

Unitarian Universalist Community Church  
of Washington County



2018 – 2019 Annual Report

**Mission Statement:** We strive to be an inclusive spiritual community that embodies and promotes:

- Peace and justice for all peoples,
- Respect and responsibility for the earth,
- Freedom of thought,
- The democratic process,
- Education and spiritual growth for ourselves, our community and our world.

We believe...

**...that the value of our church is measured by the strength of our community.**

Our community stretches to include all who would join us and is strengthened by that diversity; our community brings the spirits and experiences of all ages together to grow and learn; and our community is central in the support and nurturing of every member. Our community is what brings and keeps us here. We celebrate the joy of being in community.

**...in sharing responsibility and authority in fashioning a church to support our community.**

We believe in doing the work necessary to build a self-sustaining church to support our community. We believe in sharing equally in responsibility and authority.

**...we are a spiritual alternative in our local area.**

We believe in a life-long spiritual journey that emphasizes reason and challenges us to continual growth. We support each other by sharing life experience and joyful worship.

**...we should affect the social and environmental fabric of our local area.**

We believe that reaching out is as important as reaching in. We believe that our community must bring a rational influence to the political life of Washington County and of the state of Oregon and must support those in need locally. We cherish the environment by caring for our piece of the earth and leading others by example.

*--Approved by vote of the Congregation, Dec. 8, 2002*

**Vision Statement:** We are a welcoming, liberal religious community where we care for and encourage each other to grow the mind, feed the spirit, and reach out to the world.

**Staff**

Minister: Reverend Christine Riley

Affiliated Community Minister: Reverend Sue Ayer

Youth Advisor: Angela Bruhl

Religious Education Coordinator: Christine Hinderer

Music Director: Ray Elliott

Accompanist: Ingrid Unterseher

Office Administrator/Bookkeeper: Tanya Vesecky

**Board of Trustees**

President: Douglas Griffith

Vice President: Faith Ross

Treasurer: Terri Schmiessing

Secretary: Mark Bischoff

Trustee: Leslie Stafford

Trustee: Ben Mazhary-Clark

Trustee: Teresa Goodell

Ex Officio: Reverend Christine Riley

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## MINISTER'S REPORT

Reverend Christine Riley



Most Church years here in our congregation are busy. We always have multiple things happening or in the planning stages! But this year has been exceptionally busy because, in addition to the routine events, meetings, and Worship Services that fill my days, we also were engaged in the initial stages of a Visioning Process. It has been a few years since our faith community came together and reflected on what hopes we each have for our UU Church here in Washington County. The recently released Vision Team Report is filled with positive, creative, and both well-discerned and spontaneous hopes and dreams. The Vision Team took great care to record each and every response as they met with small Vision Focus Groups this past Winter and Early Spring. This now offers a wonderful resource as we move forward with Implementation Phase of our Vision Process.

It has been exciting to see some of the hopes mentioned already beginning to come into fruition. For instance, we have some of our men organizing a new Men's Group here which will be open to anyone who identifies as male. I have read that some of you appreciate the variety of Worship Services that the Worship Associates Team, Choir, congregational musicians, Director of Music and I all contribute towards, and that there is a desire for even greater variety! I am very supportive of this happening and soon will be sharing with you a Potential Future Worship Themes and Topics Survey for your input. The Worship Associates Team and our Music Director, Raymond Elliott, were enthusiastic about this survey and we all look forward to discovering in more detail what the congregation is interested in coming explore together on future Sundays.



Every Church Year brings our congregation both new opportunities and joys along with challenges. As we move forward with the Vision Process my intent is to support kind and

respectful fellowship as we share more of our hopes and how we want to see them become reality. I am very enthusiastic about your input, reflected in the “raw data” attached to the Vision Team Report. It provides us guidance and brings forth questions. As the Vision Process moves into the Implementation Phase it will be very important for us all to remain focused, engaged and active in making things happen in a way that we all feel positive about.

But this won't be the only thing happening in the year to come. Special fellowship events, Sunday Worship, Religious Education for our Children, Youth and Adults, Pastoral Care Ministry, and **Staff** contributions to our Shared Ministry will continue. In this way we will find that our spiritual, intellectual, and fellowship needs will continue to be cared for as we embrace new ideas.



When I think back about this soon-to-be-over Church Year, I am amazed that we find ourselves in May already! My days have been filled with a diverse range of Ministerial roles and responsibilities. I want to share some of these with you:

- ❖ actively participated in all Board Meetings, Board Conversation
- ❖ last Fall attended and participated, along with our Board and Committee on Ministry Member, in a webinar-based training around racial justice issues. This was several sessions over two months.
- ❖ served on Search RE Coordinator Team, updated the Job Description and Contract to meet recommended UUA and LREADA (Liberal Religious Educators Association) and so much more, to support us in identify new RE Coordinator. The really good news is that Christine Hinderer, a UCCWC Member, parent and longtime RE volunteer with teaching experience submitted her application and was recommended by the Search Team to the Board as our new RE Coordinator for Children. I meet with her weekly and we have email and phone contact as necessary.
- ❖ as UCCWC Staff Supervisor, I met regularly with our wonderful Staff Members: Church Administrator, RE Coordinator, Music Director and YRUU Advisor and our new RE Coordinator.
- ❖ I also meet monthly, or more often, with our dedicated Pastoral Care Leadership Team. Together we meet the Pastoral Care needs of our congregation. I meet frequently with folks who ask for individual personal Pastoral Care and accompany them through challenging, stressful, or sorrowful times that come into all of our lives from time to time. Our Pastoral Care Leadership Team also provides practical support through our Helping Handing Ministry, our Medical Equipment Loaner Program, our Community Food Cupboard and more.

❖ I also mentor this skilled group around Pastoral Care boundaries and referrals. They all know that I am just a phone call or email away when they have unexpected questions or encounter challenges.



❖ there are monthly gatherings with our wonderful Worship Associates and Assistants. Together we coordinate the details that allow us to provide our faith community with a rich diversity of Worship experiences week in and week out. I seek out other groups in the congregation to contribute to our Sunday Worship from their particular theological, spiritual or philosophical perspective, as well.

for the next Worship Service, future Worship Services, guest speaker scheduling, coordinating

Raymond Elliott and I serve closely together to ensure that the spoken words and music in all of our Worship Services are well matched and supportive of the theme or topic of the day. All Worship Music is jointly selected, with our Music Director bringing to our meetings excellent choices for Sunday Choir Anthems, Introits and more. All Orders of Service are coordinated through our Church Administrator, Tanya, and I review all drafts as each week progresses. This year I officiated for our Fall and Spring Ingathering of New Members, Flower Communion, Chalica, Waters of The World and Homecoming among many other Worship Services. I was happy to be a part of awarding one of your Scouts a special UU Scout Award in Religion and very honored to officiate at a Holiday Wedding for two of our Members, too.



❖ yearly I serve closely with our dedicated and experienced Membership Co-Chairs regarding Ingatherings and New Member Exploration Classes, and really do enjoy meeting with potential New Members in a small group where they are free to ask questions and share with me how they have experienced our congregation's welcome.

As I meet with various groups, Teams, Committees, the Board, our Staff and individuals I seek to foster compassionate and respectful fellowship in all we do together in our Church. I make suggestions, listen to each person's thoughts and concerns, offer ideas I may be aware of from other UU Churches, and share resources with them. I am always supportive of efficiency and getting the task at hand done, but also know that HOW we interact with each other, with other Teams, or groups in the Church is equally as important. Together,

through our Shared Ministry, we have many opportunities to nurture healthy boundaries and kind fellowship .

❖ I have made my reservations to attend the UU Ministers' Annual Meeting, the UUA Pacific Regional Meeting, and the UUA General Assembly which will happen in mid to late June, in Spokane. I will serve as the UUCWC Ministerial Delegate to the UUA General Assembly, too.



Journeying with our Members and Friends during life's hard, sad, confusing times is a part of my Ministry that I hold as a precious trust. When times of challenging parenting, marital stresses, work hassles, family turmoil come I am here to support each person in coming to decisions that are theirs and are well discerned. Walking with you as you welcome a new baby or child, or marry or mark family achievements and milestones is a joy for me and deepens fellowship for all of us. Throughout the Church Year doing all that I can to insure that each person believes that they are not just accepted in our faith community, but are truly valued and wanted here, and that each person believes that their gifts of time, financial support and fellowship truly do matter is the foundation I strive to support.

*I have good news to share, too. With our Winter and Spring Ingatherings our congregation has welcomed into Membership 18 New Members!* Others have more recently discovered our UU Church and will be getting to know more about us in coming months. We continue to welcome a steady stream of visitors each Sunday. When we each make time to introduce ourselves to visitors and chat with them about what they are seeking they feel seen and wanted. Making this effort is important for all of us to participate in. New Members have shared that the friendly welcome they find among Members here is often THE deciding factor in whether they return for another visit. I urge everyone to make time to do this .

Share what you have found here that is good for you, or good for your children, Share why supporting our liberal religious UU Church here matters in these times when so much negativity is everywhere and false stereotypes are being continually declared to be facts by some of our highest national leaders. Discovering that here at UUCWC we envision a better future for all people, all Life and that they can be a part of making that world come about by becoming part of our UU faith community.



I have noted wonderful diversity of ages, genders, ethnicities and racial origins among that our New Members. In our Vision Focus Groups we have said that we hope for our congregation to become more diverse in all these ways, as we grow. This is gradually happening. For greater membership diversity to happen more quickly, the surrounding citizens of Washington County need to be aware that THERE IS A LIBERAL RELIGIOUS CHURCH here and to be motivated to come explore what values we proclaim, and in what ways we serve our neighbors.

We need to be more visible both in active outreach and digitally on the Internet. We need to show up at local events and host a booth or march with others from the surrounding community. Their knowing that our UU congregation IS HERE AND WANTING TO WELCOME THEM is essential to attaining the growth that we envision for our Church.

This is an exciting time to be a Member or Friend in our Church!  
We have a voiced shared Vision of what we hope to do and become in the years ahead. How quickly and how far we move towards our mutual Vision is entirely in our hands. How strongly we will fund the changes we yearn for here is also entirely in our hands. How much social and environmental outreach happens will be determined by all of us sharing all that we can. It will require each of us sharing generously of our time, our financial support, and our kind supportive fellowship to bring our mutual Vision into reality.

Can we make our dreams and hopes reality for ourselves, our children, and those people still yearning for a faith community that affirms each person's intrinsic worth into reality? I firmly believe we can. We can do this together! It is my great honor to be on this joyful and challenging journey with you. I look forward to a future for our Church, grounded in our shared UU values, that opens wide our doors both for new folks to enter and for us to walk through together to engage in greater social and environmental justice outreach. Come, join us in this adventure!



*With Warm Fellowship,  
Reverend Christine*

## **BOARD OF TRUSTEES (BOT)**

Along with our called minister, Reverend Christine Riley, UCCWC has 7 elected Trustees. The congregation votes annually for two members to serve on the Board of Trustees. We also have a Board Treasurer that serves a series of three-year terms. At the board's annual offsite retreat, we select officers for the coming church year as well as team building and performing administrative tasks to improve or update our governing documentation.

For the church year ending in June, our board members were:

- President: Douglas Griffith

- Vice President: Faith Ross
- Treasurer: Terri Schmeising
- Secretary: Tristin Mock and Mark Bischoff

Three additional elected members serve our board as members at-large. Those members are:

- Leslie Stafford
- Ben Mazhary-Clark
- Dr. Teresa Goodell

While not a voting member of the board, Reverend Christine brings years of experience as well as relevant information from other congregations both near and far.

This year, we welcomed Mark Bischoff to our board. Tristin Mock moved to a different area of our part of the world and left our board with no secretary. Mark arrived and immediately volunteered his skills as our Board Secretary.

The Board meets in the Social Hall at 6:30PM on the 3<sup>rd</sup> Wednesday of each month. We highly encourage our congregation to join us at our monthly meeting. Understanding the many facets of our church polity and the dozens of programs, teams, committees, and task forces can widen your experience and maybe offer an opportunity to share your skills and passions with our fellowship.

To suggest that the 2018-2019 church year was busy would be an understatement.

As you may recall, at the annual meeting in 2018, UCCWC said goodbye to our long-time member, Sandi Carner. Sandi was a tireless volunteer and staff member that performed many functions and did many things behind the scenes. First and foremost was Sandi's role as the UCCWC Religious Education Coordinator. The board got to work on this immediately. It was understood that this would be a long process. In typical UU fashion, longer than anyone thought possible. Kerri Nussbaum stepped in as interim volunteer coordinator and got to work with Reverend Christine to finish the summer program and corral volunteer instructors and helpers. Faith Ross took over management of the daycare providers. Parish House Hero Tanya Vesecky assumed responsibility for the church newsletter. Tom Fryback followed by Bill Ellis maintained the church sign board. Finally, Nobody took responsibility for the annual craft fair. Nobody has been asked for their resignation. We freely admit that Sandi had too many hats and no one congregation was ever going to replace Sandi. At least not on the first try. We have a plan for the new 1<sup>st</sup> Annual Craft Fair this year, keep an eye on the newsletter. At the end of Summer, Katye Atwood took the reins from Kerri Nussbaum and helped get the church year started with our youth. After a few months, Lisa Lake stepped up until our new RE Coordinator could decide to join our team.

The board selected Reverend Christine Riley, Faith Ross, Kerri Nussbaum and Chris Watkins to go find us a new coordinator. This team met many times and advertised throughout the UU known world only to eventually find our new RE Coordinator singing in the choir. Welcome Christine Hinderer. We hope we're everything you hoped we would be.

Project Manager Paul Hart brought the Board the exciting news that the roof of the Parish House needed to be replaced. Paul managed the project (clever) and told the board we needed to come up with a bunch of money we didn't have. Barbara Hart stepped in and submitted a Chalice Lighter Grant request for our new roof. Blessed church that we are, we received the lion's share of the cost of the roof and got started on the scheduling. The Board took the unusual step of a special congregational meeting to seek approval to use reserve funds if there was no other option. Paul continued to manage the project through completion in April of 2019.

During last year's annual meeting, it was lightly suggested we get to work on our future. A Vision team was created with Sharon Johnson, Bill Ellis, Jane Hogue, Project Manager Paul Hart and Board Liaison Mark Bischoff. They talked amongst themselves a bunch of times, then they listened to the congregation a bunch of times, then talked amongst themselves a bunch more times and Boom! We have a vision. While there is no Merry-go-round, there are some forward-thinking ideas to make this place the community you want it to be. It will not be easy, it will not be inexpensive, it will be fun and it will be challenging.

In addition to the forthcoming Planning and Implementation Group (PIG?) we have recently created a new Safety Coalition.

We have room for your ideas and skills and time.  
The Spirit Says Do.

Douglas Griffith  
President, UCCWC Board of Trustees

## ADMINISTRATIVE SERVICES COMMITTEE

The goals of Administrative Services Committee are:

- Maintain UCCWC personnel policy and human resource functions.
- Provide administrative support to the UCCWC staff.

Throughout the 2018-2019 church year, our committee generally met once a month and additional times when needed.

Significant accomplishments of Administrative Services Committee this past year include:

- Kerri Nussbaum, our library coordinator, continued further development of our library resources.
- Contract and associated documents for hiring of Religious Education Coordinator
- Continued contractual work for staff
- Prepared updates to Personnel Policy Manual
- Work on an updated Master Contact List for Staff and Committees/Teams
- Participated in Council of Committees meetings

As a result of these efforts, UCCWC was able to 1) maintain the appropriate and legal documentation records for our staff, 2) hire exceptional staff, provide employees with a positive work environment, and support them in their work, 3) provide a quality resource library and system for the congregation.

Committee members: Chair Angela Griffith, Kathy Ellis, Kerri Nussbaum (library), Tom Fryback (part year) and Bill Ellis (part year) (sign board), and Elnagene Freeman, Don Blish, and Bonnie Blish (administrative office support).

## ADULT RELIGIOUS EDUCATION (ARE)

ARE classes are a chance for those of us who want to share a subject we know and enjoy with others who want to learn new things. For example, last year, Don Blish shared his expertise in genealogical research and Linda Minor shared her knowledge of Tai Chi with a weekly class.

If you have something you'd like to teach others, contact Gary Conaway or a Sheryl Macy about your idea for an ARE class.

## ARTS & AESTHETICS TEAM

Your Arts & Aesthetics Team is responsible for decorating the sanctuary, entry hall and Gathering Room for worship services and seasonal themes. They purchase and maintain a supply of banners, flowers and other decorations.

This Team has the responsibility for the purchase, acceptance, creation, display and use of art, furnishings, and decor for the church buildings. They have the following objectives:

- a. Coordinate and approve with the Worship and Education Services Committees for display of artworks, religious symbols in the church building and the decorations in the sanctuary.

- b. Approve and coordinate the decor and furnishings for the buildings.
- c. Coordinate with the Building and Grounds Team for installation and display of art and furnishings.

The Arts & Aesthetics Team is comprised of volunteer members and friends of the congregation. Current Team members are Kay Demlow, Chair; Schann Nelson, Vic Smith; Sharon Beran, Bonnie Burbidge, Kathy Ellis; Bill Ellis; and Megan Bischoff. They meet on an ad hoc basis, usually on Thursdays during the day as needed.

## BUILDING AND GROUNDS TEAM

The Building and Grounds Team is comprised of members and friends who do the regular maintenance of the building and grounds and some requested special projects. The regular weekly scheduled workday is Thursday mornings 9:00 am to noon.

This year, besides our regular maintenance jobs, we made all the bathrooms (church and parish house) handicap compliant by adding grab bars. The majority of our budget goes to janitorial service and supplies.

Mike Bruhl

## COMMITTEE ON MINISTRIES (COM)

The goals of **COM** are to strengthen the quality of all shared church ministries and attend to the general health of the entire congregation through nurturing kind fellowship. We serve together to encourage our faith community Members and Friends to embody the promises of our UUCCWC Covenant of Right Relations in all that we do together.

Throughout the 2018-2019 church year, our committee met on a monthly basis, or more often as needed.

Significant accomplishments of **COM** this past year include:

- Conducted Shared Ministry Reflection Circles in order to assess and nurture the health of the various ministries. Ministries sharing Reflection Circles have found them to be helpful to find their strengths and to gain visibility in the wider church community. This church year we did Reflection Circles for the Choir and the Membership Services Team.
- Several times a year, the COM selects a church ministry to receive a GoodFinder Visit. These are a surprise presentation of appreciation for a committee's service to the church community. These brief appearances are usually accompanied with light refreshments. Groups receiving GoodFinder Visits have reported that they have found them to very positively support the groups' ongoing contributions to our faith community. This church year we visited the Property Maintenance group and the Veterans support group.
- Conducted a listening session for the board and minister at the March board meeting.

An outcome of the COM's contributions to our shared ministry is that our church community was able to find deeper fellowship through engaging with our Members and Friends in the Shared Ministry Reflection Circles. The COM fostered appreciation of each other's ministry contributions with our GoodFinder visits and supportive fellowship.

In the coming church year, the COM will:

- Continue to engage congregational teams and committees in the Shared Ministry Reflection Circle Process.
- Continue making GoodFinder Visits.
- Support respectful and compassionate fellowship among the congregation and all of our many and varied, but essential, aspects of Shared Ministries.

Committee Members: Dee Cooper, Alana Graham, Linda Minor, and Kendra Staley.

## COMMUNICATIONS COMMITTEE

The goal(s) of the Communications Committee is/are:

- Maintain the church website
- Manage the church social media channels
- Publish relevant stories to the church social media channels in a timely manner
- Publish and distribute the church newsletter

Throughout the 2018-2019 church year, our committee met as needed.

This year, the committee has been working on rebuilding itself, as three of our members left:

- Sandi Carner – newsletter
- Tristin Mock – Facebook/social media
- Maggie Lynch – webmistress

We have replaced two of the members and are working on a third:

- Tanya Vesecky – newsletter
- Lorie Clark – Facebook/social media

The third member we are working with is Kiril Simov, who just became a father and, I think, will be rather scarce for a while. The committee chair, Michael Luevane, is working to get up to speed on WordPress, the content management application behind our website. In addition, we are working on getting the hosting service transferred out of Maggie's name and into the church's name.

Committee Members:

*Michael Luevane – chairman*

*Tanya Vesecky*

*Lorie Clark*

*Kiril Simov*

## COMMUNITY GARDEN

The goal(s) of Community Garden are:

- Heal a bit of planet earth
- Make the garden a healthier, more fertile spot than what it was before it started being cared for
- Support people's personal growth as they learn about tending the garden
- Provide a place for wildlife to hang out

Throughout the 2018-2019 church year, gardeners met when encountering one another while working in the garden. Tom Wilson, Garden Manager, connects with each gardener at the start of the season.

Gardeners pay dues directly to the office, and accommodations are made for those who need financial support. Fee: \$10 per each 5x10 plot. Many people have more than 1 plot.

Significant accomplishments of the *Community Garden* this past year include:

- As of May 12, 2019, 7 returning households are participating in the community garden, 1 new household is joining and 1 previous (but not recent) household is joining again.
- Garden flowers have been used throughout the year for church services.
- The wildflower/cut flower garden to the side and back of the shed is thriving and receives regular admiration.

Challenges:

- The diseased plum tree split and lost some large branches in the fall of 2018. The remaining branches were removed for safety (spring 2019), leaving a large stump. An upside is that this opens the garden for more sun. In addition, two small fruit trees (pear and apple) have been planted. These were grafted by a church attendee. Important note: These trees will need to be maintained and pruned, to keep them at maximum health and productivity.
- Surrounding trees, especially from the east and south, are providing more shade which blocks the sun and makes gardening more difficult.
- We continue to share space with the gophers. ☺ We try to discourage their presence, but they have definitely taken their fair share.
- We always have room to improve on basic garden maintenance – clearing paths, weeding, etc.

Important note: Tom would like to give notice that this will be his last year as the community garden manager. He appreciates the opportunity to serve, and would like to offer that to someone else. He will actively pursue finding a replacement, and would appreciate any support for that, as well.

Committee Members: Tom Wilson

## COVENANT GROUP FACILITATORS

The Covenant Group Facilitator Team supports the shared ministry of the congregation with the goal of practicing the Unitarian Universalist 6<sup>th</sup> principle; “Encouragement of lifelong spiritual growth in our congregations.”

The Covenant Group Facilitators team meets every other month and the goals are:

- Guiding the direction of the congregation’s Covenant Group Program
- Continuing current Covenant group facilitators fellowship and spiritual growth
- Promoting facilitator knowledge and skill development
- Providing opportunities to discuss challenges and receive guidance
- Providing supportive fellowship with each other
- Connecting facilitators to the association wide Small Group Ministry Network

Significant accomplishments of the Covenant Group Facilitator Team during the 2018-19 include:

- Active outreach for new participants through monthly church newsletter and at Ingatherings
- Welcomed and integrated new participants

- Encouraged and provided support for group leadership for interested members
- Offered two daytime groups and one evening group; approximately 45 total sessions facilitated. (All groups meet every other week.)
- Provided enrichment to 28 Covenant Group participants from September 2018 to May 2019 (includes facilitator/participants)
- Participated in agreed upon community service projects: Provide Easter dinner/celebration supplies for residents at the Homeless Shelter and working as a group at the Washington County food bank.
- Two facilitators participated in a National Small Group Webinar training.

#### Benefits to the UCCWC

- Groups offer a safe, supportive space for spiritual exploration and reflection
- Joins adults of all ages together
- Provides an opportunity for new congregants to meet others
- Enhances healthy relationships through deeper connections
- Provides opportunities for service to the community
- Builds a strong sense of community among participants

Committee members: Gary Conaway; Kathryn Warrior; Nora Hatfield; Sally Wentz; and Rev. Christine Riley, Supervisor

## FAITH IN ACTION- VETERANS SUPPORT

### **COMMITTEE NAME: Faith in Action Veteran Support Meal Subdivision**

The goal(s) of *committee name* is/are: Walking our talk and exhibiting our 1<sup>st</sup>, 2<sup>nd</sup> and 7<sup>th</sup> principles.

The Veteran Support group meets on a semi-regular basis throughout the church year.

Significant accomplishments of *committee name* this past year include:

- *Throughout the year, the group solicits non-perishable food items from a prepared list*
- *On a quarterly basis we setup in the social hall and involve the youth with creating 40 individual meal kits.*
- *These kits are then delivered to the Veterans Community Center and Resource Referral in partnership with Soldier's Angels*

*This outreach provides days of food for our vulnerable ex-servicemembers. It helps teach our youth about supporting outside community and providing service to others.*

Subcommittee Members: *Angela and Douglas Griffith, Dar Parrow, a smorgasbord of youth and adult volunteers. Thank you for helping us thank our veterans and making their lives just a little better.*

### **Faith in Action/Veteran's Walk the Talk/Washington County (Recycle cans, bottles & glass for vouchers)**

The primary goal of the Faith in Action/Veteran's of Washington County Outreach Program is to fill a hole in our community to help Veteran's and their families. Throughout the 2018-2019 church year, we adopted an "as needed" meeting schedule.

Significant accomplishments of the Faith in Action/Veteran's of WA county Outreach Program:

- \*Getting Veteran's and their families off the streets of WA county.
- \*Helping with job opportunities for our local Veterans
- \*Additional "helps" included gas money, clothing, food, max tickets, rides, etc
- \*We made a total of \$6,200 thus far for this voucher program
- \*An offshoot....helping with the recycling of bottles, cans and glass

As a result of these efforts, this project gave the congregation a social justice program to create pride in helping others. This project also met the needs of Veterans and their families who needed help in our community.

Members: Dan and Vic Smith, Sally Wentz and Tim Howell

## FAMILY PROMISE

The goals of this team are to insure that we:

- Obtain hosting sign-ups for serving homeless families at the Hillsboro First Congregational United Church of Christ (UCC) and Christian Church of Hillsboro(CCH);
- Serve meals and serve as overnight hosts for three nights once every nine weeks; (twelve volunteers are needed for each commitment- 2 dinner hosts and 2 overnight hosts for each of the three nights);
- Keep the list of volunteers updated;
- Attend periodic Family Promise (FP) committee meetings;
- Keep current with FP and UCC policies and hosting needs;
- Nurture good working relationships with UCC and CCH;
- Increase the number of volunteers to help with the 2-hour long host shifts at the FP day house.

Committee meetings: Our group is not a committee, but we attend FP coordinators' meetings periodically

Significant accomplishments of this past year include:

- We provided all essential hosting support for all volunteer responsibilities at the UCC church;
- Provide key support to UCC to accomplish smooth transition for hosting at the Christian Church of Hillsboro;
- Increase of hosts from 41 to 46;
- Kept the master volunteer list updated as well as email list. Last update April 24,2019  
Provided replacement volunteers whenever volunteers needed to step down from the team;
- Used experienced hosts to mentor new hosts;
- Coordinate weekly menu with the UCC coordinators, Barrie Pendrosa and Ellen Godwillie.

As a result of these efforts, UUCWC was able to continue consistent support to FP over the last 15 years and have a church presence in upholding its 1<sup>st</sup> principal.

Team coordinators: Brian Lightcap, Denise Bruhl.

## FINANCIAL SERVICES

Mission (from charter): The purpose of the Financial Services Committee is to organize, motivate and provide an infrastructure for congregational volunteers to implement the short and long-term goals of our congregation with regards to the financial needs and responsibilities of our church.

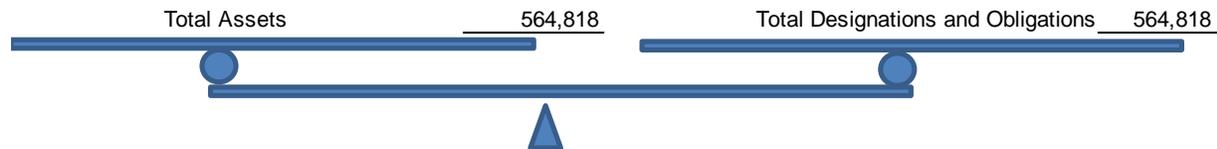
The Financial Services Committee monitored the financials for the current fiscal year, ensuring that we could meet our financial commitments. We ensured that the Canvass team was staffed and resourced for success. We developed and communicated the 2019-2020 annual budget for review and approval by the congregation. We sent letters to our pledging members and friends so that they could appropriately record their contributions on

their tax returns, and ensured that all tax filings for UCCWC were correct and timely. We also regularly monitor our major reserve funds. We are happy to answer any questions or concerns you may have about how we raise money and what we spend it on. Thanks so much for your continued support. We wouldn't have this beloved community without your generosity.

**UCCWC Balance Sheet Detail**

**Apr 30, 19**

<b>Assets</b>		<b>Designations / Obligations</b>	
Cash In Checking	17,364	Liabilities	8,102
Short term investments		Standing Funds (A)	
1011a · Ameritrade MM (3138)	11,615	2500a · Capital Fund Drive	-1411
1012a · Ameritrade-Stock Held-IAG (3138)	0	2660a · Facilities & Maintenance Fund	4,000
1043a · BofA Funds - IAG (1860)	0	2530a · Amitor Fund	5,437
1033a · USBank Money Mkt-IAG (4311)	36,981	2654a · Religious Expl Fund-Contribs.	1,904
Total 1047a · Vanguard (9020)	<u>6,841</u>	2651a · RE Youth/YRUU Fund	777
Total short term investments	55,437	2652a · RE Jr.High/YoYo Fund	436
Prepaid Assets	0	2540a · Garden & Landscape Fund	499
		2610a · Music Fund	3,782
		2620a · Family Camp Fund	0
		2622a · Leadership Training Fund	110
		2671a · Sabbatical - Minister's Expense	0
		2672a · Sabbatical - Congregation Expen	<u>0</u>
		Subtotal Standing Funds	15,533
		2665a Community Fund (D)	31,468
		Accumulated Surplus	12,187
CD's (F)			
1014a · Ameritrade CDs - IAG (3138)	0		
1044a · CalFirst CD - \$11K (1473)	11,265		
1044b · CalFirst CD - \$23K (6173)	24,046		
1045a · OnePacificCoastCD - \$23K (3069)	0		
1046a · US Bank CD \$16K (6262)	<u>0</u>		
Total CDs	35,311	2662a Joan Ferguson Mem.Reserve Fund (B)	40,822
Furniture & Equipment	65,249		
Buildings & Properties	850,204		
Less Accumulated Depreciation	<u>-458,748</u>		
Net Fixed Assets	456,706	Equity in Fixed Assets	456,706



**GREEN SANCTUARY**  
**NO REPORT SUBMITTED**

**HELP OTHER PEOPLE EAT (HOPE)**

The goal of this committee is to help support and provide food for homeless families.

We take the donated food (and other supplies) from our congregation to the Homeless Shelter once a month and as needed during holiday months.

This past year we:

- Provided groceries on a monthly basis
- Provided ingredients needed for a Thanksgiving meal
- Provided gifts for the children during the holiday season
- Helped a covenant group provide supplies for Easter celebration
- UCCWC is the only church that gives to the Homeless Shelter on a regular basis

Our committee is the link between our church and the shelter.

Denise and Mike Bruhl

## INTERNAL FINANCIAL REVIEW

We have completed our internal review of the financial records of the UCCWC for the period July 1, 2017 through June 30, 2018. Our comments and conclusions follow.

We found no significant problems with the records of the church based on our tests of a sample of transactions from the review period. We tested our random sample in accordance with a program developed from policies and procedures of our church and other UU churches. This review is much less comprehensive than a complete audit, and even such an audit would not necessarily detect fraud or embezzlement. The best way to deter such problems is to have each individual's financial activity overseen by at least one other person.

We commend Terri Schmiesing (Treasurer 2017-2018) and Tanya Vesecky (Bookkeeper) for their efforts.

Respectfully submitted,  
Internal Review Team

Andy Churchill  
Kerri Nussbaum  
April South

## MEMBERSHIP SERVICES COMMITTEE

The goals of the Membership Services committee are: new member growth, member retention, visitor tracking, hospitality and fellowship

Throughout 2018-2019 our committee met on a monthly basis.

Significant accomplishments of membership this past year include:

1. Held two series of Newcomer classes adding twenty three people in the calendar year of 2018 and 5-7 more will be joining in May due to the spring classes, just concluded
2. Recruited a replacement Hospitality team after Jenny Houston stepped down in Dec 2108. They are Molly Rawson, Anne Arouh, and Linda Feik
3. Hosted an appreciation party for Jenny for her many years of service in hospitality

4. Usher/Greeters, a team of eighteen volunteers and nine substitutes, welcome folks for every Sunday service. New safety procedures have been included in the instructions. Greeters pay special attention to visitors for the first time by offering information packets.
5. Circle suppers are offered three times per year, this involved eleven hosts and approximately seventy guests. This offers fellowship in small groups.
6. Held annual all ages ice cream social in June 2018
7. Hosted CUUPS for the first annual (hopefully) Halloween part

As a result of these efforts, UUCCWC was able to offer fellowship to all sized groups of all ages throughout the church year and offer varied volunteer opportunities to support our church community.

Committee members: Vicki Staley, Kathryn Warrior (co leaders), Duane and Pat Hall, Gloria Deodato, Lois Pereira, Harriet Schmidt, Molly Rawson, Ann Arouh, Linda Feik, and Bonnie Blish

## MUSIC DIRECTOR

It is hard to believe that I'm nearly completing my third year at Unitarian Universalist Community Church of Washington County (UUCCWC). Thank you for your support and trusting me with the Music Program. I am very excited for the future we will have together.

My goals for the Music Program this year were...

- Create a list of musicians, and invite them to share their talents with our church family.
- Strive for top quality music that is thought provoking, singable, and with a bit of humor.
- To enhance the Sunday Morning services.
- Energize and encourage the congregation hymns to be a "singing congregation".

This past year, the UUCCWC Choir had been amazing and has performed in multiple ways. They had not only make the Choir sparkle, they had use their individual talent to provide music on non-Choir Sunday.

Some significant accomplishments of the Music Program this past year include:

- *Music Sunday*
- *Water service*
- *Mini Concert before Christmas Eve Service*
- *Performed as Summer Singers, and Men's Choir*

UUCCWC is blessed to have an amazing accompanist, Ingrid Unterseher. She is highly skilled, talented, humorous, and easy to work with. It has been an honor to work with/supervise her.

Our church is blessed to have other highly skilled musical groups... thank you to The Cat House Band, and The Orenco Ramblers for playing on some Non-Choir Sundays. Also a big thank you to those individuals (too many to mention) that did an excellent job filling in.

I attended the 2018 Unitarian Universalist General Assembly in Kansas City, MO and the Unitarian Universalist Musician Network (UUMN) conference in Portland, OR. My plan is to attend the

Association for Unitarian Universalist Music Ministries (AUUMN) conference this summer in Denver, CO.

Thank you again for your support and trusting me with the music at UCCWC.

In Peace,

Raymond Elliott

Music Director, Unitarian Universalist Community Church of Washington County

[musicdirector@uccwc.org](mailto:musicdirector@uccwc.org)

## MT. HOOD CLUSTER OF UU CONGREGATIONS



Portland-Vancouver area Unitarian Universalist churches have member representatives (delegates) who meet monthly at various UU churches between September and May, with an annual social potluck event planned in July.

The purpose of the Mt. Hood Cluster of UU Congregations is to nurture a spirit of cooperation and relationship among local UU congregations. Specifically, the member congregations provide mutual aid and support, communicate and coordinate programs and resources among member congregations, strengthen our presence in the wider world, and affirm, promote and practice the principles of our UU faith.

Your UCCWC Cluster delegates are Kathryn Warrior [kathryn.warrior56@gmail.com](mailto:kathryn.warrior56@gmail.com) and Mai Fee [thuymai.fee@gmail.com](mailto:thuymai.fee@gmail.com).

Feel free to contact us if you are interested in attending an upcoming meeting or just have a question! Any member of a participating member congregations is invited to attend Cluster Meetings. We also invite participation from parish minister, active community ministers, UU staff, UU religious educators and UU musicians.

## PASTORAL CARE LEADERSHIP TEAM (PCLT)

The primary goal of the Pastoral Care Leadership Team's ministry is to offer support for our members and friends through life's challenging times. We accomplish our Shared Pastoral Care Ministry through:

- Providing pastoral care and coordinating with the minister who provides spiritual support.
- Providing supportive fellowship among members.
- Maintaining/distributing food and household items from our Church Community Cupboard.
- Offering/Coordinating the Church Medical Equipment Loan Service.
- Maintaining the completed yellow emergency contact cards in a secure box in the locked closet in the Gathering room.
- Communicating closely with the Shawl Ministry.
- Coordinating a range of supportive activities for our members and friends through Helping Hands.
- Providing and maintaining first aid and body fluid clean up kits and Automated External Defibrillators (AEDs).

Throughout this church year, the PCLT members held monthly meetings and communicated frequently with each other through email and phone conversations.

### **Noteworthy accomplishments of the Pastoral Care Leadership Team include:**

- Monitored or actively supported numerous acute or ongoing difficult situations.
- Recruited new volunteers for the Helping Hands program.
- Coordinated meals, rides, cards, visits and other supportive fellowship through Helping Hands volunteers.
- Hosted several "Update sessions" to invite all members/friends to complete a new Yellow emergency card and accomplished a 90+% response rate.
- Purchased a new AED to replace the outdated one in the Parish house.
- Established a plan for checking AEDs monthly.
- Replaced our longest-standing team member and co-coordinator, member Vickie Cooper with a new member, Kathy Ellis.
- Established contact with another potential team member.
- Re-assigned tasks to team members.

### **Impact to Larger Church Organization:**

As a result of these activities our Pastoral Care Shared Ministry provided vital caring fellowship and very tangible practical support for our Members and Friends throughout the church year.

### **Hopes for the coming year**

- Continue most of above.
- Update Pastoral Care Bulletin Board to include community resource information and delineate pastoral care services available to our congregation.
- Recruit additional Helping Hands volunteers.

- Host semi-annual “update” sessions for new and continuing church members/friends to complete yellow emergency cards, timed to be held within a week or two of ingathering ceremonies.
- Sponsor a future support group for Women living with Metastatic Cancer to be coordinated by church member Vickie Cooper and “Friend” Barbara Braga.
- Coordinate with the newly formed UCCWC Safety Coalition.

Chair: Megan Bischoff

Members: Reverend Christine Riley, BJ Blachly, Vic Smith, and Sally Wentz, Kathy Ellis

## PROJECT MANAGEMENT TEAM (PMT)

**NO REPORT SUBMITTED**

## PROPERTY SERVICES

Purpose: The members of Property Services Committee strive to provide the congregation with a safe, clean, reasonably comfortable, and aesthetically pleasing environment for the congregation's shared ministry and all aspects of family church life. The members of the Committee must be members of the congregation and are appointed by and serve at the pleasure of the Board of Trustees.

The appointed members of this Committee are currently inactive. The three teams that make up the Property Services Committee are active. The three teams are: Building and Grounds; Landscape; Arts and Aesthetics. We are always looking for additional team members. Congregational membership is not required in order to be a team member. We really appreciate our volunteers!

### The Buildings and Grounds Team

The Building and Grounds Team is comprised of members and friends who do regular maintenance of the building and grounds and some requested special projects. The regular weekly scheduled workday is Thursday mornings 8:00 am until noon.

A major unexpected project this past year has been the replacement of the sewer system from the church building to the Clean Water Services sewer line under Birch Street. This activity was monitored and directed by Paul Hart. A recurring blockage in the sewer system was caused by tree roots entering a failure in the ABS piping. When a ditch was dug for doing what was thought to be a simple repair, it was found that the pipe had failed along its length and had to be replaced. This became a \$15,000 major project.

As part of the repair, a reliever drain pipe was installed across the handicap parking area. This drain pipe helps in preventing rain water from pooling by the south door to the basement and flooding the basement. The project has worked well during the recent rainy season. When we moved into this building in 1999, it was not uncommon to find 2 - 3 inches of rain water in the basement during the rainy season. Over the years we have greatly reduced the amount of water coming inside the building. There is still some occasional leakage through the foundation into the kitchen area.

Mike Bruhl donated a portable chipper and there has been considerable work done in reducing the over-grown area at the eastern area of our church property.

### The Landscape Team

The Landscape Team has the responsibility for planting and maintaining the landscape of the church property. The landscaping can contribute to the sense of welcome and invitation of the church. The physical visibility of the church property is substantially improved when there is planned landscaping. Barbara (Blossom) Ashmun donated

plants and Tom Wilson has made many plantings in the flower beds he created near the Parish House. Other volunteers have mowed lawns, weeded and trimmed plants on the property.

#### The Arts & Aesthetics Team

The Arts & Aesthetics Team is comprised of volunteer members and friends of the congregation. This team has the responsibility for the display and use of art, furnishings, and decor for the church buildings. They purchase and maintain a supply of banners, flowers and other decorations. This team is led by Kay Demlow. Don Blish installed new LED strip lights in the apse area of the sanctuary. He had earlier installed new LED strip lighting in the Parish House. Some of the pews are being refinished as time permits. The new banners in the sanctuary are very creative and attractive. The banners were created by the team and are much appreciated by the congregation.

## RE SEARCH TEAM

**NO REPORT SUBMITTED**

## RELIGIOUS EDUCATION COORDINATOR

The goal of Religious Education/Exploration is to provide our children and youth with a safe environment in which to grow their spirituality and provide a safe and caring environment where they are supported in learning about our faith. Lessons include lighting a chalice and sharing joys and concerns with their peers. Storytelling and art experiences in lessons allow students to explore who they are and how they want to share and express their spirituality. Children and youth will learn about the larger church community, our UU faith, heritage and values.

The curricula used during the 2018-2019 church year:

Summer:

- Pre K (3, 4 and 5 year olds): Children's Classic Stories
- Elementary (Kindergarten -5<sup>th</sup> grade): Dr. Seuss Books

September to June:

- Pre K (3, 4 and 5 year olds): We Are Many, We Are One (adaptation)
- Elementary (Kindergarten -5<sup>th</sup> grade): Windows and Mirrors (adaption)

Significant accomplishments of Religious Education/Exploration this past year include:

- Weekly meaningful RE classes were provided for students age 3 through middle school.
- Volunteer Faith Ross supervised our nursery with consistent care providers.
- Children participated in social action activities e.g. school supplies and mitten tree projects.
- Both classrooms interacted with guests. The Pre K guest interaction was meant to connect them to the church community elders. The K-5 guest interaction gave children the chance to ask adult UUs how they chose to be a UU and what they like most about our faith.
- Lessons were adapted so Warren Lockwood could visit and speak about Mister Rogers while supporting the lesson plan. He taught the children the songs that were part of the Mister Rogers service on April 7<sup>th</sup>.
- The Pre K classroom will complete group art projects to share with the congregation.
- The K-5 classroom will complete individual panel projects they used to explore their spirituality while learning about our UU faith tradition. They will share their art with the congregation.

Artwork from both classes will be on display in the social hall after RE Sunday service on June 2<sup>nd</sup>. We welcome the congregation to visit after service, enjoy the children's artwork and appreciate their accomplishments.

As a result of these efforts, UCCWC was able to provide religious education/exploration to our community of 53 registered children and frequent visitors on a weekly basis.

The Religious Education/Exploration program was in transition this past year. With the support of Lead Volunteers Kerri Nussbaum, Katye Atwood, Lisa Lake and Christine Hinderer, the RE Search Team and Reverend Christine the program moved forward while offering out children and their families an engaging and well planned RE Program during the period that the RE Search Team worked to hire the new RE Coordinator.

Submitted by Christine Hinderer, RE Coordinator

## SHAWL MINISTRY

The goal(s) of *committee name* is/are: The shawl ministry makes handmade, with loving hands, knitted or crocheted shawls for our members who need them for a variety of reasons I.e. recovery, illness even a new baby

Throughout the 2018-2019 church year, our committee met on a *monthly basis / as needed, approximately xxx times, etc.*

*We meet monthly on the first Saturday of each month*

Significant accomplishments of *committee name* this past year include:

- *The shawl ministry started in 2006 and since then we have given away over 100 shawls*
- 

*We offer a social opportunity for gathering, guidance and learning in a small group setting  
As a result of these efforts, UCCWC was able to.... (explain the impact of the above efforts to the larger church organization)*

The pastoral care committee determines the folks needing these shawls as part of their services to our whole congregation in times of need

Committee Members: *List names*

*Kathryn Warrior and Vicki Staley are co-chairs of this approximately twelve to fifteen member group*

## SOUND TEAM

The goal(s) of *committee name* is/are: To enhance the auditory experience of the worship service and other special occasions in the sanctuary

We do not meet regularly as a group.

Significant accomplishments of *committee name* this past year include:

We acquired two wireless lapel microphones freeing presenters from having to hold a hand microphone.

*As a result of these efforts, UCCWC was able to enhance the Sunday morning worshipping experience.*

Committee Members:

Michael Luevane

Gary Conaway

Mark Bischoff

Warren Wylie

## VISION TEAM

The charge to the Vision Team was to discover the congregation's vision for our church, then to report

the vision to the Board and congregation. The team also was tasked to develop recommendations to

meet the congregation's vision.

The Vision Team met almost weekly starting in November 2018. They quickly developed a process for collecting information from the congregation. Starting in January 2019, the Vision Team conducted 11 focus groups, which included 109 participants. The participants were asked the following questions:

- 1) What do you like about Sunday mornings?
- 2) What activities at church are important to you?
- 3) What connects you to the church?
- 4) What do you want to see more of? What would excite you?
- 5) Imagine there are no limitations; what is your dream for the church?

The Vision Team sought the congregation's aspirations and the congregation's responses were positive and proactive. As the lay Vision Team collated and grouped the many responses, several major areas of interest were discovered. The things we do right were identified. Areas in need of change were revealed. The final report includes the tabulated responses of the congregation, our past and present successes and recommendations on how to reach the future goals of the community. To implement the congregation's vision for our church, the Vision Team recommended that a Planning and Implementation Team be formed.

The Vision Team submitted the report to the Board of Trustees April 17. The Board approved the report and the Vision team distributed the report to the congregation after Service on Sunday, May 5. The Vision Report was then posted on our UUCCWC website and sent out via email to the full email distribution list on May 7.

The work of the Vision Team will be complete by the end of the church year (June 30).

Committee Members: Mark Bischoff, Bill Ellis, Paul Hart, Jane Hogue, Sharon Johnson

## WORSHIP TEAM

The goals of the Worship Team are: To envision, plan and carry out Worship services each week (as well as Christmas Eve and other services as needed.). Through both spoken word and music these services aim to deepen our UU faith, to be intellectually and spiritually meaningful, to strengthen our sense of shared fellowship here in our faith community, and to empower us all to live out our UU values in these times.

Throughout the 2018-19 church year, the Worship Team met monthly and has been in weekly contact to accomplish our Shared Worship Leadership Ministry.

Significant accomplishments of the Worship Team this past year included:

- *Planned and carried out Sunday morning Worship every week (except for inclement weather closure) plus our annual Christmas Eve Service.*

- *Planned and officiated at Memorial Services.*
- *Through a diversity of Sunday programs throughout the year, we acquainted members, friends and visitors with our UU Principles and Sources of Wisdom, nurturing spiritual understanding and commitment to our values in everyday life.*
- *Coordinated services with our Music Director and our wonderful UCCWC Choir and musicians*
- *Coordinated with the Sound Team for services*
- *Identified, contacted, supported Guest Speakers for occasional Sunday Worship*
- *Supported Team Members in cultivating additional or new Worship officiating skill*

*We hope that, as a result of our Shared Worship Ministry, our faith community's fellowship has grown deeper, that spiritual and intellectual connection to our UU religion has been strengthened and we joyfully look forward to continuing to thoughtfully nurture our Worship in the year to come.*

Committee Members:

*Minister, Reverend Christine Riley*

*Music Director, Raymond Elliott*

*Worship Associates: Alana Graham, Diane Larson, Darlene Tschudy, Kristen van Kranenburgh, Darolyn Wylie (team lead)*

*Worship Assistants: Kathleen LaFlamme, Bill Ellis, Pam Midyett, Lois Pereira*

*(Technically, the Sound Team is a part of the Worship Team. See their separate report.)*

## AFFILIATED ORGANIZATIONS

### WC-CUUPS

Washington County Covenant of UU Pagans (WCCUUPS) has had a busy year. They met the 4<sup>th</sup> Sunday in the month and covered these topics/holidays in their teachings and ceremonies: Astrology, Chanting, Songs, Samhain, Imbolc, Initiations and Dedications, Persephone Sets Us Straight, Beltane, Magick 101, the Healing Magick of Plants.

For Winter Solstice they had an outdoor fire and a short, wet, ritual!

They volunteered their psychic talents at the all church Halloween party.

WCCUUPS created two Sunday Worship Services. They were entitled "Council of All Beings – Honoring our Natural World" and "The Magick and Mystery of The Sacred Fool".

Leadership is shared among Sara McFarland, Pamela Midyett, Mariah Springstead, Kathleen LaFlamme, Alana Graham, Matt and Emme DePlois, Ann Arouh.

They plan to have a Retreat in late July, early August to plan for the year ahead.

### UU Humanists

The goal(s) of committee name is/are:

As Humanists, we strive to lead ethical lives of personal fulfillment that contribute to our greater community/world. We do this because we believe it is up to **all** of us to make the world a better place for all. We hold that knowledge of the world is derived by observation, experimentation, and rational analysis.

We meet monthly to explore related topics, deepen our fellowship and discuss important topics in an open and respectful way.

Throughout the 2018-2019 church year, our group met on the first Wednesday of every month in the church's social hall at 7 PM.

We have yet to do a service project. However, we are planning a retreat for early fall.

We are here to serve church members who have an interest in exploring vary aspects of humanism and rational thinking.

We are an open group with no commitments. All are welcome at any time.

Group Members: *List names*

Active member list:

Bill Ellis	Katye Atwood
Dale Feik	Kendra Staley
Duane Hall	Lisa Lake
Gary Conaway	Lorie Clark
Gayle Goodman	Mark Bischoff
Gina Quinn	Michael Luevane
Gloria Deodato	Tom Fryback
John Sharp	Vicki Staley
Joy Carter	

Warren Wylie contact person      503-848-9545      [wbylie@aol.com](mailto:wbylie@aol.com)