

Art Works 2022-23 Annual Report

The Art Works Team met on March 24, 2023 to reorganize and set goals for the coming year. The following key activities and point persons were identified: Faith Rockenstein, Chair; Ann Moore, Team Council Representative. Designated Members are vital helpers in each area of interest.

Five areas of current interest and activity were identified, involving collaborations with almost every area of the UUCS community. 2022-23 activity in these areas, and anticipated future activities, are described below:

- 1. Creative Expression:** Faith Rockenstein, Lisa Leirimo, Patty Davenport et al. • In 2022-23, Faith gave several successful art classes for UUCS members. • Monthly art-making sessions were revived; a new schedule is planned.
- 2. Exhibitions:** Ann Moore et al. An art exhibition (the first since 2019) was held in Hanneman Hall from March 12 to 19, 2023. 11 members of the congregation participated, and \$90 was raised for the church in the form of registration fees and proceeds from art sales. The next exhibition, in Spring 2024, will coincide with a weekend of related activities.
- 3. Art Appreciation:** Faith Rockenstein et al. • During 2022-23, Ann Moore continued to work with Doc Hadley to feature original artwork by UUCS members each week in the Friday newsletters and on the Welcome slide for the following Sunday service. • Faith is planning educational presentations by local artists featured in the collection and hopes to organize field trips to regional museums.
- 4. Art Collection:** Jack Simmons, Faith Rockenstein et. al. • Reverend Rick invited Barbara Stebbins-Boaz to select and purchase a new piece of art for the church, and arrange a plaque to recognize UUCS Mighty Oaks. Ann Moore and Janet Newburg assisted. • Faith Rockenstein and Jack Simmons are working on establishing the provenance and value of major artwork in the collection for insurance purposes, and have transferred all existing records to the church computer records.
- 5. Aesthetic Advisors/Collaboration:** Faith Rockenstein, Patty Davenport et al. will work closely with other teams on plans for appropriate display and maintenance of the collection, as well as general aesthetic questions relating to redecorating and renovating the building.

Communications 2022-23 Annual Report

Affiliated Committees/Groups: editors@uusalem.org, webteam@uusalem.org, [facebook@uusalem.org](https://www.facebook.com/uusalem.org), publicity@uusalem.org, UUCS list.

Who we Are and What We Do

Ongoing activities:

- Monthly newsletter “The Chalice and the Flame”
- Weekly mailing “This Week at UUCS”
- UUCS Facebook page- facebook.com/UUSalem/
- Monitor UUCSlist, a Google group.
- Keep up on the UUCS website, uusalem.org, including changes to pages, fixing links, and Hot Topics articles, and keeping up with updates to WordPress..
- Publicize UUCS services and special events in the last year;
 - Christmas Eve Service & Easter service.
 - Roy Zimmerman and Zingaresca concerts
 - Pledge Drive.
 - Art Classes, Dance Classes and RE events/fundraisers
 - The annual meeting including the budget, team reports, and candidates.

Special Projects:

- Updated team leader list as a courtesy to Team Council
- Posted Share the Plate recipients monthly.
- Completed an additional 4 Brochures for teams with emphasis on “service as a spiritual practice,” for a total of 13 brochures, copies printed and in foyer, shared with the office on Google drive, and a link to each brochure on that Team’s webpage, and also on the website “Volunteer” page.

General information:

- Changed our meeting to always be via Zoom on the last Tuesday of each month at 5:30 pm, for those who work full time.
- Lost two team members, but gained 3 more on website, editing, and photography. We are still a little short-handed, and could use more help.

Strategic Planning Report on 2022-23 Goals and Progress:

Goal 1: Social Justice - The Communications Team will support Social Justice at UUCS by Publicizing Social Justice Events/meetings/calls to action.

- **Progress:** We publicized the following:
 - link to Social Justice survey, and the results.
 - Monthly Social Justice Report in Newsletter/on the website.
 - Opening for EarthWISE coordinator
 - Program on the work of UU International Women’s Convocation presented during the Women’s Alliance meeting
 - Chalice Circles connections group
 - Family Promise hosting at UUCS, and need for volunteers.
 - Seminary for a Day signups.

Goal 2: Membership and Fellowship - The Communications Team will, through its media, foster an increase sense of fellowship for members and non-members.

Progress: Publicized services and monthly events, including 2 dance classes, a concert, Starting Point for new and old members, Soup Sunday, Art show, Women's retreat, Easter Egg hunt. A new Facebook co-administrator is submitting pictures to the UUCS Facebook page, which have garnered positive responses.

Goal 3: Leadership - The Communications Team will provide their expertise in creating brochures for each team spotlighting their purpose, their roles and the specific interests and skills needed for positions on their team.

Progress: Done. Brochures are now on the website and linked to each team's webpage, and on the Volunteer page. Copies are in the foyer, and available to the office on Google Docs to reprint as needed.

Goal 4: Employer of Choice –

STG goal 1 The Communications Team will continue to provide electronic means to donate, pledge and to contact the endowment committee for potential donations.

Progress: Published 5 plus articles about the pledge drive, with links to the website for pledging.

Published an article in the newsletter about a recent bequest, with information on how to arrange personal bequests, via a link to endowments on our website.

STG goal 2 The communications team will publicize job openings as put forth by CHR.

Progress: Publicized the opening for custodian.

Our plans and needs for the 2023-24 church year:

- We will continue our ongoing projects in a timely and professional manner.
- We will request help from teams to update their pages on the website as we become more active again as a church community.
- We will continue to actively recruit new members for the team, to allow for vacations and time off for all our loyal volunteers.

Connections 2022-2023 Annual Report

Affiliated Committees/Groups: Soul Matters Connections Groups, Chalice Circles, Journey To Belonging, Coffee Service, Men's Group, Women's Retreat, Circle Suppers, Jolly Diners, (proposed – Life Lines Lay Ministry, Art Works Committee), Fellowship opportunities.

Who we Are and What We Do: Purpose: to provide opportunities for connections and relations within the Congregational Community through coordination and facilitation of Soul Matter Connections Groups Chalice Circles, Journey to Belonging, and other social activities. **Mission statement:** Creating opportunities for connections and spiritual growth.

Main Goals/Essential Functions of Team:

1. Organize and facilitate Soul Matter's Connections groups.
2. Train and support Soul Matter's Connections Group Facilitators. This also includes Chalice Circles
3. Assist the minister in organizing and facilitating as needed Journey to Belonging sessions that allow people to explore their spiritual journey in three sessions - past, present and future.
4. Be a clearinghouse for social activities that promote connections and sense of belonging for members through vetting ideas for events that are brought to the team. This includes assistance with registration and promotion as well as assisting office staff with certain large community events.

Annual Report:

Five Soul Matters Connections Groups were held this year with 2 extra starting in January. One was held on Zoom and although quite large, will continue on Zoom for 2023-2024, possibly limiting number of participants.

Three Chalice Circles groups pilot was started in January. Both will continue in the fall of 2023. Connections Core Team got a new member, Teresa Farnum. Coffee Service has been a full congregational effort and although has had some snags, has done well for the year with many people getting to know each other better. Soup Sunday was held starting in January for 3 months and though successful from a congregational stand point, the organization of such an event will be looked at to see if it will continue in the future. Activities that although placed under Connections Team have not required assistance from the Core Team included: Jolly Diners has restarted. The men's group meets regularly and there was a men's retreat in the fall. There will be a women's retreat in early June. Life Lines Lay Ministry member reached out for help in organizing an event on Alzheimer's.

Strategic Planning Report on 2022-23 Goals and Progress:

- ❖ **Goal: Membership and Fellowship** – expanding the types of groups available by adding Chalice Circles.
 - Progress: It was started, and has done well, will continue in the fall.

- ❖ **Goal:** Connections Team Leaders will meet with the Nominating Committee Chair and determine if there are educational venues that would be helpful to facilitators.
 - **Progress:** Met in January. Will engage in any book club type of sessions the Nominating Committee comes up with.
- ❖ **Goal: Leadership** - expand the pool of trained facilitators so we can meet the needs of the congregation.
 - **Progress:** On-going. As of 4/7/23 - 5:7 current Connections Group Facilitators plan on staying for the next year, including having 1 zoom group. Possibly have a firmer limit for zoom session. So far there are three new potential names, those people have not been confirmed as of 4/07/23.
- ❖ **Goal: Leadership** - Connections Group and Chalice Circle Facilitators will meet every month and reflect on how the groups are going and use Soul Matter material for additional training.
 - **Progress:** On-going with Connections Group Facilitators. Need to set up system to include Chalice Circle Facilitators.

Our plans and needs for the 2023-24 church year:

- Continue supporting Soul Matters Connections Groups and Chalice Circle Groups.
- Continue supporting the concept of the entire congregation being part of coffee service to support service to the congregation, collaboration with each other and increase potential new connections.
- Continue to support congregation members in organizing social or educational events when asked.
- More Connections Group and Chalice Circle Facilitators.
- Reinstate Circle Suppers

Facilities 2022-23 Annual Report

Affiliated Committees/Groups: Artworks, Landscape, Building Use (inactive), Safety (inactive)

Who we Are and What We Do: Facilities is in charge of maintaining and updating UUUCS building and grounds. We make minor repairs and projects and research and propose new needs for the church. At this time we have 5 members on the main team, 6-8 people on the Landscape Team and 4 people on the Artworks committee.

Annual Report: This year we have completed several small projects such as changing all lighting except Hanneman Hall to LED, researched and purchased a new coffeemaker, researched emergency preparedness, did prep work to replace sprinkling system valves when the weather permits, repaired and replaced exit lights at exterior doors, repaired sink in RE area, tested and maintained the water and septic systems, adjusted fan belts on furnaces, repaired sticking doors.

Major projects: researched solar panels, formed a subcommittee to research and recommend new carpeting for the sanctuary (to be installed beginning May 22, 2023),

researched AC for the building (receiving final bids at this time), researched and purchased 2 induction stoves for the main kitchen.

Strategic Planning Report on 2022-23 Goals and Progress:

- ❖ **Goal:** Properly maintain the building and grounds to facilitate building use by internal and external groups and individuals
 - **Progress:** Update and repair lighting inside and out. Replaced AC and furnace for offices. Replacing carpet in the sanctuary. Extensive clean-up in Bateman Woods. Wooden fence near patio repainted.
- ❖ **Goal:** Maintain the building so as to attract rental possibilities to increase fundraising
 - **Progress:** Extensive clean-up in Bateman Woods. Wooden fence by patio repainted. See Goal 1. Coordinated Sparkle and Clean. Getting bids for AC for sanctuary, Hanneman Hall and RE.
- ❖ **Goal:** Identify people who have the interest, skills or knowledge to join the facilities team
 - **Progress:** Have identified one potential person who is willing to work on special projects. Announcement made at last new member classes
- ❖ **Goal:** Assess accessibility issues and work to provide a safe and welcoming environment to all
 - **Progress:** Sanctuary carpet replacement for safety with chairs and walkers. Repair of lights above main and RE doors.

Our plans and needs for the 2023-24 church year:

Ongoing and future projects: solar panels, AC, replacing floors in main and RE bathrooms, sprinkling system work, alarms on shed doors, recurring work parties to clean out and organize

This team has much responsibility in keeping UUCS going. We are actively recruiting new members. One does not need to be an engineer or experienced handyman to join our team. We need people to help with research, keep us organized, research needed supplies, etc. Please let us know if you are interested in helping us maintain our beautiful building in the manner it deserves.

Landscape 2022-23 Annual Report

Who We Are and What We Do: UU Grounds: Mow, prune, clean up, plant.

We are Steve Rosen, John Davenport, Patty Davenport, Robert Galloway and Bonnie Heitsch, with support from Alan Holland, Thom Lancefield, and Neil Pierson.

Annual Report:

Our team is small, and getting smaller as we age and have more and more physical limitations. This past year a chunk of our time has been spent repairing the two sheds

after break-ins. Cleanup from the ice storm is finally just about complete. Bateman Woods is clear, thanks largely to John Davenport. John and Patty repainted the patio fence, and John also removed the “compost pile” on the east side of Bateman Woods that was not composting, and was an eyesore. Thom and Alan did the (very) heavy lifting of cutting up the wood from the ice storm. The woods can now be kept clear with less work. The parking lot has been kept clean during leaf season. There is more to do to reduce maintenance there.

We will not be able to maintain the grounds at the current level without additional volunteers. Or we could contract out some of the work, such as mowing.

We would like to clear some of the foliage around the parking lot, replace some of the plants on the west side of the sanctuary, improve the appearance of the north parking lot, and create benches along the east fence line of Bateman Woods.

Our plans and needs for the 2023-24 church year:

Major need is more consistent volunteers. If we can't get more members for our team, some of the work will have to be contracted out.

We would like to clear some of the foliage around the parking lot, replace some of the plants on the west side of the sanctuary, improve the appearance of the north parking lot, and create benches along the east fence line of Bateman Woods.

Membership 2022-23 Annual Report

Affiliated Committees/Groups: Host Team, Engagement Team

Who We Are and What We Do:

The Membership Team aligns with the vision and mission of UUCS by serving its members, potential members and all who visit with us. Our team consists of team leader Anna Tally and members of the team Lynn Cardiff, Beth Anne Huffine, Chris Ferguson and Stephen Winters.

Main Goals/Essential Functions of Team:

1. Coordinates and develops the membership classes (Starting Point), which provide all with the opportunity for engagement and building new connections and personal growth.
2. Recruit, train, schedule and coordinate the host team whose duties include welcoming everyone as they enter on Sunday mornings, have a place for newcomers to sign a book and to ask questions as they arrive, sit at the welcome table during coffee service, collect and count the offering, have at least one person stay in the foyer during the service, count number of attendees during the service.

3. Make welcome packets for newcomers
4. Coordinate the making of name badges
5. Add visitors to the Breeze directory so they can receive the newsletter
6. Update Breeze directory
7. Organize engagement team to call new members at least four times for one year after becoming a member.

Annual Report:

Membership had 2 Starting Point sessions in the past year. One in the Fall and one running through April. The Fall session included 4 attendees, all four became members. The April series is happening as this is being written, there are about 20 attendees. Twelve people became members after attending the April 2023 Starting Point sessions. Lynn Cardiff and Rick Davis facilitate the four sessions while the team members take turns organizing and providing food for the sessions. The Host team has at least 3 volunteers for each Sunday. We would like to see four or five for each Sunday but three is sufficient. The Engagement team is now making calls to only new members. The goal is for each new member to have a person they can reach out to if they have questions and someone they feel connected to. Each person gets about four calls throughout the year for their first year of membership.

Strategic Planning Report on 2022-23 Goals and Progress:

- ❖ **Goal:** Membership and Fellowship - will increase the presence of the hosts team during fellowship time to make sure people are not being left out.
 - **Progress:** Setting up a meeting with hosts to discuss their thoughts about this being a task they want to include in their duties.
- ❖ **Goal:** Membership and Fellowship – will have Starting Point sessions for newcomers to start the path toward membership in the congregation.
 - **Progress:** There was a four-part session in the Fall with four attendees and another four-part session in April with about 20 attendees.
- ❖ **Goal:** Membership and Fellowship – will foster sense of connection to new members through the Engagement Team making regular calls to them quarterly for their first year of being a member.
 - **Progress:** On going
- ❖ **Goal:** Leadership – Membership Team will meet monthly to review membership needs and how best team members can assist with those needs.
 - **Progress:** On going

Our plans and needs for the 2023-24 church year:

- Continue organizing and working on the host program
- Continue organizing Starting Point
- Continue updating the database
- Find new ways to make sure that all entering the building on Sundays are feeling welcoming and

Microfinance 2022-23 Annual Report

Who we Are and What We Do: The UUCS Microfinance Committee addresses global poverty one family at a time by making small loans to people living on the edge, so they can increase their earning power, escape poverty, and make a better living for their families. We work with a non-profit organization, The NEO Fund, to make the microloans and provide technical support as well as other social services.

Annual Report:

Our UUCS Microfinance Project began over 14 years ago, and the UUCS Microfinance Committee is very proud to report that our UUCS Congregation has made a significant difference to the poorest and most vulnerable people in Laos, Peru, Kenya, Nicaragua and India. A copy of the NEO Fund report can be found on our [UUCS Microfinance website](#).

Working with the NEO Fund since 2016, we have invested \$40,153 in Microfinance loans which comprise 53% of the NEO Fund's Nicaragua capital pool and 5% of the pool in India as of October 2022. Over these past six years, the UUCS has enabled 412 loans. Because our investment revolves multiple times, our investment has totaled \$131,464 (not including what we raised in November and December 2022.) Our donations continue to cycle allowing for additional loans, creating hope and opportunity with every family it touches. On the date the NEO Fund compiled the numbers in October, UUCS was helping 120 active borrowers, 99 in Nicaragua and 21 in India.

In November and December 2022 following the Microfinance Service on November 6, 2022, we raised a total of \$5,570 which we sent to The NEO Fund to provide microfinance loans in Nicaragua, Guatemala, and India.

The UUCS Microfinance Committee is very grateful for the strong support the Congregation has provided over the years.

Our plans and needs for the 2023-24 church year:

We plan to hold another service and fundraising event in November 2023, to providing donations for additional microfinance loans to the poorest of the poor.

Nominating 2022-23 Annual Report

Nominating Committee: Juli Patton, Sara Shatto

Chair: Barbara Stebbins-Boaz

Accomplishments Nomination activity

We identified positions on the Board of Directors and Nominating Committee that need filling for the fiscal year, 2023-2024. The Board Chair and the Minister made

recommendations of members to contact. We also reached out to a number of people well known to the Nominating Committee members.

This year we had an unexpected vacancy in a significant position on the board: treasurer. Thanks to the generosity of an exceptionally skilled member, the treasurer's duties are being fulfilled to the end of this fiscal year. We are very happy to report that we have another experienced member who has agreed to be nominated for treasurer in the upcoming Annual Meeting. In addition, we have excellent nominees for secretary and two director vacancies. As of this writing, we may have a nominee for a third director vacancy. Importantly, we are optimistic that within the coming week it will become clear who will be nominee(s) for Board Chair. Finally, we have identified a nominee to replace a retiring member of the Nominating Committee.

Thanks

We express our profound gratitude for the generosity and thoughtfulness of those that have served and continue to serve our congregation. We sincerely hope that the experience has been rewarding and provided new insights into the care needed to nurture a healthy congregation.

Leadership Training

One of the strategic goals of the nominating committee is to provide leadership training to members and friends of UUCS. Although the previously established leadership development group, *Vision and Leadership UU Explorer Society* (VaLUUes) was reactivated last spring and met several times as a reading group in the fall, we were unable to pursue any of our reading or workshop plans this year due to conflicts with other activities. Our facilitator has stepped away to focus on external leadership opportunities.

Future

If engagement and leadership training in UUCS are priorities, the Nominating Committee is happy to help collaborate with others (Membership, the Board, Connections). As a committee of 3 it is a challenge to do the work by itself.

Social Justice 2022-23 Annual Report

Affiliated Committees/Groups: Family Promise, Microfinance

Who we Are and What We Do:

A major value of Unitarian Universalism is working to reduce, if not eliminate social injustices. The Social Justice Team identifies and implements actions to address social injustices.

Annual Report:

UUCS's congregation members are passionate about social justice; their social justice interests are diverse. The Social Justice Team's major challenge is understanding which social justice issues resonate with the congregation. The March social justice survey results said UUCS's highest social justice priority is houselessness. Other high priority social issues are environmental justice, discrimination BIPOC community, global warming, and economic injustice. Those results have provided a starting point to understand congregational interest in specific social justice issues.

Historically, UUCS social justice actions reflected the interests of individuals, not the congregation. We need to get better at bringing together people with the same or similar social justice interests and supporting them.

Participation in social justice meetings is not what it has been in the past. I do not know if people aren't aware of the meeting, or if the time is inconvenient. To increase attendance, the meeting was changed to a virtual meeting on the first Thursday of the month, the Thursday after the newsletter is published most months. Since UUCS's policy is to minimize emails sent to the congregation, the only ways to inform the congregation of social justice meetings is through the monthly newsletter, weekly updates, and the UUCSlist email list.

The Social Justice Team's focus going forward is to build upon existing social justice efforts and identify at least one congregational social justice initiative.

Strategic Planning Report on 2022-23 Goals and Progress:

- ❖ **Goal:** Conduct monthly drives to collect items for the disadvantaged.
 - **Progress:** Not as much as I had hoped. Need to build relationships with a variety of agencies to identify needs.
- ❖ **Goal:** Increase congregational awareness of disadvantaged communities.
 - **Progress:** Not much. Currently the monthly newsletter article is the only mechanism available to communicate with the congregation. Other ways to interact with the congregation are being discussed.
- ❖ **Goal:** Develop at least one congregational social justice focus
 - **Progress:** Helping the houseless has been identified as a congregational interest. Need to identify specific actions.

Our plans and needs for the 2023-24 church year:

- Initiate actions to help the homeless.
- Identify other social justice actions that make a difference in our community.
- Increase congregation participation in social justice actions.
- Find better ways to communicate with the congregation.

Worship 2022-23 Annual Report

Affiliated Committees/Groups: Homilists, Production, Chalice Circle Players

Who we Are and What We Do:

Purpose & History Statement: The Worship Team was formed by Rev. Rick Davis in 2002 as a Celebrant-Anchor Team (CAT) to assist Minister with planning, coordination, facilitation, and evaluation of UUCS congregational worship services. Our **mission** is to create a welcoming, compassionate, and inspiring spiritual community. In 2015 the name changed to Worship Team. Members of the team are selected and invited by the Minister, Rev. Rick Davis.

Essential Function: The team provides trained lay congregants in the role of Celebrant for each Sunday Service and other special services. The team also coordinates as needed with the Homilists/Storyteller Ministry and Production Technicians to ensure organization of Sunday Services for both in-person as well as live stream.

Annual Report:

Highlights of 2022-2023 – Reviewed and created or updated some internal documents including Worship Team Chair, Secretary, Production Coordinator, Celebrant and a covenant between the team and the Minister as to roles and responsibilities. Saw implementation of the Homilists Ministry regularly spread throughout the year and maintained 6 Celebrants. Also supported 3 guest Ministers/speakers. Saw an interest in Chalice Circle Players revising. Collaborated with Production Committee and Director of Music to create Sunday services for in-person and live stream, as well as assisting with AV for memorials or concerts as needed. Reinstated a single sheet printed Order of Service with hymn and main sections of service included for Sundays. This requires collaboration between Celebrants, the Office, a volunteer, and the Hosts. Saw in-person attendance rise from 50 in July of 2022 to averaging 100 by March of 2023. Live stream viewing is approximately 20-30 for Sunday services increasing over the next 2-3 weeks to one hundred or more. The range varies. Viewers are from Oregon as well as other states. Special Services included the Christmas Eve, Christmas Day, New Year's Day trio, Appreciating Our Ancestors, Celebrating 25 years in the building and 30 years of the Congregation and Rev. Rick working together. Several special music presentations including a full service of music on April 23 by David Roth. Developed the Strategic Planning Goals listed below.

Strategic Planning Report on 2022-23 Goals and Progress:

- ❖ **Goal: Social Justice** - Monthly Share the Plate Offering during services.
 - **On-going progress.** Have started bringing guest speakers back to talk about Share the Plate Recipient. Family Promise and the Partner Church Fund.
- ❖ **Goal: Leadership** - Meet with Nominating Committee chair at least 1 time in the next 3 months to determine qualifications and education needed for lead worship volunteers.
 - **Progress:** Met with NCC and discussed qualities of team leaders. Determined main one of "serving in this role is part of one's spiritual journey"

and should be thought of as such. The plan is to engage in book club sessions should the Nominating Committee offer any. This goal is met.

❖ **Goal: Leadership/Membership**– WT to hold monthly meetings to review services and how to modify as needed to provide inspirational Sunday services.

- **Progress** – on-going. Meets monthly unless there is an unusual event that prevents meeting. Discussions not only include organizational concerns of upcoming services and problem solving as needed to ensure a smooth consistent service, but also will discuss concerns congregants have brought up, regularly review sequence of service, collaborate with LRE, Music and other teams as needed. Recently started discussion around accessibility and use of ASL interpreting. Also, the need for a paid Lead AV Technician to organize volunteers, provide training and problem solving as required, make sure that there is provided AV technology for Sunday Services, memorials/weddings, music concerts and AV needs in Hanneman Hall.

Our plans and needs for the 2023-24 church year:

- If budget allows, move forward in obtaining a paid Lead AV Technician. This will reduce what 3 people are doing at the moment to a single job person.
- Continue discussion as needed regarding accessibility to services and the role of Worship Team in providing that service.
- Continue providing Sunday Worship Services and other services as needed.
- Continue collaborating with Minister, Homilists, Production Techs, Music Director, and musicians, LRE, Hosts, the Office and other teams as needed.
- Continue to collaborate with Team Council and Strategic Plan Goal strategies.