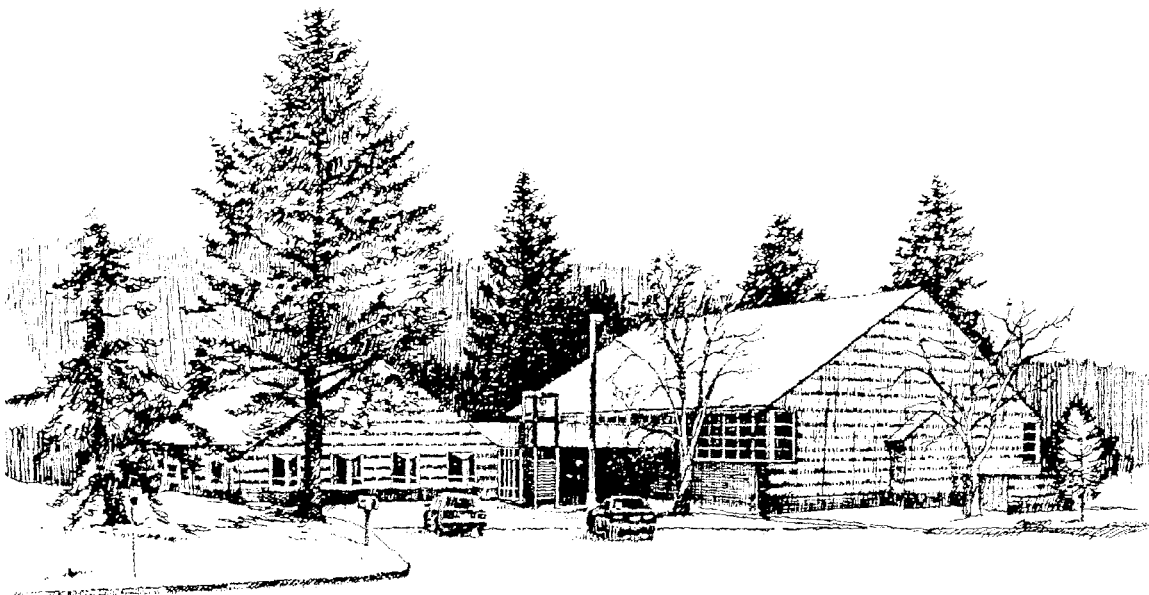


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# Unitarian Universalist Church of Spokane

## 2010 ANNUAL REPORT

*We join together to create an inspiring  
and nourishing liberal religious home.  
In the wider world, we champion justice/  
diversity, and environmental stewardship.*



**Unitarian Universalist Church of  
Spokane  
2010 Annual Report**

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## Consulting Minister's Report

What were you doing one year ago today? As I write this report I am aware that it was exactly one year ago, on April 30, that I composed a brief self- introductory letter to Janine Larsen of the UU Pacific Northwest District asking how I might assist the leadership of UUCS through the lay-led year you were entering. Though I was not known to the members of the church at that time, you, and your circumstances, were known to me.

In negotiation with the Board of Trustees I was contracted as a consulting minister, focusing on the areas of Leadership Support, Stewardship and Finance, Conflict Transformation, and Transition to new ministerial leadership.

A majority of my involvement has centered on supporting the Management Team as it oversees the operation of the church. I have also spent time with the Board itself, the staff, the Stewardship Team, Finance Team, and Search Team. I have preached 3 sermons, recited one poem, made one scheduled presentation at a congregational conversation and inserted my presence, welcome or not, in several other gatherings. I have read approximately 7 million emails, and generated a fair number myself. I have driven just under 1000 miles, mostly going to and from church.

What I cannot objectify, and cannot overstate, is the value of what I've received in my time with you: a handshake from Bill Houff, a hug from Jane Bowen, seeing a child carry her stuffed animal into church, enthusiastic congratulations from many new Butler basketball fans, gaining so many new friends, and on and on. The greatest gift of all is the growing confidence that, through our work together, we have renewed our belief that this historic church has a bright future. It has been a privilege and a joy to be on this journey with you.

The Interim Ministry Search Team has recommended to the Board of Trustees that I remain as your interim minister for the coming year. We intend to build on what we have learned together, and to further prepare the church for the coming of a settled minister in 2011. I am both humbled and excited as we begin this new phase of our relationship, and a new chapter in the history of this wonderful faith community.

*Hollis Bredeweg, Consulting Minister*

**Board of Trustees**

It was the traditional greeting among Masai warriors, when they would see other, during their travels, to ask: "And how are the children?" The reply, even among those men who had no children was: "The children are well." With the Algonquin people of North America, they had the belief that every decision the community made was to be weighed against the thought of how this would affect their seventh generation.

It is my sincere hope, that as we move forward as a congregation, that we undertake the same thoughtful discernment, with markers for success that we are caring for those least able to do so for themselves, and that in our third century of existence, our community will be a healthy, vital and loving place for those who have yet to enter our doors. It is with these ideas in mind, and

with the acknowledgement of the hundreds and thousands of hours that staff and laity have devoted to the betterment of our church, that I present to you the President's Annual Report for the Unitarian Universalist Church of Spokane.

Twelve months ago, the congregation decided to embark on a year of lay lead ministry, as we were in a financial position where we could not afford a full-time interim minister. Ten years ago we undertook a similar endeavor, just prior to the interim ministry of the Reverend Marge Keip, and it was remembered as a time of great enthusiasm and collective effort. In the year that has transpired, we have seen great accomplishments:

- We have funded and built the chapel, completing the vision for this building.
- In November we accepted into membership the largest class in living memory.
- We have seen the strengthening of both our small group ministries and outreach into the community.
- We have enjoyed a great variety of speakers in our Sunday pulpit.
- Our holiday celebrations were witness to overflowing crowds.
- In June we will be ordaining, Tracy Springberry as a Unitarian Universalist minister.
- During the recent economic meltdown, the endowment team has ensured that our investments are secure and the principal has been maintained.
- We have initiated a Healthy Relations Team, which is assisting each of us in making ours a more peaceable congregation.
- Through your generosity and vision of what this church can be and the faithful stewardship of those resources by the lay leadership, we are prepared to bring on a full-time interim minister for the upcoming year, our current consulting minister, Reverend Hollis Bredeweg. Through the work of a very dedicated Search Team, we are well on our way to welcome a settled minister in August of 2011.

Last fall, it soon became apparent that in a church of our size and complexity, that it was not sustainable to continue as a lay lead church. This Herculean task fell greatly to the staff and to lay members of the Management Team. Without the fulltime efforts of Linda Moulder and Mary Lou Johnson, I can safely say that we would not be in strong position that we are today.

In response to these needs, The Board of Trustees contracted with Rev. Bredeweg, and, upon his advice, we reconfigured the Management Team to bring on more members in order to share the work. We have been so fortunate to have him with us and will be able to continue with him on this journey, towards finding a settled minister.

We have had a complete turnover in our administrative staff, brought on a new Treasurer and increased the size and scope of the Finance Team. This spring, Erin Fitzgerald, our Director of Religious Education and Programs Administrator, resigned effective at the end of June. We send you on with all of our love and blessings for you and your family, and please know how deeply your work here has impacted and enriched all of our lives. We will miss you.

Today we are in a good place, yet there is still much work to do. We seem to have a culture of conflict that we continually stumble over. Perhaps we truly are a "Gentle Angry People, as the UU hymn states. I hope that we all truly struggle with what is each of our roles in this, and how can we change this paradigm? How can we take care of each other, and when needed, confront one another gently? I the Board of Trustees and the congregation continue to refine and reflect on what is our vision and mission for this congregation: What does it mean to be a Unitarian

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Universalist in Spokane in the 2<sup>st</sup> Century. How will our work together not only impact our lives and those of our families, but will we do and what will be our message in and to the larger community.

In any effort I take on, I attempt to keep in mind the wilderness ethic that has been instilled in me since childhood: You leave any place or relationship in a better place that when you arrived. Thanks to all of those mentioned in this letter and those many not acknowledged, I can say that the Unitarian Universalist Church of Spokane is in a good place today.

*Curtis M Chambers, President-Board a/Trustees*

## **Management Team**

Charge to Team: The Management Team is charged by the Board of Trustees to see that the mission of the Church is achieved. The Team does this by managing the day to day operations of the Church. It also engages members and staff in mission oriented work. The Team functions within a set of boundaries or limitations set out by the Board in our Church's policy governance document. The Team is accountable to the Board and monitored by the Board.

Meetings: The Management Team meets weekly; attends monthly Board meetings; and attends meetings of other Teams.

Members: The Team normally consists of the Minister, Administrator, Director of Religious Education and Programs and two lay members. In the absence of a Minister this year, the Board reconfigured the Team to consist of only lay members, who were ably supported and assisted by our consulting minister Rev. Hollis Bredeweg. Linda Moulder and Mary Lou Johnson

complete

their terms this year; Jean Larson and Torge Lorentzen joined the Team in January; Nancy Avery and Marie Bjork joined in April. .

Selected Accomplishments/Activities:

- Provided financial oversight of church finances with the assistance of the Treasurer
- Facilitated formation of Finance Council
- Solicited assistance from Finance Team for Budget preparation to allow for ministerial presence and changes in staffing
- Approved new Personnel Manual and with assistance of Personnel Team reviewed and improved personnel files
- Recruited and developed charges for Communication Task Force; Revenue Generating Task Force; and Security Task Force
- Encouraged development of Healthy Relations Team
- Planned for and monitored changes in office staffing - hiring of contract bookkeeper, hiring of two administrators
- Oversaw complete overhaul of the office computer system
- Approved positions of Rental Coordinators and assisted in the development of rental guidelines, fees and contracts
- Two members provided supervision to three senior staff
- Provided oversight to Building & Grounds & Chapel Construction

- Developed/approved policies - e.g. Resource Usage; Online Scheduling of Rooms; Safety of Congregants; SUUN Editorial Guidelines; Protecting Tax Exempt Status
- Developed Policies and Procedures Manual for central location of important operating policies
- Provided Policy Governance training to Board and congregants
- Monitored and assisted with Website
- Communicated with Board, staff, and congregants through regular reports and articles
- Put out a couple of fires -literally - and provided some janitorial services

Goals:

- To develop working relationship and operating procedures with Interim Minister
- To support volunteer efforts in all program areas
- To encourage refinement of mission and focus all Team efforts on mission achievement

Thank You: From the Management Team to the staff and all the wonderful congregants who said yes over and over again, when we asked for assistance.

*Mary Lou Johnson, Lay Member*

## Search Team

In February of 2009, the Board of Trustees appointed a Search Team to begin the work of bringing a settled minister to our congregation. Appointed were Cindy Phillips, Cindy Fine, Dale Avery, Dan Eacret, Kathryn Ann Hobbs, Lisa Conger and Travis Peterson. The group began meeting regularly on February 19, and had an afternoon retreat under the leadership of Mary Rupert in early March. Handbooks were copied, connections made with the Ministerial Transitions Office, and work began in earnest. The charge handed to the Search Team by the Board of Trustees was clear: 1) find a minister that will lead us and inspire us as we transform ourselves and the world, 2) think outside the box, 3) don't settle for anything less than the best. Thinking outside the box became imperative in late spring when we realized there would not be adequate funding for an interim minister. We believed that if there were insufficient monies for an interim, it was unlikely we would have the requisite funds in our budget to call a settled minister for 2010/2011. Although our charge changed, we continued to meet at least monthly until the end of 2010. We investigated the different types of ministers available to serve us, and began defining the specific skill set for the minister we wished to lead us now and in the next years. We explored what "thinking outside the box" might look like for us, and began to

collect  
materials for our congregational record and informational package. We bonded. In  
February  
and March of this year, we entered into serious conversation with each other and the  
church  
leadership to determine our level of passion and commitment to another year of search.  
We  
affirmed our desire to continue together through the coming months in search of a settled  
minister to lead and inspire our congregation. We plan to enter into the UUA-proscribed  
search  
process in the fall, but remain committed to thinking outside the box in order to find the  
very  
best.

*Cindy Phillips, Team Leader*

# PROGRAM MINISTRIES

## Healthy Relations Team

Mission: The Healthy Relations Team was created this past year to offer coaching, modeling, consulting, and facilitation of healthy communication, and conflict resolution. Our main goal is to assist anyone who has a need or desire to build up our beloved community. We work one on one, or in small groups, to achieve this goal.

Members: Devon Greyerbiehl, George Girvin, Molly Huss, Mary Rupert, Jan Treecraft.

Accomplishments: So far we have been invited to work with several groups and people. Our work is often times confidential, and we are very conscientious about that. We are open to talking with anyone. We have offered the showing of the DVD "The Power of Forgiveness", and a series of Bereavement Groups, and Communication skills. We would like to offer a study group on the book "The Anatomy of Peace".

*Submitted by: Devon Greyerbiehl, Team Leader*

## Pastoral Care Team

Mission: Facilitate a caring response by the members of the Unitarian Universalist Church of Spokane towards members and friends facing a crisis or life transition. Provide compassionate care in partnership with the minister to individuals who want emotional or personal support at times of life changes. Increase congregational skill and connections in responding to interpersonal concerns of members and friends.

Accomplishments: Provided hospitality for four memorial services through the year. Submitted regular articles to the SUUN. Coordinated Wheel of Life for the SUUN. Provided information for Candles of Care each week, as appropriate. In the absence of a minister, helped relay information to and coordinate with the pastoral associates. Revised and updated team Resource List. Developed and presented to the congregation a workshop on issues of hearing loss which was led by two audiologists. Continued to provide: rides, meals, visits, phone follow up, respite to caregivers and general support to our UU community. At monthly meetings reviewed

an  
average of 20 people who had been referred to Pastoral Care for support

Members: Co-leaders: Donna Sponseller, Sue Stiritz. Team members: Mary Jane Blanpied, Patty Bedalov, Dianne Cook, Erin Fitzgerald, staff liaison, Devon Greyerbiehl, advisor, Linda Hodge, Doug Huigen, Torge Lorentzen, Avis Monroe, Joan Nelson, Martha Nerpel, Sally Ray, Terri Ray, Chuck Smith, Lee Smith, Patty Tyler, Jeff Wasson. .

Goals for 2010-2011: Continue to support the Spokane UU congregation with ongoing activities. Develop new supports as the need arises and volunteers are available. Make one workshop presentation to the congregation. Be visible to the congregation

*Submitted by: Sue Stiritz and Donna Sponseller*

## WORSHIP

### Music Director's Report

This year was another year of transition and adjustment to change, as the church was without a minister. We did, however, have a strong lay-led Worship Team and leaders who put in many, many hours to see to it that the church continued to serve its members and the community. For me, this offered an opportunity to step into the role of helping collect and collate all the information for the order of service each Sunday, as we had many lay worship leaders and speakers, all with pieces and parts to include.

A major hurdle this year came when all the church staff was asked to slash our budget areas by 37%--a difficult thing to do. We all understood the necessity of this, but it was a particularly daunting task. The major challenge for next year is (and will continue to be) finding ways to insure quality in our programs with less hours and money with which to do that. I know that all of us will work our hardest to meet this challenge. More volunteer time is needed to fill the gaps. I look forward to working more closely with more of you to do just that.

Our choirs are, of course, the mainstay of my job here, and I am proud to say that all of them did well this year. The Mixed Choir grew in numbers and we did some challenging pieces. This is our "workhorse" choir, singing two Sundays a month, and they certainly know how to keep putting out beautiful performances! The Children's Choir had a banner year, with strong performances at the Christmas pageant and - in Hungarian - at Partner Church dinner. Bravo, kids! The Women's Choir (with additional singers from the community) did a superb job on our annual Solstice service. We had a record 360 people at that service.

Gennie Gregg, our pianist, continues to stretch her boundaries by finding challenging new pieces to play - this time, on the Internet. I, too, have been searching for choral music in new places and have found Yelton Rhodes Music, who publishes predominately Unitarian Universalist composers.

The Music Team continues to be a source of support and inspiration. One of their main "works" is helping raise money for our Music program with our "Sundays at Seven" concert series. This year we had two concerts. The first was in September, with visual art and two talented pianist composers, Scott Kirby and David Thomas Roberts. The second featured arranger, composer and virtuoso guitarist Steven King. Many thanks to our Music Team members, Donna Borden-Rhodes, Carol Canterbury, Sue Wotring, Jane Cunningham and Gail Furman for all their hard work.

Perhaps the most wonderfully overwhelming event of the year for me was the celebration of my twenty plus years with all of you, and I thank all of you from the bottom of my heart.

*In gratitude, Deborah Jacquemin*

## Worship Team

Our Charge: To provide high quality Sunday services for the UU of Spokane by confirming an appropriate mix of speakers and working closely with staff and volunteers to achieve support

services that enhance the Sunday morning experience while staying within the annual budget allocation of \$4,000.

### Accomplishments and Activities for 2009-2010

1. Worship Team Budget Developed and Approved
  - i. Payment scale established for outside speakers
  - ii. Usher and worship supply needs identified
2. Training Sessions Scheduled and Completed
  - i. Sound training (Sound Team)
  - ii. Lay Leader training
  - iii. Gong instructions
3. Monthly Meetings Scheduled with agendas and minutes completed
  - i. Usher team reports included
- ii. Email distribution list for Worship Team lay leaders and non leader members created.
4. Annual Worship Schedule Developed, Maintained and Shared in a Timely Manner
  - i. Prospective speaker list developed
    11. Speakers contacted and confirmed
    111. Honorariums requested ( when appropriate)
    - IV. Weekly notices sent to staff and participants
    - v. On line and Word Processing calendar versions created and kept current.
5. Developed Order of Service Scripts and Instructions
  - i. Developed Guest Speaker instruction letter
  - ii. Developed detailed written instructions for lay leaders
  - iii. Developed standard Order of Service outline
6. Established Successful Working Relationships with UU Staff (professional and volunteer)

Members: Co Chairs - Isabelle Green and Erich Richter; Usher's Chair - Bobbi Konshuk; Sound Chair - Jane Bowen; Staff Representative - Deborah Jacquemin; Staff Liaison for Youth - Erin Fitzgerald

Worship Leaders (Lay Leaders): Patty Bedalov\*, Isabelle Green\*, Brian Bonallo\*, Lynn Jinishian, Karolyn Clark", Julie Rector, Sunny Cook\*, Penny Reid\*, Lisa Conger, Erich Richter \* , Sara Edlin-Marlow, Cheryl Rohrig", Carol and Doug Graef", Nancy Roth, Doug Huigen\*, Lee Smith\*, Nancy Hand, Susan Virnig", Lila Girvin\* (\*Attended 11111109 Worship

*Leader Training)*

Non Worship Leader Members: Diana Anderson" James Beebe, Jane Bowen, Shirley Cannon,

Jane Cunningham, Kevin Decker, Rosemarie Duffy, Scott Fitzgerald, Art & Elizabeth Keeler,

Bill Prouty, Dan Schaffer, Chuck Smith, Donna Sponseller, Tracy Springberry, Bob Stilger, Susan Stiritz, Elaine Sweet, Jeff Wasson, Deborah Wheatley

Goals for next year: Identify a transition team to work with the incoming Interim Minister or, repeat our lay led processes for another year - depending on our ministerial search outcome.

*Submitted by: Erich Richter and Isabelle Green*

## **Music Team**

Mission: To work with and provide support to the Music Director and to help the Music Director enrich the musical life of the congregation; to identify musicians from the congregation and the community and use them in our services; to enhance the musical life of the congregation and the community and to raise additional funds for the music program by hosting Sunday evening concerts; to coordinate the music program for the summer services; to provide feedback and advice to the Music Director as requested.

Members: Gail Furman, Jane Cunningham, Donna Borden Rhodes, Carol Canterbury, Sue Wotring, Deborah Jacquemin (Music Director).

Accomplishments: The Team hosted the "Sundays at 7" concert series. Two concerts were presented: Scott Kirby (ragtime player) and David Thomas Roberts (composer/pianist) on September 28, 2009, and Steven King (International Fingerstyle Guitar Champion) on April 18, 2009. Over \$200 was cleared on first concert and over \$500 on the second concert, which was attended by more than ninety people. In accordance with other stated responsibilities, the Team met monthly to work with the Music Director. Members of the team worked with a very generous anonymous donor to locate and buy new music folders for the mixed choir. They were much needed and are very classy and functional.

Goals: Continue to host the "Sundays at 7" programs. Three concerts are being planned. Continue to fulfill the mission and responsibilities of the Music Team.

*Submitted by: Carol Canterbury*

## **Sound Team**

Mission: To provide trained operators of the sound system for the Sunday services and

occasional special services and programs.

Goals: To train and increase the number of people for the team.

Members: Jane Bowen, Dan Schaffer, Ellen Krehbiel, Herb Bonallo, Todd Anderson,  
Bob  
VanZee

*Submitted by: Jane Bowen*

## **Buddhist Meditation Group**

Mission: To provide a spiritual path for those of us within the UU Churches who find the path to Buddhism intriguing and effective. This is not only a service to the congregation, but also serves as an outreach for the community.

Activities: After lay leading two UU services presented by Venerable Thubten Chodron of Sravasti Abbey, Susan Virnig worked with the abbey to start a Buddhist Meditation Group at our church in the fall of 2008. Nearly 70 different people from our church and from the community participated in the first session of eight weeks. Two more sessions were held during that church year. In 2009-10 we followed the same pattern with sessions in the fall, the spring and the summer, consisting of between 4 and 9 weeks each. Usually 25 to 35 people participate each evening, about half of whom are church members. Every evening, there are always brand new people in attendance, so awareness of, and participation in, this group is growing. There also have been several forays to Sravasti Abbey for Dharma (teaching) Day and we had our own one-day retreat here at the Church, on April 10; this was attended by 25 people. This year Sara Edlin-Marlowe wrote and received funding for a grant from the Make It Happen Fund to bring the Dalai Lama to Spokane. We are working in conjunction with several groups here in Spokane to facilitate this.

Plans: In 2010-11 we plan to continue the three 8 week sessions, one in fall, spring and summer. We will also offer at least one, but probably two, day-long silent retreats at church. We will continue to work on the community-wide effort to bring the Dalai Lama to Spokane.

*Submitted by: Sara Edlin-Marlowe, Team Leader*

## **LIFESPAN RELIGIOUS EDUCATION**

### **Adult Enrichment Team**

Mission: to serve our church and the larger community by providing, and facilitating others to provide, a wide variety of enriching programs which support the church's mission.

Activities: The Team began its year with a planning retreat and evaluation of the programs offered during the 2008-2009 church year. Goals set for this church year were the same

as the  
previous year and included: Multigenerational programming, to facilitate the needs of  
the  
congregation when members want to lead a program, continue to maximize publicity of  
programs, and to change the image of AE Team to be that of a community builder -  
bringing/encouraging programs that are a balance of concrete and abstract.

The Team has evolved into being a sort-of umbrella group for many of the In Reach  
groups and  
adult programming, by providing the extra communication/publicity some need, and  
trying to  
keep a balance of types of adult enrichment opportunities throughout the church year.  
This may

mean recruiting individuals to facilitate some activities vs. others, writing up information for the SUUN, or making flyers ... anything we can do to help create a vibrant adult environment.

The Team selected a variety of programs to help meet these goals. We kicked off the year with a very successful dinner and display of artwork centered around Afghanistan during the month of October. It was a fantastic way to start the year off with a bang! Great community building, fundraised about \$800, and brought color and life to the church at the beginning of the church year. We'd like to do something of this type every year if at all possible but are not sure we can with the limited members of our team. It took a lot of person power and work, but was well worth it!

Fall/Winter programs that were well attended were: Conversations with the Bible (Stephanie Samson), Harvest the Power (Erin), Articulating Your UU Faith (Ariel), Dream Group (Janet Brown), Our UU Story (Penny Reid), Women's Federation Group start up (Judy Gammon).

Spring has brought World Religions (Chuck Smith) and another session of Harvest the Power.

Ongoing programming: Tai Chi Chuan (Sara Edlin-Marlow), Korean Stretching and Breathing

Meditation (Tukcha Kim), Humanist Focus Group (Sue Stiritz), Buddhist Meditation Group,

Spokane Alliance (Bonnie Overlie), Covenant of UU Pagans (Jane Stewart), etc.

Enrichment

programs held during the first service time slot, seemed the most likely to be well attended, and

to attract the broadest segment of our church population ... possibly because child care is provided, and older kids are in RE so parents can attend, and those wanting to go to the later

service and visit with friends can do adult RE and then go to church. We plan to use this time

slot more in the next year.

Members: Ann-Scott Ettinger (Team Leader), Pam Davies, Barb Stuebing, and Erin Fitzgerald

(Management Team Representative). We have recently been joined by Deanna Fendler, Bill

Tracy, Lynaia Liptak, and Michael Hoffman. Thanks to Team members, program facilitators,

and Erin and Phillip, our staff miracle workers!

Plans: We look forward to our retreat on 5/25 to plan for next year, which will be challenging

*w/o* the help of Erin Fitzgerald who has been our connection to the congregation, and is the

'history holder' of volunteers. We will be selecting a new Team Leader at that time.

*Submitted by: Ann-Scott Ettinger*

## **Religious Education Council**

Mission: providing support to the Director of Religious Education (DRE) and Assistant DRE, assisting with program direction, liaison between the congregation and youth programming.

Members: Janet Knight (team leader), Edna Ripka, Jean Edwards, Bonnie Brunt, Beth Budke, Kristie Dimak

Activities and accomplishments: The RE council has been busy creating and implementing program for children and youth in the congregation. Duties have included: recruitment of teachers, sign-up for RE, Christmas Pageant, All Church holiday party, special programming for non-teaching Sundays, Summer RE programming and leadership, leadership in the January

intersession, teacher appreciation, input to decisions made by the DRE,  
Opportunities for  
ministry fair, advocating for youth in our church.

Future plans: Duties for the 2010-2011 year will include: vision and goals, cover for DRE on Sundays off, approve curriculum presented, develop policies in consultation with DRE, program evaluation, advocate for children to congregation, recruitment of teachers, teacher recognition, develop policy for child care, snack drive for RE, organize work parties to clean RE spaces, assist DRE with coming of age program, Christmas pageant, help with publicity RE programming, RE registration, assist with summer programming, annual report to management team, meet at least monthly with DRE.

*Submitted by: Janet Knight, Team Leader*

## **Youth Group**

Mission Statement: Be nice. Work hard. Kick ass.

Activities: The Unitarian Universalist Youth Group (UUYG) meets Sunday evenings from 7:00 to 8:30 pm. UUYG is comprised of high school youth ages 14 to 18, and averages over twelve participants per session. It is a youth-run organization with two adult advisers, Matt and Beth Budke, who help facilitate their activities. The primary fundraisers for UUYG are the Common GroUUnds coffee cart, and meals for the annual meeting and Christmas decorating party.

Accomplishments: The youth set themselves the goal of creating a fun and welcoming place to meet once a week with hope of growing attendance/participation within the group. The youth were very successful this year with a larger core group than in years past and some activities bringing over 16 youth. On the business side, the major goal for the past year has been to set-up and pay off the debts accrued by the UUYG in setting up the Common GroUUnds coffee cart. The cart is now debt free and additional income from the cart is bringing the UUYG account back to zero.

Goals for 2010-11: Now that the UUYG has an income, the youth have voted to take on a project next year to benefit the church as a whole. The UUYG is going to work with Facilities and Grounds to build the long-planned fire pit on property. Also, current members are planning how to better include incoming Freshmen into the group. And the youth and advisers will be looking to recruit two more church members (who aren't parents of teens) to help

advise the  
UUYG.

*Submitted by: Matt Budke, Adult Advisor*

# FINANCE

## Endowment Fund Team

Responsibilities: Manage the Endowment Fund, disburse Endowment Fund monies, maintain the Endowment Fund recognition plaque, promote gifts to the Endowment Fund, update the Endowment Fund Book.

Members: Maria Bjork, Dan Eacret, Mary Giannini, Donna Borden-Rhodes, Tom Mosher, Judy Gammon

Goals: Promote wider recognition and encourage giving to the Endowment Fund. Promote the Legacy Society.

*Submitted by: Judy Gammon*

## Finance Team

Mission: The Finance Team's mission is a pending matter, with Mary Giannini currently working on a draft proposal to be reviewed by the Team and subsequently recommended to the Board of Trustees for action.

Members: Evan Armstrong, Rob Benedetti, Dick Borden, Dick Gammon, Mary Giannini, Karen Dom Steele, Herb Bonallo, Ex officio, as Church Treasurer. Management Team Representative: Mary Lou Johnson. Board Liaison and Ad Hoc Chair: Betsy Rush

Accomplishments: During the past year the Team reviewed the 2009 - 2010 actual budget and income on a line by line basis and proposed a draft budget for the 2010 - 2011 church year to include as possible the expressed congregational desires for a full-time minister, continued excellence in Lifespan Religious Education, effective administration and building and grounds maintenance.

Goals: The goals for the Team in the 1010 - 2011 church year depend upon the Team's mission which will be ultimately determined by the Board of Trustees. In all probability it will include providing ongoing advice and consultation to the Management Team, Board, and the Treasurer regarding income, expenditures and budget development.

*Submitted by: Dick Gammon*

## **Resources Teams**

There are currently three groups who are working to add monies to our annual budget:  
Auction  
Team, Rental Facilitators, and Revenue Generating Task Force.

## Auction Team

Mission: To increase and enhance interactions within our church community while contributing dollars to our operating budget.

Activities: This past year we had a different kind of auction, called Community Connections Marketplace. There was no "stuff," but lots of parties, dinners, excursions, cabins to rent, dance lessons, and much, much more. The items were posted on the walls of the Fellowship Hall and Sanctuary for four weeks in November. Nearly one hundred people contributed and about the same number bid, with total income of some \$14,000. As always, it was the hard work and enthusiasm of countless volunteers who made everything possible. Our thanks to each one.

Goals and plans for next year: Our first goal is to get computerized! Mary Rupert is undertaking this task, and we are most grateful to her. Our second goal is to greatly increase the participation of volunteers. Next year's auction will begin with a party and dance on Friday, October 22. It will end with a festive lunch and "surprise" raffle on Sunday, November 14. Don't miss it! We hope to increase both our community connections and our dollar contribution.

*Submitted by: Marie Bjork and Lee Dominey, Team Leaders*

## Rental Facilitators

Charge: To assist the Church Administrator by: Promoting the building's rentable space; Coordinating facility use for weddings, memorials and parties; Hiring and training Facility Hosts; Collecting facility use fees and damage deposits; Calendaring events.

Facilitators: Jean Larson and Sue Stiritz

Activities: The addition of a rental link on the church's web page has greatly increased the visibility of the church. The addition of the Chapel has given us more variety in sizes of venues.

Goals: To generate rental income of around \$11,000 during the 2010-2011 church year.

We can all help increase our rentals, and therefore our presence in the community, by telling our friends about our gracious church home and commercial kitchen.

*Submitted by: Jean Larson*

## Revenue Generating Task Force

Charge: The Revenue Generating Task Force is a temporary group charged with:

\*Developing a list of possible ideas for increasing income for UUCS other than through facility rental or grants,

\*Studying feasibility of ideas including the needs for such things as funding, volunteer time and facility usage compared to the expected income that would be generated,

- \*Prioritizing the ideas, taking into account maximizing income but also reflecting UU values and our mission and vision,
- \*Recommending 3-5 ideas to be used for the next fiscal year (2010-11) to increase income with a suggested calendar.

Activities: We have worked together for two months and developed a list of ideas which has recently been submitted to the Management Team. The April sale of nicely designed hanging baskets and flower bowls grown by a local nursery is a test of one of our ideas, and it raised nearly \$1,000. The Management Team will publicize the appropriate ideas and recruit members interested in working on them over the summer so that implementation can begin in the fall.

Members: Rosemarie Duffy, Julie Jose, Cindy Phillips & Sue Wotring.

*Submitted by Julie Jose*

## **Stewardship Team**

Mission: Our mission is to annually provide members and friends an opportunity to commit their financial support to our church community. We encourage people to pledge with passion to support a quality experience for ourselves and allow us to share our message of hope with the world.

Members: Charlotte Streit, Nancy Avery, Marie Bjork, Stephanie Samson (chair), Deanna Fendler, Evan Armstrong, and our consulting minister Hollis Bredeweg.

Accomplishments: We started our year by evaluating innovative ways to raise money other than what we have done in the past. Several different avenues are being explored, including Hollis' suggestion to hold the stewardship drive later in the spring.

A Leadership Event in February thanked our largest givers with an afternoon program, and our Annual Membership Dinner brought over 200 of us together for fellowship and community building. People attending the dinner enjoyed seeing old and new friends, eating great food and helping to honor our past through a program eloquently written by Nancy Avery and Charlotte

Streit. The program celebrated our church's history of social justice and activism in the community, with a plan that it will be updated and presented every few years.

Stephanie Samson coordinated the dinner with the table hostess and a vast number of other volunteers who make this event successful. Spirited singing and music brought everyone together, and we made our financial commitments for the upcoming church year. At the end of the evening we had almost \$200,000 in pledges (half our goal of \$400,000) and as of this writing, pledges approach \$350,000.

Goals: To continue with a Leadership event and move the annual dinner later in the church year.

Penny Reid and Sunny Cook will be joining the team, and Charlotte, Marie, and Nancy are leaving after serving many years and being outstanding people to work with on Stewardship. We are always looking for dynamic people to be part of this high energy group.

*Submitted by: Stephanie Samson, Team Leader*

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# FACILITIES

## Aesthetics Team

Role: The Aesthetics Team's role is to help maintain the integrity of the building and assure that enhancements added to the interior and exterior of the church are achieved with a long term perspective.

Activities: There were no interior enhancements in the Sanctuary and Fellowship Hall. The team worked with The Chapel Team on the new chapel addition. We were included in all decisions regarding materials, colors, the Harold Balazs donated enhancements on windows and the exterior finishing and future landscaping around the chapel. An aggregate patio is in place outside the doors. A metal gate, required by city ordinance, has been ordered. A fence will also be selected to compliment the gate and to hide the mechanical area. The combined teams also selected and ordered chairs for the chapel.

Members: Jean Larson, Moritz Kundig, Don Schaefer, Carey Charyk and Lila Girvin. Janet Eiden, a treasured and devoted member who had served for many years, died in September 2009. We miss her. Janet's commitment and dedication to the work of the team and to the church was invaluable.

*Submitted by: Lila Girvin*

## Art Wall Team

Mission: We believe art is an important part of the human experience. Based on this belief, we would like to maintain the walls of our Church for the showing of art.

Accomplishments: There has been art on the Church walls every month of 2009-2010 (except during the Marketplace auction). The art work came from members of the Church and artists in the community. We have installed in the new storage area shelves and art slips for art work.

Members: Dick Borden, Bill & Marjorie Tracy, Mary Jane Blanpied, Tukcha Kim, Lisa

Conger,  
Anna Kamvakias, Susan Mossuto

Goals: To continue to have art on the walls every month. Inviting community artists and members of our Church to participate.

*Submitted by: Susan Mossuto*

## Building and Grounds Team

Purpose: To assure that the church building and grounds are maintained.

Accomplishments: This past year, we helped with the Chapel construction and landscaping. We also arranged for striping of the parking lot and shampooing of the RE carpets, in addition to regular maintenance.

We meet the first Wednesday of each month from 10AM to 12 noon. We have coffee, conversation and goodies. Then, we divide up various tasks and accomplish a lot of work in a short time. Anyone is welcome to join us. In addition, the group sponsors two annual all-church work parties.

Goals: Next year we will continue with landscaping around the Chapel and plan to replace the carpet in the RE hallway.

Members include: Julie and Jerry Jose, Ed Tyler, Don Willingham, Jerry White, Mickey Thompson, Jean Larson, Judy and Dick Gammon, Sue Stiritz, Patti Piper, and Linda Moulder,

Many other members of the congregation have contributed to the upkeep of our building and our grounds. To all, we offer a huge THANK YOU.

*Submitted by: Linda Moulder*

## Chapel Team

Current Mission: To complete finishing details and furnish the chapel

Accomplishments to date:

- The building and interior was finished and fully paid for.
- Certificate of Occupancy was received in March 2010.
- Patio Concrete was poured and chairs ordered.

Future projects:

- Add Landscaping around the chapel and build a path to the Memorial Garden.
- Build screening fence around the mechanical apparatus
- Purchase and install an electric projection screen.
- Purchase and install room-darkening shades inside the Pella windows
- Evaluate the sound system components needed and subsequent purchase
- Continue to raise funds to accomplish the above tasks.

Members: Moritz Kundig, Dan Eacret, Jane Bowen, Lila Girvin, Jean Larson, Dick Borden,  
Linda Moulder

*Submitted by: Jane Bowen*

## **Labyrinth Team**

Mission: To continue to develop the Celtic triple spiral labyrinth site as a meditation garden for walks and rituals; to increase congregational and community awareness of our labyrinth through church services, walks and ceremonies

Team Members: Mary Jane Blanpied, John Baumann, Lila Girvin, George Girvin, Nancy Hand, Linda Hodge, Mary Lou Johnson, Lee Smith, Stuart Wilson, Nancy Roth: Landscape Designer, Kathryn Hobbs: RE Liaison, Julie Jose: Building and Grounds Liaison, Patty Tyler: Pastoral Care Team Liaison, Elaine Stevens: Team Leader

### Activities and Happenings:

1. Labyrinth site of women clergy monthly meetings summer of 2009 organized by Rev. Linda Crow of Veradale United Church of Christ.
2. Rev. Margaret Keip notes the completion of the labyrinth as one of five of our accomplishments since her interim ended 2003.
3. Colored photo of our labyrinth appears in the magazine "Inland NW Home and Life Styles" published by the Journal of Business Aug/Sept 2009 issue.
4. Brochure for labyrinth completed.
5. Interfaith labyrinth walk in observance 11 Days of Peace, September 20, 2009, with Todd Milne playing his flutes. Well attended by church and interfaith community. Photo on One Peace, Many Paths Web site.
6. Stones removed from one spiral November 2009 for fire lane. Interfaith community offer to help restore it affirmed community interest and presence. Labyrinth restored spring 2010.
7. Peace pole outdoors, a gift from Hiroko Goto, Japan, was removed from front area and will be relocated to labyrinth-memorial garden area About 25 people on an annual Peace Pole Pilgrimage visited our peace poles during One Peace Many Paths' 11 Days of Peace September 19, 2010. A peace pole brochure is planned.

Goals 2010-2011: Work on landscaping around labyrinth, Organize labyrinth walks between services. Plan a dedication of labyrinth

*Submitted by: Elaine Stevens, Team Leader*

## **Memorial Garden Team**

Responsibilities: Keeping a record of all Memorial Garden applications. Arranging for the engraving of the basalt columns in the Memorial Garden. Authorizing all expenditures for the Memorial Garden. Authorizing the disbursement of all funds from the Memorial Garden account. Maintaining the Memorial Book. Providing information to the congregation about the Memorial Garden. Promoting the Memorial Garden within the congregation.

Members: Darlene Pursley, Elaine Stevens, Clarke Richardson, Olivia Kissin, Lee Smith, Judy Gammon

Goal: To continue to fulfill the Team's responsibilities.

*Submitted by: Judy Gammon*



# OUTREACH

## Crosswalk Hunger Ministry

Mission: The Crosswalk Hunger Ministry is responsible for providing a monthly dinner and lunch for the homeless and at risk youth at Crosswalk.

Accomplishments: The UUCS provided a monthly dinner - on the first Tuesday at 6:00 PM - for the youth and staff at Crosswalk. A volunteer dinner coordinator purchased the food and another helper joined to prepare and serve the food. Two volunteers have helped prepare the food for the 4<sup>th</sup> Thursday lunch. In 2009 we were able to donate \$50 to 100 per month to help fund lunches. In 2010 because of the reduction in the special collection we have been unable to provide this additional financial support for lunches.

Dinner coordinators: Kurt Goss, Sue Stiritz, Ellen Krehbiel, and Mary Lou Johnson

Other volunteers: Elaine Sweet, Dan Gore, Leona Dater, Jerry and Julie Jose

Goals for next year: Although we participated in the volunteer fair and recruited 5 more volunteers none have participated. Many of our other volunteers are no longer able to participate. I would like to increase our active volunteers by five more. In addition I would like to request additional funding from the "Make it Happen Fund" so that we can contribute at least \$50.00 per month toward purchase of food.

*Submitted by: Ellen Krehbiel*

## Farmers Market

The tradition of the Fall UUCS Farmers Market, was started approximately two dozen years ago, and continues each September marking the beginning of the church program year. Produce, crafts, and handmade items are donated by scores of generous church volunteers to raise funds for the international justice projects of the Unitarian Universalist Service Committee. This year, as all the others, the Farmers Market has succeeded in meeting its financial goal. Its true values of community, generosity, and serendipity come together to make the Farmers Market project much more than its fund raising total. Bowls of fruit and boxes of vegetables, colorful hints of

larger marketplace gatherings, invite us in and welcome our stay yet one more year.

A pulpit visit by Linda McKim-Bell, Pacific Northwest District representative of the UUSC in March, 2010, gave our congregation specific evidence of the valuable work provided in areas of disaster relief, community development, and empowerment. Particularly of note this year is the disaster relief response and continuing work being done in Haiti. More information about how we as individuals (or as a church group) could volunteer for the Haiti **Just Works** project is forthcoming from the UUSC. Linda is enthusiastic for a Spokane group to participate. Show your interest in getting more information on **Just Works** projects by contacting me. We could

get something going!

*Submitted by: Shirley Cannon*

## **Partner Church Team**

The team fosters our relationship with our partner church in Felsor-kos, Romania through communication, education and support.

Communication: Frequent email and Skype with the Rev. Jozsef Kotecz and family. Sent 60+ Christmas cards made by our congregation. Jerry & Julie Jose visited Felsor-kos in Aug. and Sept., 2009 for a week each time. Others from Spokane were not able to make the trip.

Education: We organized the annual Hungarian dinner serving authentic food, presenting updates on activities in Felsor-kos and our children's choir singing in Hungarian, thanks to Deborah Jaquemin. Attendance was about 150. Presented a Sunday service with order of service and seating in Felsor-kos style. Visited our K-2nd grade RE class to show pictures of the Felsor-kos kindergarten receiving the books purchased with RE funds. We taught a Hungarian song, had an appropriate snack, and the children made friendship bracelets to send their Felsor-kos friends.

Support: Thanks to generous congregational support we have sent the following funds to our partners: Rev. Kotecz salary supplement \$400, women's group \$300, youth group \$200, central heating in the guest house \$2,100. English teacher at seminary in Kolozsvar \$100, UUPCC dues \$150, our teens for helping serve dinner \$50. Scholarships for higher education of \$300/student per year have been provided for 7 students from Felsor-kos by donors in our church.

Members: Shirley Carlson, Dan Gore, Julie Jose, Jerry Jose, Nancy Davis, Julie Lattin, Chris Lattin, Doris Shinn, Jan Wingenschroth. Lou McKee and Nada Morse have represented Westminster Congregational UCC on our team and helped to coordinate events.

Travel: You may join either of 2 trips to Felsor-kos this year: August 17-28 with members from Westminster or an International Quilters' Retreat, Sept. 20-Oct. 1.

Goals 2011: Appropriate celebration of 20 years of partnership! Add new members to the team. Organize a visit to Felsor-kos to celebrate together.

*Submitted by: Julie Jose*

## **PRIDE Team**

Mission: The Pride Team serves as a resource in our church community and the Spokane community.

Team members: Nancy Avery (Team Leader), Jenny Avery, Jen Lantz, Jan Baker, Hilary Case, Bobbi Konshuk, Elizabeth Coyote, and Carla Brannan

Accomplishments: Our team gathered signatures surrounding Referendum 71. We hosted Carol McKinley with W A UU Voices for Justice who led a discussion on marriage equality. We hosted the Rainbow A wards, walked in the Pride march and organized and oversaw activities for the Family Area at the Pride in the Park Festival. Our church was honored as the Corporate Grand Marshall.

Goals: Continue to grow the team. I am looking for a new team leader. We hope you will join us on Saturday, June 12th at 12:00 for the parade. If you want to help with face painting, or other activities, please contact Nancy Avery.

*Submitted by: Nancy Avery*

## **Spokane Alliance**

Mission: The mission of the Spokane Alliance is to organize for the common good in the Spokane County community. Member institutions are gathered to bolster their internal strength and to unite in community actions aimed at relieving the pressures experienced by members in civic life. Problems such as lack of jobs, environmental degradation, inaccessibility of health care, a high drop-out rate in our schools and an unfair tax structure in our state have been addressed since the UUCS has joined the Alliance.

Team Leaders: Bonnie Overly and Bill Prouty have served as co-chairs of the Alliance team within the UUCS this year. Bill is also Vice-President of the Alliance and has served as UUCS delegate to the Strategy Team of the Alliance as has Elizabeth Keeler. Jerry White is a member of the Board of Sustainable Works (the 501-C3 component of the Alliance) and is Co-chair of the Jobs Research Action Team.

Activities: The Jobs Research Action Team and Sustainable Works, will conclude the home energy retrofit work in the south Perry neighborhood this summer. With South Perry winding down, work is starting in a new neighborhood in Northwest Spokane. About ten Unitarians will be getting home retrofits out of the approximately fifty that have been or are being done. A number of church members participated in the south Perry effort. They include Elizabeth Keeler, Evan Armstrong, Wayne Atwood, Mickey Thompson, Leonard Butters, Steve and Luba Johnston, Jean Larson, Lee Dominey, Elinor Enz, Dave Roberts, Ed Tyler, Bill Prouty, and Jerry White. Several more U-U's attended assemblies promoting and celebrating the Perry

campaign  
and Lee Dominey gave a stirring testimony about the program and the way it worked for  
her own  
home retrofit!

The new neighborhood has 16 of our church members and an informational meeting was  
held for  
them in the Sanctuary May 9. A May 18 Assembly is scheduled at Finch Elementary School  
for  
the purpose of introducing the more than 2900 households in this NW neighborhood to this  
utility bill-lowering program.

Another vigorous campaign is being conducted by the Youth and Education Team: an  
initiative

is underway to place a measure on the ballot in the fall to raise \$5 million annually to fund children's programs aimed at reducing school dropouts. Several V-V's are serving on this team, setting strategy and gathering signatures: Elizabeth Keeler, Mary Murphy, and Julie Rector serve on the Y&E Team and gathering signatures. In gathering they've been joined by Evan Armstrong, Nancy Avery, Bill Prouty, Jerry White and grandsons, Gwen Hill, Karolynn Clark, Barb Steubing, Darlene Purcell, Roger Boskey, and Hillary Case. As of this writing, we have 9,300 signatures and need 2,700 more to get it on the November ballot. So far 120 volunteers from 40 organizations have helped. We need more people to volunteer for at least an hour a week for each of the next two weeks! The work is easy and even fun. We'll show you how. We have what you need. We have arranged good sites for gathering signatures. Please call anyone of our team leaders to volunteer!

In strengthening the DUCS internally, Bonnie Overlie organized a "Listening Season" within the membership centered on identifying the visions members hold for the church in their lives and the community. Bonnie started with training seventeen persons in the techniques of one-to-one relationships, and then these folks went on to hold sessions with another sixty members. The listening season and relational meetings are core practices within the Alliance. The mechanisms enable a thorough exchange of stories among individuals followed by a group discernment of meanings and implications forming a basis for concerted action.

Future plans: It's anticipated that the Alliance and the V-V's involved will be considering a campaign to support Initiative 1098 (formerly 1077) on a progressive income tax in Washington State this summer and fall.

*Submitted by: Bill Prouty*

## **The Women's and Children's Free Restaurant**

Mission: To serve nutritious meals to low-income women and children in a safe, non-threatening environment.

Activities: It serves three meals a week, and offers a shopping venue where women may take sufficient food supplies to help supplement their families during the week. The WCFR has a

staff of 5 people, and some 100 volunteers who help them accomplish this task.

Members: In keeping with the commitment of the DUCS to reach out to the community, some ten members/friends of our church volunteer at the WCFR. Their duties may be as prep-cooks, asst. cook, plater, food server, office worker, food packagers, driver, laundry worker, cataloguer, pantry stocker, receptionist, shopping escorts, etc. Volunteers may be trained according to their skills and interests. Volunteering at the WCFR definitely entails a gratifying "hands on" experience ..

*Submitted by: Lee Smith*

## AFFINITY GROUPS

### Humanist Focus Group

*Team:* Sue Stiritz, Program Chair, assisted and attended by Mickey Thompson, Jean Larson, Tom Stiritz, Eileen Starr, Reggie Martin, Joyce Powell, Ken and Lee Swedberg, Jane Cunningham, Julian Powers, Bill and Vem Prouty, Pat Johnson, Owen Mir, Dave and Carol Canterbury, David Bowling, Anne Marie Burke, Leonard Butters, Diana McDonnell and others.

Accomplishments for past year: arranged and presented to church members and friends on the third Sunday of each month, September thru May, an informative speaker from the Spokane community. Average attendance 40.

Goal for next year: to continue presenting informative speakers that challenge our thinking and how we wish to contribute to the betterment of the human condition. This will be my last year as program chair and I will encourage and mentor someone to take over this position.

*Submitted by: Sue Stiritz*

### Singular Unitarians

Mission: The Singular Unitarians are a mutually supportive group of single people who are either members or friends of the Unitarian Universalist Church of Spokane. Our mission is to provide companionship and community for the members of UUCS who are unmarried.

Steering Committee Members: Kailynn Glubrecht, Stan Grant, Reg Martin, Jan Strobeck

Activities: We print a monthly newsletter with various activities and social gatherings. We have about 40 members at present. We usually have 5-8 at outings; 14-18 at events hosted in members' homes; about 12-14 at our brunch at the church on the first Sunday of each month. Our big activity this past year was our fifth annual three-night campout in August. We are currently planning the sixth annual campout.

Goals: Our goal for next year is very modest: to encourage more of our members to host events.

*Submitted by: Kailynn Glubrecht*

## UU Women's Federation

Purpose: UU Women is a chapter of the UU Women's Federation whose goal is to advance justice for women through education and advocacy.

Team Leaders: Stephanie Sampson, Rosemarie Duffy, Correen Morrill, Gail Furman, Marion Moos, Judy Gammon

Goals: To provide an opportunity for all the women of the church to meet together to socialize, become better acquainted, to learn from one another and to share knowledge of how we may become more actively involved in our community.

Plans for the future: Monthly meetings. Monthly "lunch out" adventures.

*Submitted by: Judy Gammon*

## Word Garden Poets

The Word Garden Poets meet monthly to celebrate and share poetry. This poetry-loving group grew out of an adult enrichment class taught by Lisa Conger. Over the years it has developed into an informal gathering of people who love words. We share our poetry with each other, and often write together at our Saturday afternoon meetings. We present a poetry service each summer, and publish an anthology in conjunction with this service.

Members: Our members include Elaine Stevens, Nancy Hand, Mary Jane Blanpied, Millie Vance, David Boose, Rachel Boose (age 9), Jane Higuera, Bobbie Bennett, Bill Green, Jerry Robinson, Doug Huigen, Diana Serquina, Sue Stiritz, Dixie Marshall, Gennie Gregg and Lisa Conger.

Goals: We wish to continue to grow in the development of our poetry, and welcome anyone who loves words to join us.

*Submitted by Lisa Conger*

