Our Values

The transcendent, timeless qualities of our religious community we strive to embody in all we do.

Our Actions Embody:
Community, Courage, Love, Diversity, Generosity, and Joy

Our Mission

The Unitarian Society is a loving community of seekers:
- Living with integrity
- Nurturing Wonder
- Inspiring Action

Our Covenant of Good Relations

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

Be receptive, listening with care and compassion.

Be truthful, speaking with care and compassion.
Speak directly to any person(s) with whom I have a concern.

Be committed to the group as a whole, honoring our long history as a congregation within the Unitarian Universalist tradition.

Expect that there will be differences among us and accept and care for one another despite those differences.

Remain engaged with gentleness and respect when times are uncertain, participate in the process, and do my part to sustain this Covenant.

Honor my responsibility for upholding the spiritual values, traditions and rituals of our community.
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A moment captured during Tibet Week 2014
Tibetan Monks, Cassia Shive Hamilton, and basset hound, Sandy
# BOARD OF TRUSTEES

**Officers – 2013/2014 Fiscal Year**

President – Carol Schwyzer  
Vice-President – Bart Woolery  
Corporate Secretary– Susan Neufeldt  
Treasurer – Anita Blume-Ralph  

### Members

<table>
<thead>
<tr>
<th>Term Expires (6-30-13)</th>
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<th>Term Expires (6-30-15)</th>
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<tbody>
<tr>
<td>Charlene Little 969-2956</td>
<td>Bart Woolery 682-5814</td>
<td>Susan Plummer 617-3605</td>
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<tr>
<td>Colin Jones 683-1937</td>
<td>Susie Dupont 820-8149</td>
<td>Craig Bennett 415-994-7747</td>
</tr>
<tr>
<td>Melinda Stavely 448-3484</td>
<td>Susan Neufeldt 962-9344</td>
<td>Carol Schwyzer 962-9344</td>
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### Nominating Committee

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<tr>
<td>Gary Welterlen</td>
<td>Terri Stelzer</td>
<td>Gun Dukes</td>
</tr>
<tr>
<td>Laura Bushnell</td>
<td>Mary Ellen Hoffman</td>
<td>Chuck Wolfe</td>
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</tbody>
</table>

### Staff - 2013-2014

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Phone Ext</th>
<th>Email Addresses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Minister</td>
<td>Aaron McEmrys</td>
<td>222</td>
<td><a href="mailto:minister@ussb.org">minister@ussb.org</a></td>
</tr>
<tr>
<td>Associate Minister</td>
<td>Julia Hamilton</td>
<td>244</td>
<td><a href="mailto:congregationallife@ussb.org">congregationallife@ussb.org</a></td>
</tr>
<tr>
<td>Director of Administration</td>
<td>Nancy Edmundson <em>(outgoing)</em></td>
<td>225</td>
<td><a href="mailto:director@ussb.org">director@ussb.org</a></td>
</tr>
<tr>
<td>Director of Lifespan Religious Education</td>
<td>LeeAnn Williams <em>(outgoing)</em></td>
<td>229</td>
<td><a href="mailto:lifespan@ussb.org">lifespan@ussb.org</a></td>
</tr>
<tr>
<td>Children’s RE Coordinator</td>
<td>Jena Foster</td>
<td>227</td>
<td><a href="mailto:re@ussb.org">re@ussb.org</a></td>
</tr>
<tr>
<td>Youth Coordinator</td>
<td>Adam Shive</td>
<td>224</td>
<td><a href="mailto:youth@ussb.org">youth@ussb.org</a></td>
</tr>
<tr>
<td>Office Manager</td>
<td>Anna Royer</td>
<td>224</td>
<td><a href="mailto:office@ussb.org">office@ussb.org</a></td>
</tr>
<tr>
<td>Membership Coordinator</td>
<td>Becca Claassen <em>(outgoing)</em></td>
<td>221</td>
<td><a href="mailto:membership@ussb.org">membership@ussb.org</a></td>
</tr>
<tr>
<td>Facilities Use Coordinator</td>
<td>Megan Moyer</td>
<td>222</td>
<td><a href="mailto:facilities@ussb.org">facilities@ussb.org</a></td>
</tr>
<tr>
<td>Building Manager</td>
<td>Celina Paul <em>(outgoing)</em></td>
<td>223</td>
<td></td>
</tr>
<tr>
<td>Chancel Choir Director</td>
<td>Rob Brown</td>
<td>230</td>
<td><a href="mailto:building@ussb.org">building@ussb.org</a></td>
</tr>
<tr>
<td>Pianist</td>
<td>Ken Ryals</td>
<td>240</td>
<td><a href="mailto:music@ussb.org">music@ussb.org</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td><a href="mailto:heathlev@silcom.com">heathlev@silcom.com</a></td>
</tr>
</tbody>
</table>
UNITARIAN SOCIETY OF SANTA BARBARA  
NOTIFIED AGENDA FOR ANNUAL MEETING  
June 8, 2014  
12:15 pm, Parish Hall

1. Opening and Call to Order  
2. Affirmation of Covenant, Core Values, and Mission  
3. In Memoriam  
   Reverend Aaron McEmrys & Reverend Julia Hamilton  
4. Additions or Deletions from Agenda if 20% of membership present  
5. Election of Board of Trustees  
6. Election of Nominating Committee  
7. Election of Minister Emeritus, Rev. Ken Collier  
8. Year in Review Our Year Ahead  
   Rev. Aaron McEmrys, Rev. Julia Hamilton, Carol Schwyzer  
9. Annual Fiscal Plan Presentation and Vote to Adopt Fiscal Plan  
   Ted Stern Finance Committee Member, Erin Wilson, Director of Administration  
10. Cummins Proposal and Vote to Adopt  
11. Divestment Proposal and Vote to Adopt  
13. Installation of Board  
14. New Business (additional agenda items)  
15. Closing  
16. Adjournment

Voting Information:  
• Members who have signed the membership book on or before May 9, 2014 and committed to an annual financial contribution are eligible to vote. (Members may also receive ministerial exemption from financial commitment.)

• Absentee ballots will be available on request by calling the office at 965-4583, or at the Town Meeting on June 1, 2014.

• Members may vote by proxy. Each member attending the meeting may hold one proxy. Proxies should be dated, signed and state the name of the member to carry the proxy.

• The quorum for an annual meeting is one-tenth of the membership counted as present, or voting by proxy or absentee ballot.

Official Membership at Meeting Notice: 509  
Quorum to conduct business: 10% of 509  Total Members = 51 Members  
Quorum to make additions or deletions from Agenda: 20% of 509  Total Members= 102 Members
The Unitarian Society of Santa Barbara is a partner congregation with UUJMCA. The Unitarian Universalist Justice Ministry of CA advances justice in our state by cultivating and connecting leaders and communities, and by empowering the public voice of those who share UU values and principles.

**Covenant of Collaboration**

"Our congregation wishes to collaborate with the Unitarian Universalist Justice Ministry of California. 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."

**ECOFAITH SANTA BARBARA**

Our faith traditions call us to be intentional stewards of the environment.

The Unitarian Society has joined ECOFaith Santa Barbara as part of our ongoing commitment to respond collaboratively to the threat of climate change.

ECOFaith is a coalition of diverse local and regional faith communities and individuals who are working together to lower carbon emissions and get on the path to sustainability. ECOFaith is a program of the Interfaith Initiative of Santa Barbara County. We acknowledge that our planet is in environmental peril and that collaborative leadership is needed to protect and preserve creation.

**Mission**

ECOFaith Santa Barbara builds on the convictions of religious faith from many traditions to address the urgent needs of the environment. Drawing on and working with ongoing efforts of other community agencies and organizations we seek to achieve the following goals:

1. Work towards energy efficiency and conservation in our places of religious faith.

2. Educate and encourage our congregations to adopt environmentally sustainable lifestyles as a dimension of spiritual practice.

3. Partner with broader community to create a healthy environment.
# Membership Statistics

**Total Membership:**
- **June 6, 2013:** 512
- **June 6, 2014:** 505

## New Members
- Alice Rice
- Brian Bloomfield
- Lynn Nichols
- Max Golding
- Teresa Smith
- Elliot Feinberg
- Keith Strohmaier
- Barbara Alderson
- Joseph Pinson
- Lyanna Parkhill
- Richard Dow
- Maureen Kampen
- Nancy Soans
- Caity Young
- Sue Fridley
- Cathrine Woodford
- Catherine Callahan
- Hathor Hammett
- Wendy Lewis-Rakova
- Sharon Fiori
- Liza Messano
- Doug Chamberlin
- Caroline Chamberlin
- Marilee Krause
- Steven Lovelace
- Ellen Ratcliffe
- Joseph Caballero
- Nicolas Limthong
- Mindy Nelson
- Nathaniel Rich

## Reinstated Members
- Betsy & Mead Northrop

## Resignations
- Elin Pratt
- Susan Castle
- Doug Jacobson
- Lauren Kernochen
- Tom Sturgess
- Sharon Fiori
- Debra Rodgers
- Charolotte Kelley
- Richard Nagy
- Linda Hill
- Robert Tirado
- Helen Gordon
- Lorna Hedges
- Nan cisney
- Alice Rice
- Dinorah Molina
- Lucinda Eileen
- Rebeka Hampton
- Michael Steady
- Lorraine Cass
- Jennifer Coltrin
- Adrienne Dion
- Douglas Duncan
- Marshall Getto
- Annette Guionnet
- Allison Mayer Oakes
- Elizabeth Anne

## Removed
- Fred Becker
- Delice Benyat
- Kathleen Cole
- Annemarie Enthoven
- Alissa Hummer
- Cheryl Kelmar
- David Kujan
- Katrina Kujan
- Dinorah Molina
- Lauren Wyeth
- Rebeka Hampton
- Michael Steady
- Lorraine Cass
- Jennifer Coltrin
- Adrienne Dion
- Douglas Duncan
- Lucinda Eileen
- Marshall Getto
- Annette Guionnet
- Allison Mayer Oakes
- Elizabeth Anne
- Mary Orr
- Lauren Peikert
- Margo Slaff
- Jennifer Stroh

## Deaths - Members
- Claire Nisbet
- Eileen Clark
- Pat Strayer
- Anne Johnson
- Paula Westbury
- Kenneth Kruger
- Janice Chelini

## Deaths - Friends
- Marilyn Quam (friend)

## Births
- Bodie Nelson-Diraison

## Weddings
- Koreen Olbrish & John Pagano
2014-2015 PROPOSED BUDGET

Annual Congregation Meeting Vote to Adopt, Sunday, June 8, Parish Hall, 12:15pm

<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
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<tr>
<td>Annual Membership Pledges</td>
<td>$ 520,000</td>
<td>$ 505,000</td>
<td>$ 510,000</td>
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<td>Fundraising, Grants, Administrative Fees</td>
<td>$ 51,000</td>
<td>$ 50,610</td>
<td>$ 53,000</td>
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<tr>
<td>Contributions Revenue</td>
<td>$ 43,000</td>
<td>$ 33,000</td>
<td>$ 24,250</td>
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<td>Room Use, Weddings, Rentals, etc.</td>
<td>$ 173,800</td>
<td>$ 189,050</td>
<td>$ 209,300</td>
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<td>Contributions Revenue</td>
<td>$ 124,305</td>
<td>$ 134,766</td>
<td>$ 129,000</td>
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<td><strong>Total Revenue</strong></td>
<td>$ 912,105</td>
<td>$ 912,426</td>
<td>$ 925,550</td>
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<td><strong>Expense</strong></td>
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<td>Staff</td>
<td>$ 632,507</td>
<td>$ 634,588</td>
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<td>Facility</td>
<td>$ 133,667</td>
<td>$ 130,875</td>
<td>$ 112,524</td>
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<td>Administrative</td>
<td>$ 65,461</td>
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<td>$ 68,700</td>
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<td>Supplements to Programs</td>
<td>$ 16,930</td>
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<td>District &amp; Association Support</td>
<td>$ 18,590</td>
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<td>$ 10,000</td>
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<td>Interest Expense &amp; Principal Pay-down</td>
<td>$ 44,950</td>
<td>$ 44,800</td>
<td>$ 62,850</td>
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<tr>
<td><strong>Total Expense</strong></td>
<td>$ 912,105</td>
<td>$ 914,353</td>
<td>$ 925,550</td>
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<tr>
<td><strong>Net Operating Income</strong></td>
<td>$ -</td>
<td>$ (1,927)</td>
<td>$ -</td>
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NOTES ON PROPOSED BUDGET 2014-2015

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. Administrative fee related to Warming Center Fiscal Agency. No grant income identified or budgeted to date.

- **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, Knox School, Weddings and other known room users.

- **Contribution Revenue** includes miscellaneous gifts and plate collections (for USSB only). Does not include special Outreach Offerings.

Operating Expenses

- **Staff Expense** reflects staff reorganization, and expenses for Staff/Ministerial transitions

- **Facilities Expense** includes property and liability insurance; regular maintenance, major maintenance, contract services for gardening, custodial and security services; utilities, supplies, and organ maintenance, and earthquake self-insurance.

- **Administration Expense** includes computers, telephone, bookkeeping, office equipment leases, supplies, postage, and newsletter.

- **Supplements to Programs** include cost of program supplies and board expenses, with reductions to all areas compared to prior year.

- **Denominational Support** is based on official membership count of 509 reported February 1, 2014; % of Fair Share requested by Unitarian Universalist Association (UUA), and the Pacific Southwest District (PSWD).

- **Interest Expense & Principal Pay-down** includes the paying of interest as well as pay-down of principal on loans
PROPOSED CUMMINS FUNDS RESOLUTION

USSB is one of several beneficiaries of a Charitable Remainder Trust, known as the Cummins Bequest. Each year USSB receives a percentage of its value in perpetuity. In 2005 a Cummins Bequest Task Group was established to provide a policy recommendation to the Board regarding the best distribution of this annual gift and the Board resolved the following:

- 40% of the gift go to the USSB Endowment Fund
- 40% to USSB Capital Improvements
- 20% to the Roy and Laurie Cummins Memorial Fund

The Board of the USSB Endowment is recommending the congregation vote to treat the 40% that is currently designated to the USSB Endowment fund be treated as an Endowment distribution directly to the USSB general operating fund, with no change to the remaining 60% of the distribution.

Rational from the USSB Endowment Board: It has become increasingly clear that the Cummins Trust operated by the Oregon Community Foundation acts as another endowment to the benefit of the Society albeit at a lower and variable payout rate annually. Our endowment has grown steadily thanks to the generosity of our members’ gifts largely through their estate plans and generally strong investment performance, all without contribution from the Cummins Funds which have been directed to other areas by Board and Congregational vote. Rather than sustain the intent of the last congregational vote that 40% of the Cummins distribution be directed to the Endowment producing a net 2.4% benefit to the Society each year, it is recommended that the full 40% of Cummins Funds be available to support current activities of the Society as determined by the Board of Trustees.

Resolved: USSB will treat future distributions received from the Cummins gift as follows:

- 40% of the gift go to the USSB General Operating Fund
- 40% to USSB Capital Improvements
- 20% to the Roy and Laurie Cummins Memorial Fund

PROPOSED DIVESTMENT RESOLUTIONS

In an effort to come in line with the objectives of the USSB Resolution on the Climate Crisis and align with the UUA Fossil Fuel Divestment Business Resolution, the Endowment Board has proposed that we fully divest of financial interest in fossil fuel companies within the next five years.

We will be asking the congregation to vote on the following resolutions (as approved by the Board of Trustees in April 2014) during the Annual Meeting:

Resolved: Subject to congregational approval, USSB will be fully divested of financial interests in fossil fuel companies within the next five years.

Resolved: Subject to congregational approval, the USSB Endowment Board is requested to implement an investment plan compatible with the UUA’s policies and practice in implementing the “Fossil Fuel Divestment 2014 Business Resolution of the UUA as approved at General Assembly”. This includes maintaining its practice of holding no direct financial interests in the shares of the 200 major fossil fuel companies (defined by The Carbon Tracker), known as the CT200, and within the next five years seek to do so within any pooled-asset-managed holdings. It is acknowledged that divestment will likely increase investment expenses and possibly result in lower investment returns and less portfolio diversification with attendant higher risk. These possible consequences may put at risk the ability of the USSB Endowment to sustain its usual 6% annual distribution to the Society, without invading USSB Endowment Fund principal.
CLIMATE RESOLUTION
Adopted June 9, 2013

Whereas, our Society, as a member congregation of the Unitarian Universalist Association, has agreed to affirm and promote “Respect for the interdependent web of all existence of which we are part.”

Whereas, the Unitarian Universalist Association has issued a Statement of Conscience on the threat of global warming and climate change,

Whereas, the planet is under increasingly urgent threat due to the growing climate crisis and human activity is widely acknowledged to be responsible for bringing about this crisis,

Whereas, the next few years are critical in determining whether we, as people of the planet, can respond quickly and effectively to lessen the impacts of the crisis,

Whereas, faith communities can serve a vital role through local actions and in calling upon our elected leaders to implement effective policies,

Therefore be it resolved that The Unitarian Society of Santa Barbara pledges to do what it can to bring about the systemic changes necessary to move toward a more life-sustaining society. The Society agrees to:

• Affirm the serious threat that climate change poses to life as we know it on this planet.
• Support actions on behalf of the congregation that address the changes needed to make an impact on this issue, included but not limited to participating in public witness, supporting specific public policies, and otherwise engaging in public advocacy for a more sustainable society.
• Regularly re-examine and update the science and data supporting our stands on public climate policies with a willingness to modify or change our stands if so indicated by such a review.
• Consider ways that our congregation can reduce our own negative impact on the environment and place a priority on asking the question, “How does this action impact our commitment to sustainability?”
• Educate ourselves about the effects of climate change, particularly as it relates to communities who will be disproportionately affected by its negative impact.
• Examine the ways that this issue intersects with other justice concerns.
• Prepare ourselves to respond to the crisis creatively, collaboratively and in the spirit of our covenant with one another and our Unitarian Universalist values.
• Seek out ways to work with local, national and international organizations that share our goals.

Be it further resolved, this resolution is just one step in the process of discerning how we, as a congregation and a leader in our community, can have a positive impact on creating a sustainable future for life on our planet.
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. Our Board of Trustees is not recommending any changes to our LRP it at this time because we know that what we have learned through our Mission/Vision process will guide the Board’s planning. The Board’s next step with tying long range planning to our Mission will be establishing monitoring processes tied to the Ends that have been articulated by the Board. Thus far USSB remains highly successful at accomplishing virtually every goal we set for ourselves in the LRP.

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 2010-2018

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.
- 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.
- ...quantified by size of music program as measured by numbers of music programs and groups, participants, age diversity of participants, performances, quality and diversity of musical offerings, and by staffing resources appropriate to program growth. (as quantified by Board May, 2014)

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.
- Develop and Implement Means to fulfill our June 2013 Congregational Resolution on climate crisis (added May, 2014).

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 - Completed May, 2013
- Achieve and sustain excellence as a teaching congregation
- Inspire & inform USSB members to identify individual calls to ministry and ministerial opportunities
- Engage and support a successful Interim Ministry (added May, 2014)
- Complete a successful search process for our next Senior Minister (added May, 2014)
EXECUTIVE REPORT
2013-2014

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.

Charting Our Course Toward Policy Based Governance: Our Board of Trustees is continuing its multi-year efforts toward clarifying our organizational priorities and the underlying systems that will best help us achieve them.

Communications: An important “Hub” area that remains an area of focus this year is the area of Communications, both internal and external. As our congregation continues to grow in programs and diversity, effective communication becomes at once more challenging and more important. We had hoped to implement a number of strategies to help us improve communications, including more focused staffing, as Communications does not currently reside under any one staff member. While we have not prioritized any communication-related staffing changes in this year’s budget, we are making significant strides creating a new website and migrating to a much more effective database system. A brand new website is in development now and expected to be live this summer. The website will allow for more interaction and connectivity between existing members, and clear accessibility to potential new members.

Sabbatical: Aaron was able to take a 4 month sabbatical July-November that had originally been scheduled for earlier in 2013. Our staff team was able to keep programming and congregational life on course, with Rev. Julia and Nancy Edmundson sharing responsibility of the senior ministry during that time, so no sabbatical minister was needed. The Worship Committee and Care Team, in particular, did a great job of stepping up their activities. The absence of the Senior Minister was noticed in all areas of ministry, and is witness to the value of having two ministers to serve the complex and demanding needs of our congregation.

Installation: Rev. Julia Hamilton was installed as our Associate Minister on December 7th, 2013, in a celebration that lifted up the ways in which we have grown as a congregation that embraces the full potential of an active, shared ministry. The event was part of a “Day of Service” where all members of USSB were invited to go out into the community and make a difference, and share with one another their own commitments to outreach and action. Clergy from all over Southern California celebrated with us and a tasty reception, complete with champagne and cupcakes, rounded out the occasion.

Transitions: 2013/14 has been a year of extraordinary transition for USSB. Our Senior Minister, Director of Lifespan Religious Education and our previous Director of Administration have stepped down, along with other staff transitions. For this reason, a great deal of our work this year has been about doing what we can to make these changes as healthy and effective as possible for the congregation. Thus we have not prioritized new programmatic initiatives, focusing instead on stabilizing our infrastructure.

Stewardship: Through our Long Range Planning process, we define “Stewardship” as developing and sustaining the facility and financial and staff resources to meet the needs of our growing programs.
Facilities: We are truly fortunate to be stewards of a beautiful and historic physical campus. This year energy has been devoted to several major projects, as well as the usual day-to-day operations of a complicated facility!

- **Landmark Designation:** Constructed in 1930 by architect E. Keith Lockard, the Sanctuary is a significant part of Santa Barbara’s architectural heritage. This year we had the honor of being designated as an official City Historic Landmark. This designation nods to the excellent maintenance and upkeep of our facilities, and our imprint on the Spanish Colonial Revival style of our City.

- **La Paz and Arrellaga Properties:** Both of our rental properties have been fully occupied and generating revenue for the congregation that offsets the loan and interest expense reflected in our operating budget. All the structures require continual upkeep and have dated systems that benefit from the tender, loving care of our Building Manager!

- **Water Use:** With the declaration of drought, we sought ways to cut back on our campus water consumption. We cut back on water consumption by 30% after completing multiple projects across the entire span of the campus. We continue to monitor usage and adjust as necessary and keep water conservation a high priority.

- **Major Projects:** Maintaining this campus means ongoing projects! In addition to the ongoing maintenance and repairs, this year we were fortunate to be able to continue our Parish Garden renovation plans, and implemented phase two of the project. We have also been fortunate enough to finish renovation and upgrading of Blake Lounge as well as Audio-Visual updates to Jefferson Hall. We also renovated another Religious Education classroom to become studio space, bringing our classroom studios to a total of three!

Financial Resources: We are a fortunate congregation to have a depth and breadth of lay leaders, committees/teams and staff to carry out the financial management that supports our vision and long range plan. In reports included with the Annual Report you will appreciate the comprehensive and collaborative efforts by our Finance, Audit, and Planned Giving Committees, our USSB Endowment Board and our Board Treasurer.

- **Stewardship Steering Committee:** In 2012 we launched a Stewardship Steering Committee composed of 3 board members, 2 staff and 3 members at large. This committee has been reviewing and advising our Board and Staff from a macro-view, cross programming and multi-year perspective. Our Stewardship Steering Committee will help us review and analyze our congregation-wide response to annual campaigns over the past several years. It remains a challenge to find new lay leadership in the Stewardship Committee, and we are in active search for a Chair for the upcoming year.

- **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. This event was supported by an amazing and robust volunteer planning committee Chaired by Gun Dukes. This year we were able to purchase several items for use at future events, decreasing our future rental costs, and are proudest of our well organized “Big Board Salon”. We experimented with a web-based auction for jewelry and art items with a modest success. We are looking to organize a committee for our 2014 event. This committee will kick off in July for our October 11, 2014 event! This year we also continued an organizational favorite, the Women’s Fashion Fling, led by Sally Hamilton.

- **Reporting & Financial Oversight:** We have been making strides this year in Financial Reporting within Finance Committee and building a Financial Dashboard for the Board of Trustees. This clarified, high-level view of our finance assists in getting more leaders involved and able to process a snapshot of our congregations’ financial health.

- **Maximizing Facility Revenue**-Our Facility Coordinator has competently extended our outreach efforts to maximize our facility revenue, bringing in revenue substantially above projected. Despite a staff transition in the Facility Use Coordinator mid-year, we have met and exceeded our revenue targets, and have implemented a new web-based scheduling software. We continue to focus on the greatest revenue potential with the least conflict with congregation use. Our facilities were featured in a Sunday edition of the New York Times this April.
- **Clergy Housing Assistance Fund**: The fund is established, funded and ready to be utilized. This fund becomes increasingly important as we begin our search for a settled Minister. The funds will assist in the purchase of a home should a settled Minister be ready. This is an “evergreen fund”, meaning that principle and simple interest will be returned to the fund upon sale of the home or completion of a ministry, to be used into perpetuity by the congregation for this purpose.

**Leadership development**: We continue the transition with our Nominating Committee becoming a year round Leadership Development Committee.

**Membership**: The Membership Ministry Team is comprised of 19 wonderful committee members, led by Sally Hamilton, who work with our 1/3 time Membership Coordinator and Rev. Julia Hamilton. It continues to be a vibrant group of people who welcome and celebrate our newcomers as well as occasionally hosting congregation-wide events like potlucks and dances. This spring we have welcomed Megan Moyer on board as our new Membership Coordinator as we said goodbye to Becca Claasen. We invite members to our team who enjoy meeting people, creating fellowship events and who represent our congregation with love and out-going sincerity.

Our membership numbers continue to stabilize as our Membership ministry team works to connect visitors and new members with opportunities for participation in congregational life. Our retention numbers continue to be high. Visitors from other UU congregations tell us what a good job we are doing of creating a warm and welcoming Sunday morning experience.

- **Growth**: We have welcomed 41 new members so far this year, (compared to 44 last year) and have welcomed 320 new members in the past 6 years. This recent year our membership number stabilized with 505 members at the time of this report, compared to 512 in June 2013, 521 in June 2012, 506 in June 2011 and 469 in June 2010.
- **Membership Retention**: Of the 320 new members who have joined in the past 6 years, 240 or 75% are still members at this date. This continues to reflect a very healthy number of new member retention! This number compares to 78% last year (over 5 years). It is worth noting that 50% of the people who were removed from our membership list resigned because they moved geographically,—which we correlate to the younger age of many of our newer members.
- **Age Diversity**: Our congregation continues its efforts to become significantly more age-diverse; 17% of our membership is now under the age of 45 compared to 16% in 2013, 15% in 2012, and compared to 2007, when 12% of our membership was under the age of 45. Of the new members who have joined in the past 5 years, 30% are under 45. (This compares to 29% last year and 28% two years ago). We are thinking creatively about how to integrate and improve program offerings for young adults and families.
- **Sunday Morning “Superstar” Volunteers**: Each Sunday of the month (including 5th Sundays) there are 1st service and 2nd service teams working with a Team Connector. These teams ensure that our Sunday mornings go smoothly; everyone is greeted with goodwill, visitors are welcomed, our offering is collected and counted, and a hot cup of coffee or tea is ready at hand! These volunteers, supported by our Membership Coordinator, take charge of the many moving parts that make our Sundays happen with grace and reliability.
- **Membership Ministry**: We have a fully-developed, three-step process for welcoming newcomers on the road towards membership. The twice-monthly Guest Orientation welcomes visitors on Sunday morning with a short, informal meeting during social hour. The bi-monthly Getting Acquainted class, led by Rev. Hamilton, is a 1.5 hour introduction to USSB, including a tour of our campus, and provides a chance to get to know other newcomers. The Path to Membership class, led by Rev. McEmry, is a monthly, 3 hour class that provides a more in-depth conversation about Unitarian Universalism and membership here at USSB.
Expression
the way we use the worship, music, theatre and other arts to share and express our shared ministry in many ways

Worship:

- **Sunday Morning Worship:** Qualitative feedback from attendees continues to be overwhelmingly positive. Among the most frequently cited qualities of our services are the effective integration of music and word, as well as the success with which we minister to “whole” people in worship – offering nourishment to mind, heart and spirit at the same time.

- **Multigenerational Worship:** Our regular “Family Chapel” worship services are designed specifically for multi-generational families. Children and adults worship together in highly interactive services that help people “go deep” within their own family, while also strengthening connection between families. These services continue to be well attended and successful.

- **Wellspring Wednesday:** our Worship Committee continues to offer unique, high quality worship opportunities as part of our adult RE program.

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 total attendance (adults and youth) held relatively level at 274 compared to 291 the previous year. Our average total in 2011 was 304. The average adult attendance held steady at 236 this year compared to 235 last year. Each month, we welcome between 10 and 40 visitors (identified by their completion of guest forms), with an average of 18 new individuals added to our visitor roster and an average of 8 visitors attending a guest orientation.

- **Attendance as Percentage of Membership:** Annual reporting for June 2013 is 505 members, with average Sunday attendance of 292, which gives us a 54% attendance relative to 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. Annual reporting for June 2012 membership was 520 with average attendance of 304 and 58.5% attendance relative to membership. In this report we talk about percentages a lot! Maintaining a high percentage of Sunday attendance is an achievable challenge that we will continue to pay particular attention to in prioritizing our organizational resources in the coming years.

Music Ministry:

Music at USSB is a vital component in our worship services. Through the diversity of repertoire, style, language and presentation, the program has offered music that is interwoven with the sermon and integrates mind, heart and soul. Creating a stronger musical infrastructure for and amongst the singers has been one of the major goals this year. Our half-time Choral Director, Ken Ryals, leads choirs and coordinates our music with passion, humor, and an appreciation of our Unitarian Universalist values. Our volunteer singers and musicians bring devotion, skill, joy and heart to our musical offerings.

Throughout the natural ebb and flow of choral membership, each of the choirs has solidified into a dedicated core of singers who enhance the worship experience through quality music. Ken Ryals leads the Chancel Choir in services twice a month, and the Women’s Chorale once a month. Our lay-led Men’s Chorus, directed by Robin Montz, leads music on the first Sunday of the month. The Drum Corps and the Garage Band have been retired.
Ken Ryals facilitates the Taize-style “Service of Song and Silence” once a month on Wednesday evenings. Although attendance has not been high, this service has been very important for those who find this style of intimate worship meaningful.

Musical Outreach:
Our singers regularly sing at various community events as part of their larger ministry. In 2013/14 some of those outreach events included the following:

- The 9/11 Sister Cities performance
- Interfaith Thanksgiving Service
- Unitarian Universalist Choir Festival in Santa Monica
- Memorial Day Service in collaboration with B’nai B’rith and singing at the Unitarian Universalist Musician’s Network conference in San Diego.

Please see the full Music Ministry report on page 30 for more details about the work of our music program.

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.
- **SB Children’s Choir:** This affiliated group is beginning their fourth year, under the direction of Paul Freeman. We continue to progress in our partnership with the Choir as more of “our” children join the program and we learn how best to collaborate with them.
- Although the monthly **Friday Film Night** has been retired, the congregation continues to use film as a way to spark meaningful and important discussions. The **Alliance for Living and Dying Well** hosted its third fall film series **SPAN** hosts numerous screenings and discussions around films that highlight environmental concerns, and there was a facilitated conversation following the release of “12 Years a Slave.” In January, the congregation collaborated with the Toba Sister City Group and the Nuclear Age Peace Foundation to screen **“Scenes from a Hiroshima Schoolyard.”**

Spiritual Practice: Our Taize musical-meditation services most definitely fall under the rubric of spiritual practice and this year we increased our Taize-style offerings to once a month instead of the two or three times per year we’d been offering in the past.

**Connection**

*the ways we grow and deepen through relationship with one another*

Our Larger Faith

- **UUMA CENTER:** (Unitarian Universalist Minister’s Association Continuing Education Network for Training, Enrichment, and Renewal) Rev. Aaron is Co-Chair of CENTER, the body responsible for providing professional development and enrichment opportunities for Ministers. In addition to his leadership duties, he also oversees the development of peer-mentoring and coaching programs.
- **UU Justice Ministry, CA:** Rev. Julia continues to serve on the Board of this statewide organization, which changed its name this year from UU Legislative Ministry, CA (UULM) to UU Justice Ministry (UUJM), reflecting an organization that does more than just lobby in Sacramento. UUJM provides leadership training, experiential learning opportunities, public witness, and regional justice teams that reflect the diversity of our large state. And we continue our effective advocacy for justice issues at the local, state and national level.
Rev. Hamilton was invited to serve on the Santa Barbara Foundation Core Grant Committee, reviewing grant applications from local organizations providing support for core support services like housing, food and healthcare.

Clergy and Laity United for Economic Justice, SB: Rev. Hamilton completed her work on the Board of CLUE in February of 2014, stepping down after two years of service.

Connection Circles: Our Connection Circles continue to be a significant contribution the vitality of our community. 95 people signed up to participate in 11 circles this year, Ariana Jansma, Ken Ralph and Anita Blume coordinated the effort with a committed group of trained facilitators. They created theme-based session plans that inspired reflection and sharing about the things in our lives that matter most.

Pastoral Care: Caring for One Another
- The USSB Care Team: USSB Care Team consists of seven trained members working with Rev. Hamilton. They have been commissioned by the congregation to provide a caring, compassionate response to members in times of crisis and transition. They have a confidential hotline and email address and have responded to dozens of requests for support and care this past year. They are continuously looking for ways to improve the connection and support we offer one another as a caring community.
- 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: Our addictions team is now completing its second full year. In that time they have achieved all the goals they set for themselves when they began work last year. We host weekly AA-affiliated “We Agnostics” group and have developed a “first responder” support for those who are helping need of immediate support. 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. This effort is coordinated by Megan Moyer.

Childcare for Programs: A continued initiative this year, tied to our priority of age diversity, is offering childcare as needed for specific programs. We continue to experiment with various models to best accomplish this important objective. Unfortunately we will not be able to offer as much childcare as we would like due to budgetary pressure.

Lifespan Learning

Teaching and Curricula—Preschool—5th Grade
This year our Preschool RE class was led by Brenda Morrissette and employed the Chalice Children curriculum. Produced by the Unitarian Universalist Association, Chalice Children grounds our children in our UU history, traditions, and values. This class again met in Starr King on Sunday mornings.

This year marked our second full year using the Workshop Rotation model of Religious Education for our elementary grades. Workshop Rotation is a multiple intelligence based approach to RE that uses story to convey our Unitarian Universalist values. This past year we were able to complete renovations on a third classroom, transforming this space into a lovely writing center. This room was designed to host creative writing workshops,
However, our work is not yet complete in our children’s program. We still require several major renovations to completely implement Workshop Rotation. Our prioritized need is a technology upgrade in Jefferson Hall. Second priority is upgrading La Paz Lounge. These two spaces, desperately in need of attention, are heavily used by the Adult RE program and other groups as well. Investing resources in improvements to these rooms would be

There has been much enthusiasm and excitement over the Workshop Rotation program and I am pleased with its progress.

**Junior High RE**
This year, our Sixth – Eighth grade class explored a values based program that was specially designed for their age and developmental level. Since this group boasted a large number of energetic youth, we balanced in class lessons with hikes, beach walks and other active adventures. Our advisors for this group were Chris Shorb, Dennis Lammers, Tracy Freeman, Maurice Wada, and Katie Schell. Thank you to these extraordinary volunteers for a wonderful year these kids will always remember.

**Hunt for Justice, Easter Egg Hunt**
This year marked the fourth annual Hunt for Justice Easter Egg hunt. This year the children raised their own donations for the three nonprofit organizations they chose to support by a cupcake sale in the spring during coffee hour. This is becoming much anticipated Easter tradition here at the Unitarian Society.

**Special Events**
RE children and families enjoyed many special events throughout the church year. These activities and programs included
- Summer Sundays
- Kickoff Carnival
- El Dia de los Muertos Worship Service and Fiesta
- Holiday Craft Party
- Family Game Night
- Holiday Pageant

**Children’s RE Council**
We are grateful to our Children’s RE Council (Catriona Gay, Michelle Bednash, Kari Arcuri, Geraldine Otte, and Tish Housh) for their support with such RE functions as the Kickoff Carnival, registration, teacher appreciation, other special events.

**YRUU/Service Trip to Hopi and Navajo Reservations**
In March YRUU and adult volunteers made a second trip to the Hopi and Navajo Reservations. Work projects included, building a traditional bread oven, delivering care boxes to the elders, and basic home improvement around the reservations. Thank you to everyone who supported our many fundraising efforts: Laurie Potter and the Poetry Café, attendees of the Sunday Brunch Breaks, and numerous dinners.

Under the leadership of Adam Shive, our YRUU group has developed into a strong, stable program. Adam possesses an amazing gift for youth work and we are truly blessed to have him leading this program. Intuitively, he strikes the perfect balance of work, play, reflection, and service keep our youth challenged, engaged, and happy. Thank you Adam for sharing your talents with our youth, families, and community.
Wellspring Wednesdays
Our adult religious Education program, Wellspring Wednesdays, has seen another exciting and successful year. This program is currently performing at capacity given the resources available. Please see the attached document saved as Wellspring Wednesday Worksheet for attendance data. Recruitment for this program continually becomes easier and easier as our adult community grows in its appreciation for this program. Please see attached for Adult Religious Education statistics for the 2013-2014 church year.

Community Collaborations
This year we had the opportunity to launch some important community collaborations. In the fall, we joined efforts with Pacific Pride Foundation and Boxtales Theatre Company to sponsor the development and screening of the documentary titled When Generations Connect: LGBT Youth and Elders. This production, the first of its kind in Santa Barbara, featured interviews of local LGBT elders and youth, and explored the similarities, differences, and connections between the generations. Two USSB members participated in this project.

In April, we hosted a production of the drama Aspirations. This play was produced by the Elements Theatre Collective. Elements’ mission is to provide free, accessible and professional quality theatre to under-served communities. Their primary goal is to incite the cultural growth of our community by crafting poignant theatrical works that spark discussion and cultivate human connection.

Currently in development is a partnership between City College’s Lifelong Learning department and our Adult Education program, sharing classes and facilitators. Also, we are developing a collaboration with a local hospice organization to sponsor the new program A Year to Live led by Suzanne Retzinger. Based on Stephen Levine’s book A Year to Live, this year-long program guides participants in ways to explore how to live life more carefully and mindfully to increase awareness of what matters most, to savor each moment in the here and now. We are very excited about these partnerships.

Our 2013-2014 Religious Education Volunteers
Including Children’s, Youth, and Adult Volunteers

Children’s RE Council
Kari Arcuri, Michelle Bednash, Catriona Gay, Tish Housh, Geraldine Otte

Children’s RE Volunteers

Youth RE Volunteers
Sarah Bennett, Jacob Claassen, Alan Edmundson, Tracy Freeman, Dennis Lammers, Ken Ralph, Katie Schell, Chris Shorb, Maurice Wada

Adult Religious Education Council
Pat Aptaker, Don Bushnell, Charlene Little, Megan Moyer

Adult RE Volunteers
Cathy Albanese, Becca Claassen, Rev. Ken Collier, Rev. Sylvia Casberg, Sonja Lindstrom, Birdie Newborn, Suzanne Retzinger, Minette Riordan, John Warnock
Social Justice and Outreach: We strive to “walk the talk” and live out our Unitarian Universalist values in our daily lives. We embrace a model of justice work that includes both action and reflection, linking the work we do within ourselves to the work we do in the world.

- We continue our support for the UU Justice Ministry, California, which is organizing around Immigration Justice, Water Justice, Climate Justice and Economic Justice as well as LGBTQ Equality.

- In January, we hosted Rev. William Schulz, the director of the UU Service Committee, and not only raised funds for this important organization but educated ourselves about the ongoing work that Unitarian Universalists are doing both nationally and internationally, focusing on worker’s rights, the human right to water, and recovery in Haiti.

- SPAN: Seventh Principle Action Network is in its second year. SPAN is grounded in the principle of the interconnected web and focuses primarily on ecological and environmental concerns, but embraces a systems approach to problems. The group hopes to lift up the ways all our concerns are connected as we strive to create a more just and sustainable society.
  - SPAN hosted two screenings of “Bidder 70” this month, one here at USSB and one at the downtown Library. Both were paired with a Skype conversation with Joan Gregory, the member of the UU church in Salt Lake City who chairs their environmental justice efforts and worked closely with Tim DeCristopher.
  - BLUE GOLD, a series of discussion about the water crisis, is ongoing this spring.
  - Screenings of The Years of Living Dangerously, a blockbuster series on the climate crisis, have been hosted in Blake Lounge.
  - On January 24, SPAN hosted student and faculty climate leaders from UCSB in a lively dinner and discussion about divestment and the future of climate change activism.
  - Members of SPAN are working in partnership with 350.org, Citizens Climate Lobby, SB Water Guardians, and other local and national groups to participate in public witness events like the Climate Rally and March on September 21st, as well as gather signatures in opposition to the Keystone XL Pipeline and voice concerns about the future of extreme oil and gas extraction, including “fracking”, in our area.

- The Climate Crisis Task Force was formed as follow-through on the passage of the congregation’s Resolution on Climate Change at last year’s annual meeting. This Task force has been working diligently to move forward on projects that fulfill our commitment to address the causes of climate change and reduce the congregation’s carbon footprint.

- In partnership with C.L.U.E., on Dec. 21st Rev. Hamilton presided at the Longest Night vigil on the steps of the Courthouse to honor the lives of people who died on our streets in 2013.
• **GLTBQ Equality.** We celebrated the extinguishing of our Candle of Commitment with a Weddingpalooza! On Sunday, July 14th, we hosted an open house wedding and vow renewal celebration as equal marriage once again became the law of our state. Rev. Hamilton married two couples (including one UU couple who traveled from Colorado to get married) and renewed vows for several couples who wanted to stand in solidarity with equality. Our Cupcake Response Team was formed to provide the refreshments and it was truly a beautiful, emotional celebration. We continue to be a strong voice for equality in Santa Barbara and a trusted partner for community organizations like Pacific Pride. Rev. Hamilton organized our presence at the Harvey Milk Celebration and the annual Pride festival.

• On Dec. 14th, one year after the Newton shootings, Rev. Julia participated in a moving interfaith vigil hosted by the **Coalition Against Gun Violence.** Our “prayer rope” was used once more to remind us of the commitments we made to work together to reduce gun violence in our community.

• **Immigration Justice Team:** A small group of members, inspired by their work with detainees at the Adelanto Detention center and the work of undocumented students at UCSB, has started this ministry team. Deborah Rogers, Maggy Cara, and Bjorn Birnir are working with diverse community groups to bring this issue to our congregation. A worship service in March, created in collaboration with Rev. Hamilton, this team and UCSB students, launched this effort.

• **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.

  **Clergy and Laity United for Economic Justice, Santa Barbara:** Rev. Hamilton as well as several lay leaders served on the board and participate in public witness on behalf of this local chapter of a national justice organization.

  **UU Justice Ministry, CA:** Rev. Hamilton serves on the Board for the UUJMCA.

  **Pacific Pride:** We have a close relationship with our partners at Pacific Pride. In addition to rallying members of the faith community, we provide a space for press conferences and important community events regarding LGBT equality.

  **Congregation B’nai Brith:** Rev. Hamilton participated in the annual multi-faith Holocaust Remembrance service and our music program continues a close relationship with this congregation.

  **Starr King Parent Child Workshop:** Our sponsorship and collaboration with Starr King Parent Child Workshop and SB City College continues to be an important ministry in the life of our congregation. (See separate report from SK PCW).

  **Aha! Academy for Healing Arts:** We collaborate with this local organization to support youth empowerment and outreach for teens in need of a supportive, positive, creative environment.

  **The 9/11 Sister Cities performance:** We continue to participate in the Sister Cities concert for 9/11 which originated in our sanctuary years ago.
**Interfaith Thanksgiving service:** Once again our choirs participated in the Interfaith Thanksgiving service at First United Methodist Church.

**Tibet Week:** For the second we participated in Tibet Week by hosting a visiting group of Tibetan Buddhist monks who spent a week creating an intricate and beautiful sand mandala for the healing of the earth. There were numerous public events and public viewings throughout the week which brought hundreds of people into our church.

**Casa Esperanza:** On Sept. 16th, Rev. Hamilton participated in organizing an interfaith vigil in support of Casa Esperanza, held at Trinity Episcopal. Many of our members are dedicated volunteers at this much-needed shelter for people who are experiencing homelessness.

**Freedom Warming Centers:** From November 15th through April 1st, the Freedom Warming Centers (FWC) activated on 31 nights, serving 2,373 guests, with an average of 76 beds filled each night. It was a warm and dry winter, resulting in fewer nights of activation than in previous years.

Long before the winter began, Rev. Julia Hamilton, Nancy Edmundson, and the Program Director of the FWC, Maria Long, began attending meetings with a cross section of civic and nonprofit leaders to plan for the winter season. This increased collaboration between agencies is supported by a group called C3H, the Central Coast Collaborative on Homelessness, which involves government agencies, nonprofits, elected representatives and local activists in a joint effort to reduce homelessness in Santa Barbara County. Looking at the overflowing numbers from last year and at the changes in the shelter options in Santa Barbara, it was determined that more capacity for emergency shelter would be needed and space at Presidio Springs Community Housing was secured as an emergency overflow site (in addition to our faith communities who host).

In our fifth season, USSB serves as the fiscal agent and organizing body for this county wide, interfaith program of emergency, weather-activated winter shelter. We continue to work with Maria Long and Ed Wesson, who serve on a part-time, seasonal basis, and we partner with Carpinteria Community Church, Carpinteria Veteran’s Memorial Center, 1st Congregational Church SB, 1st Presbyterian Church SB, 1st United Methodist Church SB, Trinity Episcopal Church, SB, Community Housing SB Presidio Springs SB, Christ Lutheran Church Goleta, SB Korean Methodist Church Isla Vista, St. Michaels Episcopal Church Isla Vista, City of Santa Maria New Love Community Center, and First United Methodist Church in Lompoc, as well as organizations like Doctors Without Walls and EasyLift.

Here at USSB, we opened our doors as shelter for 10 nights, sheltering 469 people, supported by our 60+ volunteers who cook delicious and hearty meals for our guests. The choir sang for guests on Christmas Eve and our children made valentine cards and hygiene kits for our guests. Sustainable funding for the Warming Centers will be a focus for next year – the program continues to be a public and private partnership, matching privately raised funds to city and county dollars, but without year-round staffing, development is difficult. Looking ahead, we are planning a big fundraiser this fall with an outstanding guest speaker – keep your eyes peeled for the announcement! You won’t want to miss it.
Courage and Renewal: The Board of Trustees has approved a Community Ministry to help further the Courage and Renewal practices in faith communities in Santa Barbara, in UU congregations beyond Santa Barbara and within our congregation. In February, 2013 Minette Riordan and Nancy Edmundson participated in the Center for Courage and Renewal Alumni Institute on Geography of Grace, and they will be launching a pilot program in our congregation in the fall. Nancy Edmundson, at no cost to our congregation, is co-facilitating the first Courage and Renewal 3 day, 2 night retreat in June for 15 clergy and congregational leaders from many faiths and multiple cities.

Our Facilities in Service: In the past year USSB has hosted events for the SB Improv, Numerous Choirs/Ensembles (including SB Children’s Choir, SB Master Choir, Revels Rehearsals) AHA! Teen program, Tibet Week, , Al Anon, UCSB Lectures, CEC film events, , Community Counseling and Education Center, Community Solutions, Inc., Early Morning Exercise, Hard Light Center for Awakening, League of Women Voters, Mankind Project, Overeaters Anonymous, Sheng Zhen Santa Barbara, The Association for Global New Thought, The Knox School of Santa Barbara, Westminster Chorus, Wilderness Youth Projects

Submitted Faithfully in Service to Our Congregation:  
Rev. Aaron McEmrys, Parish Minister  
Rev. Julia Hamilton, Associate Minister, Erin Wilson, Director of Administration
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<td>Seventh Principle Action Network (SPAN)</td>
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<td>Children's Social Justice Workshops</td>
<td>Annual Choral UUMN Festival</td>
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Distinguished Service Award
Honoring Our History of Volunteer Leadership
Unitarian Society of Santa Barbara
Annual Report 2013-2014

For many years it has been the tradition of the Unitarian Society of Santa Barbara to name Annual Distinguished Service Award Recipient(s), selected by the Senior Minister.

The list below is the beginning of an archival list to honor and name our congregation’s history of shared ministry, the contributions of these congregational leaders, and all the unnamed members who have supported those lay leaders in their outstanding efforts.

<table>
<thead>
<tr>
<th>Year</th>
<th>Distinguished Service Award</th>
<th>Senior Minister</th>
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<tbody>
<tr>
<td>2014</td>
<td>Mary Grimm</td>
<td>Rev. Aaron McEmrys</td>
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<td>2014</td>
<td>Susan Dupont</td>
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<td>2013</td>
<td>Chris Shorb</td>
<td>Rev. Aaron McEmrys</td>
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<td>2013</td>
<td>Carole Sharpe</td>
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<td>2012</td>
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<td>2012</td>
<td>Joanie Jones</td>
<td>Rev. Aaron McEmrys</td>
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<td>2011</td>
<td>Jody Thomas</td>
<td>Rev. Aaron McEmrys</td>
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<td>2011</td>
<td>John Gilbert</td>
<td>Rev. Aaron McEmrys</td>
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<td>2010</td>
<td>John Warnock</td>
<td>Rev. Aaron McEmrys</td>
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<td>2010</td>
<td>Kir Zecher</td>
<td>Rev. Aaron McEmrys</td>
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<td>2009</td>
<td>Program of Distinction 2009-Chancel Choir</td>
<td>Rev. Aaron McEmrys</td>
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<td>2008</td>
<td>Program of Distinction: Ministerial Search Committee</td>
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<td>Program of Distinction: Building Project Committee</td>
<td>Rev. Joy Atkinson</td>
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<td>Patricia Reilly</td>
<td>Rev. Kenneth Collier</td>
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<tr>
<td>2007</td>
<td>Doug Thomas</td>
<td>Rev. Kenneth Collier</td>
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<tr>
<td>2007</td>
<td>Programs of Distinction: Long Range Planning, Capital Campaign, Building Project Planning</td>
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<tr>
<td>2006</td>
<td>Ellen Rockne</td>
<td>Rev. Kenneth Collier</td>
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Please contact our volunteer archivist, Nancy Edmundson, nancyedmundson@cox.net 805 452 4606 to add your institutional memory of Distinguished Service Award Recipients as we archive this important part of our congregation’s history.
BOARD OF TRUSTEES REPORT

The members of our congregation elect a Board of Trustees to govern the Unitarian Society of Santa Barbara; to see to it that we are living by our shared values and achieving our mission, caring for the health and well-being of the Society.

Our annual report is something of a report card, a gathering up of our best information about how we are doing. It is a joy to me to read this report and to be reminded of the many programs and activities that are taking place at USSB. I see a congregation that is active and engaged, with a rich array of programs and activities that realize our ministry in the areas of action, connection, expression and learning. We are alive and well.

It has been a year of change that has brought opportunities as well as challenges, with three of our religious professionals moving out of their roles.

Our trusted and talented director of administration, Nancy Edmundson, stepped down after ten years of service from her position (but not from the congregation!) in December, and we welcomed the arrival of Erin Wilson, who brings experience, strength and organizational ability, skillfully assuming the important responsibilities of her job. We are appreciative that Nancy is helping us in the transition by consulting with the staff, board and task forces as needed.

In April we learned that our beloved minister, Rev. Aaron McEmrys, had been recruited by the UU congregation of Arlington, Virginia. For a large number of our members, Aaron is the only minister they have known at USSB. The congregation is experiencing a real sense of loss in proportion to the depth of our relationship to Aaron, and the many gifts he has shared in his six-year tenure here. As we grieve his loss, we celebrate the accomplishments of our congregation during his time with us, and wish him, Eliza and Luke every success as they begin a new set of adventures.

We will benefit from the continuity that Rev. Julia Hamilton, our associate minister, can provide. Her wisdom and strength will sustain us in the months ahead as we maintain our momentum with our programs while doing important foundational work and making important choices. With the help of our to-be-elected search committee and our interim minister, we will take our time to do the important work of determining whether Rev. Julia will become our next senior minister, using focus groups, interviews and surveys of our members, taking time to make sure that we are clear about who we are today, where we want to go next, and what we need in our senior minister.
Yet another loss comes with the departure of LeeAnn Williams, Director of Religious Education Extraordinaire, who has in her five years with us built a strong and innovative program of religious education which will serve us for years to come. We deeply appreciate the lasting contributions LeeAnn has made to the life of our congregation. With her unfailing dedication, LeeAnn has left us well-prepared for the transition to new RE leadership.

The role of the board in our time of transitions is to ensure that we take our time and use best practice as we work with the search committee and the interim minister to thoroughly research and develop an understanding of our congregation as it is today, and of its needs and its goals, in order to choose a senior minister who can help us to move forward. It is a time for new beginnings, filled with promise. We will take full advantage of the opportunity that transition provides to recreate, learn, and deepen.

Meanwhile the Board has been engaged in bringing the congregation to a higher level of clarity in its governance, empowering our members, the minister and staff to join in the creative process of living out our shared purpose. Our governing policy manual is ready, and we have begun to refer to it for guidance as we monitor the progress of the congregation and its ministry. All that remains is the formal adoption, expected in the fall, and living more deeply into the practice. We have been partially implementing this form of governance for several years, and have seen its positive results. We embrace it for its promise for our future.

In addition to our values, mission and ends, the board charts our direction and marks our progress by referring to the Strategic Long Range Plan, which you will find in this report. We can look back at the accomplishment of many of our goals. The strategic priorities and goals remain the same: to become an increasingly age diverse congregation and to experience growth with an increasing outward focus. We have already made progress in both areas. In the coming year two areas of focus will be identifying and calling a senior minister, and strengthening our stewardship and increasing the financial resources for USSB programs and staff.

The fact that three of our board members have volunteered to serve a second term testifies to the meaning we find in the governance of USSB. We are proud to serve this congregation of members with shared values and vision, who challenge themselves to live lives of integrity, to embody a sense of wonder, and to move the world toward wholeness.

The fulfillment of our mission is made possible by the many volunteers whose work is essential to our many program offerings. On behalf of the board and the congregation, thank you!

Submitted by Carol Schwyzer, President, Board of Trustees
NOMINATING: LEADERSHIP DEVELOPMENT COMMITTEE

Members: Chuck Wolf, Laura Bushnell, Mary Ellen Hoffman Co-chair, Gun Dukes, Terri Stelzer, and Gary Welterlen Co-chair

The Nominating Committee is charged with leadership development, preparing a slate of Candidates for openings on the Board of Trustees and when called upon, development of a Search Committee when the congregation enters into Ministerial Search. The Committee meets monthly to develop a list of names for consideration and cultivation for leadership positions of various kinds in the congregation.

Committee members also met with members of the Board and Ministerial Team, individually and collectively, to assist with the establishment of Board priorities, process observation of Board meetings, and coordination of leadership recruitment activities. The Chair also met with the Board President, the Chair of COSM, and the Senior Minister to clarify roles and responsibilities of our various groups.

This year there no new openings on the Board of Trustees for fiscal year 2014/2015 as current members with expiring terms have chosen to stay on for a second term. Due to the recent resignation of Reverend Aaron McEmrys we are currently in the process of developing a Search Committee for our senior Minister using the following criteria:

- Known and respected by others in the congregation
- More strongly committed to the congregation as a whole than to any subgroup
- Informed about the demands and time requirements of membership and able to be thoroughly and continually involved
- Reflecting the diversity of the congregation
- Pledged to conduct a search that is fair and nondiscriminatory
- Committed to maintain the confidentiality of the process but eager to keep the congregation informed regarding the progress that is being made.
- Capable of both self-assertion and compromise and able to patiently work for consensus
- Well suited to teamwork
- Well versed in UU principles and practices and familiar with the USSB congregation

Respectfully submitted, Gary Welterlen, Co-Chair Nominating Committee
MUSIC PROGRAM

Music Program Mission Statement: The USSB Music Program is a ministry that seeks to inspire and connect with the congregation and the greater community through the shared joy of music. This ministry aims to create an atmosphere where spiritual reflection and growth may flourish. Through a diversity of repertoire and choral groups, the program offers music that integrates mind and heart. As the flame brings the chalice to life, music illuminates the messages of our faith.

Choir and Ensemble Development: In addition to the Chancel Choir and the Women’s Chorale, the Men’s Chorus has contributed to enhancing the USSB worship experience through quality music.

The variety of music being sung presents challenges but also a great sense of joy and achievement. Like all volunteer choirs, especially non-audition groups, a wide range of musical ability dictates the rehearsal pace and techniques. The hallmark of our program is musical diversity, and we welcome guest musicians from within the congregation, with a special recognition for the inclusion of Charla Bregante and Michael and Nica Guinn. Our choirs have also enjoyed presenting songs written and/or arranged for them by Ken Ryals. From time to time the choir and musicians perform for memorials, weddings, and other special events for members of the congregation. The Music Ministry Committee also planned a day-long retreat which was designed not only as a workshop but also as a time of renewal and spiritual grounding for the choir members.

Supporting our music is accompanist Heather Levin. Heather is a tremendously talented pianist and composer whose skill is invaluable to this congregation. The Drum Corps and the Garage Band no longer exist, however Drums and other instruments are still incorporated into the service music as needed to add rhythms and variety.

The Chancel Choir: The Chancel Choir has a solid core of 26 members who sing in services year round. Through weekly rehearsals, singing twice-monthly in both services, and team-building retreats each year, this group continues to grow musically and has developed a trust in their abilities and each other to be a flexible choral extension of the worship service.

Women’s Chorale: The Women’s Chorale has been in existence for almost four years, and the singers have worked through many obstacles to be a driving musical force in this community. The group has chosen to rehearse 4 times a month, two hours each week, and they sing once a month at both services. Special thanks to Kate Mead and Patricia Reilly-Stark for helping to keep attendance and maintaining the Music Library.

Men’s Chorus: Robin Montz serves as the director for the Men’s Chorus, which is made up of men from the congregation and larger community. They practice two Fridays each month and provide the music for one Sunday (both services) each month. Part of the success of this group is Robin’s ability to tailor music to who he has in the choir at any given time.
**Music Ministry Team:** In direct support of the music ministry’s mission, a core group of volunteers meets monthly and takes on a variety of music program responsibilities. The Music Ministry Committee serves as an important liaison between the choir director, the choirs, and the various instrumental groups. The committee members serve not only in an advisory capacity with the choir director, but also assist in planning and implementing various components of the music program. This may include special choir events and outreach activities, long-range planning, recruitment of new members, use of volunteers, and ensuring good communication. Currently, members are looking at the budget and exploring ways to bring more funds into the music program. As a vital component of the music program, the committee consists of representatives from each of the choirs and representatives from the instrumental groups. We are grateful to Carol Sharpe, Patricia Reilly-Stark, Laurie Potter, Jared Dawson, Kathleen Boehm, Gail Fairburn, Tim Pettit, Lesley Champlin, Chuck Champlin and Anne Anderson.

**Highlights:**

**The 9/11 Sister Cities Concert:** The concert was held at the Faulkner Gallery of the Santa Barbara Library where our choirs performed before a packed house that included Mayor Helene Schneider. USSB was well represented, well received, and was lauded with a standing ovation.

**Interfaith Thanksgiving Service:** This is the second year that our choirs have participated in the Interfaith Thanksgiving service at First United Methodist Church.

**Christmas Eve Services:** The Women’s Chorale performed at the five o’clock service, the Chancel Choir sang at the seven o’clock service, and a small ensemble provided the music at the 9:00 o’clock service.

**American Choral Directors’ Regional Conference:** The conference was held here in Santa Barbara, and several choir members participated by volunteering and/or attending workshops or concerts.

**Unitarian Universalist Choir Festival:** The Chancel Choir and the Women’s Chorale participated in this festival in Santa Monica on Saturday, May 17th.

**USSB Alliance:** The Men’s Chorus performed twice this year at the Alliance meeting, and the Women’s Chorale sang for the group on June 6.

**Memorial Day Service:** Several choir members sang at the Memorial Day Service at the Santa Barbara Cemetery in collaboration with the Congregation B’Nai B’rith.

**USSB Music Program Fundraising Concert:** On June 8th all the choirs are holding a concert to help raise money for the Women’s Chorale to attend the conference in San Diego.

**UU Musician’s Network Conference:** The Women’s Chorale has been invited to perform and to participate in a workshop at the annual UUMN meeting in July in San Diego. They will be joining with the San Diego Women’s Chorale.

**Santa Barbara Music Publishing Company:** Barbara Harlow, owner of the SB Music Publishing Company has been so impressed with the singing of our choirs that she is now giving us an 80% discount on all music we order.
MEMBERSHIP MINISTRY

Visitors to USSB frequently comment on how friendly and welcoming our congregation is. New Members often mention how they felt they’d “come home” because of the spirit of welcome and inclusion. Comments like these affirm the mission of the Membership Ministry Team: “attracting, welcoming and retaining visitors, friends, and new members to USSB; with fostering a sense of connectedness and belonging among all members; and with supporting a climate in which spiritual growth, diversity and practice of our principles can all flourish.”

Our team is active every Sunday. We welcome visitors and bring them to the Welcome Table. We help host Guest Orientations twice a month. We are also the hosts of the Path to Membership classes, Congregational Potlucks, and New Member Services and Luncheons. We make calls to members on the Anniversaries of their membership and confer with other committees about the interests and talents of new members.

We worked with two excellent Membership Coordinators this year: Becca Claassen and Megan Moyer. In addition to scheduling Sunday volunteers and being the welcome hub during coffee hour and at Membership activities, the Coordinator schedules and tracks the progress from first visits through membership which is critical for our congregation’s growth.

Thank you to these friendly members of this year’s Team: Anita Blume, Bruce Daniels, Charlene Little, Chuck Yee, Ellen Durham, Inga Bjonnsdottir, John Hartman, John Pagano, Kathy Eastman, Ken Ralph, Koreen Olbrish, Lynn Williams, Maggy Cara Marisa Pasquini, McKenzie Rasmussen, Megan Moyer, Nancy Burgner, Becca Claassen, Sally Hamilton – Chair, Sue Hebert, Susan Rice, Suzanne Fairly

PASTORAL CARE TEAM

We are USSB members who coordinate and carry-out pastoral care, who enjoy connecting with others person-to-person, and who know that we all “get by with a little help from our friends.” We are here to listen with care. Each of us was chosen to covenant with other members and friends to nurture a spirit of connection and support within this congregation. This year we celebrated the service of three former members who have left the team: Mary Ellen Hoffman, Jack Tatjes, and Carlene van Pelt. This year we welcomed four new members to the team: Susan Dempsay, Mark Hamilton, Ann Marshall, and Megan Moyer. The Care Team is led by Rev. Julia Hamilton.

We estimate that we have directly served over a hundred members over our few years as the “Care Team”. We have visited or spoken with many people, some of whom we knew, some of whom we met for the first time. We strive to be good listeners with an open heart; faithful and confidential companions to members and friends on their life journeys; and to embody the collective love and nurturing spirit of this congregation. Sometimes, we help coordinate rides, meals, or similar issues often with other volunteers.
We function as a team, supporting each other, sharing our heartfelt concerns openly in intimate confidential discussion, deepened by the mutual recognition of a universal bond of caring that naturally leads us beyond small talk. We hope we serve all members and friends by our caring presence, and we hope they know we are here for them, as we hold each other in our hearts.

Those we serve include elderly members and their families; those faced with disabling physical/emotional conditions or with the death of a friend or family member; and those with a gamut of feelings that inevitably arise under challenging circumstances of any type.

It is our gift and our pleasure to serve the congregation, and to work with each other on this team. Members of the Care Team: Alex Cole, Susan Dempsay, Mary Grimm, Mark Hamilton, Bruce Hanna, Ann Marshall, Megan Moyers, Judy Rawles; Ministerial leader: Rev. Julia Hamilton

Financial Management

TREASURER REPORT

The role of the treasurer is to make sure that the financial information produced by the bookkeeper and the administrator is accurate, timely and provided to the board. The treasurer is currently a member of the Finance Committee. The treasurer reviews the financial books of the Society monthly, and creates a report clarifying different aspects of the financial statements that are produced by the bookkeeper. The Finance Committee reviews the report as part of its input for its monthly recommendations to the Board. The treasurer's report, after review in the Finance Committee meeting is submitted as part of the monthly board packet. At this time the Board is in the process of clarifying the role of the treasurer in the governing policy manual. The fiscal year ending 6/30/2014 will be fully audited by an outside CPA per our regular audit schedule.

Submitted by Anita Blume, Treasurer
FINANCE COMMITTEE

The Finance Committee (FC) continued in its role of advising the Board and Director of Administration (DOA) on fiscal matters, meeting monthly to review the current financials (P&L’s and Balance Sheet) as well as receive the DOA’s and Treasurer’s reports. The Committee will from time to time make observations and recommendations to the Board and DOA on budget performance and financial policy. A subcommittee of the Finance Committee, supplemented by other Society officers and leaders, meets several times during the fiscal year to draft the proposed budget for the following fiscal year and the five-year budget projection. Care is taken to make reasoned and supportable estimates of revenues and expenses. The Chair and members of the FC are appointed by the Board for three-year terms. The Society’s President, Carol Schwyzer and Treasurer Anita Blume are ex-officio members of the Committee. The FC is most ably supported by DOA Erin Wilson and bookkeeper Cindy Young. With Chairman Rick Hibbs stepping down in midyear due to press of business, members John Chere and Ted Stern have alternated as conveners pending the appointment of a permanent chair. Other members are Roger Horton, Kathy Leer, Linda Liker, and Patricia Reilly Starke.

In this period of governance transition, when roles are in process of being redefined, we feel that the FC’s role remains critical. Individual members of the FC currently serve on task forces drafting Board financial policies and proposed Bylaws changes.

Submitted by John Chere and Ted Stern

AUDIT COMMITTEE

The Board appointed Audit Committee members for FYE 6-30-2014 were Mike Noling, Chair, Anita Blume, Dick Jensen, Patricia Reilly Stark, and Carol Schwyzer.

On December 10, 2013, the Committee met and thoroughly reviewed and discussed the 6-30-13 audit formatted financials and compared them with the 6-30-13 operating format financials. All questions raised in the discussion were effectively answered by the staff and bookkeeper. 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. Copies of the financial statements and Audit Committee minutes are available from the Director of Administration, Erin Wilson.

Audit Committee Policy
The current USSB by laws, require a full audit of our annual financial reports by an outside CPA every third year. The last full audit was prepared for the year ended 6-30-11 with an “unqualified” opinion.
Charter Responsibilities of the Audit Committee

- Recommends to the full Board, the retention and termination of the independent auditor (retention and discharge of the independent auditor is a Board responsibility).
- Negotiates the independent auditors’ compensation on behalf of the full Board.
- Oversees management’s review of internal controls and fraud prevention and detection activities.
- Confers with the auditor and participates with staff to satisfy the Board and members that the financial affairs of the Society are in order.
- Reviews and determines whether to accept the full audit conducted by an outside CPA for subsequent transmittal to the Board.
- Reviews and determines whether to accept the annual financial reports in non-audit years for subsequent transmittal to the Board.
- Reviews the Auditors’ Letter of Reportable Conditions/Recommendations and subsequent Response by the Finance Committee/Administrator and recommends acceptance by the Board.
- Monitors the Implementation of the Recommendations/Response by the Finance Committee/Administrator.

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

Submitted by Michael Noling, Chair

ANNUAL CAMPAIGN

The 2014-15 Annual Campaign chief organizers is Susie DuPont with a lot of assistance from many others including: Erin Wilson, Aaron McEmrys, Julia Hamilton, our Board of Trustees, and approximately 40 additional volunteers who have helped with the myriad tasks of a campaign: making calls and visits, assisting with Courtyard pledging, sharing reflections, evaluating procedures, developing ideas and themes, designing brochure graphics, composing and editing letters, writing up newsletter articles, taking pictures, warmly thanking donors, creating beautiful tissue flowers, contributing little tomato starts, stuffing envelopes, stirring punch, serving cake and cleaning up!

Our Annual Campaign supports both ongoing operations and helps build financial capacity so that the Society can achieve its 5-Year goals. The theme for the campaign this year is Nourishing Our Garden: It Grows With Love. Our focus for this year is nourishing what we’ve already planted, tending what we have and who is here, deepening connections and nurturing sustainability. We want to keep doing what we do – but better!

At the time of publication:
77% of those who pledged last year have pledged. 46% of these supporters have increased their pledge.
Those who increased their pledge did so by an average of 5%. 10 new member pledges have been received.

Steps are currently being taken to conclude the campaign as quickly and effectively as possible. In late April senior staff analyzed our conservative campaign projections and reviewed these with the Budget Planning Committee and Finance Committee. Based on information available, the 2014-2015 budget will be based upon $510,000 in member pledges.

Key strategies utilized for this campaign have included:

- Our Ministers’ articulation and communication of our Mission, Values, and Vision.
- Strong support and participation by the Board of Trustees.
- Clear and repeated messages to the congregation.
- Simple and straight-forward messaging in Campaign Brochure.
- Board members sharing their commitment and reasons for investing financially in our congregation in Sunday reflections.
- Weekly Order of Service and Email pledge reminders.
- Board members present in Courtyard each Sunday in March, our designated pledge month.
- Board members contacting members to encourage giving.
- An April 1 deadline to motivate timely pledges.

We thank all of our members who have made their pledges for their generosity and timely responses, and we thank all of the member volunteers who have given of their time and abilities in this campaign.

Submitted by Susie Dupont

**ENDOWMENT FUND**

Endowment Fund (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 gifts 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 2013 and year to date thru March 2014, the Endowment Fund has received most generous gifts of $43,000 from the Mary Chubb Estate, and $289,000 from the Peter and Ruth Pocock Estate (Both reported last year). Other gifts were received from the DeJuren and Nutter estates. Living gifts were received the Jensen family $4,000, Katherine Eastman $5,000 and Mary Ann Jordan $25,000.

As of December 31, 2013, the value of the total assets of the Fund was $1,324,764. Fund assets had a total return of 19.2% in 2013, net of the approximate 6% annual distribution to the Society. As of March 31, 2014, fund assets were $1,352,970.
Since the Fund’s inception in 1983, it has received gifts and bequests of $1,088,216. (the Fund’s principal). In 2013, the Fund distributed $51,259 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 their performance are reported to the USSB Board quarterly and report copies are available from the Director of Administration.

Current directors of the Endowment Fund are: Anita Blume (Treasurer), Jeff Carmody (Vice President), John Gilbert (Vice President and Secretary) and Ted Stern (President). Anita Blume serves as a director in her capacity as Treasurer of the Unitarian Society. The directors, assisted by the Director of Administration, Erin Wilson, meet at least quarterly to review and approve the Endowment reports to the Board, and to review the status of the funds and to consider changes. Directors 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 the annual report, facilitates anyone interested in supporting our Society through the Endowment Fund and provides a variety of tax-advantaged ideas for making contributions.

Submitted by Ted Stern, Endowment Board President

PLANNED GIVING ADVISORS

After leading the USSB Planned Giving program for over thirteen years, Mike Noling stepped down as chair and in January the Board appointed John Warnock and Gary Welterlen as co-chairs of the Planned Giving Advisors. The goals of the program are to assist all members and friends in two important ways. The first is to help and encourage everyone to set up an estate plan that provides for their family and avoids conflicts and misunderstandings. Secondly, Advisors assist in making gifts to the Endowment and the Society either currently or by provisions in their estate plans. All those that do so are invited to be members of the Chalice Circle. Over one hundred of our members have done so and they are listed below.

The Planned Giving Advisors are a group of individual members who have expertise in a wide range of fields and who meet with members on a confidential basis to help with estate planning, financial and health care agents, real estate matters, planned giving opportunities and provides names of respected professionals in town. In January a six session Well-spring Wednesday series presented speakers who are experts in financial planning, estate planning and dealing with a wide range of health care issues. Further seminars are being evaluated in areas such as assisting parents with their estate plans, retirement planning, funding college for children or grandchildren, long term health insurance, annuities and life insurance. Anyone having an interest
in these or similar areas should contact any of the Advisors listed below. In addition, brochures and materials are available from the Director of Administration as well as from the co-chairs.

As of March 31, 2014 the endowment value reached $1,352,970 which provides essential semi-annual payments to support the programs of the Society. Over time, that sum is expected to grow thereby providing a legacy of strong support that will promote our values for generations to come.

Planned Giving Advisors,

Anita Blume          Chris Casebeer          Sylvia Casberg          Gun Dukes
Nancy Edmundson     Dick Jensen            Colin Jones             Mike Noling
Ted Stern           John Warnock, Co-Chair    Gary Welterlen, Co-Chair

Respectfully submitted by John Warnock and Gary Welterlen, Co-Chairs

The Chalice Circle
Providing Strength and Stewardship to the Society for Generations to Come

For a list of Current Members and Estate Members please contact
Office Manager, Anna Royer, office@ussb.org
805-965-4583
Affiliated Organizations

THE ALLIANCE

The Alliance incorporated in 1985 as a mutual benefit non-profit with its own benevolent fund. Its 2005 By-Laws state: “The specific purposes of The Alliance are to provide for the relief of the poor, distressed and underprivileged, to provide instruction and training of individuals to improve and develop their individual capabilities and to instruct the public on subjects useful to individuals and beneficial to the community.” The Alliance is supported by membership dues and gifts to the benevolent fund.

“The Sewing Circle,” established in 1876, is the root organization of the Alliance. This Circle organized a series of sermon-reading meetings and by 1888 had evolved into the Women’s Alliance with its goals of supporting Unitarianism and specifically the development of USSB. Today the Alliance’s members are both men and women continuing the work to help congregational leaders, support those in need, and improve USSB facilities.

Each first Friday of the month from October through June members and friends meet for presentations of issues of concern. Camaraderie over tea following the presentations cements our support of USSB and aligned causes. This past year we have had speakers informing us about the state of education; the deplorable situation with our national deportation centers; care-giving for loved ones with Alzheimer’s disease; sustainable lighting for the world’s poor without electricity; Easy Lift; the history of Santa Barbara; and a pictorial presentation of Burma (Myanmar).

During 2013–14 Alliance has donated funds to:

- provide the gift stole given to Rev. Julia at her installation
- support Will Bridge for the foot washing on Maunday Thursday
- help the YRUU to buy food for the Hopi elders
- send lamps to needy students in Ghana via “Unite to Light”
- support the USSB Women's Chorale trip to the Unitarian Universalist Musicians Network conference

The Alliance Board of Directors for 2013–14 consisted of: Kathleen Boehm, Joanie Jones, Anita Blume, Claire Chytilo, Betty Beckwith, Mary Moore, Judy Fontana, Rita Shaw, Janet Brinckmann, Ilse Hance, Sylvia Abualy, Gloria Hendley, and Anne Smith. All USSB congregants are encouraged to join Alliance’s efforts in carrying out its mission.

Submitted by Kathleen Boehm, Chair
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.

In 1999, shortly after the Columbine shootings, Dr. Jennifer Freed and Rendy Freedman created AHA!. At first, the program was offered as an intensive summer program with a highly interactive format. Together, teen participants and adult facilitators cultivated social-emotional intelligence and celebration of diversity through the creative arts. That year, AHA! was featured on the front page of the Santa Barbara News-Press for its breakthrough methods and for the overwhelming satisfaction reported by both teen participants and facilitating adults.

AHA! was then invited to offer its unique curriculum in Santa Barbara’s continuation high schools, which led to significant decreases in truancy, violent behavior, and absences in those schools. At that time, standardized testing had begun to erode the availability of programming slots in area continuation schools, and this led AHA! to recognize a strong and growing need for after-school social-emotional learning, leadership training and diversity education.

Eight years ago, the Unitarian Society’s Facilities Manager, Ken Ralph, recognized that AHA!’s work with youth aligned well with the ethics and mission of the Unitarian philosophy. We began to serve youth in USSB’s Jefferson Hall, beginning with only one after-school group of 30 and rapidly expanding to five groups serving 75 youth a week, all for free. Today, AHA! continues to use Jefferson Hall to conduct most of its after-school and summer programs, which serve around 200 teens every year at no charge.

AHA!’s social justice and youth empowerment work are based in joy, mutuality, service, accountability, and fun. Each group has a ratio of one highly trained adult facilitator to six teens. Each session combines a learning segment with interactive discovery games and connection circles to highlight the voice and strengths of each participant. We serve all teens without prejudice. Our belief that the best community excludes no one aligns well with the inclusionary policies of Unitarian Universalism.

The Unitarian Society has been instrumental to our work with over 800 youth served over eight years. Concurrently, our in-school work has grown tremendously; we are now serving over 2000 youth in area middle and high schools. Our Peace Builders work in the schools has led to a 38% reduction in disciplinary referrals in the first few months since its inception. We have won congressional awards for our work, been lauded for original and effective curriculum, and twice received the Local Heroes award from the Santa Barbara Independent – once for the work of Dr. Jennifer Freed and Rendy Freedman as co-executive directors, and once for the work of Martin Leyva and Paul Lewis as facilitators of our Peace Builders program. Jennifer and Rendy just received the Women's Entrepreneurs of the Year award for starting AHA! 15 years ago.

The support of USSB has made it possible to provide a safe and inspiring place for teens to learn and to affirm the tenets of the society itself:

We are called to work for justice, tolerance and love in our communities and the wider world, and we strive to live out these values in our daily lives. We are a caring community, sharing our journeys through life in a spirit of mutual love and support, and we come together regularly in groups large and small to learn, grow, challenge and celebrate.

We are forever grateful to the generosity of the Unitarian Society and its members who walk the talk of their spiritual commitments. Please visit our web site to read more about who we are and what we do and to watch our video: www.ahasb.org.
FREEDOM WARMING CENTERS

The mission of the Freedom Warming Centers is to save lives and reduce suffering for our neighbors without homes. When extreme winter weather is forecast for Santa Barbara County, we provide a safe, dry and warm place to sleep. The Unitarian Society acts as the organizing force and fiscal agent for this county-wide, multi-faith grassroots effort.

The Warming Centers are a last resort for the unsheltered homeless. Sobriety is not a requirement and we accept anyone regardless of their physical or mental health. The only thing we ask is that guests remain calm and respectful. Guests who are not able to find shelter in our warming centers will eventually seek shelter in business doorways, our emergency rooms and jails. When they do not find shelter, they risk death and suffering due to illness or hypothermia. Simply put, the Freedom Warming Centers save lives.

We coordinate locations in Lompoc, Santa Maria, Isla Vista, Goleta, Carpinteria and Santa Barbara. Our guests include emancipated foster youth, those with chronic terminal illness, mental illness, or physical disabilities. We have served guests who are wheelchair-bound, unemployed, underemployed, living out of their cars, struggling with addiction, escaping abuse, or just released from jail. We serve couples and individuals, young adults, senior citizens, veterans, and sometimes an animal companion or two. Our trained overnight staff is on-site to keep people safe and ensure that our host sites are respected.

2013-2014 we provided 2,373 beds in 31 nights.

2012-2013 we provided 4,182 beds in 48 nights.

2011-2012 we provided 2,858 beds in 36 nights (50 nights in Lompoc)

2010-2011 we provided 1,736 beds in 35 nights.

The Centers were started in 2009 after the death of a homeless man, called “Freedom” here in downtown Santa Barbara, and they rely on collaboration between individual volunteers, faith communities, public funding, 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, and we have seen a remarkable decrease in the number of deaths due to exposure each winter. Together, we save lives and give people the chance at another day.

Submitted by Rev. Julia Hamilton
STARR KING PARENT CHILD WORKSHOP

Special thanks to the Unitarian Society of Santa Barbara (USSB) for its generosity and support of Starr King through the years. The preschool indoor and outdoor space is a wonderfully attractive setting for the Starr King laboratory for our parent education program. The parent education program and the quality early childhood educational experience for the children together makes up the jewel in this community. As we close this school year, I would like to appreciate USSB and SK for working as together in the shared effort of promoting healthy families.

Social-emotional competency is now a popular goal in many schools. On a daily basis we experience examples of how children are learning to appropriately express their feelings and get their needs met in socially appropriate ways. Very exciting to see this in action and how empowered children feel when supported by the adult and many times their peers.

Population Served
Seventy families were served this year, which included 139 adults and 81 children. Four children with special needs received additional educational support.

Financial Assistance and Support
Thirteen families received financial assistance 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.

Parent Curriculum (SBCC C.E Division)
- **Class Title:** Parent Ed. In a Cooperative Preschool Setting
- **Fall Term:** – Child Development – An Overview for Parents
- **Winter Term:** Parent / Child Relationships
- **Spring Term:** Family Education and Community Resources

We maintain our commitment to fulfill the original mission established by founder and USSB member 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.

Children’s Curriculum
Traditional experiences and celebrations continued this year, including but not limited to the Harvest Feast, sing along, fabric napkins, painted blown eggs, coffee filtered flowers, hatched chicks, silkworms, painted lady butterflies, Earth Day, Skofield campout, and Mayday celebration.

General Maintenance
Improvements to the playground included a drip system in the upper yard, an arbor in Peace Garden and a teepee. The breezeway in front of the school entrance is receiving a refreshed look. Together SK and USSB offer a wonderful environment for both the SK children, USSB children and Knox School.
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
The goal of the Hanne Sonquist and Rachel Johansen Endowment Fund 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, Sariah Alexander received her practicum experience at SK. In addition, we also had one student intern from Santa Barbara Charter School and one from Antioch University.

Annual Rummage Sale
Unfortunately, SK will no longer have the annual rummage sale on site. USSB programs have increased and so has the need for more space for religious education classes. The rummage sale is critical for our programming. It yields approximately a third of our annual operating budget and assists families in our community with much needed clothing and other household items, not to mention the bonding that takes place within our membership after such a collaborative event. Fall 2014 SK annual rummage sale will take place at a new location off site. We are very grateful for the many years that USSB hosted our rummage sale and would like to express a heartfelt THANKYOU!

We appreciate the collaboration with USSB and look forward to continued success in achieving our mutual goals in YR. 2014-15.

Respectfully submitted, Yolanda Medina Garcia, Director

Children at Starr King Parent Child Workshop
Moments Captured in 2013-2014
Thank You Warming Center Volunteers

During our fifth season, the Freedom Warming Centers were activated for 31 rainy and cold nights between November 15 and March 31. Once again, USSB stepped up the challenge and over 60 people signed up to serve on our hospitality teams. The names of these volunteers are presented in the “word cloud” below – thank you for your love and dedication! You worked in the cold and rain to make sure that the most vulnerable of our neighbors on the streets have a dry, warm place to sleep and a hot meal before bedtime. You cleaned up the next morning, you worked on short notice, you prepped and froze food in advance. Special thanks are due to our volunteer coordinator, Lisa Moreno. We make a difference here in Santa Barbara, and we inspire other communities to respond with compassion to people living on the streets.

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!