

2019 ANNUAL REPORT



First Congregational
United Church of Christ

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ANNUAL CONGREGATION MEETING AGENDA

DECEMBER 15, 2019 | 11:50 A.M. – 1:00 P.M.

FCUCC PORTLAND FELLOWSHIP HALL

Call to Order (11:50am)

Opening Prayer

Establish Quorum

Welcome

Election of 2020 Officers

♦ see slate of nominees for Council

♦ Explanation of need to suspend election of Nominating Committee members
until next meeting of Congregation in February or March

Recognition of outgoing leaders and welcoming of new leaders

Presentation of background on 2020 Budget

- Vote to adopt 2020 Budget

Recognition of Volunteers

Words from our Incoming Moderator

Closing Prayer

Closing Hymn (NCH #177)

God of Change and Glory

Adjourn

ANNUAL MEETING MINUTES

JANUARY 27, 2019

First Congregational UCC, Portland Oregon
Annual Meeting of the Congregation
January 27, 2019

The meeting was called to order by Sarah Vázquez at 12:05pm in the Fellowship Hall. 52 members were present at the meeting, enough to establish a quorum for voting.

Prayer: Rev. Elizabeth Durant led the congregation in an opening prayer.

Greeting: Rev. Molly Carlson, minister of the Central Pacific Conference gave her greetings to the congregation and shared some words of encouragement during our time of ministerial transition, noting that there are 45 other congregations in the conference who are praying for us as we find our way. She mentioned the role of respect and honor as we seek healing during this time of transition, and as evidence that God is alive in this world.

Interim Update: Rev Dr Janet Parker shared an update about the interim process.

1. **Introductions:** The first several months of her tenure since Sept. 1, 2018 have been spent getting to know the congregation as a whole and as individual members and staff. She has invested in gaining broad understanding of our collective and varied histories, resources, and aspirations.
2. **Scaffolding:** Starting in February, the council will appoint a transition team. The purpose of this team will be to listen to church members, and develop a church profile. This process is designed to be transparent and members can expect to be included in discussions to establish who we are and what we need. The church profile will be presented to the conference, and will be distributed nationally.
3. **Selection:** A selection team will be established, also by council. This team will be charged with considering specific candidates, and eventually selecting an individual to recommend to the council and congregation. Some of the work of this committee will be confidential as they consider a variety of candidates.

In addition, the council has approved to have a consultant who will work with the transition team to review current practices and processes.

Business:

Meeting Minutes: The meeting minutes from annual meeting on December 10, 2017 we represented in the Annual Report for approval. Church member Ann Laskey moved to approve the minutes as presented. Leslie Septowski seconded the motion. The motion carried with a unanimous vote.

Nominations: The slate of officers for the 2019 church council were presented for approval.

- As outlined on page 8 of the Annual Report, the nominations for council are as follows:
Past Moderator: Sarah Vázquez, Moderator: Anne Sullivan, Vice Moderator: Daniel Russo, Treasurer: Belinda Moos, 3-year Member-at-large: Margaret Baldwin, 2-year Member-at-large: Paris Hancock, 1-year Member-at-large: Cheryl Clevenger.

- A correction to the Annual Report was noted in regard to the 2018 Selection Committee. The 2018 selection committee was comprised of Patty Hammond and Kathy Shiebley. Cath Clark and Ann Laskey had completed their terms in 2017 and were not on the 2018 committee. The nominations for nominating committee are as follows: Tim Pollard, Karen Horn, William (Bill) Cunitz, Dean Sigler, Deborah (Debb) Chapman, Margaret Oethinger.

William Cunitz moved that we accept the slate of nominees for 2019 church council and nominating committee as presented. Sahni Denton seconded the motion. The motion carried with a unanimous vote.

Reverends Janet and Elizabeth led the congregation in thanking members who had served on the 2018 church council and nominating committee, and welcoming the new slate of leaders.

Declaration of an Immigrant Welcoming Congregation: Bruce Bishop and Frank Baldwin presented a proposed Immigrant Welcoming Congregation Declaration (see attached). Background and reasons for the declaration were presented and discussed. Reasons included: opportunity for deepening relationships with local immigrant families/individuals, educating ourselves and our community about the current challenges for immigrants, advocating for justice, willingness to accompany individuals/families to court appointments or immigration meetings at their request. Funds for this work are available in the 2019 budget under the category for Peacemaking Core Ministry.

Margaret Baldwin moved to accept the declaration as presented. Janine Vaughn seconded the motion. The motion carried with a unanimous vote.

Elizabeth acknowledged and thanked all volunteers from core ministries and christian education. Janet acknowledged and thanked all volunteers from the financial oversight committee, art reach and other artistic ministries, pastoral relations committees, and the immigration task force.

2019 Budget Proposal: Cath Clark presented a cursory report about the proposed budget, referencing the more comprehensive budget forum which occurred on Sunday January 20, 2019. Specific questions were addressed and discussion invited. Anne Sullivan moved to accept the 2019 budget as presented in the Annual Report. Belinda Moos seconded the motion. The motion carried with a unanimous vote.

A proposal was presented to accept Catherine Clark's resignation as treasurer, effective today: January 27, 2019. According to article VIII, Section 2 of the church by-laws, the secretary-treasurer's term should begin April 1:

All officers listed in Article VII, Section 1... 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.

The date of April 1 had been selected to allow time for training a new treasurer at the start of the year. Since Belinda has already served as treasurer and does not need the training time, Cath requested that Belinda be permitted to begin her tenure right away. Karen Hurst moved to accept the proposal for Belinda Moos to begin her tenure as treasurer today, Jan 27, 2019. Karen Horn seconded the motion. The motion carried with one member abstaining to vote. Bruce Bishop expressed concern that the change may not be permitted in the by-laws.

Meeting was adjourned by Sarah Vázquez at 1:20pm.

Respectfully submitted by Catherine Clark

SENIOR MINISTER'S REPORT

Rev. Dr. Janet Parker
Interim Senior Minister

"Now faith is the assurance of things hoped for, the conviction of things not seen."

Hebrews 11:1-3

Transition has been the watchword for the year 2019. My goal as your Interim Senior Minister has been to guide and support the congregation in experiencing as healthy a transition as possible from your past settled Senior Minister to your new settled Senior Minister who is anticipated to arrive in 2020. With Rev. Elizabeth's departure in February, the transition process became more complex and required reworking my own priorities for the year as well as rethinking the staffing configuration. Other staff transitions followed, including the consolidation of the two music staff positions into one Music Director/Organist position. Budgetary factors played into this latter decision as well as a desire to expand and revitalize our church's music program under fresh leadership. In October, we celebrated the long tenure of Music Director Michael Kelly and welcomed Organist Grant Edwards into his new role in this combined position.

With all of these staff transitions from Rev. Michael onwards, the congregation experienced a mixture of loss and opportunity. Understandably, the loss is sometimes felt more keenly, especially given that in some cases the gains are still unclear or unrealized.

However, I have great confidence that FCUCC is on the cusp of an exciting turn towards a healthier congregational culture. The congregation took a number of steps in 2019 toward this goal.

First and foremost, the congregation has begun to communicate more openly about its challenges, in everything from dealing with conflict to processing grief to achieving a sustainable financial footing to the complexity of staff-parish relations in a church that also serves as a significant community venue and rental space. This open communication has been facilitated by the Transition Team, particularly through its fall listening sessions, through our work with Rev. Cameron Trimble from the Center

for Progressive Renewal, and through the Healing service that we held in October. Council has also committed to furthering this goal by developing a behavioral covenant before the new Pastor arrives.

Having said all this, it's also important to state that First Congregational UCC is NOT a church suffering from intense or acute conflict, dysfunction or unsustainability. In fact, as consultant Cameron

Trimble pointed out, FCUCC is experiencing the same pinch points as the majority of mainline Protestant churches in the US, and has more assets than many, if not most, when it comes to addressing these challenges. In an era of massive membership and financial decline among US churches, First Congregational stands out in a number of ways even as it experiences the same stresses others are facing.

Our historic building is in good shape and enables us to be a hub for vital community activity and an



increasingly visible center for arts and music (with special thanks due to Sheldon Hurst and Grant Edwards). The foresight and persistence of earlier leaders preserved our property and provide a reliable infusion of income every year through our ground lease with the City. Our members are motivated to put their faith into action and are responding to some of our society's most pressing issues. We have a deep bench of theologically trained and pastorally experienced individuals who are extremely generous with their time and talents. We have a continual influx of visitors and welcomed 14 new members in 2019! And we have a talented and effective staff that believes in our mission and ministers alongside us through their various roles.

At the beginning of the year, I proposed and Council adopted **three key ministry initiatives** for 2019. These were areas in which passion and energy were palpably growing within the church and which would benefit from sustained focus. They were organized around our Core Ministry areas and included:

Community: Renewing the Ties that Bind— Deepening relationships, building trust, discovering our shared purpose in mission to God's beloved community.

Hospitality: Becoming an Artful Congregation— The Arts in service of community, spiritual formation, and interfaith collaboration.

Peacemaking: Becoming an Immigrant Welcoming Congregation—Following Jesus' call to radical hospitality, solidarity and service to our migrant neighbors.

The congregation made significant strides in all of these arenas in 2019, and they will continue to be important focal points in 2020.

New Opportunities

Congregants have enjoyed a number of new opportunities to get involved in the life of the church in 2019. These have included:

- The Immigrant Welcoming Team, for those who wish to support and further the mission of being an Immigrant Welcoming Congregation;

- The Spirituality on Tap monthly gathering for Younger Adults at Mazatlan Mexican Restaurant;
- The newly formed Worship Team, for staff and lay members to collaborate on fostering more dynamic and vibrant worship experiences;
- A new card ministry growing out of the work of Called to Care;
- And of course, our Transition Team!

Continuing Ministries

Please see other sections of this report for excellent overviews of all areas of our congregational life and ministry. As your Interim Senior Minister, I spent the most time this past year working with the following committees and teams: Council, Core Ministry Facilitators, Transition Team, Finances (Financial Oversight, Stewardship, Budget and Ground Lease committees), and unexpectedly, due to Rev. Elizabeth's departure, Family Ministries. Below, please find more detailed descriptions of ongoing ministries that experienced particular changes or challenges in 2019.

Core Ministries: This year has afforded an opportunity to spend some time reflecting on how the new (2015) bylaws have been working for the church, particularly in relation to our Core Ministry structure. I met with our Core Ministry Facilitators to assess how well the Core Ministry areas are working in terms of tapping into people's gifts and providing avenues for involvement, communicating with Council and the Congregation, and coordinating the teams under each Core Ministry umbrella. We agreed one unintended by-product of the new model is that members find it harder to figure out where and how to plug into the ministries of the church since we don't have many standing committees with set terms. The new model depends more upon members taking initiative to start new teams that engage them in ministries they're passionate about, or to reach out to existing teams to get involved. We'll continue to work on these challenges in 2020!

Called to Care, Pastoral Visitation and Worship:

After Rev. Elizabeth's departure, the church created a new part-time position, Pastoral Ministry Associate, and hired retired UCC pastor Avena Ward. Avena has been tremendously helpful to our Called to Care team and pastoral visitation ministry. She is also an invaluable asset to our worship life through her worship leadership, occasional preaching and participation in our new Worship Team.

Family Ministries: This team experienced a number of disruptions in 2019 that leaders did their best to navigate, but in the end, the team simply had to disband until more lay people are ready to step in and help oversee this vital area of church life. As Interim Senior Minister, I committed significant time in 2019 to supporting Family Ministries because of how important children, youth and families are to the church's identity and mission. Please read the Family Ministries' and Moderator's reports for more detail on this area of congregational life. I want to offer special gratitude here for the commitment and work of new staff members Jessie Tarter and Rev. Pam Fine, and our dedicated Youth Ministry Associate, Rev. Denise Denniston. And I would be remiss not to emphasize how critical the leadership of our Moderator, Anne Sullivan, has been in keeping our Family Ministries chugging ahead, even when other lay leaders had to step off the team.

As we head into 2020, Rev. Pam Fine will complete her work as our temporary Family Ministries Coordinator, and plans are underway to hire a Director of Faith Formation, to coordinate lifelong learning and ministry to our children, youth and families. My hope is that this new position will also have capacity to support community life in the congregation, so people can get back to having more FUN together and forming deeper friendships.

Looking Ahead

In addition to the primary goal of helping the congregation complete its search for a new Senior Minister and hire an effective and gifted Director of Faith Formation, I have identified two primary focal points for the remainder of my interim time with you:

- Helping the congregation continue to process and heal from past conflict and learn how to communicate and manage disagreement more constructively. This hopefully includes building the Behavioral Covenant with Council and offering workshops and trainings in Compassionate Communication.
- Helping the congregation foster more opportunities to deepen relationships and strengthen the fabric of community life, so that everyone feels they have a spiritual home that includes both nurture and mission, friendship and service, and FUN.

Gratitudes

I remain so grateful for the opportunity to serve First Congregational UCC as your Interim Senior Minister. I have greatly appreciated the collaboration and teamwork I enjoy with our Council, including the awesome 2019 Moderator Team of Anne Sullivan, Daniel Russo and Sarah Vazquez, and with other key lay leaders too numerous to name. And our amazing staff makes coming to work every day a joy. Special thanks to Maureen Gullett for her consistent cheerful encouragement, Andre Cordes for his eagerness to address every challenge thrown at him, Steve Eggers for his unflappable demeanor and prudent stewardship of our aging campus, and Cara Rothe, who capably oversees our entire operation with one eye on the big picture and the other on the smallest detail, and whose strategic thinking and passionate heart are an invaluable asset to our congregation.

MODERATOR'S REPORT

Anne Sullivan
Moderator

As your Council Moderator for 2019, it has been an honor to serve and support FCUCC through this Transition year. When we began the year I set the goals for navigating the process of discernment, through the work of a Transition Team. Alongside this work, I had a goal for Council to do a review and assessment of the Governance model: determine what is working, what are the strengths, what problems can be identified, and propose ways to address these; and as a part of this, had hoped to clarify roles and boundaries so that all are clear about communication channels and engagement options with the goal of establishing strong partnerships amongst congregants in our various mission work and teams. Council was planning to discuss church finances and ways to improve compensation for our Assistant Minister. And in a related vein, we have strived this year to be mindful stewards of our resources. We had hoped to complete the work on the Consensus model that the 2018 Council had adopted. Later in the year, out of the CPR evaluation, a recommendation was to develop a behavioral covenant for the church. Each of these has been addressed in part; none is fully complete.

There were some bumps along the way. Personnel issues and discussions seemed to need address throughout this year, which were time consuming and at times difficult. At the outset of 2019,

Reverend Elizabeth tendered her resignation. In all the sadness this brought with it, I have to say that I was profoundly impressed with the heart of First Congregational, as we planned and held a goodbye celebration for Elizabeth. You truly came together for this. It honored her gifts and contributions and provided each of us with a way to thank her and to say goodbye. Thank you for this.

Other personnel changes were the loss of Annie Tarter, Youth Ministry Coordinator and then the difficult decision to move from two Music Department staff to a single Music/Organ Director structure. Again, this congregation came together to honor and say goodbye, at least for now, to Dr. Michael Kelly in October.

We began our year with a Council Retreat. Al Horn graciously attended to review the process and history of the adoption of the new Governance model. We discussed some of the observations we have had since working with this model. Eventually, we had the Core Facilitators meet with the previous Facilitators to review their experiences and this group provided feedback to Council. One outcome was to devise a clean communication expectation for Facilitators to report back to Council and Council to discuss work with Facilitators. We also discussed more frequent table conversations during Fellowship Hour to help the congregation see and interact with the many ministries of our church. More work on this remains, so that we can more consistently and easily invite members into our work and communicate about what that work is.



For myself, one outcome of Elizabeth's departure, was that I was also, then, leading Family Ministries. Council, together with Janet, determined it was vital to maintain services for families and children/youth as much as was possible. I worked with Janet to develop a position to fulfill some of Elizabeth's responsibilities as relates to Family Ministries, so that our children and families could continue to experience some consistency in programming during this time of transition. And another position to support Janet in Ministerial work. Additionally, we were finally able to fill the long-vacant Children's Ministries position to lead our Godly Play work. We also lost our Youth ministries coordinator at the end of June. There was an intentional decision, in consult with the Youth and their parents to not fill this position at this time. We were able to continue our Youth Group with the generous time Denise Denniston volunteers with our youth.

As we navigated these changes and began to plan for our Transition Team to begin, Janet assessed her ability to lead us through this effectively as a solo minister, and recommended to Council that the church hire a consultant. Council considered and ultimately voted to contract with the Center for Progressive Renewal to provide consultant services for FCUCC. The evaluation report CPR provided to us, as well as the discussion Cameron (our consultant) shared with the congregation, have proved extremely valuable. Not only as guidance for the work ahead, but also in validating FCUCC. We do absolutely have some challenges. However, we are not the only or the worst. And this evaluation provided us guidance and a path forward. Ultimately, it provided us hope.

Great works have continued amidst the change and transition. Immigrant Welcoming team has come into full fruition, the Transition Team has done an incredible body of work and you all have participated beautifully in their listening sessions. New Godly Play teachers attended a training in August and began the new Godly Play year in September. Hospitality, Peacemaking and Community Core

Ministry Facilitators and their teams continue good works, from Fellowship hour and ArtReach, to Potluck in the Park and Eve's Circle.

Council was approached by Sheldon Hurst with an offer to donate a considerable library for Art along with a proposal for expanding the connection between our Art Reach Gallery and community outreach. Thus, Council voted to accept the donation, create an Art Library, and to establish a new space for the Church Library near the Sanctuary. In so doing, we were able to rehabilitate an older and largely unused space into a beautiful library and meeting space. Paris Hancock, our Librarian, volunteered to work with Sheldon and Cara to establish this space. Thank you all for this gift of time and service.

In October, I felt it necessary to recommend that the Family Ministries team be disbanded at least temporarily. And that children and family traditions and offerings be re-examined. There has not been sufficient participation on this team to inform the work and keep it relevant. I requested a Parent's listening meeting to better understand the priorities of our families. And to help in the decision-making around program structure. There is a plan in the works to develop a Lay position of Director of Faith Formation to drive programs for children, youth, families and adults. This decision is guided in part out of our status as being in Transition and a reluctance to hire an Associate Minister while in an Interim period.

Alongside this great work, there has been a consistent struggle to find volunteers to help with the work of the church. When we have volunteers, they have done amazing work. You are the heart of this church and our church very much needs you. Some opportunities are ongoing, some short term. Some weekly, others monthly. Some last a full year, and others are 3 year commitments. I ask that you explore options here and find the one that fits you best.

I do hope that as we move through Transition team to Search Committee and eventually to calling a new

settled minister, folks will examine how they chose to contribute their time and participate fully in the life of our church however you are able. Having a more broad representation of our membership in the works of our church can only make us stronger.

Transition Team is anticipating they will complete the Local Church Profile in January/February. And Council will begin the work of nominating members for the Search Committee. There will be an All Church meeting in later February or early March to vote on this. At this meeting, there will also need to be a vote to fill out the Nominating Committee for

2020 as well.

Lastly, I want to thank our 2019 Council for their gracious contribution of time and energy. You all stepped up every single month and participated fully in our work. Thank you. I look forward to continuing in 2020 as your Past Moderator and continuing our good works for the church. I share a very grateful goodbye to Sarah Vasquez, our outgoing Past Moderator. And welcome Daniel Russo to the helm for your 2020 Council. Peace and Blessings for our work together.

TRANSITION TEAM REPORT

Frank Baldwin

Transition Team Chair

The Transition Team was appointed last spring by the Church Council. Our informal mandate, which emerged from consultations involving the Council, Interim Senior Minister Janet Parker, and our independent consultants at the Center for Progressive Renewal, is threefold:

- 1.) Engage the congregation in reflection, healing, recognition of the challenges and opportunities ahead of us, and discernment of God's call to our church;
- 2.) Support and augment the interim ministry of Pastor Janet, in conjunction with the Council and our transition consultant, the Rev. Cameron Trimble of the Center for Progressive renewal;
- 3.) Write the Local Church Profile, which will be utilized by the Pastoral Search Committee as they seek out an exceptionally capable and qualified candidate to become our next Senior Minister.

We have learned a great deal about who we are, who is our neighbor, and who God is calling us to become, from our congregation's conversations and activities during this interim season. To date, the Transition

Team has received, analyzed, and shared with the membership a detailed Assessment Report from the Center for Progressive Renewal; consulted together in a forum following a thoughtful sermon series on the Church Covenant; held seven after-church "Chapel Conversations," including a special "Kiva Conversation" for families with children and youth, as well as an online Zoom listening session open to everyone; and experienced a moving service of worship to acknowledge and heal the trauma and grief associated with change and loss.



We are considering offering in the future more opportunities to share stories and reflections from our church's history; along with practical and helpful training resources in compassionate communication and dealing with conflict. We hope to finish writing our Local Church Profile in January, passing it along to the Pastoral Search Committee to be elected by the congregation.

With God's grace and guidance, we would like to be welcoming our next Senior Minister by the end of next summer. We are extremely grateful for your prayers, your participation, and your faith as we journey forward together!

Transition Team: Joanne Albertsen, Frank Baldwin (Chair), Julie Blanchard, Bill Cunitz, and Ted Heid

TREASURER'S ANNUAL REPORT

Belinda Moos
Treasurer

Recently I found the word “intention” has a medical meaning, “the healing process of a wound”. As we draw near the end of our transitional year of 2019 and look forward to 2020, we reflect on our direction of healing our Congregation. From a financial perspective how did we take heed towards our targets and honor the transitional process? For 2019 it is “intentional” expense containment that supports where our income is coming in at. At publication we have our October results. Year to date we are behind our income target from 2019 budget. Significant news is the savings on our expenses as we have leveraged against this income deficit. We have four main areas of cost – Ministerial, Core Ministries including Christian Education, Administrative, Building. Each area is monitored by dedicated individuals who are financially diligent without sacrificing our Church’s mission. This has been addressed through numerous meetings and difficult decisions as the year has progressed. All staff, Committee’s, Council and other volunteer areas of our Church have been involved in this process. It has paid off. Here’s our 2019 story. 2019 results to date include Income deficit of (\$18,799) or (3.7%) of Year to Date (YTD) budget. From a Congregant Giving perspective we are unfavorable by (\$19,559) with Pledge (\$4,066) and General Gifts (\$15,494). First Congregational was blessed with higher Bequests than what was anticipated – favorable \$18,796 YTD. In addition,



our Designated Gifts (specific donation related income) were favorable by \$5,465. Building related income is down (\$25,646) however this will improve in the next two months due to the new Ground Lease contract. Remaining \$2,145 throughout “other” categories. Expense continues to be a focus of leveraging against any income related deficits. We are currently favorable YTD in expense by \$58,450 or 9.8% of October YTD budget. Items that have contributed to these savings include focused use of Ministerial transition funds; Christian Education program flexible to our changing attendance needs; Administrative cost reductions related to change in church business hours; Building related cost savings and deferral of outside repairs as facility staff have assisted in repairing equipment. All this accomplished with unexpected costs incurred on the negotiation of our Ground Lease and special events not incorporated into this year’s budget. Deliberate savings have also equated to a decrease in our need to pull from the Reserve. An important part of our discussion last year was how to reduce the frequency of our Reserve draw. To date in November, we have pulled \$79,773 of our total “Budgeted” Reserve pull \$127,151. This represents 62.7% of the annual reserve target. As of October 31, 2019, our Net Liquidity is currently at \$1,172,390. After a year of transition, we have now defined our 2020 path. We are intent on providing a solid roadmap for the success of our Congregation from a financial perspective. As we draw near to the end of 2019, I cannot thank all the individuals who have contributed to

the success of our Church and its financial health enough. Thank you to the Financial Oversight Committee (FOC) who have consistently been there through all the changes within the Church this year. Thank you to Paul Adcock, Cath Clark, Bill Cunitz, Ted Heid, Emily Rampton for your hours of service. Also thank you to Rev. Janet Parker and Cara Rothe who have provided us guidance during our FOC meetings. Thank you to Andre Cordes who faithfully provides our various teams with financial analysis critical to our review and decision-making process. Thank you to our wonderful 2020 Budget Committee members – Paris Hancock, Daniel Russo, Rev. Janet Parker, Cara Rothe. Thank you to Council for all their hard work towards our Church's direction. Thank you to the Ground Lease Committee for all the long hours in getting this complex contract together. Thank you to the Stewardship and Transition Committees for all their hard work and information they have provided towards our financial reviews. Thank you First Congregational for your support through 2019. As your Treasurer I have been honored to represent such a dedicated Congregation.

GROUND LEASE NEGOTIATION

Ted Heid

Thanks to the foresight and commitment of our congregational community predecessors, a major source of income for the Church is rental income. The Church and the City of Portland entered into a 99-year lease in 1984 for two lots. This lease annual net rental income effective November 1, 2019 increased by \$136,001 to \$315,315. This is net rental income because the lease provides that the Church can rent the current Annex office space in the Performing Arts Center based on an amount

that changes in proportion to the rent paid by the City. The new annual office space rent is \$42,185.

A brief history of the Church's acquisition of this property may be informative. The Church bought the quarter block lot on which the current church was built in 1890 and completed the building in 1895. The Church experienced significant growth in the 1950s and 60s and saw need for more space. In 1958, the quarter block lot on Park street just north of the church was purchased for parking and possible expansion. In 1964, the Church purchased the quarter block lot at Broadway and Madison, again with future expansion in mind. In the early 1980s the City of Portland owned the remaining NE quarter block and wanted to combine the three quarter blocks to build a performing arts center. The Church and the City entered into a 99-year lease in 1984 for the Church's two quarter block lots. The annual rent amount is based on a formula that the parties can use every five years to adjust for bare ground market value in downtown Portland. It is the significant increase in the market value of these two lots in the five years since the last adjustment that is the basis for the rent increase. This new annual net rent will continue without change until the next opportunity to assess the market value in 2024.

STEWARDSHIP

Elaine Molskness *Stewardship Team Chair*

The 2019 Stewardship team consisted of Janet Parker, Emily Rampton, Bill Cunitz and Elaine Molskness. The team decided to create its own theme: "Re-Member, Re-Vision, Re-Invest," which seemed to fit with our church's transition period

and, also, our view to look back on our own history and forward to a new future.



Re - member Re - envision Re - invest

There were four Sundays when church members spoke about their reasons for supporting the church monetarily; Jessica and Denise Denniston, Julie Blanchard, Linnea Roy and Bill Cunitz.

As of December 2, 2019, the church has received 56 pledges for 2020 for a total of \$129,576. This brings the amount pledged within \$2000 of the pledge goal of 2020.

Many thanks to everyone who pledged and invested in the future of First Congregational UCC. Re-Member, it is never too late to make a pledge for the future of the church.

BUSINESS MANAGER'S REPORT

Cara Rothe
Business Manager

The building underwent several beautification projects this year. With the help of our facilities manager, Steve Eggers, we hung summer flower baskets and planted ferns in the front portico. Our neighbors and clients were very verbal about their appreciation for these touches. At the same time, we cleaned-up and repaired some of our Park-facing stained-glass windows.

We also completely renovated the old Minister's Office that is located just off the sanctuary. We replaced the windows, finished the 130-year-old fir floors, brought all electrical wiring up-to-code, purchased beautiful furniture including bookshelves as a new home for our church library collection. This was an endeavor that involved many members and all staff. We are particularly grateful to Carol Caughey, Interior Designer, for her love of our building and for her assistance in helping the renovation to be aligned with the feel and historic features of the church.

2019 saw lots of activity in the building! We hosted over 70 individual lectures, concerts, workshops, and meetings. We co-sponsored 10 of those events. We welcomed two new weekly groups, an Adult Children of Alcoholics (ACOA) meeting, and a new Al anon meeting bringing us to a total of 11 community groups using our space on an on-going basis.



Over the years, we have heard lots of feedback from clients and from the community that a certified kitchen in the church would be a wonderful asset, so we spent the year working on improving kitchen processes and in August, we received our certification from the Multnomah County Health Department! We are still looking for ways to capitalize on this addition, so if you know of a need in the community, please let us know.

In September, we had some flooding in the southeast corner of the building. This was due to some roofing work that was being done on the Performing Arts Center. Their roofers corrected the problem and insurance is covering all repairs, including brand new



carpet in the basement common areas and in the choir hallway. Yeah!

Our Annex building has also seen lots of activity. For nine months of the year, the roofing contractors for Portland 5 rented three offices in the Annex space, and we welcomed new long-term tenants, The UPRISE Collective and Do Good Multnomah. We continue to have Portland People's Outreach Project



(PPOP) and immensely enjoy witnessing the amazing work that they do in the community EVERY week! We are in the process of finding new tenants for 2020. Our communications team, Andre Cordes and Maureen Gullette have been invaluable in making our offices a friendly and welcoming space!

BRINGING THE COMMUNITY INTO OUR CHURCH

Concert Hall and Reception Events

- Aaron Meyer
- American Friends Service Committee
- Architectural Heritage Center
- Aurora Chorus
- Charter School of Portland
- Church of Film
- City Club of Portland
- Consul of Japan
- DakhaBrakha Music
- De Paul Treatment Center
- Ensley Spiritual Development
- Faber Institute
- Friends of Jung
- Hands off Venezuela
- Harold & Arlene Schnitzer CARE Foundation
- Hindu Educational and Cultural Society of America
- Indian Classical Dance
- Kalakendra Indian Dance
- Netflix
- Nuts and Bolts PSU Group
- Oregon Ballet Theatre
- Oregon Historical Society
- Oregon Natural Desert Association
- Oregon Symphony
- Our Children's Trust

- Poetry Slam
- Pop Mob
- Portland Literary Arts Book Festival
- Portland Parks and Recreation-Architectural Class
- PSU Honors Union
- Simrit Kaur Music
- Snam Kaur Music
- U.S. Classic Guitar
- Urban Tour Group
- Voice for the Voiceless Theater
- Wilkinson Music Studio
- Willamette Writers
-

Annex Tenants

- Do Good Multnomah
- Foundation for Philippine Progress
- Pacific Mark Roofing Contractors
- Portland Peoples Outreach Project
- UPRISE Collective
-

Weekly Meetings

- AA (Alcoholics Anonymous)
- ACOA (Adult Children of Alcoholics)
- Alanon
- SAA (Sex Addicts Anonymous)
- Weight Watchers

COMMUNITY CORE MINISTRY

Margaret Baldwin *Community Core Facilitator*

At the Healing Service this Fall we were invited to share Prayerful Intentions for ourselves as we move forward. We wrote these prayers on slips of paper, and soon there will be a display of all those prayers, so that we can continue to see and hear each other's words. One person wrote:

I will listen and see. I will be fully engaged. I will speak for those who do not yet have full voice. I will be an advocate.

I hope that this thoughtful intention is shared by all members of our community. To listen and see, to be fully engaged, to be an advocate; these are the characteristics of someone who cherishes their community, and but also wants to reach out into the world to be advocate for others.

Here are some of the ways we lived into that intention this past year:

- We chose new resource people to lead our Called to Care team, our youth, our Family Ministries Team, our Godly Play team.
- We invited others to be part of a worship team to consider how the worship at FCUCC can evolve in ways that include the needs and desires of all who attend. This year the team consisted of Grant Edwards, Gary Vaughn, Julie Blanchard, Margaret Baldwin, Rev. Avena Ward, Rev. Pam Fine, Rev. Janet Parker.



• We said a fond farewell to Michael Kelly, Music Director for 14+ years and welcomed Grant Edwards to the position of Music Director/Organist. Some old friends have returned to the choir and all choir members are enjoying the diversity of musical styles and traditions, including original compositions and arrangements by Grant.

• We appointed a Transition Team to help us reflect on questions about our hopes for the future as well as our feelings about the past. The Team is creating a new profile of our church to circulate as we begin the search for a new settled pastor.

• The library next to the Fellowship Hall has become a space to browse and learn about the arts, thanks to donations from Sheldon Hurst and others.

• The former minister's office upstairs just back of the sanctuary has been turned into a welcoming space for meditation, browsing, knitting perhaps. All the books from the downstairs library are there for you to peruse at your leisure.

• Eve's Circle continued its tradition of ministry to all in the congregation who want to belong, through programs, a retreat and many outreach opportunities in the community

Most of the activities in the list above are described in more detail in other parts of this report. It is a blessing of this congregation that so many hands and hearts are involved in building our community both within and without our walls.

CALLED TO CARE

Rev. Avena Ward

Called to Care Facilitator

2019 Called to Care continued its mission of visiting members and friends of First Congregational who were unable to attend worship regularly. Pastor Elizabeth Durant provided pastoral leadership to this group until her departure in February of 2019. Rev. Avena Ward had joined the group in late 2018 and moved into the role of Pastoral Ministry Associate part time in the Spring of 2019. She has provided visitation and consultation to Called to Care since then. In addition to our visits and calls we've added an initiative to provide the Congregation an opportunity to send cards and notes to folks who are listed as needing prayers and those who are homebound. We have done this by collecting greeting cards donated by members of the congregation. Most Sunday mornings we place the cards on a table in the Fellowship hall and a member of Called to Care hosts the table. We're working closely with the church office staff to create an up to date directory that reflects changing addresses. Each Sunday we send out an average of 6 cards. At Easter and Christmas we take flowers to approximately 18 homebound folks. We look forward to partnering in the Spring of 2020 with Eve's Circle in creating a "How to Pray with People" workshop.

EVE'S CIRCLE

Eve's Circle Coordinators

- Alice Forsythe & Jessica Denniston 2018-2019
- Elaine Molskness 2017-2018

- Unofficially, Judy & Nanci 2016-2017
- Nanci Tangeman 2015-2016
- Heidi Levy 2013-2015
- Marcia Yeater 2012-2013
- Judy Bishop 2010-2013

Eve's Circle, ministry open to all female-identified people, plays an active role in the church. We uphold, encourage and challenge FCUCC self-identified women of all ages in their pilgrimage as disciples of Jesus! The fourth Saturday morning of each month is devoted to exploration, service and connection with programs and outings coordinated by members. For 2019, Alice Forsythe and Jessica Denniston were the main co-facilitators.



Eve's had an amazing year full of service and celebrating one another! We kicked off 2019 with a panel presentation with former assistant pastor Rev. Elizabeth Durant; pastor emerita Rev. Dr. Pat Ross and interim senior minister Rev. Dr. Janet Parker for a inside scoop with all three ministers' testimonies on "What it means to be UCC." This was open to the church population and held in our fellowship hall. Our monthly meetings included our annual book discussion Eve's Reads, a cyber-security prevention of identity theft and fraud lesson and a youth/ Eves field-trip to the Soul Box Project exhibit at Multnomah Arts Center.

The theme of our 2019 Eve's Circle retreat in May at Camp Adams was "True Inclusion: Radically embracing all peoples." This year was the first year we moved from the Waverly cabin to the Adkins/ Admin building, due to some serious structure issues in the Waverly cabin. That was bittersweet because the Waverly has some powerful and fond memories, bringing Eve's Women together for many years. With that said, the director of Camp Adams, Natalie Becker, graciously provided the Adkins building for overnights, a short distance from the Admin building. The Admin building provided warmth from a beautiful fireplace and lots of room for dining and comfortable conversation! The retreat this year was led by the amazing group of women, Cath Clark, Ariel Henry, Judy Bishop and Paris Hancock.



We spent our summer meeting at the amazing Portland Japanese Gardens, where the women strolled through paths of vibrant Japanese maples, enjoyed the spectacular koi fish and ended the day dining at the Umami Cafe! Our September meeting featured Kim Hunt, the communications director for Do Good Multnomah. Do Good Multnomah is a nonprofit organization that partners with the community to provide permanent supportive housing and low-barrier emergency shelter to houseless veterans in the Portland area. In October, we attended the curator's event at the ArtReach Gallery, From Empathy to Abstraction. The conversation between Dr. Sheldon Hurst and artist Keith Wilson was open, interesting and enlightening, covering the

processes and discoveries that are part of the artist's work, Eve's provided light refreshments for the event.

Of course, we cannot forget to mention, the infamous Christmas Tree and kick-off of the annual Undies Under the Tree drive, where we collect new underwear and socks. Each year we donate hundreds of items to the PTA Clothes Closet and area shelters. We will end the year with day at the Portland Art Museum with docent Elaine Molskness.



This year, Eves leadership is a real group effort---we are collectively gathering ideas from all the women of Eve's for 2020 planning! This will be another unforgettable year of living in community with one another, faithful to God's Will and bringing all of our servant hearts for amazing experiences next year, so that we can love on people — Jesus-style!

USHERS & GREETERS

Julie Blanchard
Usher Coordinator

We have a very faithful team of Ushers and Greeters to welcome visitors and regular worshipers to Sunday morning services. New people are always welcome to join us. Typically ushers and greeters are scheduled one Sunday each month, and we have substitute Ushers and Greeters to fill in when needed.

Greeters and Ushers this year include:

Roger and Debra Perry, Bill Cunitz, Margret Oethinger, Ron and Cheryl Clevenger, Emily Rampton, Kathy Sheibley, Jack Allman, Belinda Moos, Debb Chapman, George Rodgers, Dorothy Coombs, Al Horn, Jim McPartland, Barbara Bennett, and Julie Blanchard

This year Roger and Debra Perry changed their Greeter schedule from greeting every Sunday for more than 20 years to greeting once a month. We appreciate Roger and Debra's long and faithful front porch welcome.

We continue to welcome people who would like to volunteer as Greeters or Ushers once a month. If you are interested, Please let Julie Blanchard know. My email is: julieb2@easystreet.net or let me know on Sunday morning.

CHURCH LIBRARY

Paris Hancock *Church Librarian*

This year saw a huge change of locale for our library as it moved into the old minister's office to make room for our new art library downstairs. Our renovated space is gorgeous due to the efforts and refined taste of our staff. Not only is it an especially cozy place to rest, read, and meet for our congregation, it will serve as a green room or small meeting room for rent, thus increasing our value as a venue downtown. We also held a book introduction and signing for our former minister John Roberts's new book which is a delightful read; we have a copy currently in the library for check-out. Further, Gwen Pierce generously donated her collection of cookbooks from around the world for a cookbook sale to benefit the church. We kept ten cookbooks of hers for library check-out. Come spend

some time in the new space- did I mention it's the warmest spot in the building?

FAMILY MINISTRIES

Rev. Pam Fine *Family Ministries Coordinator*

Much like the rest of the First Congregational UCC, our Family Ministries program experienced a number of transitions in 2019, especially with our leadership and staffing. As the year began, our committee consisted of Rev. Elizabeth Durant, Anne Sullivan, Annie Tarter, Eileen Deerdock, and Daniel Hunter. Through the year, Rev. Elizabeth concluded her ministries at FCUCC, Annie left for graduate school, Daniel resigned from the committee due to transportation difficulties, and Eileen left to attend another congregation. Joining the committee were Jessie Tarter (as our Godly Play Coordinator), and Pam Fine (temporary and part-time Family Ministries Coordinator). As the year has come to an end, the Family Ministries Team disbanded, as it consisted of only three staff (Janet, Pam and Jessie) and one parent (Anne). Janet and the Church Council plan on designing a new position to coordinate our various Christian Education ministries. (Pam has served as interim since April, but will conclude her service at the end of December 2019.) Caroline Patetta, who had served as our excellent Childcare Coordinator since 2017 also left her position in March. The delightful Maria Felix now watches our little ones. The Rev. Denise Denniston is now steadfastly leading the Youth Group, seeking to deepen their spiritual experiences at church.

Unfortunately, few activities specifically for parents were held this year. Attempts to survey parents about their wants and needs didn't produce enough information to assist in preparing activities. However, in conjunction with the Transition Team's Listening

Sessions, several parents gathered in the Kiva on Sunday, December 1st, for a very productive conversation. The content of Youth Group (more fun or more education?), the value of camps (and the availability of scholarships), participation of children in worship (more participation, but not a separate family-oriented service), as well as parents' gatherings were all discussed. The idea of activities for parents by parents, and ways to enhance their community, were also addressed.

Despite all of our changes, we have had a very active program for our children and youth, as follows!

NURSERY

We were sad to see Caroline Patetta leave the Nursery in March as she brought many gifts to her work. With parental help with the children, we went through a new-hire period in April that included hiring, and then losing, one provider. But in the end, our hiring of Maria Felix has been a very good thing. She brings a warm, but quiet spirit to her post and has also made herself available at additional times when needed. We also welcomed a new nursery attendant, Monique Cordes, to our on-call roster. She brings such a loving spirit to the nursery. We generally see 2-3 children in the nursery each week.



GODLY PLAY

Children and parents continue to enjoy the Godly Play program that makes up our Christian Education for ages 4-12. Our volunteer teachers this year have included Anne Sullivan, Eileen Deerdock, Daniel Hunter, Karen Horn, Margaret Baldwin, Paris Hancock, and Jessie Tarter, with Pam Fine filling in as doorkeeper from time to time. During the school year, attendance in Godly Play is generally about 2-3 children per Sunday. During the summer, attendance by children was quite low, but Jessie was ready with a program she had designed called The Wonders of Creation.

Our teachers were given thanks for their service with gifts from the congregation on Graduation Sunday, June 2nd.

Over the year, we discovered that some of the distinctive pieces needed for teaching Godly Play had gone missing. Uncertain whether we could pay for new ones, the Family Ministries Team held a Silent Auction and Raffle in October, where church folk donated many lovely items to sell, and tickets to the Japanese Garden and Chan Su Chinese Garden were raffled off. Proceeds from the event came to \$1300! To discourage busy hands that might accidentally take items home, Margaret Baldwin and Anne Sullivan created beautiful curtains to cover the shelves where the items are kept. New Godly Play items will be purchased and in place before the end of the year.

We held a Godly Play training for our teachers in August, employing the help of trainer Heather Ingersoll, who did a wonderful job explaining the principles of the program as well as demonstrating how to teach it. This was an important event for Jessie, as our primary Godly Play teacher, and a good review for several others. Monique Cordes (Andre's wife) also attended, so to be able to serve as a back-up in an emergency.

A very simple Christmas Pageant – involving walking the children (including nursery-age kids) through the Nativity Story – is planned for December 22nd.

YOUTH GROUP

Our Youth continued to enjoy Annie Tarter's leadership until June, including meetings at church as well as outings to a variety of fun and educational activities. Perhaps the most special was the Easter Egg Hunt they organized for the Godly Play and Nursery children.

Elizabeth continued her confirmation class, which concluded with the confirmation of Keelin Sullivan and Andy Mella on February 4th

We celebrated our graduates from 8th Grade, High School, and College on Graduation Sunday, June 2nd. Keelin Sullivan graduated from 8th Grade and received a directional compass. High School graduates included Brendan Sullivan and Macey Minor, who received journals. Our college graduates, Aivelyn Karsten and Christina Hellums, received a book by Annie LaMott entitled *Almost Everything*. Bibles were also presented to our Third Graders, Julius Allman and Logan Hlavacka (who has been ill and received his at home).

The Youth enjoyed a summer that was "light" on activities, but picked up again in the Fall. Denise and Rev. Janet accompanied the kids to the Oaks Amusement Park in September. Denise and Pam took them to the Corn Maze at Bella Organic Farm in October.

The traditional Youth Pie Sale was held during Fellowship Time on Sunday, November 24th. Generous church bakers provided plenty of delicious pies, and hungry mouths were kept busy! The event raised more than \$500 to help pay for the Youth participation in the National UCC Youth Event, to be held in West Lafayette, Indiana, in July 2020. We - the Family Ministries staff and teachers - love the children at First Congregational UCC, and seek to create relationships that help the children enjoy their times at church and deepen their Christian understanding of sharing the love of Christ. One special way this happens is that Daniel Hunter sends birthday cards to every child who is part of the congregation. A comprehensive list of children's addresses, phone numbers, school grade, and birth date has been created to help with that task and others - not 100% complete, always a work in progress - as is the ministry to our children!

HOSPITALITY CORE MINISTRY

Karen Hurst

Hospitality Core Facilitator

Hospitality Core Ministries are focused on what we do within our building that connects with visitors, neighbors, and each other.

Two very evident ministries are ArtReach Gallery and Locus Iste; they not only nurture those who are already part of our church community but also bring in folks who might otherwise never come into our spaces. Their Annual Report descriptions of this past year's work are inspiring!

Other ongoing efforts are also integral to the Hospitality Core Ministries. The Pencil Table offers information about events that we participate in. The Welcome Table is where folks can find information about our church: its history, activities, missions, membership, and involvements. A new Photography Team takes pictures of our involvement in events at church as well as in the community; their efforts can be enjoyed on our web-site, in the Pilgrim, and in this Annual Report. Those who participate in Spirituality on Tap find good discussion and fellowship with people who are part of our congregation as well as members at other churches. Films at First featured several week series of films on a theme, accompanied by popcorn and drinks during the films and the possibility of conversation afterwards.

We are still new-comers to the organizational structure of Core Ministries, and we are learning as we go--which I hope describes all of our journeys in life! What I have most appreciated about being your



Hospitality Facilitator is that it has made me profoundly aware of the strength and depth of who we are as a congregation. There is willingness within our spiritual community to volunteer, to participate even in things that might not be familiar, to do the new, to share in leadership and ideas and involvement, to support one another, and to accept change even when it may not be something we embrace (yet :)). We find ways to support each other as we move through this time of transition and rethinking about who we are. We recognize that we are together on this journey towards a renewed vision of who we want to be, both for one another and within our larger community. Thank you, each one, for all you are and all you do.

FELLOWSHIP HOUR

Another of the more evident ministries is Fellowship Hour. More than 60 people in our church family contributed food, drinks, cash donations and energy this past year to be sure that those who have time and want to visit and eat each week after worship are able to do so. A number of folks took charge of organizing a month at a time, and their leadership was particularly important. Among the special occasions that were celebrated were the special event decorations that welcomed us, the Ice Cream Social and the Pie Sunday that made us smile, and the guests and speakers who shared with us from time to time. We also celebrate the inclusion we provide

to those who come in only for the food they know we will happily share. I am grateful to everyone who participated, and I believe I speak for all of us who take advantage of our Fellowship Hour.

MUSIC PROGRAM

Grant Edwards

Music Director/Organist

That we so rarely need to audition new paid singers in our choir is a powerful testament to the quality as well as the collegiality of our music program. Although she is certain to return on occasion, our former choral leader for the altos, Genna McAllister, has found herself in demand as a freelance musician, too much so to continue regular service in our choir. She is currently busy traveling for singing gigs, composing the soundtrack for a locally produced short film, and writing music for local contemporary dance performances. We are however thrilled to welcome back Eugene native, Elizabeth Winship, whose rich contralto voice graced us for several years before she pursued and successfully competed a Master's degree in Vocal Performance at the Schwob School of Music in Georgia.

This fall we also bid farewell to Josh Randall, our tenor leader for the past 8 years. He has completed his nursing degree, and now lives in southern Oregon to pursue his new vocation. His remarkably evocative and expressive delivery of a wide variety of musical styles will not soon be forgotten. After a brief search, we are fortunate to welcome Joseph Pettit as our new tenor leader. Not only a highly experienced singer in professional ensembles as far flung as Hawaii, the mainland, and in Europe, Joe is also a fine organist and choir director, having served at Seattle's Plymouth UCC, Trinity Lutheran near Pacific Lutheran University, and St. James Lutheran Church of Portland, among other distinguished locales.

This fall we also saw the return of Jonny Roberts, recent graduate of Portland State University in Vocal Performance. He dazzled us last spring in the Locus Iste Choir with his powerful delivery of the bass role in the oratorio *Letters from Emily*, and will continue to sing with us as occasion permits.

Finally, we also welcome Mary Sutton, our new choral accompanist / organ scholar. Although Grant will continue leading the choir from the piano much of the time during rehearsals, and will present preludes, offertories, hymns, and other service music as usual, it is clear that a dedicated accompanist is desired—from time to time—in order to maintain the high standards and flexibility our choir is accustomed to. The new position also offers training in organ technique, offered by Grant, to help ensure continuation of this art in future generations. Mary is additionally interested in learning more about the realm of choral music, and we expect to hear (and sing) liturgical compositions composed by her in the near future as well. Mary is a talented multi-instrumentalist, holds a Master's Degree in piano performance from PSU, and is highly regarded for her service in many Portland area churches.

We are indeed blessed to reaffirm our ongoing commitment to draw upon, nurture, and delight in the talents of some of the finest musicians in Portland, our beautiful City of the Arts.

LOCUS ISTE

Grant Edwards

Music Director/Organist

On May 31 and June 1, listeners at First Congregational experienced the world premiere of *Letters from Emily*, a full-length oratorio composed by our own Grant Edwards, its libretto drawn from 27 carefully selected poems by Emily Dickinson.

Richly scored for chorus, soloists, orchestra, winds, and a panoply of percussion, it tells a very personal story--a story which also illustrates the universal plight of all humanity: our very lives are our "letters to the world"; a world which promises nothing in return--The sun sets, the sun rises, love is gained and lost, sanity is exposed as insanity (and viceversa)-yet, sometimes, hope flies in from where we least expect it.

Emotionally and musically challenging--yet relentlessly melodic-- the work proved accessible even to a small, unauditioned choir, whose members included many in our Chancel Choir as well as singers from other downtown churches and the PSU community. "Locus iste a Deo factus est" ("this place is sacred") is a line drawn from Bruckner's famous motet, and serves as a motto for this concert series, along with a paraphrase of James Joyce: "All

poetry is prayer and all music is meditation". Sheryl Wood, our soprano section leader, personified the venerable poet throughout the oratorio, along with alto section leader Genna McAllister, as the 'boy' Emily sometimes thought herself to be. Soprano Alex Habecker, a graduate of PSU, narrated Emily's more fragile moments. Baritone Ian Timmons, tenor Jonathan Green, and bass Jonny Roberts (all PSU grads) represented various facets of the composer's "Everyman" persona. Mary Rowell served as concertmaster of the 14-member instrumental ensemble, and Yvette Starkey served as piano accompanist.

The performances were well attended both nights, and the work received resounding standing ovations. A double CD of the performances of Letters from Emily will be available this coming January.



ARTREACH GALLERY

Sheldon Hurst

ArtReach Gallery Curator

SOME REFLECTIONS ON THIS PAST YEAR: Intentions and Realizations

Integrate art and spiritual life.

Lenten series incorporating the Doors of Iran.

Art by its very nature relates to human spiritual experience.

Variety of artistic styles in exhibitions.

Abstract, Realist, Nonobjective Art. Interrelationship of art and music.

Extend hospitality to artists.

Artists of other nations: Iceland and Iran

Artists who are immigrants from Germany, China, Poland.

Artists from various states: Montana, California, Washington and Oregon.

Expand educational program.

Curator's Events: artist interviews and talks.

Booklets introducing artists, ideas and processes.

Film series by Dean Sigler, related to exhibition themes.

Books: Series on the Seven Deadly Sins.

Human Rights Declaration of UN: focus on Justice and Rights

Justice and Compassion ministries.

Recognize AIDS DAY December 1.

Myra Clark's *Longing: Immigration and the Right to Be*

Erasmus' Praise of Folly; Seven Deadly Sins

Sold Ziba Vishteh's photos to raise money for Iranian Flood victims.

Different subject matter:

Plant life, architecture, landscapes, asemic writing, human body & portraits.

Exhibit a variety of art techniques:

Paintings: oil, acrylic, watercolor. Drawing: life drawing, charcoal, pencil.

Sculpture: stone, wood, bronze, paper. Calligraphy as Iranian art form.

Photography: digital, tintype, collodian processing.

Printmaking: wood engraving, wood cuts, screenprint, etching, drypoint.

Work with Other Churches and Galleries

7 x 7: Seven galleries in Seven churches

Plan for Exhibition/Education that we share in Sept/Oct, 2020

Art involving participants

Personal photo sessions with Song Heng

Practice our own asemic writing with Johann Vilhjalmsson

SOME VISIONS FOR THE FUTURE

ARTREACH LIBRARY

Our church library has been split into two sections. The theology and spiritual life texts are now upstairs in the newly renovated room just off the platform in our worship area. The old church library now holds the ArtReach Arts Library. This has been made possible with a recent gift of nearly 3000 volumes of arts related texts. The gift begins the establishment of significant addition to the arts ministry of this congregation.

LIBRARY HOLDINGS

1000 Poetry Books: Individual poets, Anthologies, Poets on Poetry.

1500 Art History, Art Theory, Museum Studies

From Pre-Historic Art to 21st Century.

Arranged according to Historical Periods

Monographs arranged alphabetically.

Museology and Museum Collections

Cities as Museums: St. Petersburg, Russia
Prague, Czech Republic
Phnom Penh, Cambodia

250 books on creativity and art/religion

ArtReach Gallery History and Publications

160 Parabola Magazine issues: 1977 to present

50 Music: History, Theory, Hymn Books



In the coming year we will make clear the way in which this library may be used and made available to the public. Other gifts to help round out the holdings of the library are welcome and will be processed according to the needs of the Library.

VARIOUS ANTICIPATED PROJECTS

Explore relations with Colleges and Universities in our city

Outdoor Signage with Gallery information

Develop Advertisement for the Gallery & Library

Consider book on architecture and windows of church

Film series extended related to additional exhibitions

THANKS Staff assistance and cooperation:

Rev. Dr. Janet Parker, Cara Rothe, Andre Cordes, Stephen Eggers

THANKS ArtReach Committee:

Barbara Bennett, Robert Olsen, Andrea Heid,

Dean Sigler, Tom Corbett, Mary Maxwell, Lindsay Fulmer, Dr. Sheldon Hurst, Curator

Each of whom has taken on responsibility for projects in our work.

2019 EXHIBITIONS / RECEPTIONS / EDUCATION

- Jan 7 - Feb 24, 2019
CREATING LIGHT: Master Printmakers
Fritz Eichenberg: *In Praise of Folly*, and Selected Images
Face to Face, 12 self-portraits by 12 wood engravers
James Todd: *Seven Deadly Sins*
Jame Bailey: *Seven Deadly Sins*
EDUCATION
Curator's Event: January 12, 10am - Noon, James Bailey on Printmaking
Class: Art and Seven Deadly Sins: Sundays 9-10am, January 13-February 24
Film Series: Six Wednesdays 6pm: January 16 - February 20
Booklet/article: Some Thoughts on . . . *The Praise of Folly by Erasmus and The Seven Deadly Sins*. ArtReach Gallery, January 6, 2019.
- Mar 3 - Apr 28, 2019
EDUCATION
JOHANN VILHJALMSSON: Reading Asemic Writing FROM ICELAND
Curator's Event: Learning to Read & Write Again, Saturday, Mar. 9, 10am - Noon
Booklet/article: *On Being Aware of a Vast Particularity: Ziba Vishteh and Johann Vilhjalmsson*, ArtReach Gallery, Mar. 3, 2019.
- Mar 3 - Apr 28, 2019
EDUCATION
ZiIBA VISHTEH: Opening and Closing DOORS IN IRAN
Curator's Event: Sat. Mar. 8, 10-Noon: Music, Poetry, Lecture - Iranian community
Lenten Meditation Series: Iranian Poets and Scripture and Music
Booklet/article: *On Being Aware of a Vast Particularity: Ziba Vishteh and Johann Vilhjalmsson*, ArtReach Gallery, March 3, 2019.
Mission: Sale of photos raised over \$2000 FOR Iranian Flood victims.
- May 5 - June 30, 2019
EDUCATION
WONDER BOX: Alexandra Opie
Curator's Event: Saturday, May 18, 10am - Noon: Discovery with Alexandra Opie
Booklet presenting ideas and information about Alexandra Opi
- May 19 - June 30, 2019
EDUCATION
EYES: Seeing in Black and White Photographs by Song Heng
Curator's Event: June 8, 10am - Noon: Ways of Seeing with Song Heng
Booklet with information about Song Heng
- July 7 - Aug 25, 2019
EDUCATION
RHYTHM & ATMOSPHERE Paintings & Sculpture by Adam Hurst
Concert: Adam Hurst - Cello and discussion on art and music
Booklet: *Rhythm & Atmosphere: Mixing Art and Music -- in the process*, ArtReach Gallery, July 7, 2019
- July 7 - Aug 25, 2019
EDUCATION
TRUTH-TELLING: Drawings by Teresa Zawitkowska
Booklet: *Truth-Telling: When Looking at a Drawing*, ArtReach Gallery, July 7, 2019
- Sept 15 - Oct 27, 2019
RECEPTION
EDUCATION
KEITH WILSON: from Empathy to Abstraction
Sunday, September 15, 11:30-1pm
Curator's Event, Saturday, October 26, 10am - Noon
Booklet: *Keith Wilson: An Interview*, ArtReach Gallery, July 7, 2019
- Oct 7 - 12, 2019
MAKING SPACE: 29 regional artists presented 39 works of sculpture.
NW Stone Sculptors and
- Nov 3 - Dec 29, 2019
OREGON: The Spirit of Nature:
Paintings by Patty Bentley and Photographs by Pamela Thompson
Sunday, November 3, 11:30 - 1pm
Curator's Event: Saturday, November 9, 10am - Noon
- Nov 3 - 24, 2019
RECEPTION
EDUCATION
EMERGING PRINTMAKERS: Group show
Thursday, November 7, 5-8pm
Booklet with information on participating artists.
- Dec 1 - 29, 2019
RECEPTION
EDUCATION
LONGING: Immigration and the right to be
Sunday, December 1, 11:30 - 1pm
Discussions on Advent Sunday mornings 9-10am Relating Immigration and themes in Poetry, Scripture, Human Rights Declaration

PEACEMAKING CORE MINISTRY

Cheryl Clevenger
Peacemaking Core Facilitator



I applaud and recognize the volunteers and their achievements in 2019 and look forward to continuing and perhaps expanding our many projects into 2020. None of the Peacemaking accomplishments could be done without the help and commitment of our very special volunteers.

TRANSITION PROJECT

This project provides meal planning, procurement and serving of about 100 plus men the third Saturday of each month in the Bud Clark Commons in downtown Portland. Four teams (one a month) do the meal, procurement, prep and serving. A special thanks to our super team leaders Jim McPartland, Tim Pollard, Paul and Susan Adcock and Chris and Jane Brolsma and to the scores of volunteers throughout the year who assisted them.

SPARE CHANGE

Our spare Change program benefited four wonderful local non-profit organizations: Sisters of the Road,

Portland Literacy Council, Sexual Abuse Resource Center, and People's Committee for Human Rights in the Philippines. Many times a combination of scheduling conflicts prevented a representative from talking to our congregation. However, two women from Portland Literacy were able to come and they made it clear just how much our seemingly small contribution meant to their organization.

SOUL BOX PROJECT

The Soul Box Project purpose is to expose and display graphically the number of gunfire victims killed by guns. Over 42,000 people are killed or injured by gunfire in the U.S. every year... and, another 22,000 die from suicides with guns. Statistics can tell us the facts, but they do not reveal the pain. The 'project' accomplishes the enormity of this issue by folding, and in many cases graphically identifying, one origami Soul Box for every gunfire victim. The Soul Boxes are used in large-scale displays here in Portland and displaying tens of thousands of them in public spaces around the United States. The ultimate goal is to display 200,000 Soul Boxes on the mall in Washington DC in October, 2020.



First Congregational members and friends have folded over 7,000 Soul Boxes — more than any single organization. Many of us, especially Dorothy Coombs, Andrea Heid and Ruth Abbott, have folded scores of beautiful, thoughtfully personalized Soul Boxes, each holding space for a victim of gunfire. Our church participation has been wide ranging: Some of us marched in a solemn procession in Salem in February, carrying 36,000 Soul Boxes into the Capitol Building. Others have volunteered at Soul Box events. In the two years we've been participating in the Project, First Congregational has adopted Soul Boxes as a healing, meditative practice to address a horrific epidemic. Our participation is greatly appreciated, and often held up as a shining example, by The Soul Box Project.



IMMIGRANT WELCOMING

Bruce Bishop
Co-Facilitator

We're approaching the one-year anniversary of declaring ourselves an Immigrant Welcoming Congregation. While we've made important strides, there's still plenty of work remaining to put our words into action. In 2019, we've:

- Organized a leadership team comprised of the following members: Bruce Bishop and Frank Baldwin, co-facilitators; Kris Moore, Connecting; Paris Hancock, Educating; Jane Broolsma, Advocating; and Susan Rogers, Accompanying. This team has hosted a series of informational and organizational meetings throughout the year to develop our Immigrant Welcoming plans.
- Collaborated throughout the year with IMIrJ (Interfaith Movement for Immigrant Justice) on its legislative campaign to support drivers licenses for all and its advocacy to urge the Oregon Supreme Court to limit ICE activity in Oregon courthouses.
- Co-sponsored with Lake Oswego UCC in May an Immigrant Welcoming Workshop for UCC churches in the Central Pacific Conference. (The number of CPC congregations formally declaring themselves Immigrant Welcoming or "Sanctuary" Congregations has doubled in 2019.)
- Co-sponsored with Parkrose UCC in August a Know Your Rights workshop presented by the Immigrant and Refugee Community Organization (IRCO).
- Co-sponsored with Ainsworth UCC and IMIrJ in August a Refugee Sponsorship workshop.
- Promoted Immigrant Welcoming Congregation declarations at Parkrose UCC in July and at the CPC annual gathering in September.
- Hosted an exhibit (Out of the Shadows) featuring Oregon DACA recipients during worship in November.
- Attended innumerable community events (vigils, rallies, workshops, lectures, concerts, meetings) throughout the year to learn about and support immigration reform and immigrant justice.

We look forward to building on this Immigrant Welcoming foundation in 2020 and welcome others at Portland First Congregational to join us in the next phase of this ministry.

Team Members: Frank Baldwin, Bruce Bishop, Daniel Hunter & Rachel Stevens

POTLUCK IN THE PARK

The church provides beverages (procure, prepare, deliver and serve) for about 300 to 700 hungry and thirsty persons every Sunday afternoon. Other churches and non-profit organizations in Portland provide the food. Many of the recipients are homeless and mentally challenged...and without our help would otherwise go hungry. A huge thanks to our special team volunteers - week 1: Vanessa Verrill and her many helpers; week 2: Paris Hancock and Ted Heid; week 3: Alice and Scott Forsythe, Kath Sheibley and Dean Sigler; and week 4: Ron and Cheryl Clevenger. The occasional 5th Sundays' are covered by one of the above teams.



Although Vanessa (our week 1 volunteer) and her friends are not members of our congregation, they realized the importance of our Potluck mission and volunteer for one of the Sunday afternoons undertaking. We thank each team member for assisting in this very special task.

PET FRIENDLY WORKPLACE



ALL ARE WELCOME HERE!

PROPOSED CHURCH BUDGET

	2020 Budget
Income	
4000 · Giving	
4050 · Pledges	\$129,576
4051 · General gifts	\$27,000
4052 · Flowers	\$900
4053 · Memorials and bequests	\$5,000
Total 4000 · Giving	\$162,476
4200 · Designated gifts	
4205 · Youth missions donations	\$614
4206 Christian Ed.: youth	\$500
4210 · Choir donations	\$200
4212 · Eve's Circle	\$700
4216 ArtReach	\$5,000
4218 Other Designated Donations	\$1,000
Total 4200 · Designated gifts	\$8,014
4300 · Building income	
4301 · PCPA lease	\$357,500
4305 · Building rentals	\$60,000
4310 · Annex subleases	\$14,000
4315 · Weddings	\$3,000
Total 4300 · Building income	\$434,500
4400 · Grants	
4401 · Brown Grant #1	\$9,785
4402 · Brown Grant #2	\$99,740
Total 4400 · Grants	\$109,525
4600 · Church sponsored activities	
4601 · Art Reach commissions	\$1,000
4602 · Oliver annual lecture	\$1,000
Total 4600 · Church sponsored activities	\$2,000
Total Income	\$716,515

PROPOSED CHURCH BUDGET

**2020
Budget**

Expense

6000 · Community Core Ministry	
6010 · Community general	\$600
6015-Director of Faith Formation	\$54,418
6016- Music Education	\$1,100
6021 · Music Director/Organist	\$25,400
6022 · Choir Assistant	\$3,000
6023 · Choir leaders	\$18,437
6024 · Special Music	\$2,400
6026 · Organ Maintenance	\$350
6028 · Other Musicians	\$600
6029 · Music supplies	\$500
6032 . Choir Parking	\$300
6034 . Church Leader Parking	\$300
6810 · Member Parking	\$700
6035 · Eve's Circle expenses	\$700
6036 · Eve's Grandma Agnes expenses	\$597
Total 6000 · Community Core Ministry	\$109,402
6050 · General worship	
6051 · Sub. preacher	\$800
6052 · Flowers expenses	\$900
6053 · Other worship expenses	\$1,500
Total 6050 · General worship	\$3,200
6070 · Christian education	
6071 · Chr. Ed. general account	\$1,700
6073 · Adult Education	\$500
6080 · Youth ministry	\$2,000
6081 · Youth mission trip	\$3,000
6082 · Fam. retreat scholarships	\$200
6083 · Teen Ministry Coordinator	\$4,840
6084 · Childrens Ministry Coordinator	\$4,840
6085 · Child Care Provider	\$3,800
Total 6070 · Christian education	\$20,880

PROPOSED CHURCH BUDGET

**2020
Budget**

6200 · Peace-making core ministry	
6201 · Peace-making general account	\$1,600
6202 · Local service projects	\$3,600
6203 · Our Church's Wider Mission	\$9,229
6204 · Pastor's disc. fund expenses	\$524
6205 · Open & Affirming expenses	\$500
6206 · Immigration Task Force	\$1,250
Total 6200 · Peace-making core ministry	\$16,703
6300 · Hospitality core ministry	
6301 · Hospitality gen. account	\$1,800
6302 · Sunday fellowship expenses	\$1,000
6350 · Church sponsored events	
6351 · Oliver Lecture	\$3,200
6352 · ArtReach Gallery	\$7,300
6360 · Other CSE's	\$3,500
Total 6350 · Church sponsored events	\$14,000
Total 6300 · Hospitality core ministry	\$16,800
6500 · Ministerial staff	
6501 · Sr. Min. Salary	\$62,025
6502 · Sr. Min. Housing	\$40,985
6503 · Sr. Min. SECA	\$7,498
6504 · Sr. Min. Health/dental	\$11,831
6505 · Sr. Min. Life/disability	\$1,168
6506 · Sr. Min. Pension	\$13,888
6507 · Sr. Min. expenses	\$4,000
6508 · Sr. Min. Continuing Ed.	\$750
6509 · Sr. Min. Transport/Parking	\$3,124
6560 - Pastoral Ministry Associate	\$10,000
Total 6500 · Ministerial staff	\$155,269

PROPOSED CHURCH BUDGET

**2020
Budget**

6600 · Personnel expenses	
6609- Comm./Acc. Coordinator	\$39,130
6610 · Reception Assistant	\$12,090
6613 · Facilities Manager	\$48,797
6614 · Custodians	\$20,380
6615 · Business Manager	\$61,200
6616 · Business Manager parking	\$3,031
6617 · Staff health insurance	\$25,080
6620 · Payroll tax expense	\$25,504
6621 · Workers Comp Insurance	\$4,800
6600 · Personnel expenses - Other	\$1,000
Total 6600 · Personnel expenses	\$241,012
6650 · Business Operations Expense	\$3,500
6700 · Building and rental expenses	
6701 · Building rentals	\$8,000
6702 · Wedding expenses	\$500
6703 · Sublease expenses	\$1,500
Total 6700 · Building and rental expenses	\$10,000
6800 · Building/facility expenses	
6801 · Water	\$5,000
6802 · Gas	\$8,300
6803 · Electricity	\$9,700
6804 · Sanitation	\$6,000
6805 · Security & Safety	\$4,500
6806 · Repairs - ordinary	\$13,000
6807 · Repairs - major	\$44,770
6809 · Building & kitchen supplies	\$5,000
6811 · Elevator monitoring	\$2,000
Total 6800 · Building/facility expenses	\$98,270

PROPOSED CHURCH BUDGET

	2020 Budget
6850 · Annex expenses	
6851 · Annex electricity	\$4,000
6852 · Annex security	\$600
6853 · Annex rent	\$42,184
Total 6850 · Annex expenses	\$46,784
6900 · Office Expenses	
6901 · Office supplies	\$5,000
6902 · Office Equipt. Maint.	\$2,500
6903 · Office Equip. Purch.	\$4,500
6904 · Postage	\$300
6905 · Printer lease expenses	\$8,000
6906 · Web/telephone expenses	\$11,500
Total 6900 · Office Expenses	\$31,800
6950 · Other general expenses	
6951 · Insurance	\$19,350
6952 · Conference Delegate Expenses	\$1,250
6953 · Payroll service	\$2,500
6954 · E-giving expenses	\$1,300
6956 · Bank charges	\$50
6957 Transition Expenses	\$14,000
6959 · Other prof. services	\$300
Total 6950 · Other general expenses	\$38,750
6960 · Dues and subscriptions	
6961 · Conference per capita dues	\$3,250
6962 · EMO Dues	\$300
6964 · Licenses & permits	\$1,500
6965 · Stewardship	\$1,000
Total 6960 · Dues and subscriptions	\$6,050
Total Expense	\$798,420
Net Ordinary Income	-\$81,906

PROPOSED CHURCH BUDGET

**2020
Budget**

Other Income

9000 · Budgeted investment transfers	
9005 · Knapp Fund transfer	\$2,587
9015 · Oliver Lecture transfer	\$2,203
9020 · Restr. Endow. transfer	\$2,142
9025 · Reserve fund transfer	\$38,318
9030 · Pastor's Disc. transfer	\$524
9035 · Youth Mission transfer	\$1,000
9040 Building Transfer Fund	\$20,000
9050 Reserve Fund Youth Teacher transfer	\$9,132
9060 Reserve Transition Costs	\$6,000
Total 9000 · Budgeted investment transfers	\$81,906

Total Other Income	\$81,906
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Net Other Income	\$81,906
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Net Income	\$0
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CHURCH COUNCIL AND NOMINATING COMMITTEE FOR 2020 SLATES

CHURCH COUNCIL 2020

Slate of nominees for the 2020 Church Council, to be affirmed by the congregation:

Past Moderator - Anne Sullivan

Moderator - Daniel Russo

Moderator-Elect: Margaret Baldwin

Treasurer: Ed Eggleston

Member-at-large (3 yrs.): Kathy Sheibley

Member-at-large (2 yrs.): Phil Owen

Member-at-large (1 yr): Paris Hancock

NOMINATING COMMITTEE 2020

The slate for the 2020 Nominating Committee will be presented at the Special Congregational Meeting to elect the Congregational Search Committee in late winter/early spring of 2020.

MEMBERSHIP STATISTICS

MEMBERSHIP AS OF JANUARY 2019 - 222

NEW MEMBERS - 14

MEMBERS REMOVED BY REQUEST - 11

MEMBERSHIP AS OF DECEMBER 2019 - 222

MEMBERS AND FRIENDS WHO PASSED IN 2019:

Ginger Kelly

Don Sevetson

John French

Rachel Parmenter

SENIOR 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	2014-2018

MODERATORS

Harold Cake	1960	Marcia Yeater	1988
George Geist	1961	Scott Tetrick	1989
Reginald Titus	1962	D'Anne Gilmore	1990
Robert Dressler	1963	Charles Knapp	1991
Dwight Schwab	1964	Marguerite Oliver	1992
George Culbertson	1965	Charles Hinkle	1993
Egbert Oliver	1966	Cathy Tinker	1994
George Woodworth	1967	Bruce White	1995-1997
Keith Sime	1968	Becky Koch	1997-1998
George Smith	1969	Julie Blanchard	1998-2000
Calvin Van Pelt	1970	Ted Liljeholm	2000-2001
Winthrop Wells	1971	Bob Groves	2001-2002
George Casterline	1972	Carol Lynch	2002-2003
Robert Jack	1973	Tim Pollard	2003-2005
Laura Lusk	1974	Elaine Molskness	2005-2006
Leonard Garmire	1975	Carl Toland	2006-2008
Howard Campbell	1976	Debbie Knudson	2008-2009
Polly Casterline	1977	Alan Koch	2009-2010
David Johnson	1978	Ellen Bradley	2010-2012
Elmer Moke	1979	Richard Moody	2012
Shelly Reece	1980	Julie Young	2013
Dawn Dressler	1981	Ann Laskey	2014
Ron Zahler	1982	Ross Runkel	2015
Margaret Shafer	1983	Al Horn	2016
Ron Stites	1984	Peace Young	2017
Julie Blanchard	1985	Sarah Vazquez	2018
Megan Walth	1986	Anne Sullivan	2019
Ervin Hummel	1987		



First Congregational United Church of Christ

Interim Senior Minister:	Rev. Dr. Janet Parker	revparker@uccportland.org (503) 946-1043
Pastor Emerita:	Rev. Dr. Patricia Ross	
Moderator:	Anne Sullivan	moderator@uccportland.org
Pastoral Ministry Associate:	Rev. Avena Ward	nobleoat@gmail.com
Family Ministry Coordinator:	Rev. Pam Fine	family@uccportland.org
Youth Ministry Associate:	Rev. Denise Denniston	denisedenniston@yahoo.com
Children's Ministry Coordinator:	Jessie Tarter	jessierent@gmail.com
Child Care Provider:	Maria Felix-Pedro	
Music Director/Organist:	Grant Edwards	uccmusic@comcast.net
Section Leaders:	Joseph Pettit Elizabeth Winship	Adrian Rosales Sheryl Wood
Core Ministry Facilitators:		
Community	Margaret Baldwin	community@uccportland.org
Hospitality	Karen Hurst	hospitality@uccportland.org
Peacemaking	Cheryl Clevenger	peacemaking@uccportland.org
ArtReach Gallery Curator:	Dr. Sheldon Hurst	drsheldonhurst@gmail.com
Business Manager:	Cara Rothe	cara@uccportland.org (503) 946-1045
Facilities Manager:	Steve Eggers	seggers@uccportland.org (503) 946-1050
Accounting & Communications Coordinator:	Andre Cordes	communications@uccportland.org (503) 946-1041
Communications Assistant:	Maureen Gullett	(503) 946-1040
Event and Facility Staff:		
Chris Carey	Event Coordinator	
Mpagi Kirumira	Event Coordinator	
Emily O'Gara	Custodian	
Marcus Lee	Event Coordinator	

FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST - PORTLAND, OR

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