

RED
RIVER
UNITARIAN
UNIVERSALISTS

THE SPRING CONGREGATIONAL MEETING
SUNDAY, MAY 16, 2022



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Notice of the Red River Unitarian Universalists 2022 Fall Meeting October 16, 2022

The meeting will start at once following the morning assembly with a potluck lunch served in the chapel with the Call to Meeting starting at 1:00 p.m. The meeting will be streamed on Zoom using the Zoom Meeting ID: 989 0789 7878 (a continuation of the meeting ID used to watch the morning assembly.)

Agenda

Call the Meeting to Order

- Lighting the Chalice and Opening Reading - Don Rogers
- Review and approve the RedRiverUU Behavioral Covenant
 - 🗣️ Each member may speak only once until all others have had an opportunity to speak
 - 🗣️ Be brief and focused in your remarks
 - 🗣️ Listen carefully to what others say without making assumptions
 - 🗣️ Wait to be recognized by the current acting chairperson
- Roll call by the Secretary - David Dyer
- Approval of the minutes from the May 16, 2022, Spring Congregational Meeting
- Financial Reports - Dick Powell
 - pledge income to date
 - UUA Common Endowment Fund transfer status
- Discussion and Approval of the Annual Reports
 - Notice that we have openings for team leaders for inactive teams*
 - Adult Forum
 - Aesthetics
 - Audio Visual
 - Caring
 - Communications
 - Community Outreach
 - Pride
 - Free Children's Clothing Swap
 - ArtFest
 - Austin College Volunteer Opportunity & Internship Fair
 - National Voter Registration Day
 - Grayson County NAACP - *We are a member*
 - North Texas UU Congregations
 - NAACP Dinner- No Report
 - Shelter Meals – *Inactive*
 - Women's Suffrage Program - *Inactive*
 - Earth Day Planning
 - Endowment Committee
 - Facilities - Building
 - Facilities - Grounds
 - LGBTQ+ Welcoming Committee – (included in Community Outreach)
 - Little Free Library - *Inactive*
 - Long Range Planning
 - Movable Feast
 - Religious Education
 - Safe Congregation Panel
 - Social Justice
 - Texoma Family Shelter
 - Website
 - Web of Life Monarch Waystation
 - Worship Team
- Review Status of Approved Annual Goals
- Discuss Minister Search status and Funding

- Minister Search Team Report
- Results of Interviews
- Funding Discussion and Vote
- Information about HELP cards and get input as to how/where to distribute
- Open Discussion
- Closing Reading & Extinguishing the Chalice - Dick Powell
- Adjournment

Draft Minutes of the May 15, 2022, Spring Congregational Meeting

Held in the Chapel, Prepared by David Dyer

1. Lighting of the Chalice- Jim Holmes
2. Reading- Amy Hoffman-Shehan
3. Roll Call- David; a quorum was achieved
4. Review of March 20, 2022, minutes- approved
5. Went over our meeting Covenant- Jim Holmes
6. Annual reports as presented in the spring packet
 - a. Board of Trustees- Jim Holmes
 - b. Committee on Ministry- Elbert Hill
 - c. Nominating Committee- Carol Harner
 - d. Membership Committee- Marion Hill who Marion presented 5 new members
7. Congregational Goals- Jim Holmes

There was an open discussion on revamping Congregational goals. The members present produced this list as our new annual Congregational Goals for 2022-2023:

 - Become more visible in the community through participation in community events and usage of the building for outside organization events.
 - Have 4 church cleanup days per year. Doug will coordinate.
 - Congregation will pursue more fundings for adding to the minister fund.
 - Increase voting membership by 10%.
 - Establish a team to respond to comments on YouTube, Facebook, Website, Meetup, etc. This team will respond to comments weekly.
 - Hire a minister.
8. Financial Reports as presented in the spring packet
 - Balance Sheet- Dick Powell
 - P&L Budget vs Actuals- Jim Holmes
 - Proposed Budget for 2022-2023 - Jim Holmes; Budget was accepted
9. Election of new Board members and Church leaders- all were approved

Board:

 - President - Marilyn Alexander - term ending 2024
 - Vice President - Amy Hoffman-Shehan – term ending 2023
 - Treasurer - Dick Powell – term ending 2024
 - Trustee at Large - Donald Rogers – term ending 2023

Committee on Ministry:

 - Elbert Hill - term ending 2025
 - Carolyn Cameron - term ending 2023
 - Jim Holmes - term ending 2024

Nominating Committee:

 - Linda Tracy - term ending 2024
 - Jana Norris - term ending 2023

- Carole Harner - term ending 2025
10. Presentation of Minister Search Team
Jim Holmes - Marilyn Alexander - Marla Loturco - Jana Norris - David Dyer
 11. Open discussion
What do we call ourselves?
The membership decided it was okay to use the names Red River Unitarian Universalist, Red River Unitarian Universalist Church, Red River UU, and Red River UU Church.
 12. Adjourned at 2:18

Financial Report -July 1, 2022 - Sept 30, 2022

For the first quarter of the current fiscal year, we had total income of \$17,242.42, which was over budget by \$5,032.42, due to the prepayment of the current year's pledges (total pledges received through the end of the quarter exceeded the budget by \$5,602.50). Total expenses were \$13,177.69 (slightly over budget), leaving an excess of income over expenses of \$4,064.73, for the three months ended September 30, 2022.

Included in Administration expenses – copying, is \$364.98, which was the cost of a new printer. Included in Community expenses – Social Action, is \$280.00 paid to the Ministerial Alliance and \$50.00 paid for Art Fest. Included in Facilities expenses – Building Maintenance, was \$1,174.28 paid for A/C system repairs.

As of September 30, 2022, we had \$15,387.24 available in checking, including \$5,413.00 held in trust for Kat Walston from the sale of her personal effects prior to moving into assisted living at The Terrace. There is a total of \$19,110.27 in all savings accounts, which includes the \$2,545.00 for the Rhonda DeClaire Memorial Fund. There is a total of \$66,784.40 invested in in the UUA Common Endowment Fund which has a current market value of \$68,073.07. It is also worth noting that a total of \$1,764.00 of new AV equipment was bought in this quarter and the \$1,326.00 included in Other Current Assets – Uncategorized Asset, is the prepayment of our entire UUA Fair Share for this year.

All bank accounts have been reconciled with no exceptions noted.

Dick Powell, *Treasurer*

+

Budget Variance Report

3:25 PM
10/01/22
Cash Basis

Red River Unitarian Universalist Church Balance Sheet

As of September 30, 2022
Sep 30, 22

| | |
|---------------------------------------|-------------------|
| ASSETS | |
| Current Assets | |
| Checking/Savings | |
| RRUU NOW Acct | 15,387.24 |
| Savings | |
| General Savings | |
| Ronda DeCaire Memorial Fund | 2,545.00 |
| General Savings - Other | 16,565.27 |
| Total General Savings | 19,110.27 |
| RR Endowment Fund @ UUCEF | 12,058.50 |
| RR Savings Fund @ UUCEF | 54,725.90 |
| Total Savings | 85,894.67 |
| Total Checking/Savings | 101,281.91 |
| Other Current Assets | |
| Uncategorized Asset | 1,326.00 |
| Total Other Current Assets | 1,326.00 |
| Total Current Assets | 102,607.91 |
| Fixed Assets | |
| Furniture and Equipment | |
| AV desk camera | 831.35 |
| AV desk computer | 799.00 |
| New AV equipment | 15,299.82 |
| New elevator | 9,075.66 |
| New music stand | 182.46 |
| Optima projector | 599.00 |
| Total Furniture and Equipment | 26,787.29 |
| Purchase of Church Building | 23,724.60 |
| Total Fixed Assets | 50,511.89 |
| TOTAL ASSETS | 153,119.80 |
| LIABILITIES & EQUITY | |
| Liabilities | |
| Current Liabilities | |
| Other Current Liabilities | |
| Due to Kat Walston | 5,413.00 |
| Total Other Current Liabilities | 5,413.00 |
| Total Current Liabilities | 5,413.00 |
| Total Liabilities | 5,413.00 |
| Equity | |
| Deferred Revenue | 6,300.00 |
| Minister Search Fund | 4,681.16 |
| Opening Balance Equity | 55,052.04 |
| Retained Earnings | 74,891.63 |
| Ronda DeCaire Memorial Fund | 2,476.01 |
| Video Streaming | 241.23 |
| Net Income | 4,064.73 |
| Total Equity | 147,706.80 |
| TOTAL LIABILITIES & EQUITY | 153,119.80 |

Red River Unitarian Universalist Church
Profit & Loss Budget vs. Actual
July through September 2022

| Ordinary Income/Expense | Jul - Sep 22 | Budget | \$ Over Budget | % of Budget |
|-----------------------------|------------------|------------------|-----------------|----------------|
| Income | | | | |
| Interest | 2.41 | 7.50 | -5.09 | 32.13% |
| NTUUC Grant - 2017/2018 | 0.00 | 0.00 | 0.00 | 0.0% |
| Pledges | 16,305.00 | 10,702.50 | 5,602.50 | 152.35% |
| Share the Bowl | 0.00 | 249.00 | -249.00 | 0.0% |
| Special Collections | 44.00 | 0.00 | 44.00 | 100.0% |
| Uncategorized Income | 9.01 | | | |
| Unpledged Regular Giving | 130.00 | 750.00 | -620.00 | 17.33% |
| Weekly Offerings | 752.00 | 501.00 | 251.00 | 150.1% |
| Total Income | 17,242.42 | 12,210.00 | 5,032.42 | 141.22% |
| Gross Profit | 17,242.42 | 12,210.00 | 5,032.42 | 141.22% |
| Expense | | | | |
| Administration | | | | |
| Banking Fees | 25.00 | 24.00 | 1.00 | 104.17% |
| Copying | 364.98 | | | |
| Minister Search Expense | 0.00 | 516.00 | -516.00 | 0.0% |
| Postage | 0.00 | 12.00 | -12.00 | 0.0% |
| Postal Box | 198.00 | 200.00 | -2.00 | 99.0% |
| Supplies | 308.49 | 24.00 | 284.49 | 1,285.38% |
| Total Administration | 896.47 | 776.00 | 120.47 | 115.52% |
| Caring Team Support | 0.00 | 24.00 | -24.00 | 0.0% |
| Childcare | 0.00 | 0.00 | 0.00 | 0.0% |
| Communications | | | | |
| advertising | 217.37 | 249.00 | -31.63 | 87.3% |
| Printing | 0.00 | 45.00 | -45.00 | 0.0% |
| Subscriptions | 0.00 | 225.00 | -225.00 | 0.0% |
| Total Communications | 217.37 | 519.00 | -301.63 | 41.88% |
| Community | | | | |
| Other Special Collections | 0.00 | | | |
| Social Action | 330.00 | | | |
| Total Community | 330.00 | | | |
| Consultation | 1,500.00 | 1,500.00 | 0.00 | 100.0% |
| Facilities | | | | |
| Building Improvements | 0.00 | 0.00 | 0.00 | 0.0% |
| Building Loan Payment | 0.00 | 0.00 | 0.00 | 0.0% |
| Building Maintenance | 1,839.28 | 375.00 | 1,464.28 | 490.48% |
| Cleaning Service | 312.50 | 486.00 | -173.50 | 64.3% |
| Grounds Maintenance | 335.00 | 450.00 | -115.00 | 74.44% |
| Insurance | 1,096.50 | 1,050.00 | 46.50 | 104.43% |
| interior items | 320.58 | | | |
| Loan Interest Expense | 0.00 | 0.00 | 0.00 | 0.0% |
| Supplies | 0.00 | 99.00 | -99.00 | 0.0% |
| Utilities | 1,757.32 | 1,500.00 | 257.32 | 117.16% |
| WiFi Fund | 445.29 | 513.00 | -67.71 | 86.8% |
| Total Facilities | 6,106.47 | 4,473.00 | 1,633.47 | 136.52% |

3:29 PM
 10/01/22
 Cash Basis

Red River Unitarian Universalist Church Profit & Loss Budget vs. Actual July through September 2022

| | <u>Jul - Sep 22</u> | <u>Budget</u> | <u>\$ Over Budget</u> | <u>% of Budget</u> |
|-------------------------------------|---------------------|------------------|-----------------------|--------------------|
| GIFT / Fair Share | | | | |
| GIFT / BLUU Campaign | 0.00 | 126.00 | -126.00 | 0.0% |
| GIFT / Justice Ministry | 0.00 | 75.00 | -75.00 | 0.0% |
| UUA | 710.00 | 510.00 | 200.00 | 139.22% |
| Total GIFT / Fair Share | 710.00 | 711.00 | -1.00 | 99.86% |
| Hospitality | | | | |
| children's RE | 0.00 | 0.00 | 0.00 | 0.0% |
| Total Hospitality | 0.00 | 0.00 | 0.00 | 0.0% |
| Leadership Development | | | | |
| Board Discretionary Fund | 0.00 | 51.00 | -51.00 | 0.0% |
| Conferences | 0.00 | 63.00 | -63.00 | 0.0% |
| Total Leadership Development | 0.00 | 114.00 | -114.00 | 0.0% |
| Membership | | | | |
| Host Supplies | 0.00 | 24.00 | -24.00 | 0.0% |
| Offsite Printing | 0.00 | 24.00 | -24.00 | 0.0% |
| Total Membership | 0.00 | 48.00 | -48.00 | 0.0% |
| RE Director Compensation | 0.00 | 501.00 | -501.00 | 0.0% |
| Religious Education | | | | |
| children | 252.38 | 189.00 | 63.38 | 133.53% |
| Total Religious Education | 252.38 | 189.00 | 63.38 | 133.53% |
| Social Action | | | | |
| Earth Day | 0.00 | 126.00 | -126.00 | 0.0% |
| Projects | 0.00 | 75.00 | -75.00 | 0.0% |
| Texoma Family Shelter | 500.00 | 126.00 | 374.00 | 396.83% |
| TXUJUM Membership | 0.00 | 27.00 | -27.00 | 0.0% |
| Total Social Action | 500.00 | 354.00 | 146.00 | 141.24% |
| void | 0.00 | | | |
| Worship | | | | |
| Honoraria | 1,890.00 | 2,550.00 | -660.00 | 74.12% |
| Mileage | 450.00 | 201.00 | 249.00 | 223.88% |
| Morning Programs | 325.00 | 324.00 | 1.00 | 100.31% |
| Production | 0.00 | 0.00 | 0.00 | 0.0% |
| Supplies | 0.00 | 75.00 | -75.00 | 0.0% |
| Total Worship | 2,665.00 | 3,150.00 | -485.00 | 84.6% |
| Total Expense | 13,177.69 | 12,359.00 | 818.69 | 106.62% |
| Net Ordinary Income | 4,064.73 | -149.00 | 4,213.73 | -2,728.01% |
| Net Income | 4,064.73 | -149.00 | 4,213.73 | -2,728.01% |

Annual Reports

Note: Because our bylaws require committees and teams to report their activities each fall at the October congregational meeting, logic dictates such reports would cover 12 months since the last report, i.e., October 1st through Sept 30. The following reports, for the most part, cover activities from October 1, 2021, through September 30, 2022.

Adult Forum

Throughout the year, each member has supplied programs of interest to the group for a month each, except when we all decided to view a video course. The topics have been Growth of Religion, Destruction and Maybe Salvation, Changing Technologies, Science and Religion, My Favorite Universe, and currently, we are viewing an interesting Great Courses program on Comparative Religions.

Marilyn Alexander, Jim Holmes, Amy Hoffman-Shehan, Jim & Marsha Runnels, Don Rogers, Marion Hill, Cass Brigham, and others

Aesthetics

Our committee spent a pleasant fall, winter and spring doing nothing. That's because our church appearance has been welcoming and inviting. One of the new congregational goals, approved at the May 2022 semi-annual meeting sparked our interest. It reads: *Have 4 church cleanup days per year. Doug will coordinate.* Doug and Carol thought the goal was to 'tidy up' the church. One day over the summer Aesthetics met and did an informal inspection of the building, highlighting areas that could be target places for the quarterly 'tidy things up' days which could be the weekend following the end of each quarter (Jul-Sept; Oct-Dec; Jan-Mar; Apr-Jun).

During our walk through three Aesthetic concerns were clear: The untidiness of the church servery; the drab appearance of the Emerson and Alexander rooms; and the unprofessional appearance of the various installed video screens throughout the building. We spoke the Facilities about rehangng and using wire channels to conceal the cables needed for each screen; spoke to the Adult Forum requesting they raise the window shades as part of setting up the rooms for Conversations & Calories in order to allow the rooms to flood with outside light, making them more inviting and welcoming. Unfortunately, it rarely happens. The rehangng and hiding cables of the video screens is still on the Facilities to-do list as a lower priority.

A project we started was brainstorming ways we might conceal the open spaces under the servery counters. We looked for used cabinets at Habitat for Humanity Resale stores in Sherman, McKinney, and Plano - nothing workable and too expensive, even there. We settled on curtains and mentioned the idea to various church members who were either blasé or more positive. A couple were flat out against anything. We shopped for materials, finding a perfect fabric from Childress Fabrics in Dallas. The board tabled the idea until they confirmed from the Fire Marshall (that took several weeks) that it was fine to use curtains. Ultimately the board took over the project, found several metal carts, and asked Aesthetics for a fast endorsement as the carts were on sale and would be too expensive if not bought ASAP. We agreed happily, since the result was a much less tidy servery, where it is no longer possible to stuff empty boxes or store equipment under the counters. A win-win for all.

The board wanted to hold a cleanup day in September, but all the Sundays were scheduled, so one was planned for October 9, 2022. Aesthetics will continue to look throughout the year for ways we can 'tidy things up' and leave to the board the scheduling of overall cleanup days.

Sometime in late summer we stumbled on a surprise: Our Policy and Procedure Manual, which lists all committees/teams/interest groups does not have a section for Aesthetics. Not a surprise given we lived in rented quarters before buying 515 N. Burnett Ave and could not have made changes to improve our

space if we wanted to. The board wrote draft Policies & Procedures for Aesthetics with a major change from the way Aesthetics function over the last 11 years by removing the committee's power to make decisions. The draft document puts it this way: *The Aesthetics Committee shall be involved in evaluating all proposals while deferring to the Board of Trustees for final approval, even if the proposed change is funded by donations.* To our knowledge no such restrictions are part of any other church team/committee or interest group. What the final Policies and Procedures will ultimately include we cannot report until next year as they won't be approved before September 30, 2022.

Carol Powell and, Doug Strong

Audio/Visual Team

We continue to look for ways to improve how we support the live service, live streaming, and recordings of our Sunday morning events (Adult Forum and the Service). We work closely with the worship team and meet most Thursdays to do a practice run of the upcoming service to understand how we best coordinate the sound equipment with the chapel lights and cameras .

We have also coordinated with facilities to have special sound cables run under the floor to the two corners on the stage in the chapel. These cables will connect to the stage box which will better support any music arrangement that is needed in the future for these locations.

We have added two new pieces of sound equipment that were paid out of available funds that we got from the NTUUC grant to upgrade AV. First, we added a crowd mic to better pick up the voices of the crowd during singing and speaking the candle ceremonies and any special reading and response. We also replaced one of our older wireless receivers that was having issues. We replaced it with a new digital receiver with two new digital transmitter packs and a new handheld mic.

Don Rogers, Carole Harner, Marla Loturco, and Jim Holmes

Caring

Carolyn Cameron, David Dyer, and Carol Powell make up the RedRiverUU Caring Circle with Carol as the head and Marla Loturco and Amy Hoffman Sheehan to help report church members with needs. Many supportive cards have been sent and phone contact made with members who have moved away. Also, welcoming cards were sent to new members and some visitors.

The Caring Circle is excited to create a new design for our cards which will recognize LGBTQ and our Red River UU.

Carol Powell

Communications

Marla posts videos of our services to YouTube and shares them to the Red River UU page.

Amy uses the advertising center on the business page for Red River UU to boost the posts with the services. Our budget is \$10 per weekly post. The annual cost for boosting our weekly services will be a little more than half of the entire advertising budget.

Amy is the administrator for the Red River Unitarian Universalist Church, Red River LGBTQ and Texoma Earth Day Festival pages. She has gone through the process to allow her to advertise posts that have social justice or politics as a subject matter. Until going through this process, our ads for our services were being rejected on a regular basis.

Amy, Marla, and Doug all respond to messages the church receives through Messenger. Amy monitors and responds to comments on posts on all three Facebook Pages. Comments are exceedingly rare, and a small number of individuals have been banned from the Red River LGBTQ and Earth Day pages.

Amy Hoffman-Shehan

Communications Consultant

During the last year I have edited 12 newsletters, created, and released 50 weekly UPDATES. I actually completely forgot on two separate weeks - and no one asked me, "What happened to this week's UPDATE?" I asked several folks if they noticed, none did.

I created all the morning programs weekly, along with special emails (about announcements of deaths in our community, materials for annual and special congregational meetings. I created the logo, tagline, letter and both online and print pledge forms for the 2022 Stewardship Campaign. I create and print the new member certificates, new member information sheet but not the Time and Talent form which is now online.

I made a couple significant changes about distribution of both the monthly issues of Red River Ramblings and the UPDATE. Here's the back story: Each month I create the newsletter, save it as a PDF, upload it to iContact the email marketing service platform we use to send bulk emails and supply analytics on who open/reads/forwards etc. what we sent out. Each of our Red River Ramblings and UPDATE are released to 224 email addresses. These are current members and friends, visitors, people who came for a while and disappeared but never unsubscribed themselves, as well as former members who still want to know what we're up to.

However, when someone opens the email from news@redriveruu.org they don't actually SEE the newsletter but only an invitation DOWNLOAD YOUR COPY HERE button on their screen. Roughly 13%-18% tap/click on the button and open the PDF file containing the newsletter. iContact tells me that's a good percentage for online newsletter. We want more readers. So, in March I tried something different. It took several hours, but I created an e-Newsletter by taking a template in iContact (designed for online business newsletters that I tweaked to work for a church) and copy/pasted each article and image into the template and released the March issue in two versions - a new eNewsletter and the traditional PDF format. I've continued doing that each month (it gets faster with practice). It has been worth it, the analytics report. When people knew they had to open an email, then download a PDF in order to read our words of wit and wisdom, we'd have maybe 35-45 people open the email (and maybe read the sermon titles which I always listed hoping it would nudge them to download the PDF). Of those 35-45 people, only 12-16 actually downloaded the PDF. Bottom line: Our readership levels were depressing.

That's changed with the eNewsletter. Since March up to 78 people have opened the "Here's the XXX Issue of Red River Ramblings. I can't say the 78 people actually scrolled thru the newsletter, and there still are 15-20 people who click to download the PDF version, but we have cause to believe our readership have increased substantially. The newsletter is also on our mobile app. I think it has been worth the time.

Each week's UPDATE is also published on the church website - tap/click on the calendar listing "THIS WEEK'S UPDATE - it is usually the second thing listed in the calendar, right under the listing for the current Red River Ramblings issue which you can now read directly from the calendar not having to download it as a PDF.

I continue to manage the church app weekly uploading details and morning programs for next week's morning assembly. We discovered, in mid-summer that The Apps Store dropped the app. After six frustrating weeks, many calls to both Apple support and the company in England that manages our app, I'm pleased to announce the app is back at The Apps Store.

My accident last March which delayed my return home by three months helped me realize that I have to start sharing what I do because if I had been more seriously injured the church would struggle. I had too many passwords in my head, and no one could step in to carry the load. That's not good for the church, or for myself as well. Since my return I've started making sure others can access the tools we have to distribute the newsletter, update the app, order office supplies. I also realized I'm not as focused and multi-tasking has produced mistakes.

When the board first approached me about taking on some critical tasks that they, and I felt were needed and I could manage the were agreed I needed a title. I suggested 'helper' as I wasn't keen on a title. They won and I am your communications consultant. It has always sounded *really serious and important*. But the world needs labels, and it works. I like being of service, helping where needed especially when it taps into things I enjoy doing from creative design to e-Newsletter. Thanks, friends. Overall, a good year with a potentially exciting future on the horizon.

Doug Strong

Community Outreach

Pride – Red River UU had a booth at the Grayson County Pride Festival, where we gave away free children's clothing. We gave away rainbow bracelets, Red River UU pens and notepads, bookmarks. Daniel Polk joined us and provided magnets and folding cards from NTUUC with our principals and who we are. We also promoted a Back-to-School children's clothing swap that was held in August

Free Children's Clothing Swap – Adrian Hinman coordinated a free children's clothing swap on August 6th at church. Amy, Jim, and Dick helped. Clothing was separated by size but not by sex. Several parents who attended commented how much they appreciated this. We partnered with Waples United Methodist Church by promoting each other's events and sending families to each other. Waples offered free health screenings and some kids activities.

Arts Fest Sherman – We did not take part in Arts Fest in Sherman in 2021. We did have a booth at the 2022 festival on September 17th, where we gave away baby clothes sizes newborn to 9 months. We gave away at least half of our surplus baby clothes and a lot of Red River UU swag. The rainbow bracelets are still the most popular give away item. Our horizontal Red River UU church banner that we use as a backdrop for the booth is wearing out (grommets tearing through the fabric). It should be replaced within the year. Volunteers are needed for all the clothing give away and swap events.

Austin College Volunteer Opportunity & Internship Fair – We had two booths in Wynne Chapel at the 2021 fair, one for Earth Day and one for Red River UU. Amy was the only volunteer at from Red River UU at this event, so she stood and sat between the two booths. There was no signage at the Red River UU booth to indicate with it was, so no one approached it without being directed there by Amy. We had two booths at the 2022 fair on September 8th, with updated signage for both booths. We had a good number of visitors to both booths that included some good leads for the next Earth Day Festival. We did not have visitors who were raised UU.

National Voter Registration Day – Red River UU was a voter registration location for the national holiday on September 20. Our goal was to target the Texoma Family Shelter and our surrounding neighborhood. We had yard signs in the lawn since Friday September 16 until the end of the event. We had one person from the shelter come over to register. We were told that several staff members are not registered to vote, but we could not convince them to register. We did get media attention from KTEN for our efforts.

NAACP / Interdenominational Ministry Alliance Scholarship Banquet Red River UU sponsored a table. Jan Fletcher, Walter, and Susie Norris and Amy Hoffman-Shehan attended. There was at least one more person who attended, but can't remember who it was. The event and the speaker's message were really enjoyable.

Denison Fall Festival October 1, 2022, Red River UU gave away Halloween costumes, candy, and Halloween theme trinkets, and RRUU notepads. We gave away a lot of everything. Unfortunately, we were truly short of volunteers. Adrian was left alone the last 3 hours of the event and had to break down the booth without any help.

Note: The congregation set a goal of increasing outreach, but a team of 2-3 people cannot continue to do this without wider support.

Amy Hoffman-Shehan

Shelter Meals - Inactive

Earth Day Festival

2022 was our first year back as a full festival after hosting only recycling events for the past two years due to the pandemic. It was a struggle to get vendors and entertainment since many were still not ready to be in crowds. We did have a good variety of vendors and entertainers; it just took a lot of work to recruit them. We had a new corporate sponsor for paper shredding through First United Bank. The bank was supportive with staffing to greet recyclers and handed out shopping bags. TCOG (Texoma Council of Governments) sponsored a latex paint collection. The coordinator also allowed recyclers to leave oil-based paints, left close to 100 gallons of oil-based paint on the street, and then failed to pick up the load in a timely manner. This created an issue with city government, so we are not sure we will be able to work with TCOG again. We updated and published 1000 copies the 3rd edition of our Recycling Guide for North Texas and Southern Oklahoma. All copies were given away or distributed within a few days after the festival. We were working on raising funds to publish another 1000 copies until the City of Denison announced their contract for recycling collection with Waste Management will end December 31, 2022. We are waiting for details on their new contract with a new provider before we print another edition.

We will start meeting in October to plan the 2023 festival. We already have an agreement with the Sherman Parks & Recreation department to sponsor a children's art show and some leads on children's activities and entertainment.

Amy Hoffman-Shehan

Endowment Committee

The church endowment fund was established in the early 2000's. The Red River Unitarian Universalist Church Endowment Fund By-Laws were Approved by the Board of Trustees on April 21, 2004. The Endowment committee recommended to the board that we consider becoming part of the Unitarian Universalist Common Endowment Fund. Currently, 343 UU congregations and UU-related organizations entrust the management of their investment assets to the UU Common Endowment Fund – a professionally managed, diversified investment fund, offered by the Unitarian Universalist Association to manage the assets of congregations, districts and other UU-related organizations. Established in 1962 as a common investment fund, assets of the UUCEF are currently held in US and international equities, domestic and global fixed income securities and other holdings intended to provide broad diversification.

In June 2021, the church transferred the money in our endowment fund (\$12,098.18), along with the CD's the church was holding (totaling \$54,905.99) and transferred all to the UU Common Endowment Fund. As of July 31, 2022, there is \$12,653.13 in the Red River Endowment Fund and \$57,424.54 in the Red River Savings Fund, both invested in the Unitarian Universalist Common Endowment Fund.

Dick Powell, Carolyn Cameron, Doug Strong

Facilities Building

This past year the building has continued recovering from its being empty during the pandemic.

The following repairs and upgrades have been done during this time.

- The toilet leak has been fixed in the upstairs bathroom and the kitchen ceiling repairs done.
- New sound board cables have been run under the floor of the chapel to the two corners of the stage wall. This supports the music area with the stage box.
- Ceiling boards that worked loose in the chapel above the stain glass window have been resecured.
- The front porch lights were replaced.
- The bulbs in the flood lights to the north parking lots were replaced and the lights adjusted.
- Added a childproof latch to the stairs near the kitchen that go into the basement.

- Added rolling storage carts to go under the kitchen cabinets.

We are also repairing the garage. The north wall has slipped off its foundation and will need to be put back and secured. Once this is done, we are planning to cover the current bad siding with smart siding. The current siding has several rotting areas and bad spots and is not worth saving. The total cost of this project is estimated to be about \$6,000-\$7,000. NTUUC no longer gives grants for building maintenance, so we are looking for other funding sources

Jim Holmes

Facilities Grounds

Kerry, under my direction has maintained flower beds, playground equipment, & watering system. He has mowed, edged walks, and removed waste grass, downed limbs, and pecan litter. He has also planted the porch planters and the sign flower bed. He has trimmed shrubs, blown off porches and parking areas. To eliminate the hoses crossing sidewalks, Kerry cut trenches in the sidewalks for positioning the hoses. The hoses are the for automatic watering system for flower beds.

Marilyn Alexander

LGBTQ+ Welcoming Committee Included in Community Outreach Report

Little Free Library - Inactive

Long Range Planning

In spring of 2019 our 5-year strategic plan was submitted and approved by the congregation. It is now 2022, 4 years into the plan. Red River UU has been highly successful on some of the action items on the plan. However, one event that occurred that greatly impacted the plan was the pandemic. The pandemic had a huge negative impact on our projected growth and funding projections and impacted expanding our outreach programs. Fortunately, we had just received on grant to expand our AV equipment and we were able to quickly start recording and live streaming services.

Despite the pandemic, we were successful in accomplishing the following:

- Add live stream to service and staff.
- Make live stream available in the Gil Alexander Room, RE rooms, and on our Facebook page. Two out of three has been done. We choose to post the recorded service to our YouTube page and have a link to it on our Facebook page.
- Fill the position for RE Team Leader.
- Monitor existing activities and adjust as needed.
- Apply for NTUUC grants as needed. We have received two grants since 2019 to remodel the RE area and to improve the AV equipment for live stream and recording.
- Add a new Outreach program each year. We have added the children's clothing drive, had a booth at the LGBTQ pride festival, and held 2 recycle events in place of Earth Day being canceled.

This is where we fell short. By the end of the 2021-2022 budget, we estimated a membership growth of 61 total members and a budget of \$66,000. Today we currently have 46 total members and a budget of \$48,8400. Also, since 2019 we have lost 3 members who are deceased, and 3 members who are now in a retirement home. We also lost 5 members who either moved away or decided to change their membership to friend.

We also fell short on accomplishing the following:

- Apply extra budget money to a building expansion fund.
- Begin facilities fund drives.
- Fill position for Outreach Coordinator.

A second major item that this plan did not consider is the hiring of a minister. This is a major impact to how we plan to go forward. It is the recommendation of the remaining members of this committee that we revise and create a new 5-year plan once we have a minister in place for a minimum of one year.

Jim Holmes, Marilyn Alexander. Ronda DeCaire (in absentia), Robert Shelton (in absentia)

Growth and Outreach

Included in Community Outreach Report

Membership

Since the last Membership Team report, several people have joined Red River UU. Those who have both signed the book and participated in a membership-induction ceremony during worship are:

| | | |
|-----------------|-------------------|----------------|
| Michelle Haynes | Jana Norris | Walter Norris |
| Hannah Peterson | William Holloway | Jim Runnels |
| Susie Norris | Darlene McKinnell | Marsha Runnels |

These five newest members will be formally inducted into the congregation at a future worship service. As of the close the reporting year, September 30, 2022, we have 45 members

Recently Martina Hernandez signed the membership book and will be formally inducted into the congregation at an upcoming Sunday Assembly.

Marion Hill - Membership Team chair

Movable Feast

Movable Feast is meeting again, after a hiatus during the pandemic. This popular Chalice circle consists of about 30 people and focuses on cooking, eating, attending food-related events, and enjoying relaxing conversation. About once a month, the group gathers at a member's home, at a local restaurant, at the church for potluck, or at a community event that involves food. In October, the Feasters plan to indulge in German food and beer at Oktoberfest in Muenster, TX. Anyone wishing to join Movable Feast should notify Facilitators at marionh3719@gmail.com or 580-924-7715.

Elbert and Marion Hill

North Texas UU Congregations

NTUUC is a local cluster for the thirteen Unitarian Universalist congregations in North Texas. Their mission is "Helping Unitarian Universalist congregations in North Texas achieve their goals." Red River Unitarian Universalist church has one representative on the board. In this past year, Marla Loturco served from October until April when Elbert Hill volunteered to replace her. In late August when Elbert resigned, Marilyn Alexander agreed to become the NTUUC Representative. This is a prominent position as it is through NTUUC that our congregation has received multiple grants over the years.

This last year NTUUC has:

- Created and hosted a webinar "Being Present." This was training on how to be a non-anxious presence.
- Created and hosted two webinars "Widening the Circle." These discussed the local roots of white supremacy and will be on Youtube if anyone wants to watch them.
- In the process of redesigning the NTUUC website. Current website is www.ntuuc.org. Sneak peek may be had at <https://ntuuc.newsites.dev>
- Sponsored a booth at Dallas Pride in June and Daniel Polk (Exec Dir) spent time at Red River UU's booth in Sherman for Pride.
- Sponsored a President/VP's meeting in July
- Sponsored OWL leadership training in August with 43 people trained.

Marla Loturco

Religious Education

Elle Dyer has taught the children's classes and has had up to 7 children in attendance for any one Sunday. Children have been in attendance for 1/3 of the Sundays. The children are always excited about what they have done, which reflects the preparation and work that Elle has devoted to each lesson. They began using the UUA "World of Wonder" and "Creating Home" curricula for their lessons and activities.

Our church friend, Martina Hernandez first visited on July 4, 2021, when the church reopened. The following Sunday she brought her girls: Sophia 10, Naomi 7, and Angelica 5. In addition, we've had a family from Denton visit a couple of times. They have three young girls. Ellie's cousins also attend when they are in town.

Marilyn has prepared a book of lesson plans. Ellie advised me she began with this. Due to the age of the children, Ellie feels the time is better spent doing activities/ projects which are a lot more fun. I spoke with Martina a while back. She said the Sundays she misses are times when she has to get caught up with her college schoolwork. She said Angelica is always disappointed when they have to miss church. She wants to see Ellie.

David Dyer



Safe Congregation Panel

The Safe Congregation Panel consists of the President of the Board of Trustees and the Committee on Ministry. Its main function is to safeguard the well-being of all members, but especially the well-being of children and youth among us. The Safe Congregation Panel is convened only when there has been an allegation of inappropriate activity against a member.

We are pleased to report that the Safe Congregation Panel has not received any allegations of inappropriate conduct among members in the period October 1, 2021, through September 30, 2022.

No funds were spent in the past year.

Dan Althoff

Social Justice

Our organizational meeting was Friday, September 16. We agreed our monthly meeting will be the 2nd Monday of each month from 6:30 – 8:30 at RRUU. We will be known as the Red River Unitarian Universalist Social Action Team.

The group present agreed to work independently on each main area of interest but to also bring items of urgent need to the group. Initial members present and their primary interests are:

- Shanna Bolerjack; LGBTQ, Poverty

- Sherilyn Bolerjack; LGBTQ, Poverty
- Linn Cates; Environment; Homelessness
- Jan Fletcher (chair); Women's Rights/Abortion; Racial Justice
- Thomas Garland; LGBTQ, Reproductive Rights
- Amy Hoffman-Shehan; Voter access, voting rights Equal rights & reproductive rights.
- Susie Norris; Women's Reproductive Rights

Not attending but will join:

- Walter Norris; Civil & Human Rights
- Jim Runnels; Environmental & Healthy Eating

The group plans to use Texas UU Justice Ministry Action, UU The Vote and On the Side of Love for many of the sources for contributing to the needs of justice. If anyone is interested in social action activities, please come join us or give me a call.

Jan Fletcher

Texoma Family Shelter

Red River UU continues its support of our neighbor, the Texoma Family Shelter. In August, we paid \$500 as a sponsor their third annual fund raiser, the '42 Bed Bash.' The event will be held October 12, 2022, at 5:30 in Collinsville, TX, at the Madelyn Venue & Guesthouse. The event will include a live auction, raffle prizes, live music, and food by 'Feast on This.' As a sponsor at this level, RRUU will receive 4 seats to attend, along with 4 raffle tickets.

More information about the event is posted on our bulletin board or can be found on the Shelter's website at www.TEXOMAFAMILYSHELTER.com

Dick Powell

Web Team

During this year, the Web Team has continued to work on and tweak our website to insure it is current, running properly, and has current and interesting content.

Our first major work was to improve website performance. As our site has grown with increased content having videos, we have also seen a reduction in performance. We had been using a free service contract for non-profits with our website hosting provider but determined it was time to upgrade to supported service on a faster server. The cost is \$180/year and this year we paid for it out of the AV funds since we consider this a hybrid church expense.

Hannah Peterson joined our team and has been working with us to improve how we perform when people Google (search) for churches in the Denison/Sherman/Texoma area. This is called search engine optimization (SEO) and there are many technical things that can be done to improve how close you show up to the top of a search list. With Hannah's help we now show up quite well and in most typical searches we are in the top 10 of the lists.

We also did some minor rearrangement of how we show announcements on our home page to improve readability and to help make it more visually attractive. We recently added some information about our minister search on the home page. As we make more progress, we will expand this area and support it with added pages on information.

Marla Loturco, Hannah Peterson, Jim Holmes

Web of Life Monarch Waystation

Our RedRiverUU members voted to install and maintain a *Monarch Waystation* as an environmental action in the spring of 2018. The action provides habitat to native pollinators and specifically the Monarch Butterfly, which in 2021 the national USDA designated endangered and recently in 2022 the international

IUCN put on their Red List. We appreciate everyone's support of our *Web of Life Garden*. Special thanks to all who recently signed up or came out this year to work on the project, including those who were there to consult, advise, and write communications through the year. The names follow: Marilyn, Jeanie, Jack, Sherilyn, Linn, David, Michelle, Amy, Don, Darlene, Jana, Susie, Walter, Hannah, Angus, Carol, Dick, Doug, Salvador, and Kerry.

We planted in May. We regularly weeded, pruned, and thinned. Every month of the year individuals, partners, or small and larger groups of us had something going on in the garden, highlighted perhaps by our Wine-and-Work Garden Party in May 2022 at which time we added native host and nectar plants, with emphasis on Milkweed to give the hungry Monarch caterpillars plenty to eat. We welcomed everyone of any age or ability to participate in the gardening experience, making happen whatever anyone needed to make it work for them. At least one volunteer discovered a budding interest in plants and ecology and a delightful way to join in and find a pleasurable entrance to participate in our church. One may see Angus with Michelle on some beautiful mornings when she joins the service via Zoom from outside in the garden. On weekdays, as well, one might spot Jana, Susie (with Walt,) Linn, giving extra water to first year plants. Or David, who has dug up wildflowers which have spread beyond their allotted places, to grow at home. Michelle and I encourage members and friends to help populate their property-- urban and rural-- with plants native to your place. We will publish lists of what we can give you. Mid-spring is the best time for transplanting. Collecting and seeding times vary by species.

We added garden art this year. We nestled two small garden statues in the Meditation Garden in the back yard. Both communicate a love of the natural world, St. Francis making an offering to the birds from his bowl, and a young girl happily feeding birds. Matching iron trellises featuring the sun and a twining vine grace these trellises near the front entrance from the parking lot. We placed and planted five little tire gardens at the front of the playground. These featured the always-so-merry sunflowers which bloomed for most of the spring and summer. Michelle and Angus painted these tiny gardens with subtle nature colors and floral art to delight the eye.

The project leaders last met on September 26, 2022, to plan an October day in the garden. (date tba.) to add new plants. Fall, with its cooler temperatures and more plentiful rainfall make it as good, if not better a time to add plants, giving the roots ample time to get established before the harsh summer months far away. Members and friends have donated numerous plants including Autumn Sage, Mealy Blue Sage, and Coral Honeysuckle. Your Monarch Waystation Team commits in the coming year to share often with members and friends native plant information, beautiful pictures of butterflies in the church gardens, and ample notice of opportunities to participate by joining us outdoors, in nature, in pleasant weather, on our church grounds.

Linn Cates and Michelle Haynes

Worship Team

Worship is still the most important ongoing gathering we have. This year the worship team has continued to provide a variety of Sunday morning assemblies to stimulate, challenge and enhance both individual and collective understanding of our liberal religious faith. We have celebrated UU special rituals as well as introducing ourselves to other religious or faith traditions. The addition of hybrid worship has been successfully woven throughout our mornings together without feeling intrusive. Kudos to the AV team, no longer a part of the worship due to their needing different skills to assure quality video/audio creation and production, for leading the way in hybrid worship! It has been a close working relationship filled with positive outcomes.

It is clear that since reopening on last year, attendance has not returned to pre-Covid levels. Probably every church of whatever faith is experiencing the same trends. What we do know, however, is that the work of the greeters, hosts, AV crew, worship associate, guest ministers and speakers, fun time teams, along with the devotion of the worship team are not the reason. Fortunately, none of are discouraged,

in fact, we are energized by the opportunities for us to expand our creative energies to try new things that might change and enrich our worship life in new ways.

Currently the team includes Marla Loturco, Jana Norris, Dan Althoff, Walter Norris, Michele Haynes and Doug Strong. Our worship associates this year have been Thomas Garland, Tommi Homuth, Michelle Haynes, Jana Norris, Marla Loturco and Doug Strong.

We have been lucky to have the Rev. Dr. Mark Y.A. Davies with us twice a month. His commitment with us results in a lot less searching to find people to speak on any given Sunday. We follow the UU Ministers Association guidelines and give an honorarium of \$315 to ordained clergy, \$250 to students and \$200 to lay speakers. Following a long-standing tradition, we do not offer honoraria to church members (they can ask for an in-kind donation for their taxes).

As always, what follows are the statistics of our year, thanks to each board representative's faithful attention to logging in the information weekly.

Doug Strong

| 2021 | Church Totals | | | | Visitors | | On Line | | Grand | Leader | Worship Topic |
|-------------|---------------|-------|--------|------|----------|------|---------|----------|-------|------------------------------|---|
| | Date | Total | Adults | Zoom | Child | Live | Zoom | You Tube | | | |
| 10/03 | 26 | 19 | 4 | 3 | | | 20 | | 46 | Elena Westbrook | Moral Decision-Making: Is It Inh Our Genes? |
| 10/10 | 29 | 18 | 8 | 3 | | | 95 | 10 | 134 | Michael Davis | Emotional Intelligence: Principles for Improving Relationships, Families, & Faith |
| 10/17 | 29 | 21 | 6 | 2 | | | 25 | | 54 | Credo Sunday | |
| 10/24 | 26 | 21 | 4 | 1 | | | 7 | 1 | 34 | Ashley Newlin | Hide & Seek |
| 10/31 | 19 | 15 | 4 | | | | 17 | 9 | 45 | Rev. Dr. Mark Y.A. Davies | The Walking Dead: Ways in Which the Dead Are Among the Living |
| 11/07 | 20 | 16 | 4 | | | | 15 | 7 | 42 | Daniel Polk | Why Does the World Need Unitarian Universalism |
| 11/14 | 32 | 20 | 6 | 6 | | | 40 | 3 | 75 | Rev. Doug Strong | Revisiting Patrick Henry's Second Choice |
| 11/21 | 32 | 25 | 4 | 3 | 2 | | 12 | 2 | 46 | Rev. Dr. Mark Y.A. Davies | Intergenerational Justice |
| 11/28 | 19 | 16 | 3 | | | | 6 | 12 | 37 | Worship Team | Pver the River and Through the Holidays! |
| 12/05 | 29 | 17 | 8 | 3 | 1 | | 30 | 11 | 70 | Rev. Dr. Mark Y.A. Davies | Justice as Equality of Opportunity |
| 12/12 | 26 | 17 | 6 | 3 | | | 14 | 22 | 62 | 7 members | Celebrating the Only Unitarian Universalist Exclusive Holiday |
| 12/19 | 17 | 11 | 6 | | | | 13 | 2 | 32 | Dilahunty & Presswood(video) | Do Atheists Celebrate Christmas? |
| 12/26 | 20 | 15 | 5 | | | | 19 | 5 | 44 | Everyone & Worship Team | A Season and A Time for Sharing |
| 2022 | | | | | | | | | | | |
| 01/02 | 19 | 13 | 6 | | | | 7 | 33 | 59 | Marla Loturco | An Ending & A Beginning |
| 01/09 | 23 | 17 | 6 | | | | 14 | 77 | 114 | Rev. Dr. Mark Y.A. Davies | Making the Empire Great Again |
| 01/16 | 23 | 16 | 4 | 3 | 1 | | 19 | 100 | 142 | Dr. Glenn Melancon | The Great Depression: Pain & Relief |
| 01/23 | 32 | 13 | 16 | 3 | 1 | 8 | 16 | 112 | 160 | Rev. Dr. Mark Y.A. Davies | The Sin of Nicæa |
| 01/30 | 23 | 15 | 5 | 3 | 1 | | 10 | 107 | 140 | Elena Westbrook | Finding Your One True Thing |
| 02/06 | 24 | 20 | 4 | | 2 | | 22 | 28 | 74 | Rev. Dr. Mark Y.A. Davies | Mindful Peacemaking: The Life & Legacy of Thich Nhat Hanh |
| 02/13 | 24 | 18 | 3 | 3 | | | 11 | 28 | 63 | Worship Team | Standing With Love - Reproductive Justice |
| 02/20 | 19 | 18 | 1 | | | | 18 | 94 | 131 | Rev. Dr. Mark Y.A. Davies | Power of Justice: The Life & Legacy of Desmond Tutu |
| 02/27 | 25 | 21 | 4 | | | | 27 | 56 | 108 | Rev. Dr. Thandeka (video) | Love After Love |
| 03/06 | 23 | 20 | 1 | 2 | | | 21 | 13 | 57 | Rev. Dr. Mark Y.A. Davies | Waging Peace in a Climate of Conflict |
| 03/13 | 14 | 13 | | 1 | | | 6 | 1 | 21 | Side With Love Sunday | What If I Had Only 30 Days To Love? |
| 03/20 | 24 | 19 | 3 | 2 | 1 | | 32 | 4 | 60 | Rev. Dr. Mark Y.A. Davies | Democracy in Danger |
| 03/27 | 24 | 21 | 3 | | 1 | | 20 | 20 | 64 | Dr. William Lloyd Fridley | History Now? Diversity, Race & Schooling? |

| 2021 | Church Totals | | | | Visitors | | On Line | | Grand | Leader | Worship Topic |
|--------|---------------|-------|--------|------|----------|------|---------|----------|-------|---------------------------------|--|
| | Date | Total | Adults | Zoom | Child | Live | Zoom | You Tube | | | |
| 04/03 | 23 | 15 | 5 | 2 | | | 26 | 24 | 73 | Rev. Dr. Don Fielding | Survival |
| 04/10 | 29 | 21 | 5 | 3 | 2 | | 22 | 23 | 74 | Rev. Dr. Mark Y.A. Davies | Building Resilient Community in Times of Chaos |
| 04/17 | 27 | 22 | 3 | 2 | 4 | | 18 | | 45 | Beth Ferree | Transcendence & Enlightenment: A New Take on the Story of Easter |
| 04/24 | 25 | 24 | 1 | | | | 22 | | 47 | Rev. Dr. Mark Y.A. Davies | Importance of Diversity for Human & Ecological Communities |
| 05/01 | 23 | 17 | 6 | | | | 17 | | 40 | Dr. David Usher | Right Belief or Right Living |
| 05/08 | 20 | 16 | 4 | | | | 18 | | 38 | Worship Team | Flower Communion & Mother's Day |
| 05/15 | 26 | 21 | 2 | 3 | | | 24 | | 50 | Rev. Dr. Mark Y.A. Davies | Pernicious Propaganda |
| 05/22 | 28 | 27 | | 1 | | | 24 | | 52 | Rev. Dr. Mark Y.A. Davies | Going Local |
| 05/29 | 26 | 21 | 4 | 1 | | | 121 | | 147 | Rachael Tudor | Transgender in Common Usage & Jurisprudence |
| 06/05 | 30 | 22 | 5 | 3 | | | 51 | | 81 | Ashley Newlin | Love, The Final Frontier |
| 06/12 | 23 | 20 | 3 | | | | 66 | | 89 | Rev. Dr. Mark Y.A. Davies | Fighting Theocracy |
| 06/19 | 22 | 19 | 3 | | | | 71 | | 93 | Rev. Dr. Bill Sinkford - Video | Love Calls Us On |
| 06/26 | 27 | 19 | 8 | | | | 33 | | 60 | Rev. Dr. Mark Y.A. Davies | Fighting the Merchants of Death |
| 07/03 | 28 | 22 | 4 | 2 | 1 | | 24 | | 52 | Rev. Dr. Mark Y.A. Davies | Justice Interconnected |
| 07/10 | 22 | 15 | 5 | 2 | | | 35 | | 57 | Cameron Young | Adaptive Ministry |
| 07/17 | 31 | 23 | 4 | 4 | 2 | | 19 | | 50 | Rev. Dr. Mark Y.A. Davies | The Power of Humility |
| 07/24 | 33 | 25 | 2 | 6 | | | 9 | | 42 | Pastor Jacqueline Duhart(video) | Radicals Rise Up - NOW is the Moment |
| 07/31 | 26 | 20 | 5 | 1 | | | 14 | | 40 | Jan Fletcher & Maria Loturco | Peace Sunday #1 - Choosig Non-Violence |
| 08/07 | 25 | 22 | 3 | | | | 55 | | 80 | Rev. Dr. Mark Y.A. Davies | Democracy of Beloved Community |
| 08/14 | 25 | 21 | 4 | | 1 | | 45 | | 70 | Rev. Dr. Mark Y.A. Davies | Two Trillion and Counting |
| 08/21 | 23 | 19 | 4 | | | | 11 | | 34 | Worship Team | Water Communion Sunday |
| 08/28 | 25 | 20 | 4 | 1 | | | 11 | | 36 | Michelle Hayes & Maria Loturco | Peace Sunday #2 - Living Peace |
| 09/04 | 24 | 18 | 3 | 3 | | | 28 | | 52 | Rev. Dr. Mark Y.A. Davies | The Creative Tension of Justice Making |
| 09/11 | 21 | 21 | | | 1 | | 10 | | 31 | Worship Team | Nine Eleven: The Noun |
| 09/18 | 26 | 22 | 4 | | | | 47 | | 73 | Rev. Dr. Mark Y.A. Davies | Peace Building in a War-Torn World |
| 09/25 | 28 | 23 | 3 | 2 | | | | | 28 | Michelle Hayes & Maria Loturco | Peace Sunday #3 - Leaders Living Peace |
| Avg | 25 | 19 | 4 | 2 | | | 27 | 29 | 65 | | |
| Max | 33 | 27 | 16 | 6 | 4 | 8 | 121 | 112 | 160 | | |
| Min | 14 | 11 | | | | | 6 | | | | |
| Totals | 1287 | 990 | 218 | 77 | 21 | 8 | 1357 | 804 | 3448 | | note 4/10 was last upload of videos to facebook |

Review Status of Approved 2022-2023 Annual Goals

- 1) Become more visible in the community through participation in community events and usage of the building for outside organization events. *(Tommi Homuth used building for balance/fall prevention class, Adrian held children's clothing swap/give away, Marsh is holding chair yoga classes)*
- 2) Have 4 church cleanup days per year. Doug will coordinate. *(2 clean-up days. One before the reopening and one in October)*
- 3) Congregation will pursue more funding options for adding to the minister fund. *(Pledges, NTUUC, Faithify, Chalice Lighters, crowd funding)*
- 4) Increase voting membership by 10%. *(9 new members this year)*
- 5) Establish a team to respond to comments on YouTube, Facebook, Website, Meetup, etc. This team will respond to comments weekly. *(Amy does social media, Jim does the website, Marla uploads the Morning Assembly onto You Tube)*
- 6) Hire a minister. *(Work in progress)*

Discuss Minister Search Status and Funding

Minister Search Team Status Report

The Team is working in two areas. First, we are interviewing the congregation and friends on what characteristics they want in a minister.

A full report of these interviews is included below.

The second area we are investigating is funding. We are assuming that we can get a \$50,000 grant from NTUUC paid out as \$30,000 year 1 and \$20,000 year 2. We also assume that we can get a grant from the Southern Region (Chalice Lighters). We are targeting a grant for \$10,000. We have not applied for either until we know that we can cover the remaining funding needed.

These are the calculations for the Minister Compensation Package:

| Minister Compensation Worksheet from UUA | | |
|---|---|-------------------|
| | | Amount |
| Salary | | \$ 61,700 |
| Self-employment | | \$ 4,720 |
| UUA retirement base | | \$ 6,170 |
| UUA retirement match | \$ 1,200.00 | |
| UUA health plan | | \$ 9,888 |
| UUA dental plan | | \$ 720 |
| UUA disability | | \$ 802 |
| UUA group term | | \$ 384 |
| Professional expense | | \$ 5,000 |
| | | |
| | Compensation estimate | \$ 89,384 |
| | 2-year Total with 3% inflation applied | \$ 181,450 |

Based on these values, here is where we stand with funding:

If we target starting a minister in August 2023, we will need enough funds to cover an estimated \$181,000 in compensation for 2 years. Through grants, budget savings, and additional pledge funding we should be able to raise about \$130,000. That will leave us about \$51,800 short.

If we target starting a minister in August 2024, we will need enough funds to cover an estimated \$187,000 in compensation. The increase is due to using a 3% inflation factor. Through grants, budget savings, an additional year of savings, and additional pledge funding we should be able to raise about \$160,000. That will leave us about \$26,600 short.

We have created a pledge card to allow people to do a 2-year financial commitment to help cover the minister compensation package. The total amount pledged will help reduce our current projected shortfall.

We cannot commit to the official UUA Minister Search program until we can produce additional funding to cover these shortages.

Your Minister Search Team

Jana Norris
Marilyn Alexander
David Dyer
Marla Loturco

Report on Interviews of the Members and Friends of the Congregation

1. What personality characteristics would your perfect minister have?

| | |
|---|------------------------------|
| Engaging, outgoing, passionate, personable, friendly | |
| Able to recognize & encourage people out of their comfort zone | |
| Intelligent with common sense and down to earth | |
| Not preachy... respectful of all people | |
| Believe in the importance of music in a service | |
| A genuine interest in seeing RRUU grow in the community | |
| Kind, thoughtful, humorous, intelligent, compassionate, intuitive | |
| Able to talk with people from all walks of life. | |
| Kindness, love for fellow humans, strong leader | |
| Availability & ease of being in touch with people | |
| In touch with congregation listening | |
| Person who breaks the mold—not the standard minister stereotype | |
| Able to roll up sleeves and be one of us | |
| Like Mark or Dennis (horizon) | Intuitive |
| Genuine liking of other people | Common sense |
| Sense of humor, funny | Realist |
| Warm eyes | Adaptable |
| Open & accepting | Energetic |
| Charismatic | A passion for social justice |
| As few ticks as possible | Dynamic |
| Good presence | Shows empathy, caring |
| Good communicator | Approachable |
| Ability to relate to all ages | Friendly face |
| Patience | Patience, tolerance, bravery |
| Willing to listen | Relaxed; down to earth |

2. What would you like the minister's role to be?

| | |
|---|----------------------------------|
| Serving the congregation in traditional ways: officiating at rites, pastoral care | |
| Building a service to attract new members | |
| Making RRUU feel more like a destination | |
| Literate, able to write about issues (op-eds, editorials) | |
| Provide more exposure to community | |
| Accompanying members on their faith journey | |
| Leading worship 3X times a month | Gets to know everyone |
| Making Sunday services inspirational | Leadership skills |
| A voice in community participation | Diversity in Sunday Services |
| Voice of consciousness | Challenge us to think |
| Social Justice | Motivational |
| Do outreach in the community | Do outreach to colleges |
| Involved with worship | Spiritual Leader / counselor |
| Community involvement | Community organizer |
| Helping us grow | Role model |
| Great sermons | Allowing other people to service |

Stable leadership

Motivating congregation

3. What do you think should be their main focus?

Helping Red River stay alive – growing congregation

Need them to take over to free our members from planning to assisting

A minister to be face of RedRiverUU in community events to help us grow

Currently I derive no spiritual feelings from RRUU and their services

Devise programs to challenge us to grow spiritually

Services, social justice, community outreach

Growing with the new influx of people in the area

Creating Worship

Social justice

Grow the congregation

Pastoral care

Community Involvement (outreach)

Counseling

Spiritual growth

Leading Adult Programs

Local focus – everyday life

Other

Humanist over Christian

Publicity

4. What kinds of worship experiences do you find most meaningful?

Buddhist types of beliefs on animals, living, meditation

Finding temporary refuge and peace

Inspirational

Thought Provoking

Spiritual

Social Justice

Experiential

Diverse

Meaningful Variety

Educational

Push beyond comfort zone

Memorable

All of the above

Traditional morning flow

Fun

5. How do you like ‘good preaching’ and ‘worship’ defined?

Good preaching

Some ministers have the ability to make me feel bad, I won’t go back

I want to leave the building feeling better than when I went in.

Help me to stay committed to improving life for others

Standing up for those unable to help themselves

Thoughtful, insightful, relevant, diverse, mix of old and modern,

incorporating themes special to our congregation,

Inspirational, educational, or entertaining

Engaging, relevant for each person, impactful current events

Doesn’t always have to be spiritual

Ability to keep my interest

Inspire me to do better as a person

respect for our specific traditions.

Pleasant voice

No disturbing ticks

Speaks with passion

Musician

Leave feeling encouraged

Communicator of life

Inclusive

Relates to everyday life

Thought provoking & relevant

Thought provoking

No guild & vengeance

Worship

Spiritual & reverent

More traditional

6. What do you see as our congregations' mission?

Offer alternative church with involvement in the Texoma area.

Creating family beyond blood, a community with compassion for each other

Step up efforts for social justice in our community, county, state, nation

Reach out to each other and guide spiritual quest

To be a refuge, a place of peace, a safe haven

Get a lot more people to know about us

we need to expand! more people

Spiritual headquarters for liberals

Fellowship – come to see friends

Commitment to earth day

More diverse in membership

Mutual support

Place to talk & listen

Growth

Prepare for future generations

All feel welcome & not judged

Important to everyday life

To look inward and outward with love,

To encourage, to make a difference

Sanctuary for EVERYONE

Inviting & safe

Smash the Patriarchy

7. What questions would you like to ask a minister before they are hired?

What are your strengths & weaknesses

What would you like to achieve

What are your goals for your future

What are their social justice buttons?

What called you to be a minister?

How would you encourage spiritual growth as group & individual

Give an example of something you are passionate about.

Are you aware of any prejudices you hold?

What is your background

What is your philosophy and how has it changed over the years?

What are your top 2 or 3 objectives as a minister

Do you have a growth plan for yourself and how would we fit in it?

Can you support democracy in the political arena?

How can you help us provide better music involvement in the service?

Who is a historical person you would follow today?

Who is a living person you most admire and why?

How can you bring RRUU into the conscience of Texoma?

What experience do they have recruiting new members?

What is their experience with leveraging social media for the church's benefit?

What new ideas do they have for community engagement?

What is their approach to serving such a multi-generational congregation?

Approach to an aging congregation?

Have you written successful grants?

How would you feel about being in Denison Texas?

What would be your agenda for Red River UU?

How long would your ideal stay be?

Do you like to work with the community, other ministers?
 Do you prefer a small town or large church?
 Why do you want to be a minister to us?
 What are your plans to help us grow?
 What do you need from us?
 What challenges do you see for the congregation?
 How do you see us working together with different churches?
 What is important to you?
 Why did you leave the last place?
 What can you bring to Texoma?
 What have they accomplished in community outreach in the past?
 Do you see your congregation as your children?
 Do you think you should be the moral compass for the organization?
 What do you need to be fulfilled in this role?
 How can our congregation, used to running everything, partner with you?

8. What types of social justice issues would you like to propose?

Discuss points of interest with everything on the table

| | |
|---|---------------------------|
| Safety to our schools from gun violence | |
| Civics back to public school system | Criminal Justice reform |
| Earth Day Festival | Legalization of marijuana |
| Homelessness | Changes in Education |
| Mental health | Election reform |
| Food justice & ethical eating | Workers' rights |
| School supplies | Native Plants |
| Women's justice & Reproductive Rights | Foster Care |
| Environmental reform | Help for single moms |
| Sensible gun ownership | Accepting of the poor |
| Voting rights | Trans rights |
| Racial equality | Income inequality |
| Immigration reform | LGBTQ+ support in Texoma |

Real Gender Equality – I see much about reproductive rights for women, but not much for men. More than 50% of marriages fail and fathers are routinely given the burnt end of the stick in the shish kabob of divorce. Divorced dads are usually ordered to be visitors to their children (even if both parents are fit and loving) and ordered to pay 20% of their salary (even if both parents earn an equitable amount). A. paper abortion or 50/50 shared custody (and no one pays child support to anyone) are two ways to bring equality to the discussion.

9. In what ways would be support a minister?

Attend the Sunday Morning Assembly
 Work with them on projects of common interest
 Offering them to join for political events
 Meet with them outside the church for social gatherings
 Invite them to political events, live theater, music events
 Invite them or participate in social gatherings
 Community events introducing them to Grayson County culture

Giving the process a chance; let the kinks get worked out
Help them with the politics of Denison
Every person should have a role in the church
Try to interest others to join
Attend their birthday party
Outings
Fundraisers
Run errands for church business

10. Would you consider making a 2- or 3-year pledge commitment in support of a minister's compensation, separate from your annual pledge to support the church budget?

Many have said they would do some type of a pledge

Special responses which do not fit above questions

I do feel social justice should not be a target market. It is adhered to as the subject matter surfaces only, I think.

Of course. we need non-denominational representation with a great marketing aptitude. We need someone with a wife, husband, or partner, so the salary is not the only salary.

I do feel the congregation should address it in a more so simpler fashion. Put an ad in the papers and interview. This is my take.

It was suggested replacing the word *liberal* because of the current political connotations.

We are a sanctuary for religious liberals celebrating compassion, diversity, and spiritual growth.

Progressives, seekers, individualists

Discussion on Funding Options

Minister Compensation Pledge Form

We are looking for additional funding to cover the annual Minister Compensation Package. Please let us know below if you are willing to support this by pledging/donating additional funds. You can fill out a pledge form online [HERE](#).

Options for Voting

1. Vote during the meeting via Zoom
2. Vote online [HERE](#). Voting opens Sunday, Oct. 9, 2022 and closes Saturday, Oct. 15, 2022
3. Vote using the church app. Tap the red 'Vote Online' on the home screen.
4. Vote using a proxy. Download, print, vote and return it no later than Saturday. Oct 15, 2022

Proxy Ballot - Fall Congregational Meeting, Oct 16, 2022

You can use either an Open Proxy or a Directed Proxy **BUT NOT BOTH!**

| |
|--|
| <p><input type="checkbox"/> Open Proxy for: Red River UU Congregational Meeting Oct 16, 2022</p> <p>I, _____, do hereby assign my open proxy for the Red River UU Church Congregational Meeting of Oct 16, 2022, to _____ (assigned person must be a member in good standing and hold no more than one other proxy. They must attend the meeting. The Secretary may not accept an Open Proxy).</p> <p>_____ Signature: You must sign and date in order for your proxy to be valid</p> <p>_____ Date</p> |
|--|

OR

You must return your Directed Proxy by October 16, 2022, 12:30 pm to David Dyer, Secretary, Red River UU Church, PO Box 1806, Denison, TX 75020

| |
|---|
| <p><input type="checkbox"/> Directed Proxy for: Red River UU Congregational Meeting Oct 16, 2022</p> |
| <p>Approval of the minutes from the Spring 2022 Congregational Meeting.</p> <p><input type="checkbox"/> For as presented in the packet of doc's OR as amended in the meeting</p> <p><input type="checkbox"/> For <input type="checkbox"/> For as amended in meeting <input type="checkbox"/> Against <input type="checkbox"/> Abstain</p> |
| <p>Vote to approve using savings funds to cover any shortfall for minister compensation for a 2-year contract minister. This will cover a 2-year period only. Money from savings will be used in monthly amounts as needed.</p> <p>I approve the following amount to be used from savings (select one):</p> <p><input type="checkbox"/> Not to exceed \$55,000 over 2-years – supports minister starting August 2023</p> <p><input type="checkbox"/> Not to exceed \$26,000 over 2-years– supports minister starting August 2024</p> <p><input type="checkbox"/> I support the amount decided in the Fall Congregation by the members</p> <p><input type="checkbox"/> I do not want any savings to be used to cover any shortfall for the minister compensation package</p> <p>Name (Printed) _____</p> <p>Name (Signature): _____</p> <p>Date: _____</p> |

You must **sign and date** for your proxy to be valid:

Remember to complete either an OPEN or a DIRECTED proxy ballot, not both.