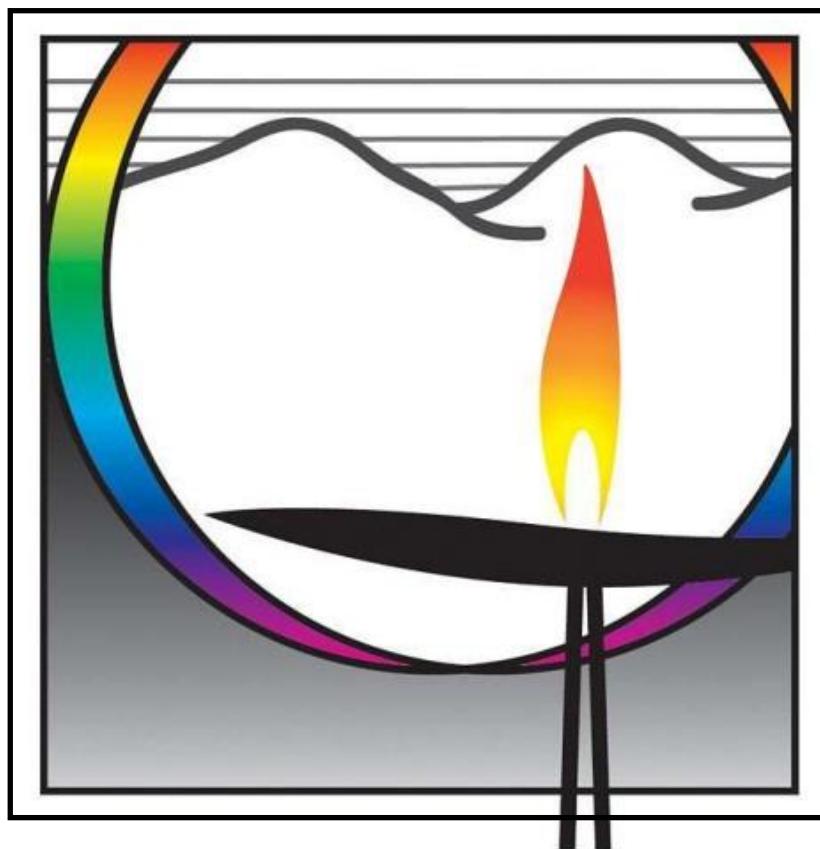
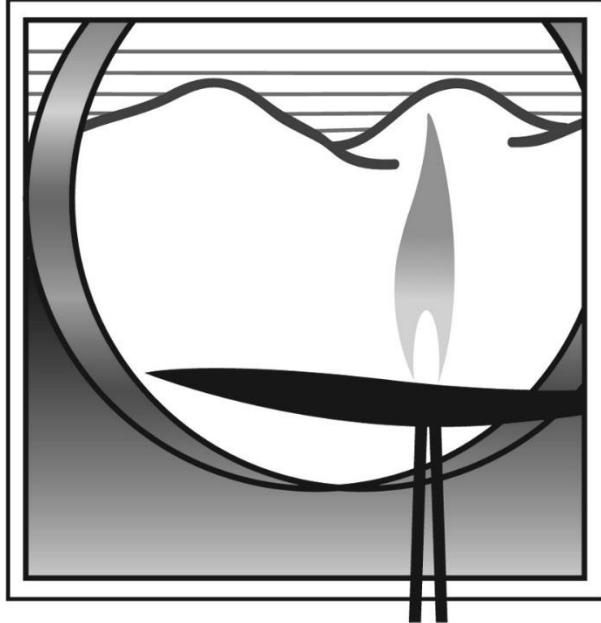


Sierra Foothills Unitarian Universalists



Annual Report
2017-18



**Sierra Foothills Unitarian Universalists
Co-ministers, Staff, Board, Committees, and
Task Forces**

Annual Report 2017-18

Our mission
is to build beloved community that respects diversities,
as we nourish the spirit, care for the Earth, and
inspire faithful acts of peace and justice.

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OUR MINISTERS AND STAFF

**190 Finley St.
Auburn, CA 95603
www.mysfuu.org
530-823-0953**

Minister

Rev. Michael Walker, Interim

Office Administrator

Ronda Pate

Director of Religious Education

Adrean Dills

Music Director

Patricia Leftridge

PILLAR OF THE CHURCH AWARD

Mary Piette

The highest honor that SFUU gives each year is called “The Pillar of the Church Award.” The Board of Trustees has entrusted the selection of the awardee(s) to an ad hoc committee of the former Pillar award recipients. This Committee has established minimum criteria for the eligibility for the award as is stated in the following outline.

Minimum criteria for eligibility:

1. Must have been a member for at least 5 years
2. Must be a member in good standing Per bylaws
3. Has displayed a depth of service to SFUU
4. Has displayed a breadth of service to SFUU
5. Has demonstrated leadership in our congregation

Our congregation is richly filled with eligible members who contribute in myriad generous ways. Our group had many names to consider and hope that eventually they will all be honored. They are all so appreciated! We are proud to announce that Mary Piette have been selected as our 2018 Pillar. Mary has a lengthy and consistent history with SFUU using head, heart and hands in many, many areas of congregational work and leadership, sustained over almost thirty years!

- The areas of her contributions include but have not been limited to:
- Children and youth Religious Education over many years
- Sunday morning greeting, ushering, opening and closing for many years
- Serving as neighborhood Beacon
- Serving on the Board of Trustees
- Providing auction leadership and support over at least 10 years
- Hosting countless auction events and celebrations for successful auction bidders
- Serving on the Ministerial Selection Committee

She has supported our congregation in so many ways over nearly 30 years and continues to do so, often stepping up last minute to fill in as needed!

Congratulations to Mary Piette, a true pillar of SFUU.

BOARD OF TRUSTEES PRESIDENT'S REPORT

Name of Board/Committee/Task Force: Board of Trustees
Chairperson and Members: President, Jenny Ferris; Vice President, Ian Duncan; Secretary, Meg Dorsey; Finance Officer, Maureen Baumann; Members at Large: Marsha VonDessonek, Sally Knost, Jason Laderman-Jones
Board/Committee/Task Force Purpose: Review Policy and Proposals, Manage Church Funds
How has your work served the Mission of SFUU this year? We have worked to make sure that the church remains as high-functioning and conflict-free as possible.
How has your work helped more people connect to one another? The meetings themselves allowed board members to become more connected to one another. Additionally, working with other people and groups to get their proposals done has been a source of connection.
Highlight this year's accomplishments: Welcomed new interim minister, established an Executive Committee, allocated funds for building improvement What were this year's challenges/unmet needs of your board/committee/task force? I think this year's board worked together very well. I don't perceive any particular challenges or unmet needs.
Aspirations and Inspirations for next year for your committee/board/etc: Keep the church on track financially, support a successful search for a new minister.
Share a favorite memory from your group's work this year. I just valued everyone's commitment in the group. A lot of people stepped up to take on projects and tasks were shouldered by everyone. We also had a good retreat at the Sac UU Church.
Any highlights in the wider congregational life? or partnerships with other folks in the congregation? Two very successful auction/social events that were widely enjoyed. The opportunity to connect with a number of members in getting input for the search committee.
Anything else?
Name of person submitting report: Jenny Ferris

MINISTER'S REPORT

2017-18: A Year in Flux Annual Report Rev. Michael Walker

Following the departure of SFUU's settled co-ministers, the Revs. Wendy Bartel and Lynn Gardner, I was asked to serve as your interim minister. The Revs. served this congregation for about seven years, during which time there was substantial growth, and a focus on creating policies and systems that would serve the congregation well. When a lengthy ministry ends, there is always a period of adjustment and it is never an easy process. This is why the UUA recommends interim ministries between settled ministries, so that period of adjustment and the accompanying angst will have already come out in the open and been addressed by the congregation. This helps the following settled ministry to start off well and have a better chance of success. Obviously, one major adjustment has been changing from two ministers to one; I hope that all realize that the possibility of finding two ministers for the price of one, again, is pretty unlikely. You were very lucky for seven years, but this has certainly been an area of adjustment and change for the congregation.

As I look back at the last year, I feel I can say that the congregation is in a pretty good place. At the beginning of 2018, SFUU certified its membership at 132. While there has not been a lot of growth during the interim, which is typical, there has not been a substantial loss either, which is not so typical. A rule of thumb: congregations often lose 20-25% of their memberships in every transition. I'm happy that this congregation has stayed strong and cohesive and is ready (and even eager) to see what comes next for you all.

Worship has seen steady attendance, while the Worship Committee (WC) and the Worship Associates have both increased in numbers of members involved. There is a strong tradition of lay participation in worship at SFUU, and I've been pleased to see that grow into a new, collaborative model that has been working very well. After asking for feedback from members, the WC developed a new Joys & Sorrows ritual that seems to fulfill a need. The WC also re-vamped the annual Water Ceremony at the Ingathering service, and many folks reported that the ritual washing of hands was quite moving.

Very soon, a new projector and screen will be installed in the Sanctuary, thanks to the efforts of our Audio/Visual Team, and this will give us more flexibility in the music we use in services (not to mention for use in presentations and forums.) Kudos to the whole A/V Team, and especially to Rich Snyder, who has taken lead on this project.

Speaking of new things coming to SFUU, the entire main floor is getting new flooring. There will be vinyl in the front, including the Foyer, Social Hall, and restrooms. We will also get new carpet in the Sanctuary, on the chancel (stage), and in the offices and Founder's Room. As a part of that process, the old "movie theatre" style of seats are being sold off, and all of the green and blue padded chairs that we have in the building will be used in the Sanctuary. With much gratitude for our Flooring Task Force, I'd like to especially thank the leader of this project, Marsha von Dessonneck.

While I'm on the topic of gratitude, I'd like to lift up the efforts of the church staff and board. I'll start with those we don't see as much on Sunday mornings. Working downstairs with the little ones have been Scott Dahl and Geoffrey Soule. Geoffrey recently left our employ and we wish him well! Also, Theresa Cote continues to keep the outside of the building spruced up on Sunday mornings, coming over very early before we all get here. Keep us moving every Sunday morning is our Music Director, Patricia Lefridge. We are very fortunate to have a musician as talented and flexible and fun as Pattiey. After serving as the full-time Director of Religious Education at the Davis church, Adrean Dills, MDiv, came to work with us, and we are very fortunate to have someone with her training and experience for a part-time position such as ours. And last, but not least, has been our longest serving staff-person, Ronda Pate. As our Congregational Administrator, Ronda has worked at SFUU for 6 ½ years. She is departing at the end of the month, moving to Oklahoma to be closer to her father. She has kept us going and has been invaluable to me, as a new guy who didn't know anything about SFUU when I arrived. Thank you, Ronda. To all of our staff, you have my deepest admiration and gratitude for all you do!

We've had two configurations of the Board of Trustees so far in my time here. For the first year, I was honored to work with President Jenny Ferris, Vice President Ian Duncan, Finance Officer Maureen Bauman, Secretary Andy Cramer, and Trustees Jason Laderman-Jones, Marsha von Dessonneck, and Sally Knost. For the current year, we are ably led by President Ian Duncan, Vice President Maureen Bauman, Finance Office Andy Cramer, Secretary Barb Munn (and for a short time, Kara Bowman), and Trustees Jason Laderman-Jones, Marsha von Dessonneck and Laura Koerner. Serving during a transitional time is not usually very easy, and I know it has not been. And yet, you have all brought your whole selves, with all of your talents, ideas and energy. For all this and more, I am grateful.

Also assisting with this whole "transition" thing has been, of course, the Transition Team. This crew has been a confidential sounding board for me, a group of honest advisors, and they took an active role in listening in the congregation and helping to formulate new understandings of ministry, as this congregation continues to move away from the old model of contract ministries towards a future of formal, settled ministries. These folks were Joan Harris, Robert Archer, Loretta Saenz, Randy Németh and Tricia Caspers-Ross; we also had John Bowman with us for a time.

Pastoral Care has been an area about which I've seen little in the way of requests – which I think is to be expected during interims. It takes time to build close relationships, and sometimes folks don't want to get close to someone they expect to leave in two years (like an interim minister). The need for pastoral care has, I'm told, been channeled through the Beacon Groups in the past. While there are still a couple of groups meeting, some have languished. Based on the size of this congregation and the fact that there is only one minister now, I am advising that we create a Caring Committee this year – one group is more manageable than many. (Yes, I think Beacon groups that are still meeting should continue to do so, for as long as their members wish to do so; but I don't have anywhere near the time needed to really jump-start the rest of the program.)

Whether it has been teaching a class or leading a workshop, standing up and preaching or sitting in the pews, marching in the Festival of Lights, or exploring the intricacies of bylaws and policies, it has been an honor to serve this congregation. Over the last year, I've met hundreds of people in the extended SFUU community and gotten to know a great many of you. I've enjoyed this, and I have high hopes for the congregation's future as

you move into the next stage of your existence. I know that the Ministerial Search Committee is busy doing their work and will bring you a really great candidate. I encourage you all to go into the next ministry with open hearts and minds, as well as open eyes, and find ways to build a collaborative and fulfilling shared ministry with your new minister.

ADULT RELIGIOUS EDUCATION COMMITTEE

Name of Board/Committee/Task Force: Adult Religious Education
Chairperson and Members: Jan Lowry Chairperson, Janet Russell Secretary, Robert Archer, Andy Dooley-Miller and Janie Evans
Board/Committee/Task Force Purpose: In accordance with the SFUU Mission Statement, we work to include a variety of options to meet the diverse learning needs of adults in this congregation and the larger community. To that end, we coordinate classes, forums, ongoing groups, and events offered by the minister(s), members of the congregation, and guest speakers. We select and solicit programs on a range of topics and themes that further our understanding of Unitarian Universalism and reflect the values of our faith.
How has your work served the Mission of SFUU this year? Adult RE content is drawn from many sources but the most weight is always given to topics brought to the Committee by Church members – especially topics that Church members are passionate about and for which they are willing to develop programs or events and lead themselves. We recognize the interconnections within our congregation and the extended community. To that end, we also keep informed about what is happening for our Children and Youth Religious Education program as well as other groups/Committees in the church who want to offer classes and programs that may interest the congregation and the community at large. We especially work to stay aligned to the Social justice Committee's CDEP results. In this way, we believe the Adult RE Committee's activities has aligned with the SFUU mission statement of: "Building beloved community that respects diversities as we nourish the spirit, care for the Earth, and inspire faithful acts of peace and justice." How has your work helped more people connect to one another? Deepening discussions including Theol(o)gies on Tap, Brewed Awakenings, Men's Group and a Meditation group helps bring people together from the wider community into communication with one another in a supportive and non-threatening way.
Highlight this year's accomplishments: Curriculum planning has become more proactive with lots of extra ideas and less just-in-time scheduling. We encouraged a viewing of the movie entitled "Human Flow" by Ai Weiwei a prominent Chinese artist and political dissident with a discussion the following week. Adult RE also had second Sunday forums for Feb., March, April, May, and June. We also began a Meditation Group and a Hiking Group. Non-Violent Communication will resume after the holidays.

What were this year's challenges/unmet needs of your board/committee/task force?
This year's challenges were mainly having more than a handful of people to attend Adult RE. We continue to have only 3 participants.

Promotion of community-invited events outside of church. Committee succession planning and new leadership development.

Aspirations and Inspirations for next year:
Continue to connect the Adult RE Curriculum to the Adult RE and SFUU missions. Grow attendance of events and get more diverse attendees.

Share a favorite memory from your group's work this year.
I think the forums were successful and something we are all proud of.

Anything else?
The Chair and current Committee members are committed to serving up to (5) years on the Adult RE Committee but we need to bring in a few people for leadership development before that time to avoid a void in Committee leadership and effectiveness.

Name of person submitting report: Jan Lowry

AV TASK FORCE

Name of Board/Committee/Task Force: Audio Visual Task Force

Chairperson and Members:
Co-Chairs Suzanne Borth, Ian Duncan

Highlight this year's accomplishments: We eliminated audio problems and streamlined our connections by purchasing an audio snake and ran the snake beneath the building for cleaner and easier connections . We purchased and integrated a system for the hearing impaired. We established a need for a permanent video projection system, connected with a contractor and are having it installed to improve the worship experience. We integrated a headset mic to our system at the request of the minister Organizing and recording some of the different procedures with equipment.

What were this year's challenges/unmet needs of your board/committee/task force? The challenge has been maintaining members of the committee, engaging vendors to put in bids on work, establishing a schedule that works for everyone. Unmet needs would be unfinished video projector ETA November December 2018 for install. Maintaining a consistent group. Direct address could be utilized more often for issues that arose.

Aspirations and Inspirations for next year for your committee/board/etc: The video projector was a big push. One of the challenges of the current set up is the limitations of the sound cabinet. It is placed in one corner as opposed to the optimal placement of center rear. It was built to fit the sound board rather than the other way around. Aspirations would be to increase the number of channels we have access to in order to accommodate

a larger group of microphones or musicians. Possibly the installation of choral mics. Monitor speaker added to the space.

Share a favorite memory from your group's work this year. The team work required to install the snake where all committee members worked together toward a single goal and achieved it in 2 afternoons.

Any highlights in the wider congregational life? or partnerships with other folks in the congregation? Providing the hearing support was a big deal for several congregants. Providing sound support to outside groups or special events that were held throughout the year was also a way to connect.

Anything else? I hope that we can do more outreach and get more folks involved. We had 5 at one point and are down to 3. It is much less complicated than folks might be thinking and with enough notice we can provide extra support when needed.

Name of person submitting report: Ian Duncan Co-Chair of AV Task force.

BUILDING AND GROUNDS COMMITTEE

Name of Board/Committee/Task Force: Building & Grounds

Chairperson and Members: Bob Niblack, chair. Members include Javier Rivera, Ken Evans, Tom Crandall, Tom Piette.

Board/Committee/Task Force Purpose:

To maintain, repair and improve SFUU's physical structure(s) and landscape to the extent the annual budget allows.

How has your work served the Mission of SFUU this year?

The work of the building and grounds committee has helped ensure that the work and play of the congregation can continue in a safe, comfortable and dry place with heat in the winter and air conditioning in the summer.

How has your work helped more people connect to one another?

During our spring and a fall work days people worked together, shared a meal together and discussed their vision for which improvements and other efforts would make the church a better facility.

Highlight this year's accomplishments:

- Held Fall Work Day on Saturday October 28. Twenty-three people helped repair, clean and conduct other maintenance and landscaping tasks.
- November 2017 a crew of SFUU volunteers dug along wall and sealed foundation and drain pipe leaks in an attempt to stop leakage into crawl space.

- ROOF REPAIRS – Hired and oversaw the work of Alpine Roofing. Contractor re-fastened and sealed flashing along roof and parapet wall and installed gaskets for pipes out of roof.
- Fixed roof leak into foyer, which has been going on and off for years. This should be the FIX that works.
- Held Spring Work Day on Saturday May 5. Fourteen people participated. Shelf built for paint storage area in crawl space. Many other jobs executed.
- Contractor inspected and conducted maintenance on three furnace units. All are operating safely and properly.

What were this year's challenges/unmet needs of your board/committee/task force?

- Created a list of areas that need painting at Spring Work Day. Now we must complete all of that painting.
- Paint and repair stand-alone sign.
- Attempt to stop leak to crawl space by repairing roofing along parapet wall.
- Remove wood and other cellulose debris from crawl space that can attract termites.
- Install timer or sensor to control emergency egress lighting.
- Block inactive register in foyer ceiling with piece of plywood to prevent insulation from falling down.
- Change batteries in the smoke detectors
- Paint ceiling in RE room where light fixture was changed
- Improve lighting in basement
- Replace busted bathroom window
- Finish and paint dry wall patch behind bookcase in Fellowship Hall
- Install weather stripping on front door
- Exterior patching and painting
 - Paint over spots where rust is seeping through
 - Patch cracks in stucco
 - Repair east side soffit
 - Paint exterior window sills
 - Paint and scrape exterior windows
 - Paint and scrape ventilator ring near roof peak (difficult to access)
- Replace doors separating sanctuary from Fellowship Hall with acoustic accordion dividers.

Aspirations and Inspirations for next year for your committee/board/etc:

- Address unmet needs listed above and...
- Continue to improve electrical system to remove knob and tube wiring hazards
- See the installation of new flooring in the sanctuary, foyer, social hall and hallways.

Share a favorite memory from your group's work this year.

At the Spring Work Day, sitting around tables in the social hall with about twenty people, relaxing after a morning of working on the building and grounds, sharing pizza and discussing visions for how we can make things better.

Name of person submitting report: Bob Niblack

COMMUNICATIONS COMMITTEE

Name of Board/Committee/Task Force: **COMMUNICATIONS COMMITTEE**

Chairperson and Members:

Laurie Soper (Chair); Joan Lacktis; Amy Evans

Board/Committee/Task Force Purpose:

The Communications Committee (CommComm) is responsible for policies and procedures pertaining to both internal and external communications at SFUU. It is also responsible for executing various communications activities.

How has your work served the Mission of SFUU this year? **We primarily help to “build beloved community” by trying to keep the lines of communications open among members and between the congregation and the larger community beyond SFUU**

How has your work helped more people connect to one another?

By keeping them informed about what others are doing and thinking/feeling as well as opportunities for participation.

Highlight this year's accomplishments:

- **Ongoing website updates**
- **Continued podcasting selected sermons**
- **Continued monitored Churchies posts**
- **We had our weekly small ad in the Auburn Journal**
- **Took over production the newsletter every other month according to plan**
- **Continued Member Stories feature on website**

What were this year's challenges/unmet needs of your board/committee/task force?

The ministers were doing a lot of the work of producing soliciting content for the newsletter and there wasn't a transition plan when they left, We had to develop a new sustainable process for doing the newsletter. John Bowman resigned and moved; Jessica Mason decided SFUU was not a good fit for her and resigned, leaving us with no PR person.

We need to re-energize after the departure of several key members of the committee

Aspirations and Inspirations for next year:

Continue working to develop Committee Directory.

Evaluate church database systems and see if we want to change from Congregation Builder.

Find a PR person who will work with the Auburn Journal.

Determine if we want to continue as a committee and, if so, get back to meeting on a regular basis.

Share a favorite memory from your group's work this year.

We are ramping up or use of the Member Stories page on the website and we enjoy learning more about members and posting the stories for all to see.

Name of person submitting report: **Laurie Soper (Chair)**

FINANCE COMMITTEE

Finance Committee

Chairperson: Maureen Bauman, Financial Officer – Board of Trustees

Members: Linda Snyder, Treasurer, Jim Robison, Marsha von Dessonneck, Tom Crandall, Rev Mike Walker

Committee Purpose: The Finance Committee supports the Board of Trustees and Treasurer in carrying out the financial responsibilities of SFUU. Specifically, the Committee is responsible for overseeing financial accounting and reporting, preparation of the annual budget, financial planning, asset management, coordination with the Annual Stewardship Drive, recordkeeping for member pledges and preparation of pledge statements, collection of income and payment of expenses, and making policy recommendations to the Board with respect to financial matters. The Committee, together with the Treasurer, has supervisory responsibility for counting and depositing the cash collection and pledge receipts each Sunday. The Financial Officer serves on the committee as Board Liaison. The committee meets frequently during the 3 months leading up to preparation of the annual budget, and on an as needed basis at other times throughout the year. The committee reviews monthly financial statements prepared by the Treasurer.

In practice, most of the tasks related to the above are performed by the Treasurer, who manages the paid contract bookkeeper and payroll services. The Treasurer also coordinates with the paid Church Administrator for some data entry. This is a time-consuming position, and a continuing focus of the committee has been to review a breakdown of the responsibilities and try to identify ways to lighten the burden of the Treasurer's job.

SFUU by laws designate the responsibility for an "annual review of the books and records" to the Financial Officer, who may enlist the aid of members of the Committee or of others in performing the review, providing they are independent of the day-to-day financial operations of the Congregation.

How has your work served the Mission of SFUU this year? By providing a sounding board and forum for thoughtful discussions of financial processes and issues, we assist in maintaining a sustainable budget, to support the many valuable programs offered at SFUU that build beloved community.

Highlight of this year's accomplishments: The year ran smoothly because of Linda Snyder's hard work in the previous year to put successful contracts in place to support bookkeeping and payroll. Linda has also become confident and independent in her role as Treasurer. Jim Robison, former Treasure only provides occasional consultation to Linda this last year. The use of an on-line bookkeeping system has continued to be an improvement over the previous outdated system. Only small and routine adjustments were needed in the last year. The committee was successful at updating the policies and procedures that now more accurately describe the new roles and responsibilities of the finance committee. In addition, there were several work days dedicated to purging old files. The committee believes that work has been completed but does encourage other committees to review materials in the storage area relevant to their work. As treasurer, Linda continues to work to assure that the books are in order and bills and people are paid accurately and timely (thank you Linda). Marsha von Dessonneck continues to coordinate "collection counters" to assure that the collection is counted and recorded weekly (thank you Marsha). Lastly a balanced budget was presented to the Board which was ultimately approved by the Congregation.

The committee was especially pleased that the year-end resulted in one of our largest surplus amounts. The committee recommended that some of this surplus (accumulated through conservative leadership) be dedicated to the Search Committee, building improvements and a capital campaign fund.

What were this year's challenges/unmet needs of your board/committee/task force? It was great to have a year that did not require changes and to have everything run smoothly.

Aspirations and Inspirations for next year for your committee/board/etc: We will continue to evaluate the Treasurer's responsibilities and look for ways to reduce this workload. Recommend all committees review material in the storage area and "purge" was no longer necessary.

Share a favorite memory from your group's work this year. The committee does a lot of work but also has fun!! In reviewing all the old files there were some old relics that just had to be saved. Walking down memory lane was enjoyed by all.

Name of person submitting report: Maureen Bauman

MEMBERSHIP COMMITTEE

Name of Board/Committee/Task Force: Membership Committee

Chairperson and Members: Chairperson: Marsha von Dessonneck

Members: Harriet Stephens, Bob Coombs, Marsha von Dessonneck, Carol Koons, Val Bowman, Mary Piette, Ronda Pate, (SFUU Administrator) and Interim Minister, Mike Walker

Board/Committee/Task Force Purpose: The purpose of the Membership committee is to support people in finding a meaningful connection with SFUU through exploring the path to membership; attending worship; offering service through volunteering; and building and deepening relationships with this multigenerational community. The Committee's purpose is to retain members after they join, allowing the congregation to grow and prosper.

How has your work served the Mission of SFUU this year? We have had membership functions throughout the year to engage current and new members in getting to know one another better: a picnic in the fall; participation in the Auburn Community Festival of Lights parade during the holidays; a mid-winter potluck at SFUU; and a potluck after the congregational meeting in June. We also had 3 Saturday Suppers, where we invited visitors to SFUU who want to get to know some members a little better. We also updated the membership policy and procedures, as well as the greeter and usher instructions.

How has your work helped more people connect to one another? See above. All of these activities helped to increase connections with members and visitors to SFUU.

Highlight this year's accomplishments: We had 10 new members join SFUU, with continued attendance by new visitors throughout the year. We currently have 138 certified members.

What were this year's challenges/unmet needs of your board/committee/task force? For the most part, the committee ran smoothly. However, it would benefit from a few more members who are willing to help with the various activities that we would like to do.

Aspirations and Inspirations for next year for your committee/board/etc: We would like to continue to have activities that will allow for folks to meet more of the members, friends, and visitors to SFUU. More volunteers for the committee would help do this.

Share a favorite memory from your group's work this year. The first picnic of the year in the fall was attended by more of the children and their families than in the past years.

Any highlights in the wider congregational life? or partnerships with other folks in the congregation?

Anything else?

Name of person submitting report: Marsha von Dessonneck

RELIGIOUS EDUCATION – CHILDREN/YOUTH -COMMITTEE

Members:

Tricia Caspers (chair), Bonnie Dahl, Adrean Dills (DRE), Chelle Kucera, Randy Nemeth, Joan Harris.

August:

The CY/RE committee finalized details of the policies and procedures it created the previous church year.

In discussion with Adrean, the committee decided that Youth and K-2 classes would continue with usual Tapestry curriculum programs while the 3-5 class would explore Abrahamic faiths in depth with UU curricula as basis for discussion.

Teacher orientation was held. CY/RE was short on teacher volunteers.

September - October:

CY/RE donated a basket to the fall auction and searched for someone to help clean out the closet.

November:

Attendance to Youth group was sparse.

CY/RE needed to have clearer communication with the auction committee so that everyone knows who is providing food for the children at the events. The committee asked that pizza always be served instead of asking RE parents to contribute potluck items.

Three fundraisers were planned for the Montara retreat in order to offer assistance to families who needed it and offset the overall cost if possible.

December:

Intergenerational service was held. Adrean was invited to join the worship committee meetings.

\$400 was raised between two fundraisers, and another fundraiser was held in January, for a total of (estimating) close to \$500 raised for the Montara trip.

K-2 OWL sign-ups began

CY/RE asked Rev. Mike to clarify the length of service so parents would know when to pick up children.

More teacher volunteers were needed.

January:

Through fundraising, CY/RE was able to provide assistance to three families for the RE retreat. The remainder of the funds were used to purchase a pizza dinner.

A discussion was held regarding younger children requesting to go to the youth group with their older siblings. This has happened a couple of times recently. Adrean worked to get them to stay with their appropriate class.

K-2 OWL was held and led by Jennifer Warner and Suzanne Borth.

Tricia sent out a survey to youth asking what kind of extracurricular activities they might enjoy. They chose an escape room, and they went on an outing to Great Escape.

Childcare costs were 11% more than budgeted probably due to the provision of child care at other meetings like the transition meetings and auctions. It was thought that these costs should come from the Childcare budget. Also, the child care providers got a small raise this year.

February:

The Montara retreat was a success. Randy Nemeth took over planning the event for 2019. There was discussion of holding some sort of “churchy” gathering while the families are there.

OWL was also a success.

Discussed creating Friday Night Youth, so that the youth could gather once a month outside of church. Maybe there would be more interest.

Joan, Tricia, and Chelle announced that they would leave the RE COM at the end of the year.

March - June:

RE service and bridging was planned.

Families requested an Easter activity for 2019.

New committee members were selected:

Rick Ross, Barbie Laderman-Jones, Randy Nemeth (chair), and Andrea Henke with Adrean Dills as DRE.

July:

With the low Youth turnout, it was decided that instead of going to the loft, Youth would go to Baked & Brewed with two adults to discuss Life's Big Questions. The youth are allowed to purchase a drink and snack with RE funds. This seems to be a success. They will have to fundraise for more coffee shop money when funds get low.

Tricia offered to organize Friday Night Youth in the 2018-2019 year.

\$100 donation was made to Peace Camp to sponsor a child.

Jennifer Warner and Suzanne Borth are available to teach 4th-6th youth again in the spring.

RE Assistant Position was approved by the congregation (5 hours per week). Adrean created a job description. The idea is for the term to be limited to 12 months.

CYRE discussed ways to streamline sign-up for volunteer teachers.

Activities throughout the Year: August pool party, Family Music Night, Halloween party, Holiday Caroling, Family retreat to Montara Lighthouse, Youth Escape Room.

RELIGIOUS EDUCATION – CHILDREN/YOUTH – DRE REPORT

Name of Board/Committee/Task Force: Director of Religious Education for Children & Youth

Chairperson and Members: Chair: Adrean Louise Dills

Board/Committee/Task Force Purpose: Plan and oversee RE opportunities for the children and youth of SFUU. Ensure that nursery care is available and appropriate policies and safety measures are in place.

How has your work served the Mission of SFUU this year? This year the children's programs focused on World Religions. The C/YRE voted before the beginning of the RE year on the curriculum for each age group. The C/YRE committee, childcare workers, and volunteer teachers welcomed several new families. While not all of these families will make SFUU their spiritual home, I am confident that they were welcomed in the spirit of Unitarian Universalism and genuine hospitality.

How has your work helped more people connect to one another? Provided continuity from previous years and created an environment for children and youth to develop community with one another.

Highlight this year's accomplishments: This year the K-2 and 3-5th grade classes thrived. The K-2 class focused on the *Moral Tales* curriculum, learning stories from around the world that focused on different values like kindness and honesty. The C/YRE voted for a customized curriculum for the 3-5th grade class. They worked with the Abrahamic faiths of Judaism, Christianity, and Islam. The lessons focused on the important stories, religious practices, and cultural references that they are likely to hear or see as they interact with the world around them. I developed this curriculum relying heavily on UU-based resources and primary materials. The K-2 group also had an 8-week OWL class this year in the spring, led by Suzanne Borth and Jennifer Warner.

What were this year's challenges/unmet needs of your board/committee/task force? The youth group continued to flounder, with only one or two youth attending, if any on any given week. Maintaining adequate levels of volunteers for programming needs was also challenging with many volunteers expressing concern that they were overextending themselves.

Aspirations and Inspirations for next year for your committee/board/etc: Goals for this coming year include: continuing the revitalization of the youth program and finding solutions for volunteer burnout/over-extension.

Share a favorite memory from your group's work this year. This year I was especially excited about the four Bridging youth and their families. Despite some challenges with scheduling, they were all able to gather and share their wishes in front of the congregation. It brought tears to my eyes!

Any highlights in the wider congregational life? or partnerships with other folks in the congregation? This year I started offering stories in the Time for All Ages in worship. It has been really exciting to connect with the wider congregation, and I think it has added visibility to the children's programs to be represented in this way in Worship.

Anything else?

Name of person submitting report: Adrean Louise Dills, M.Div.

SOCIAL JUSTICE COMMITTEE

Name of Board/Committee/Task Force: Social Justice Committee

Chairperson and Members: Co-chairs Lisa Boch and Shannon Dooley-Miller

Members: Carol Arvay, Mary Lou Bailey, Janie Evans, Allen Edwards, Millie Livingston, George Lowry, Loretta Saenz

Project Leaders: Laurie Soper -Auburn Interfaith Food Closet, Heidi Knost Equal Exchange
Green Sanctuary Tom Piette

Board/Committee/Task Force Purpose: The Social Justice Committee explores current social justice issues facing our communities, our country and globally and provides awareness and education to the congregants at SFUU.

How has your work served the Mission of SFUU this year? This year the Social Justice Committee presented to the congregation a Focus Project Forum about the CDEP (Congregational Discernment and Engagement Process) project initiated in 2016-2017 “Caring for the Earth”. We presented a survey to the congregation with results tabulated with most interests in Human Rights, Climate/ Environment, and Economic Justice. The committee decided to add Human Rights and Economic Justice to Caring for the Earth as our CDEP.

How has your work helped more people connect to one another? We have created awareness and informed people of events/activities related to social justice that people could participate in.

Highlight this year's accomplishments: SFUU assisted in sponsoring the MLK Event.

Share the Plate policy developed which will be initiated in July with the following groups selected: Rainbow Hearts, California Dreamers, and AIFC

Green Sanctuary Team established to work on recertification process.

Social Justice Library Bookcase in Social Hall updated with new publications for loan
Sunday Service on Justice with Earth and Economic Focus.

Aspirations and Inspirations for next year: Exploring Social Justice with outside groups in forming a bridge with volunteerism and activism. Continue to explore Sociocracy as a process in meetings. “The word *equivalence* is preferred over *equal* in sociocratic circles because it is more likely to be interpreted as “equal but not identical.”

Name of person submitting report: Shannon Dooley-Miller

STEWARDSHIP COMMITTEE

Name of Board/Committee/Task Force: Stewardship
Chairperson and Members: Gary Koerner (chair), Mary Piette, Stevie Rea, Marsha von Dessonneck, Andy Cramer, Rev. Mike (advisory member)
Board/Committee/Task Force Purpose: Pledge Drive
How has your work served the Mission of SFUU this year? Helps with member pledge donations to create a budget so SFUU can offer whatever services are deemed worthwhile.
How has your work helped more people connect to one another? We held a church-wide dinner that was very well attended.
Highlight this year's accomplishments: We have received enough pledges to maintain our current spending.
What were this year's challenges/unmet needs of your board/committee/task force? Revs. Lynn and Wendy left the congregation this year. Rev. Mike said to expect a 30% reduction in pledges based on what other churches experience. While we were hoping for an increase, we did not sustain a significant decrease. However, an increase would have been really helpful with the upcoming minister search. Our drop off in membership was made up by new members, so it was about a break even from last year.
Aspirations and Inspirations for next year: Work with Membership to clean up the roster before the pledge drive starts. More pledge income would help, but that relies far more on increased membership.
Share a favorite memory from your group's work this year. We get to meet new members since we're forced to interact with most members during this process.
Anything else? Nope.
Name of person submitting report: Gary Koerner

WORSHIP COMMITTEE

Worship Committee 2018-2019

Chairperson: Vicky Jungers **Co-Chair:** Kia Hatch

Members: Pattiey Leftridge, Pam Downs, Jeanine Meunier, Stevie Rhea, Meg Dorsey, Adrean Dills, Rev Mike Walker

Committee Purpose: The purpose of the worship committee is to plan and present quality worship that is informational, inspirational, meaningful and transformational. The committee plans and presents worship services on Sundays when the ministers are away from the pulpit. Additionally, we solicit and evaluate feedback from the congregation and make adjustments to improve the quality of services to meet and support the intentions and wishes of the membership. The worship committee directs and supports the Worship Associates and identifies a worship associate for each service where one is needed, along with providing training and support for all services areas. Support of the minister for all his/her/their Sundays in the pulpit.

How has your work served the Mission of SFUU this year? We support the mission of SFUU by creating meaningful worship on topics that not only support our mission but support the principles and ideals of Unitarian Universalism.

Highlight of this year's accomplishments: Our year has just begun as the newly formed committee, but we have started strong. We held a Create Worship at SFUU Workshop with various members of the congregation in order to create a monthly themes calendar for the year with input from members on what they want more of during our Sunday services. The year calendar is nearly complete with each month of services focusing on the topics that are meaningful to SFUU and our greater community. Have a fully developed calendar year is a wonderful accomplishment as it frees the committee to work more deeply on each service and support the other areas of church activities.

What were this year's challenges/unmet needs of your board/committee/task force? So far, we have not had any difficult challenges.

Aspirations and Inspirations for next year for your committee/board/etc: We will continue to connect with the congregation and membership of SFUU to be providing worship that feeds their spiritual journeys, while connecting to Unitarian Universalist principles and social justice action.

Share a favorite memory from your group's work this year. The Creating Worship at SFUU Workshop was masterfully led by Rev. Mike. It was fun, timely and worked so effectively to brainstorm ideas and then funnel them down into an exciting, inspired service calendar to look forward to.

Name of person submitting report: Vicky Jungers

APPROVED BUDGET

Year 2017/18 Budget	Approved	Actual	+	Budgeted	=	Projectd	Approved
	Budget	Inc/Exp		2016/2017		Inc/Exp	Budget
	July-June	July-Mar		Apr-Jun		FY	July-June
	2016/17	2016/2017		2016/2017		2016/2017	2017/2018
<u>Income</u>							
Pledges	170,000	131,389		42,498		173,887	171,000
Non-Pledge Contributions	5,000	391		1248		1,639	6,000
Sunday Collections	8,000	7,423		1,998		9,421	9,000
Auction & Fundraising	15,000	8,540		7,500		16,040	16,000
Scrip	600	410		150		560	600
Center for the Arts	1,000					0	0
Rental Income	0	125				125	0
Interest & Investment Income	0	91		30		121	120
Other/Election Income	1,600	1,495		0		1,495	200
<i>Transfers from Birthday Fund</i>							
Total Income	\$ 201,200	\$ 149,864		\$ 53,424		\$ 203,288	\$ 202,920
<u>Expense</u>							
ADMINISTRATIVE							
Administrator	14,000	9,163		3498		12,661	14,000
Computer and Internet	850	335		213		548	700
Office Supplies & Copies	600	532		150		682	600
Bank, Broker, EFT Fees	240	427		60		487	500
Telephone	580	360		147		507	500
Postage	130	58		31		89	100
Casualty Insurance	2,800	2,446				2,446	2,800
Board Expenses	400	54		102		156	200
Accounting + Payroll	3,000	2,679		1,350		4,029	5,400
Misc Admin Expenses	400	45		102		147	200
Payroll Taxes	3,129	2,073		765		2,838	3,000
Copier	1,030	590		255		845 *	1,020
Worker's Comp.	1,400	1,332				1,332	1,400
Furniture & Equipment	500			123		123	500
Coffee & Admin. Supplies	50	66		13		79	80
<i>Est. Salary Rate & Hours Adjs.</i>	<i>1,000</i>					0	<i>1,000</i>
Total	\$ 30,109	\$ 20,160		\$ 6,809		\$ 26,969	\$ 32,000
COMMITTEES							
Social Justice	300	0		75		75	300
Finance & Stewardship	500	444		1,123		1,567	750
Membership	500	282		123		405	500
Committee on Ministry	700	500		177		677	500

	Approved Budget	Actual Inc/Exp	+	Budgeted 2016/2017	=	Projectd Inc/Exp	Approved Budget
	July-June 2016/17	July-Mar 2016/2017		Apr-Jun 2016/2017		FY 2016/2017	July-June 2017/2018
	2016/17	2016/2017		2016/2017		2016/2017	2017/2018
Caring Ministry	200			48		48	200
Communications	535			132		132	535
Placer People of Faith	1,050			261		261	500
All Church Functions	200	291		48		339	200
Misc. Projects & Program Development						0	0
<i>Total</i>	\$ 3,985	\$ 1,517		\$ 1,987		\$ 3,504	\$ 3,485
DENOMINATIONAL							
Conferences, Trainings, Development	250			61		61	250
PCD	3,654	1,828		913		2,741	3,800
UUA Fair Share	7,560	5,670		1890		7,560	7,860
Delegates to GA & DA	250			61		61	250
<i>Total</i>	\$ 11,714	\$ 7,498		\$ 2,925		\$ 10,423	\$ 12,160
MINISTRY							
Salary & Housing (see Note 1 below)	78,061	58,582		19,515		78,097	6,505
Benefits	19,226	15,077		4,959		20,036	1,602
Professional Expenses	8,701	5,866		2,175		8,041	725
Interim Minister Sal & Housg (Note 1)							70,000
Interim Minister Benefits							16,000
Interim Minister Prof Expenses							6,000
Interim Minister Moving Expenses							5,000
Transfer fr unused Sabbatical Reserve							(4,150)
Sabbatical Reserve Expense	1,000	1,000		0		1,000	0
Ministerial Discretionary Fund	0					0	0
<i>Total</i>	\$ 106,988	\$ 80,525		\$ 26,649		\$ 107,174	\$ 101,682
WORSHIP							
Honoraria/mileage	2,500	1,025		627		1,652	2,500
Music Director	8,400	5,848		2,040		7,888	8,400
Choir Director	0					0	0
Accompanist/Performers/Misc.	2,000	1,195		498		1,693	2,000
Supplies, Sacred Space	400	216		102		318	400
Sound System Supplies							50
Choir Supplies	0					0	0
<i>Total</i>	\$ 13,300	\$ 8,284		\$ 3,267		\$ 11,551	\$ 13,350
RELIGIOUS EDUCATION							
RE Director / Staff	14,400	9,100		3900		13,000	15,600
Youth Coordinator		390				390	0
RE Supplies	800	194		198		392	800

	Approved Budget July-June 2016/17	Actual Inc/Exp July-Mar 2016/2017	+	Budgeted 2016/2017	=	Projectd Inc/Exp FY 2016/2017	Approved Budget July-June 2017/2018
Child Care Staff	3,100	2,153		777		2,930	3,750
RE Training	700			177		177	700
RE Youth Income	0	(3,102)				(3,102)	0
RE Youth	400	3,088		102		3,190	400
RE Snacks	300	38		75		113	300
Adult RE Income	0	(2,116)				(2,116)	0
Adult RE	300	1,087		75		1,162	500
Background checks	100	8		27		35	100
<i>Total</i>	\$ 20,100	\$ 10,840		\$ 5,331		\$ 16,171	\$ 22,150
BUILDING							
Janitorial Services	3,900	2,131		975		3,106	3,900
Taxes and Fees	680	707				707	720
Grounds Maintenance	1,600	869		402		1,271	1,600
Utilities	3,000	2,317		750		3,067	3,000
Disposal Service	330	254		84		338	350
Maintenance & Repair	3,000	637		750		1,387	3,000
Technology Improvements	2,000			498		498	5,000
Building Supplies	300			75		75	300
<i>Total</i>	\$ 14,810	\$ 6,915		\$ 3,534		\$ 10,449	\$ 17,870
Total Expense	\$ 201,006	\$ 135,739		\$ 50,502		\$ 186,241	\$ 202,697
Net Income (Expense)	\$ 194	\$ 14,125		\$ 2,922		\$ 17,047	\$ 223
**Note 1: The Salary and Housing line includes 7.65% of the salary in lieu of the FICA tax (per UUA guidelines), which is equivalent to approximately 50% of the self-employment tax that they are required to pay.							