

Unitarian Society of Santa Barbara



**2011-2012
Annual Report**



Our Vision

We are an open and welcoming diverse religious community.

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

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

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

Our Mission

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

Table of Contents

Notified Agenda for Annual Meeting	2	Audit Committee	27
UU Legislative Ministry Covenant	3	Annual Campaign	28
Congregational Affirmation of		Endowment Fund.....	28
Environmental Stewardship	3	Planned Giving Advisors.....	29
Membership Statistics	4	Additional Detailed Committee & Program	
2012-2013 Proposed Budget	5	Reports	32
Notes on Proposed Budget 2012-2013...	6	The Alliance.....	32
Strategic Long Range Plan 2012-2017 ..	7	Academy for Healing Arts.....	33
Executive Report	10	Santa Barbara Children’s Chorus	33
Board of Trustees Report	24	Freedom Warming Centers.....	34
Nominating-Leadership Development		Wonder Choir	34
Committee	25	Starr King Parent Child Workshop.....	35
Treasurer Report.....	26	USSB Calendar.....	37
Finance Committee	26		

Board of Trustees
Officers – 2011/2012 Fiscal Year

President – Susan Neufeldt
Vice-President – Gun Dukes
Corporate Secretary– Bart Woolery
Treasurer – Roger Horton

Members

<u>Term Expires</u> (6-30-12)		<u>Term Expires</u> (6-30-13)		<u>Term Expires</u> (6-30-14)	
Bart Woolery	682-5814	Gun Dukes	566-6648	Bob Fulmer	965-4418
Mary Ellen Hoffman	898-0737	Sue Carmody	969-1196	Bart Millar	687-3237
Susan Neufeldt	962-9344	Geoff Conner Newlan (to April, 2012)		Melinda Staveley	448-3484

Nominating Committee

<u>Term Expires</u> (6-10-12)		<u>Term Expires</u> (6-10-13)		<u>Term Expires</u> (6-10-14)	
Kathleen Boehm		Ken Ralph		Gary Welterlen	
Patricia Reilly		Anna DiStefano		Carol Schwyzer	

Staff - 2011-2012

		Phone Ext	Email Addresses
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
Office Manager	Anna Royer	224	office@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

UNITARIAN SOCIETY OF SANTA BARBARA
NOTIFIED AGENDA FOR ANNUAL MEETING

June 10, 2012

12:15 PM Parish Hall

1. Opening and Call to Order Susan Neufeldt,
President, Board of Trustees 2012
2. Affirmation of Covenants and Core Values Gun Dukes,
President Elect, Board of Trustees 2013
3. In Memoriam Reverend Aaron McEmrys
Reverend Julia Hamilton
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: A Retrospective & Celebration Nancy Edmundson,
Director of Administration
Rev. Aaron McEmrys
Susan Neufeldt & Rev. Julia Hamilton
7. Annual Fiscal Plan Presentation and Vote to adopt Fiscal Plan
8. Vote to receive Annual Reports
9. Installation of Board and Nominating Committee
10. New Business (additional agenda items)
11. Closing
12. Adjournment

Official Membership at meeting notice: 521

Quorum to conduct business: 10% of 521= 52 members

Quorum to make additions or deletions from Agenda: 20% of 521= 105 members

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

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.

Congregational Affirmation of Environmental Stewardship

In 2007, our congregation entered into a covenant with California Interfaith Power and Light, a covenant that we uphold today by affirming our commitment to the following goals:

- Engaging in an ongoing process of education concerning environmental stewardship, energy production and conservation, in relation to the impact of global climate change.
- Continuing to find ways to make our congregation energy efficient, reducing waste and consumption, and making improvements to our building and behaviors that both save us money and contribute to a greener world, working towards the goal of becoming a non-polluting congregation.
- Supporting public policies and entering into partnerships with organizations that contribute to our goals.

Global climate change is a crisis that has severe environmental, social, moral, economic and spiritual consequences. Working together, individuals and communities of faith can be models to the rest of the world. We strive to be mindful of our interdependence in all that we do, and so we seek to live as a congregation in ways that reflect our own deeply held values and contribute to the larger goal of a world rescued from environmental collapse.

Membership Statistics

Total Membership: **June 6, 2011** **506** **June 6, 2012** **520**

New Members **48**

Julia Hamilton	Herman Roup	Muto Shinoda	Becky Blake
Simsun Greco	Greg Sinicrope	Donna Shinoda	Jacob Classen
Tony Sammells	M. Y. Mim	Karen Bradstreet	Gary Shapiro
Laura Stern	Asia Eichmiller	Charlotte Kelly	Laura Kenig
Robin Montz	Deborah Lazarri	Sylvia Mabee	Lesley Sammells
Susan Dempsay	Joya Sexton	Fiona Knox	Roland Holzwarth
Lynn Williams	Marie-Laure	Anne Smith	Chris Fabrin
Hunter Reyes	Lenormand	Monte Rueb	Disa Prince
Jason Coltrin	Jennifer Paredes	Nancy Myers	Kathleen Lynch
Jennifer Coltrin	Ernesto Paredes	Ted Myers	Adrienne Dion
Dusty Miller	Fred Becker	Elizabeth Roscoe	
Susan Rice	Heather Stevenson	Sonja Lindstrom	
Teri Roup	Becca Claassen	Cheryl Snell	

Reinstated Members **0**

Resignations **9**

Bob Roan	Jan Bommerez	Colin Gordon
Nick Ferrara	Pat Eder	Daniela Kostruba
Vanessa Moore	Pat Swanson	Andre Levi

Removed **9**

Stuart Brandt	Nicky Shane	Audry Williams
Sean Sinclair	Steve & Stacey	Glenn Morris
Maggie Griffin	Leonard	Travis Madsen

Deaths - Members **16**

Laura Hackett	Eve Gordon	Allen Jones	June Kelley
Carol Quest	John Magistad	Naomi Myer	
Peter Pocock	Robert Baird	Lillian Flavin	
Rachel Johansen	Mary Chubb	Shirley Wolfe	
Alan Smith	Ralph Nutter	Elsie Sklar	

Deaths -Friends **2**

Alfred Bonadeo
Floyd Billigmeier

Births **1**

Hazel Claassen

Weddings **4**

Mary Ann Jordan & Alan Staehle	Lucinda Eileen & George Kastner
Tony Sammells & Lesley Turner	Russ & Laura McGlothlin

2012-2013 Proposed Budget

USSB Proposed Budget 2012-2013			
Discussion Town Meeting Sunday, June 3, Parish Hall 10:30 am			
Annual Congregation Meeting Vote to Adopt Sunday, June 10, Parish Hall 12:15 pm			
	2011-2012 Adopted	2011-2012 Projected	2012-2013 Proposed
<u>Revenue</u>			
Annual Membership Pledges	\$ 525,848	\$ 515,000	\$ 576,520
Fundraising, Grants, Admin Fees	\$ 87,385	\$ 91,000	\$ 114,000
Outreach Collections	\$ 20,000	\$ 19,500	\$ 20,000
Room Use, Weddings, Rentals, et	\$ 117,600	\$ 129,750	\$ 133,500
Investment Activity	\$ 81,828	\$ 79,365	\$ 83,790
From Additional Minister Accrual	\$ 47,300	\$ 47,300	\$ 25,590
Total revenue	\$ 879,961	\$ 881,915	\$ 953,400
<u>Expense</u>			
Staff	\$ 593,773	\$ 586,000	\$ 654,100
Facility	\$ 110,197	\$ 120,000	\$ 120,900
Administrative	\$ 60,541	\$ 60,500	\$ 53,630
Outreach Distributions	\$ 20,000	\$ 19,500	\$ 20,000
Supplements to Programs	\$ 24,500	\$ 24,500	\$ 34,670
District & Association Support	\$ 27,450	\$ 27,450	\$ 27,450
Interest Expense	\$ 43,500	\$ 43,500	\$ 42,650
Total expense	\$ 879,961	\$ 881,450	\$ 953,400
Net operating income	\$ -	\$ 465	\$ -

Notes on Proposed Budget 2012-2013

Operating Revenue

- **Annual Membership Pledges** based upon current year projections, known commitments to current annual campaign, and projections of new memberships.
- **Fundraising, Grants & Administrative Fees** are based upon current year projections and next year's plans. Service auction will be held in fall. Grant income from Fund for Unitarian Universalism related to community organizing. Administrative fee related to Warming Center Fiscal Agency.
- **Outreach Collections** are estimated for 18 Sunday collections to be given away and are directly offset in expenses.
- **Room use, Weddings & Rentals** based upon known contracts and current year projections. This item includes rental for houses at 124 E. Arrellaga and 113 E. La Paz, SK Parent Child Workshop, weddings and other room users.
- **Investment Activity** is from USSB Endowment distribution, and Cummins Oregon Community Foundation distribution.
- **Additional Minister Accruals** are funds that have been accrued in prior years to assist a transition period of funding the additional minister position for 4 years; 2011-2012 through 2014-2015; including portion of annual Cummins distribution.

Operating Expenses

- **Staff Expense** reflects addition of part-time program support in areas of Adult Religious Education and Communications; Choral Director 75% for full year (FY11-12 75% for 6 months); adjustments in pension benefit for employees eligible after 1 year of employment; projected increase in health insurance costs; and salary range adjustments for existing staff.
- **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. Greater cost in FY11-12 reflects full audit (conducted every 3 years).
- **Outreach Distributions** are estimated for 18 Sunday collections to be given away and are directly offset in revenue.
- **Supplements to Programs** Includes program supplies costs and board expenses, as well as funding for leadership development and membership outreach.
- **Denominational Support** is projected to be full share to PSWD, based on official membership of 515 reported on February 1, 2012, with balance to UUA (approximately 53% UUA fair share).
- **Interest Expense** is interest on 2008 Building Project Loans and La Paz Property.

Strategic Long Range Plan 2012-2017

Priorities & Goals Congregation Adopted 6/13/10

The Strategic Long Range Plan (SLRP) is a guide for the Congregation, the Board of Trustees and staff as well as lay leadership in all areas. It is a living document that can and will change as we move forward during the five year timeline. Each year the SLRP is revised, extended, and approved annually by the Board of Trustees. The Congregation votes *as needed* at the annual meeting in June of each year when Priorities or Goals are changed. For the coming year there are no changes in Priorities and Goals recommended. Objectives were updated by the Board of Trustees on May 15, 2012.

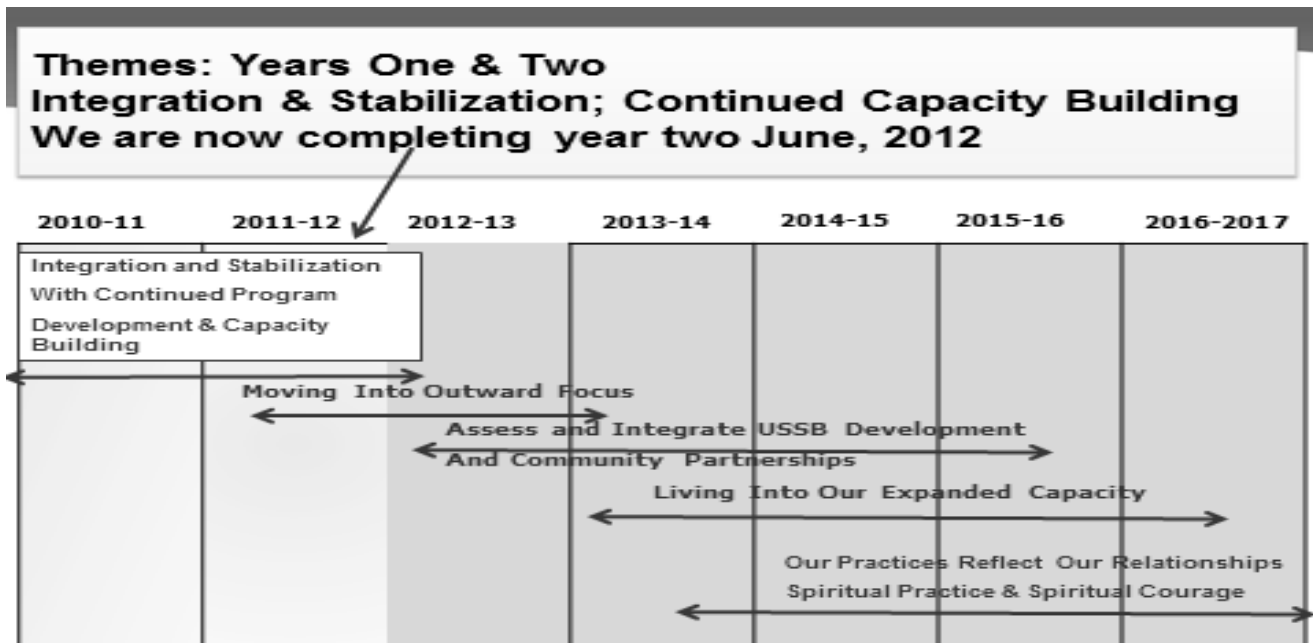
The strategic priorities and goals remain the same:

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

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

The SLRP includes phasing of these goals and objectives into estimated years. The implementation of the goals and objectives is prioritized over the five year period based on availability of discretionary resources (staff, volunteers, finances and facilities). Each phase has an overriding theme that helps to prioritize timing of the objectives over the five years.

PHASING OF GOALS FOR STRATEGIC PLAN 2010-2017



GOALS: Our SLRP has eight goals that remain unchanged for the coming year.

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.

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
- Transition and develop programming to optimize resource of Adult Choral Director Position.
- Develop and Grow adult choral programs
- Addition of regular and sustained vocal and instrumental ensembles of all ages in worship services.
- 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 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

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 reflection.
- Increase USSB’s involvement in community inter-faith activity and leadership
- Increase USSB’s covenantal relationship with California Legislative Ministry.
- Develop USSB multi-generational service programs.
- Strategically Focus USSB outreach donations to enhance justice work and community collaborations.

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 crisis 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 USSB programs.
- Create and maintain an effective paid & volunteer staff appropriately resourced to carry out the SLRP.

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 Call of Associate Minister
- Achieve and sustain excellence as a teaching congregation
- Inspire & inform USSB members to identify individual calls to ministry and ministerial opportunities

Executive Report

2011-2012

Ongoing Monitoring vs. Annual Reporting

This year's Annual Report looks different! It's shorter, for one, and does not contain many of the individual Committee or Program Reports you may be used to. This is one visible way our Board of Trustees' Monitoring Process is changing. [A note on language: you may notice words like "We," "Our," and "Us" throughout this report. For our purposes here, these kinds of pronouns refer to our USSB community as a whole, sometimes as it acts through representatives, like the Board of Trustees.]

While we continue to produce Annual Reports, our Board is changing the way it tracks the work of our ministry. Beginning this coming year, each month our Board will track essential information, such as financials, while also reflecting upon and analyzing specific areas of ministry much more deeply on a rotating monthly basis, such as Membership, Worship, Religious Education, Stewardship and Planning. This will better allow our Board to understand and influence the shape and direction of our ministry in many different ways, both in terms of depth and tactically, in real time, rather than at the end of the longer reporting cycles we've used until now. The change in language from "reporting" to "monitoring" is also significant. In the past our Board primarily reviewed reports about what had already occurred. Moving forward our Board will monitor our ministry as it unfolds, measuring each dimension against the goals we have set for ourselves through policy and long range planning. The Committee and Staff reports you may be familiar with still exist as source documents, and will be archived on the USSB website as well as in traditional paper archives.

What else is different? This year our annual report is organized according to the "Four Dimensions of Ministry" our staff began using a couple years ago to better organize our work. The dimensions are:

- **Expression:** the way we use the worship, music, theatre and other arts to share and express our shared ministry in many ways.
- **Learning:** the way we grow and deepen through exercising our curiosity and engaging new ideas and concepts.
- **Action:** the ways we live our faith in the wider community, working to create a more just and loving world.
- **Connection:** the ways we grow and deepen through relationship with one another.

The Hub

"The Hub" refers to the organizational infrastructure that supports and makes possible our larger ministry. Administration, Governance, Communications, Finance, Stewardship, Staffing and Planning are examples of Hub activities. Programs, like Religious Education and Music, extend outward from the Hub like spokes on a wheel.

Leap of Faith: USSB was one of nine 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 every congregation has much to teach as well as things to learn, we partnered with Unity Unitarian, of St. Paul, MN for peer learning focused on areas of our ministry we particularly want to develop: large church governance and the Workshop Rotation model for Children's Religious Education. Our Travel Team (Aaron McEmrys, Julia Hamilton, Nancy Edmundson, LeeAnn Williams, Gun Dukes, Ken Ralph and Craig Bennett) visited St. Paul for an in-depth site visit in November 2011, after which USSB hosted the Unity Unitarian Travel team in February of 2012 so their team could see our congregation in action and help us launch the Congregational Mission/Vision process we are in right now.

Communications: An important "Hub" area of focus for the coming years will be the area of Communications, both internal and external. As our congregation grows, effective communication becomes at once more challenging and more important. Over the next two years we will be implementing a number of strategies to help us improve communications, including more focused staffing (as Communications does not currently reside under any one staff member) and technological upgrades, such as an improved database, website and social media presence. We have already begun some of these strategies with the shift to a monthly Kaleidoscope, changes to our Sunday orders of service and weekly email announcements and Facebook activities. Our new Office Manager position, held by Anna Royer, will play a significant role in implementing these strategies.

Long Range Planning: We have extended our Plan through 2017. While our Board of Trustees is not recommending any major changes to it at this time because we know that what we learn through our not-yet-complete Mission/Vision process will guide our planning, it's important that our Long Range Plan remains synched with our 5 year Budget Planning Process, which extends to 2017. As a side note: thus far USSB remains highly successful at accomplishing virtually every goal we set for ourselves in the LRP. 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 year out to the 20 year range.

Charting Our Course: The past several years our Board of Trustees has been working toward clarifying our organizational priorities and the underlying systems that will best help us achieve them. This winter we began an exciting new process with the congregation to help us discern, articulate and update the sense of shared Mission ("why are we here?") that undergirds all the work we do as a congregation. We began with a "Leadership Summit" in February and are now holding a series of additional congregational conversations through the summer to make sure we hear from as many people (of all ages) as possible and have the most robust conversation we can. After the congregational conversations are complete in July, the Board of Trustees, with the ongoing assistance of our consultant, Laura Park from Unity Consulting, will work to organize, analyze and reflect on the input we will have gathered in order to begin distilling it. This distillation will not only provide us with a simple, brief Mission statement, it will more importantly also provide the basis for ongoing programmatic and organizational planning.

Assistant Minister: Our Hire to Call Transition: Julia's presence has brought great additional capacity to our ministry. As you read the sections of this report that fall under her portfolio (social justice, pastoral care, small groups) the enhanced capacity the Assistant Minister position brings is significant. Given the enormous amount of good work happening in these areas, it's hard to believe we've only had the Assistant Minister position for one year!

- In the advance planning and creation of this position we established a variety of benchmarks (membership, attendance, member engagement, funding) to help us assess the extent to which the Assistant Minister position is sustainable. We continue to hit all our benchmarks, so this year we will prepare for the transition from Assistant to Associate Minister.
- This position is a "hire to call" position, which gives all parties not only two years to make sure the interpersonal "fit" is right, but also to make sure it is sustainable organizationally. As we near the two year mark, it's time for us to begin planning Rev. Julia's transition to a Called Associate Minister position, which will culminate in a Congregational vote, anticipated in the late spring of 2013.
- One important difference the creation of the Assistant Minister position has made may be less visible. Adding this position has made it possible for Rev. Aaron to focus on organizational priorities *as and/or before they arise* in a way that was not possible before Julia's arrival, so we can be more tactically flexible and adaptable, in effect freeing up our Senior Minister so we can strategically "point" him as needed.

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, the skills and energy of Rob Brown, Building Manager have been devoted to several major projects, as well as the usual day-to-day operations of a complicated facility!

- **La Paz Property:** Last spring our congregation was fortunate to be well positioned with leadership and resources to acquire the property adjacent to our campus. Over the year we prepared the house for rental in the short term and we expect this property will serve the best interests of the congregation for many years to come.
- **Major Projects:** Maintaining this campus means ongoing projects! In addition to the ongoing maintenance and repairs, this year we continued the upgraded the Parish Garden electrical system and upgraded lighting, installed additional security cameras, restored the Blake Meeting room to a conference room capacity, replaced the La Paz Lounge carpeting, upgraded the property at 124 E. Arrellaga with change in tenants, and held one congregation work party. Early in the year we completed our most significant upgrade of computer hardware, software and databases in the past 10 years, and are just now realizing that increase to our organizational capacity.

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.

- **Our Annual Campaign** was chaired this year by Susie DuPont. This campaign built on a multi-year approach that was introduced 2 years ago. Our third annual February presentation, this year titled “Charting Our Course”, resulted in over 200 members attending informational presentations about our congregation, that included and what we have accomplished and what support it will take for our future initiatives.
- **Fundraising-**We executed another successful Fall Fundraising Auction and Congregation Celebration. The event this year held revenue and contributions steady, with an increase in the number of attendees, number of households making purchases and an increased number of new members in volunteer positions. Our event for 2012 is already being planned by a robust planning committee (the first in a number of years), and they are tackling issues of space and donation acquisitions very creatively! This year we also held an Art Show and now an organizational favorite....the Women’s Fashion Fling.
- **Maximizing Facility Revenue-**Our Facility Coordinator position is well established, and Celina Paul has competently extended our outreach efforts to maximize our facility revenue. We continue the delicate balancing of keeping up with our congregation program needs! This means we will focus on the greatest revenue potential with the least conflict with congregation use.
- **Clergy Housing Assistance Fund:** During our Ministerial Search of 2007 USSB identified our need to establish a Clergy Housing Assistance Program to attract and retain excellent Senior Ministers. In October, 2010 our Board of Trustees authorized the establishment of an ongoing Clergy Housing Assistance Fund. We are pleased that over \$67,000 has already been donated to this fund. As Rev. Aaron and his wife Eliza prepare to purchase a home, the details of the first loan arrangement have been worked out that include full repayment with interest so that the fund will benefit future ministers when the time comes
- In the reports that follow you will appreciate the comprehensive management by our Treasurer, Finance, Audit, and Planned Giving Committees and Endowment Board.

Membership: We have experienced significant growth for a fourth year in a row, and in order to maintain this in a healthy and sustainable way, we will continue to prioritize our membership programming. Coming out of a year of growth and innovation, this year our membership ministry was focused on sustaining the work of welcoming new people into our congregation and deepening the engagement of members. The Membership Committee, (made up of 18 hard working USSB members!) working with our 1/3 time Membership Coordinator Nica Guinn and Rev. Julia Hamilton, continues to be a strong asset to our congregational life. We kicked off the year with a membership ministry retreat, focusing on strengthening the good foundation that has been laid in prior years. Overall, a strong membership ministry continues to pay off in high levels of engagement with all aspects of congregational life.

- **Growth:** We have welcomed 48 new & reinstated members so far this year, and have welcomed 231 new members in the past 4 years. This means that we are also growing much faster than our

denomination as a whole. Our total membership is now 521 compared to 506 in June 2011, 469 in June 2010 and 435 in June 2008.

- **Membership Benchmarks:** Our Long Range Plan has a number of initiatives that are geared toward meeting the needs of a congregation growing in health, vitality, programs and membership numbers. To support those initiatives we have created benchmarks in membership numbers, donor households and giving levels. Our progress toward our membership benchmarks for the number of members and for pledging households is on course.
- **Membership Retention:** Of the 231 new members who have joined in the past 4 years, 199 or 86% are still members at this date. This is GREAT!
- **Age Diversity:** Our congregation continues its efforts to become significantly more age-diverse; 15% of our membership is now under the age of 45 compared to 16% in 2010, and 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 56 members under the age of 45. Of the 199 new members who have joined in the past 4 years, 28% are under 45. (This compares to 24% last year). We continue with particular attention focused on programming for youth and young adults and young families in order to continue and sustain this age diversity.
- **Membership Ministry:** There is now a fully developed, three-step process for welcoming and integrating newcomers. The twice-monthly Guest Orientation welcomes visitors with an informal short meeting during social hour. The bi-monthly Getting Acquainted class, led by Rev. Hamilton, is a 1.5 hour introduction to USSB and provides a chance to get to know other newcomers. Path to Membership, led by Rev. McEmrys, is a monthly, 3 hour class that provides a more in-depth conversation about Unitarian Universalism and membership here at USSB. We experimented with the Path to Membership schedule, resulting in fewer classes this year, but have returned to a once-monthly meeting.
- **Sunday Morning Volunteer System:** We are completely re-structuring and moving away from the “assigned duties” that are part of a nine-year old system, we will be implementing Sunday teams, which will put greeters, coffee hosts, welcome table and ushers into once-a-month teams of regular volunteers.

Expression

*the way we use the worship, music, theatre and other arts to
share and express our shared ministry in many ways*

Worship: In addition to Sunday morning worship, this year we have also made significant progress toward integrating worship throughout the week:

- **New Services:** over the last year we’ve launched two entirely new worship services. The first is Standing Outside the Season, a Christmas-week service designed to help people whose relationship to the Holiday season is complicated or painful. Next we launched our first Taize service, which is a mid-week service built around simple, meditative singing and silence. Both services were well-attended and appreciated and will be built upon in the coming year. We are also moving closer to being able to offer

an occasional mid-week “Contemporary” worship service, drawing upon more modern, upbeat music, liturgy and technology.

- **Wellspring Wednesday:** our Worship Committee continues to offer unique, high quality worship opportunities as part of our adult RE program. After a few years of working within this new (15-20 minute format), we’re hitting our stride.
- **Additional minister:** Adding Rev. Julia has brought a wonderful new voice to our worship life, improving the quality of our Sunday morning worship and making it possible to think beyond Sunday mornings.
- **Collaboration** continues to be an important part of our worship life. Congregants regularly collaborate with Ministers and Ministers with one another, as we also bring in gifted collaborators like the Santa Barbara Children’s Chorus, Celtic harpist Patrick Ball, songwriter Glen Philips or any number of compelling guest ministers.

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:** This year our average Sunday attendance held relatively level at 304. The average adult attendance increased from 232 to 236. Our first service is full to capacity most Sundays, and we need to continue to work on improving attendance in our second service, which is the only place we have some room left to grow. This is why it is also important for us to continue exploring various mid-week worship offerings, as we are nearing full capacity on Sundays. The 2 prior years our average Sunday worship attendance increased with a three year cumulative increase of 32%. Our average total attendance in 2011 was 303 and in 2010 was 270. We continue to record a significant attendance by visitors, and newcomers. We range 11-42 visitors each month (identified by their completion of guest forms), with an average of 24 new individuals added to our visitor roster each month and an average of 8 visitors attending a guest orientation every month.
- **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. Annual reporting for June 2011 membership was 506, with average attendance was 302 with 60% attendance relative to membership. This year, our June 2012 membership is 520 with average attendance of 304 and 58.5% attendance relative to membership. In this report we talk about percentages a lot. As we grow in number, each percentage point represents a larger number of people, and is thus more significant. Maintaining the percentage of attendance becomes an increased and achievable challenge that we will continue to pay particular attention too in prioritizing our organizational resources in the coming years.

Music Ministry:

- **Staffing:** In January, 2012, we increased the FTE of our Choir Director from .50 to .75, a year ahead of schedule. This staffing level is most often seen in congregations significantly larger than USSB, and we recognize that “staffing for growth” this way allows us to keep our musical capacity ahead of our growth curve. As with the Assistant Minister position, we have established benchmarks to evaluate sustainability and progress in our music program.
- **Ensembles:** this year member Ellen Rockne has volunteered to take on the significant role of Ensembles Coordinator. The rich and expanded use of duets, trios and other small singing groups that has so enriched worship would not be possible without her tireless and enthusiastic work. We are now preparing to launch a new ensemble, a Men’s Chorus under the leadership of member Robin Montz.
- **Instrumental Music:** in addition to Organist-Emeritus, Mahlon Balderston, who continues to offer his considerable talent as he is able, we have also continued to develop a drumming group and are regularly drawing upon the instrumental talents of our members to offer musical possibilities (flute, cello, guitar, banjo, etc.) that were beyond our reach a year ago.
- **Lay Leadership:** While much of this musical expansion is made easier through the expanded staff capacity of our Ken Ryals, Choral Director, and Heather Levin, Pianist, a great deal of it is also due to the efforts of our volunteer staff. Members like Robin Montz, Ellen Rockne, Chuck Champlin and all the members of our Music Committee make it possible for us to diversify and expand our offerings.

The Arts:

- **“Outside-In”:** Almost all our arts programs use an organizational approach we call “outside-in.” These are programs we deliberately open up to our surrounding community so we have a good mix of USSB and non-USSB participants. This is both a good outreach strategy for USSB and a good way to better serve our wider community.
- **USSB Theatre Group:** This program is now beginning its third year under the leadership of volunteer staff member Paul Freeman. Following a well-received “radio” production of Dickens’ classic *A Christmas Carol*, we are preparing another “radio” show, this one with a Halloween theme, featuring eerie family-friendly stories by Edgar Allan Poe and Oscar Wilde.
- **SB Children’s Choir:** This affiliated group is beginning their second year, under the direction of Paul Freeman. Our goal for the coming year is to better integrate them into congregational life, especially into worship services.
- **Israeli Dance:** this program started out as an auction offering by Gail Stichler and has rapidly turned into a popular ongoing monthly program.
- **Wonder Choir:** the brainchild of Ellen Rockne, this affiliated program is designed for people who like to sing, whether they have training, talent or experience - or not! This has become an enormously successful program enjoyed by members of USSB and beyond. Unlike our other music programs, Wonder choir is not performance-oriented at all - but simply about getting people of all ages together to sing. This coming year we will work with Ellen to create a second Wonder choir-type program designed with USSB members in mind.

- **Film Nights:** Our monthly film nights facilitated by member Chuck Wolfe continues to be a highlight for many, and are now connected to our monthly worship themes or justice efforts.

Spiritual Practice: This year we've had two different meditation groups going, Rev. Aaron's informal Wednesday and Thursday morning sessions and Ken Collier's popular Wellspring Wednesday offering. Additionally, our prayer group has continued to meet, and is now considering how best to serve our wider membership. Our Taize musical-meditation services most definitely fall under the rubric of spiritual practice and we look forward to offering at least six Taize services during the 2012-13 year. Also during the 2012-13 year our Ministers will begin an ongoing small-group ministry for those who wish to reflect upon the sacred texts of the world, beginning with Christian and Jewish texts, as well as additional prayer/meditation classes and an accompanying retreat.

Rose Window Media: In the fall of 2010 the Board of Trustees authorized a pilot project of the publication of *After Aesop*. The strategic goal of the Rose Window Media is to extend the reach of our ministry. In December 2011 the first copies of *After Aesop* had arrived and we had learned a great deal about what it takes to get a project that far. Now we are learning about marketing, order fulfillment, and how far the reach and influence of such a project can go. We already know that ministers and directors of religious education and using the stories all over the country.

Connection

the ways we grow and deepen through relationship with one another

Our Larger Faith

- **India:** In 2010, 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 with in Santa Barbara, where he preached, led a panel discussion and worked with USSB staff to address organizational development issues facing Indian congregations. This fall the congregation will be asked to consider forming an ongoing "partner church" relationship with Rev. Derrick's congregation in advance of another group of USSB "pilgrims" returning to help our Unitarian brethren celebrate their 150th Anniversary in February of 2013.
- **UUMA CENTER: (Unitarian Universalist Minister's Association Continuing Education Network for Training, Enrichment, and Renewal)** Rev. Aaron has accepted a national leadership position in the Unitarian Universalist Minister's Association. As a member of CENTER, he will help develop and implement high quality, culture-shifting continuing education programs for UU Ministers. His particular area of focus will be in the area of peer-mentoring and coaching.

- **UU Legislative Ministry, CA:** Rev. Julia accepted the invitation to serve on the Board of this statewide organization, continuing her commitment to fostering civic engagement, public witness, and social justice leadership among UUs.
- **Journal of UU Humanism:** Rev. McEmrys has a theological article about worker's rights in the Spring, 2012 edition, scheduled to be published for General Assembly, 2012.
- **Unitarian Universalists for Jewish Awareness:** Rev. Aaron has been awarded the 2012 Jerry Davidoff Sermon Award for his Yom Kippur sermon, "Sound the Shofar." He will receive the award at General Assembly.
- **Pacific Southwest District:** In February, 2012 we hosted the cluster LREDA gathering focused on building RE infrastructure, with special attention to social justice projects. In May, 2012, LeeAnn Williams and Rev. Aaron led a full-to-capacity workshop at District Assembly about the use of contemporary teaching stories in multigenerational community called "Stories for the Struggle." Nancy Edmundson was presented the Distinguished Service Award.
- **General Assembly:** Rev. Aaron and LeeAnn will lead a similar "Stories for the Struggle" workshop at General Assembly in Phoenix. Additionally, Rev. Aaron will also be preaching at the Synergy Youth/Young Adult worship service at General Assembly. General Assembly in 2013 will be held June 25 in Louisville, KY.
- **Regional Assembly 2013:** Next year the UUA and Districts are changing their delivery of assembly's to a regional model. The first Western Regional District Assembly will be held in San Jose, CA in April, 2013. We are already planning the workshop proposals that will be created by our congregation.

Connection Circles: Our Connection Circles continue to be a strong presence in the life of our community, increasing this year to 120 participants, 15 facilitators and 12 groups. Approximately 23% of our members participated in the program this year, which is coordinated by volunteer staff member Carol Schwyzer. The impact of these groups can be profound. As one member said, "The practice of deep and respectful listening without responding at these Connection Circle meetings calms my mind and I always leave more relaxed and with a peaceful easy feeling. Hearing everyone sharing their life stories makes me feel a part of the human story because there are so many commonalities of emotion and experience. Somehow I find this comforting."

Connecting With Each Other: We continue to find new ways to connect with one another, whether by participating in a spontaneous outing organized through the "Just For Fun" activities, or by attending some of the events organized around a particular topic, affinity, or activity.

- **Game Night** happens on the first Friday of each month, inviting adults to share food and fun while providing childcare for the evening.
- **Just For Fun** is the umbrella for ongoing, casual events, like a beach walk or garden painting, as well as one-time gatherings open to any interested members.
- We have partnered with the **Alliance for Living and Dying Well**, hosting conversations about end of life care using the Five Wishes template.

- After several opportunities to engage with the work of Parker Palmer over the course of the year, the **Healing the Heart of Democracy** action circle has been meeting regularly to discuss ways we can constructively engage the problems in our fractured democratic process.
- This year we celebrated our elders at **The Great Tea**, an afternoon of elegant pastries and sandwiches, live music, and (of course!) tea served by our Coming of Age class.
- We continue to find new ways to connect and renew our relationships among ongoing members. The **semi-annual potluck and variety show** has been a big hit, filling Parish Hall to capacity.
- Each month, our membership committee reaches out with an “**anniversary**” **phone call** during the month members signed the book, however long ago that might be. This is a way to keep in touch with our entire membership on a regular basis.
- Our **Annual Fundraising Auction and Congregation Celebration** continues to be a vehicle for connecting events through the year for our members and friends.

Pastoral Care: Caring for One Another

- **The USSB Care Team** is new this year and is comprised of seven trained members working with Rev. Hamilton, has been commissioned by the congregation to provide a caring, compassionate response to members in times of crisis and transition. They have established a confidential hotline that can respond to requests for care within 24 hours. The congregation has been quick to embrace this ministry, and the Team has engaged with more than 25 formal requests since the fall, as well as numerous informal conversations and opportunities to provide a supportive presence and listening ear. They engage in ongoing training and reflection with Rev. Hamilton.
- **Pastoral Care Network:** The Care Team works with the existing Pastoral Care Network of individuals who are available to provide rides, meals, and other practical help.
- **Pastoral Counseling:** Rev. Hamilton and Rev. McEmrys provide one-on-one counseling and pastoral support.
- **Addictions Ministry Team:** The response to the emergence of the Addictions Ministry has been very encouraging. With a steering team of 6, led by volunteer staff member Julie Sullwold (who serves on a national level with the UUA on this issue), they have created a twice-monthly “Principled Recovery” group, hosted a worship service, and are working on developing “first responder” support for those who are seeking help. The goals of this ministry team are: To raise awareness about addiction, in all its forms; to develop, and make available, resources on addictions and recovery for the USSB community; and to provide meaningful support to those in the congregations suffering from the effects of addictions.
- **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.

Retiring Programs: Part of the normal cycle of program life includes the retirement of programs when the participation, impact on furthering our long range plan and leadership evolve. This year the Open Men's Circle and Danceaway retired as USSB programs.

Lifespan Learning

*the way we grow and deepen through exercising our curiosity
and engaging new ideas and concepts*

Children's Religious Education

- **Registration and attendance:** This year we registered 85 children and youth in our program (compared to 67 two years ago) and average weekly attendance has been 53. Last year our average weekly attendance was 50. Two years ago our average weekly attendance was 47.
- **Children's Play:** This year we offered a second annual winter holiday play that was enjoyed by all and represented a collaboration of our music and CRE programs. This year we look forward to collaborating on our Children's play with the Santa Barbara Children's Choir.
- **Workshop Rotation:** The RE-Visioning Task Force has spent the year preparing us to enter an exciting new paradigm of religious education for our children, the Workshop Rotation Model. Each "class" will go for 8 weeks, with children deeply engaging with a "Master Story" each week, rotating through Music, Story, Movement, Science, Theatre and Visual Art learning environments. This change reflects our commitment to teaching to multiple intelligences and multiple senses.
- **Our Whole Lives Sexuality & Values (OWL):** We now boast ten newly trained OWL facilitators. Elementary program facilitators are Lora Barnett, Scott Barnett, Kelly Bedard, John Hartman, and Sarah Hough. Our Junior Senior High program facilitators are Ken Ralph, Kirsten Zecher, Andrew Rose, Charla Bregante, and Chrissie Cable. Next year we will be offering both the Elementary OWL and Junior High Owl programs. Training these new facilitators was an investment of leadership development funds that will secure the OWL program for a number of years.

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. This program is in a period of significant transition, as all three of our outstanding adult facilitators are leaving the program this year.
- **Young Religious Unitarian Universalists (YRUU):** Under the leadership of Youth Coordinator, Elizabeth Schwyzer, our high school youth program, continues to offer rich, challenging, welcoming space for teens. Following up on their groundbreaking service trip to New Orleans in 2010, this year youth embarked on our first-ever multigenerational service trip to the Hopi and Navajo Nations. This summer YRUU will be partnering in and "outside-in" project with AHA (Academy of Healing Arts, a teen mentoring/leadership program) to offer ten Friday night films for teens and their parents, facilitated by therapists from AHA.

Adult Religious Education:

- **Adult Religious Education Committee:** Our successful and well-functioning committee has supported the third year of Wellspring Wednesdays, one of the most successful programs in our ministry.
- **Wellspring Wednesday Program:** This program was added three years 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 2011-12, 232 participants enjoyed a rich variety of classes, holding steady with our 2010-11 numbers.

Action

*the ways we live our faith in the wider community,
working to create a more just and loving world*

Social Justice: Caring for Others: We are called to live out our values in the world and work toward the greater good. As we renew our commitments, we are moving toward a model of justice and outreach work that embraces both action and reflection, linking the work we do within ourselves to the work we do in the world.

- The **intergenerational service & learning trip** to the Hopi and Navajo reservations in Arizona is an example of both what we can do to be of service as well as how we can be changed when we allow ourselves to move outside of what is known and comfortable and into deeper, more transformative relationships with others.
- This year the **Occupy movement** came to Santa Barbara. We responded by hosting community conversations, providing ongoing meeting space, engaging in the questions raised by the movement in our Sunday worship and in countless informal conversations. Many members and our clergy have participated in Occupy events throughout the year.
- **UU Legislative Ministry, California:** In addition to raising funds, Rev. Julia has served as a liaison and a new USSB group is forming to take full advantage of this partnership. While LGBTQ equality is still a focus, the issues of water justice and immigration have emerged this year as well.
- **GLTBQ Equality:** We continue to be a strong voice for equality in Santa Barbara. Our Candle of Commitment in support of marriage equality continues to be lit every Sunday, and we hosted Pacific Pride's press conference following the Third Circuit Court of Appeals ruling overturning Prop 8. Rev. Julia spoke at a public rally following a hate crime on New Year's Eve, and has organized our presence at Harvey Milk day and the Pride festival.
- **Interweave USSB:** Here at USSB, under the leadership of Bruce Daniels, a new Interweave group is forming, dedicated to providing community for the LGBTQ & ally members of our congregation.
- **Giving it Away:** This year we have donated nearly \$20,000 to 22 of organizations locally, nationally and internationally through giving away our plate collections once or twice a month. Many of these

organizations are becoming more than just the recipients of a check, but true partners in justice work. We collect food as well as money for the SB Foodbank, and gifts as well as funds for families affected by domestic violence through our partnership with Domestic Violence Solutions. We continue to raise money for Kiva Microlending and, of course, the Freedom Warming Centers, housed both organizationally and physically here at our congregation. Our denomination is stronger because of our support of the Unitarian Universalist Service Committee and the UU Legislative Ministry, CA.

- An **Outreach Offering Team** has convened to support and focus our offerings. The three members of this team will connect us more effectively with our partners, consider new organizations nominated by members of the Society, and provide direction for future giving.

- **Community Capacity and Coalition Building: Our community partners:**

Interfaith Worker Justice: Rev. McEmrys continues his work on the Board of Directors of Interfaith Worker Justice and continues his leadership on the timely concerns of economic justice.

CLUE: Rev. Hamilton serves on the board of CLUE, Santa Barbara (Clergy and Laity United for Economic Justice)

UU Legislative Ministry CA: Rev. Hamilton serves on the Board for the UU Legislative Ministry, CA.

Homelessness: Rev. Hamilton represents our congregation at various community groups and meetings that focus on homelessness.

Freedom Warming Centers: To better support our work for the Freedom Warming Centers, we have convened an Advisory Board of community partners in this effort. Rev. Hamilton has provided public testimony to the county on behalf of the Warming Centers, and worked with Nancy Edmundson in maintaining strong relationships with our public-sector partners.

Fund for SB and SB Foundation: Rev. Julia, Rev. Aaron & Nancy engage with community partners like the Fund for Santa Barbara and the Santa Barbara Foundation to explore how this Congregation can continue to serve as an incubator for projects like the Warming Center and the Clean Green Fund that benefit our wider community.

Unitarian Universalist Fund for Social Responsibility: This past year USSB received a grant of \$10,000 to support the operating costs of the community organizing work done by our staff related to our Freedom Warming Center activities. We have applied for a second continuation year for the grant as well apply our learning and coalition building to new justice projects.

Our Facilities in Service: In the past year USSB has hosted events for the numerous Choirs/Ensembles (including SB Wonder Choir, SB Children's Choir, Adelfos Ensemble, SB Master Choir, the Inner Light Choir) AHA! Teen program, The Center for Successful Aging annual fundraiser, Exploritas/Road Scholar, , Al Anon, SB Ski and Sports Club, Amerta Movement workshop, UCSB Lectures including the Walter H. Capps Center, Men's groups, Occupy SB, SB Athletic Association, SB Folk Dance, SB Summer Stock and other Children's theatre programs, Toastmasters, the Wildland Art Museum and Early Morning Exercise, Yoga, Spanish classes.

Community Collaboration for Youth: We have continued to expand our collaboration of Academy of Healing Arts to take full advantage of the youth served in service projects to USSB. For the second year, this spring

AHA set up our Library Booksale with all the “heavy lifting”. Saving USSB funds and sore backs! This summer USSB and AHA! will host a film night this summer that is free to the community.

Courage and Renewal: USSB has become a West-Coast junction, especially for Unitarian Universalists, for this important kind of small group ministry based on the work of Quaker educator and activist, Parker Palmer. In October, 2011 Ken Saxon and Don Bushnell hosted a group to participate in a webinar with Parker Palmer on Healing the Heart of Democracy, then in February, 2012 many of our members had the good fortune to attend events with Parker Palmer during his visit to Santa Barbara that was coordinated by Ken Saxon and his Courage to Lead organization. Rev. McEmrys has been involved with the development of interfaith Circles of Trust groups for clergy, and is currently participating in the Academy for Leaders program with the Center for Courage and Renewal. Nancy Edmundson has been participating in Circles for Non-profit Executive Directors for the last 3 1/2 years, (Courage to Lead by Ken Saxon!) and is now in facilitator preparation with the Center for Courage and Renewal. In addition 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.

Freedom Warming Centers & Master’s Monday: Now in its third year of operations, we continue to serve as the fiscal agent and organizing body for this county wide, interfaith program, which provided shelter on 35 cold and rainy winter nights this last year. Our partnerships have expanded to include thirteen faith communities as well as Doctors Without Walls and EasyLift. This expansion was welcome, not only for the collaborative relationships we are building but because we nearly doubled the number of guests we served, welcoming 2,858 people county-wide. We hired two part-time Coordinators, Maria Long and Ed Wesson, who brought both experience and new skills to the work of making sure the centers were staffed, supplied and ready to open when the weather conditions were met. The sudden closing of the only homeless shelter in Lompoc on January 15th meant that the Warming Centers stepped up and provided emergency shelter beds through the end of the season. Here at USSB, the 75+ volunteer food team cooked delicious and hearty meals for our guests, the youth continued their practice of making hygiene kits, and the choir sang for guests on Christmas Eve. The Master’s Monday Golf-a-Thon raised \$11,000 in support of the Warming Centers. This year, the golf team from City College joined Mark Hamilton and Glenn Bacheller out on the links at the Montecito Country Club on a sunny spring morning. Funding the Warming Centers continues to be a public and private partnership, matching privately raised funds to city and county dollars. Over the next few years, we hope to enable the Warming Centers to become a fully self-supporting organization that can sustain itself for as long as it is needed in Santa Barbara County.

Submitted Faithfully in Service to Our Congregation:

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

Rev. Julia Hamilton, Assistant Minister

Board of Trustees Report

When we began this year, I felt as if we were sailing in many good directions—but without a rudder. Our past mission statement did not help me understand why we're here and what we valued. As we examined each new idea for an activity or project, your Board considered whether we should or could carry it out—but without a clear standard. Each decision was our best guess at what we ought to be supporting. We have the Unitarian principles, of course, but they provide a rather broad guideline. We also have our 5-year Long Range Plan, yet with even more energy and resources and incredible opportunities emerging for our congregation the Board found itself seeking a firmer grounding for our priority setting. I have been wanting us to clarify our mission and values for the last two years, and I am delighted that we were ready this winter to begin that process.

We had help. The UUA invited our congregation (one of only nine) to participate in a pilot program to support rapidly growing and healthy congregations like ours. The Leap of Faith Program has served to challenge and educate our congregational leaders all year long. Our Leap of Faith mentors from Unity Church-Unitarian led our first mission and vision workshop in February, and many of you participated. I think I speak for many when I say that at the end of the day I was exhausted and exhilarated, in touch with my deepest sense of spiritual values and excited by our shared ideas. In early May many members of the congregation trained to facilitate additional workshops, which we expect to complete by the end of July. Everyone is invited to participate! While 65 have done so already, we want as many of us as possible to share their thoughts. Your Board will contemplate all that you come up with to discern our concise and complete mission before September. I look forward to seeing what you give us. I also look forward to next year when we can make all decisions based on whether a given activity or project demonstrates our values and moves us towards our goals.

While we support all the activities and projects described later in this report, as a Board we have focused on several specific goals in addition to the mission and vision work.

- Aaron and Melissa Block proposed the Rose Window Media project as a way of extending USSB's influence to other Unitarians, other churches, and individual consumers. Gun Dukes and Geoff Conner-Newlan led the Board in defining the parameters of the Rose Window Media project. For our pilot project, Aaron wrote the stories for *After Aesop*, and Melissa Block and Alex Abatie prepared the book for publication. Board members continue to work with staff and other members of the congregation to market the book and fulfill orders.
- When Aaron was called, the congregation provided a memo of understanding that said that when the time came, we would help him get a house in pricey Santa Barbara. The nature of the help was not defined then. Aaron informed us in the fall of 2010 that he and Eliza wanted to stay in Santa Barbara for a long time and were ready to begin considering the purchase of a home. After lengthy consideration, the Board agreed to establish the Clergy Senior Minister Housing Fund in order to help not only the McEmrys but future ministers buy a home. Several congregation members have already agreed to make

donations to the \$110,000 fund, which will be separate from our operating fund, and we are seeking additional donations now. At the time of escrow, we will lend Aaron and Eliza the \$110,000, and they will repay the loan with interest if they leave USSB or when they sell the home. The replenished fund will be available to lend to the next called senior minister.

In closing, I want to commend the fine work of our ministers, Aaron and Julia, our Director of Administration (and informal minister), Nancy Edmundson, our Director of Religious Education, LeeAnn Williams, and the rest of our staff. Without them, we could not be what we are today. I am particularly grateful for the opportunity to work with all of them these past three years.

Susan Neufeldt, President, Board of Trustees

Nominating-Leadership Development Committee

Members: Anna DiStefano (Chair), Kathleen Boehm, Patricia Reilly Stark, Carol Schwyzer, Ken Ralph, and Gary Welterlen

This Committee met monthly during the past year. We began with plans to develop further the leadership development aspect of our charge. For example, we considered a second leadership development seminar (following up on that of last year); we thought about a Wellspring Wednesday class; we began the process of defining required skills sets for various volunteer positions. However, none of these plans came to fruition. Rather, we found ourselves participating in the larger re-examination and re-orientation of the congregation to policy governance as well as the other activities scheduled to develop new mission and vision statements.

Different members of Nominating/Leadership participated in: the Board Retreat; the Leap of Faith activities; and the Appreciative Inquiry Workshops.

One of our members attended Board meeting regularly, and we met with the Board and its leadership several times so as to learn more about what qualities are needed in Board members as individuals and as a group as the congregation moves forward. We were pleased to nominate three well-qualified members of the congregation for open positions on the Board.

Anna Di Stefano, Chair Nominating Committee

Financial Management

Treasurer Report

The Treasurer is part of our 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 ongoing 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 and the Director of Administration work closely together, and as often as needed, to insure that the financial matters of USSB are monitored and managed.

While we will not close the financial reports for 2011-2012 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.

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 2011-2012

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. Finance Committee Members are appointed by the Board of Trustees for three-year terms. 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, fiscal agency and fundraising for the Freedom Warming Centers, financing of our recent real estate acquisition, and advising on designation of several bequests. The committee also provided input to Board of Trustees dashboard reporting and provided a member to offer input to the development of the Clergy Housing Assistance program.

Continuing members of the Finance Committee for the fiscal year July 2011 - June 2012 were Rick Hibbs, (Chair), John Chere, Roger Horton, (Treasurer), Bart Millar (Board), Kathy Leer, Ted Stern, and Linda Liker. 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 2012 BPSC members were Nancy Edmundson (Director of Administration), Rick Hibbs (Chair), Roger Horton (Treasurer), Aaron McEmrys (Senior Minister), Bart Millar (Board of Trustees), Ted Stern (Finance), Dick Jensen (LRP) and Gail Stichler (Shared Ministry). BPSC presented its work to the Board in March; in May the Board approved a balanced budget for FY12-13, subject to congregational vote at the June annual meeting.

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

Respectfully submitted, Rick Hibbs, Chair

Audit Committee

The Board appointed Audit Committee members for FY2011-12 were Ted Stern, Chair, Patricia Reilly, John Gilbert, Roger Horton, and a fifth member to be selected by the Board.

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, It was approved by the Audit Committee and forwarded to the Board of Trustees for their approval in December 2008.

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. This audit is taking longer than previous audits due to changing audit standards and details required for the three unaudited years since the last audit. Upon completion

the Audit committee will meet and review the audit and recommend it along with any modifications to the Board for acceptance.

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

Ted Stern, chair

Annual Campaign

The campaign was chaired by Susie Dupont with a robust team of volunteers and 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! The purpose of the campaign is to support both ongoing operations and to begin to build financial capacity so that the Society can achieve its 5-Year goals.

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 \$550,000 Pledge Drive goal. So far, nearly 24% of those that have pledged increased their pledge by an average of 17%, this is significant as this follows the prior year of when 50% of those pledging also increased their pledges by 25%. Nearly \$50,000 of the \$550,000 raised is from donors who have not contributed in any prior year. Importantly, we launched and are completing our campaign a full 6-8 weeks earlier this year, saving important staff and volunteer resources. Steps are currently being taken to conclude the campaign as quickly and effectively as possible. Our Annual budget includes an achievable stretch goal of \$576,000 in pledge revenue that we will all work to achieve together.

Key strategies utilized for this campaign included: first, it was based on a compelling vision of what the Society can be; second, the Minister's articulation and communication of the Vision, strongly supported the campaign; third, an education presentation (for the third year in a row, this year by Craig Bennett) 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, an efficient use of stewards; and, sixth; a April 8 deadline to motivate more timely pledges.

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 2011 and year to date thru March 31, 2012, the Endowment has received gifts from the Charles Brown estate, the DeJuren estate, and the Smallwood estate totaling \$102,955.

As of December 31, 2011, the value of the total assets of the Fund was \$736,014. Fund assets had a total return of -3.4% in 2011, net of the approximate 6% annual distribution to the Society. As of March 31, 2012, fund assets were \$871,954. During this first quarter, Fund assets had a total return of 11.6%

Since the Fund's inception in 1983, it has received gifts and bequests of \$720,927 (The Fund's principal). In 2011, the Fund distributed \$41,201. 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 an allocation of Vanguard equity and bond index mutual funds and the Ariel Appreciation Fund, a socially responsible mutual fund. The specific fund investments and performance are reported to the USSB Board quarterly and report copies are available from the Director of Administration.

Current members of the Endowment Fund are: Jeff Carmody, 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

Planned Giving Advisors

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

- First to assist and encourage each of us to plan ahead and get our affairs in order by setting up an estate plan that will assure that your remaining resources go to those that matter most to you and not to pay unnecessary taxes.
- And second, 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 later in this report.

We also recognize the Planned Giving Advisors listed below who have volunteered to provide guidance to our members in arranging for estate plans, health care proxies and planned giving gifts. The USSB 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.

This was a very productive year for our Planned Giving and Chalice Circle programs with the addition of some 25 new Chalice Circle members, as well as two new Planned Giving advisers: Gun Dukes and Gary Welterlen. In 2011 and year to date thru March 31, 2012, the Endowment has received gifts from the Charles Brown estate, the DeJuren estate, and the Smallwood estate totaling \$102,955.

John Warnock conducted a Wellspring Wednesday program with Sean Mason on "designing a guardianship plan for families with young children". Several Planned Giving Advisors participated in a presentation on "5 Wishes", a special health-care proxy. Both of these programs are components of effective estate planning. Bruce Hanna is busy designing a new Endowment/Planned Giving section for the USSB website.

To cap off the year, Chris and Terianna Casebeer hosted a celebratory Cinco de Mayo gathering for Chalice Circle members and those interested in learning more about the program. it was a huge success and a good time was had by all.

So the Advisors share a common dream... that all our members and friends will have an estate plan, 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!

Nearly one hundred current USSB members are included in the Chalice Circle. All have found it possible to include the Unitarian Society or our Endowment in their estate plans. The congregation thanks all for leaving a legacy for future generations of UUs.

Planned Giving Advisors,

Mike Noling, Chair
Chris Casebeer
Nancy Edmunson
Colin Jones
Ken Saxon
Gary Welterlen

Glenn Bacheller
Anna DiStefano
Bruce Hanna
Susan Plumber
Ted Stern

Anita Blume
Gun Dukes
Dick Jensen
Patricia Reilly
John Warnock

The Chalice Circle

Providing Strength and Stewardship to the Society for Generations to Come

CURRENT MEMBERS

Nancy & Jerar Andon
Beverly and Chris Appleton
Pat Aptaker
Amy and Glenn Bachelor
Anita Blume & Ken Ralph
Don Bushnell and Julie Lopp
Jeff and Sue Carmody
Chris & Teriana Casebeer
Carnzu Clark
Ken Collier & Anne Anderson
Dick Cousineau
Lex & Ginny Crane
Lowell Dabbs
Jared Dawson & Kathleen Boehm
Anna DiStefano & Deb Karoff
Gun Dukes
Phyllis Dunn
Nancy & Alan Edmundson
Bob and Pat Fulmer
Donnis Galvin & Peter Hale
John & Ilse Gilbert
Helen Gordon
Jane Gray
Mary Grimm
Ilse Hance
Bruce Hanna
Beverly Sheldon Hanna
Mark and Sally Hamilton
Gloria Hendley
Mary Ellen Hoffman
Dorothy Holland

Roger & Eileen Horton
Richard & Bonnie Jensen
Jean & Ivor John
Colin & Joanie Jones
Barbara Kane
Joan Livingston
Donald & Barbara Margerum
Ann Marshall
Aaron & Eliza McEmrys
Donnie Nair
Paul and Joanne Nay
Bob and Marianne Nelson
Mike & Betty Noling
Ruth and Peter Pocock
Laurie Potter
Patricia Reilly
Ellen Rockne
Ken & Jo Saxon
Carol Schwyzer
Jack & Judy Stapelmann
Ted & Kay Stern
Doug and Jody Thomas
Hal & Jeanne Thornton
Linda Van Buren
John & Dorothy Warnock
Gary & Debbie Welterlen
Jules Zimmer
Anonymous Gifts
USSB Gifts

ESTATE MEMBERS

Ruth Adams Estate
Billings Estate
Dorothy Boothe Estate
Larry & Fran Brundall Estate
Charles Brown Estate
Elizabeth Buell Estate
Mary Chubb Estate
Roy and Laurie Cummins Estate
DeArriaz Estate
James DeJuren Estate
Eichorn Estate
Peter Foot Estate
Benjamin Frank Estate
Mildred Frisbee Estate
Margaret Getman Estate
Charles W. Hague Estate
Edith Johnson Estate
Genevieve Junger Estate
Al & Betty LoMele Estate
Harriet Miller Estate
Vivian Mohr Estate
Marlene Neushel Estate
Northman Estate
Bob Pinkerton Estate
Schmidhauser Estate
Julie Schneideman Estate
June Schuerch Estate
William P. Sheehan Estate
Minna E Smith Trust
Gladys Swackhamer Estate
Mary Lou Thompson Estate
Sam Wake Estate

Additional Detailed Committee & Program Reports

Available on our website at www.ussb.org

These reports are also kept in our official church archives.

Committee on Shared Ministry	Adult Religious Education	Music Committee
Membership Committee	Children's Religious Education	Worship Committee
Information Technology	Young Religious Unitarian	Game Night Program
Long Range Plan Committee	Universalists	Blood Drive
Pastoral Care Committee	Connection Circles	Adoption Community
USSB Care Team	Seasoned Seekers	Israeli Dancing
Befriending the Unknown	Theater Company	Befriending the Unknown
5 Wishes Program	Wednesday Reading Group	Film Nights
Fundraising Auction & Celebration	Just For Fun	Women's Fashion Fling
Personnel Committee	Women's Group	Art Show
Kaleidoscope	Open Men's Group	Master's Monday
Library Committee	Adult Chancel Choir	Prayer Group
	Women's Ensemble	Esperanto Circle

Affiliated Organizations

The Alliance

This year we have had nine stimulating and relevant programs and enjoyed social times with our Alliance members and others interested in our 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 Universalist goals and good works. In addition the Alliance enables individuals to improve and develop their individual capabilities through Alliance leadership and support. An active Program Committee of Sylvia Abualy, Claire Chytilo, Mary Moore, Rita Shaw and Dorothy Warnock have used their negotiation skills and brought us a variety of presentations from October through June.

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 July of 2011 we completed our pledge with a \$8,000 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.

Our Publicity Chair, Rita Shaw calls out our programs in the various Unitarian news venues, such as Kaleidoscope, Reflections, Order of Service and Unitarian Society News email notices. Lorraine Cass, has maintained our membership and calling lists. The way to join is to come to our open general meeting in Parish Hall at 2pm on the first Friday of each month starting in October. 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.

Joanie Jones, President, May 22, 2012

Academy for Healing Arts

AHA! is a non-profit that 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.

From its beginnings in 1999, *AHA!* (the Academy of Healing Arts for Teens) has grown to serve over 1500 teens this year in local high schools and middle schools and in its daily after-school groups, many of which are offered on the USSB campus.

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.

This summer USSB and AHA! Are collaborating together to bring a free film series to the community of Santa Barbara. **TrueSpark: Building Teens' Character Through Film.** TrueSpark uses movies to teach about positive character traits: what they are, how they can be expressed, and how they make the world a better place. With instructor guides and participant questionnaires, participants will learn deeply and experientially about how these inspiring films can teach them to be better, more whole people as they move into adulthood. Movie nights will run from 6:30-9:00 in Parish Hall. Following the screening, there will be a discussion facilitated by *AHA!* staff.

Santa Barbara Children's Chorus

Santa Barbara Children's Chorus (SBCC) is a county-wide, non-denominational music education and performing organization for children ages 8-14. USSB and SBCC entered into an agreement to deliver children's music programs to USSB families and the community starting in January 2011.

This past year has been a busy one for the Chorus! In addition to its regular weekly rehearsals and end-of-session performances at USSB, Chorus members had the opportunity to collaborate with Opera Santa Barbara for its fall 2011 production of *La boheme*, where the children learned to sing a song in Italian! In February of this year, the Chorus held a Rock Cappella workshop at USSB in conjunction with VocalMotion, an all-female a cappella group based at UCSB. This workshop was attended by 19 children, many of whom were children of USSB members. This spring, the children sang at USSB's Earth Day service and the Santa Barbara Earth Day Festival and they hosted the Phoenix Boys Choir for a concert at USSB on May 20. Many of USSB members opened their homes to these talented boys, ensuring an experience they will never forget.

In May, SBCC held its first annual benefit concert, *An Evening of A Cappella & Jazz*, at the Marjorie Luke Theatre, where several talented groups, including Brothas From Otha Mothers, Naked Voices, Pacific Sound, Santa Barbara Jazz Collective and VocalMotion entertained guests during the two-hour performance. USSB's own, Ellen Rockne of the Wonder Choir, led a terrific sing-along that had all audience members singing and tapping their toes!

Next month, the Chorus is gearing up for its first two-week *Showtime* Summer Camp at USSB, which will take

place weekdays from July 16-27. And, this fall, the Chorus plans to expand its music offerings by continuing its SING! after-school program at several local elementary schools, adding a Carpinteria Children's Chorus as well as an All Schools Chorus for young singers throughout Santa Barbara.

To learn more about Santa Barbara Children's Chorus, call Paul Freeman, (805) 512-9840, or visit sbchildrenschorus.com.

Freedom Warming Centers

The mission of the Freedom Warming Centers is to provide a safe, dry and warm place to sleep for people without shelter when extreme winter weather is forecast for Santa Barbara County. The Unitarian Society, with the direction of Nancy Edmundson and Rev. Julia Hamilton, acts as the organizing force and fiscal agent for this grassroots effort.

This year, we coordinated sites in downtown Santa Barbara, Isla Vista, Lompoc and Santa Maria. Our USSB food team of over 75 volunteers, coordinated by Emmanuelle Ledbetter and Lisa Moreno, served meals for anywhere from 15 to 55 people each night we were activated. This year we often opened two sites downtown to meet a growing need, sheltering 80-90 people on some nights in Santa Barbara alone. Across the county, we were open 35 nights and served a total of 2,858 guests in Lompoc, Santa Maria, Isle Vista, and Santa Barbara. Our members Mark Hamilton, Glenn Bacheller and Gary Welterlen also coordinated the Masters Monday golf-a-thon, which raised over \$10,000 this year for the Centers.

The Centers were started three seasons ago after the death of a homeless man, called "Freedom" here in downtown Santa Barbara, and they rely on a collaboration and partnership between individual volunteers, faith communities that act as host sites, public funding from the County and the cities of Santa Barbara and Goleta, private donations, paid staff, and other nonprofits that work with people on the streets. We have made great strides in improving both the day-to-day operations of the Freedom Warming Center program as well as increasing our partnerships.

Our supporting organizations this year include: The Good Samaritan Shelter in Santa Maria, The New Life Academy Christian Church in Lompoc, the Korean United Methodist Church, St. Michael's, and the Student Religious Co-Op in Isla Vista, Trinity Episcopal Church, First United Methodist Church, First Presbyterian Church, The Santa Barbara Jewish Federation, Unity Church, First Congregational Church in Santa Barbara, the PEO United Methodist Women's Alumni, and the Santa Barbara Friends Meeting. We collaborate with with Doctors Without Walls, a volunteer street-medicine team who provides basic medical care and evaluation to our guests, and with EasyLift, a van service that provides wheelchair accessible rides to our guests who cannot walk to our host sites. This network of relationships across interfaith lines, in political circles, and in the non-profit and advocacy world can serve as a model for future projects of this nature.

Wonder Choir

Wonder Choir is a pilot affiliated program is designed for people who like to sing, whether they have training, talent or experience - or not! The brain child of USSB member, Ellen Rockne, the choir began this winter and is quickly growing. This has become an enormously successful program enjoyed by members of USSB and beyond. Wonder choir is not performance-oriented at all - but simply about getting people of all ages together to sing. This coming year USSB will work with Ellen to create a second Wonder choir-type program designed with USSB members in mind.

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

Unfortunately, our dearest **Rachel Johansen** died on Oct. 26, 2011. Rachel was the SK assistant director for thirty years, from 1967 – 1997. She will be greatly missed. Fortunately, her influence permeates SK and her spirit will live on. We will be planting a Mulberry tree in her honor.

Population Served

Seventy-one families were served this year.

Financial Assistance

Fourteen children received scholarships this year.

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.

SBCC Board of Trustees approved a memo of understanding between SBCC and Starr King for Yr. 2012 – 2013.

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

The highlight of this year was the playground renovations. Several of our structures were dilapidated and required replacement. We added a new climbing structure, and rebuilt both the swing set and gazebo. The most exciting addition was a creek. Thanks to our collaborative efforts, together SK and USSB offer a wonderful environment for both the SK children and USSB children. Our investment was well worth the safety of all children.

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 Elubia Orosco received her practicum experience at SK. In addition, we also had two student interns from Santa Barbara Charter School and two from the Open Alternative School.

Annual Rummage Sale

The SK annual event not only 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- Tracey Goforth, Jami Faletti, Jamie Savellano 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
2011-2012
(Year in Review)

July

La Paz Property Work Parties
Children's RE Summer Sundays
Just For Fun Activities Launch
Befriending The Unknown Circles Launch
Blood Donation Event
Congregation Potluck and Variety Show
Danceaway Retires

August

USSB Care Team Program Launch
Connection Circles Sign Ups
2012 Mission Trip Announced
Board of Trustees Planning Retreat
Religious Education Teacher Training

September

Children's RE Program Pancake Breakfast & Carnival
10th Anniversary 9-11 Commemoration Service & Water Communion
Ingathering Worship Service
Connection Circle Facilitator Training
DeBenneville Pines Retreat
Children's RE Classes Began
Membership Committee Retreat
Connection Circles Began Meeting for the year

October

Fall Session Wellspring Wednesdays
Care Team Training
New Member Recognition & Luncheon
Alliance for Living Well, Dying Well Film Series
Point of View UU Artists Art Show
Healing the Heart of Democracy Webcast
Starr King Rummage Sale
Getting Acquainted Classes Launch
Dia de los Muertos Service & Multigenerational Craft Party

November

Annual Congregation Celebration & Fundraising Auction
Heritage Sunday
Freedom Warming Centers Open for the winter season
Pastoral Care Team Commissioned
The Great Tea
Addictions Ministry Launched
Leap of Faith Travel Team to St. Paul, MN
Thanksgiving Service & Bread Communion

December

Holiday Radio Show
Children's Holiday Play
Holiday Craft Party
SB Children's Choir Holiday Performance
Master Chorale Holiday Concert
After Aesop book launch
Standing Outside the Season Service
Christmas Eve Services

January

Five Wishes Program; Alliance for
Living Well & Dying Well
Santa Barbara Wonder Choir Launches
Family Game Night
MLK Jr. Peace Event & Workshop
Winter Session Wellspring Wednesday begins
Blood Drive Event
Reservation 101 Event & Fundraiser
Coming of Age Wizard of Oz
Choir Retreat

February

Congregation Potluck and Variety Show
Mid-year Congregation Town Meeting
RE Parents Night Out
Secret Pals Program
Leap of Faith Visit from St. Paul, MN
Parker Palmer SB events
Charting Our Course Summit

March

YRUU Mission Trip
BookStall Ministry Launches
Taize Service
Launch of Annual Fundraising Campaign
Poetry Cafe

April

Spring Wellspring Wednesday Session begins
Easter Services
Master’s Monday Golf Fundraising Tournament
Pastoral Caring Community Potluck
Flower Communion Service
Pacific Southwest District Youth Conference
Drumming Group Launches
Library Used Booksale
Earth Day Worship Services & RE Science Fair
Pacific Southwest District Assembly

May

Appreciative Inquiry Training
New Member Recognition & Luncheon
RE Teacher Recognition
Coming of Age Service
Phoenix Boy’s Choir

June

Women’s Fashion Fling
Bridging Service
Town Budget Meeting Annual Congregational Meeting Fire
Communion Service
RE Summer Sundays Begin
UUA General Assembly

Regular Classes & Events

Women’s Group
Men’s Circle
Connection Circles
Early Morning Exercise

Yoga
Reading Group
Toastmasters
Meditation

Occupy Santa Barbara
Spanish Classes
Just For Fun Activities
Principled Recovery

Monthly Events

Path to Membership
Alliance General Meetings
Game Nights

Seasoned Seekers
Film Nights
Israeli Dancing

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.

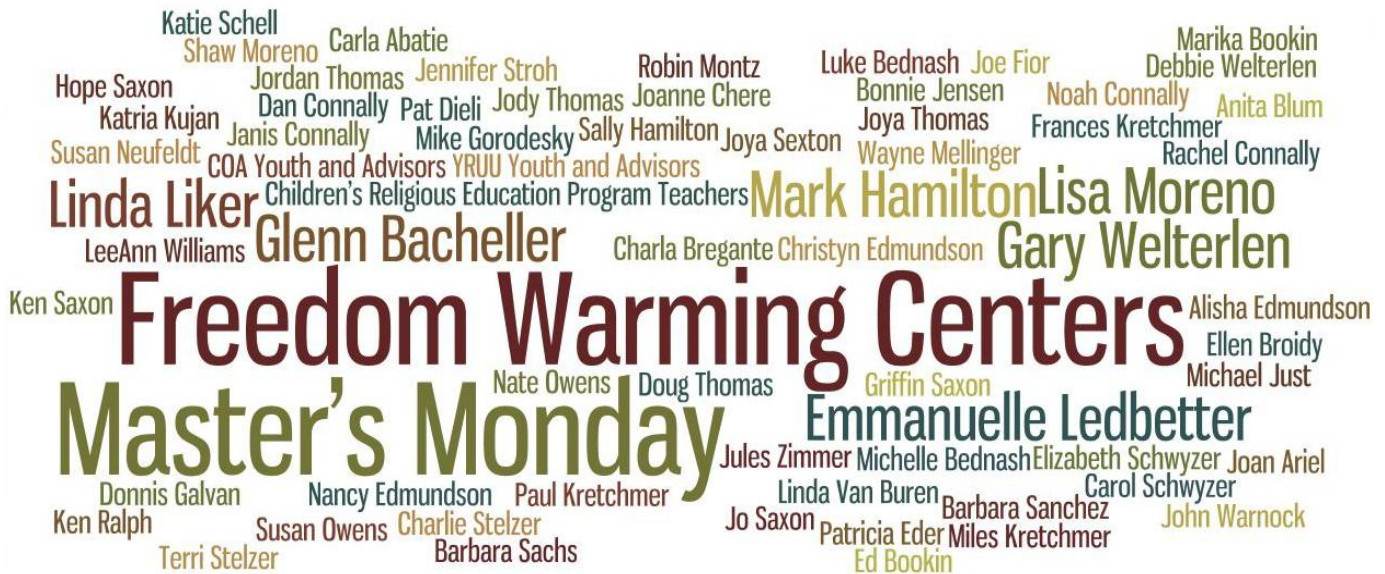
Covenant of Good Relations

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 35 rainy and cold days between November 15 and April 15. 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 Lisa Moreno and Emmanuelle Ledbetter who coordinated all the meal teams, and Glen Bacheller, Gary Welterlen and Mark Hamilton for their leadership of Master’s Monday fundraising efforts.



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

Thank you