



**UNITARIAN UNIVERSALIST COMMUNITY CHURCH
OF WASHINGTON COUNTY (UCCWC)**

2023 – 2024 Annual Report

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Vision Statement

We are a welcoming, liberal religious community where we care for and encourage each other to grow the mind, feed the spirit, and reach out to the world.

UCCWC Staff

Minister: Reverend Ben Robins
Community Minister Emerita: Reverend Sue Ayer
Religious Education Coordinator: Christine Hinderer
Choir Director/Accompanist: Luna Thompson-Aue
Office Manager/Bookkeeper: Tanya Vesecky

(BOT) Board of Trustees

The UCCWC Board of Trustees (BoT) consists of seven (7) volunteer members who are elected by the congregation (or when required appointed by the Board), and the minister as an Ex-Officio member.

Lisa Lake, President	3 Years (7/2021 – 6/2024)
Bill Ellis, Vice-President	3 Years (7/2023 – 6/2026)
Jane Hogue, Treasurer	2 Years (7/2022 – 6/2024)
Laurie Watkins, Secretary	3 Years (7/2023 – 6/2026)
Mary Jacobs	Member-at-Large - End of current year (Appointed 2023 – 2024)
Jean Powers	Member-at-Large - End of current year (Appointed 2023 – 2024)
John Sharp	Member-at-Large - End of current year (Appointed 2023 – 2024)
Ex Officio: Reverend Ben Robins	

(BOT) Board Covenant

I covenant to center my actions in UU Principles and ground all my decisions in love for our beloved community. I will be present with heart and mind. I will listen, tell my own story, and honor the stories and viewpoints of others. I will support and respect all members of the Board, find joy in the work we do, and trust our collective wisdom in resolving the challenges we meet.

2023-2024 (BOT) Board Highlights

The UCCWC Board of Trustees meets at least once per month and minutes are published to the congregation. Regular Board meetings are open to all attendees.

Board Goals for 2023-2024:

- A. Engage the congregation in interim ministry led by Rev. Ben Robins and the Transition Team.
- B. Create more opportunities for fellowship and connection between members and friends.
- C. Support the Search Team in hiring a contract minister who can help us grow into our vision.
- D. Update and sync UCCWC Bylaws and UCCWC Policy Manual.
- E. Encourage and role-model allyship for marginalized groups.

Specific Highlights from this past year:

- We welcomed two newly elected Board members, Lauri Watkins and Bill Ellis. We were excited to have their help in doing our important work.
- We had a retreat at the beginning of the year to establish goals for us and the congregation. We met with Annie Scott, the UUA regional advisor to help us get through some difficulties including the resignation of one of the members (the other two resigned after the retreat) and struggles amongst the others. We worked hard to listen, learn and regain trust.
- We worked together to find three (3) members of the congregation that would provide diversity and strength to our group. We were very thankful to welcome Mary Jacobs, Jean Powers and John Sharp to our team.
- We hosted Council of Committee meetings bi-monthly to align on critical topics across groups and to make progress toward our goals.
- We welcomed the congregation to get to know us better.
 - We had three Circle Suppers, hosted by two board members each, for congregants to be able to speak with us in small groups. We also restarted team sponsored monthly Soup Sundays.
 - We held congregational meetings and started a specific time in all Board meetings where attendees could ask the Board members questions.
 - Re-established regular updates from the board in the newsletter.
- Supported the Search Team with conversations and providing information needed to get the search going.
- Many members of the Board engaged in taking the Right Relations training to help us better listen and engage with the congregation, as well as to be able to handle difficult situations.

- A subgroup of the Board worked hard, including gathering feedback from members, to update UCCWC Bylaws to address gendered language, handling transitions and vacant board and committee positions, and explaining a Called and a Contract Minister and the hiring processes for each.
- Recruited and educated our delegates to represent our congregation at the upcoming General Assembly. Partnered with Reverend Ben to have talks on Article II and add the Article II vote onto our own ballot, so the delegates could gain a feel for the will of the congregation.
- Held an In-Gathering ceremony where Reverend Ben and Lisa Lake welcomed nine (9) new members to the church.
- Supported the Welcoming Congregation Team in becoming a chartered committee, in order to have ongoing representation in local Pride events and yearly Five Pillar certifications.
- Supported the Music Support Team in becoming a chartered committee, in order to support, strengthen and expand the music programming at UCCWC.
- Funded the Facilities Development and Maintenance Fund, including negotiating a large bequest by beloved member, Celeste Howard.

Denominational Affairs Representative Kathryn Warrior participated each month at the UU Mt. Hood Cluster of Congregations and shared minutes and other relevant information with the Board and the congregation. Thanks, Kathryn, for doing this!

President's Message

Beloved Community,

This church year started out with more struggles than possibly any before, especially for the Board. We lost two Board members not only from the Board, but from church membership, in the first month. We then had another Board member step away from their Board duties. However, Lauri Watkins and Bill Ellis had been newly elected, and we were determined to turn things around and remember our love for this community. We were so lucky to have Mary Jacobs, Jean Powers and John Sharp be willing to jump in and take over and give their all to the Board duties and the well-being of the congregation. We went through an intensive training with Annie Scott, our UUA regional advisor, we shared openly and honestly with each other. We admitted our wrongs and made every effort to do better going forward. At times I am sure we all felt like "this is not what I signed up for." However, our common love for the community held us together and pushed us forward.

Our Board is very involved in our congregation; they are members of the Zoom Team, Multi-platform Team, Worship associates, Choir members, Religious Education volunteers, Membership Committee Team members, Social Hall coffee makers and volunteers in so much more.

These are not people who come together once a month to make decisions and are mostly missing in action the rest of the time. They give so much more than time and money to this community, they put their heart and soul into it. They felt it was important after the hard start to the year for the congregation to have more opportunities to get to know them, so they had Circle Suppers, listening circles, submitted Newsletter updates, gave time added to Board meetings, especially for people to bring things to the Board and hosted Soup Sunday, to get to know people better. They have given their blood, sweat and tears to doing what is best for all of us and two of them are signing up to do it again for a few more years.

I know that I will miss the time I spend with these people in the coming years, but the friendships will last forever. Some of us are taking away our training on Right Relations to start a team in the future and I will be checking in on Board meetings occasionally. I trust that the folks who are staying on the Board will continue the amazing work we have done, like updating our Bylaws, establishing a Safety Team, showing that we are a welcoming congregation and helping our queer members feel like they have finally found a spiritual home that doesn't just accept them, but welcomes them in! I am proud of how far we have come in the last year.

Thank you all, and all our volunteers and members. Being a part of this congregation makes me want to be a better person and I hope that always remains true and we never stop learning, growing, and healing together in love.

In love and respect,
Lisa Lake, President, Board of Trustees

2023-2024 Interim Minister Ben Robins & (TT) Transition Team Report

The goals of the Interim Minister are:

- With the Transition Team, help the congregation do the work of interim ministry
- Do typical minister's work, such as worship (with the Worship Committee), pastoral care (with the Pastoral Care Team) and programming (with Lifespan Explorations)
- Travel with you on this rich, fulfilling, and challenging journey

The Transition Team helps the congregation do the work of interim ministry. Goals for this year were:

- Have a thriving church, with deep connection, open hearts, growing spirits
- Practice skills for direct, compassionate communication when there is conflict, and what to do when this doesn't work.
- Practice how to be both a liberal religion and a beloved community

This has been another year of exploring who we are.

- We had small-group discussions on topics such as accountability; deference (when do you expect it, when do you offer it); righteous indignation (when is it helpful, when is it not); playing with who has the power in the room.
- We had small- and large-group discussions on Article 2 themes, and heard a lot of "We disagree, but I love you and want to be in the same church as you."
- The Transition Team decided that one vote, thumbs up or down on the Article 2 proposal, did not honour the nuanced perspectives in this congregation. To reveal more of the nuances, the team recommended 3 questions, which you can see on the Annual Meeting ballot along with the rationale.

We practiced right relations.

- I'm saying that we practiced, not that we got everything right! We practiced listening for the story behind the story; asking for what we need in order to feel trust; providing feedback directly and compassionately and receiving feedback with curiosity and compassion; and beginning again in love.
- One mistake of my own (among many) was to try to do too much on a Sunday that was both International Men's Day and the day before International Trans Day of Visibility. I appreciate members of the Welcoming Congregation Team, and others, putting in the emotional labour to share the impact of having a ritual of deep grief followed by a humour-filled sermon, without sufficient transition.
- Some of us took a Right Relations training from the UUA. The focus was on restoring rapport, not assigning blame.

I mostly devoted Sunday services to the quintessential questions of life.

- We explored the challenges of giving and receiving love; the need to do something for the world even though you can't do everything; the anxiety in these times and how to stay grounded and open; the practice at looking at your beliefs from every angle, even if you think you have things figured out.

- I organized two services in which the ‘sermon’ was split between three people, to speak intimately about the personal. I provided seed questions to help participants reflect. I recommend doing this again!
- I was taught to not shy away from the troubles in life, when writing sermons. Go 100% into the trouble, because it shows that we can handle the truth, and it also makes room for 100% heart, spirit, connection and hope.

Deaths brought us together

- We experienced a number of losses, of our spouses, parents, children, and friends. We supported each other through grief (grief takes as long as it takes). I felt the heart and interdependence of this community.
- Health challenges also brought out our helping hands and loving hearts.
- Big thanks to the Pastoral Care Team, the Helping Hands, and the many who helped each other informally.

In my personal time (meaning not part of my work with UCCWC), some of my justice attention has gone towards

- Housing. High housing prices (and lack of housing) contribute to all social ills. An activist group I joined aims to increase the housing supply, with an equitable lens. This year I was one of many in the group who spoke to Portland City Council to promote a campaign.
- Artificial intelligence. With great power comes great responsibility, and these “Large Language Models” such as ChatGPT and GPT-4 have great power. Regulating them brings its own challenges.

A selection of the books I’ve journeyed with this year:

- On Repentance and Repair by Rabbi Danya Rutenberg. The book describes a 5-step process for making things right after a conflict. For example, instead of asking to be forgiven, you could ask what the other person needs for things to feel restored.
- See No Stranger: A Memoir and Manifesto of Revolutionary Love by Valarie Kaur. Rather than vilifying your opponents, Kaur describes how she gains rapport and changes minds and hearts.
- Loving Our Own Bones: Disability Wisdom and the Spiritual Subversiveness of Knowing Ourselves Whole by Julia Watts Belser. Among the books I’ve read on inclusion, this one is exceptionally good at helping you to experience life from an unaccommodated perspective.
- Conflagration: How the Transcendentalists Sparked the American Struggle for Racial, Gender, and Social Justice by John Buehrens. Many good stories of Fuller, Emerson and others who devoted themselves to their belief in the inherent worth and dignity of every person, especially those not fully recognized by the system.
- Beyond Survival: Strategies and Stories from the Transformative Justice Movement (Ejeris Dixon and Leah Lakshmi Piepzna-Samarasinha eds). Each chapter is about an attempt to create a just and inclusive community. The book celebrates the successes without glossing over challenges.

A look ahead

- My final sermon, on June 23rd, will be a celebration of our time together and a reflection on the successes and challenges of our interim period. I’ll give away the ending: Being with you has been a blessing.

Members of Transition Team: Anne Dale, Dee Cooper, Ed Gallaher, Terri Schmiesing

2023-2024 Choir Director/Accompanist

This year has been a time of rapid learning and growth for the music of our church. With a handful of exceptions, we achieved our goal from last year of singing two choir songs per month, and we have been able to take on increasingly challenging works of music with increasing quality of understanding and presentation. While prepping for the June 9th Choir Sunday, it has been a joy to go over the music we have sung together and to realize the large amount of very beautiful music we have presented over the past year.

Choir attendance has been more limited compared to last year's turnout. Although a couple members from last year will likely not be coming back to our community for personal reasons, the largest reason for lowered attendance has more to do with ongoing life and health struggles that a large percentage of our choir has been dealing with. Some are dealing with major logistical life changes, some are dealing with variable levels of disability (including myself), and some are simply often exhausted by the day-to-day grind of their normal working lives. Some members have chosen to step back indefinitely, many others are still participating by coming to a limited number of rehearsals based on their energy levels.

While I hold concern for each choir member separately who has stepped away or has limited attendance, I do not personally hold as much concern for our group as a whole. In fact, it is my desire to normalize people, respecting their bodies and minds and their needs for rest and recuperation within our choir, which I think has been an area of growth we have begun to embody much more.

For instance, we no longer outright ban singers from participating in a Sunday morning anthem if they had not participated in the most recent rehearsal. Instead, we trust the singer to hold their own boundaries about what they feel comfortable participating in and what they desire to challenge themselves to do. It is my belief that this creates a more neurodiverse-friendly environment for members who deal with varying levels of burnout, learning speed, and skill levels. Rather than asking all to participate in a uniform way, this more flexible nature allows for participation to be an ongoing negotiation between what the individual has to offer and how effectively that offering can fit with the group.

For the end of this fiscal year and going into the beginning of next, we have begun working towards getting short-term pianists involved with our choir to allow me more opportunities to grow as a director. Kevin Bruce, notably, has agreed to work with us for the end of May and into the beginning of June, and we are in communication with a handful of others in our community about potential accompaniment.

As a personal skill, and with the help of a \$25 app paid for out of the music fund, I have learned how to tune our church piano. From time to time, when necessary, I may ask for a couple extra hours to accomplish this, as my hourly rate would be cheaper than hiring an outside contractor (and I also greatly enjoy the process).

Many, MANY thanks to the (MST) Music Support Team for the administrative work they have done for me and with me every week. Their work makes this job possible for me, given my own unique set of strengths and weaknesses as a leader.

Sincerely,
Luna Thompson-Aue - They/she

2023-2024 (RE) Religious Education Coordinator

Overview

The goal of Religious Education/Exploration is to provide our children and youth with a safe and caring environment in which to grow their spirituality. Lessons include lighting a chalice and sharing joys and concerns with their peers. Storytelling, discussion, art projects, and activities give students active, hands-on interactions with the lesson's concepts. Children and youth learn about the larger church community, our UU faith, heritage, and values. The program relies on RE volunteers.

Responsibilities

As the RE Coordinator, I coordinate the details. I train, background check, and schedule volunteers. I connect with children and families. I prepare the curriculum and classrooms for every lesson. I keep current registration and attendance.

Accomplishments by Date

July, August, and 09/03/2023 Children's RE

The first summer lesson focused on The Fourth of July. The rest of the lessons focused on Aesop's fables and the morals they are meant to teach. This was accessible to a one room classroom and let everyone switch gears to craft or play outside depending on the weather.

August 6, 2023, Religious Exploration Volunteer Training for little kids, big kids & teens. We reviewed the program setup, the attendance binders, and safety concerns. I answered questions. We had some new volunteers and I processed background checks.

August 25, 2023, Back to School Supplies Drive

Canva graphics, physical examples of items, and paper flyers helped us gather the supplies we donated to Orenco Elementary School. An alphabetized list for each grade level and alphabetized items made for easier working building the backpacks. UCCWC generated 13 full packed back packs for kindergarten through 6th grade. Backpacks were dropped off to school 09/01.

September 17, 2023, RE Returns to Three Classrooms on 1st and 3rd Sundays

The children were split into two classes: Lower (Pre-K to 1st grade) and Upper (2nd to 5th grade). Parent volunteers Meg Joseph and Susannah Krug returned to teach UU Squad for youth in 6th to 12th grades in the Parish House.

October 2023, UU Squad needs reinvention

Meg & Susannah decided to move away from the church after teaching on the 1st Sunday in October. We followed the Parish House pattern and curriculum on the 3rd Sunday of October. I reworked the program before November. The UU Squad meets downstairs in the Linus Pauling room at 10am. They explore Heeding the Call materials from 10am until the younger children come downstairs.

At that point, the youth become leaders/helpers in the 2nd-5th grade classroom. They read the chalice lighting words which match the monthly theme. They read definitions of values. They help with the chalice extinguishing and closing cong. If the programs grow, I hope to give youth a choice of which classroom to assist. The new UU Squad set up created a new time and space for RE Volunteers.

October 27, 2023, Pumpkin Carving, Firepit & Smores

This event had the best attendance of the year! I decorated the Social Hall and managed the pumpkin carving part. Additional volunteers managed the firepit and smores. Kathy Foldes organized the event. I provided Canva graphics and reminders.

November 2023, Paper Chain Calendar for 2023

I completed and built paper chain calendar kits for all children and youth in the program. I offered kits to the congregation and visitors in the social hall. The goal was to get the calendars to everyone by 11/26 or 12/03 at the latest. I enjoy this annual tradition!

December 15, 2023, Gingerbread Village: A Winter Holiday Event

I decorated the Social Hall, provided some basic supplies, set up a photo area, made Canva graphics and reminded folks. Kathy Folder helped to organize the event.

December 17, 2023, All Ages/Congregational Craft After Service – Paper luminary

This craft was included in the lesson for children and youth then made available in the Social Hall. I would say more than 4 adults but less than 8 participated.

February 10, 2024, Card & Board Games / Valentines Supplies

Craft supplies for making Valentines were available on Saturday 3pm to 5pm during the Card and Board Games time. The supplies were rearranged and made ready for folks after service on 02/11. Some adult participation on both days. More than 5 less than 10 altogether.

March 2024, Build a Basket Supplies Drive

Supplies were gathered like a school supply drive. Items were arranged in the Linus Pauling room by type and with instructions of what to add at each station. Like filling back packs. The congregation gathered plenty of supplies for the 15 homeless children plus extra supplies for parents to distribute and share. I am proud our Deputy Easter Bunnies did so well with this project.

March 2024, Flyers posted in Community by the Congregation IDEA

The idea was to make flyers for events with QR codes and ask members of the congregation to post them at known community boards. I need to follow up on the idea. I think it is a good idea.

April 13, 2024, Spring Seed Balls

Craft supplies for making seed balls (bombs) were available on Saturday 3pm to 5pm during the Card and Board Games time. The supplies were rearranged and made ready for folks after service on 04/14. I posted and shared the info but the name “seed ball” confused things. Less than 6 adults participated over the two days.

April 21, 2024. Ceremony for transition into Kindergarten.

Rev. Ben made a special appearance when he wasn't delivering the sermon to deliver this ceremony with me for Sarah & Brooklyn.

Upcoming Dates May/June

Birthday Cake Kits for local food banks.

"Thank You" event for RE Volunteers and with RE Families.

Curriculum Details

Children's RE

Soul Matters offers a 10-month subscription called "RE Packets" for Lower (Pre-K to 1st grade) children and Upper (2nd to 5th grade) children. All lessons were adapted from this source material in 2023-2024.

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Soul Matter's 2023-2024 themes lifted up our UUA's proposed new guiding values statement...

September: Welcome	February: Justice & Equity
October: Heritage	March: Transformation
November: Generosity	April: Interdependence
December: Mystery	May: Pluralism
January: Liberating Love	June Renewal

Youth RE

All lessons were adapted from Heeding the Call from Tapestry of Faith, UUA in 2022-2023.

Significant accomplishments of Religious Education/Exploration this past year include:

- RE Lessons for Children and Youth continued on 1st and 3rd Sundays.
- Youth RE, the UU Squad, was reinvented to take place in the church building.
- The RE Program was updated for the Homecoming Celebration. It is included in the visitor's packets. It is attached to email inquiries about our RE Program.
- UCCWC Family Facebook, two UCCWC feeds and an Instagram feed are updated with RE information usually in the form of a Canva graphic.

Significant accomplishments of the RE Coordinator this past year include:

- Card & Board Games continue to meet on the 2nd Sunday of the month from 3pm to 5pm.
- Supplies! I am using the budget to purchase tools, materials, and supplies for Nursery through 12th grade with a focus on materials that have a long shelf life and many uses. I feel more confident in my decisions each year.
- Books! I purchased new books from this year's curriculum. I want books for many experiences! Thank you, Kerri Nussbaum, for ordering the library!

- I attended a Renaissance Module class offered online through UUA on “Worship” during July 2023. My 4th RenMod.
- I plan to attend a Renaissance Module class offered online through UUA on “UU Theology” starting May 15. My 5th RenMod.
- I plan to sign up for OWL Facilitator Training on 06/17 at 9am. Class will start in August.
- I continue to be a member of the Liberal Religious Education Association (LREDA) both nationally and with the local chapter.
- I met Sarah Gettie McNeil to find out about the Religious Education Credentialing Program. I plan to begin a three-year time of learning, growing, and building my portfolio for review either before Rev. Ben leaves or in January 2025. The classes I have taken are applicable. I am selecting books from a reading list and adding them to my annotated bibliography which is part of my future portfolio. I have already started the process in many small ways. My hope is the program will teach me skills I can use to grow the program here at UUCCWC.

UUCCWC was able to provide religious education/exploration to a community of 28 individuals this year. Our enrollment is 8 children and youth currently. Our attendance averages 4 to 6 children and youth combined on the 1st and 3rd Sundays.

Submitted by Christine Hinderer, RE Coordinator

COMMITTEE REPORTS

2023-2024 (ACC) Administrative Communications Committee

(ACC) Administrative

The (ACC) Administrative Communications Committee meets, as needed, whenever administrative support to the UCCWC Board of Trustees (BOT) and Staff is requested.

Goals:

The primary goal of (ACC) Administrative is to provide any/all administrative support to the UCCWC Board of Trustees (BOT) and Staff, as requested in Church calendar year (June – May).

Accomplishments:

Including on-going updates, as BOT directed –

- Updated and released: (1) UCCWC Leadership Quick Reference List for Staff/Committees, Affinity Groups and Liaisons – Fall 2023
- Production and release:
 - a. 2023-2024 UCCWC Annual Report
 - b. 2024.03.22 Book of Committee Charters
 - c. Review of all eight (8) Chartered Committees mandated by the BOT:
 - (ACC) Administrative Services Comm – Open
 - (FMC) Facilities Management – Open
 - (MSC) Membership Services Committee - Open
 - (MST) Music Support Team - Invited
 - (PCT) Pastoral Care Team – Invited
 - (ST) Safety Team - Open
 - (VAC) Vision Action Committee – Open
 - (WT) Worship Team - Invited
 - d. 2023-2024-Board of Trustees Liaison List – 11-15.xlsx. doc & .pdf
 - e. 24.05.19 UCCWC Bylaws.doc & .pdf
 - f. 24.05.19 UCCWC Bylaws Revision History.doc & .pdf
 - g. 24.02.22 Policy Manual UCCWC doc & .pdf
 - h. 24.02.27 Policy Manual Revision History UCCWC doc & .pdf

Challenges:

Because this volunteer work fluctuates yearly, monthly meetings are not necessary. The UCCWC Annual Report is always due before the 3rd Sunday of May – to the UCCWC Annual Meeting. The 8 Committee Charters and all other church documents, reports, lists and guides are produced, updated and completed only whenever the BOT makes a request. The work is sporadic and often requires assistance from BOT and church members/teams. (ACC) Administrative has only one volunteer at this time. The Chair attends the Council of Committee meetings.

Members: BOT Liaison: Bill Ellis Chair: Kathy Ellis Member: Kathleen Hall

(ACC) Communication

The (ACC) has no Communications Chair. A volunteer is needed to fill this role.

Goals:

Arrange Zoom services through the website to enable greater variety of music to be played on Sundays.

Accomplishments:

Maintain, optimize, and trouble-shoot internal and external communications infrastructure:

- Website (including the Calendar), the Newsletter, Groups.io
- Community Outreach and Publicity on Facebook & Instagram,
- Sermons (when approved) uploaded on YouTube (video) and BuzzSprout (audio)
- Behind the scenes technology that make it possible: GreenGeeks, MailChimp, Breeze
- Branding\promoting community spirit with Redbubble

Challenges:

- (ACC) Communications has not met since loss of Chair – June 2023.
- Recruiting volunteers
- Tech companies changing their policies and disrupting the systems we use
- (ACC) Communications work was assisted by Tanya Vesecky, Office Administrator and Christine Hinderer, RE Coordinator, as needed in Newsletter and website updates
- (ACC) Communications was represented at (COC) Council of Committee meetings and continued to partner with church committees and teams represented by (ACC) Admin Chair, Kathy Ellis.

Members: BOT Liaison: Bill Ellis Chair/Leader: **None** Members: TBD

Message: We are an inclusive, intergenerational community where people take care of each other.

Relationship to the Board of Trustees and other Committees and Teams:

Per Bylaws, the Board of Trustees is the governing body of UCCWC, which includes oversight of Chartered Committees. ACC serves at the direction of the Board.

ACC Co-Chairs communicate with the Board, either directly and/or in coordination with the Board of Trustees liaison to ACC. ACC connects with the congregation through the church newsletter, service announcements, and its Annual Report.

2023-2024 (AT) Art Team

Overview & Responsibilities:

The (AT) Art Team meets once every two months. Meetings are open to anyone who would like to attend. AT is charged with rotation of art in the social hall of the UUCCWC. We are also charged with finding members, family members and eventually community members to hang art at UUCCWC.

Goals:

- Reestablish the team with Brian Lightcap and Bonnie Burbridge
- Addition of Zsuzsa Vamos who is familiar with showing art and hanging art
- New hanging hardware so no stool or chairs need to be used to stand on
- Agreement Form for those wanting to sell their art – 90% maximum sales to artist and 10% minimum to UUCCWC

Accomplishments:

- Development of a new Team
- Member shows through October
- Agreement Form signed to file at UUCCWC for those wanting to sell their art
- Hanging leader art bios

Challenges:

- Keeping the rotation scheduled
- Concern about having community artist showing will be handled

Members: BOT Liaison: Lauri Watkins Members: Lorie Clark, Bonnie Burbridge, Brian Lightcap, Zsuzsa Vamos

2023-2024 (FMC) Facilities Management Committee

The Facilities Management Committee (FMC) meets once per month. Meetings are open to anyone who would like to attend. The FMC started out as a sub team under the Vision Implementation Team, but was then converted to a separate, permanent team with a BOT approved Charter to help with the management of the UCCWC buildings and grounds. Later, the Aesthetics Team was combined with the Facilities Management Committee.

FMC Focus for 2023-2024

1. Continue to maintain, improve, and manage church buildings and grounds.
2. Create and maintain plans for the maintenance and improvements of the church buildings and grounds (carryover from 2020-2021)

Specific Highlights from this past year

- We continued the development of a Management Plan to track expected maintenance costs for the church and Parish House. Investigated many other projects to make the church more ADA compliant. However, in the absence of funding for these projects, we were unable to take on any large new projects.
- Re-braced the rails for the steps to the Parish House.
- Received notice of the Celeste Howard bequest and have begun developing plans for church improvements.

FMC Team Members:

BOT Liaison: Bill Ellis Members: Co-Chairs: John Sharp & Kay Demlow, Dave McAdams

- Aesthetics Team: Kay Demlow
- HVAC Team: Bill Ellis, Mark Bischoff, John Sharp, Tanya Vesecky
- Property Management: Mike Bruhl
- Property Rental: Bill Ellis
- Community Gardens and Landscape: Tom Wilson

2023-2024 (FC) Finance Committee

Overview & Responsibilities:

The Finance Committee is reforming. The previous Financial Services Committee has been on hiatus since 2020. A new charter has been drafted and will go to the Board for approval at the May 19, 2024 UUCCWC Annual Meeting.

Goals:

- To assist the Board of Trustees (BOT) and the Treasurer in monitoring and managing the congregation's financial resources by providing reports and making recommendations.
- Increase the number of members who have knowledge and awareness of the church's finances.

Accomplishments:

- Drafted a new (FC) Finance Committee Charter for approval by the Board of Trustees
- Recruited members interested in being appointed to this new committee.

Challenges:

- Since there has been no functioning Finance Committee for several years, people are not yet sure what it means to be part of this new committee.

Members working to re-establish the (FC) Finance Committee: Jane Hogue, Mark Bischoff, Bill Ellis, Terri Schmiesing, Janet Gallaher

2023-2024 (IFRC) Internal Financial Review Committee

Overview & Responsibilities:

The (IFRC) Internal Financial Review Committee meets about twice each year. We are charged with reviewing the financial documents and procedures of UCCWC to ensure proper operation.

Goals:

- Meet every year to review the procedures and some documents of the treasurer and bookkeeper.
- Issue a report to the Board of Trustees listing the results and any concerns we have.

Accomplishments:

- We met in January and February 2024 and sent a report to the Board Of Trustees in early March 2024.

Challenges:

Two-year terms meant two of the three people were new this year. It might work better to change to three-year terms and have only one new person every year. This was a minor challenge, however.

Members: BOT Liaison: Jane Hogue Members: Vicki Lollis (2022-2025), Dee Cooper (2023-2026), Vicki Staley (2023-2026)

2023-2024 (JUST ACT) Justice Action

(Voting Rights Team and many volunteer-led social justice activities)

Overview & Responsibilities:

JUST ACT provides a forum for members and friends to coordinate, facilitate, and collaborate with one another to encourage social justice activities by individuals and the congregation. We are guided by our belief in principles and values such as peace and justice for all people, respect and responsibility for the Earth, and our UCCWC vision to “reach out to the world.”

Goals:

- Support democratic non-partisan voting rights that encourage all to vote, with special emphasis on overcoming voter suppression when state and local election leaders institute unjust restrictions.
- Promote any activities that help save our nation’s democratic foundations with service, education, witness, advocacy and community organizing. See 50 Things to promote democracy by David Pepper at <https://uusj.net/wp1/democracy-in-2024/>
- Provide a clearinghouse to share articles, workshop/conference and social justice action opportunities on our online bulletin boards: main@uuccwc.groups.io and in the subgroup JUSTACT@uuccwc.groups.io (Contact UCCWC Administrator Tanya Vesecky at info@uuccwc.org for help joining online groups).

Accomplishments:

- Between January and April 2024, members and friends sent 2600 postcards to voter-suppressed Georgia and Virginia registered primary voters, focusing on young people and people of color. As we continue working in 2024, we expect to be part of 18 million postcards nationwide sent to voter-suppressed critical states that will strongly influence election outcomes.
- Members and friends have supported many volunteer-led social justice activities in 2023-2024: Hope Sunday food and holiday drives; Family Promise; meals for houseless people in Portland; Ukrainian refugee help; children’s school supply drive; knit hats, scarves and mittens for low-income children; Pride weekend booth; LGBTQIA2S youth center service projects; July 4th parade presence; safe communities advocacy and education; pastoral care transportation, meals and greetings; Village Without Walls help for seniors and people with disabilities to stay in homes; plus voting rights postcards, letters, phone calls, and texts.

Challenges:

- We have excellent participation in ZOOM meetings on voting rights, fun in-person parties to write postcards together, and individuals working on their own to write and send postcards.
- Although volunteer individuals organize inspiring ad hoc and ongoing social justice activities, we have no JUST ACT Co-Chairs that will organize the clearinghouse aspirational goal of broadening UCCWC social justice activities as allies with additional community organizations.
- We aspire to achieve that improved aspirational organization for our internal and external community within a chartered committee or council.
- Mentoring and supporting leadership development for a small size A church in which many are wearing several hats is a current restraint the church is addressing with member and volunteer recruitment activities.

Team Members:

BOT Liaison: Jane Hogue Team Co-Coordinator for JUST ACT Voting Rights: Jane Hogue and Anne Dale

Members: Nineteen people are signed up on the UCCWCC online bulletin board subgroup: JUSTACT@uuccwc.groups.io.

Thirty-one (unduplicated) members and friends participated in three 2024 voting rights campaigns, sending postcards to overcome voter suppression through the non-partisan Common Ground/Reclaim Our Vote UCCWC efforts. The Cedar Hills Indivisible group also participated in our 2024 voting rights.

2023-2024 (MSC) Membership Services Committee

Goals:

- Welcome newcomers
- Track newcomers and new member growth
- Give new member intro classes
- Member follow-up at all stages of membership
- Hospitality and Fellowship
- Maintain database of members and report changes to the Board and church administrator

Accomplishments:

- Hosted the welcome booth at the September 2023 celebration, helped with Garage Sale and Bake Sale
- With the REST Team, put on a Halloween carving and S'Mores Fire pit Event in October
- Held two Path to Membership Classes
- Welcomed 9 new members – In-Gathering ceremony
- Put on Gingerbread Village making event
- Involved new members in events (e.g., Solstice Story, Great Fiasco)
- Provided refreshments to Great Fiasco event
- Hosted two Soup Sundays
- Hosted Valentine's Party in conjunction with games afternoon
- Valentine appreciation on bulletin board (newly refurbished by Karen James)
- Info session with Home Plate
- Sent Holiday Greetings to members
- Helped with the holiday wreath sale
- Improved the usher/greeter instructions
- Welcomed three new usher/greeters

Challenges:

- While we are doing better with volunteers for ushering and for coffee hour, we still have a way to go. We were able to move to two ushers each Sunday.
- We are still working on the best ways to orient newcomers and help them get involved.
- It has been difficult to get ushers to come to an orientation.
- We want to provide a full orientation of all ushers before the next church year.

Members: BOT Liaison: Lisa Lake Co-Chairs: Kathy Foldes and Gayle Goodman.

Members: Kathleen Hall, Zsuzsa Vamos, Pam Schossau, Janet Gallaher with assistance from Karen James

2023-2024 (MSC) Minister Search Committee

Overview & Responsibilities:

The Minister Search Committee is an ad hoc committee formed for the purpose of hiring a three-quarter time Contract Minister for the 2024-2025 church year. During the summer and fall of 2023, we met multiple times a month to prepare an engaging, detailed, and transparent job description. We worked with congregational stakeholders and the congregation as a whole. At the time this report was written, no candidates have applied for our position.

Goals:

- Develop an in-depth understanding of what the congregation needs and wants from our next minister
- Create an engaging and transparent packet advertising our job position
- Advertise our position, review candidates, interview candidates, propose a candidate to the board for hire, and have a minister in place in August 2024

Accomplishments:

- We met with various stakeholder groups and individuals in the congregation, conducted a detailed survey, and hosted numerous small group conversations. The data was carefully and confidentially discussed and summarized.
- We developed an engaging, detailed, and transparent descriptions of all areas of our congregation. This included our history, current membership, varied activities, values, many strengths, weaknesses, past and current difficulties and conflicts, and our goals for the future.
- These essays were combined with factual information, such as salary and benefits offered, to form the packet that was posted on UUA's Ministry Search website for candidates to review. We received compliments from multiple levels of UUA hierarchy on the quality, sincerity, and transparency of the packet.

Challenges:

- Since the time this report was written, no candidates have applied for our position.
- Hiring for a three-quarter time contract minister is challenging in the current job market, especially considering the cost of living in our area.

Members: Chair: Josh Steinhurst Members: Kay Demlow, Marci Pippin, Annie Raich, Darolyn Wylie, Terri Schmiesing

2023-2024 (MSC) Music Support Team

Overview and Responsibilities:

The Music Support Team was formed in early 2023 in response to the loss of our Music Director. This challenged our newly hired Accompanist, Luna Thompson-Aue, to take on those director responsibilities, in addition to accompanist duties. Luna accepted the new position title of Choir Director/Accompanist.

The purpose of the MST is to support, strengthen and expand the music programming at UCCWC. MST assists the Worship Team in planning music for 52 Sunday worship services annually and a Christmas Eve service. MST supports weekly (Tues) choir rehearsals and 2 Choir Sundays per month from mid-August through mid-June. The MST meets weekly, every Thursday morning to plan for upcoming services and special events.

Goals:

- Continue to collaborate with the Minister, Worship Team, guest speakers, and church groups to choose music appropriate for the theme of each service and keep the music portion of the worship calendar updated.
- Organize sheet music cabinets for ease of selection in the music office.
- Create a concert series to support and raise visibility for UCCWC and local musicians.
- Work with Membership and Stewardship to plan music for celebrations and fundraisers (i.e., The Great Fiasco, Stewardship Celebrations, Homecoming Sunday Celebration, etc.)

Accomplishments:

- Development of specific duties for each team member to coincide with their skills and interests to effectively cover all the responsibilities listed in the newly written 2024 Music Support Team Charter.
- Development of a system for vetting music licensure for streaming in Worship Services.
- Collaboration with the Worship Team and Minister to choose music that is appropriate for the theme of each service.
- Maintenance of the music calendar, choir schedules, member folders and rosters.

Challenges:

- We strive for more flexibility to accommodate all MST members' additional responsibilities within and outside UCCWC. To meet this challenge, we utilize Zoom and text messaging.
- The distinctly separate roles of choir director and accompanist are difficult to effectively achieve simultaneously. We would like to experiment with volunteer and/or paid accompaniment, which allows Luna the freedom to actually direct the choir.
- Budgetary constraints make it difficult to pay for choir support, such as rehearsal tracks, as needed.

Team Members:

Choir Director/Accompanist: Luna Thompson-Aue BOT Liaison: Jean Powers

Members: Lorie Clark, Kathy Ellis, Mary Jacobs Worship Team Liaison - Pam Midyett

2023-2024 (NC) Nominating Committee

This was another successful year for the Nominating Committee. Our efforts at communicating to the congregation were well received, and members stepped forward to fill all the open seats on the ballot, including all four open seats on the Board. Candidates represent different community groups within the church (Choir, RE, Worship Team, Shawl Ministry, Covenant Groups, etc.) as well as a range in age, life stage, and life experience.

Goals and Accomplishments:

- Used mailings, Groups.io, the Newsletter, as well as in-service announcements to communicate the steps of the process and recruit volunteers for the elected positions. Continued to create a culture of transparency around the election procedures.
- Adapted timeline from last year to keep ourselves and the congregation on track throughout the election process
- Reduced the number of election mailings from two to one after double-checking the by-laws
- Mailed the ballots (along with bios, budget, information about Article II changes, and proposed UCCWC by-laws changes) to voting members
- Met with Board members to discuss plans for Election, Annual Meeting, Counting Ballots, and overall church strategy. Per the Board's request, we will plan to count the ballots at (or directly after) the Annual Meeting in order to celebrate the newly elected officers together on the same day.
- Plan to count the ballots using a computer spreadsheet again rather than a handwritten chart, to increase accuracy and efficiency.
- Mark has agreed to run for Re-election for the NomCom.
- We ran the committee with only two members for most the year, after Jean was appointed to the Board of Trustees. We missed her but know that she contributed much to the leadership of the church on that Board.
- As Mark will be out of town for the Annual Meeting, a Board member will assist Emily with the counting of the ballots

Committee Members:

BOT Liaison: Rev Ben Robins Chair: Emily Bostian Mark Bischoff, Jean Powers (briefly until appointed to the Board)

2023-2024 (PCT) Pastoral Care Team

Goals:

The primary goal of the (PCT) Pastoral Care Team's ministry is to offer support for our members and friends through life's challenging times. We accomplish our Shared Pastoral Care Ministry by doing the following:

- Providing pastoral care and coordinating with our interim minister, Rev Ben Robins, and future permanent or contract minister to provide pastoral and spiritual support when requested by members/friend
- Providing supportive fellowship among members/friends
- Maintaining gift cards to two local grocery store chains from our **Church Community Cupboard**
- Offering/Coordinating the Church **Medical Equipment Loan Service**
- Maintaining completed **UU Emergency Contact Cards** and coordinating the Emergency Contact Card updates/new member EC card acquisition—see below
- Communicating with the Shawl Ministry to make recommendations and assisting with the **delivery of shawls** to the recipient
- Coordinating a range of supportive activities for our members and friends through **Helping Hands**-sending cards, providing meals, giving rides, and helping with pet care
- Helping to administer the **Ministerial Discretionary Fund** when the minister is not available or when there is no minister. Make recommendations to the minister of possible recipients of the fund when requests come to a PCT member directly
- **Assisting with Memorial services** as described in the Memorial Subcommittee Protocol
- Holding in-person monthly meetings and continuing to communicate with each other via email, Groups.io, and phone conversations.

Accomplishments:

- Continued to work with Rev Ben when pastoral care needs were identified, including at least 2 families/individuals who needed money from the Ministerial Discretionary Fund
- Assisted families to provide six (6) Memorial services, with "Celebration of Life" services and receptions for Allan Warrior (06/23), William Bostian-Emily (12/23), Miranda Johnson (1/24), Gina Quinn (02/24), Joy Carter (03/24) and Pat Hall (05/24).
- Monitored and actively supported numerous members experiencing difficult situations
- Coordinated meals, rides, cards, and other supportive fellowship via our Helping Hands volunteers
- Maintained a supply of small denomination Gift Cards to supplement the Community Cupboard food -- this allows the recipient to purchase their own food. One couple needed ongoing help with food procurement and Megan helped with this by connecting with a personal friend who provided donated food that she picked up weekly from Fred Meyer.

- Continued to have two ways to access the Emergency Card information in case of emergencies: keeping physical cards in the locked box in the Robing Room closet *and* having the information available electronically (on Breeze).

Impact to Larger Church Organization:

As a result of these activities, our Pastoral Care Shared Ministry provided caring fellowship and tangible practical support for our Members and Friends throughout the church year.

Goals for the coming year are to:

- Continue the Emergency Contact Card project until most in person attendees have updated their cards. Then we will continue to convert the physical cards to a digital version or vice versa.
- Assist with the upcoming (May 4, 2024) “Celebration of Life” for Pat Hall.
- Invite another church member (or two) to join our team.
- “Elect” another leader for the PCT.
- Review and update the Memorial Service policy. We will research the policies of other similar sized UU churches to guide us in this endeavor. The Board of Trustees and the Minister will also be involved.

Members: BOT Liaison: Rev Ben Robins Leader: Megan Bischoff Members: Sally Wentz, Kathy Ellis, Ed Gallaher and Julia Surtshin

2023-2024 (REST) Religious Exploration Support Team

Goals of REST are:

- To support, encourage, and advocate for the wellbeing and vitality of children and youth religious education within the church community
- To be a sounding board and support to the RE and Youth staff
- Provide a voice for the congregation within the religious education program
- Development and support opportunities for growth and connection-building within the family and youth RE community

Significant accomplishments this past year:

- Continued to meet monthly via Zoom to provide input, give feedback, and help support RE Coordinator Christine Hinderer's work
- REST members gave advice on volunteer signup and scheduling
- REST members gave advice on lesson format and activities based on their experience in the classroom. Direct feedback is useful and actionable
- REST supports the "UCCWC Families" Facebook group to help connect families with our UCCWC community and with each other. New members continue to join this group
- REST supports Monthly Card & Board Games hosted by the Hinderer Family

Challenges:

- Parent volunteers working with the UU Squad decided to leave the congregation. The UU Squad needed a new lesson format, location, volunteers, and curriculum edit. All three age ranges are in the church building and volunteers can move between UU Squad and younger classes reducing the total number of volunteers needed on Sunday.
- We had a kindergarten transition ceremony for Sarah and Brooklyn, but we did not have enough children and youth at milestones to schedule an RE Service.
- In-person and online training is available for OWL Facilitators. An active OWL program is a major desire that many families want available. We need volunteers who can commit to OWL training. These volunteers need to be willing to offer OWL at other locations.
- Nearby UU and UCC churches are also interested in running OWL together. Per email exchanges with the RE Coordinator, there aren't enough trained facilitators, we can't agree on how often to offer classes, how long these classes should be, or where the classes should be taught.
- Volunteer burnout for RE and REST volunteers. REST is a small group and could benefit from having additional volunteers who are currently RE volunteers in the classroom participate. More folks and more variety of folks will help the program grow.
- REST does not have a committee chair currently. Document updated by the RE Coordinator

BOT Liaison: Jean Powers **Members:** Lisa Lake, Susan Allan, Lois Pereira

2023-2024 (SC) Stewardship Committee

Goals:

- Continue to pursue a culture change in talking about money and generosity within our church
- Promote stewardship in terms of taking care of the community, rather than only money and one big pledge drive that people reluctantly do each year
- Continue the stewardship calendar, the thoughtfulness of our agendas and task lists
- To be active all year
- To connect the spiritual to the financial

Accomplishments:

- Met our goal for the Fall Harvest and exceeded our goal for the Better Together Pledge Drive. This is an exceptional accomplishment given the size of our membership this year!
- Held a silent auction, raffle, garage and bake sale at the September Celebration
- Held a wonderful Pledge Sunday Fellowship Event in conjunction with Soup Sunday
- Held a New Year's Eve fundraiser- lots of fun!
- Followed up on planned gifts from recently deceased members
- Helped with the Great Fiasco fundraiser. Lots of fun!
- Sold wreaths as a fundraiser
- Did a good job explaining and following up with new members about pledging
- We had enough canvassers this year. More people attended the small group sessions than recently. They are fun!

Challenges:

- This team could use one more member. It's hard to get all the work of the committee done with this small of a team.
- We will continue to tweak the way we manage the annual pledge drive. There's always room for improvement.
- We need new members to join our church in order to increase total pledges. We have had new members joining us this year but have also experienced the loss of now deceased members.

Committee Members:

BOT Liaison: Jane Hogue, Chair: Kathy Foldes, Members: Terri Schmeising, Alison Hills-Taylor and Bill Ellis

2023-2024 (ST) Safety Team

Overview and Responsibilities:

The main areas our work will cover

- Buildings and grounds safety
- Fire safety
- Health and medical
- Other emergencies e.g. Intruders, Earthquake, Flood ...etc

Mission Goals:

To help provide safe environment for everyone at our church

Accomplishments:

We had one introductory meeting, still gathering members

Challenges:

We are still in the process of organizing/setting up our team.

Team members:

BOT Liaison: John Sharp Team Co-Leads: Annie Raich, Zsuzsa Vamos

Members: Gayle Goodman, Priscilla Bradley, Susan Allen, John Sharp, Megan Bischoff, Matt DePlois, Amy Patton

2023-2024 (WCT) Welcoming Congregation Team

Overview & Responsibilities:

The (WCT) Welcoming Congregation Team meets as needed. Meetings are open to anyone who would like to attend. WCT is charged with sure the UUA Five Pillars of a Welcome Renewal are maintained at UCCWC. We are also charged with filling out the form to the UUA so that we get our yearly certificate showing UCCWC is committed to the Queer community.

Goals:

- <https://www.uua.org/lgbtq/welcoming/program/five-practices-welcome-renewal>. Five Practices of Welcome Renewal and additional information can be found at this link. Much education in print form and videos here.
- Engaging the congregation to become Allies.
- A Queer Alliance group.
- Yearly Pride Booth representation at Hillsboro Pride Party and/or march at Beaverton Pride Parade.
- UCCWC Pride Party after Pride service.

Accomplishments:

- Allies joined the team
- 2023 Hillsboro Pride Party Booth
- Pride Worship Service and UCCWC Pride Party
- Trans Day of Visibility

Challenges:

- Member engagement
- BOT charge the team to become a committee and we will have a hard time finding new leaders

Members:

BOT Liaison: Lauri Watkins Members: Lorie Clark, Adrian/Adrienne Ross, Ben Robbins, Betty Rose, Christine E J Hinderer, Dee Cooper, Bill Ellis, Kathy Ellis, Kaylee Hutchinson, Kevin Bruce, Kevin Rex, Lisa Lake, Luna Thomson Aue, Matt DePlois, Priscilla Bradley, Steve Hall

2023-2024 (WT) Worship Team

The goals of the Worship Team are: to envision, plan, and carry out worship services each week (as well as Christmas Eve and other services as needed). Through both spoken word and music, these services aim to deepen our UU faith, to be intellectually and spiritually meaningful, to strengthen our sense of shared fellowship here in our church community, and to empower us all to live out our UU values.

We meet once per month (4th Monday evenings) year-round.

The 2023–24 church year once again brought significant changes and challenges for the Worship Team.

We continue to work with the Multi-Platform Worship team to produce worship services for both people who attend in-person and via Zoom. It is an ongoing challenge to have enough tech volunteers for every worship service. We have continued to produce complex, detailed tech scripts for the sake of the Zoom hosts, producers, and sound techs. We also now produce streamlined pulpit scripts for our minister, guest speakers, worship leaders, and readers.

We continue to make a conscious effort to involve as many church members as possible in our worship services as readers, both in person and via Zoom, so that they feel more connected (and so that they have an inside look at what it takes to create a service!).

Another challenge was that we lost a key worship team member, who moved out of state. The result is that each current team member serves as worship leader more often. To address that issue, we have returned to our pre-pandemic practice of having what we then called worship assistants: people who can be handed a script to deliver in the pulpit. To that end, we have asked eight people who have seemed comfortable serving as readers to shadow current worship leaders in preparation for delivering scripts themselves.

We feel that our worship efforts continue to be important in maintaining connections and serving as a spiritual center for our church community through ongoing challenging times. We appreciate the trust the UCCWC community has placed in us. We especially appreciate the efforts of the Zoom hosts, producers, and sound techs, in making it possible for us to continue to provide services.

Minister: Reverend Ben Robins

Choir Director/Accompanist: Luna Thompson-Aue

BOT Liaison: Lisa Lake

Worship Lead: Diane Larson

Worship Members: Gayle Goodman, Kaylee Hutchinson (as of February), Kathleen LaFlamme, Pamela Midyett, Lois Pereira, Darolyn Wylie

Submitted by Diane Larson

2023-2024 UCCWC Affinity Groups and Organizations

Here, we recognize active Affinity Groups, Small Groups and organizations that provide social or support activities outside the committee structure. Teams moved to Zoom during the pandemic 2020-2023. Currently, all groups may offer their meetings in-person and/or on Zoom.

Social/Cultural/Educational: Board Liaison: John Sharp

- **+55 & Better Lunch Group:** Dee/Doug Cooper
- **Arts & Crafts Fellowship:** Annie Raich
- **Book Group: Leaders:** Diane Larson and Carole McAdams
- **Games Group Saturday:** the Christine Hinderer family
- **Great Decisions:** TBD
- **GUUYs:** Mark Bischoff
- **Movie Discussion Night:** John Sharp
- **Women's Dinner Group:** Dee Cooper – Lead & Coordinator volunteers
- **Women's Group:** Sara Bly, Lisa Lake, Diane Larson
- **Shawl Ministry:** Annie Raich

Musical: Board Liaison: Jean Powers

- **Cat House Band:** Jason Spence
- **UCCWC Choir:** Luna Thompson-Aue
- **Orenco Ramblers:** Gary Conaway and Sheryl Macy, Vicki Lollis
- **Musical Events List:** John Sharp

Outreach: Board Liaison: Lauri Watkins

- **Adopt-a-Park:** TBD & **Community Gardens and Landscape:** Tom Wilson
- **Family Promise:** Denise and Mike Bruhl
- **H.O.P.E. Monthly Food Drive** - Denise and Mike Bruhl
- **Mittens & Gloves:** Annie Raich
- **Seasonal Donations Drives:** John Sharp
 - **Pride Celebrations and Protests:** (Drop-in) - Announced in Main@uccwc.groups.io
- **Rental Coordinator:** Bill Ellis
- **UU@United Nations:** Elaine Nelson

Outdoor Life: Board Liaison: Lisa Lake

- **Hiking Group:** Jean Powers

Spiritual: Board Liaison: Lauri Watkins

- **Covenant Groups Facilitators Team:** Co-Chairs: Kathryn Warrior, Gary Conaway and Mark Bischoff
- **Meditation Group:** Terri Schmiesing
- **Ministerial Fellowship Team:** Minister: Rev Ben Robins
Members: Anne Dale, Sara Bly, John Hunt and Susan Allan
- **Religious Naturalists:** John Sharp
- **SoulCollage Circle:** Kathy Foldes
- **Taizé:** Kevin Bruce