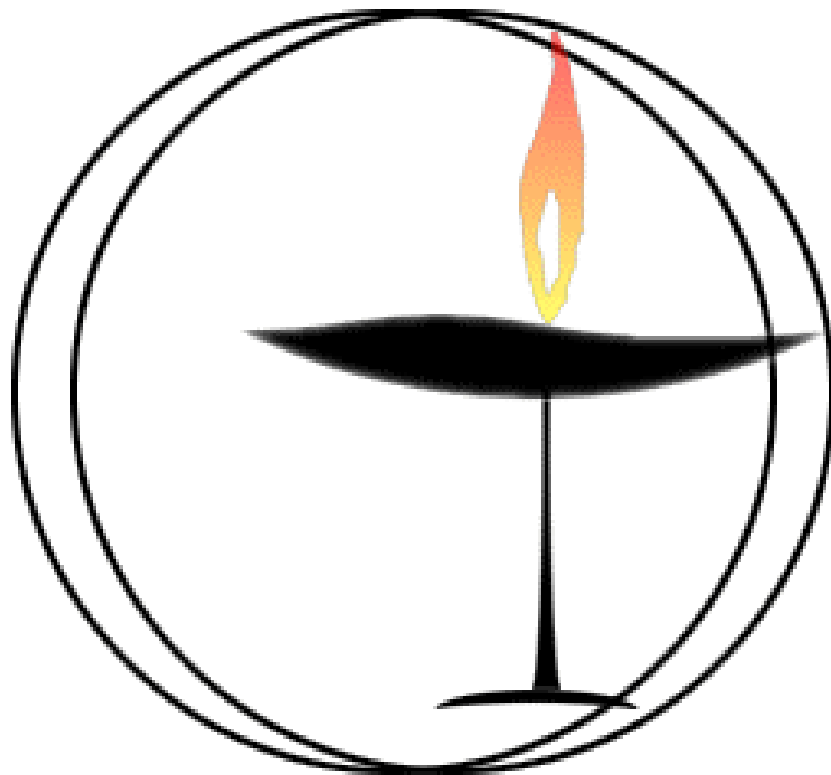


Unitarian Society of Santa Barbara



2007-2008 Annual Report



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.

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Board of Trustees
Officers – 2007/2008 Fiscal Year

President - Kathleen Boehm
Vice-President - Sayre Macneil
Corporate Secretary - Patricia Reilly
Treasurer – Chris Appleton

Members

<u>Term Expires</u> (6-30-08)	<u>Term Expires</u> (6-30-09)	<u>Term Expires</u> (6-30-10)
Beverly Hanna 967-4173	Kathleen Boehm 687-6218	Beverly Appleton 682-0402
Joanne Nay 682-3381	John Chere 684-7926	Ed Bookin 683-9429
John Warnock 965-4235	John Gilbert 448-6438	Gun Dukes 566-6648
Gary Welterlen 682-5275	Sayre Macneil 637-3547	Patricia Reilly 966-3985

Nominating Committee

<u>Term Expires</u> (6-30-08)	<u>Term Expires</u> (6-30-09)	<u>Term Expires</u> (6-10-10)
Chuck Wolfe	Carol Schwyzer	Max Neufeldt
Ellen Yeomans	Betty Noling	Ivor John

Staff

		Phone Ext	Email Addresses
Interim Minister	Joy Atkinson	222	minister@ussb.org
Minister for Religious Education	Melitta Haslund	229	lifespan@ussb.org
Religious Education Assistant	Charla Bregante	227	re@ussb.org
Director of Administration	Nancy Edmundson	225	ussb@ussb.org
Administrative Assistant	Carol Doose	224	assistant@ussb.org
Facilities Manager	Ken Ralph	223	facilities@ussb.org
Chancel Choir Director	Marilee Mouser, outgoing		mjmouser2001@yahoo.com
	Ken Ryals, incoming		k.ryals@hotmail.com
Children's Choir Director	Charla Bregante, outgoing	227	re@ussb.org

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

BOARD COMMITTEE CHAIRS

Annual Campaign		Information Technology	
Mark Hamilton	962-1402	Doug Thomas	963-2673
Chris Appleton	682-0402	Long Range Planning	
Association-District Representative		Betty Noling	969-0785
Bruce Hanna	451-5414	Doug Thomas	963-2673
Benefit Auction (Services Auction)		Membership	
Percy Sales	451-8647	Contact Director of Administration	
Buildings and Grounds			965-4583 x225
Contact Facilities Manager		Nominating Committee	
	965-4583 x223	Betty Noling	969-0785
Building Project		Personnel Committee	
Patricia Reilly	966-3985	Gary Welterlen	682-5275
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	
Susan Neufeldt	962-9344		965-4583 x225
Endowment Board		Search Committee	
Barbara Margerum	969-5149	Dick Jensen	965-5997
Finance Committee		Jody Thomas	963-2673
John Gilbert	448-6438		

PROGRAM COUNCIL MEMBERS

JoAnne Nay, Chair 451-8647

Beverly Appleton	Gun Dukes	Staff: Joy Atkinson
Sayre Macneil	Katherine McCracken	Melitta Haslund
Joanne Nay	Birdie Newborn	Nancy Edmundson

PROGRAM COMMITTEE CONTACTS

Dance Away		Social Justice Committee	
Dorothy Holland	967-5241	Paul Nay	682-3381
Chautauqua		<i>Education Task Force</i>	
Birdie Newborn		Barbara Margerum	969-5149
Kaleidoscope Newsletter		<i>HealthCare for All</i>	
Kaleidoscope@ussb.org		Peggy Burbank	564-2437
Esperanto Circle		<i>Marriage Equality - Open Flame</i>	
Dorothy Holland	967-5241	Joanie Jones	683-1937
Library		<i>UU Service Committee</i>	
Lana Haskett	692-1115	Barbara Sachs	563-0989
Lifespan Religious Education		<i>Ministry for Earth "Green Team"</i>	
Rev. Melitta L. Haslund,		Ivor John	563-0389
Consulting Minister for Religious Education		The Alliance	
	965-4583 x229	Betty Beckwith	967-5415
Adult Religious Education		Vespers	
Children's Religious Education		Lucinda Eileen	415-6294
Charla Bregante	965-4583 x227	Worship Arts	
Coming of Age		<i>Flower Committee</i>	
Elizabeth Schwyzer	687-0890	Pat Kruger	966-1906
Young Religious Unitarian Universalists (YRUU Teen Group)		<i>Hearing Assistance</i>	
Kir Zecher	569-0960	Dorothy Holland	967-5241
Neighborhood Groups		<i>Music Committee</i>	
Joanie Jones	683-1937	John Warnock	965-4235
Pastoral Care		<i>Adult Chancel Choir</i>	
Contact Minister	965-4583 x222	Marilee Mouser	outgoing
Seasoned Seekers		Ken Ryals, incoming	520 248-0100
Ginny Crane	682-3476	<i>Children's Choir</i>	
		Charla Bregante	outgoing
		<i>Worship Committee</i>	
		Patrick Block	563-5320

UNITARIAN SOCIETY OF SANTA BARBARA

Notified Agenda

for Annual Meeting June 8, 2008

11:45 AM Sanctuary

1. Opening – Kathleen Boehm, Board of Trustees President
2. In Memoriam -- led by Rev. Joy Atkinson
3. Volunteer Recognition—led by Rev. Joy Atkinson
4. Additions or Deletions from Agenda if one-third quorum present
5. Election of Board of Trustee members:
 - a. Slate Presentation and Candidate Remarks
 - i. Percy Sales Term ending 6-30-11
 - ii. Sandy Grasso-Boyd Term ending 6-30-11
 - iii. Alexandra Cole Term ending 6-30-11
 - iv. Richard Nagy Term ending 6-30-11
 - v. Gary Welterlen Term ending 6-30-10
 - b. Nominations from the floor (if any) and Election of Trustees
6. Election of Nominating Committee Members
 - a. Presentation of and remarks by eligible nominees
 - i. Ellen Rockne Term ending 6-30-11
 - ii. Kir Zecher Term ending 6-30-11
 - b. Election of Nominating Committee members
7. Affirmation of Covenant and Core Values
8. Annual Fiscal Plan Presentation and Vote To Adopt Annual Fiscal Plan
9. Capital Campaign Report and Vote on Re-Distribution of Cummins Fund to Capital Campaign
10. Long Range Planning Report
11. Vote to Receive Annual Reports
12. Installation of Board and Nominating Committee
13. New Business (if any, only with 1/3 Quorum)
14. Closing – Kathleen Boehm
15. Adjournment-to Ground Breaking Ceremony, Jefferson Lawn

Quorum to conduct business: $1/5 \times 437 = 88$ members

Quorum to make additions or deletions from Agenda: $1/3 \times 437 = 146$ members

Notes on Proposed Budget

Operating Revenue

- **Pledge and Contributions Revenue** based upon current year projections and known commitments to current annual campaign. Contributions are plate collections to operating fund.
- **Facilities Revenue** based upon known contracts and current year projections. This item includes rental for parsonage and schools, weddings and other room use. Significant reduction in this area (in current year and 2008-2009 year) due to building construction plans.
- **Program Revenue** is for Danceaway. Other programs are budgeted for net zero.
- **Cummins Program Fund Revenue** is annual gift from the estate of Roy and Laurie Cummins designated by the board and congregation to support programming.
- **Investment Revenue** is from Endowment, and minor portion from savings interest.
- **Fundraising Revenue** is based upon current year projections and next year's plans. Service auction will be held in fall. Smaller fundraisers include Souper Sundays.
- **Cummins Contribution to Capital Needs** is annual gift from the estate of Roy and Laurie Cummins designated by the board and congregation to support capital needs.

Operating Expenses

- **Ministerial Settlement** This is a one-time \$10,000 moving expense for Rev. Aaron McEmrys.
- **Staff Expense** includes adjustments in staff salaries and associated costs (taxes/pension) with no changes or additions to staff or hours. Includes projected increase in health insurance costs.
- **Administration Expense** includes cost of full audit, bookkeeping, office equipment leases, supplies and interest expense.
- **Facilities Expense** includes insurances for property and liability; self-funding for earthquake; regular maintenance, major maintenance, contract services for gardening, custodial and security services, utilities, supplies, and organ maintenance. Similar to current year, earthquake coverage is self-funded (\$9,000) due to significant increase in premiums with decreased coverage related to recent California Earthquake Insurance crisis.
- **Supplements to Programs** Includes program supplies costs and board expenses, as well as partial funding cost of Pastoral Care and Social Justice Coordinators.
- **Denominational Support** is projected to be full Fair Share to UUA and PSWD, based on official membership reported on February 1, 2008 and adjusted July 1, 2008 per UUA guidelines.
- **Interest Expense** is interest on Blake Roof Loans and cash flow line of credit.
- **Restricted Fund Expense** funds to restore available cash in savings for donor-restricted funds.
- **Debt Repayment:** Principal repayment of Blake Roof loans. These will be fully repaid in 2010 under current financing.

Board of Trustees Report

This year of transitions made for active work between the board members and whole congregation. This was a year of multiple town and congregational meetings, leadership and hospitality workshops, hiring new music staff, calling a minister, getting our building plans to ground breaking, updating our strategic plans, while attending to USSB financial and administrative duties.

Serving this year as stewards of the congregation were President Kathleen Boehm, Vice-President Sayre Macneil, Secretary Patricia Reilly, Executive Members Gun Dukes and Beverly Appleton, Liaisons Ed Bookin for Long Range Planning, John Chere for Membership, John Gilbert for Finance, Joanne Nay for Program Council, Gary Welterlen for Personnel and COSM, John Warnock for Music and Governance and Beverly Hanna, at large. Chris Appleton served as USSB Treasurer.

The Board adopted a work agenda at its annual retreat in August 2007:

- Maintaining a balanced operating budget is one of the normal board tasks. Our auction fundraiser reached new heights and helped offset the reduced room use revenue. Calling our new minister included new one time expenses that has required cutting back some facets of congregational and UUA support in the coming year.
- Revising governance has become the work of a board appointed task force. Members are investigating governance choices, other UU congregational by-laws, and the unique issues covered in the USSB constitution. The board decided to engage our new minister in the revision process before drafting new by-laws and holding congregational meetings.
- Promoting membership development was kept in the forefront by a Board Membership Committee. The committee created a membership charter and goals focused on increasing external promotion of UUA and USSB, opportunities for members and visitors to connect within USSB, and small groups. Membership committee members have formed a new hospitality team. The board continues to support the development of volunteers to maintain a strong committee.
- Defining the music program has been in as much flux as has our music staff. We were blessed with the fine musicians in this transitional year to experience a variety of musical options. The board appointed Music Task Force has combined efforts to hire a keyboard professional and a choral director.
- The major focus of Long Range Planning has been developing a clear picture of goals we have accomplished in our Strategic Plan so we can prioritize next steps, as well as an understanding of how congregational growth, projected revenues and budget priorities will affect the timing of meeting our staff development goals.
- The board members committed themselves to make the “Keep the Home Fires Burning” canvass a success. Board members also led the effort to create a plan for raising the remaining \$300,000 needed for our building project capital campaign in “The Power of Three”.
- Working with the Search Committee the board worked out the agreement and compensation package, within the congregational voted allocation, that will support our new ministry.
- Several board members and staff attended the UUA Large Church Conference and the Pacific Southwest District Assembly keeping the board focused on ways to enhance our congregation life.
- The board updated the congregation as the building plans changed over the year due to permitting requirements and is now looking forward to celebrating the end of the year with ground breaking.

The brilliance, energy and commitment of all the board members made working together during a challenging and exciting year a pleasurable spiritual journey.

Submitted by Kathleen Boehm, President

Ministerial Team Report

It has been a very active year for the ministerial team. We have continued our weekly meetings and occasional longer “retreat” meetings. Our meetings focus on overseeing the general health and wellbeing of our many pillars of the ministry, including pastoral care, religious education, worship, social justice, administration and community. We have also worked together on a number of special projects this past year:

- A staff retreat in December, to explore our leadership styles and how we can improve our communications and interactions as staff members
- Meetings with ministerial pre-candidates to inform them about how the Ministerial Team works,
- A Leadership Training workshop followed by a first meeting of a new Leadership Council, which we hope will continue to meet three or four times a year to increase communication among committees and other groups and to facilitate the scheduling of special events.
- A new member social gathering, which we planned along with members of the Membership Committee. This was the first such social gathering in over two years, and included newer members from April, 2006 to the present. We expect to hold more frequent new member gatherings in the future.
- Along with Facilities Manager Ken Ralph, and Building Project Committee Chair Patricia Reilly, we recently planned a celebratory groundbreaking ceremony, which will take place following the Annual Meeting.

Respectfully submitted,
Nancy Edmundson, Administrator
Rev. Melitta Haslund, Consulting Minister for Religious Education
Rev. Joy Atkinson, Interim Parish Minister

Interim Minister Report

I would like to begin this report by reiterating the interim year developmental goals—goals specific to a year between settled ministers—that we interim ministers keep in the foreground of our minds throughout a transitional year. I introduced these goals to the Board at its August retreat, and to the congregation as part of my first service here last August. They are:

- Helping the congregation claim and honor its past and heal its griefs and conflicts
- Illuminating the congregation’s unique identity, its strengths, its needs, its challenges
- Clarifying the multiple dimensions of leadership both ordained and lay, and aiding the congregation in navigating the shifts in leadership that accompany times of transition
- Renewing connections with available resources within and beyond the district and the UUA
- Enabling the congregation to renew its vision, strengthen its stewardship, prepare for new professional leadership and engage its future with anticipation and zest

Here is some of what we have been doing to address these goals:

Owning and dealing with the past: This interim year happened to coincide with the 130th anniversary of the signing of the first constitution of the Unitarian Society of Santa Barbara, in 1877. We celebrated this birthday on a “bring-a-friend” Sunday with cakes and candles after each service. In the weeks prior to this I offered two sermons on USSB’s long history, and posted an interactive time-line, which included dates of past ministers’ service, copies of photos and documents from the archives, and space for people to add events, thoughts and feelings. Several people also took the opportunity to speak with me about their feelings concerning past events. This congregation has, in my opinion, largely healed from its past griefs and conflicts.

Strengths, needs, challenges: This is a strong and vibrant congregation, with a very competent staff who are a pleasure to work with, and with many dedicated lay volunteers, strong programs and a constant buzz of activity. One of the challenges of a congregation as large as this one is providing adequate hospitality—making sure that first-time visitors are welcomed, informed and oriented, and that new members are well-integrated into the life of the congregation. This year, John Chere reactivated the dormant Membership Committee, and it continues to meet monthly. This Committee held a retreat in January for Committee members and others interested in the health and growth of the congregation. At the retreat, we explored ways to attract and retain newcomers. Director of Administration Nancy Edmundson and I also offered two workshops in the fall and spring on hospitality as a spiritual discipline. We believe that there has been more attention given to hospitality this year by many members, not just those designated as greeters. Nancy Edmundson, Rev. Melitta Haslund and I, with the help of the Membership Committee, offered several “Path To Membership” classes for newcomers this year, and many of those who attended went on to join the congregation. All new members since April of 2006 were invited to a social event this spring—something that hasn’t happened in the past two years.

Another need that became apparent to me when I began work here was the strengthening and further organizing of the pastoral care network. This has been accomplished through activation of a renewed Pastoral Care Committee, and through a larger network of members offering their services in the area of pastoral care. Pastoral Care Coordinator Mary Grimm convened this Committee in December, a few members were added, and it has been meeting with me monthly and helping to address the pastoral care needs of the congregation. Although Mary resigned her position to focus on other work, including the intensive Ministerial Search Committee, her help in gathering members for this renewed and vital committee was invaluable. This Committee’s work will, I am confident, be very helpful to Rev. Aaron McEmrys, as it has been to me. I am also grateful to the Rev. Melitta Haslund for her help with pastoral care.

Another revitalized committee this past year is the Social Justice Committee. They have taken on some special projects, as the annual report from Chair Paul Nay indicates, and have carefully selected groups to receive monthly outreach plate collections. Like the Pastoral Care Committee, they have carried on even after the paid Social Justice Coordinator Bill Foust retired from the position in January. My thanks to Bill for his good work as Coordinator, and to the Committee for its continued good work in keeping social justice issues before the congregation.

Continuing needs: In my January “State of the Congregation” sermon, I spoke of what I see as a “fifth pillar” (the other four identified here are Worship, Religious Education, Social Justice and Pastoral Care). The fifth pillar is Community, which is central to congregational life and is often a main reason why people come and stay. I believe that this is a strong and cohesive community, but that it can be further strengthened and made more accessible to newcomers by adding to the existing programs designed to bring people together. There can

be more intergenerational social events here and more opportunities for the congregation to get to know one another. A new small group ministry program may be launched next year to enhance interpersonal connections. The Program Council is also analyzing the results of a survey on women's groups, and is expecting to create one or more new women's groups in the fall.

A continuing need is the enhancement of the music program, and with the addition of funds for this program, together with the recent hiring of a new, experienced and energetic Choir Director, Ken Ryals, I believe that the music program will thrive and grow in the next year. Also still needed is a rather complete overhaul of the Bylaws, a project that has been put on hold, in anticipation of working on this task with the new settled minister next year.

Dimensions of and Changes in Leadership: This congregation has a competent staff and excellent lay leadership. There are continual changes in leadership, especially in an interim year, and there is always an ongoing need for leadership renewal and training. This year, Nancy Edmundson, Melitta Haslund and I offered a Leadership Training workshop for all lay leaders, and later we convened a Leadership Council meeting, to which chairs of committees and leaders of other groups were invited. Committees are working on revising or creating their charges and/or mission statements, and these were shared with one another at the Council meeting. The Council will continue to meet periodically, to keep the lines of communication among committees open, and to work together on mutual projects and scheduling of events. A Council like this has operated here in the past, but there has not been one for quite a few years.

Connections with outside resources: We had a visit this year from the President of the Unitarian Universalist Association, the Rev. Bill Sinkford, who spoke at our two services on January 13th, and stayed for conversation with the congregation about issues facing the UUA. We held an "Association Sunday" last fall to inform congregants of the work of the larger UU Association, at which we raised over \$2600 to support the work of the UUA. Several of us attended the District Assembly in April; Nancy, Melitta and Gary Welterlen went to the UU Large Church conference in Kentucky, and I attended the conference of senior ministers of large UU congregations, as well as an Alban institute (interfaith) conference on staffing and supervising a multi-staff team. At a staff retreat in the fall, we benefited from the services of an outside consultant, who helped us analyze our working styles and how they interact. We held a pot-luck "Association Evening" this winter to bring people together to enhance our connection to the larger UU community, to which only a few came due to inclement weather, illnesses and competing events, but I am happy to announce that although we have gone without one this year, there is a new Association District Representative: Bruce Hanna, who will keep you abreast of other denominational events that can be a resource in so many ways.

Stewardship and the Future of USSB: A special "Heritage Sunday" in the fall celebrated the many people who have contributed to USSB's future through the planned giving program and the capital campaign for the building project. Campaigns to meet next year's budget and raise the additional funds needed to complete the building project are continuing. The Long Range Planning Committee has been working with committees all year to update the five-year plan, and submitted a detailed report on each goal to the Board in May. The Building Project Committee has also been hard at work all year, and groundbreaking is set for June 8th. One crucial aspect of your future is the finding and calling of your next settled minister, the Rev. Aaron McEmrys. The Ministerial Search Committee has worked intensively on this important project, and in April you rewarded their hard work with a strong call. All of the above efforts to assure a bright future have borne fruit. The future of this congregation is in many good hands, and I am confident, as I leave, that you indeed have "engaged the future with anticipation and zest," and that you as a congregation will (to borrow a phrase from my favorite extraterrestrials) "live long and prosper!"

Joy Atkinson, Interim Minister

Consulting Minister for Religious Education Report

I am honored to have served the congregation for two and a half years thus far. I have enjoyed working with the Rev. Joy Atkinson this year and will gladly welcome the Rev. Aaron McEmrys. Congratulations to you on calling such an authentic, caring, and gifted minister.

As Consulting Minister for Religious Education, my primary area of responsibility is that of Lifespan Religious Education. Please refer to my program reports printed later in this publication.

In addition to Lifespan Religious Education, I participate in the overall ministry of our congregation by

- attending Executive Committee, Board, Program Council, Committee on Shared Ministry, Adult Religious Education Council, Children's Religious Education Council meetings and weekly Ministerial Team and staff meetings.
- meeting with our Pastoral Care and Social Justice Coordinators until they resigned.
- offering pastoral care as the need arose to a variety of members.
- officiating for the Memorial Services of Rita Solinas and Janice Brown.
- providing guidance for the Seasoned Seekers program.
- happily offering two services this year: *Standing on the Side of Hope; the Promise of Eco-Spirituality* and *The Journey Toward Wholeness; Footsteps on the Path*.
- co-leading the many Path to Membership classes with Rev. Joy Atkinson, Nancy Edmundson and representatives from the Membership Committee.
- leading the UU Channel Cluster program called *Inviting Families; Inviting Growth* during SUUper SatUUrday last fall.
- offering the Story for All Ages often and joining the Rev. Joy Atkinson for our Intergenerational Services: Gathering of the Waters, Thanksgiving, Christmas, Easter, Coming of Age, Bridging services, and Baby Dedication and New Members Recognition ceremonies.
- writing bi-monthly submissions to the Kaleidoscope for Lifespan Religious Education News and Melitta's Musings.
- attending monthly Cluster UU Ministerial Association gatherings when possible, occasional LREDA gatherings and a UUMA/LREDA workshop on Youth Ministry. It is essential in ministry to maintain strong collegial connections and continuing education.
- attending two OWL (Our Whole Life) human sexuality training workshops in Tucson, AZ and Danville, CA.
- attending the UUA sponsored Large Church Conference in Louisville, KY with Nancy Edmundson and Gary Welterlen.
- serving on the newly formed Santa Barbara Eco-Faith Coalition and its Executive Committee.

This year has been another wonderful year. I continue to be moved by your dedication and commitment to this congregation. When something important calls for your attention, you are there! The staff is devoted and works tirelessly. I especially thank you for making it possible for us to move from a 25% time to 40% time Religious Education Assistant this year. Charla Bregante is highly competent, motivated and full of inspiring ideas. Though I will miss her as our Children's Choir Director, I am ever grateful that she will continue to serve as the RE Assistant.

With much faith in our movement, Rev. Melitta L. Haslund

Director of Administration Report

As always, it has been a privilege and a pleasure to serve USSB as a member of your Ministerial Team, and this year under my new title of Director of Administration! I have enjoyed working with all the fine members and staff of our congregation, and look forward to continuing a long and mutually beneficial relationship.

This has been another rewarding year filled with challenges and accomplishments. As the program year comes to a close we bid Rev. Joy Atkinson, Interim Minister farewell, and reflect on a productive Interim Ministry year and turn our attention to welcoming our ministry with Rev. Aaron McEmrys. I look forward to continuing my work with Rev. Melitta Haslund in the coming year, which enjoys a mutual level of professional admiration, and to the addition of new music professionals to our staff team.

The Administrative Team views our work as ministry. Our Administrative and Facilities Team consists of Carol Doose, Administrative Assistant, Ken Ralph, Facilities Manager, Cat Robson, Clerical Assistant and Bryan Stern, Sunday Facilities Assistant. USSB is blessed to employ such competent dedicated individuals. They all do a commendable job in serving this congregation. I know that staff feels affirmed and appreciated for our work; for this we thank you all.

The majority of my administrative responsibilities fall into the following categories, all supported by significant volunteer efforts, whose detailed reports are on the pages that follow:

Ministry Team: As a team, we coordinate work with our Board of Trustees, Program Council, and Committee on Shared Ministry. This year significant time and energy was prioritized to meeting the challenges of our Interim Ministry Year and Ministerial Search, and sustaining our solid programming. In our ministerial team we took time to look at the ‘big picture’ of pastoral care needs, program continuity and leadership development.

Planning: Our congregation’s 5-year Strategic Plan for 2005-2010 continues to assist staff in prioritizing our energies and congregational resources. For me, this is reflected in my work with task forces and committees related to Long Range Planning, Building Project and Capital Campaign.

Program Development: I welcome and enjoy opportunities to develop programs and facilitate leadership development. This year these activities included: 2 Hospitality Trainings, Usher Training, Membership Ministry Workshop, Leadership Training, and Leadership Council. This past year I was able to devote significant additional efforts to our membership services, this was accomplished primarily through the intentional re-activation of the Membership Committee, and addition of our 1/3 time clerical assistant position in January, 2008. Our Strategic Plan continues to guide our Program Council in evaluating ongoing programs and developing future programs. Significant energy has been devoted this year to assessing USSB programming, to supporting our reactivated Social Justice Committee.

Business Administration and Office Management: Supported by a team of front office volunteers, newsletter volunteers, hospitality volunteers, and information technology committee, we maintain the congregation’s database, and website, produce the regular publications of the Society (this report, directories, newsletters, mailings, etc.), and direct and answer your many phone and email inquiries. This was a particularly challenging year related to our computer network and email services. (See our IT report for details.) Another important accomplishment was acquiring a new photocopier capable of color printing, so that we now produce our brochures in-house (combined with the software talents of Carol Doose) at a significant cost savings and increase creativity and flexibility. With the addition of our part-time clerical assistant position, Carol Doose,

Administrative Assistant has been able to re-direct some of her energies to revitalizing our website. We are looking toward exciting website changes in the coming year that will better serve our members and those seeking to learn more about USSB.

Finance and Stewardship: I work in collaboration with our part-time bookkeeper, Finance Committee, Annual and Capital Campaign Committees, Endowment Board, Planned Giving Committee and Budget Development sub-committee, and Audit Committee to oversee this important aspect of congregational life. These groups strive to be responsible stewards of your generosity, and the congregation has responded with increasing generosity in all areas of giving. This year we continued with a 3-year financial plan that is directed by our Strategic Plan and associated financial forecasts. I also provide significant support to the planning and implementation our Annual Fundraising Auction.

Personnel and Human Resources: Behind the scenes, the Personnel Committee and I work to ensure compliance with labor regulations, inform the Board of Trustees on fair practice, and implement our congregation's personnel policies, including implementation of annual personnel reviews, and maintain appropriate documentation. A number of staff transitions and hiring processes made this a particularly active year!

Facilities: The day-to-day maintenance, scheduling and security of our facilities and grounds, is no small task! All of these activities continued in addition to our Building Project efforts. This year we transitioned to contract services for janitorial and gardening services, which has provided us the flexibility to meet the varied and complex demands of our busy campus. As we are all aware, our building construction project is about to begin and this means added coordination and challenges along with the exciting result of a re-vitalized building and campus! Ken Ralph continues to balance the practical with the visionary in all of these areas, and we are lucky to have the gift of his inspiration and talents as Facility Manager.

Professional Development: This year I attended various workshops related to administration and human resources and participated regularly in the Santa Barbara Non-Profit Resource Center Executive Director Roundtable. I continue to network with other UU Administrators through the AUUA, and serve on the Professional Development Council for this national organization. In January 2008 I attended the Meadville Lombard UU Theological Seminary winter seminar and was inspired by the topic "Creating Beloved Community Through Political Action". In March 2008 I attend the UUA Large Church Conference with Gary Welterlen and Melitta Haslund, we look forward to continuing to share our learnings from with conference with congregational leadership. Finally, in April 2008, I attended the Pacific Southwest District Annual Assembly, where I was able to network with other district leaders and professionals, and continue in serving on the District board as Vice-President.

Next year in addition to ensuring smooth and reliable administrative services, I look forward to contributing significantly to settling our new ministry. Concluding our capital campaign fundraising efforts, continuing our building project oversight, updating our strategic plan, and offering increased support to membership development are all on the high priority list as well!

Thank you for this opportunity to share my ministry with this incredible congregation!

Nancy Edmundson, Director of Administration

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 and Endowment Board. The USSB Board of Trustees receives 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.

While we will not close the financial reports for 2007-2008 for several months, I report that we have very successfully managed our expenses to date. In summary, total current income is 100.1% of income estimates and current as well as anticipated expenditures are trending slightly less than 100%. We maintain a balanced budget.

In addition to watching over the financial operations of the Society, the Treasurer participates at monthly Finance Committee meetings and quarterly Endowment Board meetings. The Treasurer provides a monthly report to the Board. A key financial topic continues to be working a plan to close the gap on our Capital Campaign.

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

For the 2008-2009, I will be serving my second year as your Treasurer of USSB.

Respectfully submitted, Chris Appleton, Treasurer 2007-2008

Board Committee Reports

Association and District Representative

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. Since USSB is a large congregation with an adequate campus, centrally located in our cluster, we occasionally host Cluster or PSWD conferences.

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 coordinated their recruiting efforts, including a special Association Affairs Potluck, and we are all pleased that Bruce Hanna has accepted this leadership role for 2008-2009.

Our congregation continues to contribute our Fair Share of Association and District contribution. This past year marks our 10th consecutive year contributing Fair Share and gives the congregation special recognition from the UUA. USSB is also a "Merit Congregation", due to our size and generosity, meaning we are among the top 50 contributing congregations to the UUA. We also participated in the UUA Growth Sunday in the fall, taking the

opportunity to help more USSB members become familiar with the UUA and donation over \$2600 to the special Growth effort.

Our congregation participated in Association activities in the following significant ways over the past year:

- Largest delegation ever attended General Assembly in Portland, Oregon, June 2007
- Delegation attended UUA Large Church Conference
- Delegation attended PSWD Assembly
- Hosted one of the 5 SUUpper Saturday workshops, and sent delegations to 4 of the 5 workshops in the cluster.
- Welcomed Bill Sinkford, UUA President to our pulpit and after service guest.
- Hosted a YRUU mini-conference.
- Extended our Hospitality Training to our cluster congregations

Our congregation also took advantage of the following Association resources:

- Ministerial Settlement Representative
- Ministerial Search Process
- Fair Compensation Consultant
- Beyond Categorical Thinking
- OWL Trainings
- Ministerial Team professional affiliations with UUMA and AUUA

In addition, our congregation can be proud that 3 of the Trustees for the PSWD Board have considered this their home congregation; Samantha Petry, YRUU representative, Anne Anderson and Nancy Edmundson.

Nancy Edmundson, Director of Administration

Audit Committee

The Board appointed Audit Committee members for 2007-08 were Mike Noling, Chair, Beverly Appleton, John Gilbert, Roger Horton, and Ted Stern.

In December 2007 the Committee met with audit partner, Tom Ridge of Larson & Ridge. The group reviewed, approved, and submitted the 6-30-06 audit “review” financial statements to the Board. Every third year the Society conducts a full audit with financial statement “reviews” in the intervening years.

The group reviewed and approved the quarter ended 9-30-07 Capital Campaign auditor’s review and report of results for submission to the Board. Ridge reported that he is satisfied with the capital campaign systems, controls, and reporting.

The group discussed the existing arrangement with Larson & Ridge to perform the 6-30-08 audit and agreed to consider subsequent audit arrangements at our next regular scheduled meeting in December, 2008.

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

Annual Report submitted by Chair Mike Noling

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

Building Project Committee

The Building Project Committee was appointed by the Board of Trustees to work with the architects and other design professionals to finalize plans for our building project implementing Phase One of our Facilities Master Plan. Members include Alexandra Cole, Jared Dawson, Gary Maxwell, Mike Noling, George Solinas and Patricia Reilly, with special staff support from Ken Ralph.

We have worked closely with our design consultants, Peikert Group Architects (PGA), Robert Fowler Landscape Architect and Frank Schipper Construction Company to refine the scope of work and to identify the most cost-effective configuration of desired project elements as identified in conversations with the congregation.

At our April 20th Town Meeting the Committee presented the Final Building Project; the result of almost two years of congregational planning, design review and refinement. Our work was guided by these goals set by the congregation during our master planning process:

- Creating unifying connections between the upper and lower campus
- Making our facilities accessible and user friendly for all-- families, members of all ages, and the community at large
- Incorporating Green Building principles in our design decisions
- Reflecting our commitment to take fine care of our facilities
- Incorporating seismic upgrades to improve our safety in the event of an earthquake
- Improving and expanding our restrooms, providing facilities accessible to all in three places on our campus.

Our design team (April Palencia and Detty Peikert of PGA) met the challenges of the City's design review process with creativity and enthusiasm. Responding to design review board comments and projected costs of construction have required the Committee to make sometimes difficult decisions in order to maintain our budget. Our general contractor, Frank Schipper Construction Co. has been very helpful in this "value engineering". The creative thinking needed for this process has even led to some improvements in the project!

The City's Building Permit is anticipated in June, and we are preparing to celebrate with a Groundbreaking Ceremony on June 8, 2008.

Patricia Reilly, Building Project Committee Chair

Buildings & Gardens



Building & Grounds

Our Capital Building Project has dominated much of our attention during this past year. However, we have still been able to focus on some of the on-going needs of our beautiful buildings & gardens. Three lively work parties were held during which the Parish Courtyard walls were painted, mulch was spread throughout our garden beds, plants were carefully pruned and a Parish Kitchen orientation was presented (complete with manual). Interest in our gardens is "bubbling" with several people expressing interest in expanding our efforts to work together in the dirt. At a well-attended brown bag lunch event our new Minister, Aaron, spoke passionately about buildings & grounds work as a wonderful way to minister to one another. We look forward to pursuing this type of ministry together in the coming year.

Ken Ralph, Facilities Manager

Capital Campaign

The Capital Campaign "It's Our Time" continues this year to fund our Building Project. We benefit from the generous contributions of former USSB members 50 and 70 years ago that gifted the community and us with our beautiful facilities. The facilities now need updating and maintenance and "It's Our Time".

At this time, we have \$1,700,000 in pledges toward our goal of \$2,000,000. A task force committee was formed to brainstorm and evaluate the alternatives for closing the gap of approximately \$300,000 between the expected cost of our building plans and the amount of money presently committed to the project. The members of the "Close the Gap" committee are Beverly Appleton, Roger Horton, Joy Atkinson, Nancy Edmundson, Mark Hamilton, Bruce Hanna, Dick Jensen, Mike Noling, Patricia Reilly, Ken Saxon, and Ted Stern.

The Close the Gap Committee has recommended a three-part plan, "The Power of Three".

- Part One: Create a challenge pool. We are asking major donors to contribute to reach an amount of \$100,000.
- Part Two: Ask the congregation to meet the challenge. We are asking everyone to give to the Capital Campaign and the challenge pool will match their contribution. Our goal is \$100,000.
- Part Three: There will be a ballot motion at the Annual Congregational Meeting to ask the members to allocate the endowment revenue stream of the Cummins gift for four years. We would use these funds up to \$100,000 toward the Capital Campaign.



Stewardship

The Capital Campaign is grateful for the support and the dedication of Nancy Edmundson, Director of Administration and our great staff. Our Interim Minister, Joy Atkinson, helped us with ideas and encouragement. So many wonderful, hard-working, and resourceful people have helped the Unitarian Society of Santa Barbara toward this very important event in our history. We are looking forward to our new and improved facilities with great excitement.

In Gratitude, Beverly Appleton and Roger Horton, Co-Chairs, Capital Campaign

Committee on Shared Ministry

The Committee on Shared Ministry has several functions. Reverend Aaron McEmrys may limit or add functions for COSM, with the agreement of the Board. Currently the committee carries out the following:

- The committee functions as a sounding board for the ministerial team. It allows them to discuss issues and receive feedback. Everything is said in confidence. Ministerial team members spend half the time with their own team members, and the second half in a meeting with the entire committee.
- The committee also serves as liaison from the Congregation to the ministerial team. We encourage congregation members to contact any of us about any concerns or kudos. We will raise them in our meetings, and will mention your name only if you agree.
- The committee assists the ministerial team and/or the Board with tasks and situations needing attention. These may involve tasks such as assisting with transition events and difficult situations, such as making ourselves available to congregants upset with current events and situations. In a prior year, for example, we attended meetings where people could express their concerns about Anne Anderson's unexpected departure from her job as Director of Religious Education.

In the past, COSM was called the "Committee on Ministerial Relations." Ken Collier expanded it to include the entire ministerial team: Minister, Consulting Minister (Religious Education Director), and Director of Administration. Meetings in 2007-08 were divided into two parts. COSM members were appointed to work with each ministerial team member, and those groups met with Joy, Melitta, and Nancy, for the first hour. The entire committee and ministerial team members met together during the second hour of the meeting. We will see whether the new minister wishes to continue in this manner.

Susan Neufeldt chaired COSM for 2007-08, and the following served as members for the year: Paul Kretschmer, Terry Nelson, Charles McCracken, Dorothy Warnock, Deborah Wolfe, Pat Kruger, Wayne Mellinger, Jerry White; Gary Welterlen served as Board liaison. The committee will continue with those members, excepting Terry Nelson. Three COSM members are appointed by the Board to serve from 2008 to 2011. Paul Kretschmer agreed to remain on the committee for his second (and final) term; Jody Thomas and Deb Karoff will also serve three-year terms.

This year Joy's team also served as her transition team and addressed topics pertinent to the interim tasks. Additional topics this year included COSM's assistance with issues around the custodian's departure, the capital campaign, the structure of congregation governance and committees and other transitional tasks, Sunday

attendance, pastoral care, leadership training, coordinated staff vacations, pledge needs in the face of the capital campaign, Melitta's tenure and future plans, facilitation of transition discussion with congregants, and issues that will arise from the actual building project and necessary temporary displacements. We also met with representatives of both the Long Range Planning and Worship Committees.

For 2008-09, we imagine working closely with Reverend McEmrys to assist with the next transition.

Susan Neufeldt, Chair

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, while preserving or increasing the assets of the Fund.

As of December 31, 2007, the value of the total assets of the Fund was \$886,754, up from \$815,857 a year earlier. Fund assets had a total return of 6.5% in 2007, net of the approximately 6% distributed to the Society. As of March 31, 2008, Fund assets were \$818,384, down 7.7% from year-end 2007.

Since the Fund's inception in 1983, it has received gifts and bequests of \$618,847 (the Fund's principal). In 2007, the Fund distributed \$46,410 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 Fund, a socially responsible mutual fund. All Vanguard funds, except the international fund, are Admiral Shares with particularly low fees. As of March 31, 2008, the Funds' assets of \$818,384 were invested as follows: Vanguard Money Market 5.7%, Vanguard Mid-cap Index Fund 17.6%, Vanguard 500 Index Fund 16.1%, Vanguard Total Bond Market Index 13%, Vanguard Asset Allocation Fund 12.4%, Vanguard Smallcap Index Fund 14.9%, Vanguard Total International Stock Index 14.7% and Ariel Fund 5.6%.

Current members of the Endowment Fund are: Chris Appleton, Bob Fulmer, Mike Noling and Barbara Margerum. Chris Appleton serves in his capacity as Treasurer of the Unitarian Society's Board. The members, assisted by the Director of Administration, Nancy Edmundson, meet quarterly to review the status of the fund. Members are appointed 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 contributing.

Barbara Margerum, President

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.

In addition to its monthly review of the Society's operating and capital budgets, the Finance Committee provided input and recommendations to the Board on several matters during the year, including handling of the Blake roof loans, options for balancing the FY08-09 operating budget, and financial policies and procedures for the ongoing capital campaign and the upcoming building project.

In summer 2007, Anita Blume and Kathy Leer joined the committee as regular members, and Chris Appleton joined as Treasurer. John Gilbert (Chair and Board representative), Roger Horton, Ken Saxon, and Ted Stern were continuing members. Director of Administration Nancy Edmundson provides superb staff support to the committee and attends meetings as a non-voting member. The committee normally meets in Blake Lounge at 4:00 pm on the Wednesday preceding the third Tuesday of each month. Meetings are open to Society members.

The Budget Planning Subcommittee met three times in early 2008. BPSC prepares estimates of expenses and revenues for input to the construction of the annual Society budget, but does not actually balance the budget (which is the Board's responsibility). BPSC also creates three-year budget projections to give the Board a somewhat longer view, working closely with the Long Range Planning Committee. The 2008 BPSC members were Chris Appleton (Treasurer), Nancy Edmundson (Director of Administration, non-voting), John Gilbert (Chair), Roger Horton (Finance), Susan Neufeldt (Shared Ministry), Betty Noling (Long Range Planning), and Ken Saxon (Finance). The BPSC presented its input to the Board in March; in April the Board approved a balanced budget for fiscal 2008-2009, subject to congregational vote at the June annual meeting.

The Chair expresses his thanks for hard work, well and enthusiastically done, to the committee members, to bookkeeper Cindy Young, and especially to Nancy Edmundson.

Respectfully submitted, John R. Gilbert, Chair

Information Technology Committee

This was a challenging year for USSB's IT team and staff. Largely we went from managing one technical crisis after another, with our staff's life-blood -- reliable email service to and from the congregation -- hanging in the balance. The Herculean task of replacing our outsourced IT infrastructure with all in-house solutions took the bulk of our time, but has been a great success. In addition, we accomplished the following:

- All staff are now running on new PC hardware
- Anti-viral software protects all staff computers
- The USSB web site is now hosted in-house
- Society email lists are now managed in-house

Special appreciations go to Carol Doose and Mack Stanton, who have cheerfully rolled up their sleeves and taught themselves several important technical skills as we have moved into our brave new IT world.

Upcoming tasks include a complete web site overhaul -- if you are interested in helping that effort, please let an IT committee person know.

Doug Thomas, Chair; Nancy Edmundson, Director of Administration; Mack Stanton, Member Extraordinaire; Carol Doose, Administrative Assistant and Fledgling Webmaster.

Respectively submitted, Doug Thomas, Chair

Long Range Planning Committee

Over the past year, the Long Range Planning Committee engaged congregational leaders and committees in assessing USSB's progress in implementing the five-year strategic plan that was adopted in 2005. The LRPC surveyed the various individuals and committees who are responsible for each action of each goal; the raw data we received back is available in the office or on the web at <http://www.ussb.org/lrp2008rawdata>. Based on this feedback, the LRPC ranked progress for each action. Our congregation has made great strides to date, especially with regard to upgrading our facilities (Goal 19) and transitioning our ministerial team (Goal 17) -- both of which are especially time-consuming projects.

In addition, at the request of the Board of Trustees, we reviewed the proposed 2006 5-year staff development plan. We updated the benchmarks that determine the financial projections for staff support, which includes membership and attendance at worship services and in religious education, number of pledging units, and average annual pledges. We aligned the financial projections created and reduced or reorganized our staff needs for the next five years.

A new minister will soon be present, and his input and participation in developing a staff plan that recognizes the skills and interests of current staff and program areas needed in the near future will be important. The congregation needs to turn its attention to the delayed determination of the level of Religious Education professional leadership the congregation needs and will support looking into the future. The Committee recommends a process be undertaken to consider the options and financial implications related to various levels of credentialed religious education leadership. The LRP Committee recommends that the Board form a joint task force in early fall, 2008, to consider and recommend the options for an RE professional for the congregation.

The Long Range Plan Committee is appointed by the Board, and meets at least monthly. Our goal for next year is to refine, prioritize and evaluate the goals and the actions to reach the goals so they are measurable and achievable.

Doug Thomas, Betty Noling Co-Chairs
Bill Boyd, Ed Bookin, Patricia Reilly
Rev. Joy Atkinson, Nancy Edmundson, Director of Administration

Membership Committee

The Membership Committee promotes welcoming, assimilation, and personal interactions among members and friends. It convenes monthly and plans activities pursuant to the objectives of the Strategic Plan. Current emphasis is on reception of visitors, clarifying the path to membership, and integrating new members. This year's accomplishments include:

- Revised Board Charge to the Committee
- Hosting, with participation of Program Council, of a Connecting Faire (October 2007)
- Strong participation in Cluster-wide SUUPER Saturday sessions on Membership and PR
- Hospitality Training sessions (2,one cluster-wide) conducted by Joy and Nancy with participation of John Chere, attended by over 50 USSB members
- Committee member presence at and logistical support to all Path to Membership courses led by Ministerial Team of Nancy Edmundson, Joy Atkinson, and Melitta Haslund
- January 2008 workshop/breakfast on the Membership Ministry; formation of the Membership Ministry team, of over 20 USSB members
- Reinstitution of Circle Suppers (coordinated by Beverly Appleton)
- Neighborhood UU's (coordinated by Joanie Jones)
- Usher Training by Joy and Nancy
- A new USSB brochure, now internally produced by Carol Doose, Administrative Assistant
- Sunday morning hospitality, welcoming table, super hosts, coffee: Carol Doose oversees invitations to members to participate in these roles
- UU media lending library- DVD's now available for checkout at the welcoming table
- Bring-a-friend Sundays and Wear your name tag campaign
- Committee's hosting of the February 2008 Souper Sunday (Souper Sundays are coordinated by Program Council)
- New and nearly new Member Appreciation Supper, May 22, 2008

Upcoming projects include regular congregation potlucks, a revised membership brochure, periodic new member social events, and participation in the process of Bylaw revision. We invite your comments, inquiries, and, hopefully, your active participation in the Membership Ministry.

Members: Joanne Sears, Sandra Grasso-Boyd, Anita Blume, Mary Ellen Hoffman, Janice Chelini, Elizabeth Middleton, Kathy Eastman

Respectfully submitted, John Chere, Chair ad interim

Ministerial Search Committee

Our work began after we were elected at the USSB Annual Meeting 2007 which included the election of the members of the Ministerial Search Committee: Anita Blume, Bob Fulmer, Mary Grimm, Peter Hale, Bruce Hanna, Dick Jensen, Percy Sales, Melinda Staveley, and Jody Thomas. An additional "Negotiating Committee" was selected by the Board with Melinda Staveley, Chair, from our Committee; Gary Welterlen, from the Board of Stewards, and Deb Karoff from the congregation at large.

Although the UUA provides detailed materials in support of search committees, we were rushed to assure we met the several deadlines which occur during the search process. We received visits from both the PSWD Compensation Consultant who conducted a workshop, and the PSWD Ministerial Coordinator, our own Bets Wienecke, each of whom helped us to understand the nature of our search.

As we defined our ministerial needs, many congregational members participated in focus group discussions and workshops. Our all-congregation survey was done mostly on-line with options for hard-copy participation.

Our first big deadline was in October and required congregational adoption of the proposed compensation package, a draft ministerial agreement to be adopted by the Board, and creation of a congregational description (who we are and what we want) known as the Congregational Record.

In November, interested ministers could view our Congregational Record and express interest in us (or not). We also actively encouraged ministers from all over the country to consider our ministerial position. We engaged in serious review of about 24 candidates, exchanged packets (a more detailed Congregational Packet and Ministerial Packet) beginning in early-December with 10 candidates and ultimately talked on the telephone with 7 of those candidates.

Our second deadline in late-December was the identification of 3 pre-candidates and scheduling their pre-candidate visits to USSB in January and February. And let's not forget our Beyond Categorical Thinking service and workshop in January. The pre-candidates were hosted in the pulpit by nearby congregations. Once we had met, interviewed, toured, and listened to the pre-candidates for several days, we made our happy choice – Reverend Aaron McEmrys. We identified him to the congregation in mid-March and announced Candidating week as April 27 to May 4 when he would appear in the pulpit two weekends and meet our congregation in many different settings.

Our final deadline was the congregational meeting on May 4 when the congregation met to call Reverend McEmrys by a vote of 305-1. He accepted our Call. We are pleased he and his wife, Eliza, will be joining us August 15, 2008. The Search Committee was honored to have had the privilege of serving the congregation in this way. We are, each one, moved by our experience. Iconoclasts unite!

Your Search Committee

Nominating Committee

The six members of the Nominating Committee are officially charged with nominating members to serve on the Board of Trustees, and on Ministerial Search Committees. We also assist with identifying other members for key leadership positions such as program council.

This year, we nominated four members for a 3-year term on the Board of Trustees, and one member to serve a two year unexpired term of a Trustee who resigned. The Nominees are introduced and voted on by the Congregation at the annual meeting in June.

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.

The Nominating Committee is composed of six members, two being elected each year for a three-year term, at the Annual Meeting in June. 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. Contact the Director of Administration, Nancy Edmundson, for specific information on the process to put your nominee forward for consideration and a vote at the Annual Meeting.

Betty Noling, Chair Nominating Committee
Chuck Wolfe, Ellen Yeomans (to 6-30-08)
Carol Schwyzer, Betty Noling (to 6-30-09)
Max Neufeldt, Ivor John (to 6-30-10)

Pastoral Care Committee

The Pastoral Care Committee had not been meeting on a regular basis for quite a while, although members were available to be called on for pastoral care. In December, Pastoral Care Coordinator Mary Grimm and Interim Minister Joy Atkinson convened the Committee, with the hope of strengthening the pastoral care program. A few members were added to balance out the committee, and it has been meeting monthly with the interim minister ever since. The Committee and its work was “spotlighted” during a Sunday service in which Committee members participated, and pastoral care volunteer forms were included with the order of service. Many people filled out the forms indicating the specific ways in which they were willing to help with pastoral care needs, such as transportation, bringing in meals and making home or hospital visits.

The newly activated Committee has completed several projects this year, including creating a brochure outlining how the committee works to deliver pastoral care, collecting pastoral care forms and creating from them a grid of volunteers that the Committee can call on for specific needs, drafting a committee charge and working on the organizational aspect of delivering timely pastoral care to the membership. Committee members have also staffed the Pastoral Care table on Sundays—a task that had previously been undertaken by Pastoral Care Coordinator Mary Grimm. Mary Grimm retired from her position at the end of December, and the Committee and ministers have been carrying on pastoral care functions without a paid coordinator since then. The Coordinator position has been funded for at least six months of the next fiscal year, and it is the hope of the committee and ministers that this position will again be filled, after the new settled minister, the Rev. Aaron McEmrys, arrives. Committee members: Joanie Jones, Pat Krugar, Max Neufeldt, Laurie Potter, Bob Roan, Marjorie Shore, George Solinas



**Pastoral
Care**

Rev. Joy Atkinson, for the Pastoral Care Committee

Personnel Committee

2007-2008 was a year of change. The Personnel Committee has been active in both the role of consultant to the professional staff and in making changes to the Society's personnel policies. Gary Welterlen and Nancy Edmundson, Director of Administration met regularly during the year to address the needs of several search committees, the long range planning committee, the nominating committee and the ministerial staff. To keep abreast of new regulations and policies Gary and Nancy attended the Large Congregation Conference in Louisville, KY to hear how other large congregations serve in their role as employer. Nancy also attends regular HR workshops on important employer issues.

In 2008/2009 the Personnel Committee's role will remain primarily consultation and policy review and approval. Policy implementation will be carried out by the ministers, hiring supervisors and the Director of Administration, Nancy Edmundson They will consult with the Personnel Committee via telephone and email on, job postings, employment offers letters, salary ranges, performance reviews, legal issues, negotiation of insurance benefit contracts and policy implementation. To address these needs an extended resource pool is called upon to address specific needs and long-term projects. Special projects and small work groups convene to review personnel issues or to consider the need for policy, or revision of policy, that will impact the human resource functions of the Society. Each year the committee plays a critical role in our annual staff assessment process.

As we begin the transition from interim to settled ministry it will be important to update the Society's policies and translate them into effective operating procedures.

The Personnel Committee is made up of Deb Karoff, Melinda Stavely and Gary Welterlen. Due to the anticipated workload, the Committee would like to add an additional member or two for the coming year. Please contact Gary Welterlen, if you are interested in serving on special projects.

Respectfully Submitted, Gary Welterlen, 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 our remaining resources going to those that matter most to us 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.

The Planned Giving Advisors met in September 2007 to develop plans for the 2007-08 year. The Advisors agreed that workshops should be targeted toward specific members with common needs and that the next workshop should be targeted for women's needs. They further agreed to defer the next workshop into the fall of

2008 because of the current focus of the congregation and leadership on the Capital Campaign and Ministerial Search.

In her November Heritage Sunday sermon, the Rev. Joy Atkinson's theme was "Looking Backward, Living Forward". This service also celebrated our Chalice Circle members. Mike Noling encouraged all members and friends to embrace the program and join the Chalice Circle. He reminded the congregation that the Planned Giving program mission is to urge each and every one of us to take care of ourselves and our loved ones by preparing a will and trust and a health care proxy to be used in the event we become incapacitated.

We also recognized the Planned Giving Advisors 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 Director of Administration.

As part of the Capital Campaign we encouraged the Chalice Circle members to consider making an early gift of your "planned gift" to the Capital Campaign. Our friends Larry and Fran Brundall did that with their planned gift to provide the beautiful Rose Window we all enjoy today, and Helen Gordon decided last year to donate a house to the Campaign rather than leaving it to be disposed of in her estate. In talking with Fran Brundall and Helen Gordon, we know that they have greatly enjoyed being able to see, and experience the benefits of their generous gifts.

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!

The some seventy-five current Chalice Circle members are included in the following list. 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, Mike Noling, Chair

Chris Casebeer	Bruce Hanna	Joan Livingston	Ken Saxon
Bill Crawford	Dick Jensen	Jerry Martin	Ted Stern
Anna DiStefano	Colin Jones	Harriet Miller	John Warnock
Mary Grimm	Barbara Kane	Patricia Reilly	Nancy Edmundson



The Chalice Circle

Providing Strength and Stewardship to the Society for Generations to Come

List of Members

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

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

Room Use Committee

The Room Use Committee (RUC) formulates and oversees room use policy. We help set scheduling and fee priorities in consultation with staff, and this was a smooth operating year. We serve as a sounding board for staff that does the scheduling, adjust the rates and negotiates most of the contracts. This past year the RUC has been inactive due to lack of members and is currently recruiting for the coming year.

In the coming year we will likely meet every other month or quarterly and there are rarely other tasks outside of the meeting. We have sometimes forayed into policy and vision statements, and you will not necessarily need to do that. You would also serve as a conduit between the congregation and staff to hear issues, and to explain difficult decisions from a congregant's point of view. So please contact Nancy Edmundson, Director of Administration if you are interested in offering your talent and time to this group!

The rooms were used nearly to capacity this year. Congregation events have first priority and generally had adequate space and time slots. "Spiritual partnerships" continue successfully. These classes and events give free or reduced admission to members, thus broadening USSB programs. Room use revenues were \$41,000 this year, and much of this reduction was planned related to our upcoming building construction. The reduced room use income will continue through 2008.

USSB room use policy helps groups with minimal financial resources that provide unique services to the Santa Barbara community. For example, The Academy of Healing Arts (AHA) use Jefferson Hall for free every afternoon as it successfully empowers "at risk" teens in our community. The Fund for Santa Barbara also meets on our campus, as does the group Families A.C.T., which advocates for mental health care in Santa Barbara, and the Naples Coalition, which provides stewardship for the coast east of Ellwood.

The meditation group Sanctuary for Mindful Living rents the space weekly, and the men's group, Mankind Project, rents a classroom every week and has a few USSB members, Santa Barbara Improv. is a regular room user. Several twelve-step programs (e.g. AA & Al Anon) continue to use our classrooms at significantly reduced rates due to their low admission fee and critical life support role. Sponsored events continue with the Music and Social Justice Committees. The Music Committee sponsored over one dozen events. Social Justice Committee sponsored several events as well. Our kitchen has generated income from several private caterers including our own Margaret Riesen, a new partner caterer, Blake Montag and our newest commercial user Plow to Porch.

Allen Doyle, Chair
Nancy Edmundson, Director of Administration

Services Auction

This year services auction was another success due to everyone at the Society. Without the donations, assistance and drive of each member of the congregation we would have not been able to set a new fundraising marker for the Society.

The committee consisted of Percy Sales, Chair; Donnis Galvan, Gary & Debbie Welterlen, Auction Acquisition; Susan Neufeldt, data input; Peter Hale, Big Board Auction; Nancy Edmundson and Doug Thomas, MCs; Carol Doose, Administrative Back-up, Ann Marshall, Brochure Editing; Margaret Riesen, Food; Bob Roan, Computer Programming; Cindy Young, Astrid Nelson, Accounting. In addition, there are many people who helped with every aspect of the event.

The Auction Committee meets monthly starting in August. If you are interested in being on the committee or helping with the event, please contact Percy Sales at 646-6478 or Nancy Edmundson, Director of Administration at 965-4583 x225.

Lend us your “super powers” at 2008 Services Auction on November 8, when we will venture into the strength of *The Hall of Super Friends*, we anticipate it being the largest services auction yet.

This year the services auction raised a net of \$28,614, after spending \$2,477 to produce this event. A great year for the Society!

We look forward to producing and making the services auction event larger in coming years, and we are counting on everyone to help us attain our goals. Start thinking of what you can offer in this year, and watch for donation forms in early September. We look forward to *Reaching New Heights* on November 8, 2008!

Thank you for your ongoing support, The Services Auction Committee.

Program Council Reports

Program Council

“The mission of the USSB Program Council is to support, coordinate and help develop programs that meet the needs of the congregation and the community at large for spiritual and religious growth, pastoral care, worship, social justice, and religious education.”

The program council is made up of three board members, three at-large congregation members and three staff non-voting members who meet on the second Tuesday of the month in Blake Lounge. This year members were Beverly Appleton, Sayre Macneil, Joanne Nay, Birdie Newborn, Katherine McCracken and Gun Dukes. Some time was spent in rejuvenating the council. We discussed the governance model which was never adopted and is not the way we function now. Staff members provide written or oral updates on their areas. Chair for 2008/09 has not been selected.

Beverly Appleton established Circle Potluck Suppers and Birdie Newborn put on the Spelling Bee. Birdie Newborn proposed a campus outreach program with Jack Rivas, who is already on campus and we requested \$500 in the 08/09 budget to support it. We would like to invite Live Oak to participate with us. Chris Shorb is encouraging attendance at Camp de Benneville Pines on Sept 26-28 and Alan Edmundson proposed holding a campout and possibly Sunday Service at Skofield Park on Labor Day weekend. We voted \$170 to reserve a public campsite.

We evaluated the program council budget and requested further information on the proposed projects. Sayre Macneil sent out budget questionnaires asking committees what they knew about their budget and if they planned to use all of it. Rev Joy brought a form that aided us in an assessment of our current programs. We participated in the Connection Faire and joined in the Martin Luther King Day celebration as did the social justice committee. We distributed a survey on Women’s Interests which Joy drew up. Over 50 responses were received which indicated a high interest in small drop-in groups as well as in small group ministry, which we will try to build on in the coming year. We also supported the ministerial team creation of the leadership council meeting.

During the year both our Pastoral Care and Social Justice coordinators resigned. Both coordinators were recognized for their contributions in Sunday Services. The positions have been left open and each is funded for half a year in 2008-09. These committees continue to function with Rev. Joy's support. There is perhaps a bigger need for a membership coordinator.

Program Council paid fees for two members to attend PSWD meeting in Del Mar. We want to encourage more members to attend PSWD meetings this coming year.

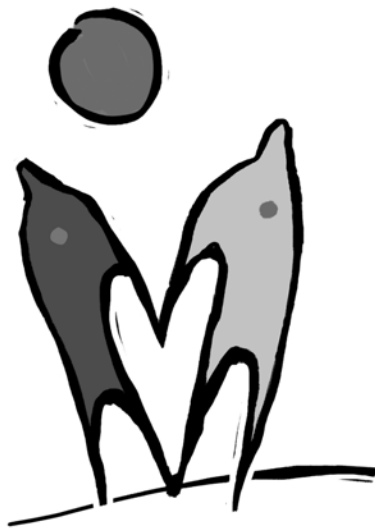
Nancy Edmundson recruited Bruce Hanna as our Association District Representative.

We are working on our charge and revising our handbook. Altogether, we have had a productive year and received much help from our interim minister, Rev Joy and our staff.

Joanne Nay, Chair

The Alliance

The group has been fortunate this season in having provocative programs to entice the members to meet and greet old friends at our monthly meetings. We kicked off with a talk by Barney Brantingham, former News-Press writer, then a visit by the Madrigal Singers from San Marcos High School preceding their appearance at Carnegie Hall, followed by a Valentine program where members told of how they met the "significant romances" of their past. Our Rev. Joy Atkinson joined us with her story and we all shared a heightened closeness to each other. One of the best attended meetings was the presentation by Ann-Marie Castleberg and her architect husband for her book about the Alice Keck Park Memorial Garden. In April we heard a talk by Bob Casey of Police Protective Services and our Wayne Mellinger of WillBridge emphasizing our concerns about the poor and mentally ill on our streets. In May we introduced our newly called Minister Aaron McEmrys and his wife Eliza to meet and greet us while enjoying with us a program on Swedish lifestyle and social policies by Alliance member, Gun Dukes.



The
Alliance

We are an historic organization in Unitarianism, dating back to 1888, and evolving as a meaningful group for both men and women in the forefront of helping with relevant community issues. This year the Alliance has donated \$4,000 to the Capital Campaign, the first installment toward a \$20,000 commitment.

The national UUWF social justice projects worldwide are also supported by many of the members.

Come to the open meeting in Parish Hall on the first Friday of each month at 2 PM. Our membership consists of 90 members and the dues are \$15.00 for the full season from October to June. The Alliance Board is open and meets on the last Friday of each month. We really love it that our Interim Minister, Joy Atkinson, has graced our general meetings several times, beginning in November, and she will conduct our Installation of Officers in June. We are very grateful to Joy for enlightening us about Unitarian policies particularly as they relate to calling a new minister. We are honored that she has given us so much attention and let us into her heart.

We wish her a happy future when she leaves us.

Betty Beckwith, President

Chautauqua Speaker's Forum

This year in Chautauqua, the Speaker's Forum general theme was "Conversations About Living Sustainably." Simply put, if the issue is to combat global warming and its accompanying atmospheric changes, we need to think about changes in our life style with the bottom line being the way we consume and use natural resources both at home and in our Unitarian community. Accordingly, a variety of interesting and timely speakers were hosted to personally challenge us every other month on Wednesday evenings in Blake Lounge:

- October 17, 2007 – "Global Warming, Personal and Up Close". Craig Whan, Senior Project Scientist at Metcalf and Eddy, and Ivor John, President of the Board of the Community Environmental Council, with Howard Witttaush, noted local architect and civil engineer, as moderator. Practical ideas for greening our lifestyle and calculating our carbon footprint at home and in business were topical issues.
- December 19, 2007 – "The Food We Eat: Protecting Your Life and Protecting our Planet" with Dr. John La Puma as speaker and Don Bushnell as moderator. Dr. La Puma, co-author of the NY Times best-seller *The Real Age Diet* talked about how food is grown and packaged and how it can directly impact our climate and contribute to global warming.
- February 13, 2008 – Dr. Forrest Church, (cancelled).
- April 16, 2008 – "The Story of Stuff", an animated film was moderated by Dr. Adam Green of the Center for Sustainability at the Community College. He helped us explore the connection between an array of environmental and social issues with the cancer of consumerism in our society dramatically portrayed by the film.

A new season of the Speaker's Forum will launch on June 18, 2008 with focus on issues central to the presidential campaign. We'll present the West Coast premiere of the film "Breaking the Silence: Torture Survivors Speak Out" and with the generous sponsorship of the Florida Chautauqua Center, the co-producer, Valliere Auzenne will be present for questions. Chuck Wolfe, of USSB's Film Studies, will moderate the discussion.

A warm thank you goes to Ken Ralph who, as Facilities Manager, always responded to our special needs for film equipment, space, and time.

Don Bushnell

DanceAway Committee

On April 11, 2008, DanceAway celebrated its 30th anniversary as a USSB program. It is alcohol- and smoke-free and consists of free-form dancing to continuous recorded contemporary music furnished by 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. We furnish filtered water to our dancers, and from 8:40 to 9:00 PM offer spontaneous drumming to dance to, when there are volunteers.

DanceAway, through its suggested \$6 admission donation (\$2 for accompanied children), has contributed close to \$1,500 to the Society's general fund this past year, after paying its staff, which consists of 8 DJs, a Senior Manager (Mike Thornley), and two door-staff each Friday (the latter act as cashiers and checkers). Two back-up staff have recently been hired.

This past year DanceAway has attracted an average of 40 participants each week. Thanks to USSB Facilities Manager Ken Ralph, DanceAway has happened *every* Friday. The few times when Parish Hall was in use, 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 DanceAway by inviting USSB members to attend free of charge, and by posting information about USSB events at each DanceAway. Five regular participants took part in the June 24th USSB worship service; twelve USSB members attended DanceAway's 30th anniversary celebration; and on Oct. 12 all net proceeds from a fund-raiser rummage sale and raffle were donated to USSB's capital campaign fund.

Decisions regarding DanceAway policy and administration are made by the DanceAway committee, which meets on the first Friday of each month from 6 to 7 PM. The committee currently consists of 2 USSB members (Dorothy Holland and Carol Preston) and 3 community members (Jim Bement, William Swan, and Kate Zeiss). Their faithful dedication is greatly appreciated! Dorothy will continue as chair.

If you enjoy moving to music, we invite you to give DanceAway 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 much easier to learn than "natural" languages. Esperanto also has an extensive literature (original and translated) and a worldwide 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 LaPaz 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, and discussed such subjects as Esperanto and peace, Esperanto is more than a language, and personal experiences with other cultures. During International Friendship Week in February we wrote postcards to Esperantists in Tychy (Poland), Yalta (Ukraine), and Benin (Africa). And we read aloud two plays and several skits in Esperanto.

We also tabled on U.N. Day at City College. (The Universal Esperanto Association participates in the United Nations as a non-governmental organization). And a letter to the editor of the *News-Press* was published suggesting that Esperanto be added to the local foreign-language classes listed as "The Top Ten Alternatives to TV".

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

Interfaith Eco-Club & Green Team

In October of 2007, the Green Team was excited to announce the receipt of a \$30,000 grant from the J.S. Bower Foundation to help build solar panels on the roof of Jefferson Hall. This grant gave USSB the opportunity to model for other churches, mosques, and synagogues a positive way of reducing our carbon emissions and for embracing sustainable energy practices. The grant was given both for constructing a USSB solar array and for starting an educational initiative among our members to help reduce energy consumption at home and practice energy conservation both at work and in our daily lives. And while the design and approval process for the solar panels has been running in parallel with the initiation of the building project, a number of strides have been taken toward collaborating with the Interfaith Initiative of Santa Barbara County, Santa Barbara ECOFaith, and the Community Environmental Council. Most notable, however, has been the initiation and maintenance of the Eco-Club meetings under the aegis of Adult Religious Education over these past five months and our collaborative sponsorship of an Eco-Club booth at the Earth Day celebration in April with the Interfaith Initiative of Santa Barbara County. Five meetings of the Eco-Clubs have taken place since January. The programs, including dinner, have occurred every third Tuesday in Parish Hall and have been multi-varied in terms of speakers, themes, and different emphasis on personal pledges to reduce energy consumption at home and in the community.

The following list outlines the meetings and speakers brought to our congregation to address both our Eco-club members and participants from other faith groups interested in energy conservation and practices at home:

January 22nd, “Your Energy Use and Carbon Footprint”, speaker, Ivor John of the Community Environmental Council, MC’d by Chris Shorb.

February 26th, Film: “The Story of Stuff” with discussion facilitated by Ed Bastion, Director of the Santa Barbara ECOFaith. with Chris Shorb as Master of Ceremonies.

March 25th, “Edible Landscaping and Sustainable Composting”, Craig and Kate Whan, landscape architects and consultants, with Chris Shorb as MC .

April 22nd, “Gardening and Being Environmentally Responsible”, Billy Goodnick, landscape coach and television personality, with Don Bushnell as MC

May 22nd, “Removing Toxins from your Household”, Greg Chittick and Julie Lopp, environmentalist and household advisor/consultant. Chris Shorb, MC.

The expanded Green Team has also received endorsement of the Interfaith Initiative of Santa Barbara County for its Eco-club activity and has helped to give leadership to the Santa Barbara ECOFaith program with Rev. Haslund and Don Bushnell appointed to its Steering Committee. With the original members of the Ministry for Earth, those giving leadership to the Eco-Club programs are Charla Bregante, Mimi Bradley, Don Bushnell, Lucie Curtiss, Melitta Haslund, Julie Lopp, Tim Pettitt, and Chris Shorb. Barbara Sanchez has provided assistance with publicity and Ken Ralph, has been a teacher, with Rev. Haslund, for special parallel programming for the kids attending the Eco-Club meetings. Margaret Riesen provided wonderful vegetarian meals during the initial meetings of the Eco-Club.

Special thanks go to Dick Jensen, Chris Shorb, Ken Ralph, Don Bushnell and Ivor John for initiating and meeting the conditional requirements of the Bower Foundation grant. They have brought us to this jumping off place giving USSB opportunity to move toward the common goal of saving energy within our community buildings and home environments while providing leadership to Santa Barbara’s faith-based institutions to become less fossil-fuel dependent in the coming years.

Don Bushnell

Kaleidoscope

Our Society's biweekly newsletter, *Kaleidoscope*, results from 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. Volunteers this past year have included the following.

Editing and layout: Nancy Van Antwerp and Jared Dawson. We would welcome a third editor.

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

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

Labeling and mailing: Isabelle Burleigh, Louise Carty, Eileen Clark, Phyllis Dunn, Naomi Meyer, Marilyn Olsen and George Solinas.

Library Committee

The USSB Library Committee had another successful year in fulfilling our mission to promote reading among the members of the society by facilitating the borrowing of materials with the maintaining of the library in Parish hall and the responsible choosing of new books and movies.

Current members are: Lesley Alexander, Isabelle Burleigh, Louise Carty, Eileen Clark, Mary Chubb, Michael Forster, Mike Getto, Sharon Harris, Lana Haskett (chair), June Kelley (Co-Chair), Nancy Palke, Alan & Cynthia Smith, Margaret Vangelisti, Shirley Wolfe, Richard Nelson. In December we had our annual potluck holiday party. Our annual April book sale, which is our only source of funding, netted us around \$2400.

Our goal for next year will be to continue to facilitate the borrowing of materials by the society members.

We are grateful for the continued support of the society board and the minister in our ongoing mission. We are very thankful for the generous donations of books and movies by the society members and the supportive donation of time and work from the society staff.

Lana Haskett, Chair Library Committee

Lifespan Religious Education

Our Religious Education Philosophy for Children and Youth

The Children's RE Council has begun to articulate our philosophy. It is our understanding that religious education is a lifelong process. Our goal is to help children and youth navigate through some of life's biggest questions and come to greater clarity about their own deep spirituality and core values. We firmly value children and their voices, and seek ways in which they can explore their own value systems and act in accordance with them. We want to facilitate ways in which they can experience being integral participants in our congregation. We encourage their questions in a supportive atmosphere. We approach our interactions with children, be it in the classroom, sanctuary, children's choir or at USSB events, in a positive and respectful manner. While we teach them about limits and appropriate expectations, we also cultivate their own freedom of responsible expression.

Teaching and Curricula

With the dedication of 12 volunteer teachers and one paid lead teacher, we have offered a strong Children's RE Program. I led 5 RE Teacher Trainings, 2 Parent Orientations, and offered 2 Teacher Appreciation Breakfasts.

Fall: In Our Hands; A UU curriculum about social justice.

Winter: Buddhism: A 6-week intensive that I compiled and wrote.

Spring: OWL; a UUA/UCC curriculum on human sexuality

Regular participants have journals in which to reflect and articulate their theological beliefs. These they will have throughout their RE experience and will be finally be given to them in the COA program.



Religious Education:

Children/Youth/Families

Children's Worship Services

The Children's Choir sings monthly during our worship services. This year, we have added a new element: special music offered by our children.

October: *UU Local Hero*, Bill Foust was honored

El Dia de los Muertos ceremony

December: *Honoring Earth and All Creatures*;

Special Guests: Hannah Eckhart with SB Wildlife Network and Rocky Raccoon.

January: *Introduction to Buddhism and the Nonviolence of MLK Jr.*

February: *Buddhist Meditation* with special guest Tony Johansen

March: *Celebrating our Bodies*; Introduction to OWL

April: *Celebrating Our Families* with special guests the Knox-Reid Family

May: *Exploring Sources of Comfort and Inspiration, Construction Safety Team and Digging Up Our Peas and Justice Garden*

Other program highlights:

*El Dia de los Muertos Ceremony and Fiesta

*Secret Pals Program

*Holiday Craft Party

*Christmas Caroling at Sarah House

*Easter Egg Hunt

*Martin Luther King Jr. March

*I Madonnari chalk drawing

Strengthening Bonds In and Between RE Families and Children

This year, we have had 83 children and youth involved in our programs with an average attendance of 41 during the academic year. Since the fall of 2006, we have had 14 new families become actively involved in our program, with 6 joining and the rest at various steps toward membership. We invite them to participate in the New UU and consider membership.

We have continued to build a very strong core of RE Families with growing bonds of friendship and community. This is accomplished by weekly USSB RE Updates via email, RE Family Fun Nights, RE Pizza Parties, and occasional social justice endeavors. We have held 8 monthly Family Fun Nights. This year, I have crafted them to be more programmatic in nature. We've made family talking sticks, decorated our congregation's Christmas tree, and held two sing-along nights and enjoyed two of musical performances. They have been very successful, with greater participation than ever, with 40 in attendance in the spring.

Increasing Parent Participation

The RE Council, Charla and I have worked to foster more parental participation by offering an RE Open House and Parent Participation sign ups for short term task forces in the fall. In addition to the 12 volunteer teachers, we have had 27 parents volunteer for the Parent Participation Task Forces.

As is typical of many RE programs, the majority of teachers are parents, with two exceptions: the Rev. Bets Wienecke and Astrid Nelson. We are now trying to cultivate more adult volunteers by asking for Grandparents whose grandchildren live at a distance from them and who wish to spend some time with children.

Strengthening the Bonds with the Larger Congregation

This year, the Children's RE Council (consisting of Chrissie Cable, Terri Stelzer, Catroina Gay, Charla Bregante and Melissa Block) and I have aimed at strengthening the ties between the RE Families and the rest of the congregation. We have offered monthly intergenerational UUltimate Frisbee, Secret Pals, UU Local Heroes, Christmas Caroling at Sarah House (40 people attended) and the Holiday Craft Party. In general, families are participating at higher levels in congregational events. RE Families also sung 5 Christmas Carols to the congregation at the 5 PM service on Christmas Eve.

Social Justice Projects

The children have engaged in social justice with many projects which include:

- Peas and Social Justice Garden

- Farmers Market with proceeds to animal shelters, Direct Relief International and the Clean Energy Fund for Santa Barbara.

- I Madonnari with the statement: All Families are Sacred in Our House. Love is Love.

- Letters to local and national representatives about global warming.

- Collected books and toys for Westside Clinic

- Collected food for the Unity Shoppe

Coming of Age

This year, we were fortunate to have Doug Thomas and Chris Shorb join Elizabeth Schwyzer in facilitating our Coming of Age program. We thank Melissa Block, Mimi Bradley, Peggy Burbank, Chrissie Cable, Chris Casebeer, Annette Guionnet-Geis, Emmanuelle Ledbetter, and Gail Stitchler for serving as mentors this year. They attended the Mentoring Class I offered in the fall. Please see the COA report for more details.

Young Religious Unitarian Universalists

This year, we were fortunate to have the leadership of Kir Zecher, Paul Kretschmer and briefly, Meghann McDonald. YRUU moved their gathering times from Friday nights to Sunday mornings and have happily inhabited the Blake Meeting room, painting vibrant pictures on the wall.

The youth have largely wanted adult support as they led the group. This worked well thru the fall, with 6- 12 youth participating regularly. In November, they provided the Souper Sunday to raise funds for the YRUU Mini Con focusing on Social Action which was successfully in February with just under 50 YRUU youth in attendance from California, Arizona and Nevada. (7 of our youth attended.) Attendance has waned since March.

We will hold a start up workshop in August to begin our program once more. We will offer OWL throughout the year.

Adult Religious Education: We welcome the newly formed Adult RE Council which includes Ken Saxon, Charles Wolfe, Lucinda Eileen, Carol Quest, Don Bushnell and Karolyn Renard. We have engaged in rich discussion about how we can cultivate an on-going core curricula of Unitarian Universalism as well as a culture of active seekers on campus; people involved in searching out and articulating their theological beliefs. We are reviewing the Long Range Plans and will complete our vision and sense of purpose.

We offered 6 New UU classes, 10 UU core courses, 4 personal growth classes, 13 on going Personal Growth gatherings, 6 social justice events, 5 Eco-Club gatherings, 8 film nights, 9 concerts, 5 Chautauqua events, 3 on-going spiritual practice classes and 3 short term spiritual practice classes. We published 3 Adult Religious Education and Program Guides to advertise our events.

Young Adult Ministry: It is to our good fortune that a number of young adults have found a home with us as of late. Carol and Elizabeth Schwyzer have hosted a couple of meetings at their home and I have given one of their leaders a small group ministry curriculum. This is an area in which we can grow and need to focus our attention.

Campus Ministry: Four or more years ago, USSB received a grant from the UUA to offer campus ministry in conjunction with the Live Oak UU Congregation. It is an incentive grant to establish a campus ministry. The grant offers supportive funds to be matched by USSB and Live Oak for a period of three years after which time, the congregations are to assume all on-going financial responsibility.

Birdie Newborn and Jack Rivas have expressed interest in organizing outreach to college students. In May, we hosted a UU Channel Cluster Round Table Discussion on Young Adult and Campus Ministry.

Respectfully submitted, Rev. Melitta Haslund



Religious Education: Adult

Coming of Age

The Unitarian Society of Santa Barbara's Coming of Age Program is a one-year program for 8th graders designed to mark the transition from childhood to adulthood. The program is open to children of USSB members and to non-members. In our culture there are few opportunities for young people to reflect on what their childhood has meant to them and what kind of adults they want to become, and to be formally welcomed into a community of adults. The purpose of the Coming of Age Program is to provide such an opportunity for our youth.

This year's members included the Rev. Melitta Haslund, Minister of Religious Education, facilitators Elizabeth Schwyzer, Chris Shorb, and Doug Thomas, youth participants Kristen Gowdy, Claire Hummer, Mia Owens, Peg Ryan and Dena Slaff, mentors Melissa Block, Emmanuelle Ledbetter, Gail Stichler, Annette Guionnet-Geis, and Peggy Burbank.

The hope is that Doug Thomas and Chris Shorb will return to facilitate the program in 2008/2009.

The Coming of Age Program meets every Sunday from 10:30 AM to 12 PM in Blake Lounge. The program also includes a number of weekend-long activities, including camping trips and social justice projects. Those interested in joining the program should contact Melitta Haslund at 965-4583 x229. The program coincides with the school year, beginning in September and running through May. The year begins with a luncheon and information session for parents and youth. After three meetings, the program is closed to new members.

The primary goals of this year's program were as follows:

- To meet on a weekly basis with participants and on a monthly basis with mentors, and to conduct a number of weekend-long trips, including a vision quest and a social justice trip.

- To foster a sense of community both amongst the participants and between participants, mentors, and facilitators.
- To create an environment in which participants can reflect on their childhood, identify what is most important in their lives, and begin to envision themselves as adults.
- To produce an end-of-year service designed by the participants and involving the entire congregation in welcoming the participants into adulthood.

Overall, this was a highly successful year for Coming of Age. We succeeded in meeting regularly, taking on a number of valuable weekend trips and activities, and fostering a sense of community, especially between the participants. We had many opportunities to focus on the theme of the program, and all five participants took an active role in personal reflections and sharing. Among the highlights of the year were the Vision Quest and homecoming ritual, which challenged the girls and gave their parents a chance to share their own feelings and reflections on the Coming of Age process; and the social justice trip to Tijuana, which gave the girls a different perspective on their own coming of age and on their place in the larger world. We saw great development in each participant this year, particularly in the depth of sharing and willingness to take responsibility. As we approach the end-of-year service, we are confident that this was a valuable and meaningful year for all participants, and that the goals of the program were met overall.

This year, the Coming of Age group held two fundraising events in addition to the collection at the end-of-year service. The entire proceeds from all three events went to cover expenses for the social justice trip and to donations to the City of Refuge orphanage in Rosarito, Mexico, where we worked. Our Souper Sunday event raised \$496 and our lunch sale raised \$363, this was spent on paint supplies, food, and transportation, and the remaining we were able to donate to the orphanage. All other activities including the vision quest, were paid for by participant fees.

-Elizabeth Schwyzer

Neighborhood Network

For over two years our Society members have been invited to Neighborhood Gatherings with other UUs. The original idea was to have groups of UUs who live near meet socially three or four times per year to get to know each other better. This year began with several successful “Meet and Greet” gatherings, sponsored by collaborating Neighborhood Network groups which hosted in Alameda Park (Santa Barbara in town #8), Parish Hall (#2 & 3), and in various homes, Patterson Area #2 (Barrett’s), Montecito #13 (Noling’s), to meet and welcome our Interim Minister, the Reverend Joy Atkinson.

The ten neighborhoods are defined mainly by the geographical proximity of members’ and society friends’ homes. Lists of neighborhood groups are updated for the volunteer facilitators and hosts by 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 the neighborhoods or at other convenient locations including Parish Hall, La Paz and Blake Lounges. The facilitators shared their successful ideas about their gatherings at an annual spring Facilitator gathering, this year held at Kay Stern’s home.

The purpose of our UU Neighborhood gatherings is to meet other UUs and connect in interesting ways several times per year, 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. Other topics have also come up such as Neighborhood Emergency Preparedness. Several of our members are trained on that topic.

A Neighborhood Network is not the same as a small group ministry, with each individual having undivided attention to share on a theme for 5 minutes. Nor is it fundraising, stewardship or for immediate pastoral emergencies.

Many of our Unitarian Society members and friends have had an opportunity to experience their Neighborhood Network or be invited to attend a gathering. This year some neighborhoods have not met as often. We hope to have at least 2 gatherings annually in the new 2008-09 year and to invite our newly called minister, Rev. Aaron McEmrys and his wife, Eliza McEmrys to join each NN over a period of months.

Thanks to the following new and continuing NN facilitators and all our participants from Goleta to Carpinteria:

JoAnn Magistad, Patterson 93111 area; Kathleen Boehm, 154/Foothill; Joanne Nay, San Roque-Mission Canyon; Dick Cousineau, Las Positas to Mission; Claire Chytilo – Vista del Monte; Alex Cole, Mike Getto, 93103 and north; Nancy Alexander, Santa Barbara in town; Carol Schwzyer, Westside; Abi Katz-Becker & Bonnie Jensen, Mesa & City College; Dale Zurawski, Montecito; John Chere, Carpinteria

Joanie Jones, Neighborhood Network Coordinator

Seasoned Seekers

“Seasoned by age and experience and constantly seeking knowledge, truth, wisdom, as we share our goals as seekers,” thus the USS founders defined its purpose and status. We are UU retirees and friends on this South Coast of Santa Barbara County, who come together for monthly discussions, on topics of interest led by invited speakers.

We want to again thank each of the speakers who prepared and presented timely and informative afternoons. Programs featured for 2007–08 were:

Sep.	25	Rev. Bets Wienecke	<i>Remembering: Reclaiming Your History and Your Life with Spirit</i>
Oct	30	Dr. Jonathan Young	<i>The Good News About Getting Older</i>
Nov	27	Rev. Joy Atkinson	<i>The Politics of Compassion</i>
Jan	26	Tonia Jauch	<i>A New Definition of Jesus</i>
Feb	26	Rev. Carole Ann Cole	<i>The Prophetic Imperative</i>
Mar	25	Dr. Helen Gordon	<i>Voice of the Vanquished</i>
Apr	29	Sheila Lodge	<i>Santa Barbara Issues, Past and Present</i>
May	27	Dr. Peter Haslund	<i>Concerns About Globalization & Other Trends</i>

There are no dues and no formal members list to be part of this informal organization. It is open to anyone interested. Wearing of favorite Name Tags was encouraged. The gatherings are an opportunity to become acquainted with and mingle with UUs living in the whole area, retirees in particular. The meeting notices appeared in USSB’s Kaleidoscope, Sunday Bulletin Announcements, Reflections; and in Goleta the Live Oak Congregation’s Leaflet and Leaf of the Week. Cards were sent to those without email.

USS met the last Tuesday of each month (except December, June, July, and August) from 3 to 4:30 PM, alternating between the Sierra Madre Lounge at Vista del Monte and the Social Room at Valle Verde Retirement Communities. Attendance varied from 25 to 55.

The Planning Committee members were Joan Levy & Ginny Crane (publicity), Louise Barrow (Vista setup), Betty Newcomb (Valle Verde setup), Jane and Budge George (Live Oak), Lex Crane, Sara Maust, and Shirley Sayre.

Next year's Planning Committee members are: Eileen Clark (Vista de Monte), Helen Gordon (Maravilla), Ginny and Lex Crane, Jane and Budge George of Live Oak Congregation, Joan Levy, Sara Maust, Betty Newcomb, and Shirley Sayre (all from Valle Verde). We welcome suggestions.

Ginny Crane, Convener

Social Justice Reports

Open Flame Committee

Formed approximately five years ago, we are a committee of four: Joanie Jones, facilitator, Ross Beardsley, Birdie Newborn and Percy Sales. New committee members are welcomed. We meet in LaPaz Lounge as needed to facilitate panel discussions, celebrations and other events at USSB and in the SB community and communicate by email. You may call any of us and ask to join.

Our mission is to encourage social equality by recognizing the inherent worth and dignity of every person, by creating a truly "Welcoming Congregation" that embraces both the BGL&/or T and straight communities of Santa Barbara on an ongoing basis.

Vision Statement (internal & external):

- To encourage USSB (the Society) to be an active force in the Santa Barbara community in promoting social equality.
- To be genuinely welcoming to the BGL &/or T of the Santa Barbara community within and outside the Society.
- To be a referral resource to other community alliances for the BGL &/or T communities
- To promote ongoing positive information and images for the BGL &/or T communities.

On October 21, 2007 our committee chair, Joanie Jones with the support of SLO UU, Paul Boisvert held a "Cottage Conversation on Marriage Equality" at the home of Dick and Bonnie Jensen. Friends & neighbors were invited to attend for respectful dialogue. There are many conversations taking place these days about whether and how to recognize a life commitment made by two women or two men who love each other.

California is home to more than 90,000 same-sex couples that are raising and caring for more than 70,000 children. In the not to distant future, the CA Supreme Court will decide if it is unconstitutional to deny same sex couples the right to marry. Some groups are trying to amend our constitution to limit marriage to opposite sex couples and take away existing domestic partnership rights and responsibilities.

We enjoyed a questionnaire, discussion and excerpts from "Tying the Knot", a powerful documentary featuring stories of several families, which provided us with plenty of food for thought, and served as a springboard for thoughtful and respectful conversation.

On March 11, 2008 we sponsored the "Let California Ring" Education Project in Parish Hall which allowed an interfaith group of participants learn about a coalition of over 50 organizations working to open hearts and minds about the freedom to marry and the cultural respect, social support, inclusive dignity that comes with it.

We celebrate the talents and energy our committee members and staff have in creating new activities within our congregation.

History: June 2004 our congregation voted to be an official "Welcoming Congregation" of the Unitarian Universalist Association. Rainbow stickers are available. These are for your nametag to show continuing

support of our activities to be welcoming to all people. Please ask for a rainbow sticker at the Welcoming Table on Sunday or in the office during weekdays.

We invite you to help host a future “Cottage Conversation on Marriage Equality” which we continue to sponsor.

We welcome your participation in classes, advocacy work, at potlucks and with the Open Flame Committee. Your ideas and energy will be celebrated.

Joanie Jones and the Open Flame Committee

Social Justice Committee

The Social Justice Committee is the Society’s organization for expressing the service of Social Justice, one of its four pillars. It has met on a monthly basis since its reorganization January 14, 2007.

Membership: There are currently 20 regular members, though not all are regular participants, and all communications are also sent to the Interim Minister and Consulting Minister, who are welcome at any meeting. Membership is open to anyone who wishes to work on one or more Social Justice concerns and is willing to attend at least some meetings.

Organization: The committee was intended at its reorganization to have two co-chairs, but while Paul Nay has served as one, there is currently no other co-chair. Until his retirement Bill Foust was invaluable as the paid social justice coordinator, reporting to the Interim Minister, and we hope to re-fill this position in 2008-2009..

Financing: The 2008-2009 USSB budget has \$1000 for social justice outreach activities, plus \$1400 for the (currently vacant) coordinator position for six months.

A partial list of the activities of the Committee this past year includes: supporting via our Covenant of Collaboration with the UU Legislative Ministry of California (UULMCA) their goals of marriage equality and health care reform (we expect next year to work more actively on their other goals of stopping climate change, water justice, and reclaiming democracy), as well as raising money for them at two Outreach Sundays; helping Religious Education in their support of a Tijuana orphanage; making USSB facilities available to various community groups consistent with UU values; maintaining a Sunday table in the garden to distribute brochures, make petitions available for signing, and encourage social justice issue awareness among members and visitors. We also participated along with other community organizations in the Martin Luther King Jr. Day commemoration; financially supported, made lunches for, and directly helped with the Homeless Foot Washing; staffed a special “Youth in Peril” table at the United Nations Association seminar at Santa Barbara City College, and took part in the March to Peace to protest the sixth year of the Iraq war.

Monthly Outreach Offerings have raised a total of over \$7,000 for UULMCA, UUSC, and a number of international and local organizations working for social justice. Individual Committee members have also mentored at-risk students and participated in repairs in Katrina-ravaged Mississippi.

A special empowerment achievement last year was the assumption of the management of the Mobile Food Pantry, started by this committee, by client groups on its service area.



Social Justice/
UU Service
Committee

The Committee has appreciated the valuable advice of Interim Minister Rev. Joy Atkinson, and we look forward to an exciting partnership with Rev. Aaron McEmrys.

Paul Nay

Unitarian Universalists Service Committee

On Justice Sunday, April 6, '08, our society celebrated the life of Martin Luther King, Jr. The congregation pledged to keep King's dream alive. In his words, "A nation that continues year after year to spend more money on military defense than on programs of social uplift is approaching spiritual death."

The war in Iraq has drained the nation's resources and left a multitude of needs at home unmet – including the disgraceful lack of resources and commitment to rebuild the Gulf Coast. Members of our congregation have lobbied their Congresspersons and Senate members to end the war. Congregants have journeyed to the Gulf to work with residents and help rebuild houses. Members of our beloved community have walked in peace marches, supported Veterans for Peace and worked at the Arlington memorial. At this April service over 70 of our households joined UUSC and we contributed more than \$400 to the general UUSC fund.

In November '07 families participated in "A Guest at Your Table" bringing together global kin in a shared commitment to world justice. At holiday time '07, congregants bought over 40 boxes of Holiday Cards to send to family and friends. Throughout the year the congregation supported robust sales of Fair Trade Coffee and Chocolate helmed by Deb Wolfe.

UUSC is pressing global social justice issues such as ending genocide in Darfur; putting a stop to torture; working for wage justice; protecting the rights of child workers and human rights to water.

Our beloved community is grounded in UU principles and we are able to put them into action -- joined by UUSC's 47,000 members and supporters.

Barbara Sachs

Worship Arts

Chancel Choir & Sunday Singers

The Chancel Choir is open to anyone who enjoys singing. The Choir sings twice monthly for the 10:30 Sunday service and rehearses Thursday evenings, 7–8:30 p.m. in the Sanctuary. The Chancel Choir performs the finest of choral literature, including the classics of the mainstream choral repertoire (Bach, Beethoven, and Brahms), as well as more contemporary songs, including folk and gospel music. During the past year, we have sung folk music from American, African, Native American, and Spanish traditions. We also sing sacred music from Catholic, Protestant, and Jewish traditions, balanced by a healthy amount of secular music. On occasion, we are able to use the instrumental talents of our congregation members or hire professional musicians to accompany us. No audition is necessary to join the Choir; music-reading skills are not required (though yours will improve). We invite you to come in any Thursday evening to try us out!

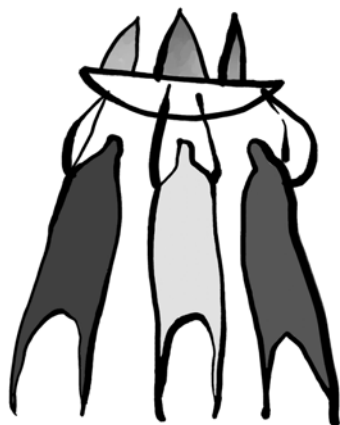
The Sunday Singers meet about every other week during the summer. This group is open to anyone who likes to sing and to all ages (the ability to read words is helpful!). We meet on the Sunday mornings we sing in order to learn the anthems, hymns, and a brief introductory statement (the introit). This is a great opportunity for families to sing together and to experience the joy of singing with others. Because this group does not have a weekly evening rehearsal, the music is simpler and tends to emphasize folk and popular literature.

We bid farewell and best wishes to Marilee Mouser and welcome Ken Ryals.

If you have any questions about singing, contact our Choir President Tim Pettit.

Children's Choir

The Children's Choir is open to all RE children ages five and older. No audition or previous musical experience is required. The goals of Children's Choir are to provide a welcoming environment for children to share their love of music with the congregation and to expose them to Unitarian Universalist principles and values through music and service participation. Rehearsals are every Sunday from 10:00 – 10:30 in Jefferson Hall. The choir met under the direction of Charla Bregante.



Music & Worship

The Children's Choir benefited from the participation of about 18 enthusiastic singers this year, ranging in age from six to thirteen. The number of boys participating this year was up one from last year to six. Two children chose not to continue in choir this year. At least six members have been singing with the Children's Choir for five years now.

The choir sang in services in the sanctuary eight times during the year. They also sang regularly during the monthly Children's Worship Services in Jefferson Hall. In addition, choir members offered solo instrumental pieces as "special music" for Children's Worship Services.

Highlights of the year included joining with RE families for Christmas caroling at Sarah house as well as opening the early Christmas Eve service at USSB with carols. They also sang an anthem with the adult choir at that service. For the Easter service, the choir wrote additional verses to the hymn, "We Sing of Golden Mornings." The children were enthusiastic participants in this creative process and enjoyed sharing the results with the congregation. On Earth Day the choir had the opportunity to collaborate with two flautists playing Native American flutes for an earth chant. The choir also enjoyed singing a welcome song for our ministerial candidate.

2007-08 marked my last year as Children's Choir Director. I leave the choir in a strong and healthy state. I am confident that it will remain a vibrant part of the life of this congregation under new direction in the fall. The children and I celebrated our time together with an end of the year breakfast where they shared what they enjoyed about choir and what they hope for the future. We are all looking forward to new ideas and continued singing in the coming year.

Leading the Children's Choir these past three years has been rich with rewards. I am grateful for the support the choir receives from the congregation and filled with appreciation for the children I have had the pleasure to sing with. Sharing music with them has truly been a joy.

Charla Bregante, Children's 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 \$25 to \$50 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 5 or 6 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, Carol Doose's and Ken Ralph'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, Nancy de L'Arbre, Donnis Galvan, Dee Gronbeck, Pat Kruger, and Anne Pedersen. 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.

Hearing Assistance Committee

This 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.

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 service can be heard in other nearby buildings through our equipment. Committee members also distribute ALDs at Alliance meetings in Parish Hall and at memorial services in the sanctuary.

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 special appreciation to Al Melkonian, who has not only covered almost all the 9 AM services but also trouble-shoots our equipment. We are also indebted to Facilities Manager Ken Ralph, who keeps us supplied with fresh batteries and technical support, and to the team who set the controls which activate our ALD's in the sanctuary and Parish Hall.

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. This is indeed a personally rewarding service!

Dorothy Holland, Chair
(Formerly Dorothy Holland-Kaupp)

Music Committee

The 2007-08 year has seen many changes in the Society's music program and Committee members have been actively engaged in these changes: recruiting a replacement for Humberto R. Almeida, who returned to his

home in Brazil, recruiting Natasha Kislenko our new pianist/organist, and leading a search and recruitment for our adult choir director, Ken Ryals. The Committee led the search six years ago when we hired Marilee Mouser, PhD, who is returning to her family home in Michigan after her last service on June 1. Marilee has been a very popular and much appreciated choir leader!

The Committee has continued with its monthly concert program which has continued to attract more people from the community to its Sunday afternoon events. The concerts this year offered an interesting variety of music which included: the first concert by Ellen Rockne, three classic piano recitals featuring Humberto Almeida, Egle Januleviciute and very recently, Zeynep Ucbasaran who played an all Chopin program. A chamber music trio, the Del Mar Trio played and from the University, we featured the Middle East Ensemble, and a recital by violist Helen Callus. Kimberly Ford presented a jazz vocal program, and Luis Munoz and band played a program of Latin American jazz. Almost all of these artists performed during Sunday morning worship services as well.

The committee members were John Warnock, Mahlon Balderston, Marilee Mouser, Laurie and George Potter, Dick Cousineau, Ellen Rockne, Phyllis Dunn, Dorothy Warnock, Edward Bookin, Steve and Carlene Young, Elizabeth Middleton, Alex Cole, Suzanne Fairly Green, Karin Nelson, Rick Hibbs, Linda Hill, Rolf Brinckmann, and Tim Petit. John Warnock will again serve as chairman next year.

A new program was launched whereby musicians are offered the facilities rent free, agreeing in exchange to perform at a Sunday service. This support of musicians is widely appreciated in the community. Next year we will continue with our collaborative efforts with the UCSB Music Department, Opera Santa Barbara, Santa Barbara Music Club, the Music Academy of the West and an expanding number of local artists.

Anyone interested in helping with the concerts and our program planning is invited to join the committee.

Respectfully Submitted, John Warnock, Chair

Worship Committee

The Worship Committee schedules associates for the minister, assists in setup and logistics for Sunday services, and hosts services when the minister is absent. This Committee also works with other committees—including the Music Committee, Children’s Religious Education Committee, and the Committee of Shared Ministry—to create a broad spectrum of quality worship for all members of the Society, and to ultimately engage all members in ministry.

At each Worship Committee meeting, we engage in passionate, lively, enthusiastic, and focused conversation about creating worship services that represent the community we serve. Each participant is gifted in some way that contributes to the theater of worship. We draw heavily from the resources rich within our own congregation and extended community.

Active members of this committee are Jean John, Ken Saxon, Jody Thomas, Donnis Galvan, Ellen Rockne, Detty Peikert and Peter Hale and Patrick Block. This past year, the position of chair was transferred from Peter Hale to Patrick Block.

The committee meets on the fourth Thursday of each month from 5:30-7pm in Blake Lounge. Joining the committee is as simple as showing up and gaining a consensus of a good fit.

Our goals for the past year were:

- 1) To incorporate the worship community’s desire for intellectual stimulation into the sermons and readings. With the minister, the Worship Committee strove to put forth services that made us think, to become

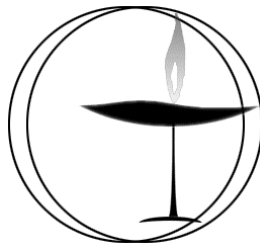
engaged, and to become better connected to one another and the larger world; determining whether this goal was met is difficult, as “intellectual stimulation” means different things to different people.

- 2) To bring scholars to the society for symposia, lectures, and Sunday service participation once per quarter. Since July of 2007, we have had 10 outside speakers in the pulpit, including professors, authors and/or visiting ministers.

With the theme we chose for this coming summer, “Hearing Voices,” we hope to encourage the congregation to be more actively involved in worship services. Since we’ve done so well bringing in outside speakers over the past year, we’re taking a leap of faith and not calling anyone besides our own congregants to speak until Rev. McEmrys begins his ministry. Once he arrives, we will facilitate a meaningful collaboration with our new minister. Rev. McEmrys has stated a commitment to collaboration with lay leadership, and we are all quite enthusiastic to enter into this new phase with open hearts and minds. We also look forward to collaborative participation with our new Choral Director, Ken Ryals.

I would like to thank Peter Hale for chairing the first half of the year and his continuing service as member, mentor and friend. Thanks also go out to Rev. Joy Atkinson for shepherding us through this year of transition; and to John Warnock for bringing us the variety of music we enjoy in our sanctuary. Many thanks to Choir Director Marilee Mouser, soprano Ellen Rockne, and our organist emeritus, Mahlon Balderston.

Respectfully submitted by Patrick Block



Facility Partners

Orca School

Orca School is a California registered private school with 18 students, currently in grades 1, 2 and 3. This coming school year we hope to initiate a Kindergarten Program. We have been renting Jefferson Hall and other rooms from USSB for eight years. You have possibly noticed our artwork on the walls in Jefferson Hall or the other classrooms. We have staged plays in Jefferson and Parish Hall and cooked in both kitchens. We use the Jefferson lawn for recess and lunch now and then, and we've created a beautiful garden behind the Blake Building.

We have a lively curriculum, Waldorf-inspired, which means we integrate the arts into all of our academic subjects. Music, gardening, cooking, painting, woodworking, weaving 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. These field trips are essential to helping our children develop a "sense of place." The health-giving effects of work and play in nature are critical in this time.

Our two full-time and two part-time teachers are able to bring excellence to the academics and also meet the children in a heartfelt way. Some students have already completed four consecutive years at Orca School and

have moved on to junior high with flying colors. We look for ways to connect with USSB; we welcome visitors, and are deeply appreciative of our home here.

Rob Harrington, Director Orca School

Starr King Parent Child Workshop

Starr King Parent-Child Workshop (SK) has had another successful year, thanks to Santa Barbara Community College, Continuing Education Division and the Unitarian Society of Santa Barbara. We maintain our commitment to fulfill the original mission established by founder Sarah Foot, to provide opportunities for parents to develop parenting and leadership skills while also learning of the importance of community involvement and advocacy to bring about positive societal changes, all while providing children with a healthy, safe and stimulating learning environment.



Population served and available assistance: This year we served sixty-three families, and a total of seventy-two children. We also provided two scholarships and one work exchange options. In addition, we continued the tradition of making a \$500.00 donation to a non-profit organization in Santa Barbara.

We have forged on with concentrated effort in the last five years to be a more inclusive program. This year, we served eleven children with different needs and provided speech and additional support. We continued to provide a translator to assist with simultaneous Spanish translation of the parent education evening meeting. This has allowed three families the opportunity to fully participate, contribute to and benefit from the learning experience. This year the focused attention to this area resulted in the formation of an inclusion committee. The goal of the inclusion committee is to build a strong, related community; to have all members of our SK community feel welcomed and fully integrated, no matter their language, color nationality, culture, religion, class, and family structure, different physical or learning abilities. Native languages: 105 English, 11 Spanish, 2 German, 1 French, 1 Swedish, 3 Farsi.

Parent curriculum: This year, the SK community benefited from a rich and diverse parent education program. Topics included parent education, child development, holiday sing-along, father's only meeting, art appreciation, general supervision, sensory integration, relationships, organic food, sustainability, media influence, inclusion, and music, value of outdoor play, children's sexuality and compassionate communication. This year SK hosted a Kindergarten Faire and invited the other parent child workshops to attend. We had a very successful turnout, and the school representatives preferred this format. We also planned a fall retreat for the board and committee chairs that provided a warm welcome and initial training on leadership development.

Children's curriculum; Starr King continues to benefit from a committed group of parents who govern and maintain all aspects of the children's curriculum. This year we continued with traditional activities such as our Harvest Feast, candle making activity, Chinese New Year, May Day Celebration. . Unfortunately, Our 5 year old guinea pig named Sugar died in early May. The children participated in the burial and there several discussions about life, death and the wonderful memories we will always have of her. Three weeks later we all marveled over the hatching of chicks and ducklings. It was fascinating for the children to actually witness the chicks hatching and making their way out of the egg. To date the silkworms have spun their cocoons' and some are beginning to emerge as moths...and life goes on.

Annual rummage sale: This annual event not only yields approximately a third of our annual operating budget, but also equally as valuable, is the bonding experience that families gain while planning and carrying out this

event. We also take pride in assisting families in our community and utilizing good environmental practices in the recycling of goods. We appreciate all the adjustments that USSB makes to accommodate for this sale and thank you for supporting this much-anticipated community event. Thanks to Ken Ralph, Nancy Edmundson, Melitta Haslund and the planning committee for consideration of the rummage sale with regards to the upcoming construction.

Community: Families at SK took part in a number of community events this year including: Santa Barbara Fiesta parade, Our harvest feast, Holiday sing a-long, our Annual Campout, May Day and the Dia de los Ninos, an evening at SOHO and our annual food drive. We had a great turnout at our Alumni Day where former Starr Kingers, now kindergarten and first graders are invited to return to SK to meet with old friends, teachers and other parents. It is fun to see the children enter the front door, wondering if they will be remembered and later measuring up to the furniture and equipment and feeling pretty proud of how much they have grown. This event is always a great reunion.

Student Interns: Two students from the community received training this year at SK. Our goal is to provide support and assist new teachers and those interested in learning more about our philosophy and also provide opportunities to have “hands on” experience in working with parents and their children. Through practical experience and observation, students gain an understanding of how children learn through a rich and exciting environment.

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 that the integrity and program philosophy is upheld in their work on behalf of the membership, past effort of the alumni while maintaining consistency for future families. A warm heart felt thank you to; Chair: Nancy Weiss, Vice-Chair: Beth Ford, Recording Officer: Kristen Sneddon, Treasurer: Jennifer Mansbach, Billing Treasurer: Peter Bexelius, Membership: Kate Vesper, Participation: Kim Stanley-Zimmerman, Children’s Curriculum: Kari Arcuri, Development Chair: Meg Miller.

Future Plans: This next year will mark our **60th Anniversary** and we plan to celebrate with various events. Reaching this milestone has been possible with the support of SBCC, USSB, current membership, our alumni and community supporters. We are also looking forward to unveiling a new logo at one of the anniversary events, if not sooner. We hope you will accept an invitation to join us in celebrating our 60th Anniversary!

Capital Campaign Donation: Special thanks to the Unitarian Society of Santa Barbara for your ongoing generosity and for this beautiful and natural environment which we use to enrich the lives of so many families. We appreciate the collaboration and continued success in achieving our mutual goals. It is because of this relationship and the inclusion of SK in the remodel plans that the board, on behalf of the general membership voted to make a donation of \$7,000 toward the USSB Capital Campaign. We thank you for your consideration in the plans, timing and understanding of our program needs and appreciate continued use of space for our annual rummage sale.

Wish you all a pleasant and safe summer and look forward to our continued collaborative effort in the coming year.

Contact us: SK and information, 966-1325; Tours and wait list, 456-6562. Website: www.starrking-pcw.org
Yolanda Medina Garcia, Director

USSB Calendar
2007 - 2008
(Year in Review)

September 9	Intergenerational InGathering Service Children's RE Open House & Pizza Party
September 15	Hospitality Training
September 16	Two Sunday Services begin; Souper Sunday Congregation Town Meeting - Ministerial Search
September 23	Coming of Age Luncheon
October 6	Channel Cluster Super Saturday
October 7	Secret Pals begins RE Pizza Party & UUltimate Frisbee
October 12	RE Family Fun Night
October 14	New Member Recognition Ceremony; Association Sunday
October 15	Chautauqua Spelling Bee
October 18	Usher Training
October 21	Connecting Fair & Souper Sunday
October 26-27	Starr King Rummage Sale
October 28	Dia de Los Muertos Service
November 3	Services Auction
November 4	Heritage Sunday RE Family Pizza & UUltimate Frisbee
November 9	RE Family Fun Night
November 11	Secret Pal Luncheon
November 18	Intergenerational Thanksgiving Service; Guest At Your Table Souper Sunday
December 2	RE Family Pizza & UUltimate Frisbee
December 7	RE Family Fun Night
December 9	Holiday Craft Party
December 24	Intergenerational Christmas Eve Service
January 6	RE Family Pizza & UUltimate Frisbee
January 11	RE Family Fun Night
January 12	Membership Ministry Workshop
January 13	Rev. Bill Sinkford, UUA President, Guest Minister Souper Sunday
January 20	Beyond Categorical Thinking Workshop

January 26	Leadership Training
February 2	PSWD Worship Workshop, Costa Mesa
February 3	RE Family Pizza & UUltimate Frisbee
February 8	RE Family Fun Night
February 10	RE Teacher Appreciation Breakfast
February 16	Poetry Café
February 17	Souper Sunday
February 21	Association Affairs Potluck
March 2	RE Family Pizza & UUltimate Frisbee
March 7	RE Family Fun Night
March 16	Souper Sunday
March 23	Intergenerational Easter Service
April 6	Council of Chairs
	RE Family Pizza & UUltimate Frisbee
April 10	Office Volunteer Appreciation Luncheon
April 11	RE Family Fun Night
April 12	Hospitality Training
April 18-20	USSB Library Book Sale
April 20	Congregation Meeting – Building Project Update
	Earth Day
April 25-27	PSWD General Assembly, Del Mar, CA
April 27	Reverend McEmrys Leading Worship Services
	Souper Sunday
April 27-May 3	Candidating Week
May 3	Children’s RE Picnic with Rev. McEmrys
May 4	Reverend McEmrys Leading Worship Services
	Congregational Meeting; Vote to Call Rev. McEmrys
May 11	Mother’s Day & Child Dedication Service
May 17-18	USSB Arts & Craft Show & Sale
May 18	Intergenerational Coming of Age Service; Souper Sunday
June 1	One Service begins, 10:30 AM
	Congregational Town Meeting
	Celebration Honoring Retiring Choir Director, Marilee Mouser
June 8	Congregation Annual Meeting & Ground Breaking Ceremony
June 15	Father’s Day & Young Adult Bridging Ceremony
	RE Summer Sundays Begin
June 25-29	UUA General Assembly, Fort Lauderdale, FL
June 29	Rev. Joy Atkinson Farewell Service

Updated 6/1/08

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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.

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.