Unitarian Society of Santa Barbara

2008 2009 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 – 2008/2009 Fiscal Year

President – Gary Welterlen
Vice-President – Gun Dukes
Corporate Secretary– Sayre Macneil
Treasurer – Chris Appleton

Members

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<thead>
<tr>
<th>Name</th>
<th>Phone</th>
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<tr>
<td>Kathleen Boehm</td>
<td>687-6218</td>
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<tr>
<td>John Chere</td>
<td>684-7926</td>
<td>(6-30-10)</td>
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<td>John Gilbert</td>
<td>448-6438</td>
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<tr>
<td>Sayre Macneil</td>
<td>637-3547</td>
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<td>Beverly Appleton</td>
<td>682-0402</td>
<td>(6-30-10)</td>
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<tr>
<td>Ed Bookin</td>
<td>683-9429</td>
<td>(6-30-10)</td>
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<td>Gun Dukes</td>
<td>566-6648</td>
<td>(6-30-10)</td>
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<td>Gary Welterlen</td>
<td>682-5275</td>
<td>(6-30-10)</td>
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<tr>
<td>Percy Sales</td>
<td>637-7984</td>
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<tr>
<td>Sandy Grasso-Boyd</td>
<td>966-9256</td>
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<tr>
<td>Richard Nagy</td>
<td>687-5155</td>
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<tr>
<td>Alexandra Cole</td>
<td>969-4183</td>
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Nominating Committee

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<td>Carol Schwyzer</td>
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<tr>
<td>Max Neufeldt</td>
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<tr>
<td>Betty Noling</td>
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<tr>
<td>Ivor John</td>
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<td>Ellen Rockne</td>
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<td>Kir Zecher</td>
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Staff - 2008-2009

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<th>Position</th>
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<th>Email Addresses</th>
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<tr>
<td>Minister</td>
<td>Aaron McEmryrs</td>
<td>222</td>
<td><a href="mailto:minister@ussb.org">minister@ussb.org</a></td>
</tr>
<tr>
<td>Minister for Religious Education</td>
<td>Melitta Haslund, outgoing</td>
<td>229</td>
<td><a href="mailto:lifespan@ussb.org">lifespan@ussb.org</a></td>
</tr>
<tr>
<td>Religious Education Assistant</td>
<td>Charla Bregante</td>
<td>227</td>
<td><a href="mailto:re@ussb.org">re@ussb.org</a></td>
</tr>
<tr>
<td>Director of Administration</td>
<td>Nancy Edmundson</td>
<td>225</td>
<td><a href="mailto:ussb@ussb.org">ussb@ussb.org</a></td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>Carol Doose</td>
<td>224</td>
<td><a href="mailto:assistant@ussb.org">assistant@ussb.org</a></td>
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<tr>
<td>Facilities Manager</td>
<td>Ken Ralph, retiring</td>
<td>223</td>
<td><a href="mailto:facilities@ussb.org">facilities@ussb.org</a></td>
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<tr>
<td>Membership Coordinator</td>
<td>Jen Stroh</td>
<td>221</td>
<td><a href="mailto:membership@ussb.org">membership@ussb.org</a></td>
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<tr>
<td>Chancel Choir Director</td>
<td>Ken Ryals</td>
<td>240</td>
<td><a href="mailto:music@ussb.org">music@ussb.org</a></td>
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<tr>
<td>Children’s Choir Director</td>
<td>Vaiva Janusoniene</td>
<td></td>
<td><a href="mailto:vaiva@janusoniene.net">vaiva@janusoniene.net</a></td>
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<tr>
<td>Pianist/Organist</td>
<td>Natasha Kislenko</td>
<td></td>
<td><a href="mailto:nkislenko@yahoo.com">nkislenko@yahoo.com</a></td>
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Please contact us by phone to be sure of availability before coming by.
Front Office Hours 9 AM – 4 PM, Monday-Friday; Sunday 10AM-12 noon
Summer Office Hours 9 AM – 12 Noon, Monday-Friday; Sunday 10AM-12 noon
### BOARD COMMITTEE CHAIRS

<table>
<thead>
<tr>
<th>Annual Campaign</th>
<th>Mark Hamilton</th>
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<tr>
<td></td>
<td>Chris Appleton</td>
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<tr>
<td>Association-District Representative</td>
<td>Bruce Hanna</td>
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<td>Benefit Auction (Services Auction)</td>
<td>Percy Sales</td>
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<td>Buildings and Grounds</td>
<td>Contact Director of Administration</td>
<td>965-4583 x225</td>
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<tr>
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<td>Pat Neufeldt</td>
<td>962-9344</td>
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<td>Endowment Board</td>
<td>Mike Noling</td>
<td>969-0785</td>
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<td>Finance Committee</td>
<td>John Gilbert</td>
<td>448-6438</td>
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<tr>
<td>Information Technology</td>
<td>Doug Thomas</td>
<td>963-2673</td>
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<td>Long Range Planning</td>
<td>Betty Noling</td>
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<td>Doug Thomas</td>
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<td>Ivan John</td>
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<td>Planned Giving Advisors</td>
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</tr>
<tr>
<td>Room Use</td>
<td>Contact Director of Administration</td>
<td>965-4583 x225</td>
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### PROGRAM COUNCIL MEMBERS – 2008-2009

JoAnne Nay, Chair 451-8647

| Beverly Appleton, board | Joanne Nay | Staff: Rev. Aaron McEmrys |
| Sayre Macneil, board | Katherine McCracken | Rev. Melitta Haslund, outgoing |
| Gun Dukes, board | Birdie Newborn | Nancy Edmundson, Director of Administration |

### PROGRAM COMMITTEE CONTACTS - 2008-2009

| Dance Away | Dorothy Holland | 967-5241 |
| Chautauqua, discontinued | Birdie Newborn | 899-2145 |
| Kaleidoscope Newsletter | Kaleidoscope@ussb.org |
| Esperanto Circle | Dorothy Holland | 967-5241 |
| Library | Lana Haskett | 692-1115 |
| Lifespan Religious Education |
| Adult Religious Education | Ken Saxon | 565-0412 |
| Children’s Religious Education | Charla Bregante | 965-4583 x227 |
| Coming of Age | Kir Zecher | 569-0960 |
| Young Religious Unitarian Universalists (YRUU Teen Group) | Aaron McEmrys | 965-4583 x222 |
| Neighborhood Groups | Joanie Jones | 683-1937 |
| Pastoral Care | Bob Roan | 275-2301 |
| Parking Ministry | Tammy Shorb | 683-9160 |
| Seasoned Seekers | Ginny Crane | 682-3476 |
| Social Justice Committee | Paul Nay | 682-3381 |
| The Alliance | Betty Beckwith | 967-5415 |
| Vespers (discontinued) |
| Worship Arts |
| Flower Committee | Pat Kruger | 966-1906 |
| Hearing Assistance | Dorothy Holland | 967-5241 |
| Concert Committee | John Warnock | 965-4235 |
| Adult Chancel Choir | Ken Ryals | 965-4583 x240 |
| Children’s Choir | Vaiva Janusoniene | 284-5187 |
| Worship Committee | Patrick Block | 563-5320 |
| Music Committee | Patricia Riley | 966-3985 |
| Young Adult Group | Aaron McEmrys | 965-4583 x222 |
UNITARIAN SOCIETY OF SANTA BARBARA
Notified Agenda for Annual Meeting
June 14, 2009
12:45 PM. Parish Hall

1. Opening and Call to Order –
   Gary Welterlen, Board of Trustees President

2. Affirmation of Covenants and Core Values – inside back cover, pages 7 & 8
   Gun Dukes, Board of Trustees Vice President

3. In Memoriam – page 4
   Reverend Aaron McEmrys

4. Year in Review: A Retrospective –
   Nancy Edmundson, Director of Administration, Aaron McEmrys, Gary Welterlen

5. Additions or Deletions from Agenda if one-third quorum present

6. Election of Board of Trustees and Nominating Committee Members

7. Annual Fiscal Plan Presentation and Vote To Adopt Annual Fiscal Plan – pages 5 & 6

8. Vote to accept Updated Long Range Plan - page 9

9. Vote to Receive Annual Reports

10. Installation of Board and Nominating Committee

11. New Business

12. Closing –
   Gary Welterlen

13. Adjournment

Quorum to conduct business: 1/5 x 452= 91 members
Quorum to make additions or deletions from Agenda: 1/3 x 452= 151 members
## Membership Statistics

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<th>Total Membership:</th>
<th>June 4, 2008</th>
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<td><strong>New Members</strong></td>
<td>435</td>
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<td>Aaron McEmrys</td>
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<td>Catherine Birtalan</td>
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<td>Eliza McEmrys</td>
<td>Pat Huglin</td>
<td>Ernest Mosbaek</td>
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<td>Jordan Thomas</td>
<td>Sarah Hough</td>
<td>Eric Watson</td>
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<td>Nancy Murdock</td>
<td>Kelly Bedard</td>
<td>Autumn Braddock</td>
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<td>Patricia Aptaker</td>
<td>Chuck Champlin</td>
<td>Tom Moore</td>
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<td>Sukey Briggs</td>
<td>Lesley Powles</td>
<td>John Hartman</td>
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<td>Faith Buchanan</td>
<td>Judy Richards</td>
<td>Deborah A. Peterson</td>
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<td>Barbara Sanchez</td>
<td>Victoria Snow</td>
<td>Cat Brown</td>
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<td>Lauren Campbell</td>
<td>Eric Snow</td>
<td>Amy Bacheller</td>
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<td>Rachel Petkus</td>
<td>Lorna Hedges</td>
<td>Glenn Bacheller</td>
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<td>Judith Schweid</td>
<td>B Scott Barnett</td>
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<td>Marshall Getto</td>
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<td>Alicia Alrich</td>
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<td>Joyce Tolle</td>
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<td>Brad Hope</td>
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<td>Janette Hope</td>
<td>Hana Goldstone</td>
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<td>Joan Lewis</td>
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<td>Lauren &amp; Allison Wyeth</td>
<td>Deb Karoff &amp; Anna Di Steffano</td>
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<td>Autumn Braddock &amp; Eric Watson</td>
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<td>Will Allison</td>
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<td>Grace Conner</td>
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<td>Lara Geis</td>
<td>Samantha Petry</td>
<td>Mallory Zanius</td>
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## 2009-2010 Proposed Budget

### REVENUE

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<td>Program Revenue</td>
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<td>Fundraising Revenue</td>
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<td>Cummins Contribution to Capital Needs</td>
<td>$23,336</td>
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**TOTAL REVENUE** $680,132 $648,840 $664,764

### EXPENSE

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<td>Staff Expense</td>
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<td>Supplements to Programs</td>
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<td>Debt Repayment (principal only)</td>
<td>$18,162</td>
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**TOTAL EXPENSE** $680,132 $648,840 $664,764

**NET OPERATING INCOME** 0 0 0
Notes on Proposed Budget 2009-2010

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. Variance in this item due to construction impact and completion of our building construction.
- **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. Endowment reduction reflects change in current investment climate.
- **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. New fundraiser to be added in Spring.
- **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
- **Staff Expense** includes adjustments in staff hours for music programming and associated costs & benefits. Includes projected increase in health insurance costs & sabbatical accrual.
- **Administration Expense** includes computers, telephone, bookkeeping, office equipment leases, supplies, postage and newsletter. (08-09 included cost of full audit)
- **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 previous years, earthquake coverage is self-funded ($9,000/year).
- **Supplements to Programs** Includes program supplies costs and board expenses, as well as increased funding for leadership development and membership outreach.
- **Denominational Support** is projected to be one-half full Fair Share to UUA and PSWD, based on official membership reported on February 1, 2009.
- **Interest Expense** is interest on Building Project Loans and cash flow line of credit.
- **Restricted Fund Expense** funds in previous years to restore available cash in savings for donor-restricted funds. Cash in savings now meets establish Board-Finance policy, so no addition is budgeted for 2009-2010.
- **Debt Repayment:** Principal repayment of Blake Roof loans in prior years. These loans were repaid in May 2009 with Building Project financing.
Congregation Covenant with California Interfaith Power and Light

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

In doing so we re-affirm our commitment to the following goals:
Engage in an ongoing process of education with our congregants concerning environmental stewardship, energy production and usage in relation to global warming.
Conduct an energy audit of our buildings to identify sources of energy waste and the potential financial savings of energy related improvements.
Make energy efficiency improvements to our congregation's buildings.
Utilize renewable energy by purchasing green power, installing solar panels, or contributing to a wind turbine fund.
Analyze, reduce, and offset our greenhouse gas emissions with the goal of becoming a non-polluting congregation.
Support public policies that contribute to our goals.

About California Interfaith Power and Light
CIPL is a faith based organization and stipulates that every major spiritual tradition calls on us to be faithful stewards of Creation. We have a responsibility to protect the earth for our children and future generations. Global warming is a crisis that has severe environmental, social, moral, economic and spiritual consequences. Current patterns of climatic warming point to increases in heat-related illnesses and deaths, increased heat stress for crops, and greater energy needs for cooling. CIPL helps educate congregations on the theological basis for eco-stewardship and assists them in implementing programs to reduce their greenhouse gas emissions and become more energy efficient - therefore helping to mitigate the harmful effects of global warming. Working together, individuals and communities of faith can model to the rest of the world how to be the stewards of our precious Creation.
The goal of CIPL is to activate California's 50,000 congregations by providing them with links and referrals to local sources of energy audits, building improvements, and solar panel installation. We provide information to locate green energy sources and compact fluorescent light bulbs for use in congregation's buildings and member's homes. We help congregational leaders educate their membership about environmental stewardship, conservation and the effects of global warming. We present logical choices that can be made in people's everyday lives to help reduce energy consumption and greenhouse gas emissions.
UU Legislative Ministry Covenant

Covenant of Collaboration

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

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

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

Our congregation will:

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

UULM will:

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

We affirm that UULM and our congregation will renew this covenant annually, creating opportunity for feedback and planning; either UULM or the congregation may choose to end our collaboration at any time.
USSB Strategic Priorities and Goals - 2009-2013

Adopted USSB Board of Trustees by February 17, 2009
Proposed for Congregation Adoption, June 14, 2009 Annual Meeting

PREAMBLE: This revised executive summary serves to accompany an updated and extended Strategic Plan through the year 2013. It describes our intentions and priorities as a congregation. Material for this revision came from the USSB 2005-2010 Strategic Plan, interim progress assessments of that plan, and our observations of processes and work to-date that includes the October 2008 Ministerial Start-up Retreat and staff observations in program months beginning August, 2008.

We conclude that the leadership and congregation are articulating the following priorities for our congregation:

**USSB STRATEGIC PRIORITIES 2009 - 2013**

- To become an **increasingly age diverse** congregation.
- To experience **growth** with an increasing outward focus.

**USSB GOALS 2009 - 2013**

The Strategic Priorities will be achieved and sustained over 2009-2013 by growth and striving for excellence in the following program areas:

- **WORSHIP PROGRAMMING**: USSB will achieve and sustain excellence in worship programming, quantified by increased attendance at worship & increased percentage of membership attending worship.
- **MUSIC PROGRAMMING**: USSB will achieve and sustain excellence in music programming, with priority on music in worship: quantified by phased development of music program & staffing.
- **SMALL GROUP MINISTRY PROGRAMMING**: USSB will achieve and sustain excellence in Small Group Ministry Programming, quantified by number of trained leaders, active groups and members participating.
- **LIFESPAN RELIGIOUS EDUCATION PROGRAMMING**: USSB will achieve and sustain excellence in Lifespan Religious Education Programming with priority on children, families and youth: quantified by registration numbers, attendance numbers, number of trained leaders and numbers of volunteers.
- **SOCIAL JUSTICE PROGRAMMING**: USSB will achieve and sustain excellence in Social Justice Programming; quantified by numbers of members, friends, children and youth involved in church based social justice activities.
- **LAY LEAD PASTORAL CARE PROGRAMMING**: USSB will achieve and sustain excellence in Lay Lead Pastoral Care Programming; quantified by existence of specially trained lay led pastoral care team.
- **STEWARDSHIP PROGRAMMING**: USSB will achieve and sustain excellence in Stewardship Programming; quantified by existence of a stewardship committee.
- **UNITARIAN UNIVERSALIST MINISTERIAL INTERNSHIP PROGRAM**: USSB will achieve and sustain excellence as a Teaching Congregation with a UU Ministerial Internship Program; quantified by development of funds and program to support regular UU intern minister and recognition as UUA Teaching Congregation.
PHASING OF GOALS FOR STRATEGIC PLAN 2009-2013

In phasing the USSB goals for the 2009-2013 time period we have been mindful of the following questions the answers to which will become clear in the next year: How will USSB prioritize our allocation of discretionary resources? (staff, volunteer, financial and facilities) Where will the resources come from? What must be done in the first years to support future year activities?

Year One 2009-2010

*The theme is Organizational Development, Capacity Building and Program Development*

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

Years Two 2010-2011 & Three 2011-2012

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

Activities and programs mentioned in Year One will continue with an outward focus beginning in Year Two 2011-2012. This will include continued development of music staffing and added programs and activity related to Social Service, Social Action, and Interfaith Work.

Years Three 2011-2012 & Four 2012-2013

*The theme is Moving Into Outward Focus*

Activities related to Social Service, Social Action and Interfaith Work will stabilize and USSB will begin steps to become a teaching congregation with the addition of a sustained UUA Ministerial Internship program.

Years Four 2012-2013 & Five 2013-2014

*The theme is Assess and Integrate USSB Development and Community Partnership*

Activities will emphasize opportunities for the USSB congregation to live its commitments and values both within the Society family as well as in the larger community. Programs will be developed to widen the circles of common purpose for USSB members and the larger Santa Barbara community.
WAYS OF GROWTH

Growth, according to Loren Mead, an expert on churches and church vitality, describes four types of growth possible in healthy congregations, all of which are desirable. We will measure our congregational growth during the next five years in these four distinct areas:

- **MATURATIONAL GROWTH ~ WISDOM**: a stage when the congregation sees its life as a complex array of choices. Congregations with maturational growth are able to see problems early, to recognize its systematic nature, and to select other positive alternatives without engaging in blame or hostility and instead select their own outcome.

- **ORGANIC GROWTH ~ STRENGTH**: is the mission driven call to shape congregations themselves to become communities that generate life and energy.

- **INCARNATIONAL GROWTH ~ ACTION**: Incarnation growth is the embodiment of the congregation’s collective faith, as evident in the faith-driven actions and programs of its members.

- **NUMERICAL ~ MEMBERS**: occurs because of health in the congregation and the health of Unitarian Universalism generally. Increase in members, religious education enrollment, pledging households, and Sunday service attendance, by adults & children.

Respectfully Submitted: USSB Long Range Planning Committee

Betty Noling, Chair, Doug Thomas, Ed Bookin, Bill Boyd, Melinda Staveley

Staff: Rev. Aaron McEmry, Nancy Edmundson, Director of Administration
Ministerial Team Report

Worship: The vitality and quality of our worship services ends the year on a high note. When a new Minister arrives, worship is typically one of the areas where change is most visible, and this year has been no exception. These changes have been successful, as measured by the most important predictor of successful worship – attendance.

- **Attendance:** In the first nine months of Rev. McEmrys’ ministry with us, average Sunday worship attendance has increased by almost 25%, (comparing the same time periods August to May) with a significant increase in attendance by visitors, newcomers and returning former members and friends who had drifted away from the congregation. We set attendance records for both Christmas Eve and Easter, which may very well necessitate adding a third service to our Christmas Eve offerings next year.

- **Two Services:** we have changed the service times and put a great deal of energy into creating two viable, well-attended worship services. This has been an essential ingredient in our growth this year. Our average weekly attendance is now high enough that we can no longer fit everyone into the sanctuary at one time. Because of this, our next Ingathering Sunday may be held in a nearby park, to accommodate our growing congregation at one service.

- **Community Hour:** being together in community is an extremely important part of congregational life, and by creating an hour-long time for us to be together we have made significant process in this area. Brunch Breaks, musical interludes, program fairs, social justice forums and other activities have helped make our Community Hour even more successful.

- **Integration:** We have made significant progress in integrating the various components of worship, especially music and word. The collaboration between Ken Ryals and Rev. McEmrys is a rich one, and the integration this has brought is a big reason why our worship services are so vital and robust.

- **Installation:** the Society put on an absolutely breathtaking Service of Installation with Rev. McEmrys. This service was possible only through the contributions of over 115 people, and is a great example of the heights we can attain in worship when we all work together.

Music: We have added staff members to our music program this year. Ken Ryals and Vaiva Janusoniene have brought tremendous new energy and substance to the musical life of the congregation.

- **Growing the Choir:** since Ken Ryals has been with us, the size of the choir has more than doubled and its musical quality and diversity continues to grow by the week.

- **Youth Choir:** under Vaiva’s direction, our Youth Choir has also greatly increased in size and commitment level, with up to twenty children regularly participating.

- **Guest Musicians:** we have continued to collaborate with a variety of high quality local musicians who are committed to helping us craft the highest quality worship possible, not just the highest quality
performance possible. This is a critical differentiation to make, and one that has helped us tremendously this year.

- **Concert Series:** we have continued to host talented musicians from near and far as part of the concert series which John Warnock so capably coordinates with our Concert Committee. We are now beginning to discuss how to better position the series within the framework of our strategic goals, and are excited by the possibilities that lie before us.

- **Music Committee:** a newly established Music Committee will support the needs of a growing music program and help to develop our volunteer capacity in music programming, from developing multiple choral groups, to organizing music, and developing outside music resources.

**Lifespan Religious Education:** This has been a year of transition for our religious education program. As Rev. Haslund’s year-to-year Consulting Ministry with us ends, we are moving to shape the future of our program with intentionality, and moving Lifespan Religious Education into the center of our Society’s ministry.

- **LRE Task Force:** In January, the Board of Trustees appointed a Task Force to help our leadership better understand the history of our program, assess our current strengths and challenges and to research national “best practices” with an eye toward envisioning the vibrant, meaningful and growing program of our future. They completed their report this May, and have done exceptional work! Their report is available on our website, and will be integrated into our Long Range Plan as the cornerstone for the work we will be doing over the next few years.

- **Staff Transition:** Rev. Haslund’s transition from our congregation has not been easy for everyone. She played an important role in this congregation, for over 3 years, during a time when her caring presence and skill was very important. Throughout the transition process our community has engaged with one another in a spirit of goodwill and mutual care, guided by our Covenant of Good Relations. We thank Rev. Haslund for all her many contributions and wish her only the best in life and ministry. Our program has continued to thrive in this interim period thanks to the wonderful work of Charla Bregante, and volunteers too numerous to name.

- **Lifespan Director of Religious Education Search:** the Board has appointed a DRE Search Committee to help us find the new leader of our lifespan program, and they are currently hard at work, striving to identify and hire the right person for us by August, 2009.

- **Adult RE Council:** this group, led by Ken Saxon, has done very important work envisioning and planning a more vital and well-supported RE program for adults. They have researched best practices, and are prepared to launch a “Wellspring Wednesdays” program in the fall. This is a multi-generational program that combines simple worship with a communal meal and exciting age and interest programming for people of all ages.

**Pastoral Care: Caring for One Another**-being part of an intentional community means caring and receiving from each other. This year has been no exception and has had some particular challenges. Our Pastoral Care
Committee has worked to strengthen our Pastoral Care Network, and our Long Range Plan includes building a trained lay program in future years.

- **Knoxville UU Shooting**- July 27, 2008 the UU congregation in Knoxville, Tennessee suffered the trauma of a targeted shooting during their Sunday morning worship. That morning we lit a candle of solidarity and felt the shock and pain of an imperfect world.

- **Wildfires**- since our program year began in July, there have been 3 wildfires that have directly impacted our members with relocation or loss of homes. Linda Hill offered an extraordinary contribution of electronically mapping our member households to better equip our staff and pastoral care volunteers in reaching out to and keeping track of those most effected.

- **Our Association of Congregations**- we have gratefully received support from the UUA and PSWD in the form of Trauma Team support and fire relief funds for our ministerial discretionary fund. We also contributed to the UUA Knoxville Relief Fund.

**Social Justice: Caring for Others** Few things are as important in our Unitarian Universalist tradition as living out our values in the world. We have had much to do in this year of social and economic stress.

- **Proposition 8**: our congregation has been a leader in the community as we struggled first to defeat Proposition 8, then to overturn it, and now to remove it. In addition to lighting our Candle of Commitment every Sunday we have also marched, phone banked and rallied, both on our own and in coalition with other faith and community groups. Rev. McEmrys has also spoken at rallies, in the press and on community panels, voicing our strong, principled and explicitly *religious* opposition to Proposition 8.

- **Giving it Away**: this year we have donated $17,652 to organizations in our community and farther afield (an increase of over $5,000 from last year). These organizations are working to further the cause of justice, to alleviate human suffering and to end oppression – and we are honored to support them. We have also established a partnership with Kiva Microlending. Kiva is a non-profit organization that helps us make small loans to people in the developing world so that they can establish independent and sustainable economic lives for themselves and their families. So far we have made loans to 13 different individual people and groups in Africa, South America, Eastern Europe and Southeast Asia. These are loans that will be repaid, allowing USSB to extend additional loans from our original contribution.

- **UUSC**: the number of congregants who are members of the Unitarian Universalist Service Committee has grown from 27 to 87 this year, nearly tripling our ability to help UUSC in its struggle for human rights and sustainable development around the world.

- **Ministerial Outreach**: Rev. McEmrys has become a leader in our denomination when it comes to economic justice issues. His papers on Living Wage and Workers Rights have become important planks in the UUA’s policy platform regarding these issues. He also serves on the Board of Directors of Interfaith Worker Justice, and is extensively quoted in that organization’s materials. He has served on a
number of economic-justice panels this year, including one in the Bay area with one of his heroes, the Rabbi Michael Lerner.

- **Social Justice Committee:** Competing congregation strategic priorities have limited the focus of staff time available to support the Social Justice Committee. Coming years will permit USSB to allocate resources to building volunteer leadership capacity and training in this essential area of our ministry. The committee, through use of task forces, has provided the congregation leadership in determining allocation of our monthly outreach collections, support to our relationships with California UU Legislative Ministry and UU Service Committee, and has collected information to focus our collective effort through an empowerment survey. The Program Council with assist the SJ committee on evaluating what has been learned from the survey process and strategic next steps.

**Long Range Planning:** we have made major strides this year in bringing all areas of our organization and programming into alignment with our long-range plan, which we have also updated (informed by our Fall Ministerial Start up Process and 2005 LRP) to help guide our efforts for the next four years—imagining 2013! For the first time this year out budgeting process was driven by our long-range plan. In the coming year we will increasingly be aligning all our operations with the plan, including budget, staff work and in our program committees. Our work is well informed by the best practices of the thriving UU congregations within the UUA, through Aaron’s participation in the innovative UUA 2-year program called “Dreaming Big”.

- **Organizational Capacity Building with Program Council:** In February the Ministerial Team presented the Program Council with a proposal to build organizational capacity. The Program Council has accepted this proposal and we are implementing significant steps now. These include the Program Council taking a more active role in building relationship with all programs that include coordination, assessment against our long range plan, new program development, allocation of staff resources to programs, and lay leadership development.

- **Council of Chairs:** Part of the plan to build our organizational capacity includes a meeting of Council of Chairs 2 times a year. This is a council of all program committee chairs, and the gatherings will be used to inform and coordinate actions based on our congregation’s long-range plan.

- **Small Group Ministry:** In Fall, 2008 the Program Council received a report from Jean John on the Small Group Ministry Institute she attended with the sponsorship of USSB. An implementation team was appointed by the Program Council, and the results of that team’s work is our new Connection Circle Program. This is one example of how the Program Council operates to meet program needs, and optimize the contributions and talents of our members in alignment with our Long Range Plan.

**Membership:** we have experienced significant growth this year, and in order to maintain it in a healthy and sustainable way we have prioritized our membership programming. We have lot of visitors and new members right now, and so we need to build our capacity to incorporate them while also caring for our current members.
• **Growth:** so far we have welcomed 48 new members in the 9 months Rev. McEmrys has been with us. To put this accomplishment in perspective, it is worth noting that it took *over three years* to welcome the previous 48 members before Rev. McEmrys joined us! This means that we are growing at close to 6%, more than 6 times faster than our denomination as a whole, which after seeing growth rates between .5 and 1% per year for many years actually experienced a dip in membership in 2009.

• **Age Diversity:** Our congregation has also begun to become significantly more age-diverse, with about 40% of our new members under the age of 40.

• **Membership Coordinator:** we have created a coordinator position and filled it with an excellent new staff member, Jen Stroh. She will be the point person for all things related to visitors, newcomers and new members, and her primary role will be to help people make the meaningful connections they need and to reduce the number of people who “fall through the cracks.”

• **Membership Committee:** our re-vitalized committee has been a big part of our success. They have supported our monthly Path to Membership classes, twice-monthly UU Inquiry classes, new membership welcoming ceremonies and receptions, among other important work that has included a demographic targeted mailing in December, and Hospitality Workshops. The main objective for the Membership Committee this year was to establishing sustainable mechanisms for adding, assimilating, and retaining members.

• **Website:** we have also made huge strides in improving our website to make it more accessible, inviting and user-friendly. We are now also branching out into Facebook and other avenues for virtual community development, and electronic communications.

**Facilities:** we are truly fortunate to be stewards of a beautiful and historic physical campus. This year significant staff, lay leader and congregation energy has been devoted to major projects, and well as the usual day-to-day operations of a complicated facility!

• **Building Construction Project:** Visitors today may not be aware that less than 12 months ago we broke ground on our $2 million renovation project! Completion of this project is exciting testimony to our vision, commitment, flexibility, generosity and innovativeness. Between June and January, the significant months of our project, we continued our weekly worship services, sustained our programs, and continued the work of this congregation without interruption.

• **Solar Project:** with the devoted and persistent energy of Chris Shorb, Don Bushnell, Ivor John and Dick Jensen, along with a generous and innovative $30,000 grant from the Bower Foundation, we are about to install solar panels on the roof above our administrative offices. By next year we will celebrate having generated one-half of our energy needs for our Sanctuary and Parish Hall from these panels!

• **Zimmer Memorial Project:** The Santa Barbara Street side of our Parish Garden will soon display beautiful and sustainable landscaping along with a colorful tile bench. This project has been funded from a memorial gift for Laurie Zimmer.
• **Ken Ralph Retirement:** Ken entered his retirement with the incredible credit of having served our congregation well as our Facility Manager for the past 5 years. Ken’s accomplishments include visionary leadership toward our Master Plan, and our Building Project. For these accomplishments USSB awarded Ken the “Heart and Soul” award, which will never be given again. This was not Ken’s only accomplishment—for 5 years Ken has cheerfully shown up to schedule our complicated room use needs, reached out to the Santa Barbara community to offer the use of our facility to deserving organizations, and has problem solved any number of facility challenges. We will not “replace Ken”-- he is one of a kind. Rather, we will endeavor to meet the changing needs of our facility with care and creativity.

**Stewardship:** Through our Long Range Planning process, we define “Stewardship” as developing and sustaining the volunteer, leadership, facility and financial resources to meet the needs of our growing programs. Often times we may think of stewardship as only financial; financial resources are important, but not the only valuable resource!

• **Financial Resources:** given the global economic uncertainty that developed in the early fall, we have been especially grateful and mindful of our congregation’s generosity. Our Finance Committee and Board of Trustees have been especially vigilant in monitoring our financial condition this year. Our members have been meeting their financial commitments to our Annual and Capital Campaigns, while some have found it necessary to reduce their giving, others, including our new members, have been able to give even more. This is what community is about. For the second year in a row, Chris Appleton and Mark Hamilton have successfully led our Annual Campaign. Beverly Appleton and Roger Horton successfully led not only the Capital Campaign last year, but completed the job with an innovative “Close the Gap” campaign this summer and fall. Ken Saxon and the Finance Committee showed extraordinary leadership in developing our member loan program to manage the cash flow and financing component of our Building Project.

• **Fundraising:** Percy Sales and Donnis Galvan lead another successful Fall Services Auction. At a time when some worried the economic environment might mean a short-fall from our goal, this event involved record numbers of contributions, attendees, and revenue. Donnis Galvan has nearly single handedly raised another $6,000 in needed fundraising revenue this spring through the second-chance auction. The Board of Trustees is committed to developing a new fundraising event for the spring of 2010.

• **Maximizing Facility Revenue:** our significant construction project translated into loss of facility use revenue even beyond our projections, and the Board of Trustees has identified appropriately maximizing facility revenue from our newly renovated campus as a priority for 2010. A board task force is actively working with staff to balance our congregation, outreach and revenue priorities for our campus use. We will be looking to our Long Range Plan to help direct these important decisions.

• **Capacity Building:** we may sound like a broken record now… “capacity building” is clearly a theme for this and the next few years. Have you ever thought, said or heard “it’s always the same people that
work to get things done around here?"...capacity building changes that. Capacity building makes room for newcomers to share their talents, allows leaders to take breaks, and helps us all help each other. When we develop the skills, talents, generosity of our members, combined with efficient systems and staff, then align all these with our long range plan we believe our congregation will thrive, grow and effect the change we want to see in the world.

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

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

Board of Trustees Report

It is with great pleasure that I submit my 2009 Board of Trustees Annual Report to the congregation. On behalf of the Board of Trustees, I want to thank the committees, Staff volunteers and working groups for your tireless efforts. You do the hard-unseen work that makes the Unitarian Society a place that becomes our portal to the world. It is your work that allows us to manifest who we are and how we go about practicing our faith. Thank you, thank you, thank you.

It has been a most eventful year, a year of reaffirmation for our congregation. It also has been a year of transitions and of renewal. We are a better congregation today than we were last year and we will be a better congregation tomorrow than we are today. There have been many accomplishments in the past year to name a few:

- Selection, calling and settlement of Reverend Aaron McEmrys as our parish minister. Aaron has brought a fresh energetic perspective to ministry and a vision of what we can be when we dream big.

- Revitalized the Music Program with the hiring of Ken Ryals as Adult Choir Director. Ken has brought outstanding leadership to the choir and ensuring the inclusion of music as an integral part of worship. The energy we feel each Sunday from music is palpable.

- Groundbreaking, Completion and Dedication of our $2.2 Million campus building and capital project. The building committee, chaired by Patricia Reilly and Mike Noling, Nancy Edmundson, Director of Administration, Ken Ralph, Facility Manager, and Detty Peikert, Architect ensured that our building progress will be lasting legacy to be shared by future generations.
• Completion of the Solar Panel project and Bower Grant. Ivor John, Don Bushnell, Chris Shorb and Dick Jensen worked tirelessly to receive a $32,000 grant from the Bower Foundation and navigated the process through city planning to completion. This will be the first of many green initiatives on our campus.

• Development of the framework for a Working Policy Governance model. We have begun the work to reframe how we share responsibility, make decisions on behalf of our congregation and subsequently rewrite the by laws to reflect these changes.

• Meet financial objectives of both Capital and Annual Stewardship Campaign. Through the tireless work of our stewardship committees and congregational stewards we met the goals of $460,000 for the 2009 annual Campaign and over $ 2.0 in gifts for the Capital campaign. Through their hard work and your generosity, we have greatly enhanced our campus something we can all be proud of. With the careful oversight by our Finance Committee, we have implemented responsible management of these resources.

• Membership Development. Accepted Ministerial Team and Membership Committee recommendations to make membership development a priority. Established and hired a Membership Coordinator.

• Received reports from our Long Range planning committee that include extending the horizon of our plan through 2013. Through their countless hours we have been able to have a public discourse, hear where we want to go and through their analysis, allow the Board of Trustees to enact policy and plans that reflect our priorities. Established Task Forces on Religious Education and Governance. Received reports from each and have acted upon implementation steps for the coming year.

• Lifetime Religious Education enriched members and children of all ages. In her three and one-half years with USSB as Consulting Minister of Religious Education, Rev. Melitta Haslund laid the groundwork for a full functioning Religious Education Program. She stabilized the Children’s Religious Education Program and provided leadership to an expanded community of new members. This has lead to an outstanding class of youth that completed our Coming of Age Program and the anticipated reenergizing of YRUU in the upcoming year.

• Realigned the work of the ministerial team to become outwardly focused toward a renewed, committed and growing membership. The Ministerial Team and Board of Trustees over the last year, have worked hand in hand to provide a smooth process to hire three members of the Music staff, a Membership Coordinator and begin the search for a Lifespan Director of Religious Education. All the while remaining within the financial constraints of the operating budget. Change is never easy yet the Ministerial Team has made these changes with thoughtfulness and grace.

These are but a few highlights from last years work and there are many more. Please take the time to review the Committee reports in the full Annual Report.
**So what is in store for next year?** We will continue to make strides in our quality of worship and the incorporation of Lifespan Religious Education into the center of our congregation. We work on policy governance and a revising of our by-laws to reflect a holistic approach to governance. We will redouble our efforts to retain our members, making opportunity for spiritual growth and participation in our work and play. Likewise we continue to focus our efforts to attract people who share our values and are seeking a spiritual community.

We will start our small group ministry connection circles. This will be an opportunity to connect with other members at a more personal level in more intimate groups. We will begin an integrated worship program where Sunday morning worship, Religious Education at all age levels and small group ministry will all be in concert. We will experience a refreshed and enhanced Adult Religious Education Program. Add an expanded music program and remote ministry, while we continue to look beyond our doors to witness and impact the community and world—and this will make for another exciting year!

In closing I want to give thanks to all the giving. Your gifts of finances, time and talent. Without your selflessness none of this would be possible. It goes on and on. Thank you.

I am honored to be asked to serve for another year as president of our congregation. I am humbled and look forward to another year of growth, learning and service.

In Faith, Gary Welterlen,
President, Board of Trustees

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**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 administrator, 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.

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.

While we will not close the financial reports for 2008-2009 for several months, I report that we have very successfully managed our income and expenses to date. As we near the end of the fiscal year, revenue is looking quite strong and we expect to finish the year at or ahead of budget projections. The Second Chance Auction has brought the total Services Auction net up to nearly $35,000, compared to $27,000 in the original
full-year 2008-2009 budget. Operating planned gift revenue is holding up well and is projected to be on budget at year-end.

A key financial topic has been working a plan to close the gap on our Capital Campaign. All construction related expenses that have been paid at this time and total $1,697,423 with a final $5,000 anticipated to finish the Classroom A kitchenette, and cover campaign costs, project development, and interest financing totaling $522,498. Capital Campaign gifts are being received over the planned four-year schedule. Expenses needed to be paid ahead of actual gift revenue and this has been done through the $1,000,000 bank bridge loan that will be repaid over the next 3 years. In addition, costs that exceeded the plan, including financing costs, are being covered by another $320,000 loan program that has been fully funded by our members and will be repaid in 5 years.

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

Respectfully submitted, Chris Appleton,
Treasurer 2008-2009

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**Board Committee Reports**

**Annual Campaign**

Purpose: To organize and implement the annual Stewardship campaign to connect with the UUSB membership about their involvement in congregational activities and connection to the Society and to ask for a financial commitment to support of the operations of the Society.

Members: The basic committee consisted of two co-chairs plus 52 voluntary stewards. Next years chairs have not been determined. A Focus group meeting was held in early February. Stewardship training meetings we held in late February.

Goals, successes and failures: The goal was to have enough Stewards to visit members who have made significant past commitments, Board members, Finance Committee members, and one third of the remaining members of the congregation: To inform the entire congregation of the activities of the Society and of the need for financial support: to contact the two thirds of the congregation not visited with a message requesting they make a commitment of financial support. The response to recruiting Stewards was
outstanding and the enthusiasm of the Stewards both before their visits and afterwards was exceptionally positive. There remain a few visits to be accomplished. There remain a significant number of people who did not receive a visit who need to be contacted about their commitment, which will be done by the end of June.

Plans for next year: The process of the Annual Stewardship Campaign needs to begin in February with a specific outline of goals and a timeline to meet those goals. The Chairs need to coordinate calendars with each other and with the Society administration to make sure that there are no gaps in leadership at crucial points of activity.

Sincerely: Mark Hamilton and Chris Appleton,
Co-chairs Annual Stewards Campaign.

Association and District Representative

The ADR provides a liaison role between our congregation, the Pacific Southwest district and the Unitarian Universalist Association. The ADR shares information about UUA and District events.

This last year the primary actions were to communicate with the congregation through email lists and the Kaleidoscope about news and events, and occasionally to request or invite action by congregants.

More could be done pending the desire of an ADR or congregational leadership. No funds were utilized.

With respect, Bruce Hanna

Audit Committee

The Board appointed Audit Committee members for 2008-09 were Mike Noling, Chair, Beverly Appleton, John Gilbert, Roger Horton, and Ted Stern.

In December 2008 the Committee met with audit partner, Tom Ridge of Larson & Ridge. The group reviewed, approved, and submitted the 6-30-08 “unqualified” audited financial statements to the Board for their subsequent approval.

The Committee discussed and recommended revising the Audit Committee Charter to more clearly reflect the Committee’s role with staff regarding oversight of controls and fraud. The Board subsequently approved the recommended changes to the Charter.

In March, 2009, the Audit Committee met and held an extensive discussion of information gathered by the Committee, on large UU church audit practices and local comparable church practices, as well as, recommendations solicited from local CPAs, as well as the estimated costs of various auditing procedures. The Committee recommended continuation of our policy of conducting a full audit every three years and to drop the intervening audit reviews conducted by an outside CPA. The Board subsequently endorsed the related recommended revisions to the Audit Charter. These Audit Committee Charter responsibilities are outlined below:
Copies of financial statements and Audit Committee minutes are available from the Administrator, Nancy Edmundson.

Annual Report submitted by Chair Michael 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 provide oversight on behalf of the congregation during the production of plans and actual construction of improvements of the First Phase of our Master Facilities Plan. Members of the committee include Alexandra Cole, Jared Dawson, Gary Maxwell, Mike Noling, George Solinas and Patricia Reilly, with special staff support from Ken Ralph, Facilities Manager, who worked on a daily basis with the construction team.

We participated in weekly meetings with our design consultants, headed by our own beloved Detty Peikert of Peikert Group Architects and Robert Fowler Landscape Architect, and general contractor Frank Schipper Construction Company, working to value engineer the work (getting the most bang for every buck spent) to best accomplish the congregation’s identified priorities and respond to issues that arose during the construction process. We worked diligently to control and manage changes to the plan brought about by unpredictable surprises hidden deep in the structure of our historical church building (like replacing all of the gas lines in the sanctuary building when a leak was detected in the system) as well
as adapting cost effectively to field conditions in ways that respected Historical Landmarks Commission requirements and concerns.

Special thanks to Jared Dawson and Ken Ralph whose creativity led to construction of the labyrinth using paving stones in the area near the children’s amphitheater and Ken’s creation of the flaming chalice incorporated into the Jefferson Courtyard wall.

It has been an honor to play a role in the creation of these beautiful improved facilities that will serve us and congregation members of the future.

Patricia Reilly and Michael Noling, Co-Chairs

Committee on Shared Ministry

The Committee on Shared Ministry (COSM) has several functions, as follows:

1. The committee functions as a sounding board for the ministerial team, which in 2008-2009 included the Senior Minister, Aaron McEmrys; the Director of Administration, Nancy Edmundson; and the Director of Religious Education, Melitta Haslund, until her resignation. It allows them to discuss issues and receive feedback. Everything is said in confidence.

2. The committee serves as liaison from the Congregation to the ministerial team. COSM encourages congregation members to contact individual members or the group as a whole with any concerns or appreciations. We encourage members and friends to use the covenant of good relations in all communications of this type. We find it most constructive when communications are not anonymous, and confidentiality is honored.

3. 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.

COSM meets with the ministerial team. During some meetings in 2008-2009, ministerial team members spent half the time with the COSM members appointed to work with each ministerial team member individually, and those groups met with Aaron, Melitta, and Nancy, for the first hour. On those occasions, the entire committee and ministerial team members met together during the second hour of the meeting. At other times COSM as a whole met for the entire time.

Susan Neufeldt chaired COSM for 2008-09, and the following served as members for the year: Deb Karoff, Paul Kretschmer (half the year), Pat Kruger, Charles McCracken, Jody Thomas, Dorothy Warnock, Deborah
Wolfe, Wayne Mellinger (for a few meetings), and Jerry White. Charles McCracken, Susan Neufeldt, and Dorothy Warnock end their terms this year at the end of June.

The committee will continue with the other members, and three new ones. Jody Thomas will chair. New COSM members are appointed by the Board to serve from 2009 to 2012. Deborah Wolfe agreed to remain on the committee for her second (and final) term; Lauren Wyeth, Carla Abatie, Gail Stichler and Jared Dawson will all join COSM in July.

During the year COSM members were available to those wishing to discuss various changes during the year, as well as other issues of concern. In particular we offered assistance to the ministers and congregation around changes in scheduling of services, changes in the worship service such as music, the end of the building project, and the resignation of Reverend Melitta Haslund.

Susan Neufeldt, Chair

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**Endowment Fund**

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

In 2008 and so far to date in 2009, the Endowment has received a gift from the James DeJuren Estate and has been notified of additional gifts from the Mr. and Mrs. William Sheehan Estate, the Vivian Moore Estate, the Genevieve Junger Estate, and the Sam Wake Estate. Earlier in 2007, the Society received a very generous gift from the Roy and Laurie Cummins Estate. The Board designated 40% of the recurring annual gift in perpetuity to go to the Endowment. This approximates $25,000 annually for the endowment portion. In 2008 the Endowment Board recommended that the next four annual payments, estimated to approximate a total of $100,000 be redirected to the Capital Campaign. The Society subsequently approved this recommendation at the 2008 Annual meeting.

As of December 31, 2008, the value of the total assets of the Fund was $557,421, down from $886,754, a year earlier. Fund assets had a total return of -32.4% in 2008, net of the approximately 6% distributed to the Society. For purpose of comparison, the S&P 500 index total return in 2008 was -36.2%. As of March 31, 2009, fund assets were $486,158, down -8.8% from year-end 2008.

Since the Fund’s inception in 1983, it has received gifts and bequests of $512,212. (the Fund’s principal). In 2008, the Fund distributed $50,508. 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. As of March 31, 2008, the Funds’ assets of $486,157. were invested as follows: Vanguard Money Market 1.3%, Vanguard Mid-cap Index Fund 12.1%, Vanguard 500 Index Fund 22.1%, Vanguard Total Bond Market Index 19.5%, Vanguard Asset Allocation Fund 18.5%, Vanguard Small-cap Index Fund 9.6%, Vanguard Total International Stock Index 12.9% and Ariel Fund 4.1%.

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

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

Annual report submitted by Chair Michael Noling.

**Finance Committee**

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

In addition to its monthly financial reviews, the Committee provided information and advice to the Board on various topics, including capital building campaign finances and change orders; key revenue items such as room use & rental, pledges, and fundraising; and a December operating budget adjustment. Ken Saxon chaired a Finance Committee task force that put together a successful member loan program to finance the final costs of the capital building project.

The members of the Finance Committee for the fiscal year July 2008 - June 2009 are Anita Blume, Chris Appleton (Treasurer), John Gilbert (Chair and Board liaison), Roger Horton, Kathy Leer, Ken Saxon (Interim Chair, July-December 2008), and Ted Stern. Rev. Aaron McEmrys participates ex officio; Director of Administration Nancy Edmundson provides superb staff support and attends meetings as a non-voting member.
The committee normally meets in Blake Lounge at 4:00 pm on the Wednesday before the third Tuesday of each month. Meetings are open to Society members.

The Budget Planning Subcommittee began its work earlier than usual this year in order to take a strategic approach to planning in the context of our ministerial transition, the completion of our capital building project, and the complexity of the global financial situation. 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 2009 BPSC members were Chris Appleton (Treasurer), Bill Boyd (Long Range Planning), Nancy Edmundson (Director of Administration), John Gilbert (Finance), Aaron McEmrys (Minister), Susan Neufeldt (Shared Ministry), and Ken Saxon (Chair). BPSC presented its work to the Board in March; in May the Board approved a balanced budget for FY09-10, subject to congregational vote at the June annual meeting.

The Chair expresses his thanks for hard work, well and enthusiastically done, to all the committee members, and particularly to Nancy Edmundson, to bookkeeper Cindy Young, and to Ken Saxon for serving as Interim Chair during the Chair’s sabbatical leave.

Respectfully submitted, John R. Gilbert, Chair

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**Information Technology Committee**

Your IT committee continues to work behind the scenes to make our beloved staff's work-lives easier and more productive. We sometimes even succeed at that!

This past year, the IT committee worked closely with Facilities Management to effect the various service upgrades that came with our marvelous Capital Campaign improvements. Included in that upgrade was an entirely new all-digital telephone system (VOIP for you techies out there). While there have certainly been some significant challenges in getting most of the 'old' phone system's features implemented in the new digital world, we have reached a degree of comfort with the new system and its capabilities – thanks in no small part to the continuously-improving technical expertise that Carol Doose has exhibited!

In addition, we have put in place an entirely new USSB web site, thanks to the time and commitment that Eliza McEmrys, Nancy Edmundson and Bradley Edmundson have put in to creating it. While we have plenty of plans for further expansion and offerings on our web site, we are pleased with progress to date.

We are also thrilled to add Linda Hill to the IT committee. Linda adds calm energy and a great depth of digital mapping skills to our small team; look forward to some interesting applications of those skills over the coming months.
Kevin Pierik has continued to provide extremely valuable hardware support to our staff's digital devices. Kevin's cheeriness and willingness to spend substantial chunks of time handing equipment repairs and upgrades are deeply appreciated.

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

Respectively submitted, Doug Thomas, Chair

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**Long Range Planning Committee**

The Long Range Plan Committee (LRPC) is charged with the developing and updating the USSB five-year strategic plan on an annual basis. The strategic priorities and goals are designed to describe the intentions and priorities of the congregation each year, and for the foreseeable future five years. The Committee assesses and evaluates progress by reviewing the objectives related to each Goal, using the input from the Board and Staff, and information from committees and groups involved in developing a work plan for each goal.

USSB Strategic Priorities for the next five years are to become an increasingly age diverse congregation, and to experience growth (in wisdom, strength, action and numbers) and an increasing outward focus.

The LRPC is a committee of the Board of Trustees, and the board adopted the revised priorities and goals, which will be discussed and voted upon by the congregation at the annual meeting in June.

The next step will be for the Council of Chairs to review the priorities, and goals and objectives, and to design a work plan, with help from their committees, and staff to achieve the objectives.

This process of evaluation will continue each year, as to our meeting our goals and objectives, and to add or delete new goals as we develop our plan, always looking toward the future.

The LRPC for this year is Betty Noling and Doug Thomas, Co-Chairs, Melinda Staveley, Bill Boyd, and Ed Bookin, and also Aaron McEmrys, and Nancy Edmundson. We meet monthly on the 1st Wednesday of each month from 12:15 – 2:00 pm. If you are interested in serving on the LRPC, let your interest be known to the board president, Gary Welterlen, or any current member of the committee.

Betty Noling
Membership Committee

The Membership Committee promotes welcoming, assimilation, and personal interactions among members and friends...having fun getting to know and care for one another. Our objective for the program year to June 30, 2008 was establishing sustainable mechanisms for adding/assimilating/retaining members. Desired focus for the next few years is described in the USSB Strategic Plan.

This year’s accomplishments include:

- **Monthly Congregation Potlucks** - Coordinated by Bruce and Bev Hanna were a welcomed new addition to our congregation programming this year.

- **Path to Membership** - Our ministerial leadership team of Nancy Edmundson, Rev. Aaron McEmry, with support of the membership committee ran this series monthly this year. Reminder and invitation calls were provided by Doug Reid and Kathy Eastman.

- **New member receptions** - Coordinated by Jo Saxon, were held 2 times this year.

- **New member photos and bios** - Coordinated by Sandy Grasso-Boy and Anita Blume as we begin to collect and post information about our new members.

- **Demographic Targeted Outreach** - In December we developed and implemented a mass postcard mailing to over 1,500 households in Santa Barbara. Special thanks to Brian Andreas and Ellen Rockne for the contribution of Storypeople artwork and layout.

- **Hospitality Trainings** - Our ministerial leadership team of Nancy Edmundson, Rev. Aaron McEmry, with support of the membership committee ran this series twice this year.

- **Usher Training** - Our ministerial leadership team of Nancy Edmundson, Rev. Aaron McEmry, ran this series twice this year.

- **Sunday morning Hospitality, Welcoming Table, Coffee** - Carol Doose oversees the invitations to members to fill these roles on Sundays.

- **Neighborhood Groups**: Joanie Jones coordinated several zip code facilitators.

- **Regular Monthly Membership Committee meetings** - Our committee is now sustaining itself, and we are adding new members and developing leadership.

- **Contribution to New Website** - the committee is providing important feedback to website development so that our site is now geared toward newcomers and visitors.
We look forward to working with our new Membership Coordinator, and to continue to develop mechanisms that will enhance our full congregation organizational capacity to attract, assimilate and retain members. This is a big job, and one that requires the involvement of our entire membership!

We especially thank Membership Committee members who have transitioned off the committee, and provided valuable continuity early in the year: John Chere, past chair, Mary Ellen Hoffman, past co-chair, JoAnne Sears, Janice Chelini, and Lee Stone.

Current Committee members: Jo Saxon, Sue Carmody, Doug Reid, Anita Blume, Ken Ralph, Sandy Grasso-Boyd, Kathy Eastman, Rev. Aaron McEmrys, and Nancy Edmundson, Director of Administration.

Nominating Committee

The six members of the Nominating Committee are charged with nominating members to serve on the Board of Trustees, and on Ministerial Search Committees.

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

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

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 Administrator, Nancy Edmundson, for specific information on the process to put your nominee forward for consideration and a vote at the Annual Meeting.

Ivor John, Chair Nominating Committee
Carol Schwyzer, Betty Noling (to 6-30-09)
Max Neufeldt, Ivor John (to 6-30-10)
Kir Zecher, Ellen Rockne (to 6-30-11)
Pastoral Care Committee

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

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

This year, we’re going to focus on utilizing the caregiver network so we can reach more people. We invite you to visit our table between services or call any of us to find out more.

Committee members: Joanie Jones, Pat Krueger, Max Neufeldt, Laurie Potter, Bob Roan, Marjorie Shore, Joanne Nay and Al Melkonian

Bob Roan, Chair

Personnel Committee

The personnel committee is appointed by the Board of Trustees. During the 2008-2009 term the committee members were Melinda Staveley, Deborah Karoff and Kathleen Boehm. Other board members and congregants provided their expertise, as needed. As in any year of our congregational life, personnel policies and procedures are ever changing. Our committee goal is to adhere to the USSB constitution, the budgeted compensation and benefits, best practices recommended by the Unitarian Universalist Association, and the USSB Strategic Plans as we set out recommendations for conditions of employment.

This year the committee members were active in:

- Consulting with the Director of Administration and Minister regarding staff positions
- Staffing realignments with elimination of part time clerical support position for a membership coordinator
- Reviewing of benefits policy with a recommendation for changing to UUA guidelines for health insurance

- Adding to and refining the employee handbook

- Including core competencies in USSB job descriptions

- Aligning staff assessments goals with the USSB strategic plans

- Participating as a panel member for the Ministerial Team’s annual performance assessments

- Providing input for the Director of Religious Education and Membership Coordinator job descriptions

- Recommending interview questions and approving members to interview job candidates

We are grateful for the service opportunity to put into action our values and mission as we work to make USSB a model employer with exceptional staffing.

Kathleen Boehm
Board of Trustees representative and Committee Chair

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**Planned Giving Advisors**

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

- First to assist and encourage each of us to plan ahead and get our affairs in order by setting up a will and estate plan that will assure your remaining resources going to those that matter most to you and not to pay unnecessary taxes.

- Second, a health care proxy which assigns a trusted person to make decisions for you if you become incapacitated and who is most likely to assure your care and follow your wishes.

- And third, the program encourages including in your estate plans those groups that matter a great deal to you and leaving a legacy to those groups. Hopefully that includes this congregation.

All those that do so, are members of the Chalice Circle.

Due to the Capital Campaign activity and the chaotic nature of investments and asset values in the wake of the financial crisis, the Planned Giving Advisors curtailed our recognition and workshop programs during the last year. We plan to revitalize the program in the fall.

Previously the Advisors agreed that workshops should be more targeted toward specific members with common needs and that the next workshop should be designed for seniors with less complicated estates.

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

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. Larry and Fran Brundall did that with their planned gift to provide the beautiful Rose Window that we have all enjoyed for many years, and Helen Gordon decided two years ago to donate a house to the Campaign rather than leaving it to be disposed of in her estate. In talking with Helen, we know that she has greatly enjoyed being able to see, and experience the benefits of her generous gift.

Since June 30, 2008 and so far to date in 2009, the Endowment has received a gift from the James DeJuren Estate and has been notified of additional gifts from the Junger Estate, the Vivian Mohr Estate, the Mr. and Mrs. William Sheehan Estate, and the Sam Wake Estate.

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

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

Planned Giving Advisors
Chris Casebeer       Bruce Hanna          Patricia Reilly          Nancy Edmundson
Bill Crawford       Dick Jensen          Ken Saxon               Mike Noling, Chair
Anna DiStefano      Colin Jones          Ted Stern              
Mary Grimm           Harriet Miller        John Warnock


The Chalice Circle

Providing Strength and Stewardship to the Society for Generations to Come

List of Members

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

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

Holy Cow Batman, this year’s services auction was another success due to our Super Friends at the Unitarian Society. Without the super power donations, assistance and drive of each member of our “Hall of Justice” 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
Peter Hale, Big Board Auction
Ellen Rockne and Nancy Edmundson, Entertainment
Ivor John and Sayre Macneil, MC
Carol Doose, Administrative Back-up
Joanne Bishop, Data Entry
Ann Marshall, Brochure Editing
Bob Roan, Computer Programming
Astrid Nelson, Credit Cards
Cindy Young, Accounting

In addition, there are many people who helped with every aspect of this super duper 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 (805) 637-7984 or Nancy Edmundson, Administrator at (805) 965-4583.

Be one of our Disco Darlings at the 2009 Services Auction on November 7, 2009, when we will venture into the fabulousness of Disco, we anticipate it being the largest services auction yet.

This year the services auction raised a net of $29,872, after spending $4,728 to produce this event. A great year for the Society! Donnis Galvan has continued to raise another $4,646, to date, through the second chance auction—that is SUPER HERO effort!

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 Boogieing Down on November 7, 2009!

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 function of the Program Council is to ensure the vitality of USSB
programs and committees. The Program Council is appointed and charged by the Board of Trustees, and includes board members, staff members and members at large. Council members this year were Beverly Appleton, Gun Dukes, Sayre Macneil, Katherine McCracken, Birdie Newborn and Joanne Nay. Staff members were Rev. Aaron McEmrys, Rev. Melitta Haslund, and Director of Administration, Nancy Edmundson.

Most of our established programs operate on their own, or occasionally ask for budget adjustments. New program ideas, especially in areas not already covering the needs and interests of members, are encouraged and may be given a starting budget. When problems arise in an ongoing program, the Program Council is there to help. Occasionally, that means helping to bring a program to closure. Policy decisions or changes affecting programs are made by the Program Council and forwarded to the Board for approval.

The Program Council provides an overview of the program needs of the congregation, as a whole and of various age and interest groups. These issues typically include education, health, social and cultural events, leadership training, community outreach, association and district affairs, conferences. In addition to overseeing programs, this year our highlights included:

- Sunday Services times were changed to 9:30 and 11:30 with the hour between for ministry and community time. This evolved into a monthly Brunch Break from Souper Sunday. Many groups helped out with the Sunday Brunch, and were recruited and supported by the council.
- The Council sponsored Jean John to attend the conference on small group ministry. This resulted in a report and recommendation for a Small Group Ministry Implementation Team. This team was appointed, and our Small Group Ministry Program is on track to launch in the fall.
- The Orientation Draft Organization Chart was reviewed, and particular attention was paid to the need to re-align staffing to strengthen our music program.
- The Council assumed the financial risk if 20 people did not sign up for the September 26-28 Camp DeBenneville. The camp was well attended, and the financial support was not used.
- The campout at Schofield Park with a Sunday service re-established a former tradition and was well attended, and was funded by the Council discretionary program funds.
- A women’s group continues to meet on the second and fourth Sunday evenings, and a Women’s Spiritual Writing Circle continues to meet weekly.
- Joya Thomas led the formation of a Young Adult Group, which often met for lunch after the second service. The council supported the Young Adult Group offering our Presidential Inauguration Celebration.
- The Council has received a report from John Warnock, Concert Committee, outlining alternative directions for future focus of the Concert Committee, and continues to consider these possibility within the context of the updated Long Range Plan.
- The Council has received reports from the Social Justice Empowerment Program Task Force, and continues to consider next steps within the context of the updated Long Range Plan.
- The Council accepted a proposal from the Ministerial team on building organizational capacity within the council, and in the USSB programs.
- The Council coordinated a spring Program Fair on a Sunday morning during Community Hour.
- The Council coordinated the Council of Chairs gathering for the spring, with a focus on the updated Long Range Plan.
- Gun Dukes attended a PSWD Leadership Day, and will report to the Council on best practices of developing congregation Nominating Committees to include Leadership Development.
- The Council offered monetary support to congregants willing to attend PSWD Annual Assembly and UUA General Assembly.
- The Council has begun collecting information on all committee memberships, to add to our membership database for use in leadership development and volunteer coordination.
- The Council gathered 2009-2010 budgetary requests from all program committees.

Joanne Nay, Chair
The Alliance

Again this season we have had some appealing programs to attract the members to the First Friday of the month meetings in Parish Hall. We kicked off with John Chere speaking on *My Time in Iran*, next Sandra-Grasso Boyd spoke about Katrina rebuilding and UU “Social Justice”, there was a heart-felt presentation from Alpha Resource Center on the programs for the developmentally disabled, Master Gardener Dorothy Warnock showed specimen plants and gave us growing tips. City Council representative Roger Horton helped us to understand Santa Barbara city government. We heard Karl Hutterer of the Museum of Natural History and viewed *The Soul of India* a film presented by Al Smith of Pacifica Institute. The give and take discussions following the presentations promoted interest and community spirit among the members.

In June we will install the next Alliance Board, which meets the last Friday of the month in La Paz Lounge.

As we date back to 1888 there is a feeling of responsibility among our members to move forward and keep current on events in the community and as we are now a group of men as well as women we have come a long way from the sewing society of the past. Alliance hopes to donate again this year to the Capital Campaign and proceed toward our goal of $20,000 over five years. The national UUWF social justice projects worldwide are also supported by many of the members.

Come to the open meeting in Parish Hall at 2pm on the first Friday of each month. Our membership consists of 50 members and the dues are $15.00 for the full season from October to June.

Betty Beckwith,
President

DanceAway Committee

On April 10, 2009, Dance-Away celebrated its 31st anniversary as a USSB program. It is alcohol- and smoke-free and consists of free-form dancing to continuous recorded contemporary music furnished by one of a pool of 8 DJs every Friday evening between 7:30 and 10:30 PM. Its goal is to encourage creative movement, vigorous physical exercise, and emotional release for people of all ages We furnish filtered water to our dancers, and from 8:40 to 9:00 PM offer spontaneous drumming to dance to, when there are enough volunteers.

In spite of failing to cover our expenses between June 13 and Oct. 17, when Dance-Away was held in Jefferson Hall because of USSB's remodeling, Dance-Away, through its suggested admission donation ($6 for adults and $2 for accompanied children), has contributed close to $1,000 to the Society's general fund this past year, after paying its own staff, which consists of DJs, a Senior Manager (Mike Thornley), and two door-staff (the latter act as cashiers and checkers). This past year one staff member resigned (Pierre Delong) and a new one (Roger Powell) was hired.
Thanks to USSB Facilities Manager Ken Ralph, DanceAway has happened every Friday except one (due to the Jesusita fire). The few times when Parish Hall was in use for other USSB events, 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; by posting information about USSB events at each Dance-Away; and by providing a permanent receptacle for receiving extra donations to USSB.

Decisions regarding Dance-Away policy and administration are made by the Dance-Away committee, which meets on the first Friday of each month from 6 to 7 PM. During the past year, three committee members resigned (Jim Bement, Carol Preston, and Kate Zeiss), and three more were added. The committee currently consists of 1 USSB member (Dorothy Holland) and 4 community members (Ron Buckley, Paul Ngyuen, Suzanne Saunders, and William Swan). Their faithful dedication is greatly appreciated! Dorothy will continue as chair.

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

Dorothy Holland, Chair

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**Esperanto Circle**

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

Esperanto is based on European languages, but its grammar is streamlined and logical, making Esperanto an ideal introduction to the study of other languages. In addition, Esperanto has an extensive literature (original and translated) and a 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 Blake Lounge. They are conducted in Esperanto, but visitors are welcome, and translations are made when needed. Our annual dues are $5, which covers postage for our monthly newsletter.

At this year’s meetings we heard reports on vacation trips and Esperanto conventions attended by our members; discussed such subjects as nuclear bombs and their consequences, Esperanto and the U.N., and Esperanto comics and cartoons; and played games and sang songs 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); in December we had an exhibit at the main Santa Barbara library; and we collected information on the local Samarkand at the request of an Esperantist in Samarkand, Uzbekistan. 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 at [http:lernu.net](http:lernu.net).

Dorothy Holland, Coordinator

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**Kaleidoscope**

Our Society’s biweekly newsletter, Kaleidoscope, the official of communication to the congregation is sent in paper or electronic form (called Save a Tree) to members, friends and visitors (by request). It includes church
announcements, reports on events, messages from the board, committee chairs and task forces. Regular features include a two-week church schedule, monthly birthday lists, All in the Family, and columns by the minister(s).

Its publishing results from the combined efforts of many dedicated people. There are countless staff and congregation members who submit articles and announcements. Layout/design editors gather, organize, copy-edit, and prepare the final masters for printing. Office staff advise committee chairs of imminent deadlines, respond to emails, and post the final issue to our website. “Proofing” volunteers check for accuracy and readability. Still other volunteers do a print-run of 500 copies on our in-house copy machines. And more volunteers see to the labeling and mailing.

Volunteers this past year have included the following:

Editing and layout: Nancy Van Antwerp and Jared Dawson. We welcome Percy Sales as a much needed third editor.

Proof-reading and final copy editing: Joanie Jones, June Kelley, Paul Nay, David Smallwood, Ken Ryals, Nancy Edmundson, Carol Doose, Lowell Dabbs, Aaron McEmrys.

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

Labeling and mailing: Eileen Clark and Phyllis Dunn, and substitutes Isabelle Burleigh, Louise Carty and George Solinas.

Anyone interested in helping with any phase of this operation is invited to call the office for more information. Nancy Van Antwerp

Library Committee

The USSB Library Committee after being shut down for 6 months or so is back and better than ever. Our shelves and tables are more easily accessed after the Parish hall renovation.

Current members are: Lesley Alexander, Isabelle Burleigh, Louise Carty, Eileen Clark, Mary Chubb, Michael Forster, Mike Getto, Sharon Harris, Lana Haskett(chair), June Kelley(Chair), Nancy Palke, Margaret Vangelisti, Richard Nelson, George Solinas(new member), and Alan & Cynthia Smith. Our annual April book sale, which is our only source of funding, netted us around $2000. We were down in sales from last year but so was the economy.

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

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
Religious Education Task Force

The Religious Education Task Force was convened by the Unitarian Society of Santa Barbara (USSB) Board of Trustees in January, 2009. The Board of Trustees provided the following charge to the Task Force: identify and define a Lifespan RE Program model that will support a growing integrated multi-generational USSB congregation, and prepare a written report of these findings.

The members of this Task Force were: Deborah Karoff, chair, Carla Neufeldt Abatie, Jared Dawson, Betty Noling and Carol Schwyzer.

The Task Force report, submitted to the Board of Trustees on April 21, 2009, offers contextual information that describes the past history of religious education at USSB, and the current program. The Task Force recommends that program goals, program structure and implementation activity be characterized by attending to the following themes: integration of all ages in all aspects of congregational life—worship, social justice, and pastoral care; clarity about expectations for those who participate; RE programs marked by flexibility; a program that supports volunteers; and clear communication using the web and written material. The report highlights some of the best practices utilized by other congregations that are related to these themes.

The RE Task Force recommends that an implementation team be established to work with the new RE professional to begin the work of enhancing the Lifespan Religious Education Program. It is our hope that the RE Task Force Report can provide ideas, resources, and recommendations that will help current and future RE leaders work with all members of the congregation to “grow” the Lifespan Religious Education Program. This report is available on our website.

Jared Dawson

Adult Religious Education

This has been a busy year for the Adult Religious Education Committee, as we have been working towards an emerging vision of a more dynamic and compelling Adult RE program for our congregation. Our Committee’s purpose is to help foster among our congregation lifelong learning, spiritual growth and community building through a variety of classes, workshops and events throughout the church year. Our goal is to offer a broad program that provides a supportive, engaging environment for congregants, newcomers and visitors to expand and deepen their experiences of themselves and others beyond the Sunday morning worship services.

Members of our committee include Sylvia Abualy, Pat Aptakar, Don Bushnell, Kathy Eastman, Bob Fulmer, Mary Ellen Hoffman, Sylvia Louda, Eliza McEmry, Karolyn Renard, Jerry White and Chuck Wolfe. Ken Saxon serves as Chair of the Committee, and we have received additional support this year from Aaron McEmry and Melitta Haslund. Once a new Director of Religious Education is chosen, we expect to work closely with that person.

Our primary focus this year has been to plan a regular Wednesday evening slate of classes beginning next fall. We plan to invite our community to come together for some food and social time each Wednesday evening, followed by three diverse class offerings that people will self-select into. Other classes will continue to be
offered at other times, like in the past, but the focus on Wednesday evenings will give our members a regular time besides Sunday mornings when they can count on the availability of community building and self-development opportunities.

If you have an interest in working with us on building our Adult RE program and/or in teaching a class to adults, feel free to be in touch with Ken Saxon or our new Director of Religious Education.

Ken Saxon

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**Children’s Religious Education**

*Philosophy*

Our goal is to help guide children and youth as they embark on a lifelong spiritual journey. We encourage them to ask life’s big questions, help them articulate their beliefs and values, explore belief systems from around the world, and ground them in Unitarian Universalist principles, sources, and history. We help children find ways to live their values and beliefs with each other, the congregation, and the larger society. We value children’s ideas and provide a safe, supportive atmosphere for exploration and self-expression.

**Teaching and Curricula**

Led by lead teacher, Laura Cabanatuan, our Pre-K/Kindergarten class used the UUA curriculum *Celebrating Me and My World* throughout the year. Our 1st through 7th graders studied UU Principles during the fall, Islam in winter, and *Go Green! A Unitarian Universalist Curriculum on Ecology and Spirituality*, (written and compiled by Rev. Haslund) in the spring. Thank you to 1st-7th grade teachers Tammy Shorb, Tish Housh, Rachel Petkus, Rosaleen Lancet, Rev. Bets Wienecke, Carol Millar, Paul Kretschmer, Katie Schell, Carla Neufeldt-Abatie, Melissa Block, Bill Gourley, Bart Millar, and Daniela Kostruba.

**Special Events**

RE children and families enjoyed a number of special events throughout the year including a strong presence at the USSB Labor Day campout at Skofield Park (organized by Alan Edmundson) and the fall weekend retreat at de Benneville Pines (organized by Chris Shorb). Monthly Family Fun Nights continued to be popular and will run through the summer this year. Monthly UUltimate Frisbee games in Alameda Park were also well attended. In addition, RE families enjoyed the following special events:

- Secret Pals Program
- El Dia de los Muertos Worship Service and Fiesta
- Holiday Craft Party
- Christmas Caroling at Sarah House and Santa Barbara Convalescent Hospital
- Easter Egg Hunt
- Peas and Justice Garden

**Social Justice**

RE children and families participated in a number of social justice projects this year including:

- USSB Farmers’ Market (Summer 2008) to raise money for local non-profits.
- No on Proposition 8 march and rally
- Used toy drive to benefit Domestic Violence Solutions
Parent Participation
We are grateful to our Children’s RE Council (Christina Cable, Catriona Gay, Terri Stelzer and RE Assistant, Charla Bregante) for their vision and participation in such events as RE registration and the USSB Program Faire. Parent participation in all of our RE task forces has been strong this year. Task Forces included RE Teachers, CRE Council, Youth Choir Assistants, El Dia de los Muertos planning, Holiday Craft Fair planning, Ulitmate Frisbee, Family Fun Nights, and Office Volunteers. We appreciate all of the parents who participated on these task forces.

Coming of Age
Dedicated leaders Chris Shorb, Doug Thomas, and Kirsten Zecher, COA served nine 8th graders in our COA program this year. These teens spent the year exploring their beliefs and wrestling with ideas about God, death and dying, and living an ethical life as they move into young adulthood. They participated in such activities as campouts, COA camp at deBenneville Pines, the holiday craft fair, a spring vision quest, and a social justice project with the People’s Self Help Project in Carpentaria. The culmination of their yearlong spiritual journey was the COA lead worship service on May 17 where they shared their credos (and incredible musical talent) with the congregation. We thank mentors Terri Allison, Chris Casebeer, Nancy Edmundson, Dick Jensen, Detty Peikert, Ellen Rockne, George Salinas, and Gary Welterlen for the special relationships they formed with this incredible group of teens.

YRUU
Our YRUU program was lead by Rev. Melitta Haslund and Astrid Nelson this year. They met at 11:30 AM on Sundays in Blake Meeting Room. YRUU teens participated in an overnight, the COA Wizard of Oz night, and a Blue Jean Drive to benefit families served by Domestic Violence Solutions. Attendance was inconsistent on Sundays and a solid core group of teens has yet to be formed. We look forward to making the building and strengthening of YRUU a major focus in RE for the coming year.

Looking Ahead
We have a rich summer of diverse Summer Sunday services to look forward to as well as the USSB Farmers’ Market. Religious Education Assistant, Charla Bregante, Rev. Aaron McEmrys and the Children’s RE Council are planning curricula and teaching teams for the fall, and Rev. Aaron McEmrys is spearheading planning for COA and YRUU. We have seen a large increase in families with preschool aged children this past year. These families will have a chance to get to know each other and Rev. McEmrys at a pancake breakfast in June. We have had 39 people sign up to volunteer as “Kid for A Day,” beginning in the fall. They will each spend six Sundays participating in an RE class as our congregation works toward Lifespan Religious Education becoming a central focus of community life.

Respectfully submitted, Charla Bregante
Religious Education Assistant

Neighborhood Network
For over three years our Society members & friends have been invited to Neighborhood Gatherings with other UUs. The original idea was to have groups of UUs who live near one another meet socially three or four times per year to get to know each other better.

The ten neighborhoods are defined mainly by the geographical proximity of Society Members’ and 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 neighborhood
homes or at other convenient locations including Parish Hall, La Paz, or Blake Lounge. Each year the facilitators share their successful ideas about their gatherings at an annual Facilitator gathering.

The purpose of our UU Neighborhood gatherings is to meet other UUs and 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. Our UU Neighborhood Networks have helped in caring and connecting our congregation during three fire emergencies in the past year.

A Neighborhood Network is not the same as a small group ministry where each individual has the undivided attention of the group, sharing on a theme for 5 minutes. It is more of a larger group (6 to 20 person) potluck shared meet-up.

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. We hope to renew those groups which have not met & to have at least 2 gatherings annually during the 2009-10 year and to extend an invitation to Rev. Aaron & Eliza McEmrys to join each of the Neighborhood gatherings over a period of months. So they get to know our town and our members in neighborhood groups. New facilitators and co-hosts are most welcome, call Joanie.

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

JoAnn Magistad, Patterson 93111 & 93117 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; Ernest Mosbaek, Santa Barbara in town; Carol Schwyzer, Westside; Abi Katz-Becker & Bonnie Jensen, Mesa & City College; Dale Zurawski, Montecito; John Chere, Carpinteria

Joanie Jones, Neighborhood Network Coordinator

Seasoned Seekers

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

We want to again thank each of the leaders who prepared and presented timely and informative afternoons.

Programs and discussions featured for 2008-2009 were:

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<tr>
<th>Date</th>
<th>Speaker</th>
<th>Topic</th>
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<tr>
<td>Sept 30</td>
<td>Rev. Lex Crane</td>
<td>Turning Points in Our Lives</td>
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<td>Oct 28</td>
<td>Rev. Aaron McEmrys</td>
<td>An Experiment in Communal Living</td>
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<td>Nov 25</td>
<td>Dr. Helen Gordon</td>
<td>Thanksgiving Remembered</td>
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<td>Jan 27</td>
<td>Debra Rogers</td>
<td>Buddhism and Its Practices</td>
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<td>Feb 24</td>
<td>Rev. Rob Fisher</td>
<td>Behind the Headlines of the Episcopal Church</td>
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<td>Mar 31</td>
<td>Rev. Jan Christian</td>
<td>Leave No Brother Behind: A Sister’s War Memorial</td>
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<tr>
<td>Apr 28</td>
<td>Rev. Erika Hewitt</td>
<td>The Mega-Church Phenomenon</td>
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<tr>
<td>May 26</td>
<td>Carlene Van Pelt &amp; Stephen Young</td>
<td>What Gives You Lasting Joy?</td>
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Seasoned Seekers has no dues or formal members list, but a mailing list is maintained. It is open to anyone interested at any time. Wearing a Name Tag is encouraged. The lively and informal gatherings are an
opportunity to become acquainted with and mingle with retired UUs in the greater Santa Barbara area. They include members and friends of the Unitarian Society of Santa Barbara and the Live Oak Unitarian Universalist Congregation of Goleta living in various retirement homes or living independently.

The meeting notices appear in USSB's Kaleidoscope, Sunday Bulletin, Reflections; and in Live Oak's Leaflet and Leaf of the Week. Notices are placed in the boxes of those in retirement homes. Cards or emails are sent to others.

UUSS meets the last Tuesday of each month (except December, June, July and August) from 3:00 to 4:30 PM, alternating between the social Room at Valle Verde and the Sierra Madre Lounge at Vista del Monte. Attendance varies from 25 to 51.

The Seasoned Seekers Planning Committee members are: Eileen Clark (Vista del 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 of Valle Verde). The Committee will continue with the same purposes and arrangements for ‘09-’10. We welcome suggestions and Cards or emails are sent to others on a mailing list.

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            Ginny Crane, Convener

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**Connection Circles Task Force**

Small groups are back under a new name: Connection Circles. Connection Circles are facilitated groups of 6-10 people who meet for 1 ½ hours twice a month, usually in someone’s home. The members of the group share and listen deeply to one another in a structured format. Each Circle will last about 9 months, from September to June, allowing the members of the groups to establish a deep level of trust and friendship.

The purpose of connection circles is to strengthen and expand the life of the congregation; These small groups provide an opportunity for individuals to make deep and meaningful connections which sustain them and our community as a whole. The groups are guided by a facilitator and organized around sharing and deep listening. Facilitators will meet regularly for sharing and mutual support.

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

Establishing a Connection Circles program is under goal 8, adult Adult RE, in the strategic plan. On behalf of the USSB ministerial team, administrator Nancy Edmundson invited members to attend the Small Group conference in the summer of 2008. Jean John attended, and returned with a wealth of ideas and resources. At our initial meeting this past fall, convened by Rev. McEmrys, we laid out a timeline with the goal of beginning a Connection Circles program in the fall of 2009 with 200 members participating.
The task force has usually met at the home of one of the task force members. We have been able to follow our timeline very closely, and we now have 17 facilitators who will have an initial meeting and orientation on May 31. Our task force members have shown sustained commitment and dedication, our fine facilitators have stepped forward to carry out this important work, and more members of the congregation are signing up every week to participate. With 17 facilitators we can have an enrollment of up to 170 members, which is very close to our goal of 200 participants.

The task force has had no expenses so far. Future expenditures would be for sending more members of the congregation to small group conferences and trainings, bringing outside small group speakers or trainers, and building a library of resources. Ongoing volunteer time will be needed for recruiting, training, promoting and scheduling.

Carol Schwyzer

Social Justice Committee

The Social Justice Committee is the Society’s organization for expressing the service of Social Justice. The Social Justice committee meets monthly moved its meeting time around but found that meeting after the second service worked best for most members, unfortunately this prohibits regular attendance by members of our staff.

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. Paul is resigning as Chair at this time, due to pressing family matters.

Financing: The 2008-2009 USSB budget of $790, (in addition to the USSB monthly outreach collections) was allocated to CAC, UN-UUA, Martin Luther King Jr. March, and WillBridge Footwashing event. The SJ task force determined designation for monthly outreach donations.

Monthly Outreach Offerings (including 4 special collections by Board approval to total 16 collections) have raised a total of $17,652 for UU Legislative Ministry of California, UU Service Committee, UU Service Committee Gaza Relief, UUA Knoxville Relief Fund, Domestic Violence Solutions, Equality CA, Marriage Equality, Foodbank of Santa Barbara County, UUA Growth Sunday, Consumer Advocacy Coalition, Kiva Micro-lending, Health Care for All, UUA Fund for the Living Tradition, and City of Refuge.

Activities of the Committee this past year include: supporting via our Covenant of Collaboration with the UU Legislative Ministry of California (UULMCA) their goals of marriage equality and health care reform; making USSB facilities available to various community groups consistent with UU values; maintaining a Sunday table in the garden to distribute brochures, making petitions available for signing, and encourage social justice issue awareness among members and visitors. We support congregation participation in the Martin Luther King Jr. Day commemoration, and the WillBridge Homeless Foot Washing Event, both for the second year in a row.

Sandy Grasso-Boyd led a task force on the Empowerment Survey Process and will be reporting preliminary results to the USSB Program Council this month, to determine the timeline and next important steps in this congregational process.

Beyond our doors, Paul and Joanne Nay attended the “Let Justice Flow”, supported AB1242 and encouraged others to fax in letters of support of this bill.
Separate from the work of the SJ Committee, Rev. Aaron McEmrys worked with a task force on marriage equality. Their work included an Adult Education discussion on the movie “For The Bible Tells Me So”, a congregational vote to oppose Proposition 8, phone banking to oppose California Proposition 8, and coordinating congregation participation at rallies and marches.

Paul Nay

UU Service Committee

This year our beloved congregation happily joined the groundswell of optimistic support behind progressive national and global policies. A mammoth number of 87 Santa Barbara Society members joined the Unitarian Universalist Service Committee. Additionally, to give prominence to our congregation, our Social Action Committee gave a congregational gift which qualified us for the “James Luther Adams Award.” This award recognizes our commitment to human rights and our consistent local and global action on behalf of the underserved. Our gift will be published in “The World.”

Certainly, we all contribute to other organizations that do great work, yet only one international human-rights organization has UU in its name – UUSC. When we become members of UUSC, not only do we advance the cause of justice, but we act in the context of our spiritual values and strengthen our identity as we advocate and act for human rights.

Our December Holiday and Thanksgiving contributions also amounted to $ 905.45 which went to UUSC as it developed partnerships with organized, effective, and transparently run grassroots organizations in America and around the world.

In this present period, the organization focuses on four major areas: defending civil liberties and access to democratic processes; advancing economic justice; protecting rights in humanitarian crises; and promoting environmental justice as in the fight for clean water.

This spring and summer, UUSC, its partners, allies, and supporters will be lobbying for the historic AB 1242, the Human Right to Water Act of 2009, which promises that "every Californian shall have access to safe, affordable water for basic human needs." AB 1242 will not only affect Californians, but will also build the movement for the human right to water in the United States and internationally. Get ready to lobby your elected officials for AB 1242.

At the beginning of last year, on Justice Sunday, April 6, 2008, our society celebrated the life of Martin Luther King, Jr. The congregation pledged to keep King’s dream alive. In his letter from Birmingham City Jail, he wrote, “Let justice roll down like waters and righteousness like a mighty stream.”
May it be so!

Barbara Sachs

Worship Arts

Chancel Choir

The USSB Chancel Choir continues to be a non-audition choir. With the onset of a new Choir Director this year the choir has renewed it’s commitment to the congregation as music ministers, and committed to the new minister to help support the Sunday theme and enliven the congregation to musically participate in the service.
This ministry is not driven by any one musical idiom but encompasses many different styles and genre’s ranging from early chant to the most current of choral composers and also includes world music like native American chant and gospel, as well as contemporary music as it lends itself to the thematic issues of the service.

As we have evolved thus far there is a real enthusiasm that the choir emanates and a new era for the music at USSB is in full swing. In order to stay on this path, that calls all the members of the choir to be at their musical best, we have found that small ensembles are a great expression of our ministry and helps in maintaining a diverse music repertoire. This will be the first summer that we will have “year-round” choir and so Thursdays at 7:00pm are still rehearsal times and all are welcome. There will be a short hiatus for the month of July when Ken Ryals choir director will be teaching an adult RE course involving music fundamentals and singing.

In the coming year the music department at USSB would like to be more involved in “Coming of Age” and YRUU programs. We would also like to be able to generate our own funds in order to create a Ringer program that will allow our choir members to be more involved with the service and also to be able to have more in-house/member instrumentalists be able to be apart of our program.

Ken Ryals,  
Chancel Choir Director

Children’s Choir

The Children’s Choir is open to all children ages 5-12. No previous musical experience is necessary. The purpose of this program is to expose children to the Unitarian Universalist values and believes through singing and experiencing music. This program also introduces some fundamental basics of music theory and vocal technique. All the activities are age-appropriate and taught through playful exercises and games. The Choir meets every Sunday in Jefferson Hall. The rehearsal time for two Sundays is 9:00-9:30 and 10:45-11:30 for the other two Sundays. The choir is under the direction of Vaiva Janusioniene.

In the beginning of the year there was some difficulty finding the right time for the Choir rehearsals. It appeared that the attendance was affected by other events taking place at the church. Fortunately, with the support and help from the RE leaders, the Minister, and the Parents we made this program work. Now I can proudly say that the Children’s Choir has 22 singers, ages five to fourteen (10 boys and 12 girls).

The choir sang nine times during the services in this past year. The choir performed some of the pieces with the Adult Choir (“Ahrirang”, “Honey in the rock”, and the round “Evening Breeze”). The children enjoyed singing with the Adult choir and I was happy to have them this learning experience.

It became a tradition for the choir to go Christmas caroling with RE families. This year we went to Sarah’s house. For the Christmas Eve the Choir prepared three carols and performed one of them (“Oh Little Town of Bethlehem”) with the parents. During the Chinese New Year service the Choir performed “Gung Hey Fat Choy” with some readings between the verses about Chinese traditions. The Children’s Choir also performed with the Adult Choir for the Minister’s installation service.
Children also had an opportunity to individually sing the scale with a hand signs. The goal for me was to hear how much every child had grown during the year and how I can help them during the next year. I was very pleased with the results and the children were happy to show what they had learned.

At the end of the year all Choir children will have an exciting trip to the Ojai Water Park. This trip will be a nice ending of the season and a good bonding experience for the choir members and their families. It is important to note that Choir children with their families organized a bake sale to fundraise money to go to the water park.

This 2008-2009 year was my first year at the USSB as a Children’s choir director. It was a great pleasure to work with all the families and their children. Working with the children is a never-ending learning experience for me. I always try to educate myself and find new ways to make the rehearsals interesting and more enjoyable. In addition to our usual activities, next year I am planning to teach children to play the recorder, use more percussion instruments, and have parents more involved in singing projects.

Again, it was a great pleasure to work with the Children’s Choir. I am already looking forward to next year and new exciting things to come.

Vaiva Janusoniene,
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 $35 to $75 toward expenses. The fund allows for purchase of flowers, vases, floral foam, Christmas decorations, etc. Committee members frequently raid their own, neighbors’ and friends’ gardens and fields for most of the materials used. The Flower Committee expenses are not supported by the Operating Budget.

The committee usually meets only once a year for a lunch meeting to establish the schedule for the following year. USSB office coordinates the wedding schedule with the committee's schedule. Each member signs up to arrange flowers 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 custodial assistance. If there is help needed with transporting materials or equipment the committee members make 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, Pat Kruger, Anne Pedersen, Barbara Sanchez and Dolores White. We welcome new members to the committee. Please contact Pat Kruger, 966-1906 you would enjoy arranging flowers in the Sanctuary for our Sunday services.

Pat Kruger,
Chair
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. This year only the latter were needed, although the sanctuary sound system is usually set to activate the original set also.

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

Many thanks to the following, who have served during the past year: Betty Beckwith, Janet Brinckmann, Gerald (Jerry) Floyd, Dorothy Holland, JoAnn Magistad, and Al Melkonian. And 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 that activate our ALD's in the sanctuary. Our system can also be used in Parish Hall, although this year it has not been requested.

At the June 20th worship service, Dorothy Holland gave a talk on "Hearing Problems", which covered not only hearing but also really listening.

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

Dorothy Holland, Chair
(Formerly Dorothy Holland-Kaupp)

Concert Committee

The 2008-09 year has seen many changes in the Society’s music program with a new Music Committee now supporting the choral program and the monthly concerts continuing under a new name: the Concert Committee. The program 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 multiple concerts featuring our talented staff musicians and Ellen Rockne. Natasha has performed a solo as well as a chamber music concert, Ken Ryals presented an innovative jazz event and Ellen delighted us all with her singing. In addition, we enjoyed a return engagement by concert pianist Zeynep Ucbasaran. Peter Feldman brought his Very Lonesome Boys blue grass program back after having performed here many years ago.

The committee members were John Warnock, Laurie and George Potter, Ellen Rockne, Dorothy Warnock, Edward Bookin, Steve and Carlene Young, Elizabeth Middleton, Alex Cole, Suzanne Fairly Green, Karin Nelson, Rick Hibbs, Alex Abatie, Bart Woolery, Rolf Brinckmann, and Tim Petit. John Warnock will again serve as chairman next year.

Next year we will continue to feature our staff musicians as well as musician members of the Society. We expect to increase this aspect of the program and to our collaborative efforts with the UCSB Music Department, 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

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Music Committee

The Music Committee is a newly organized group that works with Choral Director Ken Ryals to facilitate expanding opportunities for the congregation to participate in our music ministry. We assist Ken with organizing the USSB music repertory, planning choral events and works, coordinating with worship needs, and budgeting for choral expenses.

Committee members include Kathleen Boehm, Tim Pettit, Patricia Reilly and Ellen Rockne. Please contact Patricia Reilly or Kathleen Boehm with your ideas.

Patricia Reilly, Chair

Worship Committee

This past year the Worship Committee underwent tremendous change along with the congregation as a whole as we embraced a new minister, choir director, children’s choir director and a remodel of our campus! Founded by the guidance of our interim minister, Reverend Joy Atkinson, we strengthened our leadership and created an entire summer of lay-led worship services made up of 100% congregant sharing. In the fall, Rev. McEmrys joined us and took the lead. At that time we shifted back to the role of supporting the minister as a primary objective.

The purpose of the Worship Committee is to provide assistance to the Ministerial Team in the production of worship services. The committee also works with other committees to create a broad spectrum of quality worship for all members of the congregation. The Worship Committee schedules Worship Associates for the minister and hosts services when the minister is absent.

Continuing members of the Worship Committee are Jody Thomas, Donnis Galvan, Ellen Rockne, Detty Peikert, Peter Hale, John Warnock and Patrick Block (chair). New members are Shelley Noble, Ken Ralph and Alan Edmundson. Jean John and Ken Saxon have become inactive members as the focus of their service has shifted: Jean to Small Group Ministry and Ken to Adult Religious Education.

Ken Ryals, our new Choir Director, has attended every meeting and this has provided a beautiful integration of worship and music for which we are truly grateful.

Our goal for the year was simple: “Support our new minister.” We began with a retreat where we created a Liturgical Map of the Year, clarified the role of the Worship Associate and initiated collaboration on our new Covenant. For the upcoming year we plan to deepen our service using worship themes presented by Aaron, which will further integrate the extended worship that includes Small Group Ministry, Religious Education and Music.

It is a privilege and an honor to serve on the Worship Committee, for it is such a vital, vivacious and growth-centered learning in ministry.

As members of the Worship Committee we pledge to uphold this sacred covenant:

To support our minister and one another in creating worship that moves and inspires people to live their highest values
To work together with integrity, doing all we have agreed to do
To be flexible, acknowledging and honoring different points of view
To be respectful, listening deeply to one another and communicating our own thoughts with clarity, focus and honesty
To bring energy and joy to this work, striving always for excellence

Respectfully submitted by Patrick Block
**Facility Partners**

**Orca School**

Orca School is a California registered private school with 18 students, currently in grades 2, 3 and 4. This coming school year we hope to initiate a First Grade Program. We have been renting Jefferson Hall and other rooms from USSB for nine years. You have possibly noticed our artwork on the walls in the 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 three part-time teachers are able to bring excellence to the academics and 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

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**Starr King Parent Child Workshop**

We thank the Unitarian Society of Santa Barbara for your ongoing support with the use of your pre-school facility. This 60 year accomplishment is in large part due to the strong foundation and the original mission established by founder, USSB member, Sarah Foot. Her vision was 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. Please note the new SK log designed by Karen Owens and a group of parents in recognition of this anniversary.

Our 60th anniversary events included a dinner at SBCC and The Kinderfest which took place on May 2nd at the USSB courtyard and the SK proper. Special thanks to our Development Chair, Eric Sanchez, who with the assistance of Michelle Schneiter-Nerdin planned very successful and fun-filled events for alumni, current families and friends of Starr King.

**Population Served and Assistance Provided**

Sixty-five families and a total of seventy-two children were served this year. Two scholarships and one work exchange were provided. Our annual $500 donation was given to a family who lost their housing in the Tea Fire. Six children with different needs were supported with speech and additional educational services. The backgrounds of current families are as follows: 46 Caucasian, 2 Chinese, 3 African-American, 7 Latino, 2 German, 1 French, 1 Norwegian, 2 Iranian and 1 Japanese.
Parent Curriculum
This year, the SK community benefited from a rich and diverse parent education program. Topics included parent education, child development, cognitive development, holiday sing-along, team building, art appreciation, general supervision, sensory integration death and dying, stress management, relationships, gender identity, inclusion, music, value of outdoor learning environments, professional assistance to process the Jesusita fire, and a kindergarten fair. 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 plan and facilitate all aspects of the children’s curriculum which include our annual activities.

Annual Rummage Sale
Not even the down pour dampened the enthusiasm of our annual shoppers. The beautiful USSB grounds, the rearrangement of our quality rummage and the addition of the silent auction made for a very successful event. This annual event yields approximately a third of our annual operating budget, and equally as valuable is the bonding experience that families gain while planning and carrying out this event, and by assisting families in our community while practicing environmental responsibility. We appreciate all the adjustments USSB makes to accommodate this annual sale and we thank you for supporting this much-anticipated community event.

Community
Families at SK took part in a number of community events this year including: Santa Barbara Fiesta parade, harvest feast, holiday sing a-long, our annual campout, Kinderfest, and also supported many SK families who were impacted by the Tea and Jesusita Fires.

Honors and Distinction
We were honored when the Child Care Planning Council selected Starr King as a quality program that child advocates toured on March 20th.

Student Interns
Linda Shyr, SBCC Early Childhood Education student received “hands on” training with experience and knowledge regarding parent education in our cooperative program.

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 thanks to; Chair: Meg Miller, Vice-Chair: Beth Ford, Recording Officer: Elisabeth Gonella, Treasurer: Jennifer Mansbach, Billing Treasurer: Drew Wright, Membership: Kate Vesper, Participation: Laura Herrell, Children’s Curriculum: Sharmin Manzarek and Development Chair: Eric Sanchez.

Maintenance
1. Replaced bike shed and the outdoor block shed.
2. Maintained and beautified the outdoor environment with wonderful gardens.
3. Professionally cleaned the floors and carpets twice during the year.

Melitta’s Farewell
This year we bid farewell to Rev. Melitta Haslund. Her advocacy on behalf of SK has been appreciated and will be missed. We thank Melitta for her valuable time, support, and gentle manner.

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

Yolanda Medina Garcia, Director
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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.
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Thank you