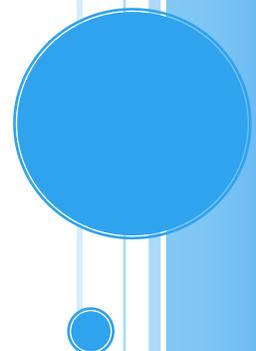


UNITY OF WALNUT CREEK 2020 ANNUAL MEETING

SUNDAY, NOVEMBER 1, 2020



UNITY OF WALNUT CREEK 2020 ANNUAL MEETING

AGENDA

Opening Prayer & Song	Rev. Kristin Powell	1:30
Introduction of Staff	Rev. Kristin	1:35
Introduction of Board	Diana Mesetz	1:40
Membership Recommitment	Rev. Kristin	1:45
Election of Board Members	Tricia Linden	1:50
Financial Report and 2021 Budget	Carl Janson	2:00
Minister's Message	Rev. Kristin	2:15
President's Message	Diana Mesetz	2:30
Proposed Bylaw Changes	Diana Mesetz	2:40
Reopening Update	Susan Angelos	3:00
Open Discussion	Rev. Kristin & Diana	3:10
Closing Prayer	Rev. Kristin	3:30

UNITY OF WALNUT CREEK 2020 ANNUAL MEETING

OPENING SONG

I TRUST IN GOD

by Rickie Byars

I'm thankful, so grateful
I am one in the Spirit all around me
I'm thankful, so grateful
I trust in God ----

I surrender, I surrender
I am one in the Spirit all around me
I surrender, I surrender
I trust in God ----

UNITY OF WALNUT CREEK 2020 ANNUAL MEETING

BOARD OF TRUSTEES NOMINATIONS

Rose Falgout



I am a native Northern California having grown up in Mendocino County and have lived in the Bay Area since 1999. I love it here and appreciate all that this great state offers as well as the beautiful weather and surroundings.

My life has been one of growing, searching, learning and expansion to experience this life in all of its wonder. I was exposed to God, Creator at an early age but did not actively start seeking until later.

In 2002 I had a profound spiritual experience that 'caught' my attention... They do that don't they?... and my life hasn't been the same since! And it's been a glorious ride!

My attention was brought to a changing and evolving of my purpose, my beliefs and how I operate in the world. Through reading many teachings by mystics, clergy, etc I was brought to a place of profound truths.

Then I came upon the Filmore's teachings and began to incorporate the five basic principles with results that changed my life for a deeper understanding of my relationship with God / Creator, universal love, selfless service and the opportunity of co-creating all by using the affirmative. Soon I found myself at Unity of Walnut Creek and began to attend regularly appreciating the teachings and fellowship.

I would like to serve on the Board of Trustees at Unity of Walnut Creek as a form of service in the capacity of a leadership role in order to participate in the creation of a vision for the future and implementation of that vision. It would be an honor and a privilege to gather, pray and be guided to action for the fulfillment and continuation of the Myrtle's vision here in the Bay Area.

I believe my background in Marketing Communications would lend itself to assisting with future plans as well as my approximately 20 years as a Toastmaster where I increased my communication and leadership skills. At this time in my life, I'd like to give back in a greater capacity (leadership role) as part of a legacy of grace, love and appreciation so I chose to submit my application for consideration as I believe Unity of Walnut Creek holds the values and beliefs I hold in my heart to be of the utmost importance.

UNITY OF WALNUT CREEK 2020 ANNUAL MEETING

BOARD OF TRUSTEES NOMINATIONS (continued)

Rick Waggener



I have been a member of Unity of Walnut Creek since 1998.

I was born and grew up in Michigan and met my wife Karin while we attended Michigan State University. Shortly after we married in 1977, we left Michigan and settled in Southern California.

We lived mostly in the City of Orange, where our two now adult daughters, Lacey and Chelsea, were born. I worked for the Orange County Probation Department.

We attended the First United Methodist Church of Orange, where I served for a couple years on their Board, until we moved to Walnut Creek in 1997. Here we found Unity of Walnut Creek, which has been our spiritual home ever since.

For the most part we attended the 8:00 am Meditation Service, until it ended a couple of years ago.

I worked here for the Contra Costa County Probation Department, as the Street Gang Specialist and later as a Supervisor. I officially retired in 2011 but have since worked part time on and off for the department.

Although I have been involved in various activities here at Unity, I have never served on the Board. I do feel drawn to do so at this time and I feel I have things to offer.

I have served as a Heart Minister and continue to serve on the Prayer Team, praying regularly for those on our Prayer List.

After retiring, I began attending the Noon Meditation and Prayer Service regularly. I have been a regular meditator for decades and believe it to be a key part of my spiritual growth and development.

I would describe myself as what Robert Brumet recently called “interspiritual,” in that I seek to draw from a number of different spiritual perspectives.

In my experience with Probation, I often worked with difficult people and regularly dealt with challenging problems. I feel we as a Unity Center, as well as a society, will be facing significant challenges over the coming months and perhaps years. I am nevertheless optimistic about this and believe this also offers the opportunity for some momentous positive changes for all of us and our collective consciousness.

UNITY OF WALNUT CREEK 2020 ANNUAL MEETING

BOARD OF TRUSTEES NOMINATIONS (continued)

Veronica Wolfe



Unity of Walnut Creek has been my spiritual home since 2000 (or thereabouts).

As a timid Sunday service attendee, it took 2 full years before I ventured out to the patio. Once there, I proactively volunteered my expertise to the ministerial search committee and created and facilitated a process that didn't previously exist.

My ministerialsearch.com program resulted in greater efficiency, ease and confidence in bringing both Rev. David and Rev. Kristin to UWC.

Currently, I am an advisor to the Board of Trustees, I also co-lead the Prayer Chaplains, I am an active healing night provider and the founder of the Tuesday night Spiritual Growth Circle.

I conquered a severe fear of public speaking and served as a platform assistant for Sunday services for 7 years.

Since 2007, I have wholeheartedly volunteered as a workshop / class leader, group facilitator and leader for various Unity programs and initiatives, including Love in Action, 2020 Vision and 2020 InSight.

As a former corporate executive and consultant with Fortune 500 experience, I have held leadership positions in accounting, human resources, operations and technology where I successfully launched corporate programs, deployed enterprise technologies and led large-scale corporate change initiatives.

Now in private practice as a certified leadership coach and a spiritual life coach, I occasionally consult on large-scale organizational change projects. I love this community and have experienced countless insights, aha's and touching moments here. I have healed and grown through significant adversity, and in doing so, have gained skills that can further support UWC.

I hope that my presence as a board member will foster a sense of continuity and confidence for the community, while simultaneously allowing me an opportunity to hold the spiritual high watch of who we came here to be as UWC."

I have 2 grown children and recently returned from a month-long trip to help my daughter and grandchildren relocate back to the East Bay.

2021 BUDGET

INCOME						
Category	2019 Budget	2019 Actual	2020 Budget	2020 YTD	2020 Projected	2021 Budget
Adult Ed Classes	\$60,000	\$43,079	\$55,000	\$22,095	\$24,094	\$31,000
Adult Ed Events	\$10,000	\$15,085	\$12,000	\$2,305	\$2,304	\$8,100
Beverage Service	\$500	\$462	\$500	\$97	\$97	\$300
Bookstore Sales	\$10,000	\$10,173	\$10,000	\$2,821	\$2,821	\$5,400
T-Shirts/Aprons	\$0	\$101	\$0	\$0	\$0	\$0
Bookstore Special Events	\$0	\$127	\$0	\$0	\$0	\$0
Bookstore Snacks	\$400	\$189	\$300	\$0	\$0	\$0
Bookstore Other Sales	\$3,000	\$1,215	\$1,000	\$0	\$0	\$0
Counseling Services	\$0	\$290	\$0	\$0	\$0	\$0
COVID PPP Loan	\$0	\$0	\$0	\$41,045	\$41,045	\$0
LIA (Mortgage)	\$70,000	\$50,605	\$90,000	\$21,061	\$27,661	\$45,000
Fundraising	\$30,000	\$25,104	\$22,000	\$9,195	\$9,195	\$24,000
Spiritual Abundance (Bequests, Special Gifts, etc.)	\$12,500	\$2,340	\$1,500	\$25,340	\$25,000	\$15,600
Music Events	\$5,000	\$8,452	\$10,000	\$1,760	\$1,760	\$4,150
eScrip - Amazon	\$900	\$389	\$700	\$414	\$595	\$720
Unrealized Gains on Investments	\$5,000	\$12,010	\$0	\$0	\$0	\$0
Sunday Love Offering	\$302,000	\$312,992	\$310,000	\$197,526	\$286,526	\$305,000
Special Event Love Offering	\$5,000	\$6,986	\$5,000	\$0	\$3,000	\$4,300
Prosperity Class Love Offering	\$8,900	\$3,665	\$8,000	\$0	\$0	\$4,000
Weddings/Baptisms/Funerals	\$3,000	\$3,005	\$5,000	\$920	\$920	\$2,400
2880 Buena Vista Income	\$25,200	\$25,200	\$25,200	\$18,900	\$25,540	\$25,200
Room Rentals	\$20,000	\$22,030	\$25,000	\$7,273	\$7,723	\$12,900
Provided services	\$200	\$155	\$0	\$0	\$0	\$0
AV Revenue	\$0	\$0	\$1,130	\$0	\$0	\$450
Special Project Donations	\$0	\$545	\$500	\$0	\$0	\$0
Special Events	\$300	\$0	\$300	\$0	\$0	\$0
Name Tags	\$50	\$40	\$80	\$0	\$0	\$0
Training Co-Pay	\$0	\$0	\$0	\$240	\$240	\$0
YOU/Kids Summer Camps	\$2,500	\$6,469	\$10,000	\$385	\$385	\$10,000
Social Giving	\$100	\$0	\$0	\$300	\$300	\$0
Miscellaneous	\$0	-\$27	\$0	\$29	\$29	\$0
Total Income	\$574,550	\$550,681	\$593,210	\$351,704	\$459,235	\$498,520

EXPENSES						
Category	2019 Budget	2019 Actual	2020 Budget	2020 YTD	2020 Projected	2021 Budget
Payroll	\$211,500	\$208,714	\$223,200	\$158,780	\$214,056	\$215,082
Payroll Fees	\$0	\$0	\$0	\$64	\$114	\$192
Adult Ed Teacher Fees	\$25,000	\$16,426	\$27,500	\$7,734	\$8,034	\$15,500
Adult Ed Presenter Fees	\$5,000	\$7,302	\$6,600	\$2,265	\$2,265	\$4,260
Adult Ed Speaker Costs	\$1,000	\$0	\$500	\$0	\$0	\$450
Advertising & Marketing	\$1,000	\$256	\$750	\$0	\$55	\$420
Bank Charges	\$5,000	\$3,626	\$3,000	\$2,454	\$3,504	\$4,200
Bookstore Snacks	\$250	\$176	\$300	\$23	\$23	\$150
Bookstore Special Events	\$0	\$100	\$0	\$0	\$0	\$0
Bookstore Inventory	\$9,000	\$8,392	\$9,000	\$3,232	\$3,568	\$3,600
Beverage Costs	\$500	\$760	\$1,000	\$109	\$109	\$480
Center Meetings	\$500	\$543	\$700	\$54	\$54	\$360

EXPENSES						
Category	2019 Budget	2019 Actual	2020 Budget	2020 YTD	2020 Projected	2021 Budget
CenterPoint Costs	\$250	\$779	\$800	\$97	\$97	\$510
Computer & IT	\$6,000	\$6,606	\$6,000	\$6,824	\$7,723	\$4,800
Corporate Fees & Filings	\$0	\$0	\$0	\$30	\$30	\$30
Dues & Subscriptions	\$190	\$274	\$200	\$0	\$200	\$200
Equipment & Furnishings	\$2,500	\$1,395	\$2,000	\$1,044	\$1,044	\$990
Garbage & Disposal	\$3,000	\$2,988	\$3,200	\$695	\$695	\$1,590
Gas & Electric	\$9,000	\$8,415	\$9,000	\$5,588	\$6,938	\$7,200
Gifts/Employee Acknowledgements	\$1,000	\$1,285	\$1,500	\$0	\$0	\$1,300
Counseling/Minister Pass-Through	\$0	\$40	\$0	\$0	\$0	\$0
Insurance	\$6,000	\$5,827	\$6,000	\$4,958	\$6,629	\$6,684
Investment Expense	\$150	\$0	\$150	\$0	\$0	\$150
Mortgage 1871 Geary Rd	\$88,864	\$88,867	\$88,864	\$44,434	\$66,648	\$88,864
Janitorial	\$6,000	\$6,000	\$6,600	\$4,900	\$6,550	\$4,500
Abundance Class	\$1,000	\$0	\$800	\$0	\$0	\$200
Fire Protection	\$5,500	\$7,043	\$5,500	\$3,892	\$5,203	\$5,520
Maintenance 1871 Geary Rd	\$9,000	\$6,537	\$9,000	\$4,882	\$6,157	\$7,050
Weddings/Baptisms/Funerals	\$0	\$30	\$0	\$0	\$0	\$0
Music Programs	\$22,000	\$19,357	\$22,000	\$8,718	\$11,268	\$17,550
Music Event Expenses	\$500	\$5,830	\$7,000	\$1,269	\$1,469	\$1,965
Outside Labor	\$15,600	\$13,946	\$18,600	\$12,275	\$15,524	\$15,590
Printing Costs	\$3,500	\$3,009	\$3,500	\$1,821	\$2,272	\$2,700
Postage & Delivery	\$650	\$721	\$650	\$345	\$510	\$660
2880 Buena Vista Mortgage & Maintenance	\$36,000	\$33,641	\$36,000	\$16,781	\$25,520	\$35,500
Building rentals	\$0	\$450	\$0	\$150	\$150	\$0
Property Taxes - 1871 Geary Rd	\$1,800	\$1,400	\$1,800	\$643	\$1,494	\$1,300
Special Reimbursed Expenses	\$0	-\$29	\$0	\$0	\$0	\$0
Repairs - 1871 Geary Rd	\$13,000	\$6,812	\$10,000	\$5,074	\$6,574	\$2,800
Special Projects	\$0	\$1,460	\$0	\$0	\$0	\$0
Special Events	\$1,000	\$2,063	\$1,500	\$150	\$150	\$0
Sunday Guest Speakers	\$2,400	\$2,550	\$2,700	\$1,100	\$2,000	\$2,700
Sunday Guest Travel	\$300	\$0	\$300	\$0	\$0	\$0
Supplies	\$8,000	\$4,044	\$6,000	\$1,265	\$1,566	\$3,600
Telephone	\$2,000	\$1,932	\$2,000	\$1,387	\$2,040	\$2,000
Tithe	\$45,456	\$40,613	\$46,300	\$27,371	\$37,171	\$32,434
Training	\$4,000	\$726	\$3,000	\$80	\$80	\$800
Travel/Conferences/Ongoing Education	\$8,000	\$3,494	\$8,000	\$1,048	\$1,048	\$4,000
Minister's Expense Account	\$2,000	\$458	\$1,500	\$282	\$657	\$1,200
Water & Sewer	\$3,000	\$4,524	\$3,400	\$1,604	\$2,203	\$2,700
YFM Nursery	\$2,080	\$434	\$2,080	\$0	\$0	\$1,050
YOU	\$3,500	\$3,233	\$3,500	\$242	\$242	\$1,800
Social Giving	\$1,500	\$0	\$0	\$1,559	\$1,559	\$0
Total Expenses	\$573,740	\$533,826	\$592,794	\$335,318	\$453,291	\$505,441

Summary						
	2019 Budget	2019 Actual	2020 Budget	2020 YTD (9/30)	2020 Projected	2021 Budget
Total Income	\$574,550	\$550,681	\$593,210	\$351,704	\$459,235	\$498,520
Total Expenses	\$573,740	\$533,826	\$592,794	\$335,318	\$453,291	\$505,441
Total Annual Net Income	\$810	\$16,855	\$416	\$16,386	\$5,944	-\$6,921

MINISTER'S MESSAGE

2020 Highlights

Well what a year 2020 has been so far! We started out with our usual full schedule of opportunities, events and classes – and that all came to a screeching halt in mid-March when everything in-person was shut down due to the Covid-19 Pandemic and we switched gears to an online ministry. Thanks to a mighty team of staff, volunteers, teachers and facilitators who adapted and learned quickly, and thanks to the available online meeting and streaming venues of Zoom and YouTube, we were able to transition with relative ease.

We Expanded Our Technical Repertoire...

Behind the Scenes at Sunday Services -- Our Production Team are amazing in their creation of professionally produced and streamed Sunday services week-after-week. We are so grateful to John Nichols who masterminded a portable switch, sound and video system and played all these roles at Rev. Kristin and Brenlee's home as church-in-a-box format from mid-March through the end of May. In June, after County stay-at-home orders loosened up, we moved services to the Sanctuary, made Annie Love-Villers our Production Team Manager and brought back members of our video team (Shari Dyer, Charlie Paduano and Steve Pulliam) under the leadership of Peter Weiler. Continuing as Technical Director John has led the switch and sound functions and has trained two more operators – Gus Cicala and Dave Paulson. John ordered new equipment needed for the Sanctuary and we were awarded a grant from the Templeton Foundation via Unity Worldwide Ministries that offset nearly half of the \$3,500 in new costs. Peter, Shari, John and Jack Nichols have all contributed to weekly images for videos, Diana Mesetz continues to create the slide decks and Peter balances the sound on all videos.

In addition, Music Directors Lisa and Tyler Snortum-Phelps moved quickly to work with musicians in an online format, rearranging schedules to accommodate guest musicians less interested in the online video format and technically coaching many others, while also producing many songs from their own living room.

In Our Weekly Online Life – Felicia McBarton has led the charge in learning and managing our Zoom account, creating Google Forms for applications, surveys, membership forms, ballots and more and ensuring smooth event registration -- with the help of Susan Angelos and Scott Salser-Smith. Susan continues to faithfully create our Centerpoint Weekly e-newsletter and Scott has managed to stay on top of all the information that originates and points back to the website. Zoom technical help came in the form of facilitators such as Paula Schiff who played host to several of our workshop presenters this year and Tyler who managed music events.

We Practiced Inclusivity...

Interfaith - In late January this year we synced up with the New Thought **Season for Nonviolence** by hosting a *Many Paths to the One* Sunday series and class that spanned most of the season from January to mid-March. During this time, we met new interfaith friends who presented, were interviewed or provided music from their respective traditions. Our class also enjoyed a spiritual and cultural field trip to a local Hindu temple.

Further interfaith relationships continue to be built by our members involved in the Interfaith Council of Contra Costa – namely Zula Reeves, Tyler Snortum-Phelps, Marsha Joy and Mary Schreiber. Rev. Kristin led an interfaith retreat on eco-spirituality in October and serves on the Multi-Faith Action Coalition Faith Leaders Advisory Council. Our men's group, led by John Rexroat, is currently co-sponsoring the Thanksgiving Trimmings food drive with the Islamic Center of Walnut Creek.

Racial justice and understanding - During our *Season for Nonviolence* services, we also heard from UWC member Edi Nelson and her daughter Taun Hall regarding the death of their grandson and son, Miles Hall, at the hands of Walnut Creek police in 2019. Their ongoing fight for justice and more effective approaches to meeting the needs of our mentally ill, African American and citizens of color, is inspiring and tireless. After the tragic and widely publicized death of George Floyd at the knee of a police officer in Minneapolis, MN, we awakened further to the urgent need for social justice and the need to educate ourselves on the topic of racial inequality. Sunday messages focused on awakening in unity, love and racial equality. Forty-three participants enrolled in a White Fragility Study Group (based on the book by Robin DiAngelo) over the summer. Fifty percent of the proceeds from that class benefited the Miles Hall Foundation. We also held an online gathering for UWC participants of color. In September, Rev. Sandra Campbell led us in Courageous Conversations on race and we are currently in the midst of a new study group based on the book *So You Want to Talk About Race* by Ijeoma Oluo. We also added a robust list of resources on racial education to our website. Rev. Kristin was also involved in interfaith conversations with City Council members and police leadership in Walnut Creek and Pleasant Hill and participated in peaceful demonstrations, leading prayers in both cities. Several UWC attendees also marched in Pleasant Hill.

As the election is upon us, we have joined forces with Braver Angels, as a sponsoring organization of the program ***With Malice Toward None***. The program is designed to unite as one people, despite different political ideologies and feelings about the election results. Please see our website to take the pledge and hold no malice toward others who hold different opinions and feelings. Also consider participating in sessions designed to support, and bring together, those delighted (on 11/11) or dismayed (on 11/17) by this year's election results.

We Built a Labyrinth...

How do you build something significant as a community through a pandemic? Ask our labyrinth project team led by Nancy Lojacono. A 2019 fall planning team yielded to a building team by spring 2020 and together we built a lovely Chartes-Essence, 7-Circuit Labyrinth brick-by-brick –purchased, blessed, masterfully cut. Thanks to all who contributed their knowledge, service and finances. The labyrinth was 100%+ funded by designated gifts! Roses and ambient lighting are the final touches coming soon. We dedicated our labyrinth in late June.

Youth & Family Ministry (YFM) Continued to Thrive...

Under the able leadership of Michelle Cicala, our children and families stay connected and engaged – meeting every Sunday via Zoom. Michelle recently trained with UWM to enhance online lessons. She created a YFM Facebook page for families to participate in spiritual activities and inspirational stories at their leisure. Our Board of Trustees re-allocated a portion of our UWM tithe to support Michelle in attending a two-year UWM Spiritual Educators Program to enhance her Unity background with a Youth & Family Ministry focus. Michelle's daughters, Maddie and Millie frequently create adorable, heartfelt videos of their recent lessons for us to presence the children at our streamed Sunday services.

We Deepened Our Prayer Lives...

Our **noon meditation** has grown in number of participants and new members in the online format. Leena St. Michael, Felicia McBarton, Michelle Cicala and Suzanne Perry-Paige have all played a part in leading these meditations – Monday-Friday at noon.

Three new **Prayer Chaplains** are in the process of joining our team as eleven ongoing members are recommitting to their service for the coming year. All fourteen attended a ten-hour regional training. The Prayer Chaplain team is co-led by Susan Munroe and Veronica Wolfe. Susan just completed the train-the-trainers program – and served as a trainer this year too. A private online ceremony for Prayer Chaplains will celebrate those continuing and those achieving emeritus status as they step down this year. Wellness calls will restart this month to offer congregants prayer support by phone in addition to the opportunity to do so at the popular Sunday Virtual Patio Conversation led by Suzanne Perry-Paige and John Rexroat and formerly Alexandra DeAvalon.

We Spiritually Grew & Inspired One Another...

The dedicated service, flexibility and generosity of so many of our able teachers and facilitators – too many to name -- is greatly appreciated. New groups sprouted, popular standbys continued -- and some went on hiatus. We appreciate all of you and all who learned to use online technology in order to participate. The special concert with Daniel Nahmod and workshops with celebrated spiritual teachers Mirabai Starr and Gregg LeVoy were also a treat this year.

We Followed Best Practices and Spiritual Wisdom...

When will we regather again in person? It's a question on all of our minds and hearts. In June, our board appointed a re-opening task force comprised of six congregants who regularly review recommendations from the county and state health officials, feedback from our congregation and liability from our insurance company. Our board considers the recommendations of this team and are taking into consideration the value of coming together in person with the safety of our community and ease of logistics – in an ever-changing pandemic landscape. Prayer and Spirit's guidance remain at the helm of all decisions.

Most of All, We Celebrate that all of this year's amazing accomplishments to date were done by you amidst unforeseen challenges. Ours is a community filled with generous givers of talents, abundance and kindheartedness. Your commitment to our Unity community and the spiritual awakening of our world is a deep blessing to all. Thank you!

STRATEGIC INITIATIVES FOR 2020

While our primary initiatives for 2020 became slightly different than expected, we did still accomplish and make strides toward their realization, as you can see below.

Continue to Expand Membership & Diversity

- UWC Focus: Welcome improvements, marketing, offer inclusivity work.

Be a Key Go-To Place for Spiritual Events

- UWC Focus: Improve event-planning processes, networking, marketing.

Further Enhance Our Youth & Family Ministry Program

- UWC Focus: Additional summer camps, attract and serve new families including new Uniteens and YOUers.

Build a Labyrinth

- UWC Focus: Create a labyrinth for our immediate and wider community to experience peace and spiritual insight.

STRATEGIC INITIATIVES FOR 2021

In 2021, we will continue to hone our online skills to keep engaging and connecting our community – including monthly wellness calls by our Prayer Chaplain team. Our primary focus in 2021 will be on a successful transition back to in-person community with a continued blend of online services. We will re-evaluate strategic initiatives going forward once we've re-gathered.

PRESIDENT'S MESSAGE

2020 – A YEAR IN REVIEW

Financial Prosperity

We enjoyed a solid financial flow through August. We are grateful for the generosity of our congregation, the \$41,000 we received through the Paycheck Protection Plan and the three-month suspension of mortgage payments that assisted us through the Spring and Summer. In a touching display of loyalty, several of our regular renters have continued to send love offerings to Unity when they meet with their groups online. Things have slowed as we move into Fall, and we trust the current ebb in offerings is temporary.

Expanding Membership & Participation

We welcomed five new members and they were celebrated in a ceremony at the Community Gathering in September: Felicia and Bob McBarton, Kathy and Jerry Ruck, and Lori Dieterle. New attendees continue to find us for online events and classes through Meet Up (run by Eileen Housfeld) and our website. We have recently added a UWC Instagram account to attract younger members.

Continued community outreach

While this year has presented challenges with in-person outreach, our Men's Group partnered with the Islamic Center of Walnut Creek for a drive-through Thanksgiving food drive to collect 'fixings bags' for the Monument Crisis Center. Together, they collected 150 bags and almost \$2,000 for MCC. Additionally, UWC was able to support both the MCC and Contra Costa Food Bank with a financial donation as more families than ever have been struggling with not enough due to COVID and are planning to participate in the Adopt-a-Family again this year. We are hopeful that as we get into the new year, we'll once again be able to do more to support our community.

Generating income from other sources (Amazon SMILE, Peerspace, etc.)

Amazon's SMILE program is an easy way to give back to UWC. It's the same Amazon site, just use www.smile.amazon.com when making your purchases and a small percentage is donated back to UWC when you select us as your charity. To date, Unity has earned more than \$1,300! Another downside of COVID, our Peerspace rentals have come to a halt. Peerspace has been a successful venture for UWC in prior years and we know that once restrictions are lifted, we'll open this source of outside income again.

Continuing to ask congregants to support the Love in Action pledge campaign

Please consider pledging or recommitting to the LIA campaign. LIA directly contributes to the UWC mortgage and our 2021 goal is \$45,000.

PRESIDENT'S MESSAGE (CONTINUED)

Updated the facilities to make them more welcoming and inspiring

In addition to building the labyrinth, the downstairs office got a much-needed update with new flooring and fresh paint. The main Peace Wall panel has been taken down and is being carefully restored by Mark and Rebecca Paulson, while the others are still in need of some TLC. A team led by Dimitry Doronkin researched new signage for Geary Rd. and while the team did choose a design, it was decided to put the project on hold due to cost constraints. There are other maintenance projects on our list, such as outdoor patio seating and upgrades, installation of handrails on the ramp and replacement of posts.

Fundraising

We are missing our annual Fall FUNraiser and the usually upcoming Crab Feed. A series of smaller fundraisers, including Unity masks and a pet calendar, is happening now and a team is working to plan some fun, on-line, interactive events for early next year – stay tuned!

EarthCare Ministry Team

Unity of Walnut Creek has achieved the first level (A) as an EarthCare Certified Ministry team by submitting the EarthCare Covenant. Unfortunately, the member who was leading this group has moved and we're looking for someone to take over. For information on this ministry team, see <https://www.unityworldwideministries.org/earthcare>. And if you have any interest in being part of this group, please let us know.

PROPOSED BYLAW CHANGES

Bylaws are a key legal document that governs our organization. We develop more detailed policies and procedures in accordance with our bylaws. Your Board of Trustees (BOT) is currently reviewing bylaw changes recommended by Unity Worldwide Ministries and will present these to the full community for a time of discussion, questions and finally a vote before our next annual meeting. Changes would likely take effect by the 2021 annual meeting.

Highlights of areas being reviewed for change or addition:

OFFICIAL RECORDS

Adding a statement that official records are kept at our headquarters and electronically as BOT designates.

MEMBERSHIP

- **Youth Members** – 13-17 year-olds to become youth members (and become eligible to vote or to become a BOT member at 18) upon completion of normal membership requirements.
- **Membership Renewal** – changed to bi-annual renewal with a clarified process of renewal and timing. This is to keep members engaged and records updated. It helps determine quorums and wellness calling lists for Prayer Chaplains among other reasons to have active membership. Our current bylaws state that members could be deemed inactive by the board based on the criteria of active participation including Sunday and class attendance, volunteer service and financial giving.
- **Voting on Sale of Real Property** – currently (and for a long time) set at above the amount of \$25,000. UWM recommends changing this to \$50,000.

MEETINGS

- Clarifying the process and timing to: ability for members to add items to annual meeting agendas, remove members of board of trustees, and call special membership meetings.
- Added that President of the Board, or board member or parliamentarian designated by the president, preside over membership meetings. We already do this in practice.

BOARD of TRUSTEES

- **Board Nomination Committee** – Considering changing from current committee of four formed by a process including: the minister, the minister selecting a congregant, a designated board member and the committee selecting a fourth member to a process of: electing three congregants at annual meeting to join the minister.
- **Number of Board Members & Length of Terms** – Considering changing the total number of board members from 9 to 8 and terms from three to two years. Eight members plus the minister as a voting member, gives nine to break voting ties. Two year-terms instead of three provides a fresher board with perhaps a more doable commitment for some. It also works as is currently.
- **Audits** – Add BOT authorize periodic financial reviews and audits.

PROPOSED BYLAW CHANGES (CONTINUED)

- **Conflict Procedures** – Add clarity and detail to the process if conflict were to arise between the minister(s) and BOT.
- **Qualifications** – Add Licensed Unity Teachers are not eligible to be board members (since they report to the Minister).
- **Member Vacancies** – Add details to clarify process of filling BOT vacancies if BOT membership falls below a quorum and special membership meeting(s) need to be called to elect new members.
- **President Duties** – Add co-planning of BOT retreats (as is already policy).
- **Treasurer Duties** – Add two people present for counting all church income (already in our policies) and treasurer passes background checks as deemed by BOT.

MINISTER

Add descriptions for Associate/Assistant Ministers.

EMERGENCY SITUATION

Add the very timely change to allow electronic formats when national or local emergencies prevent in-person meetings or voting. (This permission was granted this year as the state of California approves the change without the express statement in the bylaws).