

Unitarian Society of Santa Barbara

*world meaningful education
compassion share invite
religious programming community
care Unitarian
welcoming
living understanding
tradition ages
life worship celebrate
action Universalist offer
stimulate spiritual*

Annual Report
2009-2010



Our Vision

We are an open and welcoming diverse religious community.

We stimulate personal and spiritual growth, living lives of care and compassion.

We work for a better world by speaking and living our values.

We celebrate all life and the beauty of the world we share.

Our Mission

1. to inspire through meaningful worship, music and other programming.
2. to offer religious education for all ages.
3. to care for one another.
4. to promote peace, justice & understanding.
5. to invite others to share our tradition of social action and freedom of worship.
6. to engage in the larger Unitarian Universalist movement.

Table of Contents

Notified Agenda for Annual Meeting	4	The Alliance.....	37
Membership Statistics	5	DanceAway Committee.....	38
2010-2011 Proposed Budget.....	6	Esperanto Circle	38
Notes on Proposed Budget 2010-2011...	7	Green Team	39
Congregation Covenant with California		Kaleidoscope.....	39
Interfaith Power and Light	8	Library Committee	40
UU Legislative Ministry Covenant	9	Adult Religious Education	40
Strategic Long Range Plan Committee	10	Children’s Religious Education.....	41
Executive Report	13	Connection Circles Task Force	43
Board of Trustees Report	20	Open Men’s Circle.....	44
Treasurer Report.....	22	Neighborhood Network	44
Board Committee Reports.....	23	Seasoned Seekers.....	45
Annual Campaign Vision 2012	23	Theater Company	46
Association and District Representative	24	UU Service Committee.....	46
Audit Committee	25	Wednesday Reading Group.....	47
Committee on Shared Ministry	26	Worship Arts.....	48
Endowment Fund	26	Chancel Choir	48
Finance Committee	27	Flower Committee	49
Information Technology Committee....	28	Hearing Assistance Committee	49
Long Range Planning Committee	29	Concert Committee.....	50
Membership Committee.....	30	Worship Committee.....	50
Nominating Committee	32	Young Adult Game Night.....	51
Pastoral Care Committee.....	32	Facility Partners.....	52
Personnel Committee	33	Orca School	52
Planned Giving Advisors	33	Starr King Parent Child Workshop.....	52
Services Auction.....	36	USSB Calendar.....	54
Program Council Reports	37	Index	55
Program Council.....	37		

Board of Trustees
Officers – 2009/2010 Fiscal Year

President – Gary Welterlen
Vice-President – Gun Dukes
Corporate Secretary– Susan Neufeldt
Treasurer – Chris Appleton

Members

<u>Term Expires</u> (6-30-10)		<u>Term Expires</u> (6-30-11)		<u>Term Expires</u> (6-30-12)	
Beverly Appleton	682-0402	Percy Sales	637-7984	Bart Woolery	682-5814
Sayre Macneil	637-3547	Sandy Grasso-Boyd	966-9256	Mary Ellen Hoffman	898-0737
Gun Dukes	566-6648	Richard Nagy	687-5155	Susan Neufeldt	962-9344
Gary Welterlen	682-5275	Bart Millar	687-3237	John Gilbert	448-6438

Nominating Committee

<u>Term Expires</u> (6-30-10)	<u>Term Expires</u> (6-30-11)	<u>Term Expires</u> (6-10-12)
Ivor John	Ellen Rockne	Kathleen Boehm
Max Neufeldt	Kir Zecher	Patricia Reilly

Staff - 2009-2010

		Phone Ext	Email Addresses
Minister	Aaron McEmrys	222	minister@ussb.org
Director of Lifespan Religious Education	LeeAnn Williams	229	lifespan@ussb.org
Religious Education Assistant	Charla Bregante	227	re@ussb.org
Director of Administration	Nancy Edmundson	225	director@ussb.org
Administrative Assistant	Carol Doose	224	assistant@ussb.org
Membership Coordinator	Jen Stroh (until May 27, 2010)	221	membership@ussb.org
Facilities Use Coordinator	Jill Stein	223	facilities@ussb.org
Building Manager	Rob Brown	230	building@ussb.org
Chancel Choir Director	Ken Ryals	240	music@ussb.org
Pianist/Organist	Natasha Kislenko		nkislenko@yahoo.com

Please contact us by phone to be sure of availability before coming by.

Front Office Hours 9AM – 4 PM, Monday-Friday; Sunday 10AM-12 noon
Summer Office Hours 9 AM – 12 Noon, Monday-Friday; Sunday 10AM-12 noon

BOARD COMMITTEE CHAIRS

Annual Campaign		Finance Committee	
Kathleen Boehm	687-6218	John Gilbert	448-6438
Ken Saxon	565-0412	Information Technology	
Glenn Bacheller	845-3148	Doug Thomas	963-2673
Association-District Representative		Long Range Planning	
Contact Director of Administration		Betty Noling	969-0785
	965-4583 x225	Membership Committee	
Benefit Auction (Services Auction)		Ken Ralph	966-2485
Donnis Galvan	453-6374	Nominating Committee	
Buildings and Grounds		Ivor John	563-0389
Contact Director of Administration		Personnel Committee	
	965-4583 x225	Kathleen Boehm	687-6218
Capital Campaign		Planned Giving Advisors	
Roger Horton	962-5456	Mike Noling	969-0785
Beverly Appleton	682-0402	Room Use	
Committee on Shared Ministry (COSM)		Contact Director of Administration	
Jody Thomas	963-6273		965-4583 x225
Endowment Board			
Mike Noling	969-0785		

PROGRAM COUNCIL MEMBERS

Susan Neufeldt, Board 962-9344

Catherine Birtalan	Staff: Rev. Aaron McEmrys
Glenn Bacheller	Nancy Edmundson, Director of Administration
Chuck Wolfe	LeeAnn Williams, Director of Lifespan Religious Education

PROGRAM COMMITTEE CONTACTS

Connection Circles (Small Group Ministry)		Seasoned Seekers	
Carol Schwyzer	687-0890	Ginny Crane	682-3476
Dance Away		Social Justice	
Dorothy Holland	967-5241	Contact Minister	965-4583 x222
Kaleidoscope Newsletter		UU Service Committee	
Kaleidoscope@ussb.org		Barbara Sachs	563-0989
Esperanto Circle		The Alliance	
Dorothy Holland	967-5241	Betty Beckwith	967-5415
Library		Worship Arts	
Lana Haskett	692-1115	<i>Flower Committee</i>	
Lifespan Religious Education		Pat Kruger	966-1906
LeeAnn Williams	965-4583 x229	<i>Hearing Assistance</i>	
Adult Religious Education		Dorothy Holland	967-5241
Eliza McEmrys	452-3193	<i>Concert Committee</i>	
Children's Religious Education		John Warnock	965-4235
Charla Bregante	965-4583 x227	<i>Adult Chancel Choir</i>	
Coming of Age		Ken Ryals	965-4583 x240
Kir Zecher	569-0960	<i>Worship Committee</i>	
Young Religious Unitarian Universalists (YRUU Teen Group)		Peter Hale	895-8961
LeeAnn Williams	965-4583 x229	<i>Music Committee</i>	
Neighborhood Groups		Kathleen Boehm	687-6218
Joanie Jones	683-1937	Young Adult Group	
Pastoral Care		Eliza McEmrys	452-3193
Bob Roan	275-2301		

UNITARIAN SOCIETY OF SANTA BARBARA

Notified Agenda for Annual Meeting

June 13, 2010

12:45 PM. Parish Hall

1. Opening and Call to Order –
Gary Welterlen, Board of Trustees President
2. Affirmation of Covenants and Core Values – inside back cover, pages 7 & 8
Gun Dukes, Board of Trustees Vice President
3. In Memoriam – page 4
Reverend Aaron McEmrys
4. Year in Review: A Retrospective –
Nancy Edmundson, Director of Administration, Aaron McEmrys, Gary Welterlen
5. Additions or Deletions from Agenda if one-third quorum present
6. Election of Board of Trustees and Nominating Committee Members
7. Annual Fiscal Plan Presentation and Vote To Adopt Annual Fiscal Plan – pages 6 & 7
8. Vote to accept Updated Long Range Plan - page 10
9. Vote to Receive Annual Reports
10. Installation of Board and Nominating Committee
11. New Business
12. Closing –
Gary Welterlen
13. Adjournment

Official Membership at meeting notice: 472

Quorum to conduct business: 10% of 472= 48 members

Quorum to make additions or deletions from Agenda: 20% of 472= 95 members

Membership Statistics

Total Membership:	June 10, 2009	451	June 3, 2010	469
<u>New Members</u>				<u>62</u>
Judith Fontana	Cheryl Kelmar	Ulrike Kerber	Lesley Grogan	
Renee Clement	Tracey Artiss	Jack Ucciferri	Nica Guinn	
Joshua Murray	Bonnie Lassen	Carol Schmitz	Michael Guinn	
Lellani Ruiz	Carol Sharpe	Eileen Schuler	Laura Bushnell	
Marcia Sherman	Charles Sharpe	Maria Murphy	Ellie Tuazon	
Katie Mickey	Martin Pattison	Chris Still	Brian Billings	
Susan Plummer	Paul Freeman	Nan Cisney	Renee Barajas	
Emiliano Campobello	Tracy Freeman	Dr. Andre Levi	Geoff Conner Newlan	
Lorraine Cass	Stefan Mason	Nancy Andon	Jonathan Bommerez	
Mary Ann Jordan	Pat Mitchell	Nancy Andon	Kanga LaVarado	
Leslie Benson	Erik Brinckmann	Jerar Andon	Cheryl Schmidt	
John Housh	Ken Johnsen	Laura Six-Stallings	Maria Masó	
Jay Lamoureux	Diana Cecala	Stephanie Trager	Audrey Williams	
Dennis Lammers	Michael Just	Larry Trager	Dinorah Isis Molina	
Sofie Nagel	Dan Snyder	Susan DuPont	Kate Mead	
Minerva Nagel		Katie Brooks		
		Arianna Jansma		
<u>Reinstated Members</u>				<u>1</u>
			Anthony Vollering	
<u>Resignations</u>				<u>14</u>
Joan Livingston	Ernest Mosbaek	Theda Drake	Patricia Martin	
Janice Zee	Victoria Foreman Snow	Larry Drake	Rolf Brinckmann	
Tony Zee	Eric Snow	Allen Doyle		
Oscar Bucher	Renee Clement	Kevin Pierik		
<u>Removed</u>				<u>21</u>
Kate Buenau	Gwen Morse	Lyon Zeibak	Nancy Alexander	
Russell Cambron	Dave Morse	Bridgette Zeibak	Sofie Nagel	
Lauren Campbell	John November	Faith Buchanan	Minerva Nagel	
Bunnie Chapman	Deborah Peterson	Joshua Murray		
Michael Conner	Hannah Stewart	Margaret Riesen		
Karen Duncum	Anthony Vollering	Lucie Curtiss		
<u>Deaths - Members</u>				<u>10</u>
Noreen Theede	George Potter	Louise Barrow	Flora Furby	
Mack Stanton	Harriet Miller	Harlene Bailey	Ruth Petri	
Dan Shiells	Charles Brown	Robert Rhodes		
<u>Deaths - Friends</u>				
June Schuerch	Alicia Aldrich			
<u>Births</u>				
Quinn Kylie Hartman	Sienna Elizabeth Watson	Sequoia Kailani Still		
<u>Weddings</u>				
Chuck Champlin and Lesley Powles				

2010-2011 Proposed Budget

Town Meeting, Sunday, June 6, 12:45pm, Parish Hall
To Discuss Proposed Budget and Updates to Long Range Plan

Annual Meeting, Sunday, June 13, 12:45 pm Parish Hall

2010-2011 Proposed Budget USSB

	2009-2010 Adopted	2009-2010 Projected	2010-2011 Proposed
Revenue			
Fundraising Activity	\$ 474,250	\$ 477,500	\$ 505,775
Pledges; Plate; Contributions; Fundraising			
Business Activity	\$ 111,950	\$ 113,450	\$ 126,700
Leases; Weddings; RoomUse			
Investment Activity	\$ 78,564	\$ 77,581	\$ 78,721
Endowment; Cummins Fund; Interest			
Total Revenue	\$ 664,764	\$ 668,531	\$ 711,196
Expense			
Staff	\$ 453,240	\$ 428,086	\$ 491,289
Facility	\$ 107,271	\$ 114,016	\$ 110,567
Adminstrative	\$ 47,789	\$ 47,448	\$ 48,722
Supplements to Programs	\$ 20,950	\$ 16,450	\$ 14,800
District and Association Support	\$ 17,199	\$ 17,199	\$ 22,503
Interest Expense	\$ 18,315	\$ 18,315	\$ 18,315
Additional Minister Search	\$ -	\$ -	\$ 5,000
Total Expense	\$ 664,764	\$ 641,514	\$ 711,196
Net Operating Income	\$ -	\$ 27,017	\$ -

Notes on Proposed Budget 2010-2011

OPERATING REVENUE

- **Fundraising Activity: Pledge and Contributions Revenue** based upon current year projections and known commitments to current annual campaign. Contributions are plate collections to operating fund. **Fundraising Revenue** is based upon current year projections and next year's plans. Service auction will be held in fall. Smaller fundraisers include Brunch Breaks and Women's Fashion Fling.
- **Business Activity: Facilities Revenue** based upon known contracts and current year projections. This item includes rental for house at 124 E. Arrellaga and schools, weddings and other room use.
- **Investment Activity: Investment Revenue** is from Endowment, and minor portion from savings interest. **Cummins Revenue** is annual gift from the estate of Roy and Laurie Cummins designated by the board and congregation for facility maintenance and program support. A portion of this gift also funds our 2008 Building Project Capital Campaign.

Operating Expenses

- **Staff Expense** includes addition of part-time Youth Coordinator, and part-time program support; adjustments in pension benefit for 2 employees eligible after 1 year of employment; cost of living adjustment for staff; projected increase in health insurance costs & sabbatical accrual.
- **Facilities Expense** includes insurance for property and liability; regular maintenance, major maintenance, contract services for gardening, custodial and security services, utilities, supplies, and organ maintenance, and similar to previous years, earthquake self-insurance accrual (\$9,000/year).
- **Administration Expense** includes computers, telephone, bookkeeping, office equipment leases, supplies, postage and newsletter.
- **Supplements to Programs** includes program supplies costs and board expenses, as well as funding for leadership development and membership outreach. Some additional program supplements are funded from existing donor restricted funds.
- **District and Association Support** is projected to be one-half full Fair Share to UUA and full share to PSWD, based on official membership reported on February 1, 2010.
- **Interest Expense** is interest on 2008 Building Project Loans.
- **Additional Minister Search:** is support for selection expenses during 2010-2011 for anticipated hire of additional minister in August 2011.

Congregation Covenant with California Interfaith Power and Light

At our Annual Meeting we will re-affirm our Covenant with California Interfaith Power and Light, that our congregation first adopted in 2007.

In doing so we re-affirm our commitment to the following goals:

Engage in an ongoing process of education with our congregants concerning environmental stewardship, energy production and usage in relation to global warming.

Conduct an energy audit of our buildings to identify sources of energy waste and the potential financial savings of energy related improvements.

Make energy efficiency improvements to our congregation's buildings.

Utilize renewable energy by purchasing green power, installing solar panels, or contributing to a wind turbine fund.

Analyze, reduce, and offset our greenhouse gas emissions with the goal of becoming a non-polluting congregation.

Support public policies that contribute to our goals.

About California Interfaith Power and Light

CIPL is a faith based organization and stipulates that every major spiritual tradition calls on us to be faithful stewards of Creation. We have a responsibility to protect the earth for our children and future generations. Global warming is a crisis that has severe environmental, social, moral, economic and spiritual consequences. Current patterns of climatic warming point to increases in heat-related illnesses and deaths, increased heat stress for crops, and greater energy needs for cooling. CIPL helps educate congregations on the theological basis for eco-stewardship and assists them in implementing programs to reduce their greenhouse gas emissions and become more energy efficient - therefore helping to mitigate the harmful effects of global warming. Working together, individuals and communities of faith can model to the rest of the world how to be the stewards of our precious Creation.

The goal of CIPL is to activate California's 50,000 congregations by providing them with links and referrals to local sources of energy audits, building improvements, and solar panel installation. We provide information to locate green energy sources and compact fluorescent light bulbs for use in congregation's buildings and member's homes. We help congregational leaders educate their membership about environmental stewardship, conservation and the effects of global warming. We present logical choices that can be made in people's everyday lives to help reduce energy consumption and greenhouse gas emissions.

UU Legislative Ministry Covenant

Covenant of Collaboration

The Unitarian Society of Santa Barbara wishes to collaborate with the UU Legislative Ministry, CA.

We will join with the network of California UUs who are living out our faith by educating, organizing, and advocating for public policies that:

- uphold the worth and dignity of every person
- further justice, equity, and compassion in human relations
- ensure use of the democratic process
- protect religious freedom, and
- promote respect for the interdependent web of all existence

Our congregation will:

- Provide annual input to UULM board as to the justice priorities that are important to our congregation and its members
- Make one or more UULM justice issues a part of our congregation's social justice ministry agenda
- Designate a UULM Team Leader(s) and support their work to:
 - foster UULM support, visibility, and involvement in our congregation
 - designate leader(s) to coordinate education and action on those UULM justice issues with which our congregation wishes to engage
 - encourage communication between UULM and our congregation
- Send an annual contribution to the UULM and/or the UULM Action Network

UULM will:

- Engage UUs in justice work that is congruent with our principles, and that has broad based UU support.
- Create vehicles through which we may coordinate congregational justice/advocacy ministry across the state
- Establish working relationships between UUs and other allies (interfaith and secular)
- Foster the spiritual foundation of justice ministry
- Share and develop educational and worship materials
- Host leadership training opportunities & lobby days
- Foster the engagement of young adult UUs
- Coordinate enhanced media visibility for UU values
- Implement the tools of e-advocacy, and
- Build a loving network of support

We affirm that UULM and our congregation will renew this covenant annually, creating opportunity for feedback and planning; either UULM or the congregation may choose to end our collaboration at any time.

Strategic Long Range Plan Committee Executive Summary 7/1/2009 – 6/30/2010

The five year USSB Board Adopted Strategic Long Range Plan (LRP) of 2009 – 2013 was reviewed, revised and extended by the LRP Committee during this fiscal year. The updated plan runs from 7/1/2010 to 6/30/2014, and was approved by the Board of Trustees, and is now presented to the Congregation for approval at the annual meeting on June 13, 2010.

The five year strategic priorities remain the same:

To become an increasingly age diverse congregation.

To experience growth with an increasing outward focus.

Growth means more than numbers of members. Our LRP also defines growth as maturity and wisdom, as strength that generates energy, and in action of faith-driven activities and programs in the community.

The LRP Committee also completed the phasing of these goals and objectives into estimated years, with the addition of year 2014-2015. The implementation of the goals and objectives is prioritized over the five year period based on availability of discretionary resources (staff, volunteers, finances and facilities). Each phase has an overriding theme that helps to prioritize timing of the objectives over the five years.

The eight goals and objectives have been suggested to the Long Range Plan committee by a collaboration of the Board of Trustees, the Executive Committee, the Minister and the Administrator as well as staff or committees accountable in each area. The objectives come from decisions developed by the Board, staff and committees throughout the year.

Each objective is supported by actions to accomplish the objective and goals. In many cases, we added benchmarks and the person (s) or parties accountable for the objective for each goal for the five year span. Benchmarks show us how the action or activity will be measured as to effectiveness of outcomes.

Of the eight goal areas, five remained the same, while three were revised and changes were made in some objectives under each goal. This year, we reviewed five Goals and they remained the same. Objectives changed or added are included as follows:

Goal One: Worship Programming - benchmarks added

Goal Two: Music Programming – objectives added

- Develop Adult Choral Director to full time
- Develop and grow adult choral programs
- Develop and implement plan for major sanctuary sound system
- Develop and implement plan for chancel upgrade for accessibility

Goal Four: Lifespan Religious Education – benchmarks added

Goal Five: Social Justice – benchmarks added

Goal Six: Pastoral Care – benchmarks added

Three Goals were revised and added as follows:

Goal Three: Small Group Ministry was broadened and became **Membership Ministry**.

The objectives of Small Group Ministry were incorporated into the broader goal of Membership. Additional objectives were added to this goal:

- Develop and implement staff support to membership
- Develop and sustain the membership committee
- Attract new members
- Retain new members
- Develop and sustain Connection Circle process
- Develop and sustain Affinity groups

Goal Seven: **Stewardship**

Objectives were added:

- Provide facilities that are functional, attractive and well maintained
- Provide adequate support & resources for Program Council
- Create and maintain an effective staff

Goal Eight: Internship Program was broadened into **Ministerial Programs**

Objectives were added:

- Complete the process for selecting and hiring an additional minister
- Achieve and sustain excellence as a teaching congregation
- Inform USSB members of ministerial opportunities in the UUA

The five year Strategic Long Range Plan is a guide for the Congregation, the Board of Trustees and staff as well as lay leadership in all areas. It is a living document that can and will change as we move forward during the five year timeline. Each year the LRP will be revised, extended and approved by the Board of Trustees and the Congregation at the annual meeting in June.

PHASING OF GOALS FOR STRATEGIC PLAN 2010-2014

In phasing the USSB goals for the 2010-2014 time period we have been mindful of the following questions the answers to which will become clear in the next year: **How will USSB prioritize our allocation of discretionary resources? (staff, volunteer, financial and facilities) Where will the resources come from? What must be done in the first years to support future year activities?**

2009-2010 The Phasing Intention was:

The theme is Organizational Development, Capacity Building and Program Development

Activities will include: Governance Transition; Membership Coordination; Focus on attraction of new members with targeted outreach and retention of new members; Lay Pastoral Care Programs; Small Group Ministry Program; Leadership Development; Lifespan Religious Education Programming; with focus on children, families & youth; Congregational Based Young Adult Ministry;

Comments: Significant progress made in all areas with the exception of Lay Pastoral Care Programs and Leadership Development, therefore, these programs are advanced into future years.

Years One 2010-2011 & Two 2011-2012

The theme is Integration and Stabilization with Continued Program Development & Capacity Building

Activities and programs mentioned in Year One will continue. Attention to ground work for Lay Pastoral Care and Leadership Development Programs for launch of programs in 2011-2012. There will be significant emphasis on stabilizing the existing programs launched in the past 2 years.

Years Two 2011-2012 & Three 2012-2013

The theme is Moving Into Outward Focus

With transition to additional minister we will significantly increase our outward focus beginning in Year Two 2011-2012. We will also continue development of music programs and activity related to Public Presence, Interfaith Collaboration, Interagency Collaboration, and Partner Church program. In 2012-2013 Activities related to Public Presence, Interfaith Collaboration, Interagency Collaboration will stabilize, and new initiatives in Social Justice, Community Engagement, and Pastoral Care will be launched.

Years Three 2012-2013 & Four 2013-2014 & Five 2014-2015

The theme is Assess and Integrate USSB Development and Community Partnership

Activities will emphasize opportunities for the USSB congregation to live its commitments and values both within the Society family as well as in the larger community. Programs will be developed to widen the circles of common purpose for USSB members and the larger Santa Barbara community. Programs developed for Pastoral Care, Leadership Development, Justice Activities and small group ministries and congregational life in previous years will stabilize.

Years Four 2013-2014 & Five 2014-2015

The theme is becoming “The Church Without Walls”.

Examples of future programs in this area will include USSB Press, Partner Church, service trips, pod casts, multi-site congregation, and teaching congregation with intern ministers.

The USSB STRATEGIC GOALS AND OBJECTIVES and PHASING can be viewed at www.ussb.org website, and paper copies are available in the office upon request.

Respectfully submitted:

2009 – 2010 USSB Long Range Planning Committee

Betty Noling, Chair, Bill Boyd, Mary Ellen Hoffman, Dick Jensen, Melinda Staveley, Doug Thomas

Staff: Rev. Aaron McEmrys, Nancy Edmundson

Executive Report

Long Range Planning: we have completed our first full year of running our organization priorities and staff work plans off of our LRP. Our work continues to be well informed by the best practices of the thriving UU congregations within the UUA, through Aaron's participation in the innovative UUA 2-year program called "Dreaming Big". Our Long Range Planning Committee has worked actively all year long, to ensure that this is a living and working document. Staff and committees develop action plans that work toward specific measurable benchmarks. *The congregation priorities articulated in the current long range plan are to become an increasingly age diverse congregation, and to experience growth with an increasing outward focus.*

Worship: The vitality and quality of our worship services ends another year on a high note: as measured by the most important predictor of successful worship – attendance.

- **Attendance:** Last year our average Sunday worship attendance increased by 16%. This year, our average attendance increased another 16% (to 270 average) with a two year cumulative increase of 32%. We continue to record a significant increase in attendance by visitors, newcomers and returning former members and friends who had drifted away from the congregation. For the second year in a row, we set attendance records for both Christmas Eve and Easter. We added a third service to our Christmas Eve offerings this year, and will add a third Easter Service to our 2010-2011 calendar. Christmas attendance this year was 770 an 82% increase compared to 2 years ago. Easter attendance this year was 551 an 81% increase compared to 2 years ago.
- **Attendance as Percentage of Membership:** This year we achieved an important attendance-related milestone. According to best-practice literature, the most important leading indicator of a congregation's relative vitality and health is Sunday morning attendance relative to total membership. The target threshold for California congregations (across denominational lines) is 56.6%. This year our number is 58% - the highest percentage this congregation has seen in all previous years! Annual reporting for June 2008 membership was 435, with average attendance of 208 and 47% attendance relative to membership. This year, reporting for June 2010 membership is 468, with average attendance of 270 and 58% attendance relative to membership.
- **Two Services:** creating two viable, well-attended worship services, continues to be an essential ingredient in our growth. To continue this growth and to meet the needs of our increasingly diverse congregation (elders to infants) we know we need to adjust our worship times slightly in the coming year.
- **Worship Themes:** This year we began experimenting with monthly themes (blessing, freedom, justice etc.), allowing us to explore key questions and concepts more deeply and from more perspectives than ever before. In an effort to create more opportunities for multi-generational integration, the monthly Children's Chapel service focuses on the theme of the month, as do our Connection Circles. The feedback we have received from the congregation has been overwhelmingly positive, especially from people who are participating in Connection Circles. Based on this feedback we will continue to organize our liturgical calendar around a new set of themes each year.

Music Ministry:

- **Musical Diversification:** Our music offerings have continued to be more diverse, a critical component in our ability to maintain a diverse congregation. While classical music remains at the core of our worship style, we have successfully integrated pop, folk, jazz, gospel and other musical forms as well and will continue to broaden and deepen our repertoire.
- **Growing the Choral Program:** In the two years while Ken Ryals has been with us, the size of the choir has more than doubled and its musical quality and diversity continues to grow by the week. This significant growth in the program is closely related to the increased capacity we realized by growing the Choral Director position to ½ time with benefits this year.
- **Chancel Choir:** A non-audition choir, this is our largest choir. They typically sing twice a month. We currently have about 45 singers participating.
- **Women's Chorale:** A non-audition women's choir of about 25 voices. They typically sing once a month.
- **Chalice Singers:** Our first "by invitation" choral group, this is a group of 16 singers, all of whom have demonstrated outstanding commitment, talent and technical ability. This group will typically sing once a month.
- **Musical Members:** At least once a month we feature one or more of our talented members as singers, soloists and instrumentalists. Developing talented instrumentalists within our congregation is a rising priority.
- **Musical Partnerships:** We have continued to collaborate with a variety of high quality local musicians who are committed to helping us craft the highest quality worship possible, not just the highest quality performance possible. Examples include Buhdi Harlow (drumming) and Tony Ybarra (guitar). Musicians like these have become much more than guest artists, but friends of the congregation who are extremely supportive of our mission. Because these artists are also committed to music as "ministry", we have been able to collaborate with them at an especially deep level.
- **Musical Collaboration:** This year we also began an ongoing collaboration with the B'nai B'rith Temple Choir. Together, we created a service about courage and resistance in the face of evil. The Temple Choir joined us in our sanctuary, and in November, 2010 we will go to theirs to offer the same service on the anniversary of Kristallnacht. Our intention is to deepen and expand this interfaith collaboration.
- **Concert Series:** We thank John Warnock for his 10 year gift of leadership and coordination of our concert series. With no identified future leadership at this time, our concert program is in transition. Our Program Council will continue to evaluate proposals for future concert programming in accordance our Long Range Plan.

Membership: We have experienced significant growth for a second year in a row, and in order to maintain this in a healthy and sustainable way, we will continue to prioritize our membership programming. We continue to build our capacity to incorporate new members while also caring for our current members. This significant and continued growth of our membership ministry is closely related to establishing our 1/3 time Membership Coordinator staff position, and focused development of our lay members who volunteer in this ministry.

- **Growth:** We have welcomed 62 new members so far this year, and have welcomed 108 new members in the past 2 years. To put this accomplishment in perspective, it is worth noting that it took over 4 years to welcome the previous 114 new members before Rev. McEmrys joined us! This means that we are also growing much faster than our denomination as a whole. Our total membership is now 468 compared to 435 in June 2008.
- **Age Diversity:** Our congregation has also begun to become significantly more age-diverse; 18% of our membership is now under the age of 45, compared to 2007, when 12 % of our membership was under the age of 45. In 2007 we had 44 members under the age of 45; we now have 81 members under the age of 45. This coming year particular attention will be focused on programming for youth and young adults in order to continue and sustain this age diversity.
- **Childcare for Programs:** A new initiative this year, tied to our priority of age diversity, was the addition of offering childcare to specific programs, whether parents of young children were participating or not! The programs included Women’s Chorale, Chancel Choir, Film Nights and Path to Membership Classes. The result has been increased interest and engagement by families with children.
- **Engagement:** This year we have also seen a significant increase in the overall level of participation and engagement of our members in all areas of congregational life: volunteering, worship attendance, generosity and participation in our many programs. In fact, the level of eagerness to engage has required us to launch or expand a number of programs in order to keep up with demand.
- **Membership Committee:** The main objective for the Membership Committee continues to be to establish sustainable mechanisms for adding, assimilating, and retaining members. This has become one of our most vital and effective committees.

Small Group Ministry: We have completed our first full year of Connection Circles, our congregation’s small group ministry program with approximately 100 of our 460+ members participating. We find that there is much enthusiasm for this program as more and more of our members find themselves entering in deep and meaningful relationships with other members they have not previously met. This program will continue next year, with the long term goal of 200 members participating. In addition, our Program Council and Membership Committees keep their collective organizational eyes toward additional affinity and small groups to complement this program.

Lifespan Religious Education: This has been the first year of programming under the leadership of LeeAnn Williams, Director of Lifespan Religious Education.

- **Children’s Religious Education**

- **Registration and attendance:** This year we registered 67 children and youth in our program and average weekly attendance has been 50, reflecting 75% attendance relative to registration. Last year our average weekly attendance was 47, reflecting a 6% growth in attendance.
- **Coordinator of Children’s RE:** Moving Charla Bregante from her former position as RE Assistant to this new position, has paid off admirably by assuring our children are receiving the

best RE possible, while also freeing LeeAnn Williams up to focus on areas that need special support for development, like Adult RE and our Youth programs.

- **Banner Project:** this 2 month project that integrated visual arts into CRE evolved into a multigenerational effort that has brought our CRE program into the heart of our ministry. Banners from the project are proudly displayed in our sanctuary, and the project was a highlight of PSWD Assembly. The curriculum is being made available now for other district congregations to replicate.
- **Kid for a Day:** this program initiated this fall to increase volunteer participation in our CRE program, and to diversify RE volunteers to include members who are not currently parents of young children. Over 15 USSB members participated in this program.
- **Youth Programs**
 - **Coming of Age;** this year long program is well established in our congregation and serves our 8th grade youth, and attracts and retains families with youth. This year 2 new facilitators were trained and mentored by Kir Zecher, whom we recognize for her outstanding and long-term commitment to the development and vitality of this program.
 - **Young Religious Unitarian Universalists (YRUU) High School Youth Group:** this once stagnant program was revitalized this year with the recruitment and training of a team of 4 facilitators and a forward thinking plan centered around service and social justice. The program started with 9 youth and now boasts regular attendance at end of year of 7—this is a significant increase from prior years of retaining no youth from COA into our YRUU program. Our youth are currently planning and fundraising for their Spring Break 2011 mission trip to the Gulf Coast. Our staff development plan for 2010-2011 includes adding a part-time youth coordinator.
- **Adult Religious Education:**
 - **Revitalization of Adult Religious Education Committee:** Under the staff leadership of LeeAnn Williams and the lay leadership of ARE Chair, Eliza McEmrys, our ARE committee has been revitalized. In the previous year, Ken Saxon did a remarkable job of organizing the ARE committee and laying the organizational ground work for this current year's programming.
 - **Launch of Wellspring Wednesday Program:** This new program represents a significant addition of Religious Education programming with a focus on community building. In previous years our ARE program offerings have been inconsistent and had very low registration and attendance numbers. Attendance during our two Wellspring Wednesday semesters was consistent with a high number of our young families and new members participating. Course evaluations show that offering childcare on Wednesday evenings made it possible for families to attend classes. Our Fall semester registration was 64, and our Spring semester registration was 61. These numbers represent a tripling of engagement in ARE.

Pastoral Care: Caring for One Another-Being part of an intentional community means caring and receiving from each other. This year has been no exception and has had some particular challenges. Our Pastoral Care

Committee has worked to strengthen our Pastoral Care Network, and our Long Range Plan includes building a trained lay program in future years.

- **Befriending the Unknown:** This year USSB began an important collaboration with the Alliance of Living and Dying Well, which is a coalition of organizations committed to helping people live better lives and die better deaths (partners include: Santa Barbara Hospice, Cottage Hospital, etc.). Four of our lay leaders are participating in a special year-long program based on Parker Palmer's Circles of Trust methodology called "Befriending the Unknown." At the conclusion of their training, they will return to begin a congregation-exploration of these issues. We are a pilot congregation for this work and will be used as a model to help other congregations around the country.

Social Justice: Caring for Others Few things are as important in our Unitarian Universalist tradition as living out our values in the world. We have had much to do in this year of social and economic stress. In addition to the highlights mentioned below, we continued our involvement with and financial support for Martin Luther King Jr. celebrations and WillBridge Interfaith Homeless Footwashing event, continued collaborations with UU Legislative Ministry of California, hosted multiple forums, coordinated our monthly film night with SJ themes, and continued our annual Domestic Violence Solutions gift tree and holiday SB FoodBank food collections.

- **Marriage Equality:** Our congregation has been a leader in the community as we struggled first to defeat Proposition 8, then to overturn it, and now to remove it. In addition to lighting our Candle of Commitment every Sunday we have also marched, phone banked and rallied, both on our own and in coalition with other faith and community groups. Other UU congregations have now begun to follow our example of lighting a Candle of Commitment. Rev. McEmrys has also spoken at rallies, in the press and on community panels, voicing our strong, principled and explicitly *religious* support for marriage equality.
- **Giving it Away:** This year we have donated over \$27,600 to organizations in our community and farther afield (an increase of over 25% from last year). These organizations are working to further the cause of justice, to alleviate human suffering and to end oppression – and we are honored to support them. We strengthened our partnership with Kiva Microlending. USSB is the largest UU congregation Kiva donor/partner. Kiva is a non-profit organization that helps us make small loans to people in the United States and the developing world. In two years we have made loans totaling over \$8000 to 54 people and groups in Africa, South America, Eastern Europe, United States and Southeast Asia. These are loans that continue to be repaid, allowing USSB to extend additional loans from our original contributions.
- **UUSC:** The number of congregants who are members of the Unitarian Universalist Service Committee continues to grow thanks to the effort of Barbara Sachs, increasing our ability to help UUSC in its struggle for human rights and sustainable development around the world.
- **Ministerial Outreach:** Rev. McEmrys continues to be a leader in our denomination when it comes to economic justice issues. His papers on Living Wage and Workers Rights have become important planks in the UUA's policy platform regarding these issues. He also serves on the Board of Directors of Interfaith Worker Justice, and is extensively quoted in that organization's materials. In the past year Aaron has lobbied the United States Congress in Washington, D.C. for health care reform and worker's

rights. He also co-led a class on disability rights at Antioch College. Aaron currently serves on the public outreach task force for Bringing Our Community Home: 10 Year Plan to End Chronic Homelessness. He has served on numerous public panels, and is increasingly becoming a “go to interview” for our local press on justice issues.

- **Freedom Warming Centers:** In January our congregation was able to help address a humanitarian crisis within our local community with an immediate opening of a warming center for the chronic homeless. We then continued to advocate and bring public attention to this issue with letter writing campaigns, and with over 20 members of our congregation attending county supervisors meetings. We continue this important work by recruiting volunteers for the coming year, and by building an interagency relationship with Bringing Our Community Home. Fundraising efforts included making this our Pacific Southwest District Assembly local service project which raised \$3,191 to fund significant upgrade of the organization’s website and database to coordinate resources for the chronic homeless. Our Children’s Religious Education Projects in May are also supporting these efforts.

Stewardship: Through our Long Range Planning process, we define “Stewardship” as developing and sustaining the facility and financial and staff resources to meet the needs of our growing programs.

- **Facilities:** We are truly fortunate to be stewards of a beautiful and historic physical campus. This past year we really experienced what it was like to utilize our newly refurbished campus, from hosting over 350 attendees at PSWD Assembly, to re-vitalizing our room use revenue to working out some of the “loose ends” left after the building project was completed! This year energy has been devoted to several major projects, as well as the usual day-to-day operations of a complicated facility!
 - **Solar Project:** This fall we celebrated the completion of the Solar Project and are now generating one-half of our energy needs for our Sanctuary and Parish Hall from these panels! This celebration generated local publicity as well. This was accomplished with the devoted and persistent energy of Chris Shorb, Don Bushnell, Ivor John and Dick Jensen, along with a generous and innovative \$30,000 grant from the Bower Foundation.
 - **PSWD Global Stewardship Award:** This spring we were awarded the Pacific Southwest District UUA award for our efforts that include our solar project and funding support of the Fund for Santa Barbara Green Fund.
 - **Major Projects:** We have been busy all year! In the summer we constructed a Parish Garden Bike area to honor Ken Ralph’s retirement and completed the Zimmer memorial bench & garden. Over the winter we completed kitchenette classroom A. And with the Warming Center came the unexpected catalyst to address issues with the sewer line to our Blake Building (that is code for a serious sewer failure!) This Spring we replaced all bulbs in our Sanctuary lighting (requiring week long scaffolding) and we brought all door handles and locks up to grade while rekeying the entire facility.
 - **Building Manager & Facility Use Coordinator:** Instead of filling the part-time Facility Manager position, separate areas of focus have been addressed by creating these two separate

positions to allow for particular skill sets and experience to address particular needs at this point in time. We welcome Rob Brown, Building Manager and Jill Stein, Facility Use Coordinator.

- **Financial Resources:** We are a fortunate congregation to have a depth and breadth of lay leaders, committees and staff to carry out the financial management that supports our vision and long range plan. These have been challenging economic times, and our growth in resources during this time speaks volumes to the importance of planning and oversight. In the reports that follow you will appreciate the comprehensive management by our Fundraisers, Finance, Audit, Endowment, Planned Giving and Planning Committees.
 - **Annual Campaign-**This year Ken Saxon, Kathleen Boehm and Glenn Bacheller evaluated our annual pledge drive and planned and executed a new multi-year initiative--full of vision, education and commitment. Presentations on Vision 2012 resulted in over 230 members attending informational presentations about our congregation—what we have accomplished and what support it will take for our future initiatives.
 - **Fundraising-**We executed another successful Fall Services Auction. Once again, this event involved record numbers of contributions, attendees, and revenue. Another important benchmark was the increased ease of volunteer coordination, given the number of new members ready and willing to take on tasks at the event!
 - **Maximizing Facility Revenue-** The Board of Trustees has identified appropriately maximizing facility revenue from our newly renovated campus as a priority for this year. A board task force worked with staff this year to balance our congregation, outreach and revenue priorities for our campus use. We will be looking to our Long Range Plan to help direct these important decisions. We also re-defined staff positions, and this spring hired a Facility Use Coordinator to focus on revenue generating facility use.

Capacity Building- has clearly been a theme for this year and will continue for the next few years. Have you ever thought, said or heard “It’s always the same people that work to get things done around here?”...capacity building changes that. Capacity building makes room for newcomers to share their talents, allows leaders to take breaks, helps established members find new and rewarding talents and expressions of themselves, and helps us all help each other. When we develop the skills, talents, and generosity of our members, combined with efficient systems and staff, then align all these with our long range plan we believe our congregation will thrive, grow and effect the change we want to see in the world.

- **Leadership Workshops:** In the fall we offered a leadership workshop on capacity building that was attended by over 40 of our members. This was presented and facilitated by Rev. Dr. Arvid Straube, First UU San Diego. In the winter we offered a smaller workshop for 20 of our members presented and facilitated by Rev. Dr. Marilyn Sewell.
- **Bylaws Restatement:** This major accomplishment of our Board and Congregation this fall represents another important step in building capacity by clarifying and simplifying governance in our congregation.

- **Ministerial Capacity:** Our Board has begun the important process of planning for a future additional minister. This work has included developing financial forecasts with critical benchmarks in areas such as membership and fundraising. Future process will continue focus groups with and updates to the congregation.
- **Staff Capacity:** was addressed in the following areas by either making additional financial resources available, and many cases, re-defining positions without financial impact:
 - Increasing Choral Director from 1/3 to 1/2 time
 - Additional accompanist for special groups such as Women’s Chorale
 - Increasing RE Professional to Full time Director of Religious Education
 - Re-defining former RE assistant staff to Coordinator of Children’s Religious Education
 - Re-defining former part-time Facilities Manager to part-time and separate Building Manager and Facility Use Coordinator positions
 - First full year of 1/3 time Membership Coordinator

Together we have accomplished a lot, and are well positioned for our future, and for this we should be rightfully proud. We are laying the foundation for the church we can become, even as we celebrate the congregation we are right now. Step by step, note by note, and brick by brick – we are living our vision. Everything we do, we do in service to this. May it always be so.

Submitted Faithfully in Service to Our Congregation:
 Rev. Aaron McEmrys, Parish Minister
 Nancy Edmundson, Director of Administration

Board of Trustees Report

It is with great pleasure that I submit my 2010 Board of Trustees Annual Report to the congregation. On behalf of the Board of Trustees, I want to thank the committees, staff, volunteers and working groups for your tireless efforts in making this place our spiritual home. It is your work that allows us to manifest who we are and how we go about practicing our faith. Thank you for all your gifts.

2008-2009 was a hard act to follow. How often does a congregation install a new minister, successfully wrap up the first capital campaign in forty years and hire the best choir director in Southern California, all in the same year! But in many ways 2009-2010 was equally satisfying as together we took our first bold transformational steps in changing the way we think about church in our lives and the way we conduct our affairs. Changing the way organizations do things is never easy. It is about developing a bold plan, then having the focus to stick with the plan and finally, having faith that it is working even when you can’t see any changes. Jim Collins in Good to Great and the Social Sector says this kind of change “feels like a giant, huge flywheel. Pushing with great effort - days, weeks, months, with almost imperceptible progress- then finally you get the fly wheel to turn. You don’t

stop. You keep pushing in an intelligent and consistent direction and each time the fly wheel moves a little faster. ... then at some point breakthrough. Each turn builds upon the previous work compounding your efforts.” We are in the early stages of this transformation, building momentum, pushing that giant fly wheel slowly but inevitably faster and faster.

We have accomplished much together and I am pleased to highlight a few of this year’s accomplishments:

- Selection, and hiring of LeeAnn Williams as our Director of Religious Education. LeeAnn brings a fresh energetic perspective to Religious Education and life time learning. Thank you LeeAnn.
- Funded and sourced new innovative staff positions to focus on building management, membership and facilities use. These new positions have resulted in better planning and execution of plans and programs, increasing membership and room usage while lowering facilities upkeep costs.
- With the Finance Committee, Minister and Staff, the Board of Trustees developed and authorized a plan for the sourcing and funding of an additional Minister in 2011/2012. This bold step in our overall development will allow the Society to fulfill its promise to its members, community and denomination by servicing those they we cannot service today and sets the stage for fulfilling our mission in the years to come.
- Rewrite and acceptance of new Congregational Bylaws. Sayre McNeil led the Board appointed Task Force’s rewrite of our Bylaws that positions the Congregation for successful governance for many years to come by sharing responsibility between the Board the congregation and professional staff. We now have an efficient framework on how we make decisions on behalf of our congregation.
- Successfully completed our \$2.4 Million campus building and capital project. Nancy Edmundson and the Financial Working Group ensured that our 2008 building program will be a lasting legacy to be shared by future generations.
- Met financial objectives of the Annual Stewardship Campaign. Through the tireless work of Glenn Bacheller, Kathleen Boehm, Ken Saxon and their stewardship committee and congregational stewards we are confident we will meet the campaign goal to fund our 2010-2011 proposed budgets. Through their hard work and your generosity, we have greatly enhanced our ability to deliver programs, something we can all be proud of.
- Increased community presence. The Unitarian Society continues to step forward in areas of social justice and community involvement. In 2009-2010 the Unitarian Society distributed over \$27,600 in plate collections to our community. This year we took a leading role in the establishment and advocacy of Warming Centers for the homeless and our work with Bringing Our Community Home: 10 year plan to end chronic homelessness, to provide a response to the on-going plight of the homeless in our community. The work of seeking justice continues and will be a focus of our proposed additional Minister in 2011.

These are but a few highlights from last year’s work and there are many more. Please take the time to review the Committee reports enclosed for more detail.

It has been an honor to have served you as president for the past two years. Susan Neufeldt has graciously stepped forward to accept the Presidency of the Board of Trustees, assuming her duties on July 1. I couldn't be happier. With Susan's energetic leadership we will continue on our journey with a renewed spirit and vitality.

In closing I want to give thanks to your generosity of spirit and the willingness to trust your Board as we work on your behalf. Without your faith in us none of this would be possible. There is much to do and many bridges to be crossed along the way, yet together we will get it done. Thank you.

In Faith, Gary Welterlen,
President, Board of Trustees

Treasurer Report

The Treasurer is one of four positions (President, Vice-President, Secretary and Treasurer) required for the function of an incorporated not for profit organization. Your Treasurer is part of a team that includes our Director of Administration, Nancy Edmundson, our bookkeeping service provider, Cindy Young, as well as the Finance Committee, USSB Endowment Board and Audit Committee. The USSB Board of Trustees and Finance Committee receive monthly reports on our financial condition and the status of expenditures to budget. Any variances that occur are managed to ensure that annually budgeted and approved resources are sufficient and planned spending levels are maintained.

In addition to watching over the financial operations of the Society, the Treasurer participates at monthly Finance Committee meetings and quarterly USSB Endowment Board meetings, as well as serving as a consultant to the Audit Committee and serves on the Finance Committee Budget Planning Task Force. The Treasurer provides a monthly report to the Board. The Treasurer also serves on issue specific task forces, and this year important work was done on developing a funding model to support the Board of Trustees in planning for the future additional minister.

While we will not close the financial reports for 2009-2010 for several months, I report that we have very successfully managed our income and expenses to date. As we near the end of the fiscal year, revenue is looking quite strong and we expect to finish the year at budget projections. Operating planned gift revenue is projected to be on budget at year-end.

A special financial topic has been the completion of our Capital Campaign. All construction and related expenses that have been paid at this time total \$2,290,844. Capital Campaign gifts are being received over the planned four-year schedule. There are Capital expenses that were paid ahead of actual gift revenue. This is being managed through the \$1,000,000 bank bridge loan that is being repaid over the span of 3 years while gift income is received. Currently, the outstanding balance on this loan is \$354,236. In addition, costs that

exceeded the plan, including financing costs, are being covered by another \$340,000 loan program that has been fully funded by our members and will be repaid in 5 years.

Treasurer of the Unitarian Society of Santa Barbara is one of several officers authorized to sign checks. (Two signatures are always required.)

Respectfully submitted, Chris Appleton, Treasurer 2009-2010

Board Committee Reports

Annual Campaign Vision 2012

Purpose: To organize and implement the annual fund raising campaign to support both ongoing operations and to begin to build additional financial capacity so that the Society can achieve its 2012 Vision and Five Year Plan goals.

Members: The campaign was co-chaired by three volunteers with a lot of assistance from many others including: Aaron McEmrys, Nancy Edmundson, approximately 15-20 volunteer stewards, numerous other people that helped with the fund raising parties and several people that participated in a brain storming session which helped develop the campaign. This was certainly a team effort!

Campaign Overview: More work is required before the final fund raising numbers are available but it is safe to say that this campaign will raise more money for the Society than any previous annual campaign. So far, nearly 60% of those that have pledged increased their pledge by an average of 30%. Importantly, we have received approximately 50 more pledges than we did at this time last year. Steps are currently being taken to conclude the campaign as quickly and effectively as possible.

Four things differentiated this campaign from prior campaigns: first, it was based upon a compelling vision of what the Society could be by 2012; second, the Minister's articulation and communication of the Vision, strongly supported the campaign; third, the education presentation gave members a better understanding of where the Society was, where it was going and how they could help; and, fourth, the use of small group parties gave members an opportunity to directly participate in the effort and enjoy the fund raising process more.

Plans for next year: The campaign remains focused on concluding this year's effort. Once that is over the co-chairs plan to recap the campaign's strengths and weaknesses and provide recommendations for next year's campaign.

Sincerely: Kathleen Boehm, Ken Saxon & Glenn Bacheller,
Co-chairs Annual Stewards Campaign.

Association and District Representative

USSB continues our covenantal association with the Unitarian Universalist Association (UUA) and the Pacific SouthWest District of the UUA (PSWD). Our congregation participated in Association activities in the following significant ways over the past year:

- We were selected to be one of six congregations to participate in a Ministering With Technology pilot project of the PSWD and UUA. This is a year long project, and we are about half-way through this project!
- We hosted District Assembly in April, 2010. This undertaking involved over 60 of our own members as volunteers, and we celebrate record attendance ever for a congregation-hosted DA! We were the first congregation to host a DA for 11 years, so this represented a significant undertaking for USSB and the District!
- Our congregation continues to contribute toward our Fair Share of Association and District contribution. This year we contributed \$9,702 to PSWD which is our full Fair Share, and \$12,348 to UUA which is one-half our Fair Share. We also participated in the UUA Growth Sunday, sending additional financial resources to this campaign.
- Staff professional affiliations with UUMA, AUUA and LREDA
- Rev. Aaron McEmrys' participation in UUA "Dreaming Big" program. (This is the second year of a two year program offered by application and invitation only.)

Plans for USSB engagement with PSWD and UUA in 2010-2011

- Rev. Aaron McEmrys and LeeAnn Williams to attend UUA General Assembly June, 2010.
- Delegation to attend UUA Large Church Conference winter 2011.
- Delegation to attend PSWD Assembly spring 2011.
- Extend our Hospitality Training to our cluster congregations.
- Nancy Edmundson to serve on District Assembly 2011 Planning Committee
- Rev. Aaron McEmrys will continue to participate in UUA "Dreaming Big" alumni conferences.
- Rev. Aaron McEmrys will continue to participate in Unitarian Universalist Ministers Association activities.
- LeeAnn Williams will continue to participate in Liberal Religious Education Directors Association activities.
- Nancy Edmundson will continue to participate in Association of Unitarian Universalist Administrator activities.
- USSB will take advantage of UUA resources as our selection process for an additional minister progresses.
- USSB is now planning several multi-congregation leadership development offerings.

The ADR, or Association (UUA) and District (PSWD - Pacific SouthWest District) Representative, is responsible for keeping an eye on activities of the UUA, the PSWD (Southern California, Arizona, and Las Vegas), and our Channel Cluster, bringing information (such as General Assembly or District Assembly deadlines) to pertinent groups or to the whole congregation as appropriate. This position was not formally filled by a member of the congregation this year, so Nancy Edmundson, Director of Administration, filled the roll with communication and coordination. The Board of Trustees, Program Council and Staff are kept informed of resources and opportunities to engage with other UUs on the cluster, district and association level.

Nancy Edmundson, Director of Administration

Audit Committee

The Board appointed Audit Committee members for 2009-10 were Mike Noling, Chair, Beverly Appleton,, John Gilbert, Roger Horton, and Ted Stern.

On January 21, 2010, the Committee met and thoroughly reviewed and discussed the 6-30-09 audit formatted financials and compared them with the 6-30-09 operating format financials

The audit format financials and accompanying notes, along with the operating format financials were forwarded to the Board where they were accepted.

Copies of the financial statements and Audit Committee minutes are available from the Administrator, Nancy Edmundson.

Annual Report submitted by Chair Michael Noling

Audit Committee Policy

The current Board policy, to be followed by the Audit Committee, requires a full audit of our annual financial reports by an outside CPA every third year. The last full audit was prepared for the year ended 6-30-08 with an “unqualified” opinion.

Charter Responsibilities of the Audit Committee

- Recommend to the full Board, the retention and termination of the independent auditor (retention and discharge of the independent auditor is a Board responsibility)
- Negotiate the independent auditors’ compensation on behalf of the full Board
- Confer with auditor to satisfy its members that the financial affairs of the Society are in order
- Review and determine whether to accept the audit or audit review
- Review the Auditors’ Letter of Reportable Conditions/Recommendations and subsequent response by the Finance Committee/Director of Administration and recommend acceptance by the Board

- Monitor the Implementation of the Recommendations/Response by the Finance Committee/ Director of Administration

Committee on Shared Ministry

COSM, which is the **Committee On Shared Ministry** is mostly a quiet group whose sole mission is the well-being of the congregation as a whole. Part of taking care of the congregation means taking care of our Minister and our Administrator who are responsible for the congregation in a large way. We do a lot of listening. Mostly that is what we do, listen. We listen to Aaron. We listen to Nancy. And we listen to you. Please talk to us if you have concerns about USSB. We are a sounding board. We are problem solvers. We are watch dogs. We are advocates. We are protective. We are proactive. We care about every single one of you. Talk to us. Us this year included: Jerry White, Deb Karoff, Pat Kruger, Deborah Wolfe, Carla Neufeldt-Abatie, Lauren Wyeth, Gail Stichler, Jared Dawson and Jody Thomas. Jerry White is to be commended for fine work and we will miss him in the coming year.

Respectfully, Jody Thomas

Endowment Fund

The Endowment Fund is a separate corporation, and its directors receive, hold, and administer bequests and gifts for the benefit of the Unitarian Society of Santa Barbara. These are intended for long-term investment and for providing future cash payments to the Society for operations costs, while preserving or increasing the assets of the Fund.

In 2009 and so far to date in 2010, the Endowment has received a gift from the Mr. and Mrs. William Sheehan Estate, and has been notified of additional gifts from the Edith Johnson Estate, the Harriet Miller Estate, the Vivian Mohr Estate, the Junger Estate, and the Charles W. Brown Estate.

As of December 31, 2009, the value of the total assets of the Fund was \$665,896. up from \$557,421. a year earlier. Fund assets had a total return of 26.5% in 2009, net of the approximately 6% distributed to the Society. For purpose of comparison, the S&P 500 index total return in 2009 was 27%. As of March 31, 2010, fund assets were \$699,393; up 5% from year-end 2009.

Since the Fund's inception in 1983, it has received gifts and bequests of \$517,962 (the Fund's principal). In 2009, the Fund distributed \$44,427 to support the Society's operating needs. These distributions were in the form of two semiannual payments to the Society, each equal to 3% of the average "working asset value" over the prior two years.

Assets are invested in a combination of Vanguard equity and bond index mutual funds and the Ariel Appreciation Fund, a socially responsible mutual fund. As of May 31, 2010, the Fund's assets of \$648,713. were invested as follows: Vanguard Money Market Fund .2%, Vanguard Short-term Bond Index Fund 5.1%, Vanguard Total Bond Market Index 16.5%, Vanguard Growth Index Fund 19.6%, Vanguard Value Index Fund 19.7%, Vanguard Mid-cap Index Fund 9.1%, Vanguard Small-cap Index Fund 9.0%, Vanguard Total International Stock Index 9.5%, Vanguard Emerging Markets Stock Index Fund 5.9, and Ariel Appreciation Fund 6.4%.

Current members of the Endowment Fund are: Barbara Margerum, Mike Noling, Chair, and Ted Stern. Chris Appleton serves as a member in his capacity as Treasurer of the Unitarian Society. The members, assisted by the Administrator, Nancy Edmundson, meet at least quarterly to review the status of the fund and to consider changes. Members are appointed annually by the Board of Trustees of the Society and may not serve for more than two consecutive three-year terms.

Any member or friend interested in the financial support of our Society is encouraged to make a contribution at any time and/or to include the Endowment in their estate plan and be welcomed into the Chalice Circle for recognition. A Planned Giving program, described elsewhere in this annual report, facilitates anyone interested in supporting our Society through its Endowment Fund and provides a variety of tax-advantaged means for making contributions.

Annual report submitted by Chair Michael Noling.

Finance Committee

It is the responsibility of the Finance Committee to insure that monies are spent in accordance with the Society's annual budget, to provide the Board with advance notice and advice when unusual financial conditions arise, and to monitor the overall fiscal health of the Society. Members of the Finance Committee take their charge seriously, and we attempt to provide the Board with timely, accurate information to make the best possible decisions for all members of the Society.

The Committee advised the Board on various topics, including monthly financial reviews, a mid-year operating budget adjustment, and financial aspects of adding another ministerial position over the next few years.

The members of the Finance Committee for the fiscal year July 2009 - June 2010 are Chris Appleton (Treasurer), John Gilbert (Chair and Board liaison), Roger Horton, Kathy Leer, Ken Saxon, and Ted Stern. Rev. Aaron McEmrys participates ex officio; Director of Administration Nancy Edmundson provides superb staff support and attends meetings as a non-voting member. There will be some turnover next year, and the Committee will need to recruit one or two new members. The Committee normally meets in Blake Lounge at 4:00 pm on the Wednesday before the third Tuesday of each month. Meetings are open to Society members.

The Budget Planning Subcommittee meets from January through March, and prepares estimates of expenses and revenues for input to the construction of the annual Society budget. BPSC also creates a five-year budget projection to give the Board a view forward through the transition to the planned additional minister position. The 2010 BPSC members were Chris Appleton (Treasurer), Dick Jensen (Long Range Planning), Nancy Edmundson (Director of Administration), John Gilbert (Chair), Aaron McEmrys (Minister), Gail Stichler (Shared Ministry), and Ted Stern (Finance). BPSC presented its work to the Board in March; in May the Board approved a balanced budget for FY10-11, subject to congregational vote at the June annual meeting.

The Chair expresses his thanks for hard work, well and enthusiastically done, to all the committee members.

Respectfully submitted, John R. Gilbert, Chair

Information Technology Committee

The IT Committee is a staff support committee charged with maintaining USSB's electronic infrastructure such that it optimally serves our staff and congregation. Besides myself, Doug Thomas, our members include Linda Hill and Colin Gordon, with Carol Doose and Nancy Edmundson representing staff interests. We meet on the 4th Tuesday of each month at 12:15PM in La Paz, and would welcome visitors or simply the curious! If you have even a passing interest in “the computing arts”, we'd love to have you.

This was a pleasantly quiet year for the IT Committee, where few “fires” needed to be put out, and some forward-thinking and infrastructure improvements could be gained.

The big news is that, thanks to Nancy Edmundson's efforts, USSB was selected for a grant for the Ministering with Technology program. We hope to learn and share much regarding best practices in information technology as applied to houses of worship.

Linda Hill has mastered the art of converting our service recording to a web-friendly format – visit the USSB web site at www.ussb.org to listen to those sermons you missed! Also, Colin has undertaken the Herculean task of inventorying all of the software in use (or not) at USSB, with the result that we now have a compact and organized collection.

In addition, all of USSB's wireless access points are now fully open for our members and visitors to use, in both Parish Hall and Jefferson. Enabling wireless internet access in the Blake building is next up on our list for the coming year.

If you are interested in helping your IT committee move even more boldly forward – or even if you are just interested in learning something new about our digital worship enablers -- please let an IT committee person know.

Respectfully submitted, Doug Thomas, Chair

Long Range Planning Committee

The Long Range Plan Committee is responsible for the annual development, evaluation and update of the USSB five year strategic plan. The Committee meets once a month, and is appointed by the Board of Trustees.

The five year USSB Strategic Long Range Plan (LRP) of 2009 – 2013 was reviewed, revised and extended by the LRP Committee during this fiscal year. The updated plan runs from 7/1/2010 to 6/30/2014, and after approval by the Board of Trustees, will be presented to the Congregation for approval at the annual meeting on June 13, 2010.

The five year strategic priorities remain the same:

To become an increasingly age diverse congregation.

To experience growth with an increasing outward focus.

Growth means more than numbers of members. Our LRP also defines growth as maturity and wisdom, as strength that generates energy, and in action of faith-driven activities and programs in the community.

The LRP Committee also completed the phasing of these goals and objectives into Years Five (2013) and Six (2014-2015). The implementation of the goals and objectives is prioritized over the five year period based on availability of discretionary resources (staff, volunteers, finances and facilities). Each phase has an overriding theme that helps to prioritize timing of the objectives over the five years.

The eight goals and objectives have been suggested to the Long Range Plan committee by a collaboration of the Board of Trustees, the Executive Committee, the Minister and the Administrator as well as staff or committees accountable in each area. The objectives come from decisions developed by the Board, staff and committees throughout the year.

Each objective is supported by actions to accomplish the objective and goals. In many cases, we added benchmarks and the person (s) or parties accountable for the objective for each goal for the five year span. Benchmarks show us how the action or activity will be measured as to effectiveness of outcomes.

Of the eight goal areas, five remained the same, while three were revised and changes were made in some objectives under each goal. This year, we reviewed five Goals and they remained the same. Objectives changed or added are included as follows:

Goal One: Worship Programming - benchmarks added

Goal Two: Music Programming – objectives added.

- Develop Adult Choral Director to full time.
- Develop and grow adult choral programs.
- Develop and implement plan for major sanctuary sound system.
- Develop and implement plan for chancel upgrade for accessibility.

Goal Four: Lifespan Religious Education – benchmarks added.

Goal Five: Social Justice – benchmarks added.

Goal Six: Pastoral Care – benchmarks added.

Three Goals were revised and added as follows:

Goal Three: Small Group Ministry was broadened and became Membership Ministry. The objectives of Small Group Ministry were incorporated into the broader goal of Membership. Additional objectives were added to this goal:

- Develop and implement staff support to membership
- Develop and sustain the membership committee.
- Attract new members.
- Retain new members.
- Develop and sustain Connection Circle process.
- Develop and sustain Affinity groups.

Goal Seven: Stewardship

Objectives were added:

- Provide facilities that are functional, attractive and well maintained.
- Provide adequate support & resources for Program Council.
- Create and maintain an effective staff.

Goal Eight: Internship Program was broadened into Ministerial Programs. Objectives were added:

- Complete the process for selecting and hiring an additional minister.
- Achieve and sustain excellence as a teaching congregation
- Inform USSB members of ministerial opportunities in the UUA.

The five year Strategic Long Range Plan is a guide for the Congregation, the Board of Trustees and staff as well as lay leadership in all areas. It is a living document that can and will change as we move forward during the five year timeline. Each year the LRP will be revised extended and approved by the Board of Trustees and the Congregation at the annual meeting in June.

The USSB STRATEGIC GOALS AND OBJECTIVES can be viewed at www.ussb.org website, and paper copies are available in the office upon request.

Respectfully submitted:

Betty Noling, Chair, Bill Boyd, Mary Ellen Hoffman, Dick Jensen, Melinda Staveley, Doug Thomas
Staff: Rev. Aaron McEmrys, Nancy Edmundson

Membership Committee

The Membership Committee is charged with attracting, welcoming and retaining new members to USSB and deepening the connections of our established members. Over the past year we've been particularly successful in meeting our charge. The committee meets once per month but its members are continually busy. Our primary work is to establish sustainable systems to accomplish our charge.

We have hosted countless new member-focused events such as: path to membership classes; new member ceremonies and receptions; and even small gatherings at our homes. All entail invitations, organization, food preparation, set-up and clean-up as well as attending and getting to know our new people. It is truly a labor of love and a lot of fun.

We pro-actively searched out potential new members through targeted mailings of postcard invitations to our Sunday services, twice per year. We also created a “welcome and welcome back” postcard for established members to send acquaintances. The committee sent these cards with personal messages to individuals who have left our membership over the past 5 years!

We dedicate much of the social hour between services to searching out visitors and making contact with new members. We’ve developed strategies for connecting these folks to many of our more established congregants. We also host UU orientation sessions, twice a month, during the social hour for those visitors interested in finding out more about us in an informal, intimate circle of conversation.

We have initiated a “New Member Host” program that matches established members with new members to help make a smooth transition into our USSB culture. The “hosts” simply make contact twice a month to answer questions and highlight upcoming events and opportunities for involvement. This has the added benefit of engaging many established members in our membership ministry and helps to retain our existing members!

Committee members take responsibility for calling assigned new members 3 times during their first 8 months of membership in order to assure that new people don’t drift away.

We have revitalized use of our existing database about our new (and existing) members which includes areas of interest & expertise as well as volunteer availability. We have also put together pictures and biographies of all our new members that can be viewed on the kiosk during social hour and in Parish hall throughout the week.

We collaborated with the Program Council in implementing a spring Program Faire with a new focus on featuring new and vital USSB programs with easy access to all members.

Our over-riding goal in the upcoming year is to keep up the good work and enlist many more congregants in this “welcoming” work. This will include a new photo directory, better use of our website, and continued programs mentioned above! We will continue to search out best practices used by other UU congregations to successfully bring new people into the fold as we also create new ways to spread the word about our spiritual community and continue to retain our established and long time members.

The Membership committee has also spent the year developing our membership systems with the new USSB Membership Coordinator position as a resource. The position has been instrumental in the success of our membership ministry programming. We have enjoyed working closely with Jennifer Stroh, and wish her well in her future pursuits. We also look forward to working with our next membership coordinator and thank Jennifer in supporting a seamless transition in all our membership activities!

Ken Ralph, Chairman

Nominating Committee

The Nominating Committee is charged with nominating members to serve on the Board of Trustees, and on Ministerial Search Committees. The Nominating Committee is composed of six members, two being elected each year for a three year term, at the Annual Meeting in June.

The twelve-person Board is changing to a nine-person Board. This year, we nominated two members for 3-year terms on the Board of Trustees, and one member to serve a one-year unexpired term of a Trustee who resigned. The twelve person Board is changing to a nine person Board. Board Nominees are introduced and voted on by the Congregation at the annual meeting in June. Nominations are also accepted from the floor.

We look for capable leaders to guide our community. We welcome suggestions from the Congregation of potential candidates, and try to consider all qualified candidates to serve on the Board of Trustees. We meet several times and compile a list of potential candidates. We consider skills and expertise, ability to work with others, commitment to the Society, availability, diversity of interest and involvement, etc. We establish an order, and individually begin asking people if they are willing to serve. It is an honor and an obligation to provide leadership on the Board of Trustees, and we are grateful that people are most often willing to accept the responsibility.

Any member who has signed the membership book at least three years prior to the commencement of the term, and is not a Trustee or employee of the Society is eligible to serve on the Nominating Committee. The Society Director of Administration can provide specific information on the process to put a nominee forward for consideration.

Ivor John, Chair Nominating Committee

Pastoral Care Committee

The Pastoral Care Committee seeks to respond with compassion and respect to the pastoral needs of our community with:

- Home or hospital visits
- Transportation to an appointment
- Rides to and from USSB
- Visiting by phone or email
- Preparing and/or delivering a meal
- Essential errands & chores

- Sending cards in times of illness (and additional cards sent by Karen Harris, thank you!)
- Networking other USSB members to assist in the tasks listed above

Committee members: Glenn Bacheller, Joanie Jones, Pat Kruger, Florence Michel, Joanne Nay, Max Neufeldt, Laurie Potter.

Bob Roan, Chair

Personnel Committee

The personnel committee members are appointed by the Board of Trustees to assist with the details of staff job descriptions, recruitment, assessment tools, and appropriate human resource practices. The 2009-2010 advisory team consisted of Melinda Staveley, Deborah Karoff and Kathleen Boehm. Board members and expert congregants also offer input to administration and the personnel team, complete applicant reviews and interviews. As the congregational needs change so do the staffing needs change. The personnel team strives to keep administrative policies and procedures in line with current best practices for supervision and effective use of staff talents. The USSB bylaws, the budgeted compensation and benefits, best practices recommended by the Unitarian Universalist Association, and the USSB Long Range Plan set the framework for personnel recommendations regarding the employment structure.

This year the committee members were active in:

- Consulting with the Director of Administration and Minister regarding staffing needs
- Working with the Board of Trustees and the Director of Administration to create a staff position to hire a facility use coordinator and building manager
- Staying apprised of possible improvements in the employee handbook & board personnel policies
- Reviewing and updating USSB job descriptions
- Realigning staff assessments goals and work plans with the USSB strategic plans as staffing changes occur
- Participating as panel member for the Minister's annual performance assessments and consultant to minister in assessing staff
- Recommending interview questions and approving members to interview job candidates

We strive to put into action our USSB vision, values and mission as an employer.

Kathleen Boehm, Chair

Planned Giving Advisors

Our USSB Planned Giving program is aimed at helping all of our members and friends in three important ways.

- First to assist and encourage each of us to plan ahead and get our affairs in order by setting up a will and estate plan that will assure your remaining resources going to those that matter most to you and not to pay unnecessary taxes.
- Second, a health care proxy which assigns a trusted person to make decisions for you if you become incapacitated and is most likely to assure your care follows your wishes.
- And third, the program encourages including in your estate plans those groups that matter a great deal to you and leaving a legacy to those groups. Hopefully that includes this congregation. All those that do so, are members of the Chalice Circle. They are listed below.

We also recognize the Planned Giving Advisors listed below who have volunteered to provide guidance to our members in arranging for living wills, health care proxies and planned giving programs. The Planned Giving Program is guided by Policy Guidelines and Principles approved by the Board. Advisors are appointed by the Board. The Advisors are eager to assist the congregation with information, guidance and referrals to attorneys who are expert in the field of estate planning. Planned Giving brochures and materials are available from the Administrator.

In November, on Heritage Sunday, Aaron McEmrys and the congregation recognized and thanked the Chalice Circle members and Planned Giving Advisers for leaving a legacy for future generations of UU's. Also in November, Greg Lowe and Chris Casebeer held an Estate Planning seminar aimed at Seniors with less complicated needs. And in May, Dana Longo and John Warnock conducted a heavily attended Alliance program on several Estate Planning issues.

Since June, 2009 and so far to date in 2010, the Endowment has received a gift from the Mr. and Mrs. William Sheehan Estate, and either the Endowment or USSB have been notified of additional gifts from the Edith Johnson Estate, the Harriet Miller Estate, the Vivian Mohr Estate, the Junger Estate, the Charles W. Brown Estate, and the June Schuerch Estate.

So the Advisors share a common dream... that all our members and friends will have wills, health care proxies, and each of us will find something, however large or small, to put in that Estate plan to remember this congregation. We encourage all our members and friends to embrace this dream and become Chalice Circle members!

The some seventy-five current Chalice Circle members are included in the list below. All have wills, health care proxies and have found it possible to include the Unitarian Society or our Endowment in their estate plans. The congregation thanks all for leaving a legacy for future generations of UUs.

Planned Giving Advisors

Glenn Bacheller	Anna DiStefano	Colin Jones	John Warnock
Anita Blume	Mary Grimm	Patricia Reilly	Nancy Edmundson
Chris Casebeer	Bruce Hanna	Ken Saxon	Mike Noling, Cha
Bill Crawford	Dick Jensen	Ted Stern	



The Chalice Circle

Providing Strength and Stewardship to the Society for Generations to Come

Ruth Adams Estate	Mildred Frisbee Estate	Paul and Joanne Nay
Brian Andreas and Ellen Rockne	Bob and Pat Fulmer	Bob and Marianne Nelson
Beverly and Chris Appleton	Donnis Galvin and Peter Hale	Marlene Neushel Estate
Pat Aptaker	Margaret Getman Estate	Mike & Betty Noling
Billings Gift	John and Ilse Gilbert	Northman Estate
Anita Blume & Ken Ralph	Helen Gordon	Bob Pinkerton Estate
Dorothy Boothe Estate	Jane Gray	Peter and Ruth Pocock
Charles Brown Estate	Mary Grimm	George and Laurie Potter
Elizabeth Buell Gift	Charles W. Hague Estate	Patricia Reilly
Larry & Fran Brundall Estate	Ilse Hance	Ken & Jo Saxon
Don Bushnell and Julie Lopp	Bruce Hanna	Schmidhauser Gift
Chris Casebeer	Mark and Sally Hamilton	Julie Schneideman Estate
Mary Chubb	Gloria Hendley	June Schuerch Estate
Carnzu Clark	Roger & Eileen Horton	William P. Sheehan Estate
Ken Collier & Anne Anderson	Richard & Bonnie Jensen	Minna E Smith Trust
Dick Cousineau	Jean and Ivor John	Jack & Judy Stapelmann
Lex & Ginny Crane	Edith Johnson Estate	Ted & Kay Stern
Roy and Laurie Cummins Estate	Colin & Joanie Jones	Gladys Swackhamer Estate
Lowell Dabbs	Genevieve Junger Estate	Doug and Jody Thomas
Jared Dawson & Kathleen Boehm	Barbara Kane	Mary Lou Thompson Estate
DeArriaz Estate	June Kelley	Hal & Jeanne Thornton
James DeJuren Estate	Joan Livingston	USSB Gifts
Anna DiStefano & Deb Karoff	Al & Betty LoMele Gift	Linda Van Buren
Phyllis Dunn	Steve Malott	Sam Wake Estate
Nancy & Alan Edmundson	Donald & Barbara Margerum	John & Dorothy Warnock
Eichorn Estate	Ann Marshall	Gary & Debbie Welterlen
Peter Foot Estate	Harriet Miller Estate	Anonymous Gifts
Benjamin Frank Estate	Vivian Mohr Estate	

If your name should appear on this list of members, please contact Nancy Edmundson, Director of Administration.

Services Auction

DISCO FEVER auction in 2009 ended the decade with both record sales and record participation. Our largest "FUUNraiser" is a Night To Remember, a stellar chance for members & friends to be social as a congregation, dress up and share each other's gifts as we book our social calendar for the following year with events, services and items we purchase in honor of USSB.

The key goal of this event is to cross pollinate our members socially as a by-product of fundraising. As people attend events with each other, they discover and deepen social connections and fill needs. We make an effort to listen to members' needs and have a wide range of offerings to serve our diverse membership, so that as many are included as possible regardless of age or finances. This is walking our talk and living out the affirmation we repeat each Sunday.

We are already looking forward and planning our event for next year! **Join us November 6, 2010 for *Cirque du USSB***, where we will slither together, party hardy and send ripples of energy & surprise through our ranks to raise more FUUN and Funds.

Some key roles we need STAR Performers to Shine in our 2010 planning and execution! (and I have included Kudos to the 2009 Disco Dancers who provided key efforts THIS year):

CREATIVE ARTISE: In charge of Decor, Ambience, Theme coordination, working in concert with a new position inspired by the 2010 theme. (Kudos to Percy Sales for 2009!)

HEAD JUGGLER: Keep the Ball in the Air, since each area below will have its own Star Performer (2009 Nancy Edmundson, Director of Administration, did this and she will be your support person 2010)

CIRQUE FEAST DIVA: Food 2009: Chili Peppers provided hors-d'oeuvres. For Cirque let's plan: MORE food & do it perhaps IN HOUSE.

Additional TROUPES: Master of Ceremonies (Ken Ralph & Peter Hale in 2009); Entertainment (headed by Ellen Rockne & Ken Ryals 2009); OOh LaLa Reception (host of volunteers) Big Board de Bonne Chance: (Alan Edmundson 2009); Computer Animation/Guru Extraordinaire: (Carol Doose & Robert Roan, 2009); Administrative Ventriloquism: Carol Doose; Accounting Magic: Cindy Young and Astrid Nelson.

Plans for 2010 begin on August 24 with an outdoor planning party. Please call Donnis & Peter to join in the fun 453-6374 or to volunteer for a role in *Cirque du USSB*. Meanwhile think about what you might donate or hope to see offered, and what you would like to see to make Cirque de USSB the best ever Auction Extravaganza. Future Star Performers to include Ingénue Performers, Keepsake Photographer & More

Much Gratitude to Disco Fever Participants and the entire congregation for ongoing roles and support!!

The Services Auction Committee.

Program Council Reports

Program Council

The Program Council is charged to ensure that the Congregation has the best programming possible, given the resources, without unduly burdening staff. In fulfilling this charge, the Committee considers concerns raised by specific programs, invites and evaluates applications to start new programs, and evaluates and budgets for those programs already in existence. Board-appointed members for 2009-2010 included Glenn Bacheller, Catherine Birtalan, Susan Neufeldt, and Chuck Wolfe.

In the course of the year Program Council invited the Long Range Planning Committee to discuss the Long Range Plan and its current phase so that all programs could be considered from that perspective. Leaders of specific programs requesting assistance or those with ongoing projects focused on the mission and goals of the congregation were encouraged to attend meetings and present their concerns for discussion.

The Council accepted new program applications and invited the proposers to come and explain their programs and respond to questions about them. As a result, three new programs were established: Young Adult Game Night under the leadership of Sara Bennett and Eliza McEmrys, a Prayer Group under the leadership of Diana Cecala, and the Theatre Production of The Rhinoceros under the leadership of Paul Freeman. All new program proposers became USSB members only in the last two years which illustrates the growth in energy and inventiveness that accompanies our growth in membership. Program Council and the Membership Committee coordinated a Program Faire to inform congregation members of specific programs and encourage their participation in many of them.

Program Council, under the leadership of two of its members, coordinated the monthly Sunday community brunches offered by individual programs and the monthly Saturday night potlucks. Unless someone outside the committee steps forward to coordinate the potlucks, they will not continue next year.

In the coming year, Program Council will more actively facilitate the next phase of the Long Range Plan as it outlines needs, and seeks programs to implement it.

Suzanne Neufeldt, Chair

The Alliance

Again this season we have had some don't miss programs to attract the members and others interested in the Two O'clock First Friday of the month meetings in Parish Hall. The men and women of The Alliance continue the purpose of keeping in touch with the pulse of Santa Barbara and the support of Unitarian goals. An active Program Committee of Phyllis Dunn, Sylvia Abualy, Claire Chytilo, Mary Moore and Dorothy Warnock have used their negotiation skills and brought to us such speakers as Gun Dukes on Christmas in Sweden, Sylvia Abualy and her Film Junket to Peru, Neal Graffy who explained the history of Streets in Santa Barbara, Stanley Hatch, of Direct Relief International, reported on its worldwide activities and John Warnock with Dana Longo answered concerns on Estate Planning for Seniors.

The Alliance made a decision in March of 2007 to support our USSB Capital Campaign by contributing \$20,000 from its Benevolent Fund over a four-year span. The commitment has not deterred us from donating to the Veterans Administration for gifts to our Troops, Clothing to Warming Centers, Pillows for Parish Hall, donations to Direct Relief International and Alpha Thrift. The national UUWF social justice projects worldwide are also supported by many of the individual members and the Alliance.

In June we will install the next Alliance Board, lead by Co-Presidents Betty Beckwith and Marianne Nelson which meets the last Friday of the month at 2pm in La Paz Lounge.

Betty Beckwith,
President, May 11, 2010

DanceAway Committee

On April 10, 2010, Dance-Away celebrated its 23rd anniversary as a USSB program. It is alcohol- and smoke-free and consists of free-form dancing to continuous recorded contemporary music furnished by one of a pool of 8 DJs every Friday evening between 7:30 and 10:30 PM. Its goal is to encourage creative movement, vigorous physical exercise, and emotional release for people of all ages. Filtered water is furnished, and from 8:40 to 9:00 PM we offer spontaneous drumming to dance to, when there are enough volunteers.

Through its suggested admission donation of \$6 for each adult and \$2 for each accompanied child, Dance-Away has covered its expenses (mainly staff salaries), besides contributing close to \$700 to the Society's general fund this past year. The Dance-Away staff consists of 8 DJs, (one resigned--Jennifer Downey-- and one was added (Earl Arnold, who also designed a new Dance-Away t-shirt), a Senior Manager (Mike Thornley), and two door-staff (the latter act as cashier and checker). One staff member resigned (Camille Gilbert). Those remaining are Mark Ravitz and Roger Power.

During the past year, Dance-Away has happened every Friday except one (April 23), when all rooms were occupied by the Pacific Southwest UU Assembly. Dance-Away is held in Parish Hall, except when it is in use for other USSB events, which happened once or twice each month during 2009-2010. On those occasions, we danced in Jefferson Hall, which is smaller and requires a portable sound system.

We have continued our efforts to strengthen reciprocal relations between USSB and Dance-Away by inviting USSB members to attend free of charge; by posting information about USSB events at each Dance-Away; and by providing a jar for extra donations to USSB.

Decisions regarding Dance-Away policy and administration are made by the Dance-Away committee, which meets on the first Friday of each month from 6 to 7 PM. During the past year, two committee members resigned (Kate Zeiss and Linda Kerr) and two were added (Louis Cassano and USSB member Candace White). The committee currently consists of 2 USSB members (Dorothy Holland and Candace White) and 5 community members (Ron Buckley, who designed a new flyer; Louis Cassano; Paul Ngyuen; Suzanne Saunders; and William Swan).. Dorothy will continue as chair.

If you enjoy moving to music, we invite you to give Dance-Away a try!

Dorothy Holland, Chair

Esperanto Circle

The Esperanto Circle of Santa Barbara is dedicated to the teaching, use, and promotion of the international language Esperanto, which was created in 1887 to facilitate communication between individuals speaking different languages without giving anyone an unfair advantage. It has much in common with Unitarianism, including respect for the worth of every individual, and seeking harmony among all peoples.

Esperanto is based on European languages, but its grammar is streamlined and logical, making Esperanto an ideal introduction to the study of other languages. In addition, Esperanto has an extensive literature (original and translated) and a world-wide network of thousands of users in over 100 countries.

Our meetings are held from 2:30 to 4:30 PM the 2nd Saturday of the month in Blake Lounge. They are conducted in Esperanto, but visitors are welcome, and translations are made when needed. Our annual dues are \$5, which covers postage for our monthly newsletter.

At this year's meetings we heard reports on vacation trips and Esperanto conventions attended by our members; discussed such subjects as schools, foreign foods, celebrations, winds of change (physical and political), and Esperanto humor; and played Bingo and sang songs in Esperanto. In honor of the Week of International Friendship we sent postcards to a youth Esperanto leader in Ghana.

We also tabled on U.N. Day at City College (the Universal Esperanto Association is an NGO). Esperanto is a great tool for personal contact with other cultures through travel, correspondence, and literature. If this appeals to you, we invite you to attend our meetings and/or start learning Esperanto via a local class, correspondence course, or the net (<<http://lernu.net>>).

Dorothy Holland
Coordinator

Green Team

This year, the Green Team continued to support the Society's efforts in raising awareness of environmental issues with our membership, and helping to reduce the environmental and carbon footprint of our facilities. Green Team activities included:

- Completion of solar PV installation system, and submitting final documentation for our grant with the Bower Foundation
- Supporting the fund-raising efforts of the Fund for Santa Barbara's Clean Energy Fund
- Participation with the Santa Barbara Coalition of Faith Communities (EcoFaith)

This year, USSB was the proud recipient of the Pacific Southwest District's Global Stewardship award for environmental stewardship.

Ivor John and Don Bushnell

Kaleidoscope

Our bi-monthly newsletter, Kaleidoscope, is the product of the combined efforts of many dedicated people. There are the countless staff and congregation members who submit the articles and announcements; the layout editors who gather, organize, copy-edit, and prepare the final masters (and see to email and web site postings); the office staff and volunteers who proof and run off the 500 or so copies on our in-house machinery; and the volunteers who see to the labeling and mailing.

The Kaleidoscope is truly a labor of love. Not only is it a fine example of community building (as the entire congregation is invited to contribute articles and announcements of general interest) but it's the vehicle which serves as the prime source of information to the congregation. In a way, it may even be viewed long-term as a historical record of life at USSB.

In addition to the printed media, the Newsletter can be viewed on the Society's website www.USSB.org or requested via e-mail by signing up for Save-a-Tree with the office. While many prefer to have the paper issue mailed to them (370 copies are mailed), some encourage web-site-viewing or Save-a-Tree subscription as a further example of our commitment to "go green" as we have so successfully done on our campus the last several years.

Volunteers this past year have included the following.

Editing and layout: Nancy Van Antwerp, Jared Dawson, Percy Sales (now retired) and Bruce Hanna. We would welcome a fourth editor (and provide full training, support and software).

Proof-reading and final copy editing: Joanie Jones, June Kelley, Paul Nay and David Smallwood.

Printing, collating and folding: Charles and Kathryn McCracken, Joanne and Paul Nay, Richard and Terri Nelson.

Labeling: Eileen Clark, Phyllis Dunn (new postal requirements have made it necessary to utilize a mailing service for tabbing and labeling – we thank Eileen and Phyllis for their dedicated help early in the year.)

Mailing: Percy Sales.

We invite anyone interested in helping with these activities to call the office.

Nancy Van Antwerp

Library Committee

No report submitted.

Adult Religious Education

The primary focus of the Adult Religious Education committee this year was the launch of the Wellspring Wednesdays program. Wellspring Wednesdays is a relatively new model of adult religious education that is heavily focused on community building.

We offered two semesters of ARE Wellspring Wednesdays this past year. During each 6-Wednesday session, participants first gathered in Parish Hall for fellowship and worship before classes started. In the spring, we added a sit down dinner of soup and salad prior to worship.

Attendance during our two Wellspring Wednesday semesters was consistent with a high number of our young families and new members participating. Course evaluations show that offering childcare on Wednesday evenings made it possible for families to attend classes. Registration numbers cannot be compared to past years, since this is a new program, and we do celebrate our Fall semester registration of 64 and Spring semester registration of 61!

Worship was expanded during the spring term as well with members of the Worship Committee hosting the service each week. Thank you to Ellen Rockne, Peter Hale, Jody Thomas and Ken Ralph for holding that space as sacred.

Classes this year included UU History, Building Your Own Theology, Walking Meditation, Underlying Unity, Qi Gong, Nurtured Heart Parenting, Unplugging the Christmas Machine, and Natural Nourishment. We are so

grateful for our teachers this year: Aaron McEmrys, LeeAnn Williams, Lex Crane, Eliza McEmrys, Melissa Block, Charla Bregante, and Amy Bacheller. Our ARE committee is currently recruiting instructors for next year's program.

During the course of the year, we added five new members join the Adult Religious Education committee: Jack Ucciferri, Renee Barajas, Lorna Hedges, Jules Zimmer, and the chair of our committee Eliza McEmrys. Returning ARE committee members are Ken Saxon, Don Bushnell, and Pat Aptaker. The ARE Committee currently meets on the fourth Tuesday of each month at 7 PM. Anyone interested in teaching or volunteering is encouraged to contact LeeAnn Williams.

Eliza McEmrys, ARE Chair

Children's Religious Education

Philosophy and Purpose: Here we believe that our children are the future of our congregation, our faith, and our world. We strive to support our children and youth and encourage them to be the unique and special individuals that they are.

Teaching and Curricula—Learning Our Faith: This year our Preschool/Kindergarten RE class was lead by Rachel Petkus and used the *We Are Many, We Are One* curriculum produced by the UUA. The primary focus of *We Are Many, We Are One* is to encourage children to honor themselves, their neighbors, their faith, nature, and other cultures.

Our First through Fifth grade classes used the *Tapestry of Faith* curricula recently published by the UUA. The purpose of the *Tapestry of Faith* program is to nurture UU identity, spiritual growth, and a transforming faith. Thank you to our First-Fifth grade teachers Jo Saxon, Hope Saxon, Scott Barnett, Astrid Nelson, Tish Housh, Chuck Champlin, Rosaleen Lancet, Courtney Narine, and Carol Millar.

This year, our Sixth and Seventh grade class explored the UU curriculum *Compass Points*. *Compass Points* is a program developed specially for middle schoolers that guides them on a year of discovery—discovering themselves, their relationships, and their faith. Paul Kretschmer, Anita Blume, Ken Ralph were our wonderful and dedicated teachers for this class. Thank you to these three for a wonderful year.

Fabulous February/Marvelous March Arts Program: Because we all remember best by doing, this year we explored our Seven UU Principles through an interactive arts program. During the months of February and March our children were busy creating banners, each consisting of seven flags, that depict our Principles. This was truly a multigenerational effort, including everyone from three-year old artists to great-grandmother stitchers. Thank you to everyone who made this program such a brilliant success, especially Mari Headley and Kathy Swor for their innovative ideas and practical support. These beautiful banners will enliven our USSB campus for years to come.

Social Justice Sundays—Living Our Faith: During the month of May, our children put their faith in action by supporting local organizations that address the issue of homelessness. Kids assembled hygiene packs for Dr. Lynne Janhke's Warming Shelter project, and made blessings cards for the recipients. For Mothers' Day our kids (preschool through seventh grade) made cards and candles which they donated to the mothers living at Transition House. For the children of Transition House, kids assembled a game and movie night basket and made friendship bracelets and cards. All funds for these gifts were raised by our kids through their cupcake sales. In addition, some of our 5th & 6th graders helped prep and serve a meal at Community Kitchen one Saturday evening in May, something they all said they would like to do again. We thank guest speakers Dr. Lynne Janhke and the Freeman family for sharing their experiences working with the homeless with our kids this month.

Registration and Attendance: we are observing that our families are attending more regularly this year, and we have recently joined families who are not yet registered. The greatest growth in our program is in childcare through Kindergarten, and our goal is to improve our childcare registration tracking. This year we registered 67 children and youth in our program and average weekly attendance has been 50, reflecting a 75% attendance to registration benchmark. Last year our average weekly attendance was 47, reflecting a 6% growth in attendance.

Special Events: RE children and families enjoyed many special events throughout the church year. These activities and programs included

- Summer Sundays
- Family Fun Nights
- Secret Pals
- El Dia de los Muertos Worship Service and Fiesta
- Holiday Craft Party
- Christmas Caroling at Sarah House & Santa Barbara Convalescent Hospital
- Easter Egg Hunt organized by our COA youth

OWL (Our Whole Lives Sexuality and Our Faith): Nancy and Alan Edmundson facilitated the OWL program for our 9th and 10th grade youth this year. The purpose of this program is to equip youth to make responsible, informed choices concerning sexuality. This program began in August and ran through January. In future years we are hoping to expand this much needed program.

YRUU (Young Religious Unitarian Universalists): January saw the formation of our current YRUU group. Membership comprises eight youth from last year's Coming of Age program. The purpose of YRUU is to provide a safe and nurturing environment for our teenagers to explore who they are and their place in the world. Ken Ralph, Alan Edmundson, Sarah Bennett, and Craig Bennett are the facilitators for this program.

Integral to YRUU is the annual mission trip. Last Fall, our teens voted to join the work of the New Orleans Rebirth Center and continue Katrina Relief efforts on the Gulf Coast. Our kids will travel to New Orleans during Spring Break 2011 to perform this social justice work. Fundraising for this project will continue through next Spring.

YRUU will continue to meet during the summer for worship services and various outings. An initiation ritual for the incoming 9th graders is planned for Labor Day weekend.

Coming of Age: Our Coming of Age program continued this year under the leadership of Kir Zecher. New COA facilitators were Emiliano Campobello and Dennis Lammers. During this year, the 9 youth COA participants spent time exploring their beliefs and wrestling with ideas about God, death and dying, and living an ethical life as they move into young adulthood. They participated in such activities as campouts, COA camp at deBenneville Pines, the holiday craft fair, and a spring vision quest. In keeping with our commitment to end chronic homelessness, our COA class participated in the Backyard Bounty program as their social justice contribution.

The culmination of their yearlong spiritual journey was the COA lead worship service on May 23 where they shared their credos with our congregation. We thank mentors Terri Allison, Chris Casebeer, Carla Neufeldt, Jo Saxon, Pat Aptaker, Glen Bacheller, Patrick Block, Dennis Lammers, and Elizabeth Schwyzer.

Children's Choir: During the Fall of 2009, our children's choir was led by Vaiva Janusoniene who left a few months into the church year to pursue other interests. Andrew Knox was gracious in stepping in and preparing our children to participate in our Christmas Eve family service. Currently, we are still determining the future of our children's choir.

Children's RE Council: We are grateful to our Children's RE Council (Christina Cable, Catriona Gay, Terri Stelzer, Carol Millar, John Housh and CRE Coordinator, Charla Bregante) for their support with such RE functions as registration, program faire, teacher appreciation, and more. The council meets monthly. If you are interested in joining the CRE council, contact LeeAnn Williams.

Kid For A Day: Inspired by Rev. Aaron McEmrys, 15 adults volunteered as a Kid For A Day in our Religious Education program this past year. As Kid For A Day, adults participated in Sunday Morning RE classes by assisting teachers with lessons, activities, and crafts. The purpose of Kid For A Day was to heighten the visibility of our RE program. Volunteering as a Kid For A Day, is an easy and meaningful way to connect with the youth of our community. We will continue this program next year.

Looking Ahead: Summer Sundays will begin on June 13th with our RE Council leading a Roxaboxen (building community with rocks and boxes) activity. We are currently in the process of recruiting next year's Religious Education teachers and Task Force volunteers. Charla and I are both so thankful for all the support this congregation has offered to the Children's Religious Education program this past year. I am looking forward to new adventures and journeys next year.

Respectfully Submitted, LeeAnn Williams, Director, Lifespan Religious Education

Connection Circles Task Force

Connection Circles are facilitated groups of 6-10 people who meet for 1 ½ hours twice a month, usually in someone's home. The members of the group follow a spiritual discipline of sharing and listening deeply to one another in a structured format. In the circle session plans we address the same monthly themes that are used in the Sunday service and in the RE program. This allows for the congregation to address the themes on a deeper level. Each Circle will last about 9 months, from September through June, allowing the members of the groups to establish a deep level of trust and friendship.

The purpose of connection circles is to strengthen and expand the life of the congregation. They provide an opportunity for individuals to make deep and meaningful connections which sustain them and our community as a whole. Facilitators meet monthly for sharing and mutual support.

The Connection Circles Task Force members are Anita Blume, Jean John, Carol Schwyzer and Doug Thomas. Rev. Aaron McEmrys is our advisor.

Establishing a Connection Circles program is in the strategic plan. At our initial meeting in the fall of 2008, convened by Rev. McEmrys, we laid out a timeline with the goal of beginning a Connection Circles program in the fall of 2009 with 200 members participating. A gathering is being planned to celebrate the completion of our first year. We are just now completing our first year of the program with about 100 members participating. There is high interest in connection circles especially among newer members and among this year's participants and we expect to expand the program in 2010-2011. Sign-ups will continue through June, July and August and the next session will begin in September.

The budget request for next year is for \$1000 to cover funding for training for at least one facilitator, creation and printing of a brochure, and for a social gathering of all the connection circle members.

-Carol Schwyzer

Open Men's Circle

The purpose of the Open Men's Circle is to hold space for men to share and listen to one another in confidence. Since this is an open group, there are no official members. Any man who is willing to keep the proceedings of the meeting confidential is welcome. This creates an environment wherein deeper trust can develop. Through a combination of heartfelt sharing, active listening, inquiry and discussion, men get to know aspects of themselves that might otherwise remain hidden. The result is a more intimate way of relating, a stronger sense of brotherhood and a clearer sense of purpose.

The Open Men's Circle meets on the second and fourth Monday of each month, from 7-9 pm in Blake Lounge. Men are welcome to just show up. Tea is normally served. For more information, questions, concerns... contact: Patrick Block (805) 679-1514 or Alan Edmundson (805) 452-7273.

We have no budget requirements. Room use is greatly appreciated.

Our goal for the coming year is to remain active and open. We may do a retreat. We have discussed creating a second, closed group where men can go even deeper into issues of concern. But as it stands, the Open Men's Circle is to remain open and available for all men of the congregation.

This open group has been meeting for over five years. Men have come and gone. Some men have shared their dying process before they passed. All sorts of issues, good and bad, make their way through this circle. It is with great reverence that I/we thank all the men who have participated. It takes courage to show up, to become vulnerable, trustworthy and authentic. Doing group work strengthens relationships and builds community. And so, this is the work that we do. Aho!

Humbly submitted by Patrick Block,

Neighborhood Network

Four years ago our Society members & friends were invited to their first Neighborhood Gatherings with other UUs. The original idea was to have UUs who live near one another meet socially three or four times per year to get to know each other better.

The nine neighborhoods are defined mainly by the geographical proximity of Society Members' and Friends' homes. Lists of neighborhood networks are updated for the volunteer facilitators and hosts by the NN Coordinator, Joanie Jones after she receives official updates from the office. Address labels are available from our administrative assistant, Carol Doose, to help facilitate invitations to the potluck gatherings in neighborhood homes or at other convenient locations including Parish Hall, La Paz, or Blake Lounges. Each year the facilitators share their successful ideas about their gatherings at an annual Facilitator gathering.

The purpose of our UU Neighborhood gatherings is to meet other UUs and Get to Know UUs, to have a neighborhood of UUs that you know. All attendees will get to know something new about each person who attends and also share in co-hosting gatherings. People will begin to identify members and friends who live around them and see one another after services, at events and UU adult educational programs. Our UU Neighborhood Networks have helped in caring and connecting our congregation during four fire emergencies in past years.

A Neighborhood Network is not the same as a small group ministry where each individual has the undivided attention of their group, sharing on a theme for 5 minutes. It is literally "a getting to know you" (6 to 20 person) potluck or afternoon gathering.

This year our Neighborhood Networks have been largely inactive. Though a couple of our Unitarian Society neighborhoods hosted gatherings, most neighborhoods have not met. We hope to renew the neighborhoods during the 2010-11 year and find some different ways to “get to know UUs in our neighborhoods.” New opportunities to volunteer are available in your neighborhood network, call Joanie.

Thanks to the following new & longtime NN facilitators and all our participants & those who have hosted from Goleta to Carpinteria:

- 1) JoAnn Magistad, Patterson 93111 & 93117 area;
- 2) Kathleen Boehm, 154/Foothill to San Roque;
- 3) Joanne Nay, San Roque-Mission Canyon;
- 4) NEEDED, Las Positas to Mission;
- 5) Dorothy Warnock, 93103 and north;
- 6) NEEDED, Santa Barbara in town;
- 7) Carol Schwzyer, Westside;
- 8) Bonnie Jensen, Mesa & City College;
- 9) Dale Zurawski, John Chere, Montecito & Carpinteria

Joanie Jones, Neighborhood Network Coordinator

Seasoned Seekers

The UU Seasoned Seekers program was founded in the early 1990s by Charles Bliss and Shirley Sayre, who defined its status and purpose: “Seasoned by age and experience and constantly seeking knowledge, truth, wisdom as we share our goals as seekers.” UUSS has developed to include UU retirees and friends living on the South Coast of Santa Barbara County, coming together for eight monthly discussions a year, on topics of interest led by invited speakers.

Our appreciation goes to the speakers who prepared and presented timely and informative afternoons! Programs and discussions featured for 2009-2010 were:

Sep 29	Rev. Lex Crane	Heroes of American Unitarianism
Oct 27	Anne Anderson, Maren Henle, Karin Nelson	Going for Baroque - string trio
Nov 24	Dr. Susan Neufeldt	Decisions and Transformation
Jan 26	Henry Levy	French Resistance & Death Camps, WW II
Feb 23	Sneh Singh	India: Recent Changes
Mar 30	Dr. Helen Gordon	The Secret Love Story in Shakespeare’s Sonnets
Apr 27	Barbara Margerum	Homeless on the Range: Life on the Road in a Model A Ford during the Great Depression
May 25	Dr. Jonathan Young	The Inner Journey

UUSS meets the last Tuesday of each month (except June, July, August, and December) from 3 to 4:30 PM, alternating between the Retirement Communities of Valle Verde and Vista del Monte. The attendance varies from 25 to 50.

Seasoned Seekers has no dues, fees, nor formal list of members. A mailing list is maintained. The meetings are always open to anyone interested. Wearing a Name Tag is encouraged. The lively and informal gatherings are an opportunity to become acquainted with and mingle with retired UUs in the greater Santa Barbara area. They include those in the Unitarian Society of Santa Barbara and Live Oak Unitarian Universalist Congregation of Goleta, also retirement home members and seniors living independently.

The meeting notices appear in USSB’s Kaleidoscope, Sunday Bulletin, Reflections, and Getting Connected; and in LOUCC’s Leaflet, Leaf of the Week, and Beagle-Ears. Notices are placed in the boxes of those in Valle Verde and Vista del Monte. Cards or emails are sent to others on the mailing list.

The Planning and Organizing Committee members this year with Ginny Crane as facilitator were: Eileen Clark (Vista del Monte), Helen Gordon (Maravilla), Lex Crane, Jane George of LOUUC, Joan Levy, Sara Maust, Betty Newcomb, and Shirley Sayre (all of Valle Verde). For next year we are pleased to welcome Bonnie and Dick Jensen as facilitators!

Ginny Crane, 5/19/10

Theater Company

A theater company has been launched again at our church to help raise funds and draw the Santa Barbara community to us. Paul Freeman was producer/director for the first production – Ionesco’s wonderful allegory, “Rhinoceros.” This first production reminded everyone that it takes a village to produce a play. Dozens of church and community members met in our Auditorium to rehearse and stage the play, build sets and fit the amazing costumes. Ten cast members threw themselves into the famous script and a dozen other volunteers helped build sets, run lights and sound, and solve logistical challenges. Other theater lovers handled ticket sales, promotional announcements and outreach to the community via email, calls and word of mouth.

For the production, the theater was outfitted with a new black backdrop that hangs from the beams and covers the entire back of the stage. It’s now a permanent addition to the stage for future productions.

There was tremendous enthusiasm for the first play, so we are confident that more productions will follow. More than 250 tickets were sold for the three performances of “Rhinoceros,” which covered most of the production costs. Overall the production was an excellent fit with the spaces available at the church and with its intelligent and sophisticated congregation. A theater company is an excellent way to spread the UU spirit throughout the region!

Paul Freeman, Director

UU Service Committee

This year, our focus was on Economic Justice. Thanksgiving's Guest at Your Table, the sale of Holidays cards, our Justice Sunday service with a dedicated offering and membership drive and the Martin Luther King, Jr. March and Volunteer Day for the Neighborhood Clinics--all were a mammoth success. Together we made sure our values led to action and continued UUSC financial viability.

Last year UUSC teamed up with grassroots organizations successfully working on the Human Right to Water Act. It passed the California Assembly and Senate with bipartisan support. But there was one more hurdle to cross — Governor Arnold Schwarzenegger's desk. Supporters made over 10,000 phone calls, and 400 got through to the governor's staff. Former UUSC President Charlie Clements and Reverend Lindi Ramsden of UULMCA also hand-delivered 2,000 postcards to the governor. Sadly, at the last minute, the governor vetoed the bill in October.

In the wake of the massive oil drilling disaster created by the explosion of BP's Deepwater Horizon oil rig, many of you responded to our action alert pressuring BP to take full responsibility for the disaster's environmental and economic impact. Your voices mattered. B.P. contacted us directly:

From: BP press office, London [mailto:bppress@bp.com]

Sent: Tuesday, May 11, 2010 11:12 AM

Dear Unitarian Universalist Service Committee members,

Thank you very much for writing to Tony Hayward. I am responding on his behalf while he is in the US overseeing our work.

Let me reassure you that we in BP are extremely concerned about the spill and are pouring every possible resource we can into the efforts. Etc, etc. [to read the complete letter go to uusc.com]

But, we don't need letters, we need accountability. Write your senators urging the co-sponsor of the Big Oil Bailout Prevent Liability Act of 2010. If passed into law, this bill would increase corporate liability for oil spills from only \$75 million — which amounts to less than one day's average earnings for a company like BP — to \$10 billion.

Beloved Community, thank you for all you have done this year. It is not too late to join UUSC's Annual Fund — \$20 Senior, \$40 Regular, \$75 dual regular, \$10 youth, \$100 or more eligible to be matched dollar by dollar by the Congregation at Shelter Rock in N.Y.

Barbara Sachs

Wednesday Reading Group

What is now called the Wednesday Reading Group has been in existence for at least 15 years at different venues. In 1998, I asked for and obtained a room to rent (presently, classroom B) for each Wednesday evening. The agreement (verbal) was to charge each participant \$1.00 per meeting.

This group is open to all—USSB membership is not required. Initially, we simply rented a room, but several years ago, the USSB Program Council officially made this a USSB program. This relieved us of the obligation to pay rent but we still ask each participant to contribute \$1.00 at each meeting.

I have been a regular since 1997 and voluntarily serve as the group's contact with USSB. The group predates me by a number of years and currently includes ten regulars though not everyone attends every meeting. We have no officers or hierarchy; long-term member Gene Waller does the vital service of eliciting suggestions for story and essay collections and novels, researching these, and bringing lists to our attention. Final selections are made by consensus.

At each weekly meeting, we discuss the short stories or essays we have read in the previous week. (Essays usually are discussed at the first meeting of each month.) The weekly reading "assignment" is up to 50 pages. The short story and essay collections we currently and most recently have been using are from the Best American . . . series published by the Houghton Mifflin Company. We recently completed all the stories in The Best American Short Stories of 2004 and are now in the midst of the 2003 collection. The current essay collection is The Best American Essays of 2003. We are not hidebound; currently, we also are reading from Alice Munro's Selected Stories and over the years have read from a wide variety of stories and essays.

Also, we take on three or four novels a year and have periodic potluck meetings to discuss these. The story and essay collections and the novels are chosen by group consensus. We most recently discussed the novels Disgrace and Elizabeth Costello, both by J. M. Coetzee. Magic Seeds by V. S. Naipaul is our most recent novel and we held the discussion on May 16.

That we were able to rent a classroom at USSB has worked out wonderfully for us and, we believe, for USSB as well. We have been averaging about seven participants per meeting, which works well. We find that a weekly

attendance of up to twelve participants would still work, but a greater number would change the character of the group. I'm sure we will deal creatively with that situation if and when it occurs.

This is a wonderful, collegial group of people who love literature. Most of us have been together for years but that should not discourage anyone from joining us. We certainly welcome new members. Anyone who is interested is encouraged to contact the USSB office or any present member.

Submitted by Al Melkonian—May 17, 2010

Worship Arts

Chancel Choir

In 2009 -2010, the USSB Music Program achieved continued growth and diversity, in both numbers of participants and caliber of musical offerings. In October 2009, the Chancel Choir conducted a retreat during which the members renewed their commitment to the congregation as music ministers, whose role is to enrich the Sunday theme with supporting musical selections that provide the congregation with a spiritual experience on multiple levels. The choir generates real enthusiasm, and a new era for the music at USSB is in full swing.

Growth: Beginning the program year with the single, non-audition Chancel Choir, the Music Program delivered on the promise of creating small ensemble groups for specialized music selections. In order to sustain their enthusiastic participation - that calls all the members of the choir to be at their musical best - we have found that small ensembles are a great expression of our ministry, offer the chance to showcase individual choir members, and allow us to expand to a more diverse musical repertoire.

Women's Chorale: The Women's Chorale debuted in November, 2009 to positive reviews from the congregation; it is comprised of women from the Chancel Choir and from the community and has 27 active members. The vision of the Women's Chorale is to offer music written specifically for the female voice, like the Celtic selections they sang at the Christmas service. This chorale rehearses the first and third Wednesday of the month from 10 a.m. to noon and our goal is to feature this group in a service once a month.

Chalice Singers: The Chalice Singers is a small ensemble that will be introduced to the congregation at the end of May; it is an invitation-only subset of the Chancel Choir purposely limited to members who want to sing more challenging selections from the classical oeuvres, including works by Rachmaninoff, Lauridsen, Palistrina, and Duruflé.

Chancel Choir: At the beginning of this year, the Chancel Choir listed 40 members, some of whom have been with the choir for more than 15 years. As of the end of May, 2010, the Chancel Choir has grown by 17% to 47 members. We have had the good fortune to add voices to sections which were light – tenors and basses. This year we were also able to hire professional singers, or ringers, one per section, to swell the ranks for the Christmas and Easter services. Because the congregation has responded so positively to the choral ministry, this will be the first year that we will meet through the summer, effectively making this a 'year-round' choir; rehearsals continue Thursdays at 7:00 p.m. The choir has grown not only in number, but in skill level and confidence to take on more ambitious musical selections, with complex harmonies and in different languages.

Diversity: A hallmark of this musical ministry is its diversity and ability to choose the appropriate music to serve the themes of the service. We are not confined by any one musical idiom but encompass many different styles and genres, ranging from early chant to the most current of choral composers. It includes world music like Native American chant and gospel, as well as contemporary music. The offerings of V'shamru (Hebrew),

Dirait-on (French), Siyahamba (Swahili), the inclusion of percussion artists, and the most recent joint choral service with the B'nai Brith choir – a moving example of integrating sermon and music that brought many in the audience to tears - demonstrate a broadening of the USSB repertoire. The choir's presence at the opening of the District Assembly was another choral highlight of this year's services.

An area for continued development is integrating the multiple choirs with Coming of Age and YRUU programs. This requires active coordination with the RE groups and this year's schedules made that difficult.

Summary: The Music Program grew in number of participants and diversity of musical offerings; the choirs now involve nearly 15% of the USSB membership. The enthusiasm of the congregation for this ministry, the feedback that the congregation provides after each musical service, has reinforced the commitment of its members to their music and their role in the service. As more and varied music continues to underscore the words of the sermons and reflections, the spiritual experience deepens for everyone.

Ken Ryals, Chancel Choir Director

Flower Committee

The Flower Committee's primary responsibility is to provide the Chancel Table floral arrangement in the Sanctuary for Sunday Services. Members of the congregation occasionally request that the flower arrangement on a particular Sunday be a memorial for a deceased loved one or in celebration of a special event such as a wedding or anniversary. There is a requested donation to the Flower Committee of \$50-75 toward expenses. The fund allows for purchase of flowers, vases, floral foam, Christmas decorations, etc. Committee members frequently raid their own, neighbors' and friends' gardens and fields for most of the materials used. The Flower Committee expenses are not supported by the Operating Budget.

The committee usually meets only once a year for a lunch meeting to establish the schedule for the following year. USSB office coordinates the wedding schedule with the committee's schedule. Each member signs up to arrange flowers 6 or 7 times per year plus decorating for the Christmas season. If a member has a conflict with the schedule they ask another member to exchange dates with them and notify the office of the change. The Sanctuary is reserved Saturdays from 10 a.m. to noon. for arranging flowers. If there are scheduling conflicts with this time the office notifies the person scheduled and arranges an appropriate time.

The USSB staff is very helpful and accommodating to the Flower Committee. We are very appreciative of Nancy Edmundson's, and Carol Doose's assistance. If there is help needed with transporting materials or equipment the committee makes arrangements with the office prior to Saturday since the staff does not work on that day.

Members of the Flower Committee are Kathleen Boehm, Marika Davidek, Suzanne Fairly Green, Donnis Galvan, Pat Kruger, Anne Pedersen, Barbara Sanchez, and Dolores White. We welcome new members to the committee. Please contact Pat Kruger, 966-1906, if you would enjoy arranging flowers in the Sanctuary for our Sunday services.

Pat Kruger, Chair

Hearing Assistance Committee

This past year at each Sunday-morning worship service, as many as a dozen people with hearing problems have used our assistive-listening devices (ALDs), which consist of individual FM radio receivers tuned to the sanctuary microphones' frequencies. Twelve receivers were donated by the late Lawrence Kaupp in 1989, and a

subsequent set of 12 was acquired by USSB in December 2005. This year only the latter were needed. The originals have been tried in Parish Hall for several Alliance meetings without much success.

Members of the Hearing-Assistance Committee distribute these receivers at both Sunday-morning services to all who request them. This includes not only our hard-of-hearing attendees but also an occasional R.E. volunteer, since the worship service can be heard in other nearby buildings through our equipment. Committee members are also on duty at memorial services.

Many thanks to the following, who have served during the past year: Betty Beckwith, Janet Brinckmann, Gerald (Jerry) Floyd, Dorothy Holland, JoAnn Magistad, and Al Melkonian; and a special welcome to new-member Nancy Cisney. Also special appreciation to Al Melkonian, who has not only covered almost all the 9 AM services but also trouble-shoots our equipment. And we are indebted to the team who set the balcony controls which activate our ALD's in the sanctuary.

On the first Sunday of every other month, volunteers sign up for specific Sundays and are on duty about 15 minutes before and 15 minutes after each service. New volunteers are always welcome. They apprentice with an experienced volunteer for a Sunday or two, and then sign up for Sundays convenient for them (usually once or twice a month). This is indeed a personally rewarding service to USSB members and friends!

Dorothy Holland, Chair
(Formerly Dorothy Holland-Kaupp)

Concert Committee

The 2009-10 year has been highlighted by a close relationship with UCSB professor Helen Callus, who has performed three concerts, two of which have included musicologist Derek Katz who has provided commentary during the Bach Suites series presented by violist Helen Callus. The program has continued to attract more people from the community to its Sunday afternoon events. The concerts this year also offered an interesting variety of music which included multiple concerts featuring our talented staff musicians and Ellen Rockne. Natasha has performed a solo as well as a chamber music concert, Ken Ryals presented an innovative vocal event and Ellen delighted us all with her cabaret program. In addition, we enjoyed a lovely Brahms program featuring pianist Betty Oberacker and violinist Nicole McKenzie.

The committee members were John Warnock, Laurie Potter, Ellen Rockne, Dorothy Warnock, Edward Bookin, Steve Young and Carlene Van Pelt, Alex Cole, Suzanne Fairly Green, Karin Nelson, Rick Hibbs, Alex Abatie, Bart Woolery and Tim Pettit. John Warnock is retiring as chair, having served in that role for 10 years. The concert programs this coming year will likely offer a different mix of music, depending upon the preferences of the leadership that emerges to continue with the concerts.

Respectfully Submitted, John Warnock, Chair

Worship Committee

The Worship Committee creates and hosts Sunday services on the average of once a month when the Rev. McEmrys is not in the pulpit. Worship Associates from the Worship Committee are also present on most Sundays to assist with readings, reflections and helping to weave the congregation into the overall Worship experience.

Current members are Jody Thomas, Diana Cecala, Nica Guinn, Shelley Noble, Ken Ralph, Ellen Rockne and Peter Hale (Chair).

The Worship Committee meets on the last Tuesday of each month at 5:30pm in Blake Lounge.

Our goals for 2009-2010 were three: to work with the Minister to create meaningful and enjoyable Worship services, to improve our process of coordinating research and information relevant to Worship themes and increase the membership of our committee. The congregation seems to have voted on the first two goals in the affirmative as attendance on Worship Committee Sundays demonstrates healthy attendance. And we have welcomed two new members: Diana Cecala and Nica Guinn.

For the coming year the Worship Committee plans on expanding its presence to include Wellspring Wednesdays and mentoring our Coming of Age youth with their worship planning.

Respectfully submitted,
Peter Hale

Young Adult Game Night

Young Adult Game Night is a new program at USSB. Sarah Bennett and Eliza McEmrys hosted the first Game Night on April 2, and it will continue on the first Friday evening of each month.

USSB has more and more members and visitors who are in their 20s and 30s, and this program has been created to help connect our young adults with each other. We hope that, in the future, having a social network of young adults will enable us to organize social justice projects, adult religious education classes such as the “Building Your Spiritual Home” UU young adult class, and other activities. Strengthening the young adult community within our congregation furthers our congregational goal of increasing age diversity.

Young Adult Game Night is on the first Friday of each month, from 7pm to 9:30pm or so. USSB members and non-members who are over 21 and consider themselves to be young adults are warmly welcome to attend (there is no firm upper age cut-off). The location of game night has been at Eliza and Aaron McEmrys’ house, at 124 E Arrellaga Street, but the location may change from month to month. For updated information on Game Night, check the “USSB Young Adults” page on Facebook, or email Eliza McEmrys (emcemrys@yahoo.com) or Sarah Bennett (bennett915@gmail.com). RSVPs are appreciated especially if childcare is needed. Participants are encouraged to bring snacks and drinks to share, and the game night hosts provide a vegetarian entrée of some sort, as well as some beverages, both alcoholic and non-alcoholic.

The Program Council has been very supportive of the concept of this program and has granted Young Adult Game Night a \$500 annual budget for the hospitality related expenses.

The feedback from the first two game nights has been very positive, and we had 14 attendees in April and 18 in May.

This year, we hope to host a more elaborate event in Parish Hall, where we can play “Rock Band” on the big screen! Karaoke is also a popular idea.

Challenges that may come up include having enough space as the event grows – we like the feeling created by having the event in a private home.

Respectfully submitted, Sarah Bennett and Eliza McEmrys

Facility Partners

Orca School

Orca School is a California registered private school with 19 students, currently in grades 1 – 5. We have been renting space from USSB for ten years. You have possibly noticed our artwork on the walls in Classroom B and C this year. We have staged plays in Parish Hall and cooked in the beautiful Kitchen. We use the Jefferson Hall lawn for recess and lunch now and then.

We have an unusual curriculum, Waldorf-inspired, which means we integrate the arts into all of our academic subjects. Music, painting, woodworking and knitting are just a few of the many hands on classes we have every week. Twice a week we enjoy hiking, biking and ocean sports in the Santa Barbara vicinity. Our full time teachers are able to bring excellence to the academics and also meet the children in a heartfelt way. Some students have already completed 4 consecutive years at Orca School and have moved on to junior high with flying colors. We welcome visitors and are deeply appreciative of our home at USSB.

Rob Harrington, Director Orca School

Starr King Parent Child Workshop

Starr King Parent Child Workshop has existed in partnership with USSB for 62 years, and we are deeply grateful for the use of the USSB nursery space for our mid-week program. Starr King is an independent school, that is part of the Santa Barbara City College Adult Education program.

This year has been very unusual. SK and the other three parent child workshops (Lou Grant, The Oaks and San Marcos) have been in negotiations with SBCC to clarify the relationship between SBCC and the four parent child workshops in a memo of understanding. SBCC provides each parent child workshop with the parent education instructor. As a result of this discussion, SBCC decided to decrease the amount of instructional time the instructors would be assigned to the workshops. As you can imagine many issues have been discussed and some of the changes suggested by the SBCC Administration will compromise the integrity of these parent cooperative learning institutions that have been serving the SB community for over 60 years. We hope for a quick, fair and reasonable resolution soon.

Aside from this very time consuming effort with SBCC, SK continues to provide opportunities for parents to develop parenting and leadership skills, as well as learning the importance of community involvement and advocating for positive societal changes, while also providing children with a healthy, safe and stimulating learning environment.

Population Served and Assistance Provided: Sixty-eight families and a total of seventy-two children were served this year. We had a significant number of requests this year for financial assistance which more than doubled the budgeted amount. Our annual \$500 donation was shared between two families dealing with serious medical conditions. A former family was given a donation to assist with the medical costs as the dad awaits a kidney transplant. The other half was given to Laura Sobell, a long time parent educator who was diagnosed with pancreatic cancer. Also, this year eight children were provided with speech and other educational services at SK.

Children's Curriculum: Starr King continues to benefit from a committed group of parents who plan and facilitate all aspects of the children's curriculum which include our annual activities such as handprint tiles, parachute, sand play, discovering interesting bugs and insects as well as building in the block area, dressing up and mastering the two wheeler as well as participation in the annual Fiesta parade, harvest feast, holiday sing a-long, and our annual campout at Skofield park.

Parent Curriculum: This year, the SK community benefited from a rich and diverse parent education program. Topics included parent education, child development, cognitive development, holiday sing-along, team building, art appreciation, general supervision, death and dying, stress management, relationships, music, environments, Dr. Hasler, Public Health Dept. and Kindergarten Readiness. We also planned a fall retreat for the board and committee chairs that provided a warm welcome and initial training on leadership development.

Mission Vision Values Statement: A collaborative effort resulted in a mission vision value statement that will be our guide as we move forward in planning and implementing our parent cooperative program.

Honors and Distinction: SK is considered a Green Child Care Provider. We successfully completed the Green Care for Children worksheet and have pledged to uphold at least 18 of the 25 Green Care Standards.

Student Intern: Candy Platon, SBCC Early Childhood Education student received "hands on" training and gained experience and knowledge of parent education in our parent cooperative model.

Annual Rummage Sale: This annual event yields approximately a third of our annual operating budget, and equally as valuable is the bonding experience that families gain while planning and carrying out this event, and by assisting families in our community while practicing environmental responsibility. We appreciate all the adjustments USSB makes to accommodate this annual sale and we thank you for supporting this much-anticipated community event.

Maintenance:

1. Replaced doors on bike shed.
2. Added a new outdoor hand washing area in the upper yard.
3. Maintained and beautified the outdoor environment with wonderful gardens.
4. Professionally cleaned the floors and carpets twice during the year.

Board of Directors: It is with great respect that I acknowledge the board of directors who have worked so diligently throughout the year to ensure the best possible outcome in the negotiations with Santa Barbara City College, especially to Lisa and Jen who have been a great example to others through this process. A warm, heart felt thanks to; Chair: Lisa Bass Bordofsky, Vice-Chair: Jennifer Mansbach, Recording Officer: Mari Headley, Treasurer: Anya Naftaly, Billing Treasurer: Drew Wright, Membership: Kate Vesper, Participation: Gabriella Kline, Children's Curriculum: Alia Porinsh, and Development Chair: Eric Sanchez.

Please have a pleasant and safe summer and I look forward to our continued collaborative effort in the coming year.

Please contact us:

Starr King and general information - 966-1325

Tours and wait list - 456-6562

Website - www.starrking-pcw.org

Yolanda Medina Garcia, Director

USSB Calendar
2009 - 2010
(Year in Review)

August 14-15	USSB Board of Stewards Retreat
September 5-6	Skofield Campout
September 13	Ingathering Service
September 20	Religious Education Open House Children's Religious Education Began COA began
September 25-27	de Benneville Pines Retreat
October 4	New Member Recognition
October 10	Hospitality Training
October 24	Lifespan Religious Education Start-up Workshop
November 7	USSB Services Auction
November 8	Heritage Sunday
November 15	Congregational Meeting (bylaws)
November 22	Intergenerational Thanksgiving Service
December 11	Family Fun Night & Tree Decorating
December 13	Intergenerational Holiday Craft Party
December 24	Christmas Eve Service
February 21	Annual Campaign Launch
February 28	Secret Pal Luncheon
April 4	Easter Service
April 16, 17, 18	USSB Library Book Sale
April 23, 24	PSWD Assembly
May 9	New Member Recognition
May 23	Coming of Age Service
June 6	Congregation Town Meeting Children's RE Classes End
June 13	Congregation Annual Meeting Children's RE Summer Sundays Begin

Updated 6/1/10

Index

Adult Religious Education	40	Library Committee	40
Agenda for Annual Meeting	4	Long Range Plan Committee	29
Alliance, The	37	Membership Committee	30
Annual Campaign	23	Membership Statistics	5
Association and District Representative	24	Mission Statement	2
Audit Committee	25	Neighborhood Network	44
Board Committee Reports	23	Nominating Committee	32
Board of Trustees Report	20	Open Men’s Circle	44
Budget, Notes on Proposed	7	Orca School	52
Budget, Proposed	6	Pastoral Care Committee	32
CA Interfaith Power & Light	8	Personnel Committee	33
Chalice Circle, The	35	Planned Giving Advisors	33
Chancel Choir	48	Program Council	37
Children’s Religious Education	41	Program Council Reports	37
Committee on Shared Ministry	26	Seasoned Seekers	45
Concert Committee	50	Services Auction	36
Connection Circles Ministry	43	Starr King Parent Child Workshop	52
DanceAway Committee	38	Strategic Long Range Plan	10
Endowment Fund	26	Theater Company	46
Esperanto Circle	38	Treasurer Report	22
Executive Report	13	USSB Calendar	54
Facility Partners Reports	52	UU Legislative Ministry Covenant	9
Finance Committee	27	UU Service Committee	46
Flower Committee	49	Vision Statement	2
Green Team	39	Wednesday Reading Group	47
Hearing Assistance Committee	49	Worship Arts Reports	48
Information Technology Committee	28	Worship Committee	50
Kaleidoscope	39	Young Adult Game Night	51

Core Values of the Unitarian Society of Santa Barbara

We, the members and friends of this congregation, value:

1. The mutuality of caring and responsibility that sustains this community.
2. Respecting differences of belief, lifestyle and sexual identity.
3. Welcoming everyone into the life and work of this congregation.
4. Ritual and celebration that invite the sacred into our daily lives, and which unite us in good times and in difficult times.
5. Working for peace and social justice.
6. Lifelong learning and growth as individuals and as a community.

Covenant of Good Relations

In my interactions with others in this congregation, I will:

1. Be receptive, listening with care and compassion.
2. Be truthful, speaking with care and compassion. Speak directly to any person(s) with whom I have a concern.
3. Be committed to the group *as a whole*, honoring our long history as a congregation within the Unitarian Universalist tradition.
4. Expect that there will be differences among us and accept and care for one another despite those differences.
5. Remain engaged with gentleness and respect when times are uncertain, participate in the process, and do my part to sustain this Covenant.
6. Honor my responsibility for upholding the spiritual values, traditions and rituals of our community.

truthful
concern spiritual Relations engaged mutuality
Lifelong listening gentleness Ritual invite
long upholding interactions Covenant difficult
uncertain Working times Universalist friends
receptive Unitarian compassion Good
committed community individuals
Welcoming Speak tradition life Respecting sacred identity
congregation Values despite
Society differences care celebration
directly responsibility
Honor Barbara
lifestyle
learning

Cover Art created by feeding the words from our Mission and Vision statements into www.tagxedo.com, a fun website discovered by member Linda Hill. Inside back cover words are from the Core Values and Covenant of Good Relations.

Help us reduce our paper use. Please return this report to the office when you have finished with it. The report is available on our web site: www.ussb.org.

Thank you