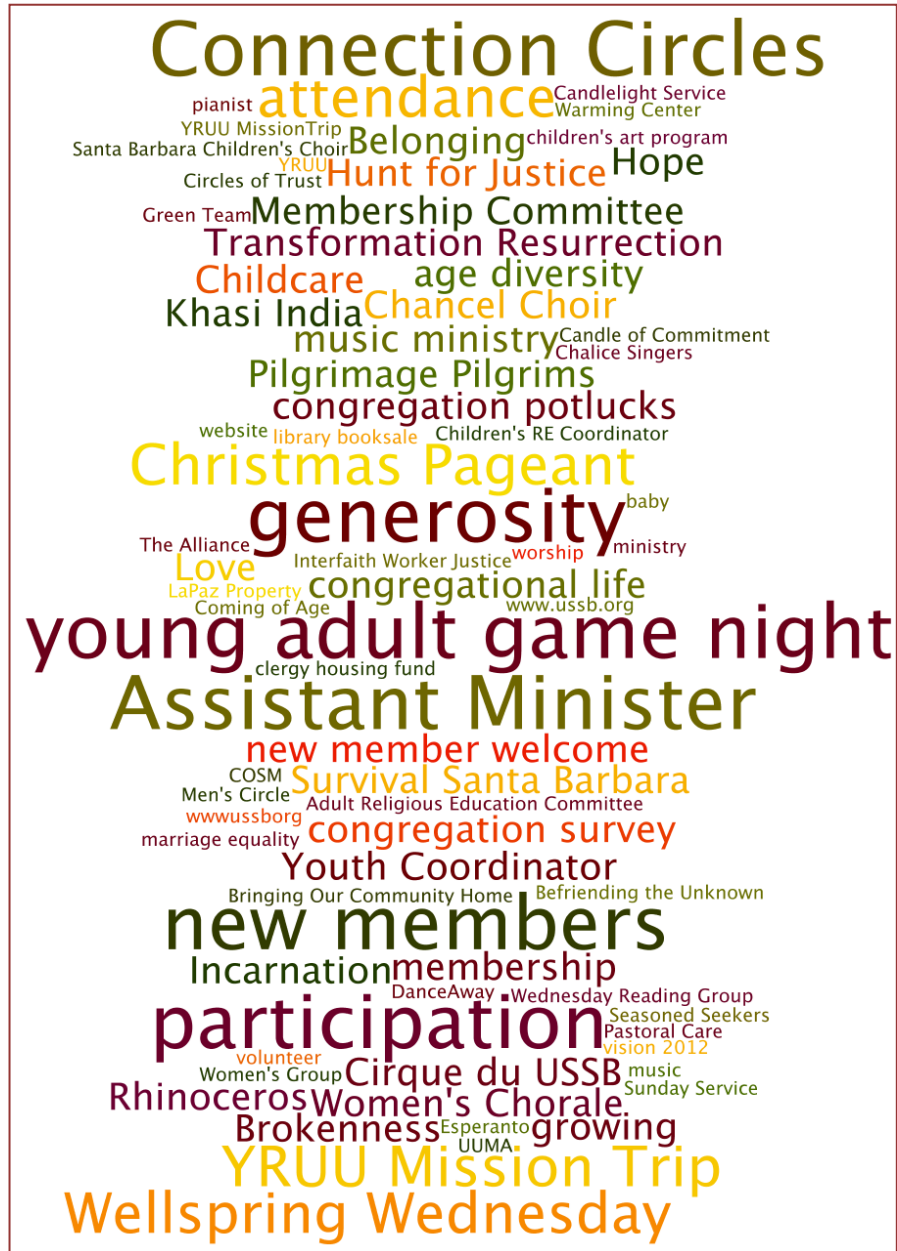


# Unitarian Society of Santa Barbara



## 2010-2011 Annual Report



## Our Vision

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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

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

## Table of Contents

Notified Agenda for Annual Meeting ....	4	DanceAway Committee.....	35
Membership Statistics .....	5	Esperanto Circle .....	36
2011-2012 Proposed Budget.....	6	Green Team .....	37
Notes on Proposed Budget 2011-2012...	7	Kaleidoscope.....	37
Strategic Long Range Plan 2010-2015 ..	8	Library Committee .....	38
Congregation Covenant with California		Adult Religious Education.....	38
Interfaith Power and Light .....	10	Children’s Religious Education.....	39
UU Legislative Ministry Covenant .....	11	Young Religious Unitarian Universalists	41
Executive Report .....	12	Connection Circles .....	43
Board of Trustees Report .....	19	Open Men’s Circle.....	44
Treasurer Report.....	20	Seasoned Seekers.....	44
Board Committee Reports.....	21	Theater Company .....	45
Annual Campaign Vision 2012.....	21	UU Service Committee.....	45
Association and District Representative	22	Wednesday Reading Group.....	46
Audit Committee .....	22	Women’s Group .....	47
Committee on Shared Ministry .....	23	Worship Arts.....	47
Endowment Fund .....	24	Adult Choirs.....	47
Finance Committee .....	25	Flower Committee .....	48
Information Technology Committee....	26	Hearing Assistance Committee .....	49
Long Range Plan Committee .....	27	Music Committee .....	49
Membership Committee .....	27	Worship Committee.....	50
Nominating Committee .....	29	Young Adult Game Night.....	51
Pastoral Care Committee.....	30	Facility Partners .....	52
Personnel Committee .....	30	Academy for Healing Arts - AHA.....	52
Planned Giving Advisors .....	31	Orca School .....	52
Services Auction.....	34	Santa Barbara Children’s Chorus .....	52
Program Council Reports .....	34	Starr King Parent Child Workshop.....	53
Program Council.....	34	USSB Calendar.....	54
The Alliance .....	35	Index .....	56

**Board of Trustees**  
**Officers – 2010/2011 Fiscal Year**

President – Susan Neufeldt  
Vice-President – John Gilbert  
Corporate Secretary– Gary Welterlen  
Treasurer – Roger Horton

**Members**

<u>Term Expires</u> (6-30-11)		<u>Term Expires</u> (6-30-12)		<u>Term Expires</u> (6-30-13)	
Gary Welterlen	682-5275	Bart Woolery	682-5814	Gun Dukes	566-6648
Richard Nagy	687-5155	Mary Ellen Hoffman	898-0737	Sue Carmody	969-1196
Bart Millar	687-3237	Susan Neufeldt	962-9344		
		John Gilbert	448-6438		

**Nominating Committee**

<u>Term Expires</u> (6-30-11)	<u>Term Expires</u> (6-10-12)	<u>Term Expires</u> (6-10-13)
Kir Zecher	Kathleen Boehm Patricia Reilly	Ken Ralph Anna DiStefano

**Staff - 2010-2011**

		<b>Phone Ext</b>	<b>Email Addresses</b>
Minister	Aaron McEmrys	222	minister@ussb.org
Assistant Minister	Julia Hamilton	244	congregationallife@ussb.org
Director of Administration	Nancy Edmundson	225	director@ussb.org
Director of Lifespan Religious Education	LeeAnn Williams	229	lifespan@ussb.org
Children’s RE Coordinator	Tracey Goforth	227	re@ussb.org
Youth Coordinator	Elizabeth Schwyzer		youth@ussb.org
Administrative Assistant	Carol Doose	224	assistant@ussb.org
Membership Coordinator	Nica Guinn	221	membership@ussb.org
Facilities Use Coordinator	Celina Paul	223	facilities@ussb.org
Building Manager	Rob Brown	230	building@ussb.org
Chancel Choir Director	Ken Ryals	240	music@ussb.org
Pianist	Heather Levin		

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

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

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**BOARD COMMITTEE CHAIRS**

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**Annual Campaign**

Glenn Bacheller 845-3148  
Susie DuPont (253) 820-8149  
Betty Noling 969-0785

**Association-District Representative**

Contact Director of Administration  
965-4583 x225

**Audit Committee**

Mike Noling 969-0785

**Benefit Auction (Services Auction)**

[auction@ussb.org](mailto:auction@ussb.org)

**Buildings and Grounds**

Contact Director of Administration  
965-4583 x225

**Committee on Shared Ministry (COSM)**

Jody Thomas 963-6273

**Endowment Board**

Mike Noling 969-0785

**Finance Committee**

John Gilbert 448-6438

**Information Technology**

Doug Thomas 963-2673

**Long Range Planning**

Contact Director of Administration  
965-4583 x225

**Membership**

Sally Hamilton 962-1402

**Nominating Committee**

Anna DiStefano 884-0179

**Personnel Committee**

Gary Welterlen 682-5275

**Planned Giving Advisors**

Mike Noling 969-0785

**Room Use**

Contact Director of Administration  
965-4583 x225

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**PROGRAM COUNCIL MEMBERS**

Glenn Bacheller, chair 962-9344

Chuck Wolfe  
Laura Six-Stallings  
Mary Ellen Hoffman, Board

Staff: Rev. Aaron McEmrys  
Nancy Edmundson, Director of Administration  
LeeAnn Williams, Director of Lifespan Religious Education

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**PROGRAM COMMITTEE CONTACTS**

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**Connection Circles (Small Group Ministry)**

Carol Schwyzer 687-0890

**Dance Away**

Dorothy Holland 967-5241

**Kaleidoscope Newsletter**

[Kaleidoscope@ussb.org](mailto:Kaleidoscope@ussb.org)

**Esperanto Circle**

Dorothy Holland 967-5241

**Library**

Lana Haskett 692-1115

**Lifespan Religious Education**

LeeAnn Williams 965-4583 x229

**Adult Religious Education**

Eliza McEmrys 452-3193

**Children's Religious Education**

Tracey Goforth 965-4583 x227

**Coming of Age**

Kir Zecher 569-0960

**Young Religious Unitarian Universalists****(YRUU Teen Group)**

Elizabeth Schwyzer 252-0038

**Men's Circle**

Wann Rawles 560-8843

**Pastoral Care**

Glenn Bacheller 845-3148

**Reading Group**

Al Melkonian 966-2908

**Seasoned Seekers**

Bonnie & Dick Jensen 965-5997

**Social Justice**

Contact Minister 965-4583 x222

**The Alliance**

Betty Beckwith 967-5415

MaryAnn Nelson 968-1898

**Theater Group**

Paul Freeman 845-8373

**UU Service Committee**

Barbara Sachs 563-0989

**Women's Group**

Kathy Eastman 682-1950

**Worship Arts***Flower Committee*

Donnis Galvan 453-6374

*Hearing Assistance*

Dorothy Holland 967-5241

*Adult Chancel Choir*

Ken Ryals 965-4583 x240

*Worship Committee*

Ken Ralph 966-2485

*Music Committee*

Kathleen Boehm 687-6218

**Young Adult Group**

Eliza McEmrys 452-3193

**UNITARIAN SOCIETY OF SANTA BARBARA**

**Notified Agenda for Annual Meeting**

June 12, 2011

12:15 PM Parish Hall

1. Opening and Call to Order Susan Neufeldt, President, Board of Trustees
2. Affirmation of Covenants and Core Values Gun Dukes, Vice President, Board of Trustees
3. In Memoriam Reverend Aaron McEmrys
4. Additions or Deletions from Agenda if one-third quorum present
5. Election of Board of Trustees and Nominating Committee Members
6. Year in Review: Nancy Edmundson, Director of Administration  
A Retrospective & Celebration Aaron McEmrys  
Susan Neufeldt
7. Vote to direct 40% of the Cummins Oregon Community Foundation Annual Distribution,  
received July 2012, 2013, and 2014, to the Additional Minister Transition Fund
8. Annual Fiscal Plan Presentation and Vote to adopt Fiscal Plan
9. Report from La Paz Property Acquisition Task Force
10. Review of the Long Range Plan
11. Vote to receive Annual Reports
12. Installation of Board and Nominating Committee
13. New Business (additional agenda items)
14. Closing
15. Adjournment

**Official Membership at meeting notice: 506**

**Quorum to conduct business: 10% of 506= 51 members**

**Quorum to make additions or deletions from Agenda: 20% of 506= 102 members**

## Membership Statistics

<b>Total Membership:</b>	<b>June 3, 2010</b>	<b>469</b>	<b>June 3, 2011</b>	<b>506</b>
<b><u>New Members</u></b>				<b><u>71</u></b>
David Deley	Delice Benyat	Michael Gorodezky	Megan Moyer	
Lewis Turman	Catherine Cooley	Eileen Bunning	Scott Coons	
Leinie Bard	Patricia Schneider	Trina Dellinger-Gleissner	Colin Taylor	
Judy Rawles	Virginia Hemphill	Gary Gleissner	Doug Jacobson	
Wann Rawles	Kari Arcuri	Karen Rose	Gerry Bushnell	
Seann Sinclair	James Kyriaco	Andrew Rose	Veronica Wallop	
Craig Woodman	Marq Taylor	Andrew Wallop	Laurie Glerum	
Charlene Little	Tom McKean	Maggie Griffin	John Reeside	
Julie Sullwold	Mike Brock	Jack Tatjes	Inga Bjornsdottir	
Patricia Eder	Joan Ariel	Joe Fior	Bjorn Birnir	
Aiden Colbert	Sylvia Casberg	Cathy Albanese	George Glerum	
Cynthia Sharp	Stuart Brandt	Linda Liker	Russell McGlothlin	
Suzanne Riordan	Maureen Sullivan	Mari Headley	Laura Young	
Sue Hebert	Yolanda Yturalde	Kathleen Cole	Jan Bommerez	
Tom Sturgess	Ráphael Tinoco	Carolyn Parks	Michael Steady	
Alex Miller	Jonathan Taylor	Lauren Kernochan	Christine Owens	
Bruce Daniels	Carlos Barajas Jr.	Nicky Shane	Kate Gallup	
Vanessa Moore	Mitsuko Conner-Newlan	Joy Winer		
<b><u>Reinstated Members</u></b>				<b><u>4</u></b>
Oscar Bucher	Ken Beisser	Nancy Beisser	Valerie Watt	
<b><u>Resignations</u></b>				<b><u>18</u></b>
Barbara Hodgdon	Nancy De L'Arbre	Cyndi Sharp	Cheryl Schmidt	
Lellani Whitman	Nakota Ashstarte	Ken Johnsen	Brian Billings	
Rob Harrington	Mike Getto	David Hodgdon	Cat Robson	
Tracey Harrington	Autumn Watson	Aiden Colbert		
Jack Rivas	Eric Watson	Carol Schmitz		
<b><u>Removed</u></b>				<b><u>11</u></b>
Yanick Rendu	Bob Garcia	Kristine Kelly	Sam Petry	
Joanne Bishop	Charlotte Garcia	Trudy Milburn	Susan Schmidhauser	
Chris Christian	Vern Halcro	David Petry		
<b><u>Deaths - Members</u></b>				<b><u>10</u></b>
May Saxe	Nancy Broyles	Joan Levy		
Steve Malott	Erika Savage	Josephine Van Schaick		
Elaine Ohlin	Carole Cowan	Geraldine Bridgman		
<b><u>Deaths - Friends</u></b>				
David Smallwood				
<b><u>Births</u></b>				
Diego Marcel Barajas	Luke Mayhew McEmrys			
<b><u>Weddings</u></b>				
Joanne Sears & John Chere	Barbara Sanchez & Robin Montz			
James Kyriaco & Angie Swanson				

## 2011-2012 Proposed Budget

<b>USSB Proposed Budget 2011-2012</b>			
Discussion Town Meeting Sunday, June 5, Parish Hall 10:30 am			
Annual Congregation Meeting Vote to Adopt Sunday, June 12, Parish Hall 12:15 pm			
	<b>2010-2011 Adopted</b>	<b>2010-2011 Projected</b>	<b>2011-2012 Proposed</b>
<b><u>Revenue</u></b>			
Annual membership pledges	\$ 449,975	\$ 460,000	\$ 525,848
Fundraising, grants, admin fees	\$ 55,800	\$ 65,800	\$ 87,385
Room use, weddings, rentals, etc.	\$ 122,700	\$ 108,200	\$ 117,600
Investment activity	\$ 78,721	\$ 76,700	\$ 81,828
From Assistant Minister accruals	\$ 4,000	\$ 4,000	\$ 47,300
<b>Total revenue</b>	<b>\$ 711,196</b>	<b>\$ 714,700</b>	<b>\$ 859,961</b>
<b><u>Expense</u></b>			
Staff	\$ 496,289	\$ 493,750	\$ 593,773
Facility	\$ 110,567	\$ 107,000	\$ 110,197
Administrative	\$ 48,722	\$ 56,390	\$ 60,541
Supplements to programs	\$ 14,800	\$ 18,300	\$ 24,500
District & Association support	\$ 22,503	\$ 22,503	\$ 27,450
Interest expense	\$ 18,315	\$ 16,150	\$ 43,500
<b>Total expense</b>	<b>\$ 711,196</b>	<b>\$ 714,093</b>	<b>\$ 859,961</b>
<b>Net operating income</b>	<b>\$ -</b>	<b>\$ 607</b>	<b>\$ -</b>

\* Revenue & Expense do not include outreach collections or distributions



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## Notes on Proposed Budget 2011-2012

### Operating Revenue

- Annual membership pledges: based upon current year projections and known commitments to current annual campaign.
- **Fundraising Activity:** based upon current year projections and next year's plans. Contributions are plate collections to operating fund. Service auction and Art Show will be held in fall. Smaller fundraisers include Brunch Breaks and Women's Fashion Fling.
- **Business Activity:** This item includes Rose Press income. **Facilities Revenue** based upon known contracts and current year projections; rental for house at 124 E. Arrellaga and 113 La Paz Ave., schools, weddings and other room use.
- **Investment Activity: Investment Revenue** is from Endowment, and minor portion from savings interest. **Cummins Revenue** is annual gift from the estate of Roy and Laurie Cummins designated by the board and congregation for facility maintenance and program support. Separate % of this gift also funds our 2008 Building Project Capital Campaign.
- **Assistant Minister Accrual:** portion of accrued funds from past 3 years to assist funding transition for added position.

### Operating Expenses

- **Staff Expense** includes addition of Assistant Minister, and development of Choral Director to 75% beginning January, 2012, minor compensation adjustments for staff; & projected increase in health insurance costs.
- **Facilities Expense** includes insurances for property and liability; regular maintenance, major maintenance, contract services for gardening, custodial and security services, utilities, supplies, and organ maintenance, and similar to previous years, earthquake self-insurance accrual (\$9,000/year).
- **Administration Expense** includes computers, telephone, bookkeeping, office equipment leases, supplies, postage and newsletter. Increase for full audit conducted every third year.
- **Supplements to Programs** Includes program supplies costs and board expenses, as well as funding for leadership development and membership outreach. Some additional program supplements are funded from existing donor restricted funds.
- **District and Association Support** is projected to be one-half full Fair Share to UUA and full share to PSWD, based on official membership reported on February 1, 2011.
- **Interest Expense** is interest on 2008 Building Project Loans, and debt service on La Paz property.
- Revenue & Expense do not include outreach collections or distributions that total approximately \$25,000.

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## Strategic Long Range Plan 2010-2015

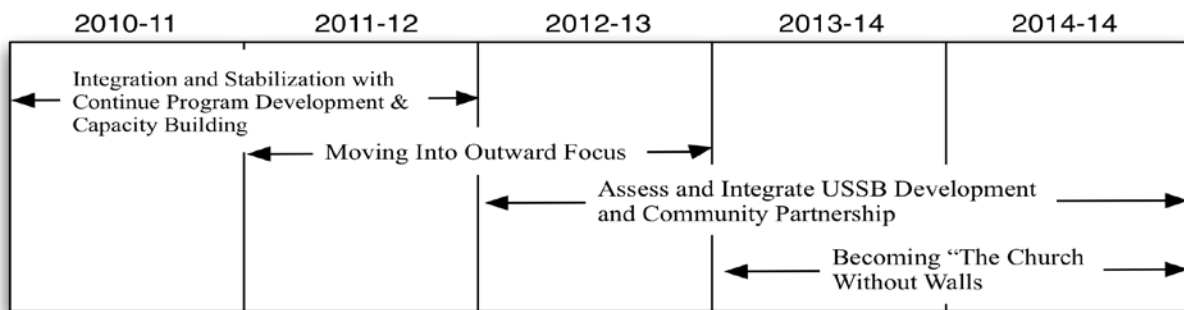
Priorities & Goals Congregation Adopted 6/13/10

### Five year strategic priorities 2010-2015

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

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

### Phasing of the Plan



### Goals:

**Goal One: Worship Programming – USSB will achieve and sustain excellence in worship programming, quantified by increased attendance at worship & increased percentage of membership attending worship.**

- Develop worship offerings that are diverse, inclusive and explicitly welcoming to newcomers.
- Develop worship offerings that are attractive, meaningful and fulfilling for a wide range of ages.
- Integrate more (and a wider range of) voices into worship, including people of all ages.
- Integrate music offerings into the service in increasingly seamless and thematically appropriate ways.
- Objective Five: Introduce monthly worship themes.

**Goal Two: 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.**

- Diversify music offerings in worship and concert events to appeal to and support growing age diversity in congregation.
- Develop Adult Choral Director position to full time.
- Develop and grow adult choral programs.
- Addition of regular and sustained vocal and instrumental ensembles of all ages in worship services.
- Transition concert series to strategic focus on community building within existing congregation & outreach to attract new members.
- Develop and implement plan for major Sanctuary sound system.
- Develop and implement plan for chancel upgrade for accessibility.

**Goal Three: Membership Ministry- USSB will experience an increasingly age diverse membership with growth numerically and with wisdom, strength, and involvement in USSB Programs.**

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

**Goal Four: Lifespan Religious Education – 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.**

- Develop Religious Education leadership.
- Sustain and evaluate Children’s program.
- Maintain and sustain Coming of Age program.
- Develop comprehensive High School program.
- Adult RE program.
- Establish sustained Lifespan Our Whole Lives sexuality program.
- Implement RE Task Force report.

**Goal Five: Social Justice – 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.**

- Empower members and friends of the congregation, through participation in Social Justice actions and service.
- Increase USSB’s involvement in community inter-faith activity and leadership.

**Goal Six: Pastoral Care – USSB will achieve and sustain excellence in lay lead Pastoral Care Programming; quantified by the existence of specially trained lay led pastoral care team.**

- Develop and sustain a lay-led team of volunteer care providers.
- Provide care for members in need of practical, social, and emotional assistance.

**Goal Seven: Stewardship – USSB will achieve and sustain excellence in Stewardship Programming; quantified by necessary resources—financial and facilities.**

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

**Goal Eight: Ministerial Programs – USSB will achieve and sustain excellence by developing an additional ministerial position at USSB and an environment that encourages UUA ministerial development, including ministerial internship.**

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

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## **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.

## Executive Report

**Long Range Planning:** we have completed our second year of determining our organization priorities and staff work plans from our LRP. Staff and committees develop action plans that work toward specific measurable benchmarks, and our day to day operations are now firmly rooted in our LRP, and our work continues to be well informed by the best practices of the thriving UU congregations within the UUA. With the LRP well developed for years 2010-2015, our LRP Committee took a hiatus this year. Our board is now recalibrating our LRP process to ensure that this is a living and working document that extends our planning horizon from 5 years out to the 20 year range.

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

- **Attendance:** The 2 prior years our average Sunday worship attendance increased with a two year cumulative increase of 32%. This year our average Sunday worship attendance increased to 303 reflecting another 12% increase over the previous year average of 270. We continue to record a significant increase in attendance by visitors, and newcomers. We average 30-40 visitors each month, with an average of 12 visitors attending a guest orientation every month. We offered 3 Christmas Eve and 2 Easter services, all of which were well-attended. With the addition of our Assistant Minister, and increasing our Choral Director position to 75% time, we hope to add a third Easter Service to our 2011-2012 calendar.
- **Attendance as Percentage of Membership:** According to best-practice literature, the most important leading indicator of a congregation's relative vitality and health is Sunday morning attendance relative to total membership. The target threshold for California congregations (across denominational lines) is 56.6%. Annual reporting for June 2008 membership was 435, with average attendance of 208 and 47% attendance relative to membership. Annual reporting for June 2010 membership was 468, with average attendance of 270 and 58% attendance relative to membership. This year, our June 2011 membership is 506 with average attendance of 302 and 60% attendance relative to membership.
- **Two Services:** creating two viable, well-attended worship services continues to be an essential ingredient in our growth. By adjusting our worship times slightly we were able to continue this growth and to meet the needs of our increasingly diverse congregation (elders to infants). This has been a successful change, reflected in the increased attendance and especially the increased attendance at our late service. This year our average attendance at 11:00 am has been 102; compared to last year's 11:30 am service average attendance of 82, while we continued to increase our average attendance at the early service as well. This coming year we will experiment with additional alternative worship featuring contemporary music or Taize-style musical meditation services, on a time other than Sunday mornings.
- **Worship Themes:** This year was our second year experimenting with monthly themes (belonging, hope, transformation, etc.), allowing us to explore key questions and concepts more deeply and from more perspectives than ever before. The feedback we have received from the congregation has been

overwhelmingly positive, especially from people who are participating in Connection Circles. Based on this feedback we will continue to organize our liturgical calendar around a new set of themes each year.

### **Music Ministry:**

- **Growing the Choral Program:** Our music offerings remain a critical component in our ability to maintain a diverse congregation. In accordance with our strategic plan, our 2010-2011 goal this year was intentionally focused on consolidating and stabilizing the program after 2 years of significant growth. This was accomplished with the addition of a viable Music Committee and welcoming Heather Levin as our Pianist. In the past three years the size of the choral program has more than doubled. This significant growth in the program is closely related to the increased capacity we realized by growing the Choral Director position to ½ time with benefits two years ago. We are now looking to 2011-2012 being another growth year in our Choral Program as we further develop the Choral Director position to 75% time beginning January, 2012. This is 6 months ahead of our staff development plan in recognition of the importance of this ministry to the health of the entire congregation. This change is staffing for growth, as this staffing level is best practice for congregations of average size 600+ members. Benchmarks for the program are being established now so that, in line with our LRP model, we will measure these strategic changes to assure our outcomes are commensurate with our resource investment.

**Membership:** We have experienced significant growth for the third year in a row, and in order to maintain this in a healthy and sustainable way, we will continue to prioritize our membership programming.

- **Growth:** We have welcomed 75 new & reinstated members so far this year, and have welcomed 183 new members in the past 3 years. This means that we are also growing much faster than our denomination as a whole. Our total membership is now 506 compared to 469 in June 2010 and 435 in June 2008.
- **Age Diversity:** Our congregation continues to become significantly more age-diverse; 16% of our membership is now under the age of 45, compared to 2007, when 12% of our membership was under the age of 45. In 2007 we had 44 members under the age of 45; we now have 80 members under the age of 45. Of the 169 new members who have joined in the past 3 years, 24% are under 45. We continue with particular attention focused on programming for youth and young adults in order to continue to increase and sustain this age diversity.
- **Membership Ministry:** We continue to build our capacity to incorporate new members while also caring for our current members. This significant growth of our membership ministry is closely related to continuing our 1/3 time Membership Coordinator staff position, and the focused attention to development of our lay members & Membership Committee who volunteer in this ministry. The main objective for the Membership Committee continues to be to establish sustainable mechanisms for adding, assimilating, and retaining new members. This has become one of our most vital and effective committees.
- **Childcare for Programs:** A continued initiative this year, tied to our priority of age diversity, is offering childcare to specific programs. We continue to experiment with various models to best accomplish this important objective. The programs included Women's Chorale, Chancel Choir, Film

Nights, Young Adult Nights, congregation Potlucks and Path to Membership Classes. The result has been increased interest and engagement by families with children.

- **Engagement:** For a second year we have also seen a significant increase in the overall level of participation and engagement of our members in all areas of congregational life: volunteering, worship attendance, generosity and participation in our many programs.

### **Congregational Life**

**Assistant Minister:** Filling this position allows us not only to continue building our well-functioning new member welcome and integration process but also to better knit together our larger congregation with one another, with the congregation as a whole and individually, as we develop our capacity to help people connect their needs and gifts with those of their congregation throughout the course of their membership. This capacity building makes room for newcomers to share their talents, allows leaders to take breaks, helps established members find new and rewarding talents and expressions of themselves, and helps us all help each other. When we develop the skills, talents, and generosity of our members, combined with efficient systems and staff, then align all these with our long range plan we believe our congregation will thrive, grow and effect the change we want to see in the world. This increase in our professional ministry also came just in time to assist USSB in supporting the family leave period for Aaron!

**Small Group Ministry:** We have completed our second year of Connection Circles, our congregation's small group ministry program with approximately 20% (over 100 of our 506) members participating. We find that there is much enthusiasm for this program as more and more of our members find themselves entering in deep and meaningful relationships with other members they have not previously met. In addition, our Program Council and Membership Committee keep their collective organizational eyes toward additional affinity and small groups to complement this program.

### **The Arts**

**USSB Theatre Group:** This year we launched our first production, Rhinoceros, under the direction of Paul Freeman. By design, this group was composed of almost equal numbers of USSB Members and non-members. This year we are planning another production, this one about an old-fashioned radio production of Charles Dickens' "A Christmas Carol."

**SB Children's Choir:** This group is beginning their second year. Our goal for the coming year is to better integrate them into congregational life, especially into periodic worship services.

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

- **Children's Religious Education**
  - **Registration and attendance:** This year we registered 85 children and youth in our program (compared to 67 last year) and average weekly attendance has been 53. Last year our average weekly attendance was 50. Two years ago our average weekly attendance was 47.



- **Pageant;** This year we launched a winter holiday pageant that was enjoyed by all and represented a collaboration of our music and CRE programs.
- **Art program;** This was the second year that we offered a specific spring arts program.
- **Youth Programs**
  - **Coming of Age;** this year-long program is well established in our congregation and serves our 8th grade youth, and attracts and retains families with youth. We are now well programmed to transition these youth to continue with our YRUU program.
  - **Young Religious Unitarian Universalists (YRUU)** Our high school group, under the leadership of our first ever paid Youth Coordinator, Elizabeth Schwyzer, raised money through various activities so that even those with limited resources could go to New Orleans for a week. This year represented an unprecedented surge in YRUU, both in terms of its size and its activities. In addition to the sixteen regular members of this year's program, we had approximately ten other teens visit and consider membership. The New Orleans Mission Trip was the first of what will be annual missions trips, and has brought our youth ministry solidly into the heart of congregation.
- **Adult Religious Education:**
  - **Adult Religious Education Committee:** Our successful and well-functioning committee has supported the second year of Wellspring Wednesday, one of the most successful programs in our current ministry.
  - **Wellspring Wednesday Program:** This program was added just 18 months ago and represents a significant addition of Religious Education programming with a focus on community building. Attendance during our two Wellspring Wednesday semesters is consistent with a high number of our young families and new members participating. Course evaluations show that offering childcare on Wednesday evenings made it possible for families to attend classes. In 2010-2011 the program grew to 14 total course offerings with 243 participants compared to 2009-2010 with 9 offerings and 126 participants.

#### **Pastoral Care: Caring for One Another-**

- **Befriending the Unknown:** Last year USSB began an important collaboration with the Alliance of Living and Dying Well, a coalition of organizations committed to helping people live better lives and die better deaths (partners include: Santa Barbara Hospice, Cottage Hospital, etc.). Three of our lay leaders completed a special year-long program based on Parker Palmer's Circles of Trust methodology called "Befriending the Unknown." They now return to begin a congregation-exploration of these issues. We are a pilot congregation for this work and will be used as a model to help other congregations around the country. These participants are now beginning to facilitate circles in our congregation, with the first circle launching this summer, led by Anita Blume and Carol Sharpe.
- **Pastoral Care Network:** Our Pastoral Care Committee has taken care of practical pastoral needs of meals, rides, calls and cards this year with Rev. McEmrys addressing "one-on-one" pastoral counseling needs.

- **Pastoral Care Team:** This year a special task force has been working to access the spiritual and emotional needs of congregants experiencing significant life transition. This new program now under the direction of Rev. Julia Hamilton will train and coordinate a pastoral care team to supplement the minister's pastoral counseling ministry.

**Social Justice: Caring for Others:** Few things are as important in our Unitarian Universalist tradition as living out our values in the world. In addition to the highlights mentioned below, we continued our involvement with and financial support for the annual Martin Luther King Jr. celebration, continued collaborations with UU Legislative Ministry of California, coordinated our monthly film night with SJ themes, and continued our annual Domestic Violence Solutions gift tree and holiday SB FoodBank food collections.

- **Marriage Equality:** Our congregation continues to be a leader in the community as we continue the struggle to overturn Proposition 8. In addition to lighting our Candle of Commitment every Sunday, this year we blanketed local press with significant ads and press releases at the time of the July Supreme Court decision. Rev. McEmrys continues to speak at rallies, in the press and on community panels, voicing our strong, principled and explicitly *religious* support for marriage equality.
- **Giving it Away:** This year we have donated over \$24,500 to organizations in our community and farther afield. (compared to \$23,200 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 are now in our third year of our partnership with Kiva Microlending. USSB is the largest UU congregation Kiva donor/partner. Kiva is a non-profit organization that helps us make small loans to people in the United States and the developing world. In three years we have made 142 loans totaling over \$21,000 (up from \$8,000 last year) to people and groups in Africa, South America, Eastern Europe, United States and Southeast Asia. These are loans that continue to be repaid, allowing USSB to extend additional loans from our original contributions.
- **UUSC:** The number of congregants who are members of the Unitarian Universalist Service Committee continues to grow thanks to the effort of Barbara Sachs, increasing our ability to help UUSC in its struggle for human rights and sustainable development around the world. This year USSB was awarded the title of UUSC Banner Congregation.
- **Community Capacity and Coalition Building:**
  - Rev. McEmrys continues to be a leader in our denomination when it comes to economic justice issues. He also serves on the Board of Directors of Interfaith Worker Justice, and is extensively quoted in that organization's materials. Locally, Aaron currently serves on the public outreach task force for Bringing Our Community Home: 10 Year Plan to End Chronic Homelessness. He has served on numerous public panels, and is increasingly becoming a "go to interview" for our local press on justice issues. Aaron participated on a funding panel related to homeless issues.
  - **Courage and Renewal:** USSB has become a West-Coast junction for this important kind of small group ministry based on the work of Quaker educator and activist, Parker Palmer. Rev. McEmrys has been involved with the development of interfaith Circles of Trust groups for clergy, Nancy Edmundson has been participating in Circles for Non-profit Executive Directors for the last 2 1/2 years, while other member-leaders are participating in Befriending the

Unknown, a Circles-based program that helps communities have courageous conversations about death and dying. The only two certified Courage facilitators in Southern California (Ken Saxon and Susan Plummer) are USSB members. Courage and Renewal processes are extremely useful in a UU setting, and in the coming years we plan to deepen their use in our congregation while also continuing to develop our relationships with the larger Courage and Renewal Community nationwide.

- Our relationship with the Fund for Santa Barbara continues to support the Clean Green Fund, and has expanded to the Freedom Warming Centers as well.
- In the past year USSB has hosted events for the FoodBank of SB County, CALM, Visiting Nurses Hospice, and Storyteller Children’s Center.
- We have further expanded our collaboration of Academy of Healing Arts to take full advantage of the youth served in service projects to USSB. For example, this spring AHA set up our Library Booksale with all the “heavy lifting”. Saving USSB funds and sore backs!
- **Freedom Warming Centers & Survival Santa Barbara:** This year we expanded our involvement with the Warming Centers by serving as Fiscal Agent for the countywide program. We continue to advocate and offer public witness through our communications with local officials and public outreach with Survival Santa Barbara. Under the wonderful leadership of Jody Thomas our congregation provided meals for 50 on 28 nights of center operations. We continue this important work by recruiting volunteers for the coming year, and by building an interagency relationships. Fundraising efforts included collections from our congregation, Survival Santa Barbara activities and interfaith efforts. Our Children’s Religious Education Projects supported the efforts with hygiene packs, and Susie DuPont coordinated our material collection efforts, literally filling the need for jackets, blankets and socks.
- **Survival Santa Barbara:** A highly successful effort to create a more sustainable, broad-based, genuinely interfaith/community funding model for the Warming Centers, SSB raised over \$40,000 during a weeklong series of fundraising events, educational opportunities and service. Led by Glen Bacheller, SSB was consciously developed as a model for our congregation to use on other issues, not just homelessness, and we have learned a lot while laying the foundations for a flexible and powerful tool for ongoing use.

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

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

- **La Paz Property:** this spring our congregation was fortunate to be well positioned with leadership and resources to acquire the property adjacent to our campus. We expect this will serve the best interests of the congregation for many years to come.
- **Major Projects:** Maintaining this campus means ongoing projects! This year we replaced and upgraded the Parish Garden electrical system and upgraded lighting, re-keyed our entire facility, installed security cameras and held two congregation work parties. We are also about to complete our most significant upgrade of computer hardware, software and databases in the past 10 years!

**Financial Resources:** We are a fortunate congregation to have a depth and breadth of lay leaders, committees and staff to carry out the financial management that supports our vision and long range plan. In the reports that follow you will appreciate the comprehensive management by our Fundraisers, Finance, Audit, Endowment, Planned Giving and Planning Committees.

- **Our Annual Campaign** was co-chaired this year by Glenn Bacheller, Susie DuPont and Betty Noling. This campaign built on a multi-year approach that was introduced last year. Our second annual presentation on Vision 2012 resulted in over 150 members attending informational presentations about our congregation, that included our Fall survey results, and what we have accomplished and what support it will take for our future initiatives.
- **Fundraising-**We executed another successful Fall Fundraising Auction. Once again, this event involved record numbers of contributions, attendees, and revenue. Another important benchmark was the increased number of new members in leadership positions, along with the ease of volunteer coordination, given the number of new members ready and willing to take on tasks at the event!
- **Maximizing Facility Revenue-** We have now established our Facility Coordinator position, and Celina Paul is competently extending our outreach efforts to maximize our facility revenue. We now continue the delicate balance of keeping up with our congregation program needs! This means our facility revenue will not necessarily grow as quickly as we may hope, and we will focus on the greatest revenue potential with the least conflict with congregation use.

#### **Our Larger Faith**

- **India:** Rev. McEmrys and a group of USSB congregants joined “pilgrims” from other congregations on a two-week trip to visit Unitarians in the Khasi Hills of India. Then, in May, 2011, the Rev. Derrick Pariat, President of the Unitarian Union of Northeast India spent a week in Santa Barbara, where he preached, led a panel discussion and worked with USSB staff to address organizational development issues facing Indian congregations. Children and Youth from our two congregations are beginning friendships now, and this year the Board will explore the possibility of forming a “Partner church” relationship with Rev. Pariat’s congregation. Meanwhile we are beginning to plan another, larger, USSB trip to the Khasi Hills in 2013.
- **UUMA Center Conference:** Rev. McEmrys was a featured preacher at a national conference of the Unitarian Universalist Minister’s Association. He was asked to speak on what Unitarian Universalism needs to do to move beyond surviving to thriving.
- **UUA Large Church Conference:** In May a team of 5 lay leaders and staff attended this tri-annual conference to gather information on best practices, with a particular conference focus on governance.
- **Leap of Faith:** USSB is one of twelve congregations invited to participate in the UUA’s Leap of Faith Project in 2011-2012. Leap of Faith is an experiential opportunity based on a peer learning and mentoring model. Recognizing that that every congregation has much to teach as well as things to learn, we will partner with a larger (mentor) congregation for peer learning focused on areas of our ministry we particularly want to develop.

Submitted Faithfully in Service to Our Congregation:

Rev. Aaron McEmrys, Parish Minister; Nancy Edmundson, Director of Administration

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## Board of Trustees Report

I am delighted to share with you many of our congregational accomplishments in this Annual Report since last annual year. As a congregation we have done an extraordinary amount of work and achieved great results in only one year, thanks to the efforts of many. On behalf of the Board of Trustees I thank the committees, staff, volunteers and working groups, along with all of our members who participate in and carry out our many endeavors each day. I encourage you to read the reports that follow.

Along with four other congregational leaders, I attended the UUA Large Church Conference in Minneapolis in March and learned a great deal about how we are faring in comparison to other large Unitarian congregations. The denomination as a whole is shrinking slightly, and when I mentioned that a quarter of our members have joined in the past two years, everyone wanted to know how we did it. There were many answers, including our remarkable minister and staff team, lifespan religious education, small group ministry and music programs, strategic planning, active membership committee, and friendly members of our congregation who reach out to visitors. For the first time in many years, we have a congregation that includes more than 500 members. As a consequence, we took several important steps towards increasing staff, organization and facility capacity to serve our growing congregation.

- **Additional Minister:** We recruited and welcomed our assistant minister, Julia Hamilton, who gave her first sermon on May 15<sup>th</sup> and has already begun to focus on social justice, pastoral care, membership development, and other aspects of congregational life. This is the direct result of strategic planning and work of the board for the past 3 years.
- **Leadership Development:** Another critical component of our future vitality is Leadership Development. In recognition of this the board has intentionally coupled with Ventura UU to begin to create Leadership Development programs, and we have been expanding our Nominating Committee functions into a year-long Leadership Development Committee.
- **Property Purchase:** We are completing the purchase of an adjacent property on La Paz Ave. behind Starr King, which will allow for future expansion as we continue to grow our programs.

The Board of Trustees primary role is to support the congregation through policy, fiscal management and long range planning, with day to day operations managed by senior staff. The Board appoints task forces and utilizes standing committees (Finance, Program Council, LRP, Membership, COSM, Personnel, Annual Campaign, Planned Giving) to assist our efforts. The following efforts are highlights of board efforts this year:

- **Congregation Survey:** The Board supported the Additional Minister selection team with an all congregation survey this fall, and has since considered in depth information gathered in strategic decisions.
- **Long Range Planning Model:** The Board continues to consult the strategic priorities, phasing and goals outlined in the congregation's Long Range Plan. We have begun to recalibrate our LRP model so that

year to year operations are managed by senior staff, and we are extending the planning horizon from 5 years to 10 to 20 years.

- **Personnel Policies and Strategies:** The board worked closely with the Personnel Committee to establish a Family Leave Policy and created an updated Music Accompanist job description. The board's role in hiring processes is now to approve job descriptions, and the senior staff implements hiring procedures.
- **Clergy Housing Fund:** The board recognizes that the long term sustainability of health and vitality for USSB is directly tied to attracting and keeping talented ministers. To this end we are establishing a Clergy Housing Fund to serve USSB into perpetuity.
- **Freedom Warming Centers Fiscal Agency:** We expanded our efforts to shelter the homeless during inclement weather. With the hard work of Nancy Edmundson, USSB served as fiscal agent for the county wide program and gathered together other churches and non-profit groups to shelter the homeless, and we obtained grants and managed all of the financial coordination. Here in Santa Barbara, Susie DuPont coordinated the clothing and supplies collection and Jody Thomas, the food preparation and service—both aided by many congregation members.
- **Survival Santa Barbara:** The Program Council took major strides in identifying and implementing a model of fundraising and outreach that can be replicated in future years. To help support the Warming Centers, under the skillful direction of Glenn Bacheller and others, we sponsored Survival Santa Barbara week, with participation by many Unitarians and other community members. This initiative not only raised warming center funds but through a film presentation and community forum, increased the level of awareness and understanding of the issues around homelessness in Santa Barbara County. This model is now in place for other initiatives.
- **Rose Window Press:** We have launched a small press, Rose Window Press. Thanks to the hard work of Aaron, Melissa Block, Alex Abatie, and others, we anticipate release of the first publication, stories by Aaron, called *After Aesop: Stories for All Ages*, at the end of August.

We are grateful that our whole congregation participates in and supports all of these endeavors with their volunteer time and dollars. Again, thanks to all of you, we are well on our way to meeting our annual campaign goals and increased our operating budget to make so much of this possible.

Susan Neufeldt, 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 a California, 501-C non-profit organization. The Treasurer is part of our financial team that includes our Director of Administration, our Bookkeeper, the Finance Committee, the Endowment Committee and the Audit Committee. The USSB Board of Trustees and the Finance Committee receive monthly reports on our financial condition and the status of expenditures to budget. Variances that may occur are managed to ensure that annually budgeted and approved resources are sufficient and planned spending levels are maintained.

In addition to constant review of the financial operations of the Society, the Treasurer participates at monthly Finance Committee meetings and quarterly USSB Endowment Board meetings, as well as serving as a consultant to the Audit Committee, Finance Committee, and the Budget Planning Task Force.

The Treasurer provides a monthly report to the Board and also serves on issue specific task forces as needed. While we will not close the financial reports for 2010-2011 for several months, we have successfully managed our income and expenses to date. As we near the end of the fiscal year, revenue is looking good, and we expect to finish the year in accordance with budget projections. Our planned gift revenue is projected to be on budget at year-end.

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

Respectfully submitted, Roger Horton, Treasurer 2010-2011

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## **Board Committee Reports**

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### **Annual Campaign Vision 2012**

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

**Members:** The campaign was co-chaired by three volunteers with a lot of assistance from many others including: Aaron McEmrys, Nancy Edmundson, Julia Hamilton, approximately 20-25 volunteer stewards and numerous other people that either assisted in the Town Hall Presentation or helped with the fund raising parties. This was certainly a team effort!

**Campaign Overview:** More work is required before the final fundraising numbers will be available but it is safe to say that this campaign will raise more money for the Society than any previous campaign and should exceed the \$500,000 Pledge Drive goal. So far, nearly 50% of those that have pledged increased their pledge by an average of 25%. Importantly, we have received approximately 30 more pledges than we did at this time last year. Steps are currently being taken to conclude the campaign as quickly and effectively as possible.

**Key strategies utilized for this campaign included:** first, it was based on a compelling vision of what the Society could be by the end of 2012; second, the Minister's articulation and communication of the Vision, strongly supported the campaign; third, an education presentation gave members a better understanding of where the Society was, where it was going and how they could help; fourth, the use of small group parties gave members an opportunity to directly participate in the effort and enjoy the fund raising process more; fifth, there was a greater usage of stewards than in the prior year; and, sixth; a May 1<sup>st</sup> deadline along with the eligibility to win prizes seemed to motivate more timely pledges.

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

Sincerely: Betty Noling, Susan DuPont & Glenn Bacheller, Co-chairs Annual Stewards Campaign

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## **Association and District Representative**

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

Nancy Edmundson, Director of Administration

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## **Audit Committee**

The Board appointed Audit Committee members for FY2010-11 were Mike Noling, Chair, Patricia Reilly, John Gilbert, Roger Horton, and Ted Stern.

On October 26, 2010, the Committee met and thoroughly reviewed and discussed the 6-30-10 audit formatted financials and compared them with the 6-30-10 operating format financials. The audit format financials and accompanying notes, along with the operating format financials were forwarded with the Audit Committee's recommendation for acceptance to the Board, where they were accepted.

On January 18, 2011, the Audit committee recommended that the Board engage Larson & Ridge LLP to conduct the 6-30-11 audit of the books of account of the Society and Endowment fund. The Board subsequently voted to engage Larson & Ridge LLP.

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

Michael Noling, chair

### **Audit Committee Policy**

The current USSB by laws, require a full audit of our annual financial reports by an outside CPA every third year. The last full audit was prepared for the year ended 6-30-08 with an "unqualified" opinion.

### ***Charter Responsibilities of the Audit Committee***

- o Recommends to the full Board, the retention and termination of the independent auditor (retention and discharge of the independent auditor is a Board responsibility).
- o Negotiates the independent auditors' compensation on behalf of the full Board.
- o Oversees management's review of internal controls and fraud prevention and detection activities.
- o Confers with the auditor and participates with staff to satisfy the Board and members that the financial affairs of the Society are in order.



- o Reviews and determines whether to accept the full audit conducted by an outside CPA for subsequent transmittal to the Board.
- o Reviews and determines whether to accept the annual financial reports in non-audit years for subsequent transmittal to the Board.
- o Reviews the Auditors' Letter of Reportable Conditions/Recommendations and subsequent Response by the Finance Committee/Administrator and recommends acceptance by the Board.
- o Monitors the Implementation of the Recommendations/Response by the Finance Committee/Administrator.

Membership and Terms.

Annually, the Board Chair proposes to the entire Board, for approval or rejection, the names of five candidates for membership on the Audit Committee and also recommends one of them to be the Chair. One shall be a member of the Board, one shall be a member of the Finance Committee, one shall be a member of the Endowment Trustees, and the remaining two members shall be at large members. The term of each member shall be one year with a limit of five consecutive terms.

### **Committee on Shared Ministry**

COSM, which is the Committee On Shared Ministry is a group whose sole mission is the well-being of the congregation as a whole. We do a lot of listening. Mostly that is what we do, listen. We listened to Aaron. We listened to Nancy. We listened to LeeAnn. And we listened to you. Several of you came to us this year, with concerns, questions, and other things. We sorted some things out, found some clarity about other things, made recommendations to congregants and staff, and listened some more. And hopefully we were helpful. Please talk to us if you have concerns about USSB. We are a sounding board. We are watch dogs. We are advocates. We are protective. We are proactive. We care about every single one of you. Talk to us.

We have determined it would be a useful contribution if we would facilitate those difficult conversations that are often referred to in our covenant of good relations. If you have something that needs to be said to another congregant, or should be said, and you are having a hard time getting up enough courage or want to get clear about the essence of your communication, we are here for you. Use us. Please. Please don't talk about people when you ought to be talking to them.

One thing we did this year was to do a few "snap" surveys. We talked to many of you in the garden, explaining a bit about what we do and finding out a little bit about what is important to our congregation. The Board has asked us to update the Covenant of Good Relations next year, so we will be taking that on in the months to come.



Your loyal and humble volunteers for 2010/2011 included Deb Karoff, Pat Kruger, Deborah Wolfe, Carla Neufeldt-Abatie, Lauren Wyeth, Gail Stichler, Jared Dawson and myself. New members for the coming year are Charla Bregante and Scott Barnett. Gail Stichler will be chairing this fine committee and I have appreciation and gratitude for the wisdom, kindness and great hearts of my COSM team.

This is in answer to the question "What is important to you?"

Respectfully, Jody Thomas

### **Endowment Fund**

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

In 2010 and year to date thru 3-31-2011, the Endowment has received estate gifts from Vivian Mohr, Edith Johnson, Harriet Miller, Mary Ann Malinowski, and Charles Brown totaling \$70,625.

As of December 31, 2010, the value of the total assets of the Fund was \$758,420 up from \$665,896 a year earlier. Fund assets had a total return of 15.1% in 2010, net of the approximate 6% annual distribution to the Society. For purpose of comparison, the S&P 500 index total return in 2010 was 16.3%. As of March 31, 2011, fund assets were \$839,674. During this first quarter Fund assets had a total return of 5.1%

Since the Fund’s inception in 1983, it has received gifts and bequests of \$662,972 (the Fund’s principal). In 2010, the Fund distributed \$37,440. to support the Society’s operating needs. These distributions were in the form of two semiannual payments to the Society, each equal to 3% of the average “working asset value” over the prior two years.

Assets are invested in a combination of Vanguard equity and bond index mutual funds and the Ariel Appreciation Fund, a socially responsible mutual fund. As of March 31, 2011, the Fund’s assets of \$893,674. were invested as follows: Vanguard Money Market Fund 5.3%, Vanguard Short-term Bond Index Fund 14.5%, Vanguard Total Bond Market Index .3%, Vanguard Growth Index Fund 20.2%, Vanguard Value Index Fund 19.9%, Vanguard Mid-cap Index Fund 10.3%, Vanguard Small-cap Index Fund 9.1%, Vanguard Total

International Stock Index 9.4%, Vanguard Emerging Markets Stock Index Fund 4.9, and Ariel Appreciation Fund 6.1%.

Current members of the Endowment Fund are: Barbara Margerum, Mike Noling, Chair, and Ted Stern. Roger Horton serves as a member in his capacity as Treasurer of the Unitarian Society's Board. The members, assisted by the Director of Administration, Nancy Edmundson, meet at least quarterly to review and approve the Endowment reports to the Board, and 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 the Endowment Fund and provides a variety of tax-advantaged ideas for making contributions.

Michael Noling, chair

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### **Finance Committee**

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

In addition to its monthly review of the Society's operating and capital budgets, the Finance Committee provided input and recommendations to the Board on financial aspects of several topics during the year, including the transition to an additional minister, our fiscal agency and fundraising for the Freedom Warming Centers, the acquisition of the 113 LaPaz Ave. property, consideration of a clergy housing fund, and a number of bequests.

Continuing members of the Finance Committee for the fiscal year July 2010 - June 2011 were John Gilbert (Chair and Board liaison), John Chere, Roger Horton (who became Treasurer), Kathy Leer, and Ted Stern. Lorraine Cass, Rick Hibbs, and Linda Liker joined the Finance Committee as new members. Rev. Aaron McEmrys participates ex officio; Director of Administration Nancy Edmundson provides superb staff support to the committee and attends meetings as a non-voting member. The committee normally meets at 4:00 pm on the Wednesday preceding the third Tuesday of each month. Meetings are open to Society members.

The Budget Planning Subcommittee meets from January through March, and prepares estimates of expenses and revenues for input to the construction of the annual Society budget. BPSC also creates a five-year budget projection to give the Board a longer view forward. The 2011 BPSC members were Glenn Bacheller (Programs and Annual Campaign), Nancy Edmundson (Director of Administration), John Gilbert (Chair), Roger Horton (Treasurer), Aaron McEmrys (Senior Minister), Bart Millar (Board of Trustees), and Gail Stichler (Shared Ministry). BPSC presented its work to the Board in March; in May the Board approved a balanced budget for FY11-12, subject to congregational vote at the June annual meeting.

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

Respectfully submitted, John R. Gilbert, Chair

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### **Information Technology Committee**

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

Thanks largely to the efforts of Colin Gordon and our building manager Rob Brown, our USSB Campus is now secured with motion-activated cameras in key areas. This professional security system was installed without the use of outside contractors, and is doing its job well.

In addition, Geoff Connor Newlan has assisted with a number of important improvements to the USSB web site. Most notably and visibly, we now have a "Members Only" area of the site, such that USSB members who log in to the site may view privileged content, such as member directories.

Linda Hill has perfected the art of sound editing our Sunday service recordings, posting the sermons and reflections to the website and making the service files available for CDs to be burned in the office.

We are currently engaged on a number of critical IT projects, including upgrading our aging workstations and servers, as well as adding telephone infrastructure to support our expanding needs, and upgrading our very old FileMaker Pro database installation. It has and continues to be a very busy year!

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

Respectfully submitted, Doug Thomas, Chair

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## **Long Range Plan Committee**

The Long Range Plan Committee is responsible for the annual development, evaluation and update of the USSB five year strategic plan. The Committee is appointed by the Board of Trustees. The five year USSB Strategic Long Range Plan, which was adopted last year, covers the period from 7/1/2010 to 6/30/2015. The five year Strategic Long Range Plan is a guide for the Congregation, the Board of Trustees and staff as well as lay leadership in all areas. It is a living document that can and will change as we move forward during the five year timeline. Copies of the plan are available in the office upon request.

The Long Range Planning Committee was in recess this past year. The current Long Range Strategic Plan is due to be refreshed and updated this coming year.

Respectfully submitted, Doug Thomas, Chair

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## **Membership Committee**

“The Membership Committee is like the front porch of our congregational home,” said Rev. Aaron McEmrys at the Membership Committee Retreat in October. We are the greeters at the door who make our guests feel welcome and curious about entering into the life of our community. The charge of the Membership Committee is to “attract, welcome, and retain new members to USSB and to deepen the connection of our established members.”

Since June, 2010 seventy people have joined our congregation. We average about 30-40 visitors per month who are interested enough to sign visitor forms asking for name tags and more information. We feel that part of this growth is due to the Membership Committee’s focus on making sure that each visitor has a friendly welcome and opportunity for conversation during the coffee hour.

During 2010-11 our committee grew from 8 to a healthy 18 members, including those with membership from over 30 years to recently-joined, and ranging in ages from the 20’s to 70’s. There are enough of us to accomplish our many tasks without any of us feeling stressed or burdened.

We also welcomed Nica Guinn as our new Membership Coordinator. She manages the complex data base and makes regular contact with visitors and new members, which is a primary reason that committee members are able to happily serve in activities of their choosing. Nica’s gracious communication skills and her articulate explanation of Unitarianism and the opportunities of membership, have encouraged many visitors to return and attend the Path to Membership class.

Our monthly activities involve:

- Assigning “stations” during the coffee hour between services where Committee members talk to visitors and people with yellow name tags (return visitors who have not yet joined and have asked for name tags). Our focus is to make them feel welcome, invite them to events, and introduce them to other members.
- Assisting Nica every other Sunday in a Guest Orientation for 3-6 visitors (about 108 over 9 months) where they are invited to share their backgrounds and get a quick description of Unitarian-Universalism. They are encouraged to attend the Path to Membership Class.
- Hosting a monthly Path to Membership class usually attended by 5-20 people. A meal is provided at this 3.5 hour session where Aaron tells the history of Unitarian Universalism, and he and Nica talk about the life of our congregation and what membership entails. Nica calls and e-mails all recent visitors about this class until they are able to attend or indicate that they are not interested in remaining on the list.
- Creating up-to-date photo biographies of new members which are displayed on the kiosk, on the bulletin board in Parish Hall, and on the USSB website. The website now has photos and biographies of all people who have joined during the last year, viewable by logging in.
- Monthly updates by Nica at our meetings about new members and repeat visitors. Nica contacts all new members at 2 months, 6 months and 12 months to find out how they are integrating into our congregation. We brainstorm about how to serve members who have not been coming regularly.
- Additionally Nica sends out a monthly newsletter to new members highlighting special activities and explaining areas of congregational life which might be new and of interest to them.

Two to three times a year we host the luncheon following the New Member Recognition service. Over 40 new members and their families attended the February luncheon.

This year we were the sponsoring committee for a Fall and Spring Congregational Potluck, each attended by 100 members and visitors. Games encouraged people to talk to people they didn't know and there were special guest speakers. These get-togethers proved to be a wonderful way for members, established and new, to get to know one another better.

In addition to these regular activities, the Membership Committee:

- Has been working on refurbishing the Blake Lounge kitchen with equipment and supplies for our Path to Membership meals.
- Created a sub-committee headed by Laura Bushnell to organize volunteers for the Sunday Hospitality teams.
- Fostered a new program chaired by Florence Michel which will encourage small group activities that can be easily organized and don't require a budget or oversight by staff (i.e. weekly beach walks, monthly bike rides, happy hour at a local restaurant etc.)

Our administrative staff also provided the following supporting projects to our membership outreach functions this year:

- New nametag display system (with special thanks to Laura Bushnell!)

- Two outreach postcard mailings
- New all congregation photo directory
- Established member recognition ribbons; for members of 20 years and more!

In the coming year, together with our new Assistant Minister, Rev. Julia Hamilton, the Membership Committee would like to increase our focus on the second part of our charge: “deepening the connection of established members.” In addition to helping visitors and new members find connections and activities, we want to reach out to members who are not regular participants in the life of our congregation. We also hope to enlist many more of our congregants in our welcoming work, so that we can continue to offer a warm, welcoming presence to all.

Sally Hamilton, Chairman

### **Nominating Committee**

Chair Anna Di Stefano and members Ellen Rockne, Patricia Reilly Stark, Kathleen Boehm, Ken Ralph and Kirsten Zecher began the year defining the mission of the Committee:

- Identify members with interest and skills to serve in various USSB leadership roles with particular emphasis in preparing qualified candidates to serve as Trustee of the Board.
- Profile leadership skills required for USSB leadership roles and prepared skill set description for USSB volunteer opportunities in Strategic Planning, Program Council, Finance, and Board of Trustees.
- Provide opportunities for USSB members to express interest and receive mentoring in choosing to participate in volunteer leadership roles.
- Share with prospective leaders the joys, challenges, and expectations for leadership at USSB

The Nominating Committee members met monthly developing a program in which the USSB leaders could demonstrate and improve their skills. In accordance with the UUA and PSWD movement to have nominating committees assist in leadership development, committee members studied best practices and curriculum. Reverends Aaron McEmrys and Jan Christian led a November workshop for Nominating Committee and Board of Trustees representatives to learn how to accomplish the task of supporting potential leaders.

Mid-year Carol Schwyzer was appointed by the Board of Trustees to fill out the remaining term of Ellen Rockne when she was unavailable to serve. Committee members attended Board of Trustee meetings and individually interviewed board member to understand what skills and needs the board would have in 2011-12.

The committee presented a “Deepening Membership” workshop for all interested congregants on February 19, 2011. The attendees explored what “congregation driven” means. Congregants in leadership positions spoke on history, involvement in programs, governance, religious education, and social action. Workshop attendees

collaborated in defining what they would like to see happening at USSB and what leadership skills would be needed to realize results.

Having assessed the needs for USSB's governance, the committee turned to creating a slate of nominees for election to the Board of Trustees at the annual meeting. We are proud to present a strong slate of individuals who are willing to give of their talents to USSB's future.

Anna Di Stefano, Chair Nominating Committee

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### **Pastoral Care Committee**

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

- Home or hospital visits
- Transportation to an appointment
- Rides to and from USSB
- Visiting by phone or email
- Preparing and/or delivering a meal
- Essential errands & chores
- Sending cards in times of illness (and additional cards sent by Karen Harris, thank you!)
- Networking other USSB members to assist in the tasks listed above

A task force has been formed to introduce a lay led Pastoral Care Minister program to USSB. This will enable the Society to provide even more comprehensive support to those that are in need or in transition. This service is planned to be introduced in the Fall.

Special thanks to Bob Roan for his leadership as the Chair of the Pastoral Care Committee for the past few years.

Members of the Pastoral Care Committee: Pat Kruger, Joanie Jones, Terri Nelson, Laurie Potter and Glenn Bacheller.

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### **Personnel Committee**

The personnel committee members are appointed by the Board of Trustees to assist with the details of staff job descriptions, recruitment, assessment tools, and appropriate human resource practices. The 2010-2011 advisory team consisted of Melinda Staveley, Deborah Karoff, Gary Welterlen and Kathleen Boehm. Board members and expert congregants also offer input to administration and the personnel team, complete applicant reviews and interviews. As the congregational needs change so do the staffing needs change. The personnel team strives to keep administrative policies and procedures in line with current best practices for supervision and effective use of staff talents. The USSB bylaws, the budgeted compensation and benefits, best practices recommended by



the Unitarian Universalist Association, and the USSB Long Range Plan set the framework for personnel recommendations regarding the employment structure.

This year the committee members were active in:

- Consulting with the Director of Administration and Minister regarding staffing needs.
- Working with the Board of Trustees to revise Accompanist job description.
- Staying apprised of possible improvements in the employee handbook & board personnel policies, in particular policies for family leave.
- Reviewing and updating USSB job descriptions.
- Realigning staff assessments goals and work plans with the USSB strategic plans as staffing changes occur.
- Participating as panel member for the Minister's annual performance assessments and consultant to minister in assessing staff.
- Recommending interview questions and approving members to interview job candidates.

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

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## **Planned Giving Advisors**

Our USSB Planned Giving program exists to help all of our members and friends in three important ways.

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

All those that do so, are members of the Chalice Circle. They are listed on the following page.

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

The Planned Giving Advisers met during the year to revise the important Life Crisis form, now renamed the Emergency Planning Information form for the confidential use of the minister, and developed a communication

piece regarding the Chalice Circle program and the Endowment Fund for periodic inclusion in the Kaleidoscope. Last November John Warnock met with the alliance to discuss “preparing for end-of-life transitions and helping her families by thoughtful advance planning”.

In 2010 and year to date thru 3-31-2011, the Endowment has received estate gifts from Vivian Mohr, Edith Johnson, Harriet Miller, Mary Ann Malinowski, and Charles Brown totaling \$70,625.

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 that follows. All have wills, health care proxies and have found it possible to include the Unitarian Society or our Endowment in their estate plans. The congregation thanks all for leaving a legacy for future generations of UUs.

#### Planned Giving Advisors

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



*The Chalice Circle*

*Providing Strength and Stewardship to the Society for Generations to Come*

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

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

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## Services Auction

Cirque de l'USSB auction in 2010 was another year of record donations, sales and record participation. Our largest "FUUNraiser" is a Night To Remember, a stellar chance for members & friends to be social as a congregation, dress up and share each other's gifts as we book our social calendar for the following year with events, services and items we purchase in honor of USSB. As people attend events with each other, they discover and deepen social connections and fill needs. We make an effort to listen to members' needs and have a wide range of offerings to serve our diverse membership, so that as many are included as possible regardless of age or finances.

We met our fundraising goal for the event on all levels, monetary, donations, attendance and participation. We had many guests, many old friends, and many hands—making the work of the event fun and enjoyable. This year was also remarkable as we welcomed many of our new members to key leadership roles in the planning and execution of this amazing event. Special acknowledgement to Tracey Artiss who joined Percy Sales in coordinating the event and donation acquisitions, assisted by Kate Mead, Susie DuPont and Tracy Freeman. Our November 15, 2011 newsletter, Kaleidoscope, listed all the awesome volunteers who contributed on so many levels from set-up and administrative support, to serving food and providing computer input the night of the event.

We are already looking forward and planning our event for next year! Plan to join us November 5, 2011.

Plans for 2011 begin in August with a planning party. Please contact Nancy Edmundson, Director of Administration to volunteer for a role in our next event—theme yet to be determined. Meanwhile think about what you might donate or hope to see offered. Let us know what would make our 2011 Auction the best ever for you!

Much Gratitude to all our volunteers, event donors and the entire congregation for ongoing roles and support!!

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## Program Council Reports

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### Program Council

**Purpose:** The Program Council is charged to ensure that the congregation has the best programming possible, given our resources, without unduly burdening the staff. In fulfilling this charge, the Council considers concerns raised by specific programs, invites and evaluates applications to start new programs and evaluates and budgets for those programs already in existence.

**Members:** Board appointed members for 2010-2011 included: Laura Six-Stallings, Mary Ellen Hoffman, Chuck Wolfe and Glenn Bacheller.

**Year in review:** The Program Council developed and acted upon three key goals for the year: first, work more closely with selected USSB programs; second, implement a lay-led Pastoral Care Minister program; and, third, implement a social justice program which could be repeated in future years.

Council members were assigned to liaison with several strategically important programs and help as needed. A visioning team was assigned to implement the Pastoral Care Minister program. The current plan is to introduce

this program in Fall, 2011. Survival Santa Barbara, a series of events supporting the warming centers, raised over \$40,000 and brought attention to this important issue.

Several new programs were introduced during the year including: Spanish classes, Adoption Support Community, Facebook class for Wellspring Wednesday, Poetry Café and an improved Sunday Brunch program (thanks to Peter Hale). Several other programs are being readied for introduction over the next few months.

**Plans for next year:** Alternative council formats and processes will be reviewed so that the Program Council is as efficient and effective as possible in the coming year.

Sincerely: Laura Six-Stallings, Mary Ellen Hoffman, Chuck Wolfe & Glenn Bacheller

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## The Alliance

Again this season we have had stimulating and relevant programs to attract the members and others interested in the two o'clock first Friday of the month meetings in Parish Hall. The men and women of The Alliance continue our purpose of keeping in touch with each other and the pulse of the community of Santa Barbara as we support Unitarian goals. In addition The Alliance enables individuals to improve and develop their individual capabilities. An active Program Committee of Phyllis Dunn, Sylvia Abualy, Claire Chytilo, Mary Moore and Dorothy Warnock have used their negotiation skills and brought to us such speakers as LeeAnn Williams on the Lifespan programs, John Warnock and Shawn Mason with their "Five Wishes", a Cottage Hospital plan to express Care Decisions in Advance, Nancy Murdock, Marriage and Family Therapist on the emotional impact of wars on the Eastern Europeans. Jeanne West, Sr. Care Consultant, spoke about personal transitions in an optimistic manner. Mark Fingerlin from Montecito Bank and Trust gave us his expertise on the current state of the economy. Our minister Aaron McEmrys capped the attendance record by speaking of his trip to the Kasi Valley, India. Dorothy Warnock, Master Gardener, presented ideas for gardens large or small using water tolerant succulents and exotic bromeliads. At our final June program the new officers for 2011-12 are installed by Co- Presidents Marianne Nelson and Betty Beckwith followed by a musical program by Ellen Rockne.

The Alliance Benevolent Fund consists of investment funds from contributions and bequests. In line with its benevolent purposes The Alliance made a decision in March of 2007 to support our USSB Capital Campaign by contributing \$20,000 from its Benevolent Fund over a four-year span of payments. In November of 2010 we again made a \$4,000 payment. Thanksgiving time brought an annual drive to donate to the Veterans Administration for gifts to our Troops. The national UUWF social justice projects worldwide are also supported by many of the individual members and The Alliance. The Alliance donated \$50 to the League of Women Voters who honored our Joanie Jones for her work for the organization.

Our Publicity Chair, Rita Shaw calls out our programs in the various Unitarian news venues, such as Kaleidoscope, Reflections, Order of Service and bulletin board notices. Joanie Jones, who is incoming President also maintains our membership lists. The way to join is to come to the open meeting in Parish Hall at 2 PM on the first Friday of each month. We have a timely program and refreshments. Our membership consists of some 50 members and the dues are \$20.00 for the full season from October to June.

*Betty Beckwith*, Co-President, May 12, 2011

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## DanceAway Committee

On April 29, 2011, Dance-Away celebrated its 33rd 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

eight DJs every Friday between 7:30 and 10:30 PM. Its goal is to encourage creative movement, vigorous physical exercise, and emotional release for people of all ages. Filtered water is furnished, and occasionally there is spontaneous drumming to dance to from 8:40 to 9:00 PM.

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 and currently consists of 2 USSB members (Dorothy Holland and Candace White) and three community members (Louis Cassano, Suzanne Saunders, and William Swan). Dorothy continues as chair.

The Dance-Away staff consists of eight DJs, a Senior Manager (Mike Thornley), and three door-staff (Masako Fitzmaurice, Roger Powell, and Mark Ravitz), with two of the latter acting as cashier and checker each Friday.

During the past year, following a poll of participants, and in an effort to cover its expenses (staff salaries), the Committee raised the suggested admission donation from \$6 to \$8 for each adult (the \$2 fee for each accompanied child was not changed). Dance-Away has had an average loss of \$44 per week (in only one case did its income exceed its outgo). So, beginning June 24, there will be only one staff working in Parish Hall, handling admission fees and the checking of unneeded possessions.

Dance-Away is held in Parish Hall, except when the hall is in use for other USSB events, which happened 13 times during 2010-2011. On those occasions, we danced in Jefferson Hall, which is smaller and requires a portable sound system. On April 1st, when both halls were being used by other USSB programs, we invited our dancers to go to Yoga Soup's "Dance Time".

The committee has continued its efforts to strengthen reciprocal relations between USSB and Dance-Away by inviting USSB members to attend free of charge; by posting information about USSB events at each Dance-Away; and by providing a jar for extra donations to USSB. However, only 3 or 4 USSB members attend Dance-Away.

If you enjoy moving to music, we invite you to give Dance-Away a try! We also would welcome more USSB members on our committee.

Dorothy Holland, Chair

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## Esperanto Circle

The Esperanto Circle of Santa Barbara is dedicated to the 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. Because it has much in common with Unitarianism, including respect for the worth of every individual, and seeking harmony among all peoples, there is a UU Esperanto Network that is an associate member of the International Council of Unitarians and Universalists.

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

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

Topics discussed during this year's meetings included festivals, international friendship, memories of Esperanto conventions, rulers of the world, spring love, and publicity. In December we had our traditional potluck, followed by a meeting honoring Dr. Zamenhof, the creator of Esperanto. We helped to create a children's Esperanto course and festival in Akim-Oda, Ghana, and have invited its organizer to speak at our October meeting.

We also tabled on U.N. Day at City College (the Universal Esperanto Association is an NGO) and had a month-long display at the city library.

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 ([www.lernu.net](http://www.lernu.net)).

Dorothy Holland, Coordinator

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## **Green Team**

After two years of slow growth, the Clean/Green Energy Fund has been recharged with new funding from the Roger Horton Prius Challenge and the Society's timely special collection for the Fund on Earth Day, April 17th, 2011. In 2009, UUSB established the fund by following a "pay-it-forward" principle with members contributing to the Energy Fund to make seed money available to other nonprofits wanting to explore alternatives to their energy practices. At that time, Geoff Green, Executive Director of the Fund for Santa Barbara, said: "The launch of this new fund is an exciting opportunity for our nonprofit community. These organizations will have access to seed funding to undertake projects that improve their energy efficiency, reduce their carbon footprint, and help them to model their environmental values in their everyday work." With the fund now at \$13,000, the Fund will open the account to nonprofits that have buildings and sanctuaries that can be made more energy efficient. They can apply for seed funding to pay for preliminary energy audits, city permits, and take care of initial planning costs. It gives momentum to all city nonprofits wanting to initiate their planning and to green their facilities.

The Roger Horton Prius Challenge, begun in March of this year, was a city-wide Unitarian led initiative. Roger Horton, our long-time Society member and former City Council Member, was honored for his leadership in establishing fuel-efficient city vehicles and support for city projects that had the potential for greening our city. Leadership for the Challenge was given by Green Team member's Don Bushnell, Dick Jensen, Ivor John, Joe Fior, and John Warnock. Second and third place winners with the highest fuel efficiency in the challenge drives were Unitarians - Joanie and Colin Jones, Don Bushnell, Carol Schwyzer and Mimi Bradley. All proudly accepted their "blatantly re-used" trophies for those events at the Earth Day celebration.

Plans for next year include an expanded Prius and hybrid car challenge drive. Also the Green Team welcomes new members who are interested in helping other nonprofit organizations plan for and install energy saving technology in their buildings and on their campuses. We work with the Eco-Faith Initiative and with the Community Environmental Council to help Santa Barbara move toward its goal of being "Carbon free by '33"

Don Bushnell, Green Team Member

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## **Kaleidoscope**

Our bi-monthly newsletter, Kaleidoscope, is the product of the combined efforts of many dedicated people. There are the countless staff and congregation members who submit the articles and announcements; the layout editors who gather, organize, copy-edit, and prepare the final masters, the office staff, who see to email and web site postings and volunteers who proof and run off the 400 or so copies on our in-house machinery; and the volunteers who see to the mailing.

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

In addition to the printed media, the Newsletter can be viewed on the Society's website at [www.ussb.org](http://www.ussb.org) or be received via the save-a-tree email list. While many prefer to have the paper issue mailed to them (360 copies are mailed), we encourage save-a-tree or web-site-viewing to replace the mailed version as a further example of our commitment to "go green" that we have so successfully done on our campus these last several years.

Volunteers this past year have included the following.

- Editing and layout: Nancy Van Antwerp, Jared Dawson, and Bruce Hanna. We would welcome a fourth editor (and provide full training, support and software).
- Proof-reading and final copy editing: Joanie Jones, June Kelley, Paul Nay, Kathryn McCracken.
- Printing, collating and folding: Charles and Kathryn McCracken, Joanne and Paul Nay, with substitute help from Eileen Clark, Phyllis Dunn and Alice Edwards.
- Mailing: Percy Sales.

We invite anyone interested in helping with these activities to call the office. It's fun, rewarding and you get the latest news before it's hardly off the presses!

Nancy Van Antwerp

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### **Library Committee**

Current members are: Lesley Alexander; Louise Carty; Eileen Clark; Mary Chubb; Michael Forster; Sharon Harris; Lana Haskett; Nancy Palke; Margaret Vangelisti; Richard Nelson; Rita Shaw; George Solinas; Ellie Tuazon (new member); June Kelley (honorary member)

This past year saw the content of our inventory change due to not enough funds. We included more galleys (uncorrected proofs); used books and fewer new DVD's. In order to put newer titles in our inventory we would need about \$2,000 more a year than we have been bringing in with our book sale.

Our annual April book sale, which is our only source of funding, netted us around \$1,714.30 this year. We are very grateful for the help in setting up our book sale from the teens of our facility partner, AHA(Academy of Healing Arts). They are a group of teens drawn from the local high schools. We also greatly appreciate the help of society members who turned out to assist us with the clean up after the book sale. We used the teens in place of hiring workers which saved us some money.

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

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 that goal.

Lana Haskett, Chair

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### **Adult Religious Education**

This year the Adult Religious Education committee continued to improve the Wellspring Wednesdays program, launched last year. Wellspring Wednesdays is relatively new model of adult religious education that is heavily focused on community building. The program has grown rapidly, emerging as a breakthrough program for USSB.

During 2010-11, the committee added a third 6-Wednesday session to offerings. During each session, participants gathered in Parish Hall for a simple meal and fellowship, followed by a brief worship and time of centering led by the worship committee before the start of classes.



Classes this year (with facilitators in parentheses) included What Moves Us (Aaron McEmrys), Building Your Own Theology (LeeAnn Williams), A Hidden Wholeness (Ken Saxon and Nancy Edmundson), Principled Commitment (Jody and Doug Thomas, and Lauren and Allison Wyeth), TED (Don Bushnell and Mark Hamilton), Social Networking (Geoff Conner Newlan), Courageous Conversations (Suzanne Retzinger), Mary Poppins Playshop (Jo Saxon), Love and Laughter (Tom Sheff and Don Bushnell), Mindfulness Meditation (Alice Alldredge), and Connecting to Your Higher Self (Ariana Jansma). Thank you to all our Adult RE facilitators who so generously gave of their talents and time to make our program such a shining success. Our ARE committee is currently recruiting instructors for next year's program.

Attendance during our three Wellspring Wednesday semesters doubled this year to 304 participants, including a high number of new members, and a good diversity of ages.

This year, the Adult Religious Education committee includes: Renee Barajas, Don Bushnell, Lorna Hedges, Pat Aptaker, Ann Marshal, Jules Zimmer, Jack Ucciferri and Eliza McEmrys (chair). The ARE Committee currently meets on the fourth Tuesday of each month at 7 PM. Anyone interested in teaching or volunteering is encouraged to contact LeeAnn Williams.

The ARE Committee would like to thank members of the Worship Committee for hosting Wellspring Wednesday worship, which is highly valued by many participants. We would also like to thank Alex Abatie for designing the Wellspring Wednesday brochure, and the Membership Committee, which has highlighted our program to new members who are looking for ways to get involved at the USSB.

While the strategic plan doesn't currently set specific goals for Adult RE programming, this year's program has contributed to our shared goals of increasing age diversity and new member retention by providing childcare and a relaxed community time that allows newcomers to make connections.

As we gain experience the transitions between mealtime, worship and classes is smoother. This year, staff support was increased and the meal offerings simplified, which effectively eased the burden on committee members, making the program more sustainable. A number of our programming choices have developed to make it possible for families and working people to attend classes, including the start and end times, providing a simple meal rather than potluck, and providing childcare.

In the upcoming church year, our primary goal will be to continue to nurture and grow the adult RE program. Wellspring Wednesday has gained momentum and we are now able to plan farther in advance. Our committee hopes to spend more time to develop a "core curriculum" for our program over the next year, in our ongoing effort to provide opportunities to deepen our spirituality, strengthen our UU identity and build community.

Eliza McEmrys, Chair, Adult Religious Education Committee  
LeeAnn Williams, Director, Lifespan Religious Education

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## Children's Religious Education

### Philosophy and Purpose

At the Unitarian Society, we believe that our children are the future of our congregation, our faith, and our world. We strive to support our children in their spiritual development and encourage them to be the unique and special individuals that they are while providing them with a solid foundation in our UU principles, history, and identity.

### Teaching and Curricula—Learning Our Faith

This year our Preschool RE class was led by Rachel Petkus and used the *Chalice Children* curriculum which is produced by the UUA. The primary focus of *Chalice Children* is to introduce our children to our UU faith and

heritage. Thank you to our Preschool class teacher Rachel Petkus who did such a wonderful job of creating a warm and welcoming space for our young UUs.

Our First through Third grade classes used the *Tapestry of Faith* curricula recently published by the UUA. The purpose of the *Tapestry of Faith* program is to nurture UU identity, spiritual growth, and a transforming faith. Our Fourth and Fifth grade class used the *Spirit of Adventure* curriculum which is an experiential based resource offering hands-on projects for active kids. Thank you to our First-Fifth grade teachers Jo Saxon, Hope Saxon, Mimi Bradley, Nancy Edmundson, Scott Barnett, Astrid Nelson, Tish Housh, Chuck Champlin, Tammy Shorb, and Dennis Lammers.

This year, our Sixth and Seventh grade class explored the UU curriculum *Neighboring Faiths*. *Neighboring Faiths* is a program developed specially for middle schoolers and explores the diversity of religions in our world. These youth and their advisors had the opportunity to visit other faith communities in the Santa Barbara area and worship with them. Paul Kretschmer, Chris Shorb, Katie Schell, and Courtney Narine were our wonderful and dedicated teachers for this class. Thank you to these extraordinary volunteers for a wonderful year these kids will always remember.

### **Coming of Age**

Our Coming of Age program continued this year under the leadership of Kir Zecher and Emiliano Campobello. During this year, COA participants spent time exploring their beliefs and wrestling with ideas about God, death and dying, and living an ethical life as they move into young adulthood. They participated in such activities as campouts, the holiday craft fair, and a spring vision quest.

As their social justice project, the COA class chose to volunteer with the Channel Islands Restoration organization. The purpose of this organization is to preserve and restore the natural habitat of the Channel Islands and adjacent mainland. The COA youth spent a Sunday on East Anacapa Island working to reintroduce native plants into the area.

The culmination of their yearlong spiritual journey was the COA led worship service on May 22 where they shared their credos with our congregation. We thank mentors Chris Casebeer, Ken Ralph, Ellen Rockne, Dennis Lammers, and Susie Dupont for their guidance and support to these amazing youth.

### **Arts Program**

Because we all remember best by doing, this year we again explored our Seven UU Principles through an interactive arts program. This year our arts program focused on the Native American legend *The Council of All Birds*. The activities we organized to explore this myth included creating bird masks and matching tie dyed capes, basket weaving, drumming, making pine cone bird feeders, and beading. The program was celebrated with a Council of Birds feast on Sunday, May 15. Thank you to everyone who made this program such a brilliant success, especially Mary Grimm, Chuck Champlin, Sarah Hough, Terri Stelzer, Tracy Freeman, Chrissie Cable, Melissa Block, and Catriona Gay.

### **Social Justice Sundays—Living Our Faith**

During the month of March, our children put their faith in action by supporting local organizations that address the issue of homelessness. Kids assembled hygiene packs for Dr. Lynne Janke's Warming Shelter project and made cards and fudgy oatmeal cookies for the recipients. For Mothers' Day our kids (preschool through fifth grade) decorated candles which they donated to the mothers living at Transition House. All funds for these gifts and packs were raised by our kids through their cupcake sales.

### **Hunt for Justice, Easter Egg Hunt**

This year, our RE children turned the annual Easter Egg hunt into an opportunity for social justice as well. Instead of the usual mad dash for plastic eggs filled with candy and prizes, our kids embarked on a hunt for justice. During the January children's worship, our kids selected three causes they wanted to support—animals,

homeless kids, and the environment. The proceeds from February's offering plate was designated to support these organizations the children chose. On Easter Sunday, our kids collected eggs with gusto and used our 5<sup>th</sup> UU Principle to decide where they donated the money. We want to offer a huge thank you to Geoff Conner Newlan for organizing this event and thank our 6<sup>th</sup>/7<sup>th</sup> Grade Class, Coming of Age class and all the teachers for helping to host.

### **Monthly Children's Worship**

Each month our children experience a worship service that explores our USSB worship theme. This year, Charla Bregante has created such soulful, beautiful worship services for our children. Thank you Charla, you certainly have a gift.

### **Special Events**

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

- Summer Sundays
- Family Fun Nights
- Secret Pals
- El Dia de los Muertos Worship Service and Fiesta
- Holiday Craft Party
- Christmas Pageant

### **Children's RE Council**

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

### **Finances**

This year, Children's Religious Education expended all budgeted funds. Additional funding was approved by Program Council to cover the cost of the Christmas Pageant costumes. Children's Religious Education will request additional funding in order to accomplish some of our long range goals—primarily creating more interactive classroom space.

### **With Gratitude**

This past December, Charla Bregante retired as our Children's Religious Education Coordinator. I thank her for her years of dedication and service to our youngest Unitarians here at USSB. Devoted UU as she is, Charla has continued to lead our monthly children's worship services, creating at the gatherings a sacred atmosphere where our children can grow spiritually while enjoying the company of friends. I also want to welcome Tracey Goforth as our new Children's Religious Education Coordinator and thank her for the amazing contributions she has brought to our programming.

### **Looking Ahead**

Summer Sundays began on June 5. We are currently in the process of recruiting next year's Religious Education teachers and Task Force volunteers. Tracey and I are both so thankful for all the support this congregation has offered to the Children's Religious Education program this past year. I am looking forward to new adventures and journeys next year.

Respectfully Submitted, LeeAnn Williams  
Director, Lifespan Religious Education

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## **Young Religious Unitarian Universalists**

**YRUU:** The purpose of the Young Religious Unitarian Universalists (YRUU) program at USSB is to bring together high school-aged students, to provide a safe environment in which they can speak their truths and

deepen their connections to one another, to strengthen their relationship with USSB, and to help them engage in social justice projects in the larger world.

**MEMBERS:** This year, the program grew from approximately seven regular members to sixteen. Volunteer facilitators Alan Edmundson, Sarah Bennett, and Craig Bennett, who helped run the program last year, stayed on this year. Gary Welterlen joined the team for the Mission Trip to New Orleans, and Elizabeth Schwyzer was hired by USSB as the Youth Coordinator to oversee YRUU under the direction of LeeAnn Williams, Director of Lifespan Religious Education.

**MEETINGS:** For the most part, YRUU met each Sunday afternoon from 4-5:30pm in Blake Lounge. We also attended Sunday morning services approximately once a month, and engaged in a number of off-campus activities.

**YEAR SUMMARY:** This year represented an unprecedented surge in YRUU, both in terms of its size and its activities. With the first ever hiring of a part time staff person to oversee the high school program, we were able to dedicate the early part of the year to outreach and recruitment. In addition to the sixteen regular members of this year's program, we had approximately ten other teens visit and consider membership. We began the year with a campout at Skofield Park, at which last year's members welcomed newcomers, who included not only incoming freshmen but also those of high school age who had not been involved in the program up until this time. A welcoming ritual solidified their belonging in the program. Regular weekly meetings gave the group its basic structure, and many of these were dedicated simply to deepening our sense of self and connection to one another. We wrote a covenant, lit the chalice and shared in council, played games, went to the park, and celebrated Valentine's Day with a movie night and party.

However, the overarching theme of this year's program was the preparation and completion of the mission trip to New Orleans, for which YRUU members had begun fundraising last year. Many Sundays were devoted to planning, fundraising, watching film clips, talking, and engaging in "Deep Justice" lessons in preparation for this undertaking. The trip gave this year's program a strong sense of purpose, and was itself a great success. Thirteen of the sixteen youth members attended, along with Craig Bennett, Gary Welterlen, and Elizabeth Schwyzer. For one week over spring break we stayed at the Center for Ethical Living and Social Justice Renewal, housed at the First Unitarian Church of New Orleans. Through CEL, we were sent out to a number of job sites. Our tasks included clearing non-native plants from the bayou at a nature preserve, replacing incandescent light bulbs with energy efficient ones in houses across the city, and clearing overgrown lots in the Lower Ninth Ward. Everyone involved found the experience inspiring, challenging, and eye opening. We returned to USSB and offered a Cajun cultural evening of music, slideshows, food, and reflections on the power of our time there and the lessons it taught us.

One of the great challenges of this year's program was how to retain the engagement of the teens and adult volunteers who were not able to come on the mission trip, since it became an increasingly central part of our focus. This challenge will be one to troubleshoot going forward.

In general, this year's program represents a new level of engagement and success for YRUU. Teenagers, facilitators, parents and staff involved in this year's program showed true dedication and enthusiasm throughout the year, particularly around the NOLA trip. We worked hard to achieve a major goal, and we have set a new standard for what is possible for YRUU. We're excited about what the future holds.

**FINANCES:** We began the year with a modest program budget. The funding required for the Mission Trip was raised through fundraising efforts supported by the youth, their parents, youth leaders, and our generous congregation.

**2011/2012:** In the coming year, we hope to recruit the members of this year's Coming of Age Program, who will be entering their freshman year of high school, as well as to retain all current members of the program, and possibly to attract others who have been on the fringes this year. We intend to take on another mission trip in 2011/2012, though we have not yet determined the scope of such a project. The role of Youth Coordinator is expected to expand slightly in order to make possible new efforts, including reaching out to our counterparts at

Live Oak church in Goleta, expanding ourselves to PSWD-wide events including mini-cons and camps at DeBenneville Pines, and looking for new opportunities to engage in social justice work in our own community. We also intend to continue to make our presence known within the larger USSB community, and to find ways to give back. We hope to retain the same stellar adult volunteers, or to attract new ones should our current group need a break. Their devotion and hard work has been extraordinary.

Those interested in joining YRUU in the 2011/2012 year should contact LeeAnn Williams ([lifespan@usscb.org](mailto:lifespan@usscb.org)) or Elizabeth Schwyzer ([yruu@ussb.org](mailto:yruu@ussb.org)). A beginning-of-the-year camping trip and YRUU kick-off will likely take place in September, 2011.

Respectfully Submitted, Elizabeth Schwyzer, Youth Coordinator  
LeeAnn Williams, Director, Lifespan Religious Education

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## 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 follow a spiritual discipline of sharing and listening deeply to one another in a structured format. In the session plans for the circles we address the same monthly themes that are used in the Sunday service and in the RE program. This allows for the congregation to address the themes on a deeper level. Each circle lasts nine months, from September to June, allowing the members of the groups to establish a deep level of trust and friendship. These notes were written by two participants:

*I have gained so much more than I imagined: bonds of caring, depths of respect, compassion and trust, and appreciation for differences and for process.*

*I am eagerly awaiting next year and the new awakening that will stir my intellect and my spirit.*

The purpose of Connection Circles is to strengthen and expand the life of the congregation. They provide an opportunity for individuals to make deep and meaningful connections which sustain them and our community as a whole. Groups are open to members and to those on a path to membership.

Establishing Connection Circles is an element in the Strategic Plan. The program was planned in 2008 and begun in 2009. We are now at the end of the second year of the program. This year there were over 100 participants, many of them new and prospective members. Sign-ups for next year's program will begin in June and continue through the summer.

The Connection Circles Task Force provides facilitator orientation and support, and writes the session plans. The task force members this year were Patrick Block, Anita Blume, Carol Schwyzer and Doug Thomas. Rev. Aaron McEmrys is the advisor to the task force. This group carries the vision and ensures that the program stays true to its vision and purpose. Carol Schwyzer was the coordinator this year and will continue in that role for 2011-2012. Anyone interested in involvement as a member or a facilitator may be in touch with Carol Schwyzer or with USSB Membership Coordinator Nica Guinn.

We are deeply grateful for the service of our skilled and dedicated facilitators. Facilitators convene the groups and facilitate the meetings. They meet monthly for sharing and mutual support. Facilitators this year were Patrick Block, Anita Blume, Mimi Bradley, Don Bushnell, Chuck Champlin, Gun Dukes, Jerry and Mary Alice Floyd, Arianna Jansma, Joanie Jones, Ken Ralph, Patricia Reilly, Doug and Jody Thomas.

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

-Connection Circles Coordinator, Carol Schwyzer

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## Open Men's Circle

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

This open group has been meeting for over six years. Men have come and gone and returned. Some men have shared their dying process before they passed. All sorts of issues come to be processed through this Circle. We, men, can learn the courage to show up, to become vulnerable, trustworthy and authentic. We can also learn that sustained and attentive listening to another's words can be one of the greatest gifts worth giving. Participating in this confidential group interaction strengthens relationships and builds community. This is the work that we do. It is with great reverence that I/we thank all the men who have participated.

The Open Men's Circle meets on the second and fourth Monday of each month, from 7-9 pm in Blake Lounge. Men are welcome to just show up. Tea is normally served. For more information, questions or concerns contact: Wann Rawles (805) 560-8843 or Alan Edmundson (805) 452-7273.

Wann Rawles

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## Seasoned Seekers

Seasoned Seekers are UU retirees and friends who come together to reflect on our life and times through topics of interest led by our invited speakers. The gatherings also are an opportunity to become acquainted with retired UUs living in the South Coast area. An informal group, we have no established member list and are, in fact, open to anyone interested. "*Seasoned by age and experience and constantly seeking knowledge, truth, wisdom, as we share our goals as seekers,*" USS founders defined our purpose.

Between 20 to 40 Seekers attend eight times a year beginning September thru May (except December), on the last Tuesday afternoon of the month, 3:00 to 4:30 pm. The location alternates between Valle Verde and Vista del Monte retirement communities. Planning meetings in the summer identify desired speakers and their topics. This year's Steering Committee was: Eileen Clark, Ginny & Lex Crane, Jane George (LOUUC), Bonnie & Dick Jensen, Joan Levy, and Betty Newcomb.

Space reservation/room set ups at the Valle Verde and Vista del Monte campuses were by Claire Chytilo and Eileen Clark (VdM); Ginny Crane and Betty Newcomb (VV). Publicity/notices of programs appeared at USSB in Kaleidoscope, Reflections, and Order of Service via Ginny Crane; and at Live Oak in The Leaflet, Leaf of the Week, and Beagle Ears via Jane George. Also, Virginia Barrett and Carol Doose provided targeted postcard notifications each month.

We want to again thank each of our speakers for providing such informative and entertaining afternoons. Our program for 2010-2011 was the following:

<b>Dates</b>	<b>Place</b>	<b>Speaker/Program</b>
9/28	Vista del Monte	Professor Tom Scheff: <i>A survey of the language of love in popular songs</i>
10/26	Valle Verde	Rev. Ken Collier: <i>The Great Wound....</i> on his family's legacy of slavery
11/30	Vista del Monte	<i>String Trio &amp; Discussion:</i> Anne Anderson, Karin Nelson, Maren Henle
1/25	Valle Verde	Rev. Aaron McEmrys: <i>Overcoming Personal Crisis ..a Look Back</i>

2/22	Vista del Monte	Rev. Teena Grant: <i>Observations &amp; Lessons Learned; 11 years as a Hospital Chaplain</i>
3/29	Valle Verde	Gail Boehme: <i>History of Live Oak Congregation</i>
4/26	Vista del Monte	Don Bushnell: <i>Living with Uncertainty in a Chaotic Time</i>
5/31	Valle Verde	Rev. Erika Hewitt: <i>Of Katuns and Kings: the origin of Mesoamerican Writings</i>

We note and mourn the passing of our Steering Committee member Joan Levy this past year.

Respectfully submitted, Bonnie & Dick Jensen, Conveners

## Theater Company

USSB has had a long history of providing theater and arts to the community. Due to the departure of some of the key members of the previous theater staff, USSB had been without a theater group for many years. In March 2010, with the support of the Program committee and member, Paul Freeman, the Unitarian Society Theater Group was re-launched.

The Theater Group's first production, an adaptation of Ionesco's allegorical play "Rhinoceros!" was very well received, with almost completely sold out houses for all three performances in Fall 2010. The production brought together members of the Santa Barbara acting community along with congregation members and brought the production level of the USSB stage to new levels. Ken Ralph led a team of carpenters and other volunteers to create a removable thrust stage extension, replaced one of the main curtains and created a variety of modular set pieces that will be utilized for years to come. Total participation in the production consisted of over 40 actors, congregation members and other volunteers.

This first production generated revenue to cover the baseline production expenses, with the Program committee and administration approval to spend nominal additional congregation funds for some of the longer term improvements to the stage.

The Theater Group plans another production in Fall 2011 with auditions sometime in the August/September timeframe.

Paul Freeman, Director

## UU Service Committee

Generous participation in Guest at your Table, Holiday Card sales and Justice Sunday showed our enthusiasm for congregational membership in the Unitarian Universalist Service Committee. We hope to match last year's Justice Banner Society which celebrates congregations with 25-49 percent of UUSC membership.

The Service Committee envisions a world free from oppression and injustice, where all can realize their full human rights. Staff and congregational volunteers respond to catastrophic crisis such as in Haiti and Japan; overreaching security measures adopted after 9/11; and addressing the impacts of globalization such as defending the human rights to water. For more information about UUSC, go to [www.uusc.org](http://www.uusc.org).

We thank all of you who have and are donating to UUSC –\$30 protects an orphaned Haitian child from abuse, trafficking, and prostitution. \$65 pays for a small business loan for a woman in Kenya. Thanks to a generous matching grant, \$100 becomes \$200, providing 40 students in Afghanistan with innovative human-rights education. \$200 becomes \$400, buying a bicycle ambulance for a resettled village several miles from a health center in northern Uganda

UUSC is a 501(c)3 organization. UUSC's Tax ID is 04-6186012. Unitarian Universalist Service Committee; 689 Massachusetts Avenue; Cambridge, MA 02139-3302

This is my last year as your representative. Thank you for the opportunity to be our bridge to all the world's peoples.

Barbara Sachs with Wayne Mellinger, co-chairman

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## Wednesday Reading Group

### History and Purpose

What is now called the Wednesday Reading Group (and listed by USSB as “Wednesday Book Discussion”) has been in existence for at least 16 years at different venues. Since 1998 it has met at USSB. This group is open to all—USSB membership is not required.

We have no officers or hierarchy but Gene Waller, the founder, is vital. He keeps things and us together by researching literature reviews, reviewing story and essay collections and novels, bringing suggestions to our attention, and eliciting suggestions from all of us. Final selections are made by consensus. Also, Gene helps to keep our discussions on track, thoughtful, and civil.

At each weekly meeting, we discuss the short stories or essays we have read in the previous week. (Essays usually are discussed at the first meeting of each month.) The weekly reading "assignment" is up to 60 pages. The short story and essay collections we currently and most recently have been using are from The Best American series published by the Houghton Mifflin Company. Lately we have been reading stories from a huge and very rich collection: The Norton Anthology of Short Fiction. The current essay collection is The Best American Essays of 2008 edited by Adam Gopnick. We are not hidebound; over the years have read from a wide variety of short stories and essays from several sources.

We also take on three or four novels a year and have periodic potluck meetings to discuss these. Our most recent novels are *Never Let Me Go* by Hideo Isiguro, *The Penelopiad* by Margaret Atwood, and *Saturday* by Ian McEwan (discussion scheduled for June 5 2011).

From August 1998 until May 2011 we have collected and turned in to USSB a total of \$3753.00—roughly \$30 per month.

That we were able to rent a classroom at USSB has worked out wonderfully for us and, we believe, for USSB as well. We have been averaging about seven participants per meeting, which works well. We find that a weekly attendance of up to twelve participants would be fine but a greater number would change the character of the group. I'm sure we will deal creatively with that situation if and when it occurs. This is a wonderful, collegial group of people who love literature. Most have been participants for years but that should not discourage anyone from joining. We certainly welcome new members. Anyone who is interested is encouraged to contact the USSB office or any present member.

Submitted by Al Melkonian—May 18, 2011

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## Women's Group

The purpose of the Women's group is to provide a supportive, confidential environment for women to share ideas, hopes, and issues of concern. In the past we have used various texts and poetry as springboards for discussion.

Our meeting time is 7 PM on the second and fourth Sunday of each month. Our goal for the coming year is to remain active as a group. The Women's Group is always open to new interested participants. For more information call Kathy Eastman, 805-682 1950.

Submitted by Katherine Eastman

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## Worship Arts

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### Adult Choirs

#### **The Music Program's mission is**

- to create through music an atmosphere that inspires the congregation and promotes spiritual growth and reflection;
- to offer through a diversity of repertoire, music that integrates mind, heart and soul
- to support worship musically and enhance the thematic messages of worship services.

**2010-2011 has been a rewarding but challenging year for us.** Our attendance has been consistently high at both rehearsals and performances; feedback from the congregation has been consistently very positive about our musical choices and performances; we've explored smaller ensembles featuring selected choir members to positive reviews; and we've attracted 32 new members this year, bringing the total to 74. Of note: 13 of those new choir members also joined USSB as members.

**With growth, and success in our mission, have rightly come higher expectations and greater challenges.** In order to maintain the level of musical energy and music-worship connection, we had to reprioritize and focus on the two larger choirs. With difficulty and regret, the Music Committee and Choir Director decided to disband the Chalice Singers choir until time allows us to reconvene it.

**Diversity of musical performance and ability to choose music appropriate to the themes of the service continues to be a hallmark of this ministry.** We are not confined by any one musical idiom but encompass many different styles and genres. Additionally, we believe that reaching out to other religious and community groups that share the love of music enriches all of us. The choirs performed with the Temple B'Nai Brith choir in a Kristallnacht memorial service, a moving example of integrating sermon and music. The choirs blended well and provided our congregations with a deeply spiritual and moving experience.

**Our choirs consist of people who range widely in age, experience and musical ability.** The choirs have attracted many people who are coming to music as a longtime, unfulfilled dream. This is another indication of the welcoming and supportive ministry the USSB Music Program has become. Learning how to express themselves and the musical message, even though they may not have a lot of musical knowledge, has enhanced the choral experience for these and all the participants. All are welcome to join our choirs.

**Chancel Choir:** The Chancel Choir now has 62 members. This year-round, non-audition choir rehearses on Thursdays, 7:00 – 9:00 PM, and is featured in the Sunday service twice a month. The Chancel Choir reached for

'stretch goals' (challenging pieces, choreography) in performance and met them all this year. The choir's ability to quickly adapt to changing agendas and musical selections has also grown.

**Women's Chorale:** The Women's Chorale is comprised of 23 women from the Chancel Choir and from the community. The Women's Chorale offers folk-oriented music and pieces written specifically for the female voice. This year-round chorale rehearses the first three Wednesdays of each month from 10:00 AM to 12:00 noon, and the group is featured in a Sunday service once a month.

**Chalice Singers:** The Chalice Singers, a small ensemble of 16 active members, was introduced last year as an invitation-only group drawn primarily from the Chancel Choir. They sang one Sunday a month. Due to time and resource requirements, this choir has been retired effective May 2011.

### **Future Plans**

**The USSB Strategic Plan projects investing greater resources in staffing the Music Program in future.** At that time, the Choir Director will be able to focus on utilizing more of the talents of our congregation, including the Chalice Singers, a member instrumentalist group, and contemporary music groups. The Music Committee will explore the potential for community outreach and concerts.

**Small ensembles.** Ellen Rockne will be coordinating small ensembles for further development of member participation, particularly aimed at singers unable to find the time to commit to weekly choir practice.

**Choir retreat.** We will again conduct a full-day choir retreat in early autumn, 2011. Retreats allow choir members to renew their commitment to the musical ministry, learn new techniques and enhance current skills as well as bond with fellow choir members.

Ken Ryals, Adult Choir Director  
Carol Sharpe, volunteer assistant to the Choir Director

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## **Flower Committee**

The Flower Committee's primary responsibility is to provide the Chancel Table floral arrangement in the Sanctuary for Sunday Services. Congregation members may request that the flower arrangement on a particular Sunday be in honor of a special event such as a wedding or anniversary, or a memorial bouquet. There is a requested donation to the Flower Committee of \$50-75 toward expenses. The fund allows for purchase of flowers, vases, floral foam, Christmas decorations, etc. Committee members frequently raid their own, neighbors' and friends' gardens and fields for most of the materials used. The Flower Committee expenses are independent of the Operating Budget. We also receive flowers weekly from a distributor and can create floral bouquets for pastoral care as needed.

The committee usually meets only once or twice a year for a lunch to establish the schedule for the following year. USSB office coordinates the wedding schedule with the committee's schedule. Each member signs up to arrange flowers 6 or 7 times per year plus we decorate as a group the sanctuary 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 chair & office of the change. The Sanctuary is reserved Saturdays from 10 AM 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. If there is help needed with transporting materials or equipment the committee makes arrangements with the office prior to Saturday since the staff does not work on that day.

Members of the Flower Committee are Kathleen Boehm, Marika Davidek, Suzanne Fairly Green, Donnis Galvan, Pat Kruger, Anne Pedersen, Barbara Sanchez, and Dolores White. We welcome new members to the committee. Please contact Donnis Galvan, 4530-6374, if you enjoy arranging flowers and are considering joining our team.

Donnis Galvan, Chair

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## **Hearing Assistance Committee**

At each Sunday-morning worship service this past year people with hearing problems have used our assistive-listening devices (ALDs), which consist of individual FM radio receivers tuned to the frequency of the sanctuary microphones. Twelve receivers were donated by Lawrence Kaupp in 1989, and a subsequent set of 12 was acquired by USSB in December 2005. Currently we have 13, but several more may soon be needed. The originals function in Parish Hall so are available for Alliance meetings if arranged for beforehand and requested at the meetings.

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

Many thanks to the following current volunteers: Janet Brinckmann , Nan Cisney, Gerald (Jerry) Floyd. Dorothy Holland, JoAnn Magistad, and Al Melkonian; and to Betty Beckwith, who, after many years on our committee, resigned in order to do other Sunday-morning volunteer work. Our special appreciation to Al Melkonian, who has not only covered most of the 9:15 AM services but also trouble-shoots our equipment. And we are grateful to the team who set the sanctuary balcony controls which activate our ALD's .

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.

Dorothy Holland, Chair

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## **Music Committee**

The Music Committee supports and provides vision to the Music Program and Choir Director. It is chaired by Carol Sharpe (volunteer assistant to the Choir Director). Members of the committee are: Kathleen Boehm, Lorraine Cass, Lesley and Chuck Champlin, Jared Dawson, Tim Pettit, Patricia Reilly Stark, Ellen Rockne (Worship liaison) and Carol Sharpe. This committee meets once a month.

The committee has been active in establishing a choir data base, introducing a process for music distribution and tracking, helping with the budget/financial analysis, and planning the annual choir retreat. In addition, the committee:

- developed the Music Program mission and core values statements.
- with volunteers from the choir, established an inventory of the music, set up a filing system, and is keeping the music in order.
- identified section leaders in each of the choirs and outlined their roles and duties to assist with a growing group. Section leaders serve as the go-to people for other choir members regarding

attendance, information about rehearsals and music, and for sharing of online resources for learning music.

- Created a weekly newsletter in order to improve communication about rehearsal times and music notes. The newsletter details rehearsal schedules, special events, tips, and other items of interest.

The Music Committee is a vital component of the Music Program to support the growing choirs and provide administrative support, freeing the Choir Director to focus on more musical activities.

Carol Sharpe, Chair

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## Worship Committee

The purpose of the Worship Committee is to provide assistance to the Ministerial Team in the production and presentation of high quality, transformative worship services, primarily on Sunday mornings but at other occasions as well. Members of the committee are considered “Worship Associates”.

As “Worship Associates” we provide quotations and artwork for possible use in the order of service. We act as host to visiting speakers, helping them with all aspects of service presentation. We deliver chalice lighting words, welcoming words, announcements and lead the offertory at Sunday services. We generally write and deliver a 5-6 minute reflection in support of the minister’s theme for each Sunday’s second service, in lieu of a children’s story

Approximately once a month, a “Worship Associate” or team of associates, is responsible for the creation and presentation of the entire Sunday morning Worship service. This involves selections of theme, music, featured speakers, story for all ages and creation of our own reflections. Committee members also take turns leading the brief worship segment of the USSB Wellspring Wednesday religious education classes.

We are committed to identifying and inviting USSB members to participate in worship services with us. This can happen at various levels that may include chalice lighting, readings, personal reflections, musical performances, etc.

The worship committee is composed of the following lay members:

Ken Ralph (chairman), Ellen Rockne, Nica Guinn, Lora Barnett, Lauren Wyeth and our newest member, Peter Hale, who is also our most senior member. Peter resigned from the committee last fall but couldn’t stay away. That’s good news for all of us.

Our minister, Aaron McEmrys, and our music director, Ken Ryals, round out our membership. We are also looking forward to working with our new assistant minister, Julia Hamilton as she steps “into the pulpit”.

There has been a “changing of the guard” on the Worship Committee over the past year or two and we’d like to acknowledge the great work done by our friends who have moved on to other challenges: Jody Thomas, Detty Peikert, Donnis Galvan, Patrick Block, Shelley Noble, Jean John, Alan Edmundson, Ken Saxon and John Warnock. Thank you for your great work.

Our goal for the upcoming year is to keep improving the worship experience at USSB. We are committed to supporting one another by giving and receiving constructive feedback before and after each worship presentation. We are committed to becoming better writers, skillful speakers and clear thinkers. And most of all, we are committed to making each worship experience a transformative one.

The Worship Committee meets on the fourth Tuesday of every month, 5:30-7 PM, in Blake Lounge. Visitors are welcome, but membership is by invitation of the minister and the committee.

Ken Ralph, Chairman

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## Young Adult Game Night

- Goals:
  - To sustain a group for the ‘Young Adults’ in the congregation, especially those with families.
  - To help keep younger, new members and families engaged in the congregation.
  - To provide a fun and welcoming environment for those with or without children seeking a night out with peers in the congregation.
- Goal Assessment:
  - We felt that we have created a core group of ‘Young Adults’ within the congregation that are consistently meeting outside of services.
  - We often have new people check out our event.
  - We feel that we have been successful with supporting our families, new and old, with this group.
  - We want to do even more to extend outreach to new members, and work consistently with the USSB Membership Coordinator.
  - We need to find a consistent, larger and accessible room to host our gatherings in as we continue to grow. (Such as Parish Hall)
- When/Where/How:
  - We meet the first Friday of every month, previously in Blake Lounge, now in Parish Hall.
  - We use an email list and those new to the night can sign up.
  - We advertise in the Kaleidoscope and Order of Service.
  - We have a Facebook Group that anyone can join.
- Finances:
  - Currently we are reimbursed for approximately \$30 a month, with an annual budget of \$500.
  - This goes to those ‘hosting’ the event who have provided food.
  - This is a decent amount to cover expenses, as long as the group helps to provide extra side dishes and drinks.
- Next Year:
  - We hope to expand the group’s numbers significantly, so that we can fill Parish Hall to a comfortable level.
  - We hope to engage newer and established members by having them ‘host’ the event, so that ownership of the group is more solidified.
  - We would like the group to become cohesive enough to perhaps meet outside of the designated ‘once a month’ time slot.
  - We hope to introduce more newer and established congregational families to each other through our group.
  - We want to continue our support to those members with new families.

Respectfully submitted, Sarah Bennett

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## Facility Partners

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### Academy for Healing Arts - AHA

AHA! is dedicated to the development of character, imagination, emotional intelligence, and social conscience in teenagers. Through an innovative curriculum focusing on self-expression, team-building, empathy training, emotional intelligence, and diversity appreciation, AHA! helps teens learn to set goals, stop bullying and hatred, support their peers, and serve their community.

The curriculum is delivered through a multicultural lens that honors and celebrates our commonalities and differences. Facilitators participate with the teens in lessons and exercises that enhance both group trust and cross-generational alliances.

The USSB campus has served as an afterschool and summer meeting site for the program since January 2005. The AHA teens have assisted with special USSB projects each Fall and Spring.

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### Orca School

No report submitted.

Lia Grippo, Director

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### Santa Barbara Children's Chorus

Santa Barbara Children's Chorus (SBCC) is a community-based, non-denominational music education and performing organization for children ages 9-14. USSB and SBCC entered into an agreement to deliver children's music programs to USSB families and the community starting in January 2011.

In January, SBCC held auditions at USSB and 12 bright and talented students joined the Chorus for a 10-week session that was designed as an introduction to musical theory, vocal training and choral singing. Students attended a 2.5 hour rehearsal every Monday afternoon, which was followed by a solo performance for parents and a public Winter performance in the Sanctuary on Friday, March 11.

In March, the Chorus welcomed 17 new and returning students for its 10-week Spring session, which culminated with a Spring performance on Tuesday, May 24.

The Chorus will be on hiatus this summer, but will return in September with two classes: one for beginning students and another for advanced students who have successfully completed level one. SBCC encourages USSB members to join by extending a 50% discount to USSB children and participating in occasional worship services. Additional scholarships are available as well for qualified families.

In addition, SBCC has plans to form a Touring Chorus as well as an All-School Chorus for young singers throughout Santa Barbara elementary and junior high schools some time in 2012.

To learn more about the organization, call Paul Freeman, 512-9840, or visit [www.sbchildrenschorus.com](http://www.sbchildrenschorus.com).

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## **Starr King Parent Child Workshop**

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

Special thanks to the Unitarian Society of Santa Barbara for your generosity, and this wonderfully attractive and natural environment. The Unitarian Society of Santa Barbara should be proud of this community outreach effort. We appreciate the collaboration and continued success in achieving our mutual goals.

This year we served sixty-eight families, 11 who benefited from financial assistance. In addition, families facing personal, health, and family crisis were assisted via the network of family support, which included meals, financial assistance, childcare, transportation and fulfilling workday requirements.

### **Parent Curriculum (SBCC CE Division)**

Fall Term: Parent Ed. In a Cooperative Preschool Setting – Child Development – An Overview for Parents

Winter Term: Parent Ed. In a Cooperative Preschool Setting – Parent / Child Relationships

Spring Term: Parent Ed. In a Cooperative Preschool Setting – Family Education and Resources

### **Children's Curriculum**

Starr King continues to benefit from a strong board of directors and many committees that governed and maintained all program activities. As stated in our philosophy, SK continues to provide “an atmosphere where children can be curious, may experiment and construct for themselves an understanding of the environment of objects and relationships they find themselves in. Parents and staff are available for help, support and response.”

### **General Maintenance**

We are in the process of completing a master playground renovation plan. We will be seeking funding to replace the gazebo and rebuild a new climbing structure.

### **Afternoon Program**

Bonnie Kerwin, Head Teacher and Christine Barajas Zampeze, PM Teacher make a great team and together they are able to meet the needs of some families who otherwise would not be able to attend the morning program without the afternoon care.

### **Early Childhood Education (ECE) Student Intern**

Parents established the Hanne Sonquist and Rachel Johansen Endowment Fund to honor Hanne and Rachel upon their retirement. The goal is to offer early childhood education students an opportunity to learn the values of parent cooperative programs and implement them in their future teaching careers. This year Ana Blair received her practicum experience at SK. In addition, we also had one student intern for one week from Santa Barbara Charter School and another from Open Alternative School.

### **Annual Rummage Sale**

The SK annual event yields approximately a third of our annual operating budget, but what is equally as valuable is the bonding experience families gain while planning and carrying out this event, which is truly the epitome of environmental and humanitarian practices. We take pride in assisting families in our community, and to recycle when possible for the sake of our environment and to also practice social responsibility. The USSB membership can also be proud of supporting this effort. Special thanks to our rummage team- Kim Ferrarin, Jen Thatcher, Eric Mills, Dennis Lammers and Kathy Bryant for yet another successful event.

For More information: 966-1325. To schedule a tour to put your child on wait list for preschool: 456-6562.

Yolanda Medina Garcia, Director

**USSB Calendar**  
**2010 - 2011**  
*(Year in Review)*

August 27-28	USSB Board of Stewards Retreat
August 14	Worship Retreat
August 19	Staff Retreat
August 28	RE Teacher Training
September 3-4	Skofield Campout & YRUU Campout
September	Connection Circles Begin
September 11	Choir Retreat
September 12	Water Ingathering
September 19	Religious Education Open House Children's Religious Education Begins COA begins
September 24-26	de Benneville Pines Retreat
September 18	Path to Membership
October 4	Association Sunday New Member Recognition
October 6	Fall Wellspring Wednesdays Begin
October 3	Choral Retreat
October 16	Membership Committee Retreat
October 10	Congregation Potluck
October 22-24	Rhinoceros Production
October 22-23	Starr King Rummage Sale
October 31	RE El Dia de los Muertos Celebration
November 6	Services Auction
November 8	Heritage Sunday
November 21	Intergenerational Thanksgiving Service
December 11	Family Fun Night & Tree Decorating
December 12	Intergenerational Holiday Craft Party
December 19	Multigenerational Christmas Pageant
December 24	Christmas Eve Services



January 26	Winter Wellspring Wednesdays Begin
February 4	Poetry Café
February 19	Leadership Development Workshop
February 25-March 7	Survival Santa Barbara
February 27	Secret Pal Luncheon
March 13	Annual Campaign Launch
March 17-21	UUA Large church conference
March 26-April 2	YRUU Mission Trip
April 24	Easter Services
April 16	Birthday for Luke McEmrys
April 16, 17, 18	USSB Library Book Sale
April 20	Spring Wellspring Wednesdays Begin
April 29	Women's Fashion Fling
May 7	Congregation Celebration Potluck
May 8	Mother's Day Service
May 14	Cajun Cultural evening
May 20-23	PSWD Assembly
May 22	Special Congregational Meeting
	Coming of Age Service
	Visit from Rev. Pariat, Khasi Hills India
June 5	Congregation Town Meeting
	Summer Sundays Begin
June 12	RE Teacher Appreciation
	Congregation Annual Meeting
June 19	Father's Day/Solstice Service
June 22-26	UUA General Assembly

Updated 6/4/11

## Index

Academy For Healing Arts	52	Long Range Plan Committee	27
Adult Choirs	47	Membership Committee	27
Adult Religious Education	38	Membership Statistics	5
Agenda For Annual Meeting	4	Mission Statement	2
Alliance, The	35	Music Committee	49
Annual Campaign	21	Nominating Committee	29
Association And District Representative	22	Open Men's Circle	44
Audit Committee	22	Orca School	52
Board Committee Reports	21	Pastoral Care Committee	30
Board Of Trustees Report	19	Personnel Committee	30
Budget, Notes On Proposed	7	Planned Giving Advisors	31
Budget, Proposed	6	Program Council	34
Ca Interfaith Power & Light	10	Program Council Reports	34
Chalice Circle, The	33	Santa Barbara Children's Chorus	52
Children's Religious Education	39	Seasoned Seekers	44
Committee On Shared Ministry	23	Services Auction	34
Connection Circles Ministry	43	Starr King Parent Child Workshop	53
Core Values	58	Strategic Long Range Plan	8
Covenant Of Good Relations	58	Theater Company	45
Danceaway Committee	35	Treasurer Report	20
Endowment Fund	24	Ussb Calendar	54
Esperanto Circle	36	Uu Legislative Ministry Covenant	11
Executive Report	12	Uu Service Committee	45
Facility Partners Reports	52	Vision Statement	2
Finance Committee	25	Wednesday Reading Group	46
Flower Committee	48	Women's Group	47
Green Team	37	Worship Arts Reports	47
Hearing Assistance Committee	49	Worship Committee	50
Information Technology Committee	26	Young Adult Game Night	51
Kaleidoscope	37	Young Religious Unitarian Universalists	41
Library Committee	38		

## **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.

## Thank You Warming Center Volunteers

This winter our Freedom Warming Center Project was supported by many volunteers who assisted in providing warm meals for 28 rainy and cold days between December 1 and March 31. We fed and clothed people well at USSB. The food we provided was hot, tasty and abundant and the clothes were warm and dry. The names of these volunteers are presented in this “word cloud” with thanks and appreciation for your efforts. These volunteers were moving food in the cold and rain, cleaning up the next morning, and cooking on our short “on call” notice. Special acknowledgment is given to Jody Thomas who coordinated all the meal teams, Susie DuPont who coordinated material donations of clothing and blankets, and Glenn Bacheller and Doug Thomas for their leadership of Survival Santa Barbara fundraising efforts.



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

Thank you