

## Unitarian Universalist Church of Davis: 2017-18 Annual Report

1. Program/ Committee/ Group Name:
2. 2017-18 Chairs:
3. 2017-18 Committee Members/ Main Volunteers:
4. List of 3 Major Accomplishments: July 1, 2017 through June 2018 (recommended 100-200 words)
5. Are you looking for new members/volunteers? If so, whom, for what?
6. Submitted by:
7. Chair for coming year (if known):

### Clergy: Senior Minister, Rev. Beth Banks

There are many important areas of congregational life that could be included in my Senior Minister report. However, I'm counting on the congregation's desire to read about the accomplishments and desired areas of Committees, Teams and Councils. Their reports will reveal a great deal about the life of our church.

This report reflects changes for the Unitarian Universalist Church of Davis.

On October 29, 2016, UUCD voted to become a **Sanctuary Congregation**. The definition of Sanctuary Congregation has been broadened since the 1980s. Our congregation committed to taking an active role in creating a safe community for undocumented people. To review the work done in preparation for the congregational vote, and to read the Declaration, go to <http://www.uudavis.org/PDFs/2017SDT.pdf>. The Immigration Justice Team has moved forward with the goals listed on UUCD's Sanctuary Declaration. For more information about the ongoing work of the Immigration Justice Team, refer to their Membership Annual Report. You can review the justice programs by reading the quarterly publication *Bending the Arc* link found with every week's email bulletin, and on our website.

This year, we begin our Sunday services with 20 minutes of **multigenerational worship** when all ages are present for music, ritual and message. The change in worship is in-part a response to the results of the 2015 long-range plan requesting more multigenerational opportunities. The change has been uniformly welcomed! Staff and congregational leadership have also offered more multigenerational programs, like the picnic at the Bee Haven and working together at Farm Davis. Thanks to Rev. Morgan McLean and Religious Exploration Coordinator, Kate Logvy, for additions to our programming.

**Collaboration between UU Sacramento Society & UUCD** has increased in 2017-2018. This is our third year offering a joint Beloved Conversations racial justice series. We co-sponsored a Sunday evening Transylvanian Communion with Lidia-Emese Bodor and a workshop with Paul Kivel, author of *Uprooting Racism*.

**Interfaith** programs connect us with the Muslim community via of the establishment of a new American Muslim organization, Dien. We continue to be a presence with the Celebration of Abraham, a multi-faith organization of Muslim, Jewish, and Christian faith traditions. We were more active in supporting the Interfaith Thanksgiving service. We were also the site for the Sixth Annual Interfaith Climate Conference, "**Deepening our Roots: Growing Resilient Forests.**"

This year, our congregation joined **Sacramento ACT**: one commitment we made in becoming a Sanctuary Congregation. Sacramento ACT is a Federation (Chapter) of the national organization, PICO. This membership brings us into a relationship with a wide diversity of people from varied faith traditions, races, and cultures. We are currently working on developing a team addressing issues of immigration.

As **Senior Minister**, my areas of responsibility have undergone some changes. This year, I devoted more time to social justice than any previous year, in part because of Rev. Morgan's presence. In part, my work was made possible by Stefan Harvey and Robin Dattel: who often organized social justice programming. I have returned to a favorite ministry, offering Adult Religious Exploration sessions. This winter, Rev. Morgan began working with Membership and I took the portfolio of Stewardship. These two areas of ministry function as partners, and we will work together closely.

There are **volunteer changes** within our church that represent what is happening throughout the non-profit world. Volunteering patterns are changing in religious institutions and other non-profits. Giving time and talent continues to be an important way to get to know others, offer creativity, and lead the congregation. Our trends follow what other organizations are witnessing. People are more likely to say "Yes" to an invitation to volunteer if they are supported by administrative staff. This year, we started hiring teachers to be an ongoing weekly presence and hired Kate Logvy as an

administrative coordinator for the 2018 Service Auction. The result of this additional support has meant more enthusiastic congregational participation.

There are changes among our leadership.

**Bob Young** has been our lead usher for many years. This winter, he retired from his position. He set a high bar for being the 11:15 lead usher: his warmth and engaging welcome. James Lee-Jobe enthusiastically accepted the role of lead usher for the second service. Ongoing thanks to **Kathy Tucker** who continues to be our ongoing contact for the 9:30am service.

**Stefan Harvey and Robin Dattel** accepted the co-chair position for our social justice programs in 2015, and their three-year term is completed in June 2018. They have also served as Interim Co-Chairs for the Immigration Justice Team, and their term is complete for that position. They were a steady presence through the process of Sanctuary discernment and the vote in October of 2017.

We have many people dedicated to social justice programming but, thanks to their leadership, the organization and procedures for social justice work became more effective. I am grateful to have been a companion with them for some of their work. The community of Yolo County, specific individuals in need of advocacy, and our congregation, have all benefitted from their leadership.

**Marty West** has been the Chair of Stewardship for the past three years and we have reached our pledge goal every year. She encourages us to stretch our giving. She has been both a motivator and a compassionate presence. Marty greatly expanded donor use of the automated withdrawal system and introduced automatic renewal for pledging. Marty will be our new Financial Officer.

**Karen Naliboff** has been our Financial Officer for 3 years and is rotating out of the position. She has been a thoughtful steward of our finances, who has carefully researched answers to all questions from congregation members and the staff. Karen is gladly continuing her involvement in the congregation.

We are grateful to **Nancy Lower** for her 17 years of service to our music ministry, and we honor her retirement with a potluck on June 7. Nancy offered the fullness of her musical training throughout her years of music leadership. She was a true artist in the ways she engaged with the music, the choir, guest musicians, and musicians from our congregation. She is known by all for her musical ability and her graciousness. We are delighted that Nancy is a participating now as a friend of UUCD.

Thanks to **Dani Lindstrom**, a shining example of what can happen with a successful internship. Our Campus Community group is stronger, I believe, because of her energy. She has led small group ministry at the University Retirement Community, devoted time to immigration on the UCD campus, to Immigration Day in Sacramento, and the border trip with the UU College of Social Justice. She has given herself completely to her preaching and learning about ministry.

Thanks go to our wonderful **staff**, who serve our congregation and the presence of Unitarian Universalism in our County. Rev. Morgan McLean has a keen sense for efficient systems and making connections happen. I am deeply grateful for her presence at UUCD.

Thanks to Mandy Dawn Kuntz, the central hub of the congregation, who is ethical in all manner of things. To Chris Hendrix-Chupa, who cares for the buildings and grounds with dedication. Debrah Whitehurst, who ensures the bookkeeping is accurate and that everyone understands the numbers. Kate Logvy, who somehow manages to make detail work look fun and creative. Alison Skinner leads the choir with an enthusiasm that makes our singers believe their voices can reach new heights and depths. Andrei Baumann became our accompanist mid-year, and he brings new musical gifts. The Juuliebells leadership, Barbara Meixner and Linda Birse, have directed and inspired both the ringers and listeners at UUCD and the wider community.

This is a year of changes and a year of thanks. I am very grateful to be a messenger of Unitarian Universalism and to live it along with you.

**Clergy: Assistant Minister for Congregational Life, Rev. Morgan McLean**

Adult Religious Education Committee: Co-chairs: Rev. Morgan McLean and Jack Whitsett

This year we planned and publicized ARE offerings quarterly, and supported the development of the Small Group Ministry program with new leadership.

We are looking for new volunteers for both joining the committee and those interested in offering classes.

Children's Religious Education Committee Co-chairs: Ginger Gee and Rev. Morgan McLean

Goals: This committee was on hiatus while the new RE Coordinator took on expanded administrative functions. It will reform with new roles next year, continuing to integrate the children's programming into the larger life of the congregation.

We are looking for volunteers for the committee, for one-time events, and for being with our children and youth on Sundays.

Caring Council Co-Chairs: Rev. Morgan R. McLean and Jill Pickett

This year the Caring council offered church-wide potlucks for building community and expanding our caring congregation. The committee coordinated meals and visits for several church members in need and responded to emergent situations.

We are not seeking new committee members, but we are looking for volunteers who are willing to make meals, give rides, or be a Caring Companion from time-to-time.

**Clergy: Intern and Campus Minister, Dani Lindstrom**

2. Dani Lindstrom, Intern, Campus Minister, and Campus Community Committee

3. Sharon Hale (chair), Herb Garman, Bill Lower, Carlena Wike, Dawn Student, George Dupre (resigned), Jacob Sacks, Karen Friis, Kyria Boundy-Mills, Liz Garman

4. a. Our campus ministry group has grown to twelve students, four returning and eight new students. We have two students graduating in June.

b. We had eight students involved in the campus worship service. The students put on a cohesive, music and energy filled service that encouraged the congregation to think about what they need to leave behind to be who they truly are, and they led us in an exercise called Spiritual Spring Cleaning.

c. Our UU Campus Community had their own team for the Interfaith Games. Years previous, our students had been part of either the Belfry or the CA house team and this year we had enough students to be our own team. We made t-shirts, a flag, and placed third in the games.

6. Dani Lindstrom

**Board**

2. Carol Corbett, Chair; Walter Fulde, Vice Chair (Barbara Clutter, Liz Garman, Karen Klussendorf, Odessa MacLean, Matt Seelke)

4. Understanding how policy governance works and how to apply it to developing vision and goals has been a focus at each meeting.

Mindful of our fiduciary responsibilities, we have made decisions regarding staffing and operations expenditures. We just approved the budget for 2018-2019 that will go to the congregation. We approved the hiring of an auction coordinator and an auctioneer to ensure a successful auction in the fall. We have also approved hiring a Stewardship consultant to work with us on our next Stewardship campaign.

We have monitored the ministerial staff through their monthly reports and discussions at the board meetings. Operations also reports to the board through reports and attendance at board meetings. Committee on Ministry met with us to review their work so far this year.

5. The Nominating Committee has reported that they completed their task of developing a slate of candidates for the board and Nominating Committee for our next fiscal year.

6. Carol Corbett

7. Walt Fulde

### **Audio/Visual (A/V) Team**

2, 3. Members: Jack Whitsett (co-administrator), Rich Bradley (co-administrator), Bill Lower, Ted Swift, Matt Pagel, Walt Fulde, and Alexander Waltonen. No student assistants have been available during the 2017-18 Church year.

It has been very helpful to have Alexander Waltonen available, as a paid Church employee, to help with A/V at various church events (when volunteer A/V staff is not available), to provide A/V services for rental events, and to be available for Sunday services.

Generally, congregants have been pleased with the audio and video provided by the A/V Team. We are doing fine at producing PowerPoint slideshows (for projecting slides with song lyrics, announcements, photographs, and readings).

6. Jack Whitsett

### **Campus Ministry & Internship Team**

The Intern Committee and the Campus Ministry Committee combined efforts this year, operating as one team. Also, our committee name is changing due to our UCD students changing their group name to "UU Campus Community"; it is becoming the Internship & UU Campus Community team.

2, 3, 5, 7. Sharon Hale (chair), Herb Garman, Bill Lower, Carlena Wike, Dawn Student, George Dupre (resigned), Jacob Sacks, Karen Friis, Kyria Boundy-Mills, Liz Garman, and Dani Lindstrom (Ministerial intern). A number of members from this combined group will be rotating off of the committee at the end of this year and we are looking for a few new members. Sharon Hale will continue as chair for one final year.

4. We support this year's Ministerial intern, Dani Lindstrom, while ensuring that she meets her learning/service goals and requirements for the Ministerial Fellowship Committee. She passed her interview with the MFC with flying colors, and a score of 1.

We are exploring new ways to become involved on campus through partnerships with the AB 540 and the LGBTQIA centers.

Finally, we found a candidate for the 2018-2019 intern position: Alex Haider-Winnett.

6. Sharon Hale, chair, on 4/12/18

### **Davis Community Meals**

1) We have various group members who come fairly consistently. They are usually Leanne Friedman, Stefan Harvey, Janis Nicholes, Betty Hesters, Barbara Clutter, Karen Russell, and Susan Jellema. Various other people may volunteer from time to time. 2) Our goal is to continue helping with Davis Community Meals. 3) I cleaned up my volunteer list. Originally, the volunteer email list had over 35 contacts, which included people who had never volunteered or no longer were interested in volunteering. I now have a volunteer email list of 15 contacts, all of which are people who volunteer or plan to in the future. —Kathy Boyajian

### **Finance Committee**

2, 6. Karen Naliboff

3. Robert Bakke, Marty West, Jack Whittsett and Paul Wilson; Consultants: Rich Bradley and Steve Burns.

4. • Regularly reviewed church finances and reported to the board.

• Assisted the financial officer and bookkeeper with the preparation of the budget for the next fiscal year.

• Assisted in assessing and planning for future financials needs. Steve Burns continues to work on a reserve study.

5. New members needed: Two

7. Marty West

## **Interfaith Rotating Winter Shelter hosted by the UUCD**

2. Lindsay Weston, assisted by Pat Moore Pickett

3. James Lee Jobe organized recruiting and supervising overnight volunteers; Pat Moore Pickett organized and supervised transportation to and from our congregation; Gail Jankowksi helped recruit and organized cooking groups. Intern Minister Dani Lindstom organized an enthusiastic good sized group of Campus Ministry students who helped with kitchen chores. A number of congregational members volunteered at the Shelter intake.

4. Hosting the Shelter and recruiting and organizing volunteers is, as you know a labor and time intensive endeavor. In the past, the committee chair/ Shelter coordinator assumed much of this responsibility. Pat Moore Pickett and I have talked over the last couple of years about how we could involve more congregation members in organizing and supervising different tasks/responsibilities leading up to and during the shelter week. This year we were able to do this with a lot of success and hope to involve others this coming Shelter year who are especially interested in working hands on with the kitchen crew, a big part of the daily work of the shelter. Also, some of our congregants have become more involved with supporting the entire IRWS endeavor and one congregant is running for a position on the IRW Board of Directors this June (we are sure he'll be selected) with a special emphasis on community outreach.

Our Shelter week went very smoothly this year which made the entire experience better for all, guests and volunteers alike. Part of this has to do with the team effort which included the exceptional service of Chris Hendrix Chupa assisted by Roxanne and Aaron in the kitchen and Mandy Dawn communications central. Several years ago, the coordinator (Lindsay) began contacting other congregations who had recently hosted the Shelter to find out any issues or problems they encountered

So we could anticipate and troubleshoot potential difficulties. These included mental health issues, special dietary needs, and problematic guest-group dynamics which could escalate tension during the week. This has worked so well that the IRWS Board and coordinator has asked all congregations to adopt this as part of their Shelter preparation.

Our guests continue to comment that ours is a particularly welcoming congregation, that they love our meals, and that we are in a pretty and calm spot.

5. We are always looking for and welcoming new volunteers. For people just joining our congregation, this is a great place to make new friends and participate in one of our most important community services. We can also use more volunteers who want to assume supervisorial responsibilities.

6. Lindsay Weston

7. Probably Lindsay Weston and/or Pat Moore Pickett. To be decided down the line.

## **Membership Council**

2, 6. Carol Browning

4. Changes this year: Staff leadership transferred from Rev. Beth to Rev. Morgan.

The ushering function has been transferred from Membership to Team Sunday.

Coffee service also moved out of membership group and into Team Sunday

New coordinator for Hospitality (coffee) is Grainne Grant

We continue to depend on an employed person for coffee and Sunday AM set-up

There has not been a consistent person making calls to first time visitors

Path to Belonging attendance has been low. None from the October session elected to join the church. The session planned for January was cancelled for lack of interest, only two participants in March; neither have joined. One new member has signed the book since January.

We continue to schedule 1-2 greeters plus a person at the Welcome Table for each service; the roster is consistent.

Circle dinners continue—question whether we engage many new folks in these.

Plan: a potluck supper for new members in June (?)

5. Recruitment of new coffee makers and greeters as needed. Recruitment of a person to make follow-up phone calls.

## Music Council

2, 3. Alison Skinner is chair: Alison Skinner (Choir), Andrei Baumann (piano), Barbara Meixner & Linda Birse (handbells).

4, 5. Committee Goals: We will continue to work closely with the clergy to provide meaningful music for the worship services throughout the year. The Sparks Choir will continue to encourage congregational participation and well as perform music that inspires the congregation. Alison will coordinate music throughout the year to make sure guest musicians are invited and play appropriate music for services. Juuliebells will perform periodically throughout the year. Andrei, at the piano, will continue to provide beautiful music for worship, support the congregation's singing and the Sparks Choir to provide beauty to our services year round. Andrei has a 6 month appointment that will be re-evaluated August 2018.

In the last year, Nancy Lower retired in December 2017, Andrei Baumann was hired as UUCD's pianist and accompanist in Feb. 2018. Alison Skinner is now the music director, and will oversee the hired instrumentalists and the larger music program.

Barbara Meixner and Linda Birse will be co-directors of Juuliebells, sharing responsibilities for Juuliebells equally.

Even with all of these changes, the overall goals will continue to be the same: to create meaningful music for the worship services throughout the year.

6. Alison Skinner

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### Music: Juuliebells

2, 7. Co-Directors, Barbara Meixner & Linda Birse

3. UUCD members & friends: Ann Halsted, Anya Clasen, Barbara Meixner (co-director), Carol Browning, Dawn Student, Deb Siler, Gerri Jansen, Grainne Grant, Jane McKendry, Jerry Friis, Joyce Takahashi, Kyria Boundy-Mills, Linda Birse (co-director), Liz Young, Nancy Lower, Pat Ballenger, Sandy Westfall, Stephanie Klose; Davis Community Church (DCC): Diana Van Velzer, Jim Van Velzer, Dennis Larsen, Sue Larsen, Norma Meyer; Other: Astrid Exel (Austria)

4. a. In addition to providing special music for six UUCD worship services, Juuliebells co-purchased a complete 5th lower octave register chime set co-owned with Davis Community Church. Funds for the chime purchase were paid by fund-raising bell concerts and from individuals.

b. Joined with Davis Community Church and collaborated with the Davis Chorale to provide bell music for Davis Chorale's annual Christmas Concerts.

c. Presented a Spring Ring bell program at Atria Covell Gardens on May 5, 2018 and collaborated with the DCC Bell Choir to present A Spring Ring concert at DCC on May 20, 2018.

5. Yes. Looking for new members. To learn ringing handbells and join the Juuliebells in services and other activities.

6. Barbara Meixner

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## Quilting

2, 6, 7. Julie Saylor

3. Anya Clasen, Phoebe Ford, Claire Bradley, Dawn Casteel, Eileen Allen, Leanne Friedman, Louanne Horsfield, Jeannette Hogan, Ximena Jackson, Jane McKendry, Barbara Meixner, Judy Moores, Emma Luna, Jan Smythe, Kasia Stepien, Mary Ann Robinson, Jeri Ohmart, Leslie Snow, Seanain Snow, Peg Swain, Ann-Catrin Van, Mair Winger, Peggy Watterson and several wonderful quilters who do not attend UUCD.

4. a. Sewed: Nine bed-sized quilts for Progress Ranch boys; over the years, 44 boys have received quilts from UUCD; About 10 lap quilts and 4 pillowcases for older members of our church community; About 10 small quilts and 30 pillowcases to deliver to the Santa Rosa quilters guild for that group to distribute to people affected by the fires; About half a dozen small quilts and several pillowcases for UUCD child dedication ceremonies; Lap-size quilts for YIIN fundraiser and for Balazs scholar; About a dozen small quilts, 8 pillowcases, and several premie pads for children in challenging situations; Many, many coaster/ornaments for the ministers to give to church members in need of comfort; Stole for intern minister; New UUCD banner for the UU General Assembly parade.

b. Deepened friendships while learning, socializing, sewing for others in large monthly meetings and small groups. Projects involve many hands and minds.

5. We welcome new members; no sewing or quilting experience needed.

## **Operations**

2, 3, 6. Valerie Olson, Co-Chair; Second Co-Chair needed. Operations support: Mandy Dawn Kuntz, Admin.; Chris Hendrix-Chupa, Facilities Manager; Karen Naliboff, Financial Officer

4. We are happy to have welcomed Mari Perla who has brought her talents to our team.

Facilitation of innovative changes to the kitchen, to reduce worker stress.

Updated priorities for the Bridgehouse and planning next steps.

Worked collaboratively with church members responsible for the grounds, audiovisual services, signage, and with members raising environmental concerns.

## **Pastoral: Celebration of Life** (to be updated)

Program Chair-Claudia Utts-Smith; Program co-chairs- Stefan Harvey & Liz King; Committee members: Claire Bradley, Linda Birse, Dorothy Callison, Suzanna Depalma, Leanne Friedman, Dorothy Frueh, Karen Klussendorf, Neil & Peggy Rutger, Susan Steinbach, Sandy Westfall, Bob Young, Lindsay Weston, Merida & Paul Wilson, Nancy Maynard, Joan Randall, Gail Jankowski, Dawn Student & Sharon Hale, Liz Garman, Samantha Zumwalt & Jack Lauer, Lynne Nittler, Kathy Tucker.

-Celebration of Life Team's primary goal is to continue to coordinate and support a meaningful remembrance event for church members, immediate family of members and pledging friends.

-Two of the leadership team, Stefan Harvey and Claudia Utts-Smith need to transition out as we have served our 3 years. We will work with Reverend Morgan to look for appropriate replacements. Additionally, we will continue to recruit new committee members.

## **Social Justice Coordinating Committee**

2. Robin Datel, Stefan Harvey

3. Justice Ministry Chairs: Davis Community Meals: Kathy Boyajian; Quilting: Julie Saylor; Interfaith Rotating Winter Shelter: Lindsey Weston and Pat Moore Pickett; Partner Church: Peg Swain; Immigration Justice Team: Datel and Harvey, interim co-chairs; 2 at large members of SJCC not filled during the year.

5. Sanctuary discernment process held August to October; subsequent unanimous vote to become a sanctuary congregation.

US Mexico border trip with UU College of Social Justice/BorderLinks (Nov.).

Actions mandated by Sanctuary Declaration: Dec. rally in support Davis man detained by ICE; UUCD Board's approval of the Immigration Justice Team; formation of IJT; UUCD's joining Sacramento ACT (Area Congregations Working Together); Film screenings to educate congregation (Jan and March).

Funding of proposal to the UU Office of Social Responsibility; implementation of grant activities (work with AB 540 Center/ SPEAK).

6. New members of the existing justice ministries are always sought during the year via bulletin, tabling and outreach by the chairs.

7. Recruitment for new co-chairs is underway.

## Ongoing Spirituality Groups

2. Jack Whitsett and Rich Bradley, Co-administrators

4. From a UU perspective, these meetings (listed below) focus on the true nature of our being—that is, directing our attention to the essence of who and what we are. All are "open" meetings, and there is no need to enroll or register.

Attendance at all of these meetings continues to be good, typically with about 6-10 persons attending each meeting. Attendance has grown in 2017-18, with more of the meetings being attended by 10 or more persons. Over the course of the year, we have a total of about 40-50 persons attending (both regularly and periodically). About one-half of those attending are members or friends of the Church.

"On-the-Path" Meetings = These meetings provide a setting for the exploration of spiritual teachings. They focus on spiritual teachings from modern teachers (such as Eckhart Tolle and Ken Wilber), from a variety of historical traditions, and from Unitarian transcendentalists (such as Ralph Waldo Emerson). The meetings are scheduled in the Library, on the fourth Tuesday of each month, at 7:00 p.m.

"Awakening Community" = Leading these meetings is Gerry Hair, who has been a spiritual director and teacher for over forty years. Gerry's approach is based on a mix of mystical traditions, including Buddhism, Sufism, Taoism, and Christian mysticism. The meetings are scheduled on the first and third Thursdays of each month, at 7:00 p.m., in the Library.

"Satsang with Larry Melton" = "Satsang" is a Sanskrit term meaning "together in truth." In the satsang format, Larry shares some observations, and then leads a conversation on the topic. The meetings are scheduled in the Library, on the second Thursday of each month, at 7:00 p.m.

6. Jack Whitsett

## Stewardship

1. Annual Report of the UUCD Stewardship Team for 2017-18

2. The chair was Marty West, completing her 4th year on the Team.

3. Team members were Carol Corbett, completing her 3rd year on the Team, and Sarah Keith, her second year on the Team. (Terms for team members are 4 to 5 years.) Steve Burns continued to serve as our consultant.

4. Our accomplishment was conducting the UUCD pledge drive from January to April to raise the necessary pledges to support the congregation's budget for the 2018-19 fiscal year.

In January 2018, the church had a pledge income balance of \$526,260 for the 2017-18 budget year, from 223 pledging units.

We began our pledge drive in mid January with letters sent to 221 pledging homes. Of those letters, 159 went to "continuing" pledgers, asking them for a 5% increase in their pledges. If we did not hear from them, their pledge would simply continue into the coming year at their current pledge amount. Another 62 letters were sent to "annual" pledgers, also asking them to increase their pledge by 5%. With each letter, we enclosed a personalized pledge form, showing the pledger's current pledge and how much a 5% increase would be.

The Stewardship Team then staffed a pledge table in the Social Hall between and after services for the next 6 weeks to accept pledges from folks. We had an extra copy of everyone's pledge form to make it as easy as possible for folks to pledge.

By early March we had heard from most folks. We then sent letters to 41 "continuing" pledgers whom we had not heard from, confirming their continuing pledge for the 2018-19 year. We had not yet heard from another 34 annual pledgers. So we worked hard over the next few weeks to contact those annual pledgers, whose pledges could not be automatically renewed.

During February, March and April we also sent handwritten thank-you notes to all who had pledged. We had help from Karen Klussendorf and Mari Perla in sending the handwritten notes.

By the end of the pledge drive in early April, we have received pledges of \$529,955 from 208 pledgers for the 2018-19 fiscal year, an increase of \$3,695 over the current year. Among our pledgers, 94 folks increased their pledges for the coming year. We also received 8 new pledges. 93 pledgers stayed at the same amount. 13 folks decreased their pledges. There were 23 folks who stopped pledging or from whom we received no response. We received a total



increase in pledges of approximately \$27,400 and a decrease of approximately \$23,705, creating a net increase of \$3,695.

Our average pledge for 2018-19 is approximately \$2,550. Our median pledge is \$1,380.

5. The Stewardship Team will need 3 or 4 new members for the coming year, including a new chair.

6. Marty West has submitted this report.

7. TBD

## Uniting for Racial Justice

2, 6. Leanne Friedman

3. Alex Lee-Jobe, Barbara Clutter, Maryanne Perlmutter, Jenny Kobold

4. *Mission: The URJ provides the leadership, resources, and educational experiences which point the way to racial justice and cultural diversity.*

We sold 20 copies of *The Third Reconstruction* by Rev. William Barber in September and held a book discussion in early October which was well-attended;

We provided substantial financial support for *Beloved Conversations* and helped provide meals for the retreat in early February;

We co-sponsored the showing of the film *And Then They Came for Us* and panel discussion;

We helped members of the congregation attend racial justice events in Sacramento by arranging and providing carpools to the events.

5. We welcome interested people to meet with us to see if joining URJ is a good fit for them and us.

7. Unknown