

Advocates for Environmental Justice Annual Report to BOT – March 15, 2026

13 Members: Jen Quinton (co-leader), Jim Reeder (co-leader), Carl Foltz, Vicky Foltz, Peg Maginn, Olivia Vincent, Cathy Duchovic, Jan Boeglin, Deborah Roemisch, Chuck Wolfe, Marilyn Miars, Patrick O'Brien, and Pamela Martin-Diaz.

Meetings usually held after the service on the 3rd Sunday of the month.

The Advocates for Environmental Justice were busy in 2025!

We accomplished the following:

- **Adopt-A-Greenway:** This fall marked the completion of our first two-year commitment to Fort Wayne Trails' Adopt-A-Greenway program in which we have been keeping a section of Bass Road, a two mile stretch of greenway, litter free. In 2025, we organized three cleaning events that were well attended by members of both AEJ and the congregation.
- **Share the Plate:** The Stewardship Committee approved Trees Indiana, an AEJ submission, for May-June Share the Plate. We invited the congregation to share their hopes for a brighter tomorrow on biodegradable green paper 'leaves', to be planted with our Tree of Hope. Trees Indiana Director, Carol Cavell, spoke during service the first week of June, after which, we planted our Tree of Hope, a white oak tree, on the front lawn of the congregation grounds.
- **Environmentally Themed Worship Services:** For Earth Day 2025, we arranged for Brett Bloom of Dirt Wain to speak on environmental issues. In October, we hosted an informative speaker from the Hoosier Environmental Council.
- **Participated in the Volunteer Fair:** In August, Cathy Duchovic led our participation in the Volunteer Fair, with an informative display of our activities to date. We saw steady activity at our table, with lots of interest in what we're doing. Five people signed the sheet, and we have gained two new members from the fair.
- **Hospitality:** AEJ hosted hospitality on Aug 31.
- **Just Neighbors:** AEJ helped to provide meals for families experiencing homelessness this fall, by teaming up with other groups to plan the meals, coordinating dessert donations from the congregation, and providing a meal to Just Neighbors for one of the days.
- **Climate Justice Revival/Green Sanctuary 2030:** Chuck, Vicky, and Jan have been working on more community outreach. Chuck met with the owners of Pontiac Street Market with the hope of future collaborations, while Vicky and Jan have been establishing a relationship with Midwest Building Decarbonization Coalition. We remain committed to our Green Sanctuary 2030 goals, and are planning next steps for 2026. Last year we submitted numerous activities to the UUA Green Sanctuary 2030 program, which we believe has earned us recognition as a Green Sanctuary Congregation for 2025. At this writing, we are awaiting verification from the UUA Climate Justice organization that we have achieved this annual goal.

We have some exciting plans for 2026:

- **Congregational Activities:** We plan to host at least one activity that involves the congregation, in an effort to raise awareness of our environment, and inspire sustainable action.
- **Adopt A Greenway:** We have scheduled three dates for trail cleaning. One in April, one in July, and one in October.
- **Share the Plate May – June.** The Stewardship Committee has approved our submission, Save the Maumee, for Share the Plate in 2026. We plan to have a speaker at one of the services, as well as an engaging activity for the congregation.
- **Community outreach:** We are discussing ways to partner with local environmental organizations in their efforts to protect our environment. The biggest area of concern at this time is the Google data center. Our goal is to strengthen the environmental groups in Fort Wayne who are actively working to educate the public, grow their numbers, and influence legislators on behalf of our environment.

Annual Summary

Advocates for Racial Justice

2025-26

We nurture each other as a diverse, intergenerational, and multicultural congregation. We honor a variety of spiritual paths while promoting religious liberty. We intentionally engage in community relationships that champion environmental and social justice.

Advocates for Racial Justice goals for 2025

1. To increase our personal knowledge regarding issues of racial injustice and share that information with the congregation. (recurring long term goal)
2. To look for groups doing good work in our community to support and lift up. (recurring long term goal)
3. Develop the emerging partnership with the Urban League.
4. Back up the new UUCFW initiative for countering Christian nationalism.

2025

ARJ have met several times following the service; adhering to a timetable has been challenging. The January 12th meeting had 12 people attending; the February 9th meeting had 5. Attendance at other meetings during the year varied. Email communication was utilized to discuss projects and directions to be taken.

- YWCA Race Against Racism raised the sponsor fee to \$500 with less “perks” than the previous amount of \$250. We decided to forego being a sponsor and just promote the event as community service and fellowship for our congregation.
- 2025 APRI
 - Scholarship Banquet, April 19. \$500 for a table of 8
 - Session on Worker’s Rights, addressing current political developments, April 1
 - Feb. 2- APRI potato bar fundraiser- cash collected \$454. TEXT TO GIVE not reported
 - Dennis Shipley continues to serve as a UUCFW liaison with APRI.
- The group is working toward developing closer relationships with partner organizations that want to work with us on specific projects.
 - Urban League- Race Card Project and Banned Book Week
 - Reverend Christe asked Cathy Duchovic to do the Stewardship Moment and tie in the Race Card Project. She prepared 4 examples of statements from previous Race Cards for the tech team to project during the service.
 - Blank Race Cards and pencils and pencils were distributed to the congregation. The bulletin board in the Social Hall has a display of the Race Cards. Pictures of the Race Card Wall were submitted to the Urban League.
 - ARJ promoted support of the Urban League’s Banned Book Project in October. The congregation donated books on the list submitted by the Urban League. Books were delivered for distribution at Juneteenth celebrations and for the League’s library.
 - MLK Club- Unity Day and Santa On Tour
 - Toys were donated by the congregation for children ages 2-12. Toys were wrapped and delivered.
 - Members of ARJ met at the Urban League to wrap and distribute toys in support of MLK Club’s Santa on Tour.

- Invited to join Faith United Methodist Church for a 6-week book study on *The Cross and the Lynching Tree*
- Just Neighbors Family Homeless Shelter
 - Supported the congregation's meal outreach to the shelter in October.

Advocates for Racial Justice goals for 2026

1. To increase our personal knowledge regarding current issues of racial injustice and share that information with the congregation. (revised recurring long-term goal)
2. To look for groups doing good work in our community to support and lift up, while continuing to develop strong partnerships. (revised recurring long-term goal)
3. Develop the emerging partnership with the Urban League. (recurring long-term goal)
4. Back up the new UUCFW initiative for countering Christian nationalism. (recurring long-term goal)

2026

ARJ scheduled a 2026 Planning Session for January 25th. Due to inclement weather, the meeting was held via Zoom with 8 members participating. 2026 meetings are scheduled quarterly in person with communication via Church Center and email. Information will continue to be posted in Around the Meetinghouse.

Projects and Relationships in the Community

- APRI-Charles Redd Scholarship Soup Sunday fundraiser on February 1st. Cash collected \$225. TEXT TO GIVE not reported.
 - \$100 will be put aside to assist with application fees for the scholarship.
 - Scholarship Banquet is this spring. Looking at table of 8 at the banquet.
 - Reaching out to APRI with offers to assist with increasing visibility of scholarship. Dennis Shipley will discuss with APRI leadership.
- MLK Club is in the process of finalizing activities for 2026 and will inform Dee Koehl of ways for ARJ to connect in addition to the Santa Train.
- Activities with the Urban League's Race Card Project are not being pursued at this time. There are plans to continue supporting the Banned Book Month project. ARJ will investigate having a speaker from the library and possible shared book reading with the Urban League. Cathy Duchovic will provide possible interface with other Urban League projects.
- Continue to post opportunities for community involvement in Around the Meetinghouse.
- Monitor Fuerza Unida website for accurate information on ICE activities in the community.
- Continue to support activities of Hoosiers United for Separation of Church and State.

Buildings and Grounds Report for 2026

2025 was another busy year for B&G and we certainly could not have accomplished all we did without tons of help from lots of folks. There are too many to thank everyone individually here but there are a few that should be singled out. Mike Gugel, Rev. Christe, Carl Foltz, Josef Zimmerman and Melody Ellert put in countless hours either working in the building or on the grounds. Last year was a continuation of efforts to spruce up the building in anticipation of a new Minister. Just about every painted surface of the building was updated with new paint. But prior to this untold numbers of holes, dings and cracks in the drywall were repaired as well as wallpaper removed. There was a lot of organizing and cleaning in many areas, as well as new artwork installed. Electrical work was completed to allow for installation of TVs in the library, Choir room and the middle school/high school room. We also had all of the carpets in the church cleaned.

In an effort to be more accessible we redesigned the dais to add a ramp and increase the size of the stage area. In addition to this we reconfigured the risers to accommodate the larger choir. The whole dais was then recarpeted.

Outside the building we had some problem areas repaired in the parking lot and driveway. We created and maintained a labyrinth in the front yard again including adding a sign pointing to the entrance. There was also a tremendous number of hours spent weeding, mulching, trimming, transplanting and raking in the garden beds. We are always looking for additional help with these tasks. Finally, in conjunction with the AEJ we planted a white oak tree in the front yard. With the severe drought conditions we experienced last summer and fall we are not sure if it will survive or not. We are keeping our fingers crossed.

We have also tried to keep working toward maintaining our Green Congregation status. Once again we did not have the funds necessary to purchase a battery powered mower. This has been a priority for us for several years, but it keeps getting put on a back burner by more pressing financial issues. We have requested that a designated fund be created for this purchase, but money that was saved has either been reappropriated or unable to be added at all. Trading in the old gas mower, which is over 30 years old, and upgrading to a battery powered mower would be a serious step toward maintaining our Green Congregation status. If the gas mower gives up the ghost, we will find ourselves in the unfortunate position of possibly having to pay a contractor to mow for us, which would be a huge, unexpected expense, or doing an emergency purchase. That would be in the \$5,000-\$6,000 range.

Submitted by Co-Chairs Jim Reeder and Danny Swim

Connections Committee Annual Report

The Connections Committee welcomes visitors to the meetinghouse, fosters visitor and membership engagement, provides for the coordination and support of the Care team and Communications Committee and assists with coordination and training of ushers, greeters, and hospitality team(s) The committee monitors the membership in order to reach out to those who may have become disconnected, support those in need, and to foster ongoing connections.

We have been able to do the following things in 2025

- Plan, advertise and provide the Introduction to UU class quarterly, including membership requirements. **Thank you Dee and Evan**
- Schedule membership book signings following the classes and provide Dedication of New members twice annually during the worship service **Thank you Rev. Mandy, Dee and Evan**
- Follow-up with visitors and inquiries about the church **Thank you everyone on the committee**
- Encourage input by visitors of their contact information into Church Center **Thank you Chris, greeters and Worship associates**
- Provide name badges and assistance to visitors for use of Church Center - **Thank you Shirley and Theo**
- Help new members become familiar with committees and opportunities for full integration into congregational activities **Thank you Chris and Nastassia**
- Provide new member list to Congregational Administrator for the UUA **Thank you Lauren**
- With the use of Church Center, new situations have arisen that require new solutions. Members of the congregation are automatically given access to the member directory. But friends and non members must request access related to a need for the congregation. That is decided by the connections committee on a case by case basis.
- One of our goals was to make sure no one “fell through the cracks”, so we are checking on those that have not checked in over the last 4 weeks. Our committee members connect with those newer friends and visitors and refer long time members to the Care Team for a check-in to make sure everyone is OK.
- Our committee members also provided input to the BOT with the Stewardship committee chair about those members who may not have continued to fulfill their membership requirements.

There are many ways that we maintain connections with each other through this congregation and its work. The in-house groups that are integral to these connections are:

Communications (digital and otherwise) - led by Chris Tennant and Nastassia Snaden, who continue to work hard to keep us connected in the digital world while continuing to communicate in more familiar ways

Care Team - led by Dee Koehl and Patty Davis, who are working to make it easier to follow-up with care requests and provide what our members and friends need.

Hospitality Teams - led by Stevie Scheurich, who is trying to make sure we have a nice coffee hour to connect with each other. **Thank you to the Terri and Danny Swim** for doing this for so long

Greeters - Led by Shirley Glade, who tirelessly make everyone who enters our door feel welcome

Ushers - led by Ed Powers, who help if whatever way is asked to make the Sunday service go more smoothly

We wish to thank each of these members for their dedication and service to our congregation.

Annual Goals and Objectives for 2026

1. Encourage and assist recording of all involvement by member, friend, or other in church activities including; taking attendance at all church groups and check-ins at Sunday service. We will use the data to reach out to those who may have become disconnected, support those in need, and to foster ongoing connections.
2. New workflows will be designed to follow up with visitors in thoughtful, intentional ways, creating space for meaningful and personalized connection.
3. New visitor information will be completed and made available regularly so that visitors will feel more comfortable with our community.

UUCFW Endowment Committee Report

The congregation's endowment totaled \$639,670 at the end of 2025, an increase of 7.5% (\$44,628) compared to a year earlier.

The endowment provided \$20,400 to the 2025 operating budget, and in 2026 the figure will increase to \$21,400.

There were no new contributions to the endowment, and the growth occurred only because of the increased value of the assets.

The endowment is managed by investment advisors at STAR Bank, who report that the consensus of national investment firms is that the rate of annual growth in the equities market is projected to slow over the next 5-10 years, dropping to single-digit increases.

The Old Mill Society has 38 members, who have committed to leaving a bequest to UUCFW in their estate. *Their names are shown below.*

In 2025, Danny Swim created a handsome memorial display that honors deceased UUCFW members who have left a legacy bequest to the congregation. Many thanks to Danny for designing and making this striking memorial.

At the end of 2025, Evan Davis and Lisa Esquivel Long went off the Endowment Committee, and they were succeeded in January 2026 by Kees deWit and Edith Helbert. Andy Candor remained as the third committee member.

Old Mill Society Membership

Thank you for making a commitment to leave a bequest to ensure the future of the Unitarian Universalist Congregation of Fort Wayne.

Rachel Blakeman

Jim & Jan Boeglin

Bev Brown

Andy Candor

Patty & Evan Davis

Kees & Ruth DeWit

Pamela Martin Diaz & Rosendo Diaz

Muriel Downey

Kirsten Eckert

Kathryn Farnsworth

Shirley Glade

Karen Goldner

Dee Koehl

Elaine & John Kirchner

Toni Kring

Lisa Esquivel Long

Peg Maginn

Rachel McNett

John Moore

Laurie Proctor & Gary Parkins

Jackie Pietz

Edwin & Cynthia Powers

Richard Rison & John Tolley

Rebecca & Jim Reeder

Dennis Shipley & Susan Wenger

Terri & Danny Swim

Judy Wertenberger

-- Submitted by Andy Candor, committee chair

2025 Family Faith Formation Report to the Congregation

Religious Education – Children and Youth

Our Religious Education (RE) Year runs from the 3rd Sunday in September to the 3rd Sunday in May. We were scheduled to meet a total of 17 times for the 2025-26 year. There was no summer programming in '25. This report will cover the end of the 2024-25 RE year and the 2025-26 RE year up to Feb. 15.

The '24-25 RE year concluded with our Youth Service and Favorite Foods Potluck. Our Youth spent about 8 weeks, both in class and at home, preparing a service themed around Joy. Melody Ellert stepped down from her role as co-chair of the committee in May '25.

The 25-26 RE year began on the third Sunday in September. The committee noted in our August start-up meeting that area schools are starting in the first half of August, and we should work toward adjusting our schedule to accommodate our families in the future. The committee also decided to change the ages for our classes to better accommodate our children and youths. Our Elementary Class is now grades K-3 and our Youth Class is grades 4-10. This helps to relieve the issue we had in 24-25 where only one student was enrolled for the Youth Class. Parents and the youth in question do have the ultimate discretion in which class their children attend.

RE has met 9 times from September 21 to February 15. We assume we will meet a total of 14 times from September to May. There were 17 total RE Sundays for the 25-26 year. 3 Sundays have intergenerational programming, including the Youth Service scheduled for May 17.

Our classes are attended by an average of 5 children and youths. Our class time focuses on kinetic play, arts and crafts, and discussion. Our Elementary Class has used our Worship themes to help guide our lessons; our Youth Class has gone over Creation Myths from around the world this year. Our Youth Class will primarily focus on planning the Youth Service from April to May 3rd.

In December '25, the Congregation hired someone to be in the nursery on a weekly basis. This seems to be popular with our local toddlers, preschoolers, and their parents.

Looking to the future, RE has a Summer program on select Sundays in 2026. It will be play-based, values-based, nature-based, and probably outside. More information about this will come out in late April or early May. Registration for the 26-27 RE year will be open in late July. We plan to keep a similar class structure to what we are currently providing.

RE is only possible because of the time, talent, and dedication of our volunteers. Olivia Vincent is the teacher for the Elementary class. She currently plans two classes a month for our children. She has our gratitude. Robin Valdizon and Nastassia Snaden are the teachers in the Youth class. We are grateful for the volunteers who have smaller commitments, who help out occasionally, and who help keep our classrooms safe.

Submitted by Nastassia Snaden, Family Faith Formation–Children's and Youth's Religious Education Chair.

Gallery Committee

Our purpose is to bring thoughtful art to UU and support local artists and artistic social groups in the community.

12 members of our church are members of the gallery committee.

Congregational Members are welcome to join the gallery committee. We meet quarterly to touch base on upcoming artists and organize ArtVenture bus trips. We gather to help set up and take down art every two months. We also provide a reception on a Sunday after service for each new show.

2026 HUUmanists in Action Annual Report

HUUmanists in Action is one of our congregation's Shared Ministry groups, currently with about two dozen members. From September to June we meet regularly after services on the second and fourth Sundays of the month, when we provide coffee and refreshments to the congregation and discuss topics related to humanism. We also support a year-round weekly clothing drive for Wellspring Interfaith and Street Reach for the Homeless. About once a month we also meet socially at a local restaurant or members' homes. In December we joined with FreeThought Fort Wayne, the local chapter of the American Humanist Association, to host a Festivus potluck program.

Respectfully submitted by John Moore

Sisters over 65 meet the second Thursday of the month from 10:30am to noon in the choir room. Our meetings are informal and include presentations by invited speakers. Cathie and Kathi told us about a bike trip. Edith showed us activities from the maker lab at the library. Vicky had a “brush with celebrity”. Deb talked about holistic foods. Jan introduced us to MahJong. Timothy talked about music and math. Additionally we did round robin painting and made crafts for Jingle Bell Faire. The year was completed with lunch to celebrate the holidays.

Submitted by Sharon Gustin

Sisters in Good Company Annual Report for 2025

We meet monthly on a Sunday evening. We are primarily a social connection group. Every other month we discuss a book and on the other months the activities vary. People can join by just showing up. Activities are listed on the calendar and Around the Meeting House weekly newsletter.

2025 Annual Stewardship Committee Report to Congregation

PLEDGE CAMPAIGN

A primary job of the Stewardship Committee is to coordinate the annual pledge campaign. The committee began working on the theme and details in the spring of 2025. The theme of Unitarian Universalist Congregation of Fort Wayne - The Next Chapter was chosen. A timeline was determined so that all details could be managed and the various tasks divided among committee members. A Volunteer Fair was held in early August following a Sunday Worship Service. This event was coordinated by co-chair Marsi Lawson. This event was held for the second year and was well attended. Many attendees signed up to learn more about committees and groups for which they had an interest. The Kick-Off to the Pledge Campaign was held in late August and was also well attended. The pledge goal that was given to the committee for 2026 was 185K.

Results as follows:

FINAL Total Pledges received=	\$201,791	*20% increase over 25 pledges
Total Pledging Units =	97	*19 new units over 25 pledges
Increase in amount pledged or new=	69	*71% were new or increased

The committee was extremely pleased with the results and response of the congregation.

RAISE RIGHT & KROGER REWARDS PROGRAM

Jan Boeglin did (and is still doing) an amazing job of highlighting this program and getting more & more people to sign up and use their Raise Right Apps. This is what we call “passive income” for the church.

1/1/25 – 12/31/25 Total Earnings = \$2,589.79

1/2/24 – 12/31/24 Total Earnings = \$1975.14

2025 showed a 31% increase.

A couple of additional items to note: In all of 2024, 19 people were earners. In all of 2025, there were 29 earners. *And with 66 “active” account holders, there is still plenty of room for improvement!

SHARE THE PLATE

UUCFW has just begun our third year of using this method to share the Sunday morning plate giving with various organizations nominated by and advocated by congregation members. Giving to other local organizations shows how we as a congregation are supporting our community and the good work being done. In 2025, SHARE THE PLATE gave a total of \$8,728.06 to (6) local organizations. Our church received the other half or \$8,728.06 for regular expenses. Since beginning this way of “Sunday morning sharing” we have been increasing the TOTAL amount the church is receiving (year-over-year) while also giving to the (6) organizations.

Each year a nomination form is provided by June 1st on the Church Center App and in hard copy on the Stewardship bulletin board by the kitchen. Each nomination must include an “advocate”, but nominations are open to any member or friend of UUCFW. *Exception is that current board members and stewardship committee members may not nominate organizations. Nominations are due no later than September 1st of each year.

At the 2025 November Congregational Meeting the following organizations were announced as the 2026 recipients of Share the Plate:

JAN/FEB - APRI/Philip Randolph & Charles Redd Institute	Dennis Shipley Advocate
MAR/APR – Wellspring	Lynn Lees Advocate
MAY/JUN – Save the Maumee	Marilyn Miars Advocate
JUL/AUG – The Center for Non-Violence	Pamela Martin-Diaz – Ad.
SEPT/OCT – Rocket House – Road to Recovery	Chris Tennant – Advocate
NOV/DEC – Little Rivers Wetlands	Cynthia Powers - Advocate

OTHER FUNDRAISING

The Jingle Bell Faire has remained the largest fundraiser for UUCFW. Member Patti Davis is the excellent coordinator of the big event and it did not disappoint in 2025 the JGF earned a total of \$6,399 for the church.

Some smaller and successful fundraisers were held for various reasons with committees and groups of the church. Those wishing to hold a fundraiser need to fill out the Fundraising/Special events form which can also be found on the Church Center App. Stewardship reviews these and passes along to the board or their final approval. We fielded about five of these requests in 2025.

Stewardship is always open to new ideas for churchwide fundraising ideas. We want your ideas but we will also need your help. We are still a small church and it takes lots of hands to pull off the work needed for successful fundraisers.

STEWARDSHIP MOMENT SPEAKERS

The coordinator for this was Elena Gil. Elena may have asked you to speak for a few minutes on a 1st Sunday about “your why” – why you give your time, talent, treasure to UUCFW. We are thankful for all excellent speakers in 2025 and look forward to more in 2026.

The Stewardship Committee in 2025 included co-chairs Ruth de Wit & Marsi Lawson, Andy Candor, Jan Boeglin, and Elena Gil. We enjoyed working with each other and for UUCFW.

Respectfully submitted,
Ruth de With (Co-Chair of 2025 Stewardship Committee)

UUJME Chapter 2026 Annual Report

UUJME is now a chapter of the national UUJME organization. We plan to discuss upcoming programming with the UUCFW Board for its approval based on the UUA's 2024 Action of Immediate Witness on Palestine. We're using the UUJME's Three-Tiered Resource beginning with Tier One, Starting the Conversation, to begin a congregational discussion about adopting an apartheid free pledge.

WORSHIP COMMITTEE REPORT
FOR 2025 TO BE PRESENTED AT THE ANNUAL MEETING

The Worship Committee worked with Reverend Lunsford and Reverend Beal to provide Worship Associates, Ushers and Tech Support on the Sundays when they were in the pulpit throughout 2025. On Sundays when they were absent, the Committee provided Speakers and continued to provide Worship Associates, Ushers and Tech Support. Because of the willingness of many congregational members to serve as Speakers, the committee was able to stay within the budget for the year.

Erika York served as the worship committee chair during 2025. Thanks to Erika for her dedicated service.

Many thanks are also due to committee member Ed Powers, who for many years has ensured that we always have Ushers to serve on Sunday mornings.

Kaylan Buteyn served as Worship Arts Director. John Buteyn was our primary accompanist. They provided beautiful and moving musical moments every Sunday.

Our choir performed under the direction of Rev Lundsford for the first part of the year. In November we welcomed Timothy Hollowell as our new director. Thank you Tim!

Our all-volunteer tech team continued to provide zoom services each week during 2025. We also added increased capabilities with additional microphones and more flexible use of the TV.

Our committee would also like to thank all of the congregational members who volunteered to serve as Greeters and as Worship Associates, to sing in the Choir, to provide ideas for Speakers, to share during Stewardship Moments, and to provide hospitality and food after the Sunday services. All of you help create great Sunday morning experiences.

Mike Gugel
2026 Worship Committee Chair

Treasurer's Finance Committee Report for 2025

UUCFW ended 2025 in stable financial condition. Income exceeded budget by about \$5,000.

2025 expenses came in \$900 less than budget. This included an unanticipated expense of over \$7,500 to replace an aging HVAC unit. The board also elected to begin making monthly payments for our UUA dues rather than making a single annual payment each May. This resulted in an unanticipated expense of \$6,064.

Our net operating revenue showed a loss of \$9,143. We had budgeted for a \$14,965 loss, so the actual loss was less than expected. The 2026 budget that was passed last November is once again a balanced budget after projecting losses in the previous two years.

Our balance sheet was strengthened by paying down the mortgage by over \$33,345 and by an increase in the endowment fund of \$49,953. We also had an increase in the assessed value of the property. Because of these factors our overall equity increased by \$96,341.

Beloveds,

It has been such a joy to serve as your minister during the second part of 2025. I have greatly enjoyed getting to know you all and this vibrant congregation. UUCFW has so much to offer and every reason to be proud.

Something I've noticed that you are doing particularly well is responding to a rapidly changing landscape. Several times during my tenure, I have asked "Tell me about this congregation's traditions for [fill in the blank]." Without fail, the answer has been that I and/or the team I'm working with have a wide berth for doing what we think is best. This is incredible to find in congregational life. I commend you on your willingness to go with the flow. Perhaps my favorite example is my somatic nervous system regulation exercises that we've been exploring during Sunday services. I started off with some pretty far out there practices, and you were willing to give it a try. I love this about you, and I hope you retain this openness after our time together is through.

One piece of ongoing work that will be important for your future ministries is the continued process of defining and codifying your internal processes. Strong work has already been done in this area, and I know there are plans to continue. If I could ask one thing of you, is that everyone come together behind these efforts so that the leaders with the most responsibility for the process are supported and you can get it done so you can spend your leadership efforts on other things.

I am grateful for the time that we've had together, and look forward to what we will do in my remaining months with you. UUCFW is a beautiful, loving congregation, and I think any minister would be lucky to serve this congregation. You have my ongoing love and support, and will always occupy a special place in my heart.

Yours in faith,

Rev. Mandy