational meetings, and the stewardship event.
3. The Social Activities Committee does not assist member families with the planning, preparation, or delivery of personal parties such as weddings, graduation, or family reunions.

## Activities/Accomplishments

This has been a busy year for our committee. Here are some of the highlights.

- Potluck at the Bozeman Ponds Park after the Sunday Service – June 28<sup>th</sup>. We had good attendance and lots of great discussions. We could have used a few more main dishes and had too much coffee.
- Bumblewood Fairy Village event – UUFB's Megan M. and Susan S. were performers at the Random Acts of Silliness evening. The Committee sponsored a tour of the Village to see them and followed it with ice cream treats on Sept. 6<sup>th</sup>.
- Welcome Back Sandwich Bar Luncheon – Held after church on Sept 7<sup>th</sup>. The Committee provided meat, cheese, condiments, and beverages. The rest of the meal was potluck. Approximately 60 people attended.
- Book Sale and Bake Sale – Held after church on Sept 28<sup>th</sup>. This event earned \$345 for the Fellowship.
- Women's Group – This was set up beginning in September for the first Monday evening each month. At the first meeting, a sign-up sheet was created with hosts for each month through June 2026. Attendance has ranged over the months, averaging about 20. In January, we had a special presentation on Reproductive Justice by Bridger Care. For this event, we opened participation to men and had several who attended this wonderful presentation.

- Circle Suppers – A round of Circle Suppers were held in various host homes during October and November. Eight dinners were held in homes and included 42 guests. An additional Family Circle Supper was held at the Fellowship and was well attended.
- Thanksgiving Dinner – Nov 27<sup>th</sup>. This was a potluck and the Committee reimbursed those who brought the turkey. We had approximately 50 attendees and leftovers were delivered to some UUFB folks who were unable to attend.
- The Committee has provided snacks for the Congregational Meetings in January and May. We have gone through, cleaned out, and labeled our boxes stored in the hallway. And we have taken over the sign-ups for the monthly Birthday/Anniversary celebrations. Christy still creates the sign-ups, but we do the management.
- A Chilli and Cornbread Potluck was held on Jan 28<sup>th</sup>. Approximately 30 people attended, and leftovers were sent to those identified by the Caring Committee.
- A Valentine Making event was held after church on Feb 8<sup>th</sup>. The resulting valentines were sent to 35 folks who we haven't seen for quite a while and to those who have moved away.
- The Committee provided hot cider and cookies at the Random Acts of Silliness's Lantern Parade on Feb 21<sup>st</sup>. This was a great outreach opportunity where we served over 3 gallons of hot spiced cider to the public. And without having a donation jar, we received \$25 in donations to the church.
- St. Patrick's Day Corned Beef and Cabbage Potluck – Held March 15<sup>th</sup> after church. 45 people attended and leftovers were sent to folks who couldn't attend. Those bringing corned beef were reimbursed to cover the cost of the beef.
- Bingo and Sandwich Bar – Held March 29<sup>th</sup> after church. The Committee provided meat and cheese and the rest of the meal was a potluck. This event was a joint effort between the Social Activities Committee and the RE Committee.
- We welcomed three new members to the Committee: Rose, Linda, and Frances. It is wonderful to have their help and all their new ideas.

### **Recommendations for Next Program Year**

- A Trivia & Pizza Night is being planned for Friday, June 12.
- A round of Circle Suppers is planned for Summer. We will be encouraging hosts to make these BBQ themed dinners.
- The Committee hopes to document all the steps and recommendations for creating a social event for the Fellowship. We will publish this on the Committee's Google Drive.
- The Social Activities Committee would like to be included in the planning of events to welcome our new minister, Rev. Charlotte Lehmann.
- We hope to continue to provide social events for the Fellowship which are both appropriate and well attended.

**Report Submitted by Diane K.**

# Stewardship Committee

## Committee Members

- Tonya S.
- Janine R.
- Peg W.
- Sara W.
- With special assists from Paula M. N., Rachel R. and Rose T.

## Committee's Mission

The Stewardship Committee

1. Plans and conducts canvass gatherings, kickoff campaigns, training and post-campaign celebrations.
2. Sets a calendar and timetable.
3. Develops a strategy for every member canvass.
4. Recruits, trains and manages canvassers and the canvass.

## Activities/Accomplishments

The format for the pledge drive this year was a combination of a “Commitment Sunday” service, preceded by a “Breakfast Bounty” meal, both held on October 19. The Social Activities Committee provided the breakfast, which was greatly appreciated. The Sunday Service included a sermon on giving and testimonials from members. Peg W. and Pam P. participated in a 6-session webinar program by Stewardship for Us (UU fund-raising consultants).

## Recommendations for Next Program Year

Get another person or two for the committee. Change the format—don't have a breakfast event again. As always, start earlier—try to set the key date before summer. Set an ambitious goal! We have exceeded our goal in the past three years, which suggests the goals are not ambitious enough.

## Relevant numbers:

Amount pledged: \$270,255.96

Number of pledge units: 88 (a unit is an individual or a household)

Goal: \$267,000

Average pledge: \$3,071

Median pledge: \$1,375

Report Submitted by Peg W.

# Social Justice Action Committee

## Committee Members

- Randy B. – Chair
- Larry C.
- Kitty D.
- Norm E.
- Robyn L.
- Andrea M.
- Heather M.
- Rachel R.
- Katie U.

## Committee's Mission

The role of the Social Justice Action Committee (SJAC) is to implement the Fellowship's social justice commitments. The SJAC provides the Fellowship with opportunities to participate in and witness social justice activities and to educate themselves on social justice issues. SJAC oversees 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 chooses the organizations that receive the special offerings collected on the 2nd Sundays of each month and on the 5th Sunday (in months with 5<sup>th</sup> Sundays) and coordinates the outside speakers that come to inform the congregation about their purpose and needs. SJAC is responsible for coordinating the several ways the congregation participates in social justice initiatives, such as discussion groups, workshops, film series, marches, and affiliations with local groups for social, economic, and environmental justice, as well as UUFB's commitment to be a Welcoming Congregation. SJAC concerns include both global and local issues.

## Activities/Accomplishments

- Coordinated the 2<sup>nd</sup> and 5<sup>th</sup> Sunday speakers, including coordinating and hosting guest speakers. 2<sup>nd</sup>/5<sup>th</sup> Sunday recipient organization from May 2025 thru May 2026 include Family Promise, The Countship, Western Alaska Disaster Relief 2025 Fund, Montana Abortion Access Program (MAAP), World Central Kitchen (WCK), ACLU of Montana, Mountain Shadow Association (MSA), Homeward Point, Bozeman School District Homeless Assistance Fund, KGVM, Gallatin Valley Food Bank, Thrive, The Trevor Project, Gallatin Watershed Council, and Haven. See "Relevant Numbers" below) for dates and donation amounts.
- Updated the guide for 2<sup>nd</sup>/5<sup>th</sup> Sunday speakers and the "How to coordinate a 2<sup>nd</sup> Sunday guide.
- Coordinated a winter clothes drive. Over 20 large bags of clothes were collected including coats, pants, sweaters, scarves, gloves, hats, and more. The clothes were all washed, sorted, and distributed to Bozeman Schools Foundation, Hopa Mountain, and Bienvenidos, who were all very grateful to receive them.

- Coordinated the commitment of UUFB congregation to being a Welcoming Congregation and to adhere to the Five Practices of Welcome Renewal.
- Sent in updates for SJAC related web pages on UUFB website.
- Sponsored the showing of the UUA's Transforming Hearts Collective's short video three-part series: "Responding To The Anti-Trans Movement." We showed the first 2 videos on Nov. 2 and the 3rd video on Nov 16. The videos were preceded by a potluck dinner and followed by a group discussion. About 15 people participated each night. The discussion after the third video led SJAC to hold a service dedicated to active bystandering.
- SJAC coordinated and presented the UUFB service on March 29, 2026 "*Ending Silence: Becoming an Active Bystander.*" The service explored practical ways for all of us to move with courage and compassion from passive witness to an active bystander, and truly express that we are a welcoming congregation to all. The service included role play with audience input on how to respond as an active bystander.
- Helped coordinate the "Making Sense of Inclusive Pronouns" workshops on May 10 & May 24 2026 after the services at UUFB. Lisa B., Cami A. G., and Laura M. were the main coordinators. The workshops were facilitated by Rev. Katie M., Cami A. G., and Maris F. and designed to have open discussions on gender and the use of pronouns. SJAC approved a \$200 honorarium to the presenters. 36 UUFB members attended the first workshop.
- Replaced the Pride-Progress flag on the flagpole with a new one. Repaired the lock on the flagpole.
- Participated in the 2025 Bozeman Pride-a-Palooza event (5/31/2025 in Lindley park) with a UUFB booth. Gave out info on UUFB, as well as Pride-Progress buttons and stickers. Booth included a bean bag toss game for kids, who got as a prize a doll made by an SJAC member. Big success.
- Committed to participating in the 2026 Bozeman Pride-a-Palooza event 6/6/2026 in Lindley park. Kids craft will be painting "pride" rocks that kids can place around their community.
- SJAC Chair met with three members of Beth Shalom to discuss coordinating joint efforts in social and economic justice. The discussions are on-going, and recently led to Beth Shalom being a co-sponsor of the showing of "Defying the Nazis: The Sharps' War" in fall 2026.
- Initiated the coordinating and sponsoring the showing of the movie "Defying the Nazis: The Sharps' War". We've booked the UUFB Hall for 10/2/2026. Planning to hold a discussion group after the movie presentation. Beth Shalom is a co-sponsor.
- Committed to joining the Community Rapid Response- Gallatin Valley Leadership Group. The SJAC chair is a member of the leadership group. CRR-GV is a group of concerned citizens who are working to stand up for immigration rights in our community. CRR-Gallatin have been holding sessions on How to Safely Observe and Record Ice Actions through our local La Migra Watch and visiting local businesses to educate our neighbors on 4th Amendment rights (right to privacy) so that they can protect employees and customers. CRR-GV coordinates La Migra watch, a group of community volunteers dedicated to rapidly responding to federal raids and detections. La Migra volunteers confirm, observe, and record incidents and provide post incident support for detainees and family.
- Sponsored a La Migra Watch training session at UUFB on February 27<sup>th</sup>, 2026. Over 25 people participated. A rental agreement was processed for the building use for free with SJAC sponsorship.

- Informed UUFB about No Kings events in Bozeman, MT. Many UUFB members participated in the June 2025, October 2025, and March 2026 events
- SJAC staffed “Indivisible Bozeman” November 2026’s postcard writing event. 10 people showed up and a total of 31 postcards were sent to our congressman and senators.
- SJAC held its "Path to Participation" on December 14<sup>th</sup>, with a minute presentation during the service and a table in the social hall after the service to answer questions about SJAC's activities and mission. Nature-related stuffed animals were given away to children as a way to tie into how SJAC addresses Environmental issues.

### **Continuing activities**

- Coordinating 2<sup>nd</sup>/5<sup>th</sup> Sunday offerings.
- Family Promise – See separate report on Family Promise.
- Fork and Spoon - An SJAC member leads the coordination of UUFB, Temple Beth Shalom, and Pilgrim Congregational in providing volunteers for dinner service the 4<sup>th</sup> Thursday of each month. Fork & Spoon is Montana’s first pay-what-you-can restaurant. F&S focuses on creating homegrown, scratch-made cooking using locally sourced ingredients whenever possible. Everyone is invited to eat a delicious evening meal at F&S a price they can afford.
- Gallatin Valley Food Bank - The 3<sup>rd</sup> Sunday of each month we collect food for the Gallatin Valley Food Bank. The food bank allows those in need (no criteria required) to shop for groceries free of charge and confidentially Monday – Friday.
- Maintain and coordinate with the Flag Committee (sub-committee of SJAC) on the flying of the Pride Flag and other flags.
- Coordinating Glass Recycling once a month.
- Coordinating UUFB’s commitment to following the 5 practices of a welcoming organization on an annual basis to maintain our status as a Welcoming Congregation.
- Coordinate the showing of “Defying the Nazis: Sharps’ War” on 10/2/2026 at UUFB, in collaboration with Beth Shalom.

### **Recommendations for Next Program Year**

- Address the policy regarding Board approval for public observances and events. Refine policy on rapid Board approval to approve members to represent UUFB at an event, as in carrying our UUFB banner or wearing UUFB T-shirts.
- Continue our commitment to our ongoing social justice activities.
- Finish the design and making of a new sidewalk banner to carry during social justice and other outdoor events. And maybe new T-shirts

### **Relevant numbers:**

- **Fork and Spoon:** 10 volunteers from UUFB, Temple Beth Shalom, and Pilgrim Congregational (The Power of We) the 4<sup>th</sup> Thursday of each month. The volunteer number from each of these organizations varies but balances out over the year. The volunteer numbers are coordinated each month by the UUFB representative on The Power of We.
- **Family Promise:** See separate report on Family Promise.

- **Food Bank:** One member coordinates the gathering and transport of donated food and other items the 3rd Sunday of each month.
- **2nd and 5th Sunday offerings:** On the 2nd Sunday of each month, and months with 5th Sundays, collections are made to support organizations that meet our vision of social, economic, and environmental justice. 5th Sunday collections are typically to support disaster relief. Organizations can be local to international, with emphasis on local organizations. The table below shows the amounts collected during the past year (5/2025-5/2026). UUFB raised \$21K, with three collection totals yet to be reported.

**2025-2026 Sunday Special Collections**

<b>Date</b>	<b>2nd/5th</b>	<b>Charity</b>	<b>Amount</b>
5/11/25	2nd	Family Promise (Randy/Carolyn B.)	\$1,021.98
6/8/25	2nd	The Countship (Kitty)	\$661.00
6/29/25	5th	Saved and sent to Western Alaska Disaster Relief 2025 Fund	\$930.94
7/13/25	2nd	Montana Abortion Access Program (MAAP) (Kitty)	\$762.00
8/10/25	2nd	World Central Kitchen (Robyn)	\$6,322.89
8/31/25	5th	Saved and sent to Western Alaska Disaster Relief 2025 Fund	\$472.00
9/14/25	2nd	ACLU of Montana (Robyn)	\$1,110.00
10/12/25	2nd	Mountain Shadow Association (MSA) (Kitty)	\$985.00
11/9/25	2nd	Homeward Point	\$1,075.00
11/30/25	5th	Western Alaska Disaster Relief 2025 Fund	\$1,379.00
12/14/25	2nd	Bozeman School District Homeless Assistance Fund	\$1,490.01
1/11/26	2nd	KGVM	\$1,839.00
2/8/26	2nd	Gallatin Valley Food Bank	\$1,179.00
3/8/26	2nd	Thrive (Rachel)	\$1,045.00
3/26/26	5th	The Trevor Project	\$683.00
4/12/26	2nd	Gallatin Watershed Council (Andrea)	
5/10/26	2nd	Haven (Kitty)	
5/31/26	5th	Saved for future disaster relief	
		<b>TOTAL</b>	<b>\$20,955.82</b>

**Report Submitted by Randy B.**

## Family Promise

Family Promise of Gallatin Valley has been one of UUFB's long-standing social justice partners since 2005. In the early years, Family Promise operated through a network of host congregations, with families staying at churches and moving weekly from site to site. UUFB volunteers prepared meals, served dinners, and provided overnight hospitality for families staying at St. James Episcopal Church's rectory.

Over the years, Family Promise has evolved to better meet the needs of families experiencing housing insecurity. The organization now focuses on prevention, housing, and stabilization services that help families secure safe housing and build long-term independence. Their mission is to empower families experiencing housing insecurity to secure safe, affordable homes, stable livelihoods, and brighter futures for their children. Their vision is that family homelessness is brief and non-recurring.

A major milestone came with the acquisition of the A Journey Home campus, which now serves as the hub for many Family Promise programs. The campus includes emergency and transitional housing, bridge housing, workforce housing, case management services, and community spaces designed specifically for families with children. In addition, Family Promise operates the Rising Stars Early Learning Center, which provides quality childcare and scholarship assistance to help parents work, attend school, and achieve greater economic stability.

As Family Promise's model has changed, so has UUFB's role. While we no longer provide direct overnight hospitality, we continue to support Family Promise by sharing volunteer opportunities and encouraging members to support Family Promise events and programs throughout the year.

Financial support remains an important part of our partnership. The May 11, 2025, Second Sunday offering was dedicated to Family Promise of Gallatin Valley and raised \$1,021.98 to support its work with families experiencing housing insecurity.

One of our continuing goals is to keep the congregation informed about Family Promise's successes, challenges, and volunteer opportunities through newsletter articles, announcements, and periodic updates. By staying connected to this important work, UUFB helps strengthen a community where every family has the opportunity to thrive.

# Sunday Services Committee

## Committee Members

- Jeanne M., Chair
- Neil S.
- Bruce S.
- Lisa T.
- Rachel R.
- Carolyn W.
- Jan Y.
- Minister (*ex-officio*)

## Activities/Accomplishments

The Sunday Services Committee (SSC) was responsible for all Sunday services beginning in July of 2025. The SSC has successfully filled every service with guest speakers as well as contributions from members and staff. Services through the end of July have been filled and planning for each service is well underway. When Reverend Charlotte arrives in August planning for the remainder of the church year will begin in earnest; a few Sundays have already been filled.

In general, the committee has discussed policy issues as needed, but no policies have been changed. The script template has been reviewed and revised as needed as new suggestions and issues have arisen.

# Other

## Hiking Group

### Members

- Dick C., Convener

### Activities/Accomplishments

Hikes are scheduled weekly during the summer months on Wednesday or Thursday mornings and people may sign up to be added to the hiking group listserv.

## Humanist Group

### Members

- Sara W., Convener

### Activities/Accomplishments

The Humanist Group of approximately 12 people meets every 2 weeks. Our discussion topics range from the origin of humanist thought to artificial intelligence and everything in between. We often discuss current events from a humanist perspective. We usually use books, book chapters or magazine articles as our sources for our lively discussions.

## Historian

### Members

- Chair, Susan Backer

### Activities/Accomplishments

Susan Backer has continued the “Highlights of the UUFB” notebook which monthly briefly summarizes the activities of the fellowship and the board from the monthly newsletters. She has 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.

# Men's Group

## Members

- Warren Knipfer, Convener

## Activities/Accomplishments

Men's Group meets once a month at UUFB usually on the first Thursday of the month at 7:00 p.m. but takes a break in the summer. Anyone interested in joining can sign up for the Men's Group listserv.