

# MID- COLUMBIA UNITARIAN UNIVERSALIST FELLOWSHIP

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ANNUAL REPORT  
FOR 2024-2025



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# MINISTER'S INTRODUCTION AND REPORT

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I am amazed to already be coming to the end of one year of ministry with y'all. Especially when it feels like we are just getting started. Which reminds me that very early on, after a conversation with our outgoing Board President, Dick Withers, I outlined on paper, how I imagined the first year might go. This is what I wrote and what we included in the contract for my first year:

Quarter 1: Getting to Know Each Other

Quarter 2: Understanding the Fellowship's Vision and Call

Quarter 3: Planting Seeds for the Future

Quarter 4: Celebrating Successes, Learning from Our Challenges and  
Preparing for a New Fellowship Year

Recently, Dick and I were delighted to notice that my relationship with the fellowship has indeed evolved along these lines. It has been a joy to spend time with many of you, to hear some of your stories and to begin to understand the challenges you have faced, to glimpse the rewards of living in the gorge, and to taste the joy and resilience that calls us on as a community.

I have heard stories of the people who came before us, whose shoulders we now stand on. I have met several times with Reverend Judy Zimmerman and look forward to her joining us for worship on a Sunday, soon. I have witnessed with gratitude the incredible leadership skills of longtime and newer members. I have enjoyed our worship and justice retreats and am looking forward to similar retreats with our membership and pastoral care teams.

I have been grateful to see so many of us at local protests in support of a stronger democracy and grateful to Dick for leading a workshop on how democracy works within our congregations. I've had the pleasure of working with Tamara Thiel on a series of workshops on death and dying and look forward to many more creative collaborations with many more members and friends. I invite you to please reach out to me with your ideas.

I have enjoyed several, sweet, festival Sundays, including a winter solstice service and a spring flower communion service. We also celebrated Easter together for the first time in the fellowship's history. Our Fellowship Singers happily rehearsed with me a few times before services, speaking to our hearts with song.

We have opened up conversations about the meaning of membership, the relationship between spiritual practice and social action, and the culture of our own community. I look forward to continuing these conversations and opening up more areas of exploration. And so, as we look together to my second year with the fellowship, I once again outline the year in quarters. Here is what I envision:

Quarter #1: Developing the Fellowship's Vision and Call

Quarter #2: Tending to meaningful partnerships: the Grange and others

Quarter #3: Improving our Systems and Nurturing New Leaders

Quarter #4: Celebrating Successes, Learning from Our Challenges and  
Preparing for a New Fellowship Year

In closing, I want to thank each and everyone of you for believing in and supporting the future of The Fellowship with your pledge or gift. It is a powerful sign of your faith in and commitment to the community that we have increased the budget by more than 50%! Gregg and I were delighted to become members this spring and look forward to growing not only our own souls, but the soul strength of our liberal religious community together. In an era when liberalism and democracy are being threatened by forces beyond our understanding, it feels more important than ever to be joining together to strengthen the practices and beliefs which support democracies and self-governing communities.

Yours in community and with love beyond belief,

A handwritten signature in black ink that reads "Barose". The signature is stylized, with a large, looped initial 'B' and a cursive 'Barose'.

**REV. BARBARA PROSE**

Minister for Mid-Columbia Unitarian Universalist Fellowship

# PRESIDENT'S REPORT

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On behalf of the MCUUF Board of Trustees, I am delighted to report on this exciting, surprising and encouraging year in the life of our Fellowship.

First, a big thank you to Board members: Dan Ball, Secretary; Kathy McGregor, Treasurer; and to Seth Bradley, Jennifer Wright, Tom Penchoen and Tom Hons, Trustees-at-Large. We've met at least once monthly beginning last July and each has contributed enormously to the life of the Fellowship.

And a BIG thank you to our new Minister, Rev. Barbara Prose; her arrival in Hood River and her willingness to lead our Fellowship make some of us skeptics rethink our notions of Divine Providence!

Our year began in July 2024 with uncertainty but also with hope that we would have a successful search for a new minister. And, thanks to the valiant efforts of our Search Committee - Steve Castles, Pat Evenson-Brady, Shelley Baxter, Adam Pope and Kathy McGregor - we signed a contract in August, and Rev. Prose joined us in welcoming services in September!

And another BIG thank you to our new Administrator, Elona Trogub. Elona began working with the Fellowship as our Worship Tech last summer; she also took on the responsibilities of web master with the departure of Tony Morales. And, as Sarah Lyons moved back to the East Coast and left her position as Administrator, Elona took on the new position of Administrator/Executive Assistant beginning in April.

Kudos, also, for another stellar year of Sunday services thanks to Elaine Castles and the Worship Committee. It is exciting to see (and hear) more music in our services with the help of musical collaborators Susan Randolph, Boyd Becker and Diana Beterbide and we look forward to hearing more from the "Fellowship Singers" in the coming year.

We welcomed our new minister with a series of potlucks in the Fall and appointed a new Committee on Ministry (Adam Pope, Pat Evenson-Brady, Steve Castles) to work independently with her on behalf of the Fellowship. Rev. Prose increased her hours with the Fellowship to half-time from quarter-time in April while still maintaining her important role as Executive Director of Portland-based Interfaith Movement for Immigrant Justice (IMIJ).

Rev. Prose has also led the renewal of our Fellowship's Worship and Social Justice efforts with retreats this spring and we look forward to renewing our Membership Engagement, Care Team and Education programs this coming year.

Importantly, our Treasurer, Kathy, has convened a new Finance Committee that has worked hard and carefully with Paul Henry and Bookkeeper, Cindy Allen, conducting an internal fiscal review and now implementing the 25 review recommendations.

We are pleased and excited to report that, under the leadership and inspiration of Rev. Prose and our Pledge Chair, Paul Blackburn, the Stewardship Campaign and Pledge Drive has been a resounding success with pledges totaling more than \$130,000 by our June 8 deadline (and more since). This is a 50% increase over previous years and represents our shared optimism and commitment to a bright future for MCUUF.

Finally, we are delighted to report that the Board has agreed to renew the contract between MCUUF and Rev. Prose for the year beginning this July 1 and we look forward to celebrating our renewed covenant with our minister and with each other at our Annual Congregational Meeting on Sunday, June 29.

In faith and deep gratitude,

**RICHARD (DICK) WITHERS**

Board President for Mid-Columbia Unitarian Universalist Fellowship

# TREASURER'S REPORT

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For the Mid-Columbia Unitarian Universalist Fellowship, FY 2025 was an exciting and active one. Between July 1, 2024, and June 30, 2025, we hired a new half-time minister who lives locally, we formed a Social Justice Council that combines the earlier work of the members of the Social Justice and DEI groups, and we brought live music from local performers to our in-person Sunday services. Bonds are forming between our fellowship and other justice-minded organizations, and our relationship with the Rockford Grange is growing in a way that only our inspired minister could make happen.

In parallel to that was a successful year for our financial stability. During the last year, our investment CDs gained \$29,000 in interest and our restricted building fund grew by \$11,000. When those CDs matured in May of this year, they rolled over at a high interest rate of 4.00%.

A newly formed Finance Committee started meeting monthly in the fall, and that led to an internal review that gave us ways to better report and monitor our increased revenue. Our budget, approved by the congregation in May 2024, met its goals. This spring, with the enthusiasm of our minister, pledge chair, and others, we had a lively pledge drive. As of this writing, our pledges are up from an average of \$74,000 in the previous 3 years, to over \$100,000. The extra revenue promised by our fellowship, both members and friends, allows us to continue hosting weekly musicians on Sunday mornings, reformat our website to save administrative time in updating it and making it more "Us" (UUs!). It means that the minister and other employees will be treated with the respect they deserve through access to health insurance and other suitable benefits.



Assets: There are two categories of CDs that have been held at the Pacific NW Credit Union for several years:

- Restricted funds from a fundraising event years ago meant to serve as the foundation for a building campaign. The interest from this fund has stayed in the CDs and no money has been removed from these.
- Non-restricted funds are money moved into CDs as an investment. Money is not removed from these CDs either, and, in fact, this spring I added a surplus \$20,000 that was in our Operating, or Checking Account. Interest from these Non-Restricted CDs is deposited in our Operating account, but the principal is not touched.

Total assets in all CDs and in our operating account grew from \$193,928 on May 31, 2024, to \$221,585 on May 31, 2025.

At the end of this report, you will find the Proposed Budget for the 2025-2026 fiscal year, which begins on July 1. It is my hope that you will find it to your satisfaction. Any questions or comments may be shared at the Town Hall or at the Annual Meeting. Better yet are questions directed personally to me or to the Board President.

## KATHY MCGREGOR

Treasurer for Mid-Columbia Unitarian Universalist Fellowship



# COMMITTEE REPORTS

## — WORSHIP TEAM

The MCUUF Worship Team currently consists of Dan Ball, Elaine Castles, Kristen Dillon, Marjorie Iburg, Tamara Thiel, and of course our own wonderful Rev. Barbara Prose. Thanks to Bonnie Withers for her previous service as well. At a well-attended retreat on February 15, our core team, along with a number of other interested persons, developed the following Mission and Vision statements to guide our work:

### Vision Statement

Our community is always ready to welcome one more, as we strive to embody the world as we hope it will one day become.

### Mission Statement

On Sunday mornings, we people of all ages interrupt our daily routines to gather together and create community. We practice presence, experience interbeing, honor the natural world, our ancestors and the passing of time. Through the sharing of music, silence, and words, we are awakened to Love Beyond Belief and personally transformed. These experiences decenter the individual and bind us together, inspiring us to work for more peace and more justice in the world.

The core function of our Worship Team is to offer a variety of stimulating and meaningful worship services throughout the year. Since her arrival in October, Rev. Barbara has been in the pulpit one Sunday per month, and she has served as celebrant for guest speakers on several other occasions. Other services have included other UU ministers, speakers from the community, music services, and speakers from our own congregation. We have also had a joint outdoor service with Riverside and Bethel UCC's and a lovely Service in the Wild at the home of Dan Ball. And of course, every year includes our beloved Flower Communion, Water Communion, Animal Blessing, and Labor Day Sing-along.

Our success would not have been possible without the many congregants who have stepped up to serve as guest celebrants and to offer services of their own. Our deepest thanks to Jurgen Hess, Tamara Thiel, Bruce Bolme, Paul Blackburn, Lois Colton, Pat Evenson-Brady, Heidi Venture, Dick Withers, and Jennifer Wright for helping to lead services this year. Other members of the congregation have offered great suggestions for speakers.

The Sunday morning experience requires much more than speakers and celebrants. Debbie Olson's team of greeters welcomes us all at the door, and Aera Atkins' hospitality crew provides wonderful goodies after the service. Pat Evenson-Brady, Jan Kosglow, Leanne Hogie, and Janet Warren, among others, have brightened our pulpit with flowers. And many thanks to the musicians who have enriched our services: Susan Randolph, Diana Beterbide, Boyd Becker-Nunley, Paul Blackburn, Dick Withers, Bob Schwarz, and our Fellowship Singers—to say nothing of our own Rev. Barbara, who is a talented musician herself. We would also like to acknowledge the many UU congregations around the country whose permission to use their YouTube recordings allow us to have great music on the Sundays when we don't have live musicians. But no matter how rich the services, they cannot happen without the help of our tech and physical set up people. Elona Trogub is doing a great job as our tech host and technical set up person, with the able assistance of Dan Ball, David Kao, and Adam Pope. Steve Castles and his helpers have ensured that the physical set up of the Grange is in place.

We are already looking forward to the next church year. We are planning a retreat in late August to begin developing more comprehensive plans and brainstorming ways to make our services even more creative and inspiring. Tamara Thiel is heading up an Aesthetics Committee to try to make our meeting space more attractive. Rev. Barbara is suggesting ways to make our services more appealing to families. For now, we are continuing to have one service per month offered on Zoom only, but with more volunteer help, we might be able to offer all of our services in person a little later in the year. So if you are willing to help out with any aspect of Sunday service programming—serving as celebrant, leading an occasional service, being a greeter, helping with food, or assisting with set up and take down—please let any member of the Worship Team know.

# COMMITTEE REPORTS

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## MEMBERSHIP ENGAGEMENT TEAM (MET)

### Mission Statement

The members of the MET manage the Fellowship greeters, assist the Board with the process leading to membership, and assist the Fellowship in providing ways for visitors, friends and new members to become fully engaged in the activities of the Fellowship.

The members of the MET believe there is a need for small group activities such as Circle Suppers and the annual picnics at the Kathy Jubitz's family home in Parkdale to help integrate newer members and friends into the Fellowship. Therefore, MET organized and advertised a series of social events for recent visitors, friends and members. These included one-time events and repeating events. Many of the events were highly attended, particularly the events that included social time around a meal.

- Debbie Olson continues to organize the Greeters, has revised the instructions and given new greeters an introduction.
- The members of the MET worked with our administrator to perform a long-overdue update of our directory of members and friends. The directory is available to members and friends by asking for it at the greeter table.
- The members of the MET coordinated with Rev. Prose for a series of events. The "Bring your friends to the Fellowship" was held on Sunday, April 6, a New Member Joining Ceremony on Sunday, April 20, and we held a New Member Tea on May 6 at Kathy Jubitz's house to introduce the new members to one another and to answer any questions about the Fellowship.
- New brochures have been created for visitors and are available at the greeter table.

# COMMITTEE REPORTS

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## JUSTICE COUNCIL (DIVERSITY, EQUITY, AND INCLUSION RESOURCE GROUP & SOCIAL ACTION COMMITTEE)

### DEI Resource Group

In November of 2022, MCUUF unanimously adopted the following resolution: "In the spirit of the proposed Eighth Principle, the Mid-Columbia UU Fellowship strongly urges the UUA to include a commitment to dismantling racism and other oppressions in its revision of our denomination's foundational documents. We specifically commit to working to dismantle systemic racism in our congregation and our community by educating ourselves about the impact of racism and white privilege, by including diverse perspectives in our worship and other programs, and by engaging in activities to promote racial justice in our own community and the wider world." The DEI Resource Group was created to guide the congregation in fulfilling this commitment. Current members of this team are Elaine Castles, Pat Evenson-Brady, Rhiannon Griffith, Tom Kaser, Debbie Olson, Mark Schmidt, and Janet Warren.

We have engaged in a number of activities this year to try to advance this mission. We have been actively involved in the Gorge Native American Collaboration and have supported a number of their activities, including Trunk or Treat, Salmon Claus, and holiday meal deliveries, in addition to attending their two-day vision and mission retreat. We also presented a Sunday service about their work. We have tabled at a number of community events, including Juneteenth, El Grito, and the Pride festival in The Dalles. We have spearheaded both the Water for Warm Springs project and the Scholarship program for deserving students at Hood River Valley High School. We have also publicized several racial justice awareness groups offered through First Unitarian Church in Portland.

So far, our group has focused primarily on racial justice activities. However, given the current political climate, we have been feeling the need to expand our activities and to coordinate more effectively with MCUUF's other social justice initiatives. The suggestion was that we combine our activities with those of the Social Action Committee and fold our work into a broader Justice Council. Therefore, with the support of Rev. Barbara and Board Chair Dick Withers, we organized a Social Justice Visioning Retreat on May 17 to begin laying out a vision of how such a Council might function. Fifteen people participated in this retreat. Dick will be presenting some of the results to the congregation at our Annual Meeting on June 29. Expanding our scope and adding more people to the mix should only serve to make our social justice activities more successful.

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## SOCIAL ACTION COMMITTEE

### Volunteering at the FISH Food Bank

The Hood River FISH food bank is operated primarily by volunteers. MCUUF presently has 32 members and friends on a list who regularly volunteer to serve at the food bank. Sometimes additional MCUUF members and friends also volunteer. These volunteers essentially provide the volunteers needed to operate the food bank for one week out of approximately every 8 weeks. The food bank is open three days per week and we need at least one, and sometimes two, volunteers to serve on the intake desk, as well as three, and sometimes four, volunteers to serve clients in the store, each of the three days. MCUUF also has a couple of volunteers who provide additional services to the food bank, primarily stocking the shelves during off hours. MCUUF has been faithfully filling this need for volunteers for over a decade.

### Scholarship Fund

For 2025, MCUUF gave two scholarships, each of which was for \$2,000. The students funded by MCUUF are typically Hispanic students who have demonstrated that they can do the work, who have a clear need for the scholarship and who have not received other significant scholarships. Many, but not all, of the students that receive scholarships from MCUUF go to a local community college. Often the student has worked during high school to help support their family and to save money for college. From reports in the local newspaper we know that students that we have funded have done well and have made the Dean's List at their college. The MCUUF scholarship program has been operating for over a decade.

# Gaza Actions

Many members of MCUUF have been active participants in the weekly demonstrations for a ceasefire in Gaza since it started in the fall of 2023. MCUUF members have also attended town halls with U.S. Senators and asked questions about Gaza, spoken before the Hood River City Council, and sent letters that were published in the local paper. The weekly demonstrations at the Salmon Fountain on State Street in downtown Hood River continue every Friday at 5 pm for a half hour. All are welcome to join and raise their voices for peace.

# We Are Immigrants - Somos Inmigrantes Campaign

This new campaign, begun in March 2025, strives to strengthen our connections with local recent immigrants, mainly from Latin America, by stressing that at one time most of us had immigrant ancestors. Leanne Hogie is the representative to the Riverside UCC organizing committee and has helped distribute yard signs and other banners through our Fellowship. Yard signs are still available. Stay tuned for more opportunities to participate during the summer months to support our hard-working immigrant neighbors.



# COMMITTEE REPORTS

## — HOSPITALITY

The current Hospitality team includes Aera Atkins, Dan Rowe, Erika Doring, Martha Kraus, Shelley Baxter and Pat Evensen-Brady, with occasional help from many others. Special thanks to all the dishwashers! This year Soup Sundays have been reinstated to at least once a month which has revealed the presence of several more skilled soup-makers in the fellowship! There has also been a revival of "Table Talk" at the round table during coffee hour for ongoing conversation about the day's service. Some highlights of the year include celebrating some significant birthdays of our elders, sharing a toast of cider after a recent new member ceremony, and generally seeing the increased attendance and enthusiasm to connect at coffee hour in recent months.



# COMMITTEE REPORTS

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## CARE TEAM

Current Members: Shelley Baxter, Martha Kraus, Aera Atkins, Jenn Wright and Rev. Prose.

MCUUF Care Team responds to MCUUF members and MCUUF friends in need because of a significant loss, illness, or other physical or emotional difficulty.

Compassion is a way we grow our spiritual community.

We rely on the wider fellowship to let us know who may need emotional and practical help when misfortune arises. We then seek to ascertain if the person in need would like assistance and if so what kind. At a minimum, we find out from the person if they wish their misfortune to be known to the fellowship members so that all may share their concern.

Privacy is a foundation of our care and is taken very seriously.

Care Team members personally give assistance on an individual basis only when they feel able. If appropriate, we enlist specific folks to reach out to the person in need. If none are available, we help to coordinate with outside agencies and professionals. No one in our community should feel isolated or abandoned.

We continue to support our fellowship across a variety of challenges.

- We meet regularly to assess the situation of our fellow members.
- We have arranged follow up phone calls, rides to doctors, hospital and home visits.
- We have coordinated home meals, cards, flowers, agency coordination and of course spreading the word to the rest of the fellowship when appropriate.
- We reach out to elders in our fellowship to check on their well being.
- We maintain a list of people currently needing and accepting support from the team and or from fellowship members.
- We also have a 'watch list' of folks that either in the past or in the future may be candidates for support. Our intent is that no one should fall through the cracks.

In fellowship,

The MCUUF Care Team

# COMMITTEE REPORTS

## — FINANCE COMMITTEE

The MCUUF Finance Committee, on hold during COVID, was formed in 2024 with former members Peggy Neuman and bookkeeper Cindy Allen; along with Marjorie Iburg, Paul Henry, and Treasurer Kathy McGregor. Rev. Barbara Prose helped us focus our tasks, and she and Dick Withers served as ad hoc members. The committee was of great assistance to the Treasurer and the effect of its accomplishments will be felt by future Treasurers as well as the Fellowship.

An Internal Review was performed by our own Paul Henry, a retired CPA. The review was a gift from Paul, and after months of meetings, we proceeded to institute most of the 25 recommendations he had made. Details about the Internal Review can be obtained from the Treasurer or President of the Board.

The Finance Committee met monthly and helped not only with Paul's review but also with decisions and contributions to the FY2026 Budget. That budget was, for the first time, created using QuickBooks, thus meaning that the bookkeeper's regular reports do not have to be transposed in Excel to match the budget. Regular reports are presented to the Board and now we will be able to prepare Cash Flow and other Reports more easily. It is our belief that this change will make our financial status and records more transparent – in some ways simpler to understand and in others, more detailed.

My big thanks, again, to Paul Henry, Marjorie Iburg, Peggy Neuman, Cindy Allen, Barbara Prose, and Dick Withers for their help during this past year. I look forward to staying on as a member of the committee and helping the new Treasurer with their duties.

Kathy McGregor, MCUUF Treasurer (term ending June 30, 2025)

# STEWARDSHIP DRIVE AND PLEDGE COMMITTEE

Paul Blackburn served once again as Pledge Chair and reports: The pledge team has wrapped up a robust and record breaking stewardship campaign. With Rev. Barbara's vision and energy, we coordinated special gatherings for all the \$1000+ donors. There were many powerful and engaging conversations among the attendees and many meaningful questions of Barbara. The Team of Fran, Martha, Marjorie, Steve and Tom then participated in a training session with Rev. Barbara and the Membership Engagement Team to practice making follow-up phone calls to encourage sharing and pledging. Then the teams coordinated to follow up by paper mail and email and phone with members and friends to encourage generosity and commitment.

The net result is a record-breaker; more than \$106,000 pledged – a 50% increase over last year. I am very excited about what this will enable us to accomplish in the coming year. Good Job Us!

Paul Blackburn, Pledge Chair



# COMMITTEE REPORTS

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## RELIGIOUS EDUCATION

There have been several significant Adult Education programs offered this year. Tamara Thiel has sponsored an important series entitled "Speaking of Death" which will conclude this July. Dick Withers led a series of discussions about our Fifth Principle (Conscience and the Use of the Democratic Process) which will inform our last Worship Service of the Fiscal Year (June 29 - the Annual Congregational Meeting). And Chelan Harkin, poet and guest speaker, has provided workshops on poetic expression.



## NOMINATING COMMITTEE

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Kathy Jubitz joined the Nominating Committee this year to take the place of Pat Evenson-Brady who has stepped down after three one-year terms. Many thanks to Pat for all she has done to help clarify the Nominating Committee's responsibilities and process. Other members are Dennis Carlson (Chair) and Aera Atkins. The committee is meeting regularly and currently making calls to identify nominees to fill the roles of the retiring board President and Treasurer, two of the Trustees-at-large and two Nominating Committee members.

# COMMITTEE REPORTS

## SUNDAY SETUP AND TECH SETUP TEAM

Sunday setup continues to be led by Steve Castles with the help from Tom Hons, Dan Rowe, Dennis Carlson, Dan Ball and myself. We continue every in person service to make sure that our physical setup is ready for Sunday service. Generally many congregants lend a hand with the take down as well. With Barbara as our new minister it seems the attendance has increased. My suggestion is to add more chairs at service. It has been said that having more empty seats makes newcomers feel more welcome and that we have space for them. I also feel we need an additional 20 copies of each hymnal.

Our Tech setup has transitioned to Elona Trogub for setup and Zoom meeting coordinator. Dan Ball, Adam Pope and myself assist Elona as needed and when available. Elona is well up to speed with the setup and the Zoom services are going smoothly. We also transitioned to a new Zoom service format that went away from the projector and screen and being interactive with Zoom participants. This has streamlined the setup and another tech layer to the Zoom service.

We added a new camera for Zoom broadcasts that has been working well. The old one was unreliable and would turn off intermittently. Elona spearheaded the effort for the Grange to upgrade their internet service from 10 Mbps to 500 Mbps. This should help the Zoom broadcasts be smoother and less glitchy.



# APPENDICES

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## MINUTES FROM THE 2024 ANNUAL CONGREGATIONAL MEETING OF THE MID-COLUMBIA UNITARIAN UNIVERSALIST FELLOWSHIP (MCUUF)

Sunday, June 9, 2024 - 11:30 a.m.

In-Person at the Rockford Grange, Oregon and Live-Streaming

### MINUTES

Upon determination of a quorum present and on-line, the meeting was called to order by Richard Withers, President. Secretary Jennifer Wright was excused and Trustee-at-Large Tom Hons was designated to record notes of the meeting for preparation of meeting minutes. The Annual Report was presented and committees, teams and individuals were thanked for outstanding work during the Fellowship year.

Steve Castles, a member of the Ministerial Search Committee, provided an update on the search progress and requested congregational input on the question of whether the committee was authorized to consider candidates for other than a half-time position. The congregation approved opening the search to ministers who may be available at other than 1/2 time.

Proposed Clarifying Amendments to Bylaws were considered and the following amendments were approved:\*

### Article VI - The Board: Trustees and Officers

Section 3 Terms: Terms for Board members, officers and trustees-at-large, shall be two years, once staggered terms have been established, Terms shall begin July 1 of the year in which members are elected. Officers and trustees-at-large may be re-elected. However, to foster shared leadership, officers and trustees are generally encouraged to take a one-term leave if they have served two consecutive two-year terms.

Section 4. Vacancy: When a vacancy occurs on the Board, whether an officer or trustee-at-large, it shall be filled by a member of MCUUF appointed by the Board until the next annual meeting, at which time a replacement shall be elected for the remainder of the term created by the vacancy.

\*proposed new text is underlined

Pat Evenson-Brady, Chair of the Nominating Committee, presented the report of the Nominating Committee conducted the elections of Officers, Trustees-at-Large, and Nominating Committee.

The Committee recommended and nominated Dick Withers to serve the second year of the President's term, Dan Ball to serve as Secretary (2 years), Tom Hons to serve a second year as Trustee-at-Large, and Jennifer Wright and Seth Bradley to serve as Trustees at Large (2 years). It was noted that Dick and Hons were initially appointed to fill vacancies and therefore subject to election to complete the second year of their terms. It was further noted that Treasurer, Kathy McGregor and Trustee-at-Large, Tom Penchoen were continuing in the second year of their two-year terms. There were no nominations from the floor and the candidates recommended by the Nominating Committee for Officers and Trustees-at-Large were elected.

The Nominating Committee also recommended re-election of Aera Atkins and Dennis Carlson to serve on the Nominating Committee for an additional one-year term. No other nominations were made from the floor and Aera and Dennis were reelected. It was noted that the third of three positions on the Nominating Committee was vacant and an additional member would be appointed by the Board of Trustees to fill the vacancy.

President Withers resumed chair of the meeting and thanked Pat Evenson-Brady for her service on the Nominating Committee.

Treasurer Kathy McGregor presented the proposed FY24/25 Budget (s). Two budgets were presented - one for operating without a minister and one for operating with a half-time minister. Each budget was approved without amendment or objection.

A straw poll was conducted on matters before the UUA's General Assembly later in June. The poll was conducted to provide guidance to the Fellowship's two voting delegates, Bonnie & Dick Withers. Among other issues, the congregation supported the amendment of the UUA Charter popularly referred to as "Putting Love at the Center" and a resolution supporting a ceasefire in Gaza.

In addition to the business agenda, discussion by members included: a question about the availability of Board of Trustees minutes (requests can be made to the Secretary and to the Administrator); emphasizing the importance of leadership development; and sharing a letter of appreciation to the Fellowship from recent guest minister Danielle Garrett, Portland.

The Annual Congregational Meeting was adjourned at 12:40 p.m.

Respectfully submitted,

Tom Hons, Trustee,

Jennifer Wright, Secretary

Richard Withers, President



# APPENDICES

## 2025-2026 PROPOSED BUDGET (FY2026)

### INCOME

Pledges	\$ 106,100
Donations	12,000
Plate	12,000
Interest (Restricted Funds)	3,000
Interest (Non-Restricted Funds)	4,600
<b>Total Income</b>	<b>\$ 137,700</b>

### EXPENSES

#### Administration

Administrator	\$ 19,468
Administrator payroll taxes	1,528
Administrator benefits	4,802
Rent	12,000
Insurance	1,134
Bank charges, donation fees & postage	350
Payroll Service	1,200
UUA Fair Share	5,223
Bookkeeper wages	1,800
Quickbooks, Breeze,	
Zoom subscriptions	2,389
Supplies & Expenses	1,000
<b>Total Administration</b>	<b>\$ 50,894</b>

#### Minister

Minister's salary/housing allowance	\$ 39,520
Benefits (Health insurance/Retirement)	9,500
Professional Expenses	250
Professional Development	250
<b>Total Minister</b>	<b>\$ 49,520</b>

#### Communications & Pastoral Care

Publicity/Outreach	\$ 500
Website Contract	2,300
Website Domain	202
Pastoral Care	400
Tech and tech support	1,000
<b>Total Communications &amp; Pastoral care</b>	<b>\$ 4,402</b>

# 2025-2026 PROPOSED BUDGET (FY2026) CONT...

## Community Ministry

Share-the-Plate	\$ 6,000
GEM	500
Social Justice Council	1,000
<b>Total Community Ministry</b>	<b>\$ 7,500</b>

## Religious Exploration

RE Director Salary from the Legacy Fund	\$ 5,000
RE Payroll taxes	400
RE Supplies	400
<b>Total Religious Exploration</b>	<b>\$ 5,800</b>

## Sunday Worship Services

Hospitality	\$ 500
Speakers	2,500
Childcare, cleanup	781
Childcare employee taxes; benefits Jan 2026	255
Facilities improvements	2,000
Music Supplies, repairs, tuning	700
Accompanists	7,000
<b>Total Sunday Worship Services</b>	<b>\$ 13,736</b>

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<b>Total Expenses</b>	<b>\$ 131,852</b>
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<b>Net Income (Income less Expenses)</b>	<b>\$ 5,848</b>
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## BUDGET NOTES:

- This transitional budget is based upon revenues that include an increase in the FY25/26 pledge total of more than 50% above the current FY24/25 pledge total.
- Changes from the FY24/25 Budget include:
  - Combining the functions of administrator, web master and worship tech in a new Fellowship Administrator/ Executive Assistant position
  - Providing funds for employment benefits for all employees (Minister, Administrator and Child Care)
  - Support for increased Religious Education programming, Music, Social Justice, Pastoral Care and Fellowship Outreach
- The Board wishes to recognize the contributions made by Treasurer Kathy McGregor and the Finance Committee to preparation of the budget, and we especially thank Paul Henry for his work in preparing an internal fiscal review and Cindy Allen, our Bookkeeper, for working with Paul to update our accounting methods.