



FIRST CONGREGATIONAL

United Church of Christ - Portland

**ANNUAL REPORT
2015**

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ANNUAL CONGREGATIONAL MEETING
FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST
PORTLAND, OREGON
DECEMBER 13, 2015
AGENDA

Opening prayer

Call to order

Establish quorum

Approve minutes of December 14, 2014 meeting

Approve minutes of November 8, 2015 meeting

Vote on adoption of new Bylaws

Election of officers

Vote on adoption of the 2016 budget

Recognition of outgoing leadership and welcoming of new leadership

Closing prayer

FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST

PORTLAND, OREGON

ANNUAL MEETING

DECEMBER 14, 2014

Moderator Ann Laskey called the meeting to order at 11:50 a.m. Quorum was confirmed with 70 members. Reverend Sara Rosenau opened with a prayer.

The minutes from the December 8, 2013 Congregational Meeting were approved as written.

Presentation of 2015 Budget

Al Horn presented the 2015 Budget and recognized Treasurer Paul Adcock for his hard work in preparing the budget. The unadjusted net income for the year is expected to be negative \$269,298, and after scheduled transfers from bequests and earned interest, it is expected to be negative \$58,191, which is better than the 2014 deficit. On the income side, lease payments have increased, and wedding and rental income are expected to increase as well. Pledges and giving income are predicted to remain at 2014 levels. On the expense side, the only staff member receiving a raise is Rev. Rosenau.

Discussion about the budget:

- Is the scheduled transfer coming from principal or interest? We have four restricted investments and a reserve fund. For the restricted fund, we take 4% of the annual average of the previous twelve quarters. With the reserve fund, anytime we receive a large undesignated gift it goes into the unrestricted fund to cover large projects or to draw on for income. We are transferring \$140,000 from bequests to the church to cover costs in 2015.
- Motion was made to increase Rev. Rosenau's annuity from 11% to 14% of her base and housing allowing following guidelines from the Central Pacific Conference for Minister Housing and Salary. Seconded.
- A Friendly Amendment was made to send the recommendation back to Finance Commission and Personnel Committee.
- How long will the tower affect the budget? In a sense, the money being transferred to the project is a loan, because we expected to continue to receive pledges for the project.

Motion on the amendment to send Sara's annuity increase to Finance Commission and Personnel Committee to enact: passed.

Vote on motion to increase Sara's annuity: Motion passed overwhelmingly.

The 2015 Budget was approved as presented.

Acknowledgement of Leadership

Ann thanked all members of Council and then asked them to stand, so they may be visibly

recognized. She then asked all commission and committee members to stand and thanked them for their contributions.

It was a special year for the church as we selected a new minister. The members of Pastoral Search Committee were asked to stand and thanked for their work.

Assistant Moderator Ross Runkel was acknowledged for his hard work on the Bell Tower Restoration Campaign. Ross reported that about 55% of the money has been raised.

Ann recognized all of the staff and encouraged members of the congregation to stop by the church during the week to thank them.

Ann thanked the Governance Task Force for their efforts and invited Reverend Michael Ellick to speak about the process. Rev. Ellick shared his enthusiasm for the work of the Governance Task Force. The process is going to slow down and there will be a series of four workshops for each of the core ministries.

Presentation of Slate of Officers for 2015

Julie Young, Nominating Committee, presented the Slate of Officers for 2015. Julie thanked all the people who volunteered to serve on these committees and commissions. The nominations were approved unanimously. See the 2014 Annual Report for the Slate.

Incoming Moderator Ross Runkel thanked Ann Laskey for her commitment and contributions as Moderator. He then presented her with gifts.

The meeting adjourned at 12:35 p.m.

**FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST
PORTLAND, OREGON**

CONGREGATIONAL MEETING

NOVEMBER 8, 2015

Meeting called to order at 11:50 am by Ross Runkel

Quorum present: 62 members

Two motions are presented

1. Ellen Bradley: I move that we vote to adopt the new governance model in principle.

Seconded

Passed 64 yes, 1 no, 2 abstentions

2. Ann Laskey: I move that this congregation instruct the Transition Team to propose new by-laws to present at the Annual Meeting on December 13, 2015.

Passed by a unanimous voice vote.

Meeting adjourned at 12:12 pm.



First Congregational United Church of Christ of Portland, Oregon

Bylaws

Draft version 7.3, December 11, 2015

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Article I. NAME

The name of this corporation is First Congregational Church, United Church of Christ, of Portland, Oregon.

Article II. POLITY

The government of this Church is vested in the members who, as a Congregation, exercise the right of control in all its affairs. This Church is an autonomous body and is amenable to no ecclesiastical authority. It participates in an historical ecclesiastical covenant with the United Church of Christ and its Central Pacific Conference.

Article III. MEMBERSHIP

This Church welcomes into membership all persons who will commit themselves to its faith and mission. Failure to meet this commitment may result in removal from the membership rolls.

Article IV. GOVERNING BODY

- (1). The governing body of the Church is the Congregation, which is made up of all members of the Church. A meeting of the Congregation shall occur at least once a year. Between meetings, the Congregation delegates governing authority to the Council in all matters except those listed in Article IV, sections (2), (3), and (4).
- (2). The Congregation reserves the following powers:
 - (a). Election of Pastoral Search Committee members;
 - (b). Election of officers, Council members, and Congregational Committee members;
 - (c). Creation of Congregational Committees, including, but not limited to, the Nominating Committee.
 - (d). Final action on any major financial program including the adoption of the annual budget.
- (3). The Congregation also reserves the following powers:
 - (a). Authorization to purchase, sell, convey, mortgage, encumber, and lease real property;
 - (b). Election or dismissal of a called member of the ministerial staff;
 - (c). Merger or affiliation with another Church or denomination;
 - (d). Adoption and amendment of the Bylaws.
- (4). The Congregation reserves the power to dissolve the Church in accordance with Article XII.
- (5). The NOMINATING COMMITTEE shall be responsible for preparing a slate of nominees to be elected at the Annual Meeting. The committee is directly accountable to the Congregation. It shall have six members, elected from the Church's membership, to serve staggered three-year terms. It shall recommend candidates to fill Council vacancies.
- (6). Any Congregational Committee shall perform such duties as the Congregation may from time to time delegate to it. Congregational Committees may delegate to additional, non-elected individuals and groups such functions as are necessary to accomplish their mission.

Article V. MEETINGS OF THE CONGREGATION

- (1). At least one meeting of the Congregation shall be held each year on a date selected by the Council. The purpose of the meeting shall be to review the work of the Church, to approve an annual budget, to elect officers, Council members, and Congregational Committee members, and to transact such other business as may come before the Congregation.
- (2). Other Congregational meetings may be held on a date selected by the Council to transact such business as may come before the Congregation.
- (3). Prior to any meeting of the Congregation, the Church shall send a notice to each household within its membership. Notices shall be sent by first-class mail, postmarked not less than ten days prior to the date of the meeting.
- (4). All propositions shall be decided and all elected positions filled by a majority vote of those present and voting, except those powers reserved to the Congregation in Article IV, Sections (3) and (4), which require a two thirds vote of those present and voting.
- (5). Ten percent of the membership, or 50 members, whichever is the lesser, shall constitute a quorum, except in special situations enumerated in Article IV, Section (3), for which twenty percent or 100 members shall constitute a quorum, and in Article IV, Section (4), for which thirty percent or 150 members shall constitute a quorum.
- (6). The Moderator shall preside at all meetings. In the Moderator's absence, the line of succession shall be the Assistant Moderator or another member of the Council to be selected by the Council.
- (7). The latest edition of Robert's Rules of Order shall be the parliamentary guide to all meetings unless otherwise specified at the beginning of the meeting.

Article VI. CHURCH COUNCIL

- (1). The CHURCH COUNCIL ("Council") shall act for the Church except in those matters reserved to meetings of the Congregation as provided in Article IV, sections (2), (3), and (4).
- (2). The Council's duties shall include, but not be limited to, serving as a forum for discussion of all matters pertaining to the well-being of the Congregation. It shall seek to plan, coordinate, and review the Church's life in its entirety. It shall establish policies and procedures. The Council shall oversee church finances, maintenance and management of church facilities, and personnel policy matters. It shall authorize the creation (and, as appropriate, dissolution) of Core Ministries and shall confirm Core Ministry Facilitators, who will be appointed by the Senior Minister. The Council shall oversee the work of Congregational Committees, but may not interfere with the Nominating Committee's choice of nominees. It shall appoint delegates to represent the Church in denominational and ecumenical matters. The Council may delegate to individuals and groups such functions as are necessary to accomplish its duties.
- (3). For purposes of compliance with the Oregon Non-Profit Corporation Act (ORS 65.001), the Council shall be the board of directors of First Congregational Church, United Church of

Christ, of Portland, Oregon. Its Moderator shall be president of the corporation, its Assistant Moderator shall be vice president of the corporation, and its Secretary-Treasurer shall be the secretary and treasurer of the corporation.

- (4). The Council shall be composed of the following voting members:
 - (a). Moderator
 - (b). Assistant Moderator
 - (c). Immediate Past Moderator
 - (d). Secretary-Treasurer
 - (e). Three Members-at-large.Ministers shall be ex-officio with voice but not vote.
- (5). A simple majority of voting Council members shall constitute a quorum.
- (6). The Council shall create and appoint a FINANCIAL OVERSIGHT COMMITTEE chaired by the Secretary-Treasurer. This committee shall assist the Council in carrying out its fiduciary responsibilities by regularly reviewing and assessing the Church's financial status; periodically reporting to the Council on the Church's finances; recommending financial policies to the Council; and performing other duties as the Council may prescribe from time to time.
- (7). The Council shall create and appoint a BUDGET DEVELOPMENT COMMITTEE chaired by the Secretary-Treasurer. This committee shall assist the Council by preparing the Church's annual budget and submitting it for the Council's approval before the Council submits the budget for the Congregation's approval; and performing other duties as the Council may prescribe from time to time.
- (8). The Council shall create and appoint a SELECTION COMMITTEE. This committee shall select a slate of nominees to be elected to the Nominating Committee at the Annual Meeting. It shall recommend candidates to fill vacancies in the Nominating Committee.
- (9). The Council shall create one or more PASTORAL RELATIONS COMMITTEES for called ministers. Each committee shall facilitate, build and maintain relationship and communication between the minister(s) and the lay leadership and members of the Church. Each committee shall also facilitate a performance review of the minister(s) every three years. Each Committee shall consist of five members, each serving a staggered term of five years, one member being appointed each year by the Council with the advice and consent of the minister.

Article VII. OFFICERS

- (1). The officers of this Church are:
 - (a). Moderator
 - (b). Assistant Moderator
 - (c). Secretary-Treasurer
 - (d). Senior Minister
 - (e). Associate Minister(s)

and others named by action of the Congregation according to the provisions of Article IV, Section (2).

- (2). The MODERATOR shall work closely with the ministerial staff and shall preside at all meetings of the Congregation and Council. The Moderator shall have overall responsibility for all record keeping of the Church. The Moderator shall perform, or cause to be performed, the following duties: the official recording of the minutes of all proceedings of regular and special meetings of the Congregation; the official recording of the minutes of all proceedings of Council meetings and actions; provision for notice of all regular and special meetings of the Congregation and of regular and special meetings of the Council. The Moderator shall represent the interests of the Congregation in civic, denominational, and ecumenical matters when or if the Senior Minister is unable to do so.
- (3). The ASSISTANT MODERATOR shall preside over meetings of the Congregation and Council in the absence of the Moderator and shall assist the Moderator.
- (4). The SECRETARY-TREASURER shall have overall responsibility for all church funds and shall furnish detailed financial reports to the Council and to the Annual Meeting of the Congregation. The Secretary-Treasurer shall perform, or cause to be performed, the following duties: the maintenance of an accurate accounting of all receipts and disbursements; the keeping of full and accurate accounts of all the financial records of the Church; the deposit of all monies and other valuable effects in the name and to the credit of the Church in such depositories as may be designated by the Council; the disbursement of all funds when proper to do so; the making of timely reports as to the financial condition of the Church to the Council; the execution of all necessary legal documents approved by the Congregation or Council; presiding at meetings of the Council in the absence of the Moderator and Assistant Moderator; and any other duties as may be prescribed by the Council.
- (5). SENIOR MINISTER (duties described in Article IX).
- (6). ASSOCIATE MINISTERS (duties described in Article IX).

Article VIII. ELECTIONS

- (1). The election of officers, Council members, and Congregational Committee members shall be held at the Annual Meeting.
- (2). All officers listed in Article VII, Section (1) (except ministers called by the Congregation) shall serve a one year term, and may be re-elected to a second consecutive term. The term of the Secretary-Treasurer shall begin April 1. The term of other officers shall begin January 1. A Council member-at-large shall serve a three year term beginning January 1, and may not be re-elected to a second consecutive term.
- (3). Vacancies in the Council shall be filled by a vote of the Council from a slate prepared by the Nominating Committee. Vacancies in the Nominating Committee shall be filled by a vote of the Council from a slate prepared by the Selection Committee.

Article IX. MINISTERS

- (1). The SENIOR MINISTER shall serve as spiritual leader and executive officer.
- (2). As spiritual leader, the Senior minister shall:
 - (a). Be responsible for all services of worship and celebration within the Church;
 - (b). Serve as pastor, counselor, and teacher;
 - (c). Appoint Core Ministry Facilitators, who are then confirmed by the Council.
- (3). As executive officer, the Senior Minister shall:
 - (a). Supervise all paid staff, with authority to employ and terminate employment (except other called ministerial staff);
 - (b). Administer the daily operation of the Church;
 - (c). Facilitate Church programs;
 - (d). Serve as official spokesperson for the Church and represent the Congregation in civic, denominational, and ecumenical matters except when others are so authorized; and
 - (e). Perform other duties consistent with these Bylaws.
- (4). The Church may call one or more ASSOCIATE MINISTERS. An Associate Minister shall have specific pastoral responsibilities defined by the call agreement and shall work collaboratively with the Senior Minister, the head of staff, to perform the ministry of the Church. An Associate Minister shall exercise all the functions of the Senior Minister in the Senior Minister's absence until the Council provides otherwise.
- (5). The Church may employ one or more ASSISTANT MINISTERS. Assistant Ministers shall be appointed and their relationship shall be terminated by the Senior Minister, with the advice and counsel of the Council. Ministers serving the Church as Assistant Minister or in any other capacity shall serve under the direction of the Senior Minister.
- (6). When a called ministerial vacancy occurs, the Congregation shall elect a Pastoral Search Committee which, in cooperation with the Central Pacific Conference, shall search for and recommend one candidate worthy of the Congregation's consideration. A minister may be called by a two-thirds vote of the members present and voting at a duly-called meeting of the Congregation. The term of a minister shall be indefinite, but the agreement with the Congregation may be terminated by either party given sixty days' notification, in accordance with Article IV, Section (3).
- (7). The Council may suspend the authority of a minister who is unable to perform the duties of the position until action can be taken by the Congregation.

Article X. CORE MINISTRIES

- (1). The Council may authorize the creation (and, as appropriate, dissolution) of Core Ministries.
- (2). Each Core Ministry shall be headed by a Facilitator, appointed by the Senior Minister and confirmed by the Council. A Facilitator shall serve a one year renewable term beginning

January 1. Assistant Facilitators may be appointed in the same manner and for the same term. Core Ministry Facilitators and Assistant Facilitators act under the direction of the Senior Minister. The Senior Minister may suspend the authority of a Facilitator or Assistant Facilitator who is unable to perform the duties of the position until action can be taken by the Council.

- (3). A Core Ministry Facilitator shall recruit new ministry teams, support emerging teams, let go of teams that are no longer viable, advise on budgets for the Core Ministry and its teams, set goals, and perform such other duties as the Senior Minister may prescribe from time to time.

Article XI. CORPORATE INDEMNITY

This Corporation will indemnify to the fullest extent not prohibited by law any person who is made or threatened to be made a party to an action, suit, or other proceeding, by reason of the fact that the person is or was a member of the Council or an officer of this Corporation or a fiduciary within the meaning of the Employee Retirement Income Security Act (or its corresponding future provisions) with respect to any employee benefit plan of this Corporation. No amendment to this Article that limits this Corporation's obligations to indemnify any person shall have any effect on such obligation for any act or omission that occurs prior to the later of the effective date of the amendment or the date notice of the amendment is given to the person. This Corporation shall interpret this indemnification provision to extend to all persons covered by its provisions the most liberal possible indemnification – substantively, procedurally, and otherwise.

Article XII. DISSOLUTION

Upon dissolution of the Church and satisfaction of all indebtedness, its assets and all property and interest which it shall then possess, including any devise, bequest, gift or grant contained in any will or other instrument, in trust or otherwise, made before or after dissolution, shall be transferred to the Central Pacific Conference of the United Church of Christ, unless otherwise prohibited by the terms of the instruments of conveyance. In no event shall the assets be transferred to any entity or be used for any purpose which violates Section 501(c)(3) of the Internal Revenue Code.

Article XIII. AMENDMENTS

The existing Bylaws may be altered or amended in accordance with Article IV, Section (3).

Article XIV. EFFECTIVE DATE

The existing Bylaws of the Church shall be repealed in their entirety and these Bylaws shall take effect on January 1, 2016. Elections held by the Congregation after these Bylaws are adopted, to take effect on or after January 1, 2016, shall be valid.

Article XV. TRANSITION TO NEW BYLAWS

Notwithstanding Article VIII(2):

- (1). For terms beginning January 1, 2016 the Congregation shall designate which Council members-at-large shall serve an initial term of one year, two years, or three years.
- (2). The Secretary-Treasurer elected at the 2015 Annual Meeting shall serve a term beginning January 1, 2016 and ending March 31, 2017.

CHURCH OFFICERS 2016

The 2015 Nominating Committee has prepared the following slate of Council officers for 2016, to be affirmed by the congregation.

Respectfully submitted by the 2015 Nominating Committee,
Ellen Bradley, Jim McPartland, Scott Sorensen-Jolink, Julie Young, Layne Young

Moderator:	Al Horn
Past Moderator:	Ross Runkel
Assistant Moderator:	Peace Young
Secretary/Treasurer:	Bill Sweeney
Member-At-Large 1 yr. term:	Margaret Baldwin
Member-At-Large 2 yr. term:	Karen Hurst
Member-At-Large 3 yr. term:	Christian Logerstedt

2016 Nominating Committee:	Frank Baldwin
	Jim McPartland
	Lesley Sepetoski
	Scott Sorensen-Jolink
	Anne Sullivan
	Julie Young

CHURCH BUDGET 2016

INCOME

I. Giving Income	\$	240,100
A. Pledge Giving	\$	189,000
B. General Fund Giving Income	\$	48,200
1. Non-Pledge Giving	\$	45,000
2. Flower Income	\$	1,200
3. Memorial Gifts, Bequests	\$	2,000
C. Designated Gifts	\$	2,900
1. Pastor's Discretionary Fund Donations	\$	500
2. Youth Mission Donations	\$	1,000
3. Choir Donations	\$	400
4. Eve's Circle	\$	1,000
 II. Building Rental & Lease Income	 \$	 320,324
A. PCPA Lease Income	\$	190,524
B. Building Rentals	\$	71,000
C. Wedding Income	\$	28,000
D. Office Sublease Income	\$	24,800
E. Do Good Veterans Shelter Income	\$	6,000
 III. Grants	 \$	 109,000
A. Brown Fund #1	\$	10,000
B. Brown Fund #2	\$	99,000
 IV. Church Sponsored Events (CSE) Income	 \$	 1,500
A. Oliver Lecture Income	\$	300
B. ArtReach Gallery Income	\$	1,200
 V. In-kind Donations	 \$	 500
VI. Interest Income	\$	450
 Total Operating Income	 \$	 671,874

EXPENSES

Ministries	\$	300,168
 I. Community Core Ministry	 \$	 76,760
A. Community General Account	\$	1,000
B. Music Expenses	\$	57,880
1. Music Director	\$	16,240
2. Organist	\$	16,240
3. Choir Section Leaders	\$	17,900
4. 4th Sunday musicians	\$	2,400
5. Organ repair	\$	700
6. Organ tuning	\$	700
7. Piano tuning	\$	550

CHURCH BUDGET 2016

8. Special musicians	\$	1,000
9. Music supplies	\$	500
10. Choir honoraria	\$	150
11. Parking	\$	1,500
C. General Worship Account	\$	3,400
1. Substitute Preacher	\$	400
2. Flowers	\$	1,000
3. Other	\$	2,000
D. Christian Education	\$	13,480
1. C.E. General Account	\$	550
a. Library	\$	200
b. Adult Education	\$	150
c. Curriculum	\$	200
2. Youth Ministry/Activities	\$	800
3. Youth Mission Trip	\$	5,000
4. Family Retreat Scholarships	\$	1,000
5. Children/Youth Teaching Assistants	\$	6,130
E. Eve's Circle	\$	1,000
II. Peace-making Core Ministry	\$	17,600
A. Peace-Making General Account	\$	5,300
B. Local Service Projects	\$	4,000
C. OCWM (Our Church's Wider Mission)	\$	5,000
D. Pastor's Discretionary Fund	\$	2,500
E. Open and Affirming	\$	800
III. Hospitality Core Ministry	\$	7,740
A. Hospitality General Account	\$	3,000
B. Sunday Fellowship expenses	\$	1,000
C. Church Sponsored Events (CSE) Expenses	\$	3,740
1. Oliver Lecture expense	\$	2,221
2. Art Reach Gallery expenses	\$	1,019
3. Other (Memorials etc.)	\$	500
-		
IV. Ministerial Staff	\$	198,068
A. Senior Minister	\$	122,132
1. Salary	\$	40,000
2. Housing Allowance	\$	40,000
3. SECA	\$	6,120
4. Health/dental Insurance	\$	14,092
5. Life/disability Insurance	\$	1,200
6. Pension	\$	11,200
7. Expense Reimbursement	\$	3,000
8. Continuing Ed Reimbursement	\$	1,000
9. Parking	\$	2,520
10. Cell phone \Internet	\$	2,000
11. Mileage	\$	1,000

CHURCH BUDGET 2016

B. Assistant Minister	\$	75,936
1. Salary	\$	17,550
2. Housing allowance	\$	30,450
3. SECA	\$	3,682
4. Health/dental insurance	\$	11,274
5. Life insurance	\$	720
6. Pension	\$	6,720
7. Expense reimbursement	\$	2,000
8. Continuing Ed reimbursement	\$	1,500
9. Parking	\$	2,040
Operations and Administrative Expenses	\$	445,876
I. Personnel	\$	212,174
A. Staff Salaries	\$	168,154
1. Office Manager	\$	38,002
2. Bookkeeper	\$	16,150
3. Facilities Manager	\$	39,520
4. Custodians (part-time)	\$	22,482
5. Business Manager	\$	52,000
B. Staff Benefits	\$	21,520
1. Business Manager Parking	\$	2,520
2. Health/Dental Insurance	\$	19,000
C. Payroll Expenses	\$	22,500
1. Payroll Tax Expenses	\$	18,000
2. Workman's Comp Insurance	\$	4,500
II. Building Rental Expenses	\$	29,500
A. Rental Expenses	\$	12,000
B. Wedding Expenses	\$	10,000
C. Office Sublease Expenses	\$	1,500
D. Do Good Veterans Shelter Expenses	\$	6,000
III. Marketing Expenses	\$	3,500
IV. Building/Facility Expenses	\$	136,752
A. Utilities	\$	26,500
1. Water	\$	5,000
2. Gas	\$	8,000
3. Electricity	\$	10,000
4. Sanitation Service	\$	3,500
B. Security Patrol	\$	5,000
C. Repairs and Maintenance (Ordinary)	\$	12,000
D. Repairs and Maintenance (Major)	\$	35,000
E. Exterior Wall Cleaning & Repair	\$	21,256
F. Building and Kitchen Supplies	\$	7,500
G. Parking	\$	3,500
H. Elevator Monitoring	\$	360

CHURCH BUDGET 2016

I. Annex Expenses	\$	25,636
1. Electricity--Annex	\$	2,800
2. Security--Annex	\$	600
3. Rent--Annex	\$	22,236
V. Office Expenses	\$	30,850
A. Office Supplies	\$	3,600
B. Office Equipment and Maintenance	\$	3,000
C. Office Equipment Purchase	\$	3,500
D. Postage	\$	1,900
E. Printer/Copier Lease Expense	\$	10,450
F. Telephone/Internet/Web Hosting	\$	8,400
VI. Other General Administration Expenses	\$	33,100
A. Insurance	\$	20,500
B. Delegate Expenses--Annual Meeting	\$	750
C. Professional Services	\$	6,500
1. Payroll service	\$	3,000
2. E-giving Expenses	\$	850
3. Accounting (review) expense	\$	2,500
4. Other professional services	\$	150
D. Dues & Subscriptions	\$	4,850
1. Conference Dues	\$	4,300
2. EMO dues	\$	300
3. Dues	\$	250
E. Licenses & Permits	\$	200
F. Stewardship Expenses	\$	300
Total Operating Expenses	\$	746,044
Net Operating Income (Income minus Expenses)	\$	(74,170)
Adjusted Transfers		
A. Knapp Music Fund	\$	500
B. Choir Fund	\$	1,150
C. Oliver Lecture Fund "Income"	\$	2,028
D. Restricted Endowment Fund "Income"	\$	2,045
E. Reserve Fund "Income"	\$	37,963
F. Pastor's Discretionary Fund "Income"	\$	499
G. Youth Mission Trip Fund	\$	5,000
H. Eve's Circle	\$	1,000
I. Dodge Bequest Exterior Wall Repair	\$	21,256
Total Scheduled Transfers from Investments	\$	71,441
Adjusted Net Operating Income	\$	(2,729)

SENIOR MINISTER'S REPORT

Reverend Michael Ellick

“The wind blows wherever it pleases. You hear its sound, but you cannot tell where it comes from or where it is going. So it is with everyone born of the Spirit.” - John 3:8

There is a wind of spirit blowing through our old building. I will not say this is something new, because the spirit has always been working in and through the life of First Congregational United Church of Christ. But the spirit does have a way—in certain times and certain seasons—to make old things seem new again, and this is one of those times in the life of our faith community. A year ago, when I first arrived on the scene as your Senior Minister, I could not have imagined what this wind had in store for our *Ekklesia* of Believers, but looking back there can be no mistaking the breath of God in our hallways and in our hearts. For a fuller list of what's been coming to life in this past year, check out our Moderator's annual report, but I'd like to say a little more about that larger force you can "feel in your bones."

The spirit is real. This is not just tired rhetoric or rehearsed church vocabulary: *the spirit is real*, and if we accept this there are consequences. Now of course: our names and ideas about the spirit may miss the mark and lead us astray sometimes, and sometimes our patterns and habits might wall us off from a direct experience of that holy presence which Jesus calls "wonderful," "comforter," and "counselor." But as the good book reminds us, just because we don't know where the spirit has come from or where it is going, doesn't mean we can't perceive it directly. For those committed to the good news and life-long practice of conditionless *Agape*, the Spirit is a constant ally that has been promised to us as an empowerment and a guide.

I have been saying some version of all this since I arrived: each of us has unique gifts of the spirit to give... a special part of us that cannot "come alive" until we pour ourselves out in service to others. As Senior Minister, I see myself as a mid-wife and a co-conspirator to the mysterious birthing process. I don't consider it my chief job to minister to all of you (this is the Holy Spirit's work), but to help encourage all of you to become Ministers yourselves. This is what the "Protestant Priesthood" was supposed to be all about, but it's just another way of fulfilling Jesus' call for us to be Apostles of the Living God.

This last year so many of you have answered that call that I continue to be staggered and amazed at the abundant life of this church. So many of you have stepped forward to become leaders in our wider ministries of community building, radical hospitality, and peacemaking, that I am literally in awe at what God is working in our midst, and at times it is all I can do to step out of the way to let the wind blow as it wants to. For my part, there can be very little that is more satisfying than to watch this happen, so I must give thanks to God and to all of you for this ongoing Pentecost at our "church with the tower."

Providence will no doubt bring many more surprises in this coming year, and many more opportunities for each of us to live into the Kindom of God more fully. As this year comes to a close and the new one waits to be born, like a little light shining out in the darkest days of the year, may we all strive to greet this new life with open hands and open hearts. Above all else: may we may all know the fruits of the spirit, the peace that passes all understanding, that we may pass this peace along to all of God's children.

MODERATOR'S REPORT

Ross Runkel

Being Moderator has been one of the most enjoyable things I have ever done, due to the support and help of countless members of our Church. My personal goals had their focus on structural change: better budgeting, a new governance model, and greater transparency. Meanwhile, a new revelation of Spirit is sweeping through our Church. You can feel it in your bones.

I bow deeply to all who are responsible for the many changes we have seen this year. Some of the changes are:

- Approved a wholly new form of Church governance
- Arizona Borderlands immersion trip
- Built a responsible budget for 2016
- Conducted an elegant and awesomely successful stewardship campaign
- Created a business manager position
- CRM software for the office
- Do Good Veterans Shelter
- Doug Emmons retired and Ryan Sotomayor became Facilities Manager
- First Men
- Food for Flowers
- Friends in the Kitchen
- Game Night
- Healing Through Yoga
- Immigration Task Force
- Joined the Interfaith Movement for Immigrant Justice (IMIrJ)
- Joined the Metropolitan Alliance for Common Good (MACG)
- Practicing the Presence
- Project Camp Grandma Agnes
- Restored and rededicated the Bell Tower
- Resurrected the Far East Cluster
- StoryLabs and more StoryLabs
- Sunday attendance up by 20 percent
- The Artist's Way
- The Hour and a Half Hour
- Transition Team drafted new Bylaws
- UCC Ukes
- Village Support Network
- Way of the Rose
- Wayfarers

ASSISTANT MINISTER'S REPORT

Reverend Sara Rosenau

My third year at First Congregational was full and diverse, collaborating with Michael and working especially with children, youth, families, new visitors, and our members at home. Some highlights of the year:

General:

- I continued monthly preaching as well as collaborating with Rev. Michael on worship planning. I especially enjoyed preaching Pride Sunday on church failure, a topic out of my doctoral dissertation work.
- I improved our outreach to new members, taking many folks to coffee and coordinating the quarterly welcome breakfasts and new joining Sundays.
- I was the lead pastoral support of the new stewardship campaign and am proud of the successful outcome and the courage of the congregation to renew their support.
- I led the Called to Care Team in visiting our members at home and supported Christian Education Commission and Membership Commission.
- Much time and effort was also spent with the Governance Task Force and Transition Team as they completed their work for the new governance model. I'm very excited to live into the new model in 2016.

Children, Youth, and Family Programs:

- Continued our strong Sunday children and youth spiritual programming based in the stories of our faith. This year we trained 7 new volunteer teachers and added new stories. Our "summer around the world" was a big success learning about different cultures and farm animals and raising money over \$1000 for heifer project. We also created another art project to hang in our hall.
- A Family Gatherings began monthly in July and a well attended Family Camp in August added to our opportunities for families and youth to have fun and support one another.
- The summer youth trip to was a big success, we learned about eco-justice in southern Oregon and had fun with Ashland UCC youth camping, playing games, and sharing campfire songs.
- I helped launch the "Race to End Child Homelessness" with New City Initiatives. We had a great inaugural event and raised over \$12,000.



Camping during the Youth Eco-Justice Mission Trip

Spiritual Development – Adults:

- Continued leading weekly Spirituality Book group, Lectio Divina on Sunday morning, and attending Way of the Rose and other contemplation groups. Lydia's Table met 7

times for dinner and worship with plans to re-tool this worship service in the new year.

- The uke group led a sing along at Eve's retreat and plans to lead another at Christmas.
- At Eve's Circle women's retreat I offered a guided mandala art project for reflecting on our spiritual journeys together. I repeated the workshop for the Artist Way group in August.

Wider-Church and Ecumenical Work & Education:

- I co-founded an ecumenical group of 12 Portland clergy under 40 for spiritual support of young clergy and to sustain collaborative work around the city.
- I worked with the conference to present a training on social media in ministry. I joined the Conference Educational Team and will chair the annual meeting committee presenting a new participatory model for our yearly UCC gatherings.
- I was blessed to be supported by the church to take two great trainings on narrative pastoral care and participatory leadership of organizations. I also am grateful for continuing education time to work on my dissertation.

It has been a good year of transitions as well as building capacity and strength among core leadership and throughout our community. I feel excited to welcome the new year and all that it will bring to each of us and this community.

BUSINESS MANAGER'S REPORT

Cara Rothe

In April of this year, I accepted the position of Business Manager. It has been my pleasure to work with so many dedicated staff and church members in my new work for the church.

- Mid-year, the Buildings and Grounds Commission decided to move towards the new governance concept and enabled me to chiefly oversee all building maintenance and planning. With the help of our new facilities manager, Ryan Sotomayor, I have been able to streamline the building maintenance and use process which has allowed members and the community better access to this amazing downtown asset.
- In September, we fully implemented a new Customer Relations Management (CRM) system. With the help of our office manager, Jonathan Dyer, we are moving towards a system that is better equipped to handle all of our client and member information.
- In my new capacity, I have been able to oversee church spending. Since April, I have seen every bill, invoice, and check that has come in or gone out from the church. With the help of our bookkeeper, John Behrens, we are moving towards a system that is more accountable and accurate.
- In May, council appointed me to the Budget Taskforce to help build a more sustainable budget and to prepare the church books for the new initiatives that are already happening with the new governance process. In those many hours, I learned so much about the finances of the church from Al Horn, Bill Sweeney, and Elta Wilson. I am very grateful for their expertise and service.

It has been such an honor to be part of the many changes happening at First Congregational United Church of Christ and look forward to another year of even more exciting growth.

TREASURER'S ANNUAL REPORT

Bill Sweeney

The Finance Commission consists of the Treasurer, Bill Sweeney; Assistant Treasurer, Elta Wilson; Paul Adcock, Clark Binkley, Emily Rampton and Kathy Sheibley. Ted Heid joined the Commission in September, replacing Bruce Bishop.

This has been a challenging year for the church but with many accomplishments. From a financial standpoint we had to deal with yet another year with a large loss, this year budgeted at over \$58,000. This was coupled with the uncertainty about the net out-of-pocket cost of renovating the Bell Tower. Recognizing that continued losses are unsustainable, steps were taken by the Council which resulted in a recommended budget for 2016 developed by the Budget Task Force which reduces the deficit to \$2,729. This budget is outlined in detail in this Annual Report for 2015.

Financial highlights of the year to date include the Knapp Bequest of \$56,666 which more than offset another year of pledging shortfalls. Happily, pledges for 2016 rebounded from an estimated \$143,000 for this year to over \$192,000 for 2016! Further, renovation of the Bell Tower cost \$328,476 significantly less than the original estimate of \$447,813 and more than half of the cost was paid for by generous pledges, contributions, and grants, the balance coming out of our reserves.

Financial data is based on the Profit & Loss Statement as of 10/31/15 and November information will not be available until after the December annual meeting. However, we expect a loss this year in excess of the budgeted shortfall of \$58,000 due largely to the need to replace the elevator in Fellowship Hall at a cost of \$30,000 which is not in the 2015 budget. When complete financial data for the year is available in January, we will send detailed financial results for 2015 to the congregation.

Meanwhile, the church is in a very strong financial position, well capable of weathering ups and downs as we make our way to a balanced budget, hopefully by the year 2017. Our investment portfolio at UCFunds consists of \$1,012,767 in unrestricted funds plus \$172,298 in funds where we have access to earnings but not the principal for a grand total of \$1,185,065.

We are very optimistic about the church's financial future which will allow us to pursue and expand our church's mission with a minimum of constraints.

ASSISTANT TREASURER'S REPORT

Elta Wilson

In a 3 week campaign during the first part of October, 184 members and friends of the congregation pledged \$193,853. Working together, ministers, staff, and congregants created a sense of community in real world dollars and cents that gives us stability and financial security while we build a new governance structure and revitalize our commitments.

CHRISTIAN EDUCATION COMMISSION

Daniel Hunter

We're happy to complete a third year with Pastor Sara Rosenau, Assistant Minister. We began our year with a Christian Ed meeting that focused on our mission and our passions. We continue to support and provide high quality education to our children and youth on Sundays and enjoy our annual family traditions including hosting numerous family-friendly hospitality events, and our annual S'more family retreat. This year we re-invigorated our family gatherings (Thank you Autumn Lapour for coordinating!) meeting monthly since July.

2015 Educational Offerings:

Worship: We welcome young children and youth in church throughout the service. Many youth have enjoyed staying upstairs to listen to Rev. Michael preach and enjoy our wonderful music program. We have activity bags for younger children and a bin of quiet toys to play with during the service.

Children & Youth time in Worship: This is a delightful time in worship when all children (including adults who are children at heart) are invited forward for a brief lesson often based upon the Scripture or on a liturgical theme. Thank you to Batya, Rev. Sara, Rev. Michael, and others for wonderful spiritual lessons this year.

Nursery: We call the nursery the "purple room" (following the beautiful purple carpet we installed a few years ago). The purple room is a supervised space for free play rather than structured curricula, especially for infants through age 4. Our staff also provides art activities that follow the lessons that the older kids are learning. Our Nursery Staff, Natasha Pree, continued with us through June. In August, we hired a new Educational Assistant, Isabel Ortiz, also a graduate of PSU's early childhood education program.

Story Hour:

- **Godly Play:** This year 7 new volunteers trained in our Godly Play program providing biblical story telling for ages Kindergarten – 5th grade. After story telling we have a time for artistic expression or focused art projects including friendship wreaths, life-size "heavenly hosts" angels, and other fun projects. This year we introduced new stories including the series "Knowing Jesus in a New Way" about the post-resurrection appearances of Jesus. The children's lessons followed an adult sermon series upstairs.
- **Kiva Youth Time:** Middle/High Educator Batya Podos is present Sunday mornings in the Kiva and engages youth in interactive reflection (art, discussion, plays) based on the same biblical story that the younger children are learning.

Summer: Each Summer children and youth work together on a summer theme. This year our theme was "Summer Around the World." We raised money all summer for Heifer International to send animals to communities around the world. We studied the culture of different countries as well as the animals through story telling, food tasting, and art projects. We studied Guatemala (bees), Ghana (rabbits), Zanzibar (Goats), chicks and ducks (Bangladesh). We raised \$1121 and were able to also send a sheep to china and a water buffalo to Nepal. Autumn Lapour guided us in an art project and made a quilt map of our world exploration (thank you Autumn!).

Youth Mission Trip: In June, our Youth went to Southern Oregon for three days to join the Ashland Youth Collective (UCC) in studying “Environmental Justice.” We worked in a food bank, learned about the LNG pipeline and formed a protest against it in downtown Ashland (with Oregon Climate). We also hiked in the Cascade-Siskiyou National Monument and met with one of the lead organizers on protecting this bio-diverse region. Camping with Ashland youth was a lot of fun, campfire singing, environmental justice skits, and challenging another high school group to a game of capture the flag! (Thanks Rev. Sara and Cath Clark, adult leaders)



Camping during the Youth Eco-Justice Mission Trip

Adult Education:

- Sunday Morning 9:30-10:15: Most Sunday, Rev. Sara hosts Lectio Divina. This fall we hosted a longer conversation based on the fall sermon series on "Ten Practices of Emergent Churches," by Rev. John Schwiebert of "Peace House." Throughout the series, the study group explored the weekly chapter through prayer, readings, and group discussion.
- Spirituality Book Group: Rev. Sara hosts the Spirituality Book Group throughout the year, taking the summer off. Books included:
 - *Gilead* by Marilynne Robinson
 - *Julian of Norwich: A Contemplative Biography* by Amy Frykholm
 - *Pastrix: The Cranky, Beautiful Faith of a Sinner and Saint* by Nadia Bolz-Weber
 - *Die Wise* by Stephen Jenkinson

Christian Education Annual Calendar:

Winter & Spring:

- February interfaith celebration of Tu B'Shevat, the New Year of the Trees, at Tryon Creek
- Mardi Gras / Pancake Breakfast served approx. 80 people raising a record \$583 for Mission Fund.
- Easter Celebration: Easter lessons and Egg hiding & seeking outside!

Summer:

- June: “Summer around the World” program Kick-off.
- Youth Mission Trip to Southern Oregon with Ashland Youth Collective studying “Environmental Justice”
- July: Many of our children and youth attend Camp Adams Summer Camps & Abraham’s Tent Interfaith Day Camp

- August: 5th S'More Family Camp was a blast, we celebrated our "summer around the world" and chose the animals we wanted to send to heifer project. We enjoyed hiking, swimming, and glow sticks instead of a camp fire (fire ban!) and singing and s'mores.

Fall & Winter:

- October: Race to End Child Homelessness, our church raised \$1200 (Thanks Matt Morris!) and several of us ran or walked in the race.
- November: Dia De Los Muertos Celebration during Story Hour (Thanks Izzy for organizing). Annual Pie Sale for Mission Fund, we raised \$468
- December: Annual Cookie Baking (Children host Hospitality serving baked cookies), Advent Spiral, Tamale making party, Posada/Christmas Play.

MEMBERSHIP COMMISSION

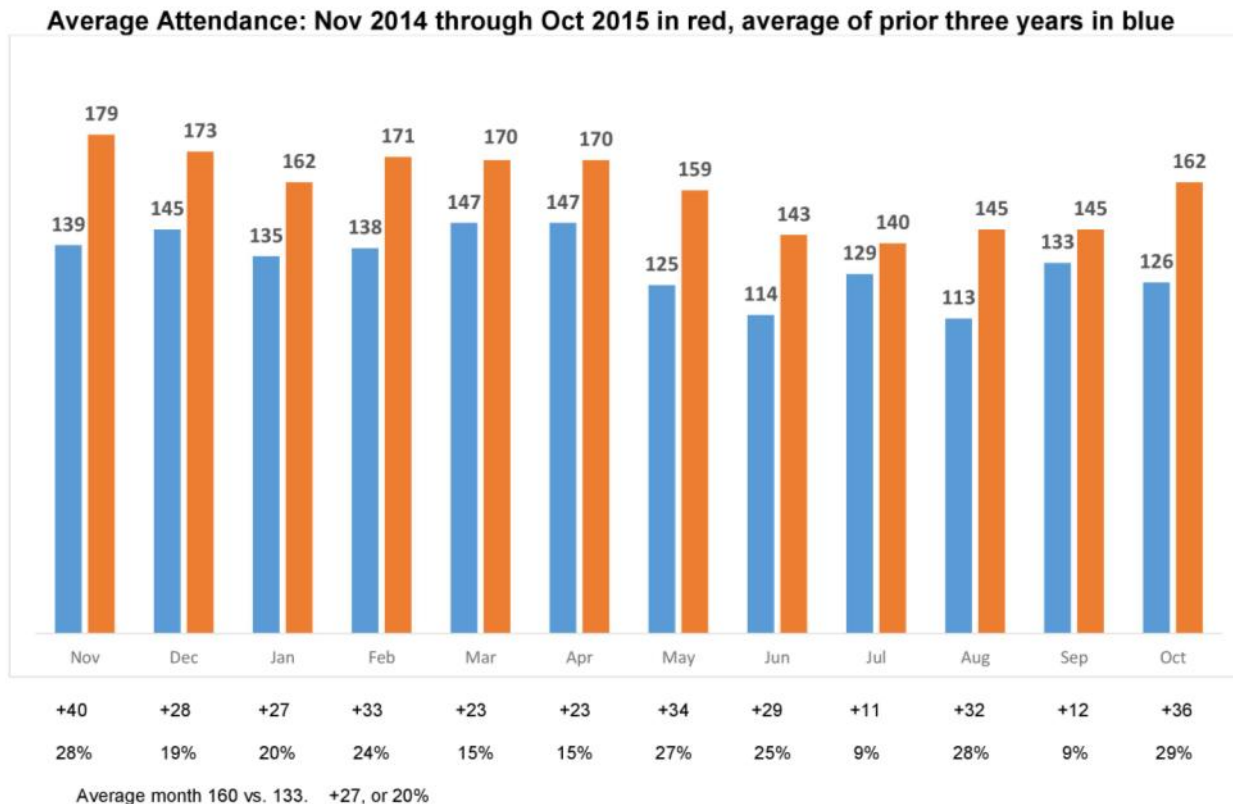
Ric Drury and Phil Oliver, Co-Chairs

Membership commission continued to support new visitors, welcoming them into more involvement and inviting them to join the church. We also supported and helped strengthen relationships among church members through small relational groups and all-church events.

Highlights for the 2015 year:

1) **Congregation Growth:** 27 new members have joined in 2015, we expect a slightly higher total after the joining Sunday, December 13, 2015. Rev. Michael Ellick introduced a new way to join by having new members publish bios in the bulletin and give short messages in church. It has proved to be a very warm way to welcome and to introduce members to one another. (see page 23)

Visitor average has also increased by 20% or 27 people a month. See the chart which tracks this change from November 2014 through October 2015 (see chart below).



2) **New Member Welcome Breakfasts:** We hosted a new member welcome breakfast before church every other month in the library. Rev. Sara met with many new visitors for coffee, and sent out invitations to the breakfast. A special thanks to all (especially Tim Pollard) for bringing food and for attending to welcome our new friends. This is a good way for new folks to meet the ministers, meet long-time members, and share their spiritual journeys with each other. We very much enjoy this ministry and welcome others to help and attend.

3) **All Church Picnic:** July 26 picnic was hosted by Jim Sikkel and Michael Kelly in their new condo recreation center. We enjoyed good food, company, and a swim and dunk in the hot-tub by those braving the somewhat rainy July weather!

4) **Sunday Hospitality:** We continue to schedule and invite members to host weekly gathering in fellowship hall following the church service. Thanks to Sandi Hill for coordinating the First Sunday Birthday hospitality and to Nan for wrangling the calendar. Hospitality continues to be a crucial aspect of our community gathering, it is well attended.

5) **Small Relational Groups:** The Artists Way group began this year and is still going strong as a tight relational group. There is interest in starting another one. Other relational groups continue to take shape and change according to needs. For example, a Practicing the Presence of God group just began to explore contemplative practices on Wednesday night (as Rev. Michael's Way of the Rose shifted to Mondays at his residence).

6) **Name Tags:** Updated many with the new tower logo but in 2015 we transitioned to black chalkboard tags which is an easy way for members and visitors (and kids) to participate.

The membership commission is excited about the transition to the new governance structure and many of us plan to continue our support of visitors and members in new forms.

CONGREGATION MEMBERSHIP STATISTICS

Membership as of December 9, 2014	334
Received into membership	28
By baptism	0
By transfer	0
By confession or reaffirmation of faith	28
By confirmation	0
Removed from membership	89
By death	7
By transfer	1
By request	3
By removal*	78
Membership as of December 7, 2015	273

*In the late spring, Membership and the Church Office removed 78 individuals who had been inactive for several years from our rolls.

IN MEMORIAM

Members and friends who died December 1, 2014—December 1, 2015

Agnes Alexander
 Beverly Coats
 Leonard Garmire
 Gretchen Kafoury
 Becky Koch
 Marjorie Long
 Farley Maxwell
 Jean Ovens

NEW MEMBERS

Members who joined our Congregation December 1, 2014—December 1, 2015

Sean Denicola	Autumn Lapour	Catherine Clark
Michael Ellick	Daniel Lapour	Emma McIlroy
Sheldon Hurst	Belinda Moos	Matthew Morris
Karen Hurst	Susan Rogers	Michael Overman
Alison Killeen	Steven White	Alicia Rossini
Lesley Sepetoski	Earl Greene Jr,	Larry Rossini
Joseph Becker	Andrea Heid	Andrew Schwartz
Verna Becker	Ted Heid	Chelsea Ware
Tom Breunig	Diana Olson	
Mindy Baldwin	Sara Rivara	

OUTREACH COMMISSION

Ron Clevenger, Chair

I applaud and recognize the volunteers and their achievements in 2015 and look forward to continuing and perhaps expanding our many projects into 2016. None of the Outreach Commissions accomplishments could be done without the help and commitment of our very special volunteers.

Goose Hollow Family Shelter – This program provides a meal for homeless families with children. The second Saturday of each month volunteers use the facilities at the First United Methodist Church to provide meal planning, preparation and serving, providing ‘helping hand’ assistance to the parents, preparation of the nighttime apartments, ‘kid time’ hosting and, if possible, overnight hosting if volunteers can be found. Jim Sikkel is our team leader and responsible for the Goose Hollow project. He volunteered for team leader position from retiring Myrna Lawlor in mid-2015. Jim has done a splendid job of organizing, in assembling numerous volunteers and ensuring the meal and support services are done to a high standard. Thank you Jim and volunteers!

Transition Project – This project provides meal planning, procurement and serving about 100 plus men the third Saturday of each month in the Clark Center in downtown Portland. Four teams (one a month) assemble a total of 5 or 6 volunteers to help them do the meal procurement, prep and serving. A special thanks to our super team leaders Jim McPartland, Tim Pollard, Rita DeLamatre, Paul and Susan Adcock and to the scores of volunteers throughout the year who assisted them.

Our House – On the third Wednesday of each month two of our special volunteer’s purchase, prepare, deliver and serve an evening meal to about 30 residents and staff at an AIDS home/shelter in southeast Portland. A huge thanks to Suzanne Mattox and Anna Parker – they have assumed responsibility for the monthly meal at Our House during the past few years.

Potluck in the Park – The church provides beverages (procure, prepare, deliver and serve) for about 500 to 900 hungry and thirsty (many homeless) persons in O’Bryant Square park every Sunday afternoon. A huge thanks to our special volunteers - week 1: Tracy Scardina & Vanessa Verrill; week 2: Peace Young & Gabriel Trainer; week 3: Alice Forsythe; week 4: Ron and Cheryl Clevenger. The occasional 5th Sundays’ are covered by one of the above teams. Although Tracy and Vanessa are not members of our congregation, they realized the important mission of the Potluck program and volunteered for the first weeks’ responsibility. We thank them for ‘stepping forward’.

Volunteering Opportunity – All of our programs are looking for volunteers to help serve. Particularly for teenagers, it’s a wonderful and safe way to gain an understanding of the poor and hungry that live in our community. Signup sheets for our outreach programs are in the main floor hallway.

Spare Change – During the latter part of 2011 we initiated a quarterly ‘spare change’ offering for various Portland non-profit organizations. This program has directed the donations to the Neighborhood House, Goose Hollow Family Shelter, Bradley Angle Shelter, Community Warehouse, Sisters of the Road, Cascade Behavioral Healthcare, The Raphael House, Morrison

Child and Family Services, New City Initiative, Friends of the Children, Pear, Clay Street Table, Transitional School, Outside In, Central City Concern, Heifer International, Human Solutions and similar organizations in the Portland area.

Drives – During 2015 we initiated a contribution drive for Community Warehouse. Our church's contributions helped many families in the Portland area. This non-profit collects and redistributes donated items to low-income individuals and families. The Warehouse helps over 6000 people a year by providing them with the basics a family needs.

SOCIAL JUSTICE COMMISSION

Alice Forsythe, Chair

At the beginning of 2015, there was some hope that more people wanted to get involved in social justice action through our church. And that is indeed what happened, just not through the "official" social justice commission.

To explain, 2015 began (if not continued) with the discussion of proposed changes under the new governance model. One of the first commissions to be scrutinized was social justice.

Going into 2015 we had our original three members: myself (Alice Forsythe), Rita Delamatre, and Dean Sigler with Reverend Sara Rosenau as our spiritual lead. At least one more person, Christian Logerstedt, was to join. There were also inquiries from two other women. Efforts to schedule a meeting time that worked for all proved to be very difficult, if not impossible. There were perhaps a couple of meetings in which one or more of us participated, but little or no concrete action plans resulted. Of the two women who inquired, one still attends our church as her schedule permits, and I'm unsure that the second woman still comes to our church.

In the meantime, Rita became involved with housing, essentially creating her own committee around this issue. Christian chaired the newly created Immigrant Justice group. My husband and I continued to lend a hand at least once a month, prepping and serving beverages at Potluck in the Park which Dean also helps with.

I attended the beginning meetings for both the housing issue as well as Immigrant Justice. I was pleased to see that the initial meetings for each group were well attended. Taking this as a sign that we had many people in our church of good will that wanted to get involved in active social justice issues, I made a personal choice to follow the activities of Immigrant Justice while continuing to serve at Potluck in the Park. Dean has continued to help with the prep work. In addition, I also continue to attend the meetings of the Social Justice group of First Presbyterian Church. I regret that I haven't been able to invite them to one of our meetings as they initially requested. However, they have been very understanding. I continue to keep them apprised of our activities and have extended invitations to some of our special events.

Rita and her group continues to help the family they were assigned, and she has also been a key player in the housing discussions the City of Portland has had in conjunction with our new partner, MACG (Metropolitan Alliance for the Common Good). The Immigrant Justice group, thanks to the generous support of our church community, was able to send nine people to Arizona at the end of October, for an immersion experience at the AZ/Mexico border south of Green Valley, AZ. Christian and myself were fortunate to be among the nine making the journey. To date, this small subgroup



At the MACG Press Conference to Take TIF to 50

(affectionately known to each other as amigos) has sponsored a Story Lab about our experiences and want to plan future events as we are able to define them.

So at this point I can safely say that we will finish 2015 with more people involved in Social Justice activities than ever before, and without the meetings. (A sign that there can be lots of good to come out of the new governance plan?)

Dean continues to provide e-mail pieces to some of us privately about social justice actions taking place elsewhere. I wouldn't mind seeing to it that we find a way to share at least some of the information he provides to a broader audience, perhaps as a monthly contribution to The Pilgrim, as he did before? I'm not sure he even wants it that formalized. So perhaps as the Spirit moves him? I would be happy to at least extend the invite. He's been a valuable member of Social Justice, and I would like to see that continued.

WORSHIP COMMISSION

Julie Blanchard

Commission members during the year: Roger Paulson, Pat Kerwin, Bruce Swanson, Lesley Sepetoski, Layne Young, Julie Blanchard. Ex-officio: Senior Minister, Michael Ellick, Assistant Minister, Sara Rosenau, Musician in Residence, Grant Edwards, and Music Director, Michael Kelly

During 2015, the Commission met to assist the ministers in planning and supporting special and Sunday morning worship services including greeters, ushers, and preparing communion.

Highlights included:

- Jazz Music for ten worship services during the year led by Roger Paulson and the Park Avenue musicians, and a couple of guest appearances by guitarist, Dan Balmer. Jazz Sunday vocal leadership provided by the choir section leaders, usually the fourth Sunday of the month.
- Grant Edwards, Michael Kelly, and the choir provided music leadership during worship services, with special music for an extended work during Advent.
- Layne Young served as Commission Chairperson and as an usher. She continues to coordinate the email Prayer Chain of prayers, joys, and concerns among members and friends of the church. New people are welcome to connect to the Chain by contacting Layne.
- Throughout the year, the members of the Worship Commission have participated in feedback and planning sessions anticipating the transition to the new governance structure. Several longtime ushers have retired from regular monthly service: Keith Zilk, Jim Laskey, and Conrad Walth. Thanks for many years of reliable ushering.
- New ushers have come on board: Joe Becker, Belinda Moos, Karen Hurst, and Alicia Rossini. They join regulars: Ross Runkel, Sandy Hill, Debb Chapman, Kathy Sheibley, Ron and Cheryl Clevenger, Emily Rampton, Jim McPartland, Julie Blanchard, Coordinator, and faithful, weekly greeters Roger and Debra Perry.

We look forward to joining efforts with the Community Core Ministry, under the new governance structure.



Day of the Dead Altar

ARTREACH COMMITTEE

Elaine Molskness, Chair

Members:

Susan and Paul Adcock, Donna Clatworthy, Marge Powell, Debbie Knudson, Elaine Molskness

Activities:

During the 2015 year the ArtReach Gallery has had a variety of art shows, different each month. Artists have shown, oil and acrylic paintings, photographs, textiles and other varied media. It seemed that there were more artists this past year that cancelled their shows for various reasons. It takes a bit of doing to find a replacement, but all seemed to work out nicely.

A highlight this year was a print show by instructors from various colleges in the Portland area as part of the month long celebration of the arts, "A Portland State of Mind."

Most artists have given 25% of their sales to the ArtReach Gallery, which goes into the General Fund of the church.

Kim Swennes resigned from her spot of playing her Celtic harp at most of the receptions. It was a loss.

Volunteers who sit in the gallery during the week are Marge Powell, Debbie Knudson and Donna Clatworthy. We could use more volunteers. If you should be interested in sitting for a 4 hour time slot on Mondays, Wednesdays or Thursdays, please let Elaine Molskness know.

If you know of an artist, or you, who is interested in showing her/his art, please refer her/him to Elaine Molskness or the church office.

PERSONNEL COMMITTEE

Susan Adcock, Chair

Members of the Personnel Committee for 2015 included Barbara Bengal, Bill Bradley, Al Horn, and Susan Adcock (chair).

Our main goal this year was to assist Rev. Michael Ellick with church personnel matters as he oriented to his job as supervisor of church employees. As the year drew to a close the committee recognized that personnel matters could be assumed by Rev. Ellick and Church Council, with assistance from the church Business Manager. A formal Personnel Committee should no longer be required under the new governance system.

Personnel Committee recommended several changes to the Personnel Manual this year, including removal of questions about criminal background in the initial employment application and additions to the employee sick leave policy. A new Facilities Manager was hired early in the year and the job description for that position was revised by Rev. Ellick and recommended to Church Council. In November the Committee recommended that the Facilities Manager position become a 40-hr/week job. In March, the Committee recommended to Church Council that the position of Business Manager be created. A previous position, Director of Marketing, was eliminated.

SOUL FORCE PORTLAND

Ric Drury, Chair

Highlights for the 2015 year:

- 1) January 10: Wall of Love organizing. Westboro Baptist Church protested the 11th annual Gay Christian Network Conference in Portland. The protestors were met with a "Wall of Love" from local clergy members and churchgoers who sang Christian songs to block out the hate speech. The conference took place for four days bringing in more than 1400 attendees from 46 states and 14 countries.



- 2) January 25: ONA Worship Service, Michael Ellick delivers message "ONA, Christianity, and the Future of Everything."

- 3) June 14: Gay Pride Parade March. Handed out multi-color water bottles to parade spectators with "God Loves Gays" and the church logo and website. Hung two donated rainbow flags in front of church.



Pride Parade March

- 4) July 8: Rainbow Flags, purchased two replacement flags, donated ones were torn down.

- 5) August 19: Rainbow Flags, planning to purchase one larger flag and hang on church front wall over archway, high enough not be torn away. Working on a wire system with existing wall hardware to hang by year end.

- 6) September 23: Hate group response meeting, addressed the proper response to recent hate group visitations on the church front steps. "Code Rainbow" was born as word of mouth communication alert system when hate visitors arrive, and to gather in response with song. It will also be a texting network to other local ONA churches to organize and extend this support.

- 7) November 19: "Drag Me to Church" first planning session for Spring 2016 fundraiser to benefit the Q Center.

- 8) January 1 (2016): Soul Force ONA Chair, Christian Logerstedt.

DO GOOD MULTNOMAH: AN ATTEMPT AT RADICAL HOSPITALITY

Matt Morris, Wayfarer

“Come, you that are blessed by my Father, inherit the kingdom prepared for you from the foundation of the world; for I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was sick and you took care of me, I was in prison and you visited me.” - Matthew 25:34-36

The people of First Congregational UCC are opening their doors and welcoming in the stranger, treating him with kindness by offering him a few hours of comfort and respite from the cold. Our chapel, a space which been used in many ways over the years, is now converted each night into an emergency shelter: mats are laid out on the hard, cork floor; clean blankets and socks provide a small amount of comfort after long, difficult days outside. Our building is being transformed, yet again, into a place where God’s grace and love is made manifest.

The impetus for this conversion came not from within the walls of the church, but from the outside. Our community was approached by the non-profit, Do Good Multnomah, about renting our space to create a low-barrier shelter for Veterans and their service animals. Under the leadership of Chris Aiosa, a seasoned service worker in Portland, the organization secured assistance from the City and County to fund the shelter’s basic operation costs. Our senior minister, Rev. Ellick, recognized immediately that housing homeless Veterans in our church was in keeping with the Jesus’s message of radical hospitality.



Do Good Multnomah Shelter in our chapel

Notwithstanding the Gospel, we had our doubts. Some among us expressed concerns that housing these men would create excessive “wear and tear” on the carpet in the Fellowship Hall, while others feared the chapel space would become dirty or odorous over time. Some were doubtful that the church could provide the number of volunteers necessary — two per night — to assist the shelter staff. Several compromises were made to assuage the fears and concerns of church members: special carpet runners were purchased for the homeless men to walk on, and cleaning protocols were put into place in order to ensure the esthetic sanctity of the church as a rental venue. The Church Council instituted a 30 day trial-period during which church leadership could monitor the shelter’s progress, and as of writing this report we are nearing three weeks into this trial period. There have been no major incidents, and the shelter is running smoothly. Rev. Ellick has been given authority by the Council to decide on the shelter’s fate.

In spite of our hesitations, we are moving forward in faith. Many have generously volunteered for late-night, early-morning, or overnight shifts at the shelter, including: Rev. Ellick, Daniel Hunter, Christian Logerstedt, Matthew Pulcini, Tim Pollard, Cara Rothe, Ross Runkel, Andrew Schwartz, Chelsea Ware, Layne Young, and myself. A Thanksgiving meal was provided to the Veterans by a group of church members, and donations of socks — a true necessity — continue to pour in.

The Do Good Veterans Shelter received a fair amount of attention from the press on its Veterans Day launch, with articles published in the Portland Tribune and the Portland Mercury, and video coverage from a local TV station. Mayor Charlie Hales was present for a November 11th press conference and returned on the 19th for a Faith Leaders Breakfast, sponsored by New City Initiative, during which he discussed ways other faith communities could receive support to open emergency shelters in their buildings. Our community's example of radical hospitality is clearly inspiring others to open their doors.

We are following the call to serve, facing our fears about what — or rather, who — lies just outside our church doors, and trusting that our simple acts of hospitality usher in the inheritance of God's Kingdom.

IMMIGRATION WORKING GROUP

Larry Rossini

As part its work on immigration and immigration reform, the Immigration Working Group sent a team of Church members to Arizona October 25-28 in order to see and learn from what is going on along the US/Mexico border. The Borderland Group of ten spent three days with the Green Valley/Sahaurita Samaritans in the area south of Tucson—hiking a stretch of harsh desert trails in order to leave water for crossing migrants; serving meals in a border retreat in Nogales, Mexico for immigrants crossing into the US and deportees being sent back to Mexico; and witnessing a federal court session where captured migrants were sent to prison in chains. The group will pursue volunteer activities locally in order to support Latino immigrants, on behalf of the First Congregational Church.



The Borderlands Group placing water on a desert trail

OLIVER LECTURE COMMITTEE

Donna Brunstad, Suzanne Mattox, and Don Sevetson

The Oliver Lecture was established in 1977 by Dr. Egbert Oliver, in memory of his wife Helen. Since that time the lecture has been renamed to honor, in addition to Helen Oliver, both Egbert himself and his second wife, Marguerite. Dr. Oliver stated this as his vision: "Subjects may include examination of a broad range of current public issues as well as the church's life as an organization and its relationship with other religious and secular institutions and movements." The endowment supporting the lecture is invested with United Church Funds.

The committee's understanding of its work is expressed in this paragraph:

"We believe that we have a duty to search for solutions that will help break down those barriers that stand in the way of building equitable communities for all peoples. We collaborate with other community organizations and institutions to continue our church's historical legacy, offering outstanding community, national, and world leaders a forum to express their ideas."

In April of this year, the Oliver Lecture was presented by The Honorable Thomas A. Balmer, Chief Justice of the Oregon Supreme Court, entitled: *A Judge Looks at Poverty and Social Dysfunction: What Happens When We Fail to Promote the "General Welfare."* In his position as Oregon's Chief Justice, Balmer oversees the court system where the problems of income inequality, poverty, homelessness, and addiction play out every day. This lecture presented a rare opportunity for the community to hear him spell out a judge's-eye view of these issues as well as his view of the obligations of individuals and institutions to fashion new ways to bring about a more just and fair society. The lecture was well-received with 300 in attendance. A post-lecture reception for 125 people was held in Fellowship Hall, where the Chief Justice mingled with guests.

Members of the committee, Donna Brunstad, Suzanne Mattox, and Don Sevetson continued from the previous year. The committee's work has been supported and enhanced by the diligent, enthusiastic work of staff members Rev. Michael Ellick, Cara Rothe, and Jonathan Dyer.

As 2015 draws to a close, Don will be stepping down from the Oliver Lecture Committee. His leadership, profound knowledge, and resourcefulness is deeply appreciated! The committee looks forward to welcoming new members who are interested in carrying on the committee's work: brainstorming and sharing of ideas; making connections at community, state, and national levels; planning and working together to host lecture events.

EVE'S CIRCLE

Nanci Tangeman

Eve's Circle Coordinators

- Judy Bishop 2010-2013
- Marcia Yeater 2012-2013
- Heidi Levy 2013-2015
- Nanci Tangeman 2015-2016

Exploration. Service. Connection. Every fourth Saturday of the month, something special – and interesting – happens when Eve's Circle gets together.

In 2015 we learned to clear clutter and donated our extra mugs to Clay Street Table. We explored Portland Art Museum's Italian Style and Seeing Nature (Dec. 2015) exhibits and the Lan Su Chinese Gardens.

We talked books (twice) and learned about our church library. The partners of retired ministers welcomed Alana (and invited Kat) with decades of good-humored advice.



Eve's Circle Retreat 2015



Kicking off Eve's 2015 underwear drive.

We collected and donated backpacks stuffed full of school supplies to Lutheran Community Services' SAFRN program serving refugee students, as well as to the two boys in our church's adopted VSN family. We delivered 574 pieces of underwear and socks to Portland Public Schools PTA Clothes Closet and the Goose Hollow and Human Solutions shelters with our 2014 Undies the Tree Drive and kicked off our 2015 drive in November.

Our retreat in May was all about relaxation. We came together as a group for meals, vespers and our peace altar. But we also offered many optional, restorative activities: yoga, "artplay," bird

watching, "penscaping," mandala creation and journaling, Taizé meditative singing, labyrinth walking, breath training, camp singing, hiking and our annual hand-washing ritual. All of the offerings were provided by members of Eve's Circle. The weekend gave us freedom to connect with God, the nature at Camp Adams, as well as each other.

Financially, Eve's Circle continued its reputation for doing a lot with a little. With the exception of approximately \$300, our activities were self-funded. There were no church funds earmarked for our group.

It's important for Eve's Circle to be a welcoming, relevant group. In September we hosted Fellowship Hour, complete with slides and up-cycled magnetic calendars to promote the group.

We continue to publicize our events via a large poster and in all church media. In October and November, we offered childcare to draw younger mothers to our meetings. Although no one took us up on the offer, we continue to experiment. (Funding for childcare comes from a temporary, targeted donation.)

In addition, we're using a new tagline this year. "If you think a group of interesting women of all ages is your kind of crowd -- come along!" It's a subtle change, but hopefully it casts our welcoming net a little wider to include people identifying as women or, as we say, anyone who thinks Eve's Circle is their kind of crowd.



Eves up-cycled lids to make reminder schedules for Fellowship Hour.

We lost two of our Eves this year: Agnes Alexander and Becky Koch. Working with Agnes' daughter, Ann Laskey, we launched Project Camp Grandma Agnes, completing and selling



Agnes' work continued and raised more than \$750 for young campers.

Agnes' place mats, aprons and napkins to benefit young camper scholarships. Eves also offered support to Becky's family, providing refreshments for Becky's memorial service at Terwilliger Plaza.

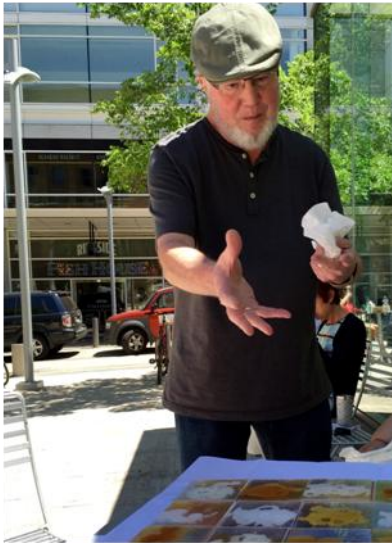
This annual report is not just a tally of money raised, causes served and topics explored. Every achievement recounted reminds us of the relationships formed within our group. Knowing the stories of the people in a photograph – or the person in the pew ahead of us – is the reason we connect through Eve's Circle. This is why our Circle was formed and why it remains important to our church community.

ARTISTS WAY

Nanci Tangeman, Coordinator

*"Creativity is God's gift to us.
Using our creativity is our gift back to God."*

That's just one of author Julia Cameron's philosophies. Her book, *The Artist's Way*, has helped thousands of creative people get unstuck -- or just remember that they have creative souls. In early 2015, we put the call out for people to join us -- essayists, fine artists, authors, knitters, singers, finger painters, creative thinkers.



Checking in.

We had many people respond. Using an online scheduler, we found the time slot (Thursdays from 12:30 – 2:30) that suited the most people. That is how we formed our group. (Names were shared of people who could not meet at that time so that they could form smaller groups, but nobody did.) Facilitation took the form of room reservations and a little bit of wrangling, otherwise *The Artist's Way* traditionally does not have an official leader. We received no funds from the church. A copy of the book was donated to the church library for use in the group.

Eleven people began the book. Ten of us completed the 12-week program. Our members range from people who'd been with the church for decades to one person who'd come to the church only a week or two before we began. Glass, words, collage, assemblage, stitchery, photography, ink, oils and watercolor – our art covers a wide range. We came together as individuals: Today we truly are a close-knit group.

Our “sacred circle” as *The Artist's Way* calls it, continues to meet twice a month. One meeting is a check-in, where we hold space for each other – reporting, supporting, encouraging and protecting our creative endeavors and personal journeys.

The other meeting is an “artist's date,” where we fill our creative well. Our dates have included an assemblage session; a tour of the Bullseye Glass factory; nature walks; a session designing labyrinths and a visit to the Museum of Contemporary Craft.

We also worked together to create a spirit bowl. Bill Young created a papier-mâché bowl base. Together, we decorated it with individual artwork and words reflecting our spiritual beliefs, rituals and journeys.



Artist's date at Tualatin Nature Trail



Decorating the spirit bowl.



Reflections of our beliefs and journeys.

Later, we each created an offering and added it to the communal bowl.

To sum up, straight from the book:

Art is an act of the soul: ours is a spiritual community.

Our Artist's Circle

- Bill Young
- Debbie Knudson
- Gwen Pierce
- Joe Watts
- Joseph Becker
- Judy Bishop
- Layne Young
- Nanci Tangeman
- Ruth Abbott
- Suzanne Mattox



Our spiritual and creative offerings.

FIRST MEN



First Men. Came. Saw. Sat

CALLED TO CARE

Patty Hammond, Coordinator

The members of the Called to Care Team are dedicated to visiting homebound members of the church on a regular basis. The goal of the team is to maintain contact with individuals who have been an integral part of the church by their gifts of time, talent and resources over the years. The role of the team member is to honor the life experience of the individual and offer an ongoing personal connection to the church.

The team met quarterly over the course of the year to share experiences, offer support and to receive training. The team members deliver flowers personally at Easter and Christmas and maintain monthly contact with members through personal visits, cards, and telephone calls. Reverend Sara Rosenau serves as the Called to Care Team advisor and often accompanies the Team Members on community visits to the home. Each member submits a written report of the contact each month to Reverend Sara and the coordinator. The team maintained contact with 20 individuals this past year. The 2015 Called to Care Team members included Judy Bishop, Megan Walth, Ann Laskey, Patty Hammond (Coordinator), Susan Rodgers, Layne Young, Kathy Sheibley, Emily Rampton, Bill Young, and LaVonne Ving.

BELL TOWER RESTORATION

Ross Runkel

In 1895 our church's Bell Tower – then the tallest structure in Portland – was completed. In 1962 the Columbus Day Storm did its damage, and repairs were done. In 1997 it was wrapped in cargo netting to catch falling pieces. In the Spring of 2014 pieces fell nevertheless, and we removed one whole section.

In May 2014 the congregation voted to restore the Bell Tower, and approved a fundraising campaign. At the time it was thought that the project could cost \$540,000, but the budget got trimmed to \$490,000. The Tower was placed on the 2015 list of Oregon's Most Endangered Places by Restore Oregon, who called it “one of the city's grandest and most imposing buildings.”

Church members pledged and made contributions totaling about \$118,000. We also received \$70,000 from local foundations plus more than \$28,000 from non-member individuals. This level of support from members and the wider community is a testimony to the ongoing vitality of our church.

In September 2015 the restoration work was completed, and we had a grand celebration. Later, our contractor – Pioneer Waterproofing Co. – reduced its price by over \$119,000. The total cost (including work done in 2014 and 2015 and fundraising expenses) came to about \$355,500 – much less than we had expected. More than half came from pledges, contributions, and grants.

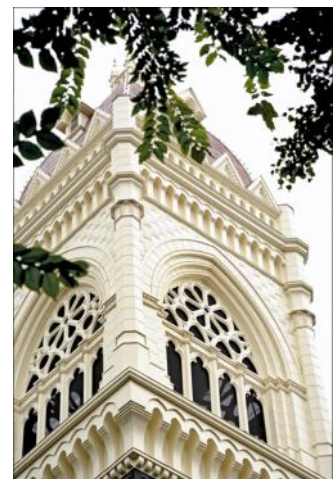
Many thanks go out to everyone who worked on the planning and who made a financial contribution. We stand on the shoulders of giants.



Before Restoration



During Restoration



After Restoration

CHURCH STAFF

Ministerial

Rev. Michael Ellick
Senior Minister

Rev. Sara Rosenau
Assistant Minister

Worship

Dr. Michael Kelly
Music Director

Roger Paulson
Jazz Sunday Director

Grant Edwards
Musician in Residence

Greg McMahon
Section Leader

Josh Randall
Section Leader

Elizabeth Winship
Section Leader

Sheryl Wood
Section Leader

Christian Education

Batya Podos
Youth Education Coordinator

Isabella Ortiz
Education Assistant

Office

Cara Rothe
Business Manager

Jonathan Dyer
Office Manager

John Behrens
Bookkeeper

Events and Facilities

Doug Emmons
Facilities Manager (Retired March 2015)

Ryan Sotomayor
Facilities Manager (Starting March 2015)

Michael Bautista
Facilities Staff

Anthony Cotham
Facilities Staff

Tom Fay
Facilities Staff

Wyatt Salcido
Facilities Staff

Max Snodderly
Facilities Staff

Roy Spencer
Facilities Staff

William Stitt
Facilities Staff

Carrie Zaner
Facilities Staff

Donna Clatworthy
Wedding Coordinator

PASTORS

Rev. Horace Lyman, DD	1851-1854
Rev. P.B. Chamberlain	1855-1862
Rev. G.H. Atkinson, DD	1863-1872
Rev. J.D. Eaton	1873-1876
Rev. J.A. Cruzan	1877-1881
Rev. Frederick R. Marvin, MD, DD	1882-1885
Rev. T. Eaton Clapp, DD	1886-1894
Rev. George R. Wallace, DD	1894-1896
Rev. A.W. Ackerman, DD	1896-1902
Rev. Elwin L. House, DD	1902-1906
Rev. Luther R. Dyott, DD	1907-1917
Dr. W.T. McElveen, PhD	1919-1923
Rev. Clement G. Clarke	1923-1928
Rev. Raymond B. Walker, DD	1929-1959
Rev. Royald Caldwell, DD	1960-1970
Rev. Lincoln Y. Reed, DD	1971-1986
Rev. John Rogers, DD	1987-1994
Rev. Patricia S. Ross, DMin	1994-2008
Rev. Anton DeWet, DMin	2010-2013
Rev. Michael Ellick	2014-

MODERATORS

Harold Cake	1960	Julie Blanchard	1998-2000
George Geist	1961	Ted Liljeholm	2000-2001
Reginald Titus	1962	Bob Groves	2001-2002
Robert Dressler	1963	Carol Lynch	2002-2003
Dwight Schwab	1964	Tim Pollard	2003-2005
George Culbertson	1965	Elaine Molskness	2005-2006
Egbert Oliver	1966	Carl Toland	2006-2008
George Woodworth	1967	Debbie Knudson	2008-2009
Keith Sime	1968	Alan Koch	2009-2010
George Smith	1969	Ellen Bradley	2010-2012
Calvin Van Pelt	1970	Richard Moody	2012
Winthrop Wells	1971	Julie Young	2013
George Casterline	1972	Ann Laskey	2014
Robert Jack	1973	Ross Runkel	2015
Laura Lusk	1974		
Leonard Garmire	1975		
Howard Campbell	1976		
Polly Casterline	1977		
David Johnson	1978		
Elmer Moke	1979		
Shelly Reece	1980		
Dawn Dressler	1981		
Ron Zahler	1982		
Margaret Shafer	1983		
Ron Stites	1984		
Julie Blanchard	1985		
Megan Walth	1986		
Ervin Hummel	1987		
Marcia Yeater	1988		
Scott Tetrick	1989		
D'Anne Gilmore	1990		
Charles Knapp	1991		
Marguerite Oliver	1992		
Charles Hinkle	1993		
Cathy Tinker	1994		
Bruce White	1995-1997		
Becky Koch	1997-1998		