**UNITARIAN UNIVERSALISTS FELLOWSHIP**

**OF CHICO**

**2022-2023**

**ANNUAL REPORT**



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**2022-2023 BOARD MEMBERS**

**Lucy Sperlin – President**

**Susan Bachlor**

**Courtney Boyden**

**Bob Crowe**

**Beverly McMillan**

**Pam Sachs**

**Sydney Wilde**

**President’s Report to the Congregation - Annual Meeting May 2023**

The Church year 22-23 probably will be seen as a landmark year in the history of UUFC. Recovering after two years of pandemic limitations and shutdowns, (preceded by the Camp Fire in late 2018) this year we are, on one hand, very sadly losing Bryan as our minister of nearly 8 years, but on the other hand, a year in which we have welcomed a host of wonderful, enjoyable new members and friends to our church’s ‘extended family’. We are now working to find a half-time Contract minister to serve us and we look forward to using a variety of options for Sunday Services next year.

Coming out of five years of diminished income and loss of members since 2018, our financial resources are hitting a low point after using up most government COVID assistance grants and the last of our 2018 Special Fund money. While we are now turning upward again, with very generous pledge increases and new pledges for the 23-24 year, there will probably be at least another year before we regain financial stability.

Covenant, Mission and Vision: With the work of a committee of wordsmiths led by Angela Risdon, we have implemented a Covent and a Mission Statement. Work is proceeding on our Vision Statement (stay tuned).

Children’s RE: (Religious Education). Sadly, during the COVID years, our participating children grew older and out of the habit of attending RE. This important area of congregational life will, hopefully, begin regenerating as new young children arrive.

Adult education, programs, and interest groups are thriving, however. They are providing a wide variety of important connections for many: the Chalice Circle, men’s groups, book groups, hiking, PUUB Theology, and social events provide ‘nourishment for the soul’ for participants.

Social Justice: Identified as long ago as the 2003 Long Range Plan as a top priority for UUFC (after ministerial services and a new building) our Social Justice work has blossomed and come into its own this year. An invigorated Social Justice Committee has sprung to life this year under the inspirational leadership of Angela Risdon and Bob Crowe, along with numerous new members. UUFC has had extensive involvement in services and shelter for those without houses or homes and is taking up issues of water justice in our area..

Our ‘Campus’ - the aging smaller buildings, and grounds present continuing challenges for repair , renewal, and upgrade, including ongoing sewer maintenance for the Fellowship Hall. Thanks to Adrienne Edwards and her CSUC students, the back yard continues to serve a useful purpose for growing edibles, and several folks take time to help weed and trim the front garden beds. The ongoing issue of getting our City Use Permit changed continues. Having been turned down by the City last year, we will continue to pursue action, backed by federal law concerning religious use.

Communication: Communication has definitely gone electronic, with Sunday Service information coming to our email inboxes weekly and E-News coming bi-Weekly. Following the inspirational development of our website by Margaret Aumann, Pam Sachs has taken over the difficult job of upkeep and changes, incorporating many suggestions from others, and our webpage has become the ‘go-to’ place for information about our church community. A ‘glitch’ involving our web domain name occurred in November, and with the prompt and extensive help of courtney and David Singer, we were back online in a couple of weeks, and look forward to regaining our original domain name soon.

Finally, I wish to thank the wonderful members of the 22-23 Board for bringing their different talents and perspectives to our community and to our Board work this year:

Bob Crowe, VP who so quickly takes care of tasks related to building and grounds maintenance and improvements, as well as the daunting task (with Rev. Plude) of ferreting out next steps following last years City refusal to change our properties rather restrictive Use Permit.

Pam Sachs: Secretary. Who is our constant inspiration and communications ‘doer’ for all things social and informative. She ‘has our back’ all the time when things need to get done.

Sydney Wilde: for her always sage and experienced advice as we wrestled with many important and sensitive matters. Her voice of wisdom was invaluable. Sydney, I will miss you!

courtney singer (no that isn’t a typo) has become an essential and valuable member of the Board in so many ways. Her expertise using modern technology to help inform, keep records, seek sources, and make presentations has been amazing and her voice of reason so valuable. Courtney, I will miss you too.

Bev McMillan has brought to us an expertise in finding professional sources when we need advice or services, and her inherent sense of how we can guide and serve our UU community better has been such an asset. (I know Bev has so much that keeps her life busy, but we can still seek her advice I hope.

Susan Bachlor’s expertise in management, personnel and governmental regulatory matters is has made so many issues much easier to sort out. Thank you, Susan!

AND……………. to ALL the members and friends who contribute their time, energy and love - from cookies to weeding to washing dishes, as well as just ‘showing up’ we thank you.

Lucy Sperlin

President, 2022-23

**Minister’s Report**

First let me say thank you to President Lucy Sperlin for insisting on the development of this annual report. We have not consistently published annual reports, as required by our bylaws. It is a big ask to put this together during a time when so much is going on at the end of a church year, this year especially. In the future, I urge you to consider how to streamline this process and scale back expectations of what is included in an annual report.

I am going to lead with some observations and recommendations, some of which will be uncomfortable. I’m leading with them so that I finish with a longer list of positives.

**Observations and Recommendations**

Distribution of Responsibilities: For all but 2 years of my tenure with UUFC I have been part-time, mostly 3/4-time. Despite my part-time status, I was handed, and accepted (out of ignorance) a more than full-time portfolio of responsibilities. In the last several years, since being reduced to ¾-time out of UUFC’s financial necessity, I have shed some of these responsibilities. I have focused on worship, pastoral care, and small group ministry. Of course, I have continued my involvement with the Board, Committee on Shared Ministry (COSM), and Worship Committee. My appropriate stepping back has increased the workload on lay leaders. This is unavoidable without increased staffing. With any new minister, you should have a frank discussion, stating explicitly who is responsible for what. Please consider how to ease the load on lay leaders to avoid burnout.

Staff Supervision: Church leadership, me included, has not handled staff supervision well. I have not had a performance review since I was accepted to final fellowship, akin to tenure, in year four of my ministry. I pushed for my early reviews because I needed them to be considered for fellowship. No others on our staff have ever received a review since 2015, when I arrived, and only minimal supervision. There should be designated supervisors of staff, responsible for supervision and annual reviews. On the upside, we have been good about appropriately compensating our staff, me included. Compensation discussions during the budgeting process have all been driven by me. In my absence, someone will need to be responsible for this on an annual basis. Detailed compensation recommendations are available on the UUA website, Office of Church Staff Financing. Unless you have a full-time minister, they should not be responsible for staff supervision and reviews. Even a full-time minister should have limited supervisory responsibilities.

Handling Inappropriate Behavior: The persistence and tolerance of misbehavior in our congregation goes back decades, long before my tenure here. Until recently, it was not effectively addressed. It has driven away unknown numbers of visitors and new folks, and at least one leader. Dealing with misbehavior has taken untold numbers of hours by leaders and me that could better have been spent expanding the ministry of this church. Recent action by the board and committee on shared ministry effectively reigned in the misbehavior and offered a pathway for return to covenant. This action is now complete. It will be interesting to see how the church chooses to deal with misbehavior in the future. Will it be tolerated and excused again, or will it be addressed effectively and in the long term? It is not hyperbole to state that the future of this congregation depends in no small degree on the answer. A community must have boundaries around individual behavior for the health, safety, and well-being of the entire community. Healthy churches live in covenant, and successfully return to covenant when it is broken.

Theological Bias: There is a persistent anti-Christian bias among some members of our congregation. It has been hurtful and has driven some people away. This is inconsistent with our UU principles and cannot be tolerated. Quoting Francis David, the 16th century Transylvanian Unitarian minister, we do not have to think alike to love alike. A UU minister must be able to speak to different theologies within the same room, even during the same service. This sometimes means using traditional religious language you personally may not be comfortable with.

Online worship: During the first two years of the pandemic, we were able to offer online worship every Sunday. Even with a paid tech assistant for one of those years, this took a large toll on our volunteers and people have understandably stepped back. This year we have offered online worship about twice each month. We have lost regular online participants as a result. This is a justice accessibility issue. Please commit to resuming online worship every Sunday.

Use permit: Our use permit has long constrained our ability to operate as a church. This is in violation of federal law. We are making inroads, but it will take professional expertise to succeed. Please don’t lose track of this critical work after I have retired.

Legacy Giving

Despite repeated recommendations by me for a number of years, there has been no activity toward creating a legacy giving campaign or a legacy fund that is separate from the Mitchell Fund. I see this effort as critical to sustaining the church. Our financial situation might be substantially different had this been done near the beginning of my tenure 8 years ago. It is not too late to embark on this path.

**Positives:**

Leadership participation: We have somewhere between 30 and 40 percent of our membership taking some kind of leadership role. Our participation might even be higher, as I’m sure my list was not exhaustive. This far exceeds what most churches do. Kudos for that. I am deeply grateful for the many leaders whom I have had the pleasure of working with.

Leadership Training: Prior to Covid, our regional UUA staff offered leadership training for lay leaders in congregations. We currently have four members who have completed this training: Pam Sachs, Megan Johnson, Angela Risdon and courtney singer. Their expertise should be mined by current and potential leaders, perhaps in a formal presentation. If regional leadership training is offered in the future, make every effort to send one or two members.

Membership: After losing significant numbers of members during the pandemic, we have turned around. We have had seven persons join since the 1st of the year. Thank you to those who have joined and thank you to all who have made our fellowship inviting.

Pledging: Despite losing some large pledges in the coming year, our stewardship campaign has met our goal of raising 7.75 percent over last year, or $91,600 total. Everyone contributed, and some of our large donors really stepped up with significant pledge increases. Thank you.

Social justice: Our social justice work, particularly around our unhoused neighbors in Chico, is exemplary. Both through the church and as individual volunteers, we are making a difference.

Small Group Ministry: Small group ministry builds closer connections and trust among participants. I regret that I didn’t start it up years ago. Our small group ministry this year, the Chalice Circle, has been wildly successful. I have made provisions with lay leaders for it to continue. Of course, your contract minister may also choose to be involved. I hope that more of you will avail yourselves of this intimate and confidential setting to explore topics in depth, including theology.

Worship: We have consistently offered high quality worship, thanks to the work of our worship associates, musicians, tech team and guest speakers. I have made this a priority of my ministry, and I think it has paid dividends.

In conclusion, I thank you for calling me as your minister 8 years ago. Thank you for your trust. I have said, and say again, this is the best job I have ever had. I love all of you and will miss you.



**June 2023 Treasurer’s Report**

**Year-end budget**

Final year-end budget numbers are not in yet because some expenses will continue to get entered in July (for example Bryan’s remaining professional expenses). However, from the Income & Expense report, we can see that **currently we’ve spent 89.74%** of what we budgeted for expenses (this includes salaries). Some of our unexpected expenses this year included: having to replace the office computer, to repair the sewer line from kitchen to connector, to pay for general increases in utilities, and to pay for increased worker’s compensation insurance. Importantly however, we paid MUCH less in mortgage principal this year ($8910 actual compared to $21,600 expected) which saved us a lot of money (though we will eventually have to pay this, right?)

And, income was up this year, **at 124.52%** of what we budgeted. A big part of this was the early receipt of part of the COVID19 Employee Retention Tax Credit. See below for more details on the ERTC. However, as we continue to recover from the pandemic, plate collection has increased as has building rental income.

For more details, see my comments on the I&E report this month.

**Pledges**

Pledges for 22-23 are $86,814.00. **$81,247.29** received as of 6/30/23, or 94% of total. Thank you emails were sent out to pledgers with gentle reminders to get all outstanding pledges by the end of June.

For this year’s pledge drive, as of 5/14/23 I’ve received **37 pledges totaling $91,180.00**, or nearly 100% of what we are proposing in the budget for next year ($91,589).

Based on previous giving, we \*may\* get an additional $1100. Good job everyone!

Some numbers from the 23-24 pledges:

Old donors contribute 96% of the pledges for 23-24

New donors contribute ~4%

Some old donors decreased their pledges (median = 25% decrease; loss of $7600)

Other donors either increased or didn’t change (median = 12.5% increase; gain of $13,290)

**Umpqua Bank**

Here’s a snapshot of accounts from 7/3/23. Main Street Plus Checking is our primary checking account. Community Business Savings is Bryan’s Minister Discretionary fund. Main Street Money Market is our savings account, containing almost entirely restricted funds.



**Charity donation**

This quarter we donate to South Chico Community Assistance Center. We gave 25% of the offertory plate collection, which came to $455.37

**Endowment:**

Total invested at Edward Jones is $38254.83. Endowment performance for June is shown in the chart at right—we had a return of 4.78% (gain of $2310.84).

YTD is below, 12.30% ($5090.06)

I met with Nick Magers, our EJ advisor to go over account options.

He suggested that if we want to begin withdrawing money in the next couple years that we should readjust our investments to ones with lower volatility. The Endowment committee met though we didn’t come to a decision, yet. Will meet again later this summer.

**Employee Retention Tax Credit**

Checks from IRS are coming in, one for each of the six quarters we applied for. So far we’ve received $4385.32. We are expecting another $2214.68 in the next month.

$762.04 came in 7-6-23

**Ministry planning for next church year:**

Lucy, Susan & I met to estimate costs of doing ministry next year. Based on financial projections and congregational feedback, we decided to focus on a ½ time contract position.

UUA recommendations for a ½ time salary+housing package in a small congregation (<150 members) this year ranges from:

* $27,850 (minimum)
* $32,800 (mid)
* $39,400 (maximum)

We’re paying Bryan the ½ time equivalent of $35,387.68, so between mid and max.

‘High estimate’

|  |  |
| --- | --- |
| Cost | Annual expense |
| Salary+housinga | $30,000 |
| Life; Long-term disability; Dentalb | $2703 |
| Retirementc | $3000 |
| Health insuranced | $6000 |
| In lieu of FICAe | $1120 |
| Travel expensesf | $13,192 |
| Professional expensesh | $4000 |
| Total | $60,015 |

‘Low estimate’: assumes minister visits in person once and Zooms once

|  |  |
| --- | --- |
| Cost | Annual expense |
| Salary+housinga | $30,000 |
| Life; Long-term disability; Dentalb | $2703 |
| Retirementc | $3000 |
| Health insuranced | $6000 |
| In lieu of FICAe | $1120 |
| Travel expensesf | $6596 |
| Professional expensesh | $4000 |
| Total | $53,419 |

a. Assume low- to mid-range for UUA’s GEO index 3 zone.

b. Life, Long-Term Disability, Accident Indemnity, Hospital Indemnity, and Dental Insurance

c. Retirement @ 10%

d. Health insurance is a big unknown. We’re currently paying Medicare @ 7.5%. UUA recommends an 80% (congregation)/ 20% (minister) split. $6000 represents 80% of a base rate of 25% of minister salary

e. Estimate based on current numbers--depends on salary and health insurance costs

f. Travel expenses include cost of travel from Bay Area and back (~320 miles). Mileage at $0.655 per mile = $209.60 per trip. Assume 2 trips/month x 10 months = 20 trips x $209.60 = $4192.00.

Expenses also Staying in Chico 10 days/month for 10 months, estimate $9000 per year (e.g. AirBNB @ $90/night for 10nights/month for 10 months).

h. For ministers, provide the greater of $8,000, prorated for part-time, OR 10% of salary + housing. (per UUA guidelines)

Final note: we budgeted $75,212 for Bryan in 22-23

Modified 7-11-23

|  |  |
| --- | --- |
| ***Minister*** |  |
| Minister Tier 3 Salary+Housing |  $33,000.00  |
| Minister Health Insurance |  $ -  |
| Minister UUA plans: Life, Disability, Dental |  $ 2,800.00  |
| Minister in lieu of FICA |  $ 1,150.00  |
| Minister retirement @10% |  $ 1,500.00  |
| Minister Travel Expenses |  $15,000.00  |
| Minister Professional Exp  |  $ 4,000.00  |
| **Sub-Total Minister** |  **$57,450.00**  |

**Nominating Committee**

**Nomination for President**

Lucy Sperlin is nominated for re-election to serve a second term.

**Nominations for Board of Directors**

The following members are nominated for a two-year term from July 1, 2023 to June 30, 2025.

Bob Crowe

Angela Risdon

Merrily Stover

Thanks to Courtney Singer and Sidney Wilde who are completing their service on the board.

Beverly McMillen has indicated that she is resigning at the end of the first year of her term. In accordance with our bylaws selection of a member to replace her will be made by the board.

**Nominations for the Nomination Committee**

Three members are elected for a two year term.

 Marvey Mueller

 Megan Johnson

David Strohmeyer **has one year remaining on his two year term**

**Nominations for the Endowment Committee**

A discrepancy in the bylaws where two sections are in conflict needs to be resolved. Accordingly it is recommended that the term of the current elected members (Merrily Stover and Jeff Sachs) be extended by one year while the issue is addressed.

**Worship Committee**

Our worship associates met monthly throughout the year. Our core worship associates comprised Susan Bachlor, Megan Johnson, Beverly McMillan, Angela Risdon and Merrily Stover. Others who helped on occasion included Gary Collier, Wayne Shems, and courtney singer.

I led services twice a month most months (my ¾-time obligation) and three times in months with five Sundays. I led 24 services for the year, including Christmas Eve and two services last summer. Christmas Eve was an interfaith service with UUFC hosting and included First Christian Church (Rev. Jesse Kearns) and First Baptist Church (Rev. Gail Hill). We also had an interfaith choir on Christmas Eve. We did not offer worship on Sunday December 25, Christmas morning. Local clergy filled in once per month, with the remaining services being lay-led. The worship associates led a poetry Sunday and the social justice committee led several services.

Pianist Chris Perske usually provided accompaniment for hymns three times each month and included a prelude in her offerings. Pam Sachs and Margaret Aumann offered music once each month, often with a small choir.

We were able to offer live Zoom streaming on two Sundays of each month, with volunteers Jeff Sachs and David Keller providing technical support. The sound board was run by volunteers courtney singer, Angela Risdon, Bob Crowe, and David Singer on other Sundays.

Bryan Plude, Minister

**Building and Grounds**

September & October
•Prior to the start of the new church year, in late August & early September, the Fellowship Hall interior was painted (soft sage green) and baseboards given a new coat of white. Touch-ups in the Sanctuary were done and the bare support post on the RE building walkway was painted. Jeff Sachs power-washed the RE building, and front areas of the Sanctuary and the Youth Hall

•David Strohmeyer gifted UUFC an outdoor pergola. In the interest of time and convenience the pieces are being stored on our property - in lieu of a Board decision if or how we might decide to use it. David has a specific idea in mind of how it might be used on our property - Board to consider the topic at a date TBD.

•Early in October an irrigation system leak was discovered after an evening meeting in the social hall. An intrepid Jeff Sachs found that one of our system irrigation valves at the street-side flower bed was failing - Jeff was able to shut off the water system and make repairs by mid-day the next day. Kudos! (Jeff has also pointed out that our irrigation system is in need of much more attention - he found numerous leaks when he tested the system)

•Our campus got a haircut & more…several awesome volunteers (Jeff S, Wayne Shems, Meg Brady, Marvey Mueller spent several hours trimming, pruning, and raking our campus front and perimeter. The rain gutters on our buildings were also cleaned. More Kudos!

•Adrienne Edwards (now a beloved former member) remains committed to taking care of our backyard and garden. She informed us that the ongoing ‘rain barrel’ project is planned for completion by November.

November, December & January
•The rain barrel water collection system was completed. Adrienne Edwards, along with her awesome group of CSU students, finishing the project in early November. The system is located on the southeast side of the rear of the Sanctuary. Kudos all around!

•Sanctuary doors were serviced for better & easier open/closing operation, and the Social Hall thermostat & Sanctuary exterior light switch were replaced. (The switch with a digital controller).

Spring
•In mid-March our old (cranky and root plagued) plumbing system decided it was time to back up again - this time with our sewer pipes serving the Fellowship Hall. The cost (about $925) of the service & repairs is another part of some of our aging campus infrastructure. [The larger repair completed a couple years ago did not include this portion/section]

•Our backyard garden continues to be a source of food for our community. Adrienne Edwards will do some modifications to our current garden intended to produce more. Additionally, the hope is to upgrade and harden our irrigation system - estimated at the end of May or early June. The cost estimate is about $1750 (work will be paid from our Garden Fund)

 *Bob Crowe*, Chair, Building. & Grounds

**Recognition of Volunteers**

***Music***

**–Pam Sachs**

* **Margaret**
* **Dave Keller**
* **Megan Johnson**
* **Courtney singer**
* **Shelley Bower**
* **Chris Perske**

RE – none

**Worship**

* **Angela Risdon**
* **courtney singer**
* **Megan Johnson**
* **Susan Bachlor**
* **Merrily Jendro**
* **Wayne Shems**
* **Gary Collier**
* **Bev McMillan**

**Social Action**

* **Angela Risdon**
* **Bob Crowe**
* **Meg Brady**
* **Wayne Shems**
* **Bob Caldwell**
* **Joan Sheperd**
* **Bev McMillan**

**Fund raising & Stewardship & Finance**

* **Dave Keller**
* **Pam Sachs**
* **Megan Johnson**
* **Meg Brady**
* **Merrily Stover**
* **Bob Crowe**
* **courtney singer**
* **Lucy Sperlin**

**Membership**

* **David Strohmeyer**
* **Sydney Wilde**
* **Marvey Muellar**

**Communication - Website, E-News, E-Mailings**

* **Pam Sachs**
* **Margaret Aumann**
* **David Singer**
* **Courtney singer**
* **Bob Crowe**

**Building and Grounds –**

* **Bob Crowe**
* **Jeff Sachs**
* **Adrianne Edwards**

**Search Committee**

* **Meg Brady**
* **Angela Risdon**
* **Courtney singer**
* **Megan Johnson**
* **Lucy Sperlin**

**Visioning Committee**

* **Angela Risdon**
* **Meg Brady**
* **Courtney singer**
* **T.W. Theodore**
* **Sydney Wilde**

**Nominating Committee**

* **David Strohmeyer**
* **Grace Marvin**
* **Gary Collier**

**Endowment Committee**

* **Jeff Sachs**
* **Merrily Stover**
* **Dave Keller**
* **Lucy Sperlin**

**Board of Trustees**

* **Lucy Sperlin, President**
* **Bob Crowe, VP**
* **Pam Sachs, Secretary**
* **Dave Keller, Treasurer**
* **courtney singer**
* **Sydney Wilde**
* **Bev McMillan**

**Unsung Heroes (coffee hour)**

* **Luke Lucas (coffee & art)**
* **Anna Devore**
* **Bob Caldwell**
* **Merrie Pahl**
* **Ken Mitchel**
* **Will Furr**
* **Caroline Shackti**

**A special un-sung hero**

* **Margaret Aumann**

**In Memoriam**

UUFC lost three beloved members this year.

**Samuel Ready**, 86, died in Chico on October 28, 2020. He is survived by his best friend, Suzanna Holland and his loving family, including two sons, Marc and Kirk, three grandchildren and two sisters.

Samuel graduated from Miami High, received an engineering degree from Georgia Tech and two masters degrees from UCLA and USC. He worked at Hughs Aircraft and Litton Industries. Samuel then became involved in the Earth Stewards Network and was always very environmentally conscious.

Samuel was a member of UUFC for a number of years, but we had not seen him recently as Alzheimer’s disease took an ever-increasing toll. Samuel spent his last couple years at Twin Oaks Acute Care. Samuel was a member of our choir for a time, and he enjoyed music. Those of you who sang with the Christmas caroling group may remember us singing to Samuel in recent years. He loved our caroling. May we remember Samuel with gratitude.

**Jan Spangler**, 84, died on February 27, 2021. Jan was an integral part of the UUFC community for many years. She played a key role in the building of our sanctuary. Jan loved sports, especially the Ohio State Buckeyes. Jan attended Ohio State in mid-life where she earned her degree in accounting. She eventually started her own business. Business started booming when she advertised in a local LGBTQ newspaper. To think that folks might want to give their business to someone who would not judge them! This was Jan.

**Elizabeth (Bette) Lawler**, 82, died in Chico on May 22, 2021. She is survived by her children John and Beth,. daughter-in-law Fanny, sister Naomi, brother Lee, two grandchildren, and numerous nieces, nephews, cousins and long-time friends.

Bette grew up in Atlanta and earned her baccalaureate at Vanderbilt University. She moved to Chico with her young family in 1971, after living and teaching in Tennessee, New Mexico and the Bay Area. At various times Bette was a stay-at-home mom, president of the PTA and active with the Omega Nu Foundation and the North State Symphony Guild. She taught in Magalia, where she had future quarterback Aaron Rogers as a kindergarten student. In 1997, Bette participated in a Fulbright Exchange in Maidstone, England. Bette was a long-time member of UUFC, where she participated in various leadership roles and charmed us with her graciousness.

**In Memoriam 2021-22**

Former longtime member **Arlene Gierke**, 95, passed away in Chico on Friday, August 27, 2021. Members who knew her say she was delightful, smart, articulate, irreverent and had a great sense of humor. It was a gift to have known her. A gorgeous lady.

**Rev. Dennis Daniel**, 80, died peacefuly at home on April 23, 2022. Dennis’ ministry career spanned 30 years. Dennis served UUFC for six years with his wife, the Rev. Dr. Sydney Wilde. Under their leadership, this congregation built our lovely sanctuary and called me as your minister. Dennis and Sydney were awarded Minister Emeriti status by the congregation in 2015. In retirement, Dennis was active in the Osher Lifelong Learning Institute (OLLI), most recently teaching a poetry appreciation class. Memorial discussions are beginning with Sydney and the family. I conclude with an excerpt from “Testimony,” a poem Dennis recently shared with me: “I want to say, like Neruda/that I am waiting for/’a great and common tenderness’/that I still believe/we are capable of attention/that anyone who notices the world/must want to save it.” ~ Rebecca Baggett ~

**In Memoriam 2022-23**

**Tedo Best** (89) died on May 7, 2023. Tedo was a beloved longtime member but has not attended in recent years due to health issues. Tedo is survived by her five children, eight grandchildren and other family members. She attended the Chicago Art Institute and created art in ceramics, painting and textiles throughout her life. Some of her art has been displayed in the church in years past.

**Carolyn Dorn** (87) died on June 7, 2023. Carolyn was a longtime member of UUFC. Carolyn was an active participant with other UUFC members in protest marches until recent years and participated in the first Women’s March. She moved to Medford several years ago to be close to friends. Carolyn was an active member of the Butte County Health Care Coalition for many years and volunteered with The Legal Services of Northern California.

2022 – 2023

YEAR END

FINANCIAL DOCUMENTS





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