2014-2015
Annual Report
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.
<table>
<thead>
<tr>
<th>Section</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Board of Trustees</td>
<td>1</td>
</tr>
<tr>
<td>Notified Agenda for Annual Meeting</td>
<td>2</td>
</tr>
<tr>
<td>Membership Statistics</td>
<td>4</td>
</tr>
<tr>
<td>2015-2016 Proposed Budget</td>
<td>5</td>
</tr>
<tr>
<td>Notes on Proposed Budget 2015-2016</td>
<td>6</td>
</tr>
<tr>
<td>Board of Trustees Report</td>
<td>7</td>
</tr>
<tr>
<td>Executive Report</td>
<td>9</td>
</tr>
<tr>
<td>Strategic Long Range Plan 2015-2018</td>
<td>23</td>
</tr>
<tr>
<td>Nominating: Leadership Development Committee</td>
<td>26</td>
</tr>
<tr>
<td>Music Ministry Program</td>
<td>27</td>
</tr>
<tr>
<td>Worship Committee</td>
<td>28</td>
</tr>
<tr>
<td>Stewardship Report</td>
<td>29</td>
</tr>
<tr>
<td>Connection Circles</td>
<td>29</td>
</tr>
<tr>
<td>Addictions Ministry</td>
<td>30</td>
</tr>
<tr>
<td>Seventh Principle Action Network</td>
<td>30</td>
</tr>
<tr>
<td>Women’s Spiritual Reflection Group</td>
<td>31</td>
</tr>
<tr>
<td>Wednesday Book Discussion</td>
<td>32</td>
</tr>
<tr>
<td>Treasurer Report</td>
<td>33</td>
</tr>
<tr>
<td>Finance Committee</td>
<td>33</td>
</tr>
<tr>
<td>Audit Committee</td>
<td>34</td>
</tr>
<tr>
<td>Annual Campaign</td>
<td>36</td>
</tr>
<tr>
<td>Endowment Fund</td>
<td>37</td>
</tr>
<tr>
<td>Planned Giving</td>
<td>39</td>
</tr>
<tr>
<td>The Alliance</td>
<td>41</td>
</tr>
<tr>
<td>Academy for Healing Arts</td>
<td>42</td>
</tr>
<tr>
<td>Starr King Parent Child Workshop</td>
<td>43</td>
</tr>
</tbody>
</table>
BOARD OF TRUSTEES
Officers – 2014/2015 Fiscal Year

President – Carol Schwyzer
Vice-President – Colin Jones
Corporate Secretary – Bart Woolery
Treasurer – Melinda Staveley

Members

<table>
<thead>
<tr>
<th>Term Expires</th>
<th>Term Expires</th>
<th>Term Expires</th>
</tr>
</thead>
<tbody>
<tr>
<td>(6-30-15)</td>
<td>(6-30-16)</td>
<td>(6-30-17)</td>
</tr>
<tr>
<td>Bart Woolery</td>
<td>Susan Plummer</td>
<td>Melinda Staveley</td>
</tr>
<tr>
<td>682-5814</td>
<td>455-2161</td>
<td>448-3484</td>
</tr>
<tr>
<td>Susie DuPont</td>
<td>Craig Bennett</td>
<td>Charlene Little</td>
</tr>
<tr>
<td>820-8149</td>
<td>994-7747</td>
<td>969-2956</td>
</tr>
<tr>
<td>Susan Neufeldt</td>
<td>Carol Schwyzer</td>
<td>Colin Jones</td>
</tr>
<tr>
<td>962-9344</td>
<td>687-0890</td>
<td>683-1937</td>
</tr>
</tbody>
</table>

Nominating Committee

<table>
<thead>
<tr>
<th>Term Expires</th>
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<th>Term Expires</th>
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</thead>
<tbody>
<tr>
<td>(6-30-15)</td>
<td>(6-30-16)</td>
<td>(6-30-17)</td>
</tr>
<tr>
<td>Terri Stelzer</td>
<td>Gun Dukes</td>
<td>Joya Sexton</td>
</tr>
<tr>
<td></td>
<td>Chuck Wolfe</td>
<td>Sally Hinton</td>
</tr>
</tbody>
</table>

Staff - 2014-2015

<table>
<thead>
<tr>
<th>Phone Ext</th>
<th>Email Addresses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interim Minister</td>
<td>Lee Bond Upson</td>
</tr>
<tr>
<td>222</td>
<td><a href="mailto:lee@ussb.org">lee@ussb.org</a></td>
</tr>
<tr>
<td>Associate Minister</td>
<td>Julia Hamilton</td>
</tr>
<tr>
<td>244</td>
<td><a href="mailto:julia@ussb.org">julia@ussb.org</a></td>
</tr>
<tr>
<td>Director of Administration</td>
<td>Erin Wilson</td>
</tr>
<tr>
<td>225</td>
<td><a href="mailto:erin@ussb.org">erin@ussb.org</a></td>
</tr>
<tr>
<td>Acting Director of Lifespan</td>
<td>Jena Foster</td>
</tr>
<tr>
<td>229</td>
<td><a href="mailto:jena@ussb.org">jena@ussb.org</a></td>
</tr>
<tr>
<td>Religious Education</td>
<td>Tiffany Jolie</td>
</tr>
<tr>
<td>227</td>
<td><a href="mailto:tiffany@ussb.org">tiffany@ussb.org</a></td>
</tr>
<tr>
<td>RE Coordinator</td>
<td>Adam Shive</td>
</tr>
<tr>
<td>221</td>
<td><a href="mailto:adam@ussb.org">adam@ussb.org</a></td>
</tr>
<tr>
<td>Youth Coordinator</td>
<td>Anna Royer</td>
</tr>
<tr>
<td>224</td>
<td><a href="mailto:anna@ussb.org">anna@ussb.org</a></td>
</tr>
<tr>
<td>Office Manager</td>
<td>Megan Moyer</td>
</tr>
<tr>
<td>221</td>
<td><a href="mailto:megan@ussb.org">megan@ussb.org</a></td>
</tr>
<tr>
<td>Membership Coordinator</td>
<td>Greg Otero</td>
</tr>
<tr>
<td>223</td>
<td><a href="mailto:greg@ussb.org">greg@ussb.org</a></td>
</tr>
<tr>
<td>Facilities Use Coordinator</td>
<td>Rob Brown</td>
</tr>
<tr>
<td>230</td>
<td><a href="mailto:rob@ussb.org">rob@ussb.org</a></td>
</tr>
<tr>
<td>Building Manager</td>
<td>Ken Ryals</td>
</tr>
<tr>
<td>240</td>
<td><a href="mailto:ken@ussb.org">ken@ussb.org</a></td>
</tr>
<tr>
<td>Chancel Choir Director</td>
<td>Heather Levin</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:heathlev@silcom.com">heathlev@silcom.com</a></td>
</tr>
<tr>
<td>Pianist</td>
<td>Jon Diaz</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:jon@ussb.org">jon@ussb.org</a></td>
</tr>
<tr>
<td>Sexton</td>
<td></td>
</tr>
<tr>
<td></td>
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</table>
UNITARIAN SOCIETY OF SANTA BARBARA  
NOTIFIED AGENDA FOR ANNUAL MEETING  
June 7, 2015  
12:30 pm, Parish Hall  

1. Opening and Call to Order  
2. Affirmation of Covenant, Core Values, and Mission  
3. In Memoriam  Reverend Leland Bond-Upson & 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. Year in Review Our Year Ahead Rev. Leland Bond-Upson, Rev. Julia Hamilton, Carol Schwyzer  
8. Vote to Adopt Fiscal Plan  
9. Vote to Adopt Revisions to Endowment Board of USSB Bylaws  
10. Vote to Adopt Revisions to USSB Bylaws  
12. Distinguished Service Awards  
13. Installation of Board and Nominating Committee  
14. New Business (additional agenda items)  
15. Closing  
16. Adjournment  

Voting Information:  
• Members who have signed the membership book on or before May 7, 2015 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 May 24, 2015.  
• 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 Voting Membership at Meeting Notice: 447  
Quorum for the passage of the USSB bylaws amendments is 2/3 of the members present or accounted for, and no less than 25% of the total Society membership (114 members)  
Quorum to conduct business: 45 Members (10% of Total Membership)  
Quorum to make additions or deletions from Agenda: 91 (20% of Total Membership)
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>Lead Minister</th>
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<tbody>
<tr>
<td>2015</td>
<td>To Be Announced At Annual Meeting</td>
<td>Rev. Lee Bond-Upson</td>
</tr>
<tr>
<td>2015</td>
<td>To Be Announced At Annual Meeting</td>
<td>Rev. Lee Bond-Upson</td>
</tr>
<tr>
<td>2014</td>
<td>Susie DuPont</td>
<td>Rev. Aaron McEmrys</td>
</tr>
<tr>
<td>2014</td>
<td>Mary Grimm</td>
<td>Rev. Aaron McEmrys</td>
</tr>
<tr>
<td>2013</td>
<td>Chris Shorb</td>
<td>Rev. Aaron McEmrys</td>
</tr>
<tr>
<td>2013</td>
<td>Carole Sharpe</td>
<td>Rev. Aaron McEmrys</td>
</tr>
<tr>
<td>2012</td>
<td>Carol Schwyzer</td>
<td>Rev. Aaron McEmrys</td>
</tr>
<tr>
<td>2012</td>
<td>Joanie Jones</td>
<td>Rev. Aaron McEmrys</td>
</tr>
<tr>
<td>2011</td>
<td>Jody Thomas</td>
<td>Rev. Aaron McEmrys</td>
</tr>
<tr>
<td>2011</td>
<td>John Gilbert</td>
<td>Rev. Aaron McEmrys</td>
</tr>
<tr>
<td>2010</td>
<td>John Warnock</td>
<td>Rev. Aaron McEmrys</td>
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<tr>
<td>2010</td>
<td>Kir Zecher</td>
<td>Rev. Aaron McEmrys</td>
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<tr>
<td>2009</td>
<td>Program of Distinction 2009-Chancel Choir</td>
<td>Rev. Aaron McEmrys</td>
</tr>
<tr>
<td>2008</td>
<td>Program of Distinction: Ministerial Search Committee</td>
<td>Rev. Joy Atkinson</td>
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<tr>
<td>2008</td>
<td>Program of Distinction: Building Project Committee</td>
<td>Rev. Joy Atkinson</td>
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<tr>
<td>2007</td>
<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>
<tr>
<td>2006</td>
<td>Ellen Rockne</td>
<td>Rev. Kenneth Collier</td>
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</tbody>
</table>

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
# MEMBERSHIP STATISTICS

## New Members

<table>
<thead>
<tr>
<th>Name</th>
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<th>Name</th>
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<tbody>
<tr>
<td>Jack Reif</td>
<td>Natalie Linton</td>
<td>Ellen Carey</td>
<td>Karen Benjamin</td>
</tr>
<tr>
<td>Valentine Portz</td>
<td>Peter Ryan</td>
<td>Deborah Hartman</td>
<td>William Benjamin</td>
</tr>
<tr>
<td>Cindy Somers</td>
<td>Dave Hennerman</td>
<td>Sheri Mobley</td>
<td>Elvis Pagano</td>
</tr>
<tr>
<td>Hod Gray</td>
<td>David Williams</td>
<td>Emily Maynard</td>
<td>Jasmine Wada</td>
</tr>
<tr>
<td>Laraine Gray</td>
<td>Lauren Williams</td>
<td>Kyle Meng</td>
<td>Jascha Kostruba</td>
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<tr>
<td>Cindy Somers</td>
<td>Amy Davidson</td>
<td>Clarisse Pagano</td>
<td>Luke Gibou</td>
</tr>
<tr>
<td>Ellis Mather</td>
<td>Onolee Zwicke</td>
<td>Isabella Gay</td>
<td></td>
</tr>
<tr>
<td>Ramsin Eivazzadeh</td>
<td>Maurice Wada</td>
<td>Thomas Craveiro</td>
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## Reinstated Members

<table>
<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Jack Ucciferri</td>
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## Resignations

<table>
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<tbody>
<tr>
<td>Dallas Glenn</td>
<td>Karin Cooper</td>
<td>Deborah Rogers</td>
<td>George Glerum</td>
</tr>
<tr>
<td>Aaron McEmrys</td>
<td>Adrienne Demboski</td>
<td>Oscar Bucher</td>
<td></td>
</tr>
<tr>
<td>Eliza McEmrys</td>
<td>John Demboski</td>
<td>Melissa Block</td>
<td></td>
</tr>
<tr>
<td>LeeAnn Williams</td>
<td>Lynn Williams</td>
<td>Laurie Glerum</td>
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## Moved

<table>
<thead>
<tr>
<th>Name</th>
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<th>Name</th>
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</thead>
<tbody>
<tr>
<td>Mim Mym</td>
<td>Asia Eichmiller</td>
<td>Ellen Rockne</td>
</tr>
<tr>
<td>Chuck Yee</td>
<td>Stephanie Trager</td>
<td>Andrew Knox</td>
</tr>
<tr>
<td>Laura Bushnell</td>
<td>Larry Trager</td>
<td>Doug Reid</td>
</tr>
<tr>
<td>Gerry Bushnell</td>
<td>Lowell Dabbs</td>
<td>Emmanuelle Ledbetter</td>
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## Removed

<table>
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<tr>
<th>Name</th>
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</thead>
<tbody>
<tr>
<td>Martin Allen</td>
<td>James Kyriaco</td>
<td>Ellen Ratcliffe</td>
<td>Heather Stevenson</td>
</tr>
<tr>
<td>Makaila Allison</td>
<td>Dennis Lammers</td>
<td>Hunter Reyes</td>
<td>Ellen Yeomans</td>
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<tr>
<td>Catherine Birtalan</td>
<td>Kanga LaVrado</td>
<td>Elizabeth Roscoe</td>
<td>Tina Wilson</td>
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<tr>
<td>George Blake</td>
<td>Natalie Linton</td>
<td>Hermon Roup</td>
<td>Dale Zurawski</td>
</tr>
<tr>
<td>Anne Blaschke</td>
<td>Ellis Mather</td>
<td>Teri Roup</td>
<td>Ulrike Kerber</td>
</tr>
<tr>
<td>Katie Brooks</td>
<td>A.C. Moore</td>
<td>Geoffrey Slaff</td>
<td>Roland Holzwarth</td>
</tr>
<tr>
<td>Felicia Carroll</td>
<td>Ernesto Paredes</td>
<td>Dan Synder</td>
<td></td>
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<tr>
<td>Max Golding</td>
<td>Jenifer Paredes</td>
<td>Nancy Soans</td>
<td></td>
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<tr>
<td>Virginia Hemphill</td>
<td>Lyanna Parkhill</td>
<td>Laura Stern</td>
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## Deaths - Members

<table>
<thead>
<tr>
<th>Name</th>
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<th>Name</th>
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<tbody>
<tr>
<td>Norman Jacobs</td>
<td>John Alrich</td>
<td>Dick Cousineau</td>
</tr>
<tr>
<td>Woodrow Ohlsen</td>
<td>Brad Curry</td>
<td>Tony Johanson</td>
</tr>
<tr>
<td>Charles Lawrance</td>
<td>Gwen Philips</td>
<td>Carnzu Clark</td>
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## Deaths - Friends

<table>
<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Judy Macneil</td>
<td>Bob Molinari</td>
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## Births

<table>
<thead>
<tr>
<th>Name</th>
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</thead>
<tbody>
<tr>
<td>Oliver Adam Foster</td>
<td>Persephone Meng</td>
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## Weddings

<table>
<thead>
<tr>
<th>Name</th>
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</thead>
<tbody>
<tr>
<td>Susan Plummer &amp; Howard Wittausch</td>
<td>Bart Woolery &amp; Shannon Miller</td>
</tr>
</tbody>
</table>
# 2015-2016 Proposed Budget

<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>
<tr>
<td>Annual Membership Pledges</td>
<td>$510,000</td>
<td>$475,000</td>
<td>$480,000</td>
</tr>
<tr>
<td>Fundraising, Grants, Administrative Fees</td>
<td>$53,000</td>
<td>$56,457</td>
<td>$50,700</td>
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<tr>
<td>Contributions Revenue</td>
<td>$24,250</td>
<td>$26,000</td>
<td>$25,000</td>
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<tr>
<td>Room Use, Weddings, Rentals, etc.</td>
<td>$209,300</td>
<td>$195,450</td>
<td>$214,440</td>
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<tr>
<td>Investment Activity</td>
<td>$129,000</td>
<td>$142,733</td>
<td>$139,000</td>
</tr>
<tr>
<td></td>
<td><strong>Total Revenue</strong></td>
<td><strong>$925,550</strong></td>
<td><strong>$895,640</strong></td>
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<tr>
<td><strong>Expense</strong></td>
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<tr>
<td>Staff</td>
<td>$655,476</td>
<td>$629,158</td>
<td>$625,935</td>
</tr>
<tr>
<td>Facility</td>
<td>$112,524</td>
<td>$119,814</td>
<td>$120,230</td>
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<tr>
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<td>$68,700</td>
<td>$63,608</td>
<td>$56,100</td>
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<tr>
<td>Programs</td>
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<tr>
<td>District &amp; Association Support</td>
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<td>$10,000</td>
<td>$20,000</td>
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<tr>
<td>Interest Expense &amp; Principal Pay-down</td>
<td>$62,850</td>
<td>$62,850</td>
<td>$62,475</td>
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<td>Reserves</td>
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<td>$9,400</td>
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<td><strong>Total Expense</strong></td>
<td><strong>$925,550</strong></td>
<td><strong>$901,430</strong></td>
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<tr>
<td></td>
<td><strong>Net Operating Income</strong></td>
<td><strong>$0</strong></td>
<td><strong>-$5,790</strong></td>
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</tbody>
</table>
NOTES ON PROPOSED BUDGET 2015-2016

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 net of miscellaneous gifts and plate collections (for USSB only) less monthly and holiday gifts to outreach.

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 expenses.

- **Denominational Support** is based on official membership count of 455 reported February 1, 2015; 51% 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 mortgage and member loans.

- **Reserves** includes net income amount of operating revenues and expenses, held for major maintenance items, emergencies, or disasters.
BOARD OF TRUSTEES REPORT

This annual report is a rich reminder of the wide variety of activities, projects and offerings that are our congregational life together. Although the board work is mostly in the background, we are working actively in support of it all.

In the ministry, it has again been a year of change.

To find an interim minister for the 2014-2015 year, the board put together a task force of volunteers. Gary Welterlen, Ted Myers, and Kathleen Boehm were appointed to conduct the search. Happily, Rev. Leland Bond Upson answered our call to provide leadership and support during our search year. We are grateful to Rev. Bond for his presence among us this year, for his leadership, for his stories, and for his sense of humor. Lee will be remembered fondly and he will be missed.

The nominating committee, chaired by Gun Dukes, recruited a slate of candidates for the search committee to recommend a new lead minister. The congregation elected the slate: Eileen Bunning, Kathy Eastman, Paul Freeman, Kate Mead, Ted Myers, Ken Ralph, and Kirsten Zecher. This capable team guided the congregation in doing deep foundational work, and it was mutually decided that Associate Minister Rev. Julia Hamilton would be a good fit for our ministry. In a congregational meeting in January, Rev. Hamilton was called to be our minister in an overwhelmingly positive vote. She accepted the call, becoming our lead minister elect, to step into the lead ministry in July 2015.

To identify an assistant minister, the board formed a task force of Ken Ralph, Chris Shorb, Keith Strohmaier and Jody Thomas together with Rev. Julia Hamilton. The new assistant minister will arrive in August, and will work with lead minister Julia with special responsibility for the areas of Religious Education, Small Groups, and Membership and Community Life.

We are proud of the two members of our congregation who have chosen to enter UU ministry. Lora Barnett is finishing her second year of seminary, and Nica Guinn has graduated from Starr King School for the ministry, has entered into preliminary fellowship, and will be ordained by USSB at the end of the summer. May they always consider USSB their home.
In February we celebrated the emeritus ministry of Rev. Kenneth W Collier, our Minister from 2001 to 2007.

Through the ministerial transitions, the board maintained its focus on the establishment of clarity and transparency in leadership. The enhanced USSB website has meant a big step forward in our ability to communicate with the congregation.

In response to member interest, we published a four-part series, *Finance 101*. This publication represented the collaboration of the board and many USSB financial leaders.

When the finance committee identified the need to address pledging and the accuracy of our membership numbers, the board formed a broadly-based review committee chaired by Dick Jensen. Based on the committee’s research, the staff quickly made creative changes in our practices in new member procedures, in pledge renewals, and in follow-up practices, linking membership and pledging more closely, and have clarified our membership rolls and numbers.

For the first time this year, we invited congregational input into the board’s budget priorities before the final draft of the budget was prepared for congregational approval in June. We also explained the collaborative nine-month budget process we follow each year. As an outcome of our discussions, the proposed budget for 2015-2016 contains an allocation for a cash reserve.

The board also discussed leadership and invited questions and suggestions from the congregation in a bylaws revision workshop. Based on this conversation, the board made two adjustments to proposed bylaws changes.

When presented with a challenge to our accounting system and related issues, the board followed a thorough process to evaluate and resolve the concerns. We are all learning about how best to offer suggestions, and how to disagree respectfully. Our covenant of good relations serves as a guide. The ultimate goal is for everyone to work together for the good of the whole congregation in an atmosphere of mutual support, trust and goodwill.

Our work ahead includes finding more ways to engage the USSB community in discussion about what we want to accomplish, and collaborating with Rev. Julia about how to measure our effectiveness. We are eager to work with Rev. Julia, our wonderful staff team, and the congregation, on the next stretch of our journey together.

We thank Susie DuPont, Susan Neufeldt, and Bart Woolery, whose terms are ending in June 2015, for their service on the board. The candidates for the three open board positions are Eileen Bunning, Bonnie Lassen and Keith Strohmaier. We are grateful to them and for the generosity of all our beloved members and volunteers whose time, talent and treasure make this community possible.

Submitted by Carol Schwyzer, President, Board of Trustees
Rev. Lee believes his Interim Ministry brought a certain stability to a staff and congregation somewhat shaken by the resignations of the former Lead Minister, the long-time Director of Administration, and the Director of Religious Education. He also believes he was helpful with the inside candidacy of the Associate Minister Rev. Julia, as well as helping leadership navigate their engagement with the by-laws changes involved in policy-based governance, waiting until after Rev. Julia’s candidacy was settled. He participated in the search for the new Assistant Minister, Rev. Caitlin Cotter. He also played a key role in giving a hearing to a dissident portion of the Finance Committee, and in initiating a tech-support group featuring our high school youth.

**Worship**

Worship at the Society in 2014-15 featured a combination of continuity from Rev. Julia, Choir Director Ken Ryals, and the talented members of the Worship Committee, along with Rev. Lee’s new ‘content,’ which emphasized describing, as he sees them, the objective realities of Creation and the more subjective traditional, and potential, human reaction to the three major relational dimensions of self, others, and the ground of being.

**Attendance:** This year, our average Sunday total attendance (adults, children, and youth) was 233 people. Comparing this to past years, attendance has been declining a little bit each year since a high point in 2011-12 of 304. Last year's 2013-14 average attendance was 274 and in 2012-13 average attendance was 291. The average adult attendance was 203, from 236 last year. Tracking attendance has been tricky, and methods have changed over the years -sometimes we counted the choir in both services, for example, and sometimes we didn't. We have been working on standardizing our attendance tracking so that we can be sure we are getting consistent data from Sunday to Sunday and year to year.

**Music:** The Music Committee’s report begins “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.” The Program well-accomplishes these goals.

The Music Program consists of three choirs: the Chancel Choir and the Women’s Chorale, led by Choral Director Ken Ryals, and the Men’s Chorus, led by Robin Montz. Between the three, including sub-groups and soloists, the Program provides music for every Sunday service, and participates in a number of community-wide performances. Early in 2015, Gail Fairburn assumed leadership, after years of faithful service by Carol Sharpe.

The Music Committee reports that the Program’s two greatest challenges are managing the wide range of ability of the singers, and a shortage of time available to Ken to do everything expected.

The work of Choral Director Ken and that of the volunteers, and the accomplishment and challenges of each of the choirs is spelled out in the full report from the Music Committee beginning on page 27.
**Multigenerational Services**: Some of the highlights of our year continue to be the services when we integrate worship across age groups. Our Holiday Play, with music from the Santa Barbara Children's Chorus, is lots of fun! Our Coming of Age and Bridging services inspire all of us with the wisdom, talent and dedication of our youth. The beautiful all-ages services that mark the turning of our year, like our Water Ingathering, our service of Thanksgiving, and our Flower Communion, create lasting bonds between us. We recognize that building a multigenerational community is one of the most important things we can do to keep our congregation thriving, and we look forward to finding new and creative ways to engage people of all ages in worship.

**Ministerial Searches and Settlements**

It was a big year for the congregation! On December 14th, the congregation voted overwhelmingly to call Rev. Julia Hamilton as the next Lead Minister.

It was the culmination of a lot of work. The Lead Minister Search Committee began over the summer of 2014 to initiate a thorough and thoughtful search process with the congregation. Being in the somewhat unique position of having a potential internal candidate, the Search Committee made sure that they maintained a process of deep integrity to allow the congregation to chart its future with confidence. A full congregational survey was engaged and focus groups were held to listen to the hopes and dreams of the members, and after much deliberation by both Rev. Julia and the Search Team, her Candidacy was announced. A lively Candidating week allowed for many deep conversations about where USSB hopes to go in the future. Rev. Julia will officially step into her new role as Lead Minister in July of 2015. In the meantime, she has been working with Rev. Lee to ensure a smooth transition.

After Rev. Julia's call, a new Search Task Force was formed in January to hire an Assistant Minister for Congregational Life and Learning to begin in the fall. Reviewing the current needs of the congregation, the job description for the Assistant Minister was revised to focus on Lifespan Religious Education, Small Group Ministry, and Membership and Community Life. The Task Force worked with Rev. Julia and Rev. Lee to identify Caitlin Cotter as our next Assistant Minister. Rev. Caitlin will arrive at the end of August 2015 to begin her work with us.

**The Future of Ministry**

It is a source of great pride that we have two future ministers emerging from our congregation at this time. Nica Guinn has graduated this spring from Starr King School for the Ministry and has entered into Preliminary Fellowship with the Ministerial Fellowship Committee (MFC) of the Unitarian Universalist Association. She has asked us, her home congregation, to officially ordain her into the ministry on August 30, 2015. We look forward to seeing where Nica's career takes her!

Seminarian Lora Barnett is in her second year at Ililif School of Theology and has successfully been granted Candidate status by the MFC. In addition to completing her studies at Ililif, she looks forward to an Internship and a unit of Clinical Pastoral Education as part of her preparation for ministry.
The future of Unitarian Universalism depends upon growing leaders who have a strong foundation in healthy, vibrant congregations. As we look into the future, finding opportunities to support our emerging ministers is one important way we can have an impact on the future of our faith.

### Operations

**Organizational Chart**

![Organizational Chart](image)

### Facilities

We are lucky to be stewards of such a beautiful and historic campus. This year energy has been devoted to several major projects as well as day-to-day operations which serve to keep our facilities beautiful, useful, and preserved.

- **Rental Properties**: Our rental properties at Arrellaga and La Paz have been occupied the majority of the year, with rental income helping to offset our mortgage on the properties. This year, our rental property at La Paz was occupied by our Interim Minister and was given a significant facelift prior to his arrival.
- **Schools**: We continued our rentals to Knox School as well as Starr King Parent-Child Workshop this year. Both schools are thriving and have made great use of the space available to them. Our contract with Knox school is reviewed and renegotiated on an annual basis.
- **Water Use**: Our average water use over the course of the year is down by 40%, with our record-breaking water savings month showing our water usage at lower than 60% over last year. Thanks to efforts of our Building Manager and voices from our congregation, we were able to continue to implement water-saving projects over and above last year, even during a period of increased facility use. This is something to celebrate!
Wedding and Room Rental: Overall we have seen a decrease in Wedding bookings this year, consistent with the industry-wide decrease in venue rentals as non-traditional weddings become more popular. We are using new ways to advertise and market our site via Google ads, social media, and greater web presence. This year we have expanded rental equipment available, and our Facilities Use Coordinator has worked hard to implement database systems that make management of rentals and reservations from internal as well as external users more streamline. Our internal calendaring systems are now tied directly to our room use software, enabling our staff and lay leaders to plan use and coordinate schedules with ease. Our new website also boasts a wealth of information including room availability, occupancy, FAQs, testimonials, photos, and maps of our campus. Members can now access the ‘USSB Facilities’ page on their phone to find the location of their meetings or see if space is available.

Major Projects: In addition to ongoing maintenance and upkeep, we have completed many major projects on our facility this year including:
- Transforming our Courtyard Fountain into a beautiful rock and succulent garden
- Completing landscaping on the Southern Courtyard Garden Bed
- Renovating Classroom A to match interior design of Classrooms B,C, and D
- Installing a Looped Hearing Assistance System
- Removing Asbestos from the ducts under Parish
- Installing 12 Solar Panels (see full solar report in Outreach) on Blake Building
- Installing several plaques to commemorate donors to the Capital Campaign
- Equipping Blake Meeting room with A/C
- Installing large shade structure on workroom patio

Finances
We are grateful and fortunate to have a depth of lay leaders, committees, teams, and staff to carry out the financial management of the Society that supports our vision and Long Range Plan.

- Stewardship: In 2012 we launched a Stewardship Steering Committee, to assist in the high-level view of fundraising, donor cultivation, and campaign planning. This year, the Stewardship Steering Committee has assisted in messaging and mentoring leadership for the annual campaign, has spearheaded specific Board Stewardship projects, as well as hosted a Donor Appreciation Event. The Committee is more closely exploring the idea of a year-round Annual Campaign and looking into other fresh ideas for continued financial health of the Society.

- Annual Campaign: This year we launched a successful Annual Campaign with help of many volunteers as well as Campaign Chair Christina Meldrum. Tracking very closely, but better than last year, campaign revenues came in above the $420,000 mark as of early May, and we are well on our way to meet our projected income of $480,000 by the end of the fiscal year. As of early May we have seen 94 pledge units increase their pledges, with the average increase being 44%!

- Fundraisers: This year we executed another fun and festive Fall Fundraising Auction! Our Mardi Gras-themed event this year held revenues steady with a slight increase in expenses. The auction was supported by an amazing and robust volunteer planning committee, led by Gun Dukes, as well as the
support of Staff. This year we eliminated the Live Auction, and increased the entertainment portion of the event, with acrobatics and Big Band Music. Our next Auction Planning Committee will kick-off with a planning meeting in July for our October 24 event.

- Financial Oversight: This year we have taken a very in-depth look at Financial Processes, Procedures and Status. With the assistance of Lay Leaders we have made significant strides in the following areas:
  - Additional monthly reporting to the Board, including a refined Financial Dashboard, Income and Expense Report. These additional reports supply the Board and other interested Members with high-level financial information on a monthly basis.
  - We conducted a full financial audit this year, returning with a clean audit. From this process we have improved upon some financial practices and procedures to better fit our congregational needs at this time.
  - This year we have improved upon our Budget Planning Process. Based on feedback from last year’s Budget Planning, the Budget Planning Group and Board of Trustees facilitated an early Budget Town Hall meeting which focused on setting priorities for the budget and introducing the Congregation to the budget at an earlier stage. This planning process was successful in allowing additional communication about prioritization, planning, and budgeting process.

- Several members of the Finance Committee had concerns about the bookkeeping process. With Reverend Lee, our Audit Committee, our Auditor, the Board of Directors, Treasurer, Finance Chairs, and outside experts, we were able to take a close look at the concerns and assist the Board in addressing them. Out of these concerns we have made some operational changes, including a move to full-accrual accounting in order to fit the congregational needs at this time.

**Communications**

- Website: Our brand new website has been at the center point of communication efforts this year. The website went live in the fall and allows us to better communicate internally as well as externally. Much work was put into building the design and layout of our website, and we have crafted an excellent backbone on which we can further build our communication scope. The website is tool of perpetual work in progress and we are continually chipping away at new portion and strategies for use. Among the highlights of the new website, is a comprehensive ‘Facilities’ area, easier navigation, home page announcement board, improved calendaring and room use information, as well as the ability to be compatible with mobile devices.

**Database**

- We are currently in search for a Church Software Database that will allow our Staff and Volunteers to more easily record information on our membership, including: volunteer interests, contact information, giving history, familial links, committee and group involvement, etc. This database will help consolidate our current multiple database system into one multi-dimensional system. Consolidating systems will not only reduce staff/volunteer time on data entry, but reduce the potential for data errors, and allow for easy access to reports and information needed by Staff, Committees, and the Board.
Membership

Membership: The Membership Ministry Team is comprised of 19 wonderful committee members, Chaired by Sally Hamilton and Co-chaired by Catherine Callahan, who work with our 1/3 time Membership Coordinator, Megan Moyer, and Rev. Julia Hamilton. It is a vibrant group of people who welcome and celebrate our newcomers as well as occasionally hosting congregation-wide events such as potlucks and dances. We invite members to our team who enjoy meeting people, creating fellowship events and who represent our congregation with love and outgoing sincerity. Please see a more complete Membership Ministry report attached at the end of the overall Membership report.

- Growth: We welcomed 29 new members so far this year, (compared to 41 last year). With significant transitions in both our ministerial staff and our religious education staff, it is no surprise that we have smaller numbers signing the book this year. New membership during transitional years often dips. We have also changed our Path to Membership classes to include a requirement to pledge at the time of signing the book, which may slow down the rate at which people join the congregation. However, we hope that our retention rates will increase as people wait to join when they are ready to make a financial commitment.

- Sunday Morning “Superstar” Volunteers: Each Sunday of the month, including 5th Sundays, we have 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 Sunday experience flow with grace and reliability.

- Membership Ministry: We have made some significant changes to the process for welcoming newcomers on the road towards membership. Our twice-monthly Guest Orientation, which welcomes visitors on Sunday mornings with a short, informal meeting between and after services, remains the same. We have redesigned the Path to Membership program as a two session class led by Rev. Julia Hamilton and Megan Moyer every 6 to 8 weeks. The class provides a more in-depth conversation about Unitarian Universalism and the meaning and benefits of membership at USSB, as well as an opportunity for participants to get to know one another. On first Sunday of each month we hold a brief “Signing Ceremony” for people who have chosen to sign the membership book after completing the class and making a pledge of financial support. These changes are a result of the work of a Task Force on Membership and Pledging, which reviewed our policies about the important relationship between membership and financial support and affirmed that it is necessary to have a pledge on record to be a voting member of the society, unless an exemption is granted by the minister. This attention to having a pledge on record before signing the membership book may reduce our initial numbers, but it is hoped that it will also increase retention and lay a foundation for more engagement and a stronger sense of commitment between the member and congregation.
Connection

Our Larger Faith: Unitarian Universalism beyond our walls

- **District Assembly 2016!** We have been invited to host the UU Pacific Southwest District Assembly next year! Mark your calendars for April 29-30, 2016.

- **UU Justice Ministry of California (UUJMCA):** Rev. Julia serves as the President of the Board of this statewide advocacy network, fostering civic engagement, public witness, and social justice leadership among UUs.

- **DeBenneville Pines Retreat:** We join other congregations in our cluster to get away for the last weekend in September at Camp DeBenneville Pines in the San Bernadino Mountains. Many of our families also participate in the family camps offered by DeBenneville throughout the year.

Connecting With Each Other:

These are some of the ways members and friends connect with one another and support a sense of community and belonging at USSB:

- **Our Annual Fundraising Auction:** This year the auction inspired dozens of dinners, outings and events that raised funds for USSB while providing members and friends with social engagements throughout the year!

- **Congregational Potlucks:** Twice a year the Membership Committee sponsors and all-congregation potluck. This year they hosted a welcome dinner for our interim minister, Rev. Bond Upson, and a DJ Dance Party in the spring.

- **Connection Circles:** Our beloved small group ministry program continues to thrive, with 65 participants, 9 facilitators and 3 program coordinators.

- **Women’s Spiritual Reflection Circle:** This small group ministry was launched by Arianna Jansma and Sylvia Casberg in January of 2015.

- **Science Night:** Prompted by an interest in the exploration of our world and the cosmos, this group, hosted by Rick Hibbs, Colin Taylor, and Max Neufeldt, meets on the Third Tuesday of the month to view and discuss the latest and greatest in science programming.

- **Women’s Group:** Meets on the 2nd and 4th Sundays.

- **Men’s Book Discussion:** Meets on the 3rd Tuesday of the Month.

- **Sunday Superstar Volunteer Teams:** Sunday mornings run smoothly because of the five volunteer teams who help out as Greeters, Ushers, Welcome Table Hosts and Coffee Hosts each week. Special thanks go out to our team leaders who coordinate these efforts. Our **Healthy Snacks Team** provides delicious, “good for the body and good for the soul” snacks on Sunday mornings, and our **Green Team** keeps us on track with recycling, composting, and other ways of reducing our waste.

- **Sunday Book Exchange:** Lively literary conversation can be found at the table in the courtyard between services! Good books are traded and discussed each week.

- **The Alliance:** The Alliance continues to host excellent programming every month, and while they are an independent and self-governing organization, they are a significant program here at USSB and
provide a wonderful means of connection for our members and friends. See the full Alliance report for details.

**Pastoral Care: Caring for One Another**

- **The USSB Care Team:** Seven trained volunteers, working with Rev. Hamilton, 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 that can respond to requests for care within 24 hours. The Team continues to offer much needed supportive presence among our community. See the Pastoral Care report for details.

- **Pastoral Care Network:** Individuals who are available to provide rides, meals, and other practical help form the extended pastoral care network within the congregation.

- **Pastoral Counseling:** Rev. Hamilton and Rev. Bond Upson provide one-on-one counseling and pastoral support. Please contact them directly to make an appointment.

- **Addictions Ministry Team:** The weekly AA-affiliated “We Agnostics” group has been very popular, and the Addictions Ministry Team continues to keep the congregation aware and informed about addiction and recovery resources. The goals of this ministry team are: To raise awareness about addiction, in all its forms; to develop, and make available, resources on addictions and recovery for the USSB community; and to provide meaningful support to those in the congregations suffering from the effects of addictions.

**Childcare for Programs:** We continue to offer childcare upon request for most programs, and we have expanded to include childcare for one of our Connection Circles. If you would like to participate in a program, committee or class at USSB and need childcare during that time, please contact the Religious Education office.

**Lifespan Learning**

This has been a year of remarkable transition in our congregation, and the Religious Education program has been at the heart of this transition, in ways that are both challenging and joyful! As we said farewell last spring to LeeAnn Williams, our Director of Lifespan Religious Education, we were fortunate to have Jena Foster on board to step in as Acting Director of Religious Education for this transitional year. Jena had been working with LeeAnn as the RE Coordinator in 2013-14 and was ready and willing to lead the program through this year while our ministerial transitions took place. Jena will continue with us in 2015-16 as our Religious Education Program Director, after she returns from her current maternity leave (that's the most joyful part of all these transitions - welcoming baby Oliver into the world!). While Jena is on family leave, Tiffany Jolie, who has been providing childcare for us since this past fall, is acting as the RE Coordinator to keep our programs running through the spring. We could not have managed all these transitions without the hard work of our RE volunteers, who have been teaching and running our programs for children, youth and adults with grace and goodwill!

As we looked at the needs of the Society, it became clear that integrating lifespan religious education into the larger life of the community was one of the top priorities of the congregation. Because of this, we shifted the
portfolio of the incoming Assistant Minister to include a focus on lifespan RE, and we are thrilled to have identified someone with experience in this field. We look forward to next year and the re-visioning of our programs for families, kids, youth, and learners of all ages. Next year will be an exciting time to be a religious education volunteer. I hope you will consider signing up to be part of this work!

**Our Campus:**
We also look forward to renovating and reorganizing some of our religious education spaces in the Jefferson and Blake buildings. A new RE office and meeting space will be organized in the Jefferson building, creating a welcoming space for the RE Program Director and volunteers to work and meet. LaPaz Lounge will be divided, with the smaller space being used as an office and the larger room redesigned into a more effective meeting space. Blake Lounge and Kitchen will also continue to be improved. We will be needing some volunteer help over the summer to accomplish these project, so stay tuned!

**Teaching and Curricula—Preschool—5th Grade**
Our workshop rotation model continues to provide a stimulating series of classes for our younger kids. Lots of art projects, science experiments, storytelling and games give children experiential learning opportunities to wrestle with bigger concepts. What does it mean to create a more peaceful world? How can we nurture our connection to the earth? What does it mean to be a good friend? Our children learn and grow through direct engagement with the world, not by rote memorization. We are so grateful for the creativity and skills that our volunteers bring into our RE classrooms, and for the families that make being a part of this community a priority in their lives.

**Our Whole Lives – Sexuality Education for grades 4-6 and 7-8**
This is a wonderful, comprehensive sexuality education program offered at age-appropriate levels and it is always a highlight of the year. Trained volunteers lead the youth through this sometimes difficult subject matter, providing them a positive, progressive and healthy educational program that honors the diversity of human relationships and bodies. We are proud to offer Our Whole Lives for our community.

**Coming of Age**
This year a class of nine youth participated in our long-standing Coming of Age program, culminating in a weekend retreat and leading a worship service for the whole congregation. This program partners youth with adult mentors and asks them to reflect on who they are, who they are becoming, and what the transition from childhood to adulthood is all about. Combined with the Our Whole Lives in the first half of the year, this program gives our youth the tools they need to move into adolescence with confidence and the support of a loving community of peers and adults.
Special Events
RE children and families enjoyed many special events throughout the church year. These activities and programs included:

- Summer Sundays
- Kickoff Carnival (with the always-popular bounce house!)
- El Dia de los Muertos Worship Service and Fiesta
- Visits with our elders at Valle Verde and Vista del Monte
- Holiday Craft Party
- Holiday Play and worship service, telling the story of “Mother Winter”
- Butterfly Hike at Ellwood
- Purim Celebration
- Hunt for Justice – an Easter tradition with a focus on serving our wider community
- Summer Solstice Mask Making Party

YRUU – Our High School Youth Program
YRUU meets at 4pm on Sunday afternoons, and continues to be a strong program with about 20 youth enrolled. With a combination of volunteer service, fun activities, meaningful connection and lots of “Brunch Breaks”, our youth are living their values in the world. Highlights of this year include volunteering with the Warming Centers, Domestic Violence Solutions, and Veterans for Peace, a trip to Hearst Castle and Knott’s Scary Farm, hosting the Poetry Café, engaging issues of racism and violence with a screening of Selma and participation in a Black Lives Matter vigil and march, and an exploration of podcasting. Ask one of the youth about their favorite pizza! Adam Shive continues to do wonderful work as the coordinator for this program.

We are especially proud to be sending three youth as delegates to General Assembly this year, a first-ever chance for our youth to represent our congregation at this annual Unitarian Universalist gathering. This trip was made possible by the generosity of donors in the congregation who want to foster the next generation of UU leaders. Thank you!

Wellspring Wednesdays
Our adult religious education program, Wellspring Wednesday, continues to be a popular way for people to connect with one another while learning and deepening their spiritual and intellectual lives. What an amazing wealth of knowledge, skill and experience we have in our congregation!

We offered three sessions of Wellspring Wednesday this year, and each session was unique and slightly different in format. In the fall, we offered four courses: Planned Retirement with John Warnock, Macrobiotics with Cathy Albanese, Hidden Wholeness with Nancy Edmundson, and a Southern Film Series with Bob Fulmer (which was offered in partnership with SBCC Center for Lifelong Learning). In the winter we offered a single
course, Building Your Own Theology, led by Rev. Lee, Rev. Julia, and Dr. Ann Taves. In the Spring we hosted three courses; Therapeutic Yoga with Sonja Lindstrom, Flower Arranging with Donnis Galvan, Ken Ryals, Valerie Halvorsen and Arianna Jansma, and Humanism with Charles McCracken, Barbara Margerum and Ted Tazer Myers.

In the spring we also made a few changes to the schedule. We started the classes earlier and did not provide a full dinner beforehand. Finding volunteers to cook and serve the pre-class dinner was increasingly challenging, and many participants were choosing to show up just for the class itself, bypassing the meal. We served light refreshments instead. Unless a renewed volunteer interest in the pre-class dinner is indicated, earlier classes and light refreshments will be on the schedule going forward.

Our 2014-2015 Religious Education Volunteers –

Thank you for creating excellent Children’s, Youth, and Adult Programs!

Children’s RE Council: Michelle Bednash, Geraldine Otte, Catriona Gay, Krystal S. McCauley

Story Selection Team: Nancy Myers, Sarah Hough, and Geraldine Otte

Children’s RE Volunteers: Marilee Krause, Michelle Bednash, Terri Stelzer, Mindy Nelson, Tracy Freeman, Nancy Murdock, Geoff Conner Newlan, Gail Stichler, Paul Freeman, Astrid Nelson, Bjorn Birnir, Susan Owens, Yolanda Yturralde, Sarah Schroeder, Marc Diraison, Geraldine Otte, Nancy Myers, Sylvia Mabee, Tammy Shorb, Carol Schwyzer, Hathor Hammett, Kelly Bedard, Marika Daveidek, Monica Bucher-Smith, Ted Smith.

Our Whole Lives Volunteers: Lora and Scott Barnett, Charla Bregante, Tammy Shorb, John Hartman and Kelly Bedard, Doug and Jody Thomas, and Deb Karoff

Coming of Age Volunteers: Kir Zecher, Ken Ralph, Nate Rich, Craig Bennett, Emiliano Campobello, Gary Welterlen, Jack Ucciferri, Jacob Claassen, Max Neufeldt, Sarah Bennett, Scott Fegette, Steven Lovelace

YRUU High School Youth Volunteers: Alan Edmundson, Ken Ralph, Sarah Bennett, Jacob Claassen

Wellspring Wednesday/Adult RE Volunteers: Cathy Albanese, John Warnock, Kate Silsbury, Angela O’Neilin, Nancy Edmundson, Bob Fulmer, Ann Taves, Ted Myers, Barbara Margerum, Charles McCracken, Donnis Galvan, Ken Ryals, Valorie Halvorsen, Arianna Jansma, Donnis Galvan, Sonja Lindstrom, Caroline Chamberlain, Doug Chamberlain, Anita Blume, Birdie Newborn, Catherine Woodford, Bonnie Jensen, Kathy Eastman, Charlene Little
Social Justice & Outreach

Social Justice and Outreach: Each year we build upon the work we have started and, at the same time, remain ready to respond to the emerging needs of our community and the world. Here are some highlights from this past year’s social justice and outreach activities:

- **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 worked diligently to move forward on projects that fulfill our commitment to address the causes of climate change and reduce the congregation’s carbon footprint, such as:
  - **USSB Goes Solar!** This fall we installed a second round of solar panels on the roof of the Blake Building. Made possible by a generous donor, these panels provided all the electricity needed for Blake and Jefferson buildings and move us closer to our goal of becoming carbon neutral. Many thanks to the volunteer team that worked through the project, from getting bids to drafting contracts to celebrating their installation.
  - **We divested from fossil fuels!** Last year, the congregation voted to move our endowment fund into fossil-free investments. The Endowment Board heard you loud and clear – although we had a 5 year timeline, the board moved swiftly and identified Trillium Asset Management as the best company to work with. We have now moved our investments into their socially-responsible hands. See the Endowment Board report for more details.

- We hosted a **table at the Earth Day Festival** to highlight our divestment process and invite others to join us in this movement. It was a great opportunity to bring our values out into the public square!

- Called to action by the immigrant children held in detention at a military base in Ventura this past August, the **Immigration Justice Team** and Rev. Julia attended vigils in partnership with our Quaker allies and community groups to highlight to broken system of our immigration and detention system. The Team also hosted a “Hope for the Holidays” card-making party to send comfort and joy to immigrant families held in detention over the holidays.

- On the evening of December 7th, we walked from USSB to join the vigil and march held in the wake of the death of Eric Garner and the events in Ferguson, MI. Our youth group has engaged the issue of racism and injustice as well, participating in the vigil and viewing and discussing the film Selma.

- Over 100 people attended the SPAN screening of “Thirsty for Justice” the documentary made by the **UU Justice Ministry of California (UUMJCA)**. The congregation has a new UUMJCA Ambassador, Hod Gray, who stepped up this spring to continue the work of connecting our congregation to this statewide UU network, which organizes statewide action on key justice issues as well as sponsors regional justice leadership training. If you are interested in the work of UUMJM, please talk with Hod!
• **SPAN: Seventh Principle Action Network** was formed in 2012 and continues to sponsor programming on ecological and environmental concerns, grounded in the principle of the interconnected web and focused on a systems approach to problems. Please see the SPAN report for more details.

• 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 2014.

• **GLTBQ Equality.** We host a table at the Pride Festival each summer and we continue to be a trusted partner for community organizations like Pacific Pride and PFLAG.

**Outreach Offerings:** This year we gave away 25% of the undesignated funds collected each Sunday to a program or community organization that brings our values into the world. We collect direct donations for these programs as well and we gave away 100% of our Christmas Eve offering. The total amount given away as of April this year is $10,544. Our experience at USSB has mirrored that of other congregations, which is that generosity begets generosity. When we give away a portion of the collection, we see an increase in the amount collected in the plate each Sunday.

The recipients of our offerings this year have been: Pacific Pride (July), Camp DeBenneville Pines (August), PSWD Refugee Fund (September), USSB Seminarian Fund (October), The Foodbank of Santa Barbara County (November), Domestic Violence Solutions (December), UU Justice Ministry of CA (January), SB Neighborhood Clinics (February), RE Hunt for Justice (March - the kids selected D.A.W.G. and Marine Mammal Rescue as the recipients), UU Service Committee (April), Casa Esperanza (May), and IDEAS UCSB scholarship fund for undocumented students (June).

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

**Clergy and Laity United for Economic Justice, Santa Barbara:** USSB members Wayne Mellinger and Becca Claassen serve on the board of this local chapter of a national justice organization.

**UU Justice Ministry, CA:** Rev. Hamilton is the President of the Board for the UUJMCA.

**PFLAG & Pacific Pride:** We have a close relationship with our partners at Pacific Pride and we are looking forward to working with PFLAG as one of the sponsors of the first Interfaith Pride Sunday Celebration in July 2015, with Rev. Julia helping to coordinate the service and Ken Ryals leading an interfaith choir.

**Coalition Against Gun Violence:** Rev. Julia helped plan the interfaith vigil held at Trinity Episcopal on the anniversary of the Sandy Hook shooting, particularly important to our community in the wake of the violence in Isla Vista. We continued the tradition of unwinding our prayer rope that was created on the Sunday after Sandy Hook and this continues to be a powerful symbol of hope and strength at each memorial event.

**Domestic Violence Solutions:** In addition to designating DVS as the recipient of an Outreach Offering, we collect dozens of gifts for women and children living in the DVS shelters during the holidays.

**Congregation B’nai B’rith:** In January, Rev. Julia and our choir, led by Ken Ryals, participated in a collaborative service with the B’nai B’rith choir at both USSB and CBB.
**Starr King Parent Child Workshop:** Our collaboration with Starr King Parent Child Workshop and SB City College remains strong. See separate report from SK PCW for more information.

**Aha! Academy for Healing Arts:** This local youth organization meets on weekday afternoons in Jefferson Hall and provides a wonderful program for teens in need of a supportive, positive, creative environment.

**Interfaith Thanksgiving service:** Ken Ryals and our choir participated in the annual Interfaith Thanksgiving service at First United Methodist Church.

**Freedom Warming Centers:** From November 15th through April 1st, the Freedom Warming Centers (FWC) activated on 27 nights, serving 2004 guests, with an average of 76 beds filled each night. This winter was particularly warm and dry, and although it resulted in fewer activations we could have used the rain! Here at USSB, we opened our doors as shelter for 11 nights, sheltering 470 people, supported by our 90+ volunteers who cook delicious and hearty meals for our guests. The choir sings for guests on Christmas Eve and our children make valentine cards and hygiene kits for our guests.

In our sixth season, USSB continues to serve as the fiscal agent and organizing body for this county wide, interfaith program of emergency, weather-activated winter shelter. This was the final season for Maria Long, who has done wonderful work as the Director for the past three years. We are grateful for Maria’s dedication and we wish her well as she moves on! We are in search for someone to step into this role with an increased emphasis on grants, fundraising and community development. We continue to work with the Program Director, Ed Wesson, who manages our sites, our activations, and our on-call staff. 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, Peace Lutheran in Lompoc, First United Methodist Church in Lompoc, The Salvation Army in Santa Maria, and the Boys & Girls Club of Santa Barbara, as well as organizations like Doctors Without Walls and EasyLift.

One of the highlights of the season was the sold-out fundraiser with author Anne Lamott, which raised over $20,000 and introduced many new people to the work of the Warming Centers. A volunteer team from across several of our host congregations made sure this event ran smoothly.

**Our Facilities in Service:**

In the past year USSB has hosted community nonprofits, including; the ACLU, AHA! Teen Program, Al Anon, Collegebound Learning Services, Community Environmental Council, Community Solutions, Freedom 4 Youth, Hard Light Center for Awakening, Jewish Voice for Peace, Mankind Project, Over Eaters Anonymous, Pacific Pride Foundation, Proximity Theatre, Refuge Recovery, Santa Barbara Improv, Santa Barbara Master Chorale, Santa Barbara Revels, Santa Barbara New House, Sierra Club, The Family Therapy Institute, Tibetan Village Project, and others.
STRATEGIC LONG RANGE PLAN 2015-2018
The Strategic Long Range Plan is a guide for the Congregation, the Board of Trustees, Staff, as well as lay leadership in all areas. It is a living document that changes as we move forward during the three year timeline. Each year the SLRP is revised, extended, and approved by the Board of Trustees.

This Long Range Plan has been revised to include 9 goals, which now also include Organizational Development. We have done our best to fit these goals to match our Board-Adopted ends, but will be working in 2015-16 to create a revised SLRP which makes the ties between our Strategic Goals and the Board and Congregation-Adopted Ends even more apparent. The new SLRP, which will draw out our course beginning year 2016-2017 and stretching 3 years out, will also include clear measurable outcomes in each area. These measurable outcomes are the means by which Board of Trustees might use to gauge oversight of operations.

USSB Adopted Ends
Unitarian Society of Santa Barbara, a loving community of seekers:

Living with integrity, we:
- Use our heads and our hearts to develop a deep understanding of our individual and collective values, ethics and personal theologies and align our individual and community actions in witness to those commitments.
- Support each other in life and life’s transitions with loving care, celebration and gratitude.
- Engage in lifelong learning, utilizing reason in the pursuit of truth.
- Care for the earth and its rich web of life.

Nurturing wonder, we:
- Experience the transcendent that opens us to deep connection and life’s expansiveness.
- Develop intellectual and spiritual personal practices that actively engage us with paradox and mystery.
- Invite the wider world to join us in our exploration of the unknown.

Inspiring action, we:
- Pursue justice and equality courageously through bold individual and congregational endeavors.
- Integrate joy and service.
- Develop leaders who shift the larger culture toward justice and compassion.
- Welcome and connect with people across differences of ethnicity, class, sexual identity, religion, politics and education.
- Form partnerships beyond our congregation consistent with our mission and values.
Strategic Goals

Goal 1 – Worship Programming
USSB will achieve and sustain excellence in worship programming.

- Develop worship offerings that are diverse, inclusive, and explicitly welcoming to newcomers
- Integrate music offerings into the service in increasingly seamless and thematically appropriate ways
- Continue integrating a wide range of voices into worship with a focus on including youth and young adults
- Develop worship offerings that are diverse, inclusive, explicitly welcoming to newcomers, and representative of our theological diversity
- Develop and implement plan for chancel upgrade for accessibility
- Develop and implement plan for major Sanctuary Sound System

Goal 2: Music Programming
USSB will achieve and sustain excellence in music programming, with priority on music in worship.

- Diversify music offerings in worship and concert events to appeal to and support growing age diversity
- Develop and grow adult choral programs
- Addition of regular and sustained vocal and instrumental ensembles of all ages in worship services

Goal 3: Membership Ministry
USSB will experience an increasingly age-diverse membership with growth in size as well as in wisdom, strength, and involvement in USSB Programs.

- Develop and retain the Membership Committee
- Attract new members
- Retain new members
- Develop and sustain Connection Circles
- Develop and sustain Affinity Groups
- Develop and clarify New Member process
- Deepen congregational understanding of the meaning of Membership

Goal 4: Lifespan Religious Education
USSB will achieve and sustain excellence in Lifespan Religious Education with priority on children, families, and youth.

- Develop Religious Education Leadership
- Sustain and evaluate Children’s Religious Education Program
- Sustain Coming of Age Program
- Sustain YRUU High School Program
• Enrich Adult Religious Education Program
• Grow and sustain Our Whole Lives (OWL) sexuality education program

**Goal 5: Justice**

USSB will achieve and sustain excellence in Justice Programming.
• Engage members and friends of the congregation in Justice actions and reflection
• Increase USSB’s involvement in community inter-faith activity and leadership
• Deepen USSB’s covenantal relationship with UU Justice Ministry of California
• Develop USSB multi-generational Justice service programs
• Strategically focus USSB outreach donations to enhance justice work and community collaborations
• Continue to strategically implement our June 2013 Congregational Resolution on climate crisis

**Goal 6: Pastoral Care**

USSB will achieve and sustain excellence in Lay Lead Pastoral Care Programming.
• Develop, grow, and sustain lay-led teams of volunteer care providers
• Provide care for members in crisis in need of practical, social, and emotional assistance

**Goal 7: Stewardship**

USSB will achieve and sustain excellence in Stewardship.
• Maintain facilities that are functional, attractive, and well cared-for
• Provide adequate support and resources for USSB programs
• Create and maintain an effective paid and volunteer staff appropriately resourced to carry out the SLRP
• Develop strategies that enrich our culture of gratitude and generosity
• Engage lay leaders in year-round Stewardship

**Goal 8: Ministerial Programs**

• Ministerial Programs: USSB will achieve excellence by supporting our ministers and fostering an environment that encourages UU ministerial development, including ministerial internships.

**Goal 9: Organizational Development**

• Develop and implement strategies for internal and external communications
• Implement Policy-Based Governance Consonant with USSB’s Mission and Vision
• Identify and Support Lay-Leadership Development
MEMBERS: Gun Dukes (Chair), Chuck Wolfe, Terri Stelzer, Joya Sexton, Sally Hinton, and Andrew Rose.
The Nominating Committee is charged with nominating at least one person for each open position on the Board of Trustees, to be voted by the Members at the Annual Meeting, and, when necessary, at least seven people for a Search Committee for the calling of a minister, to be voted by the Members at the Annual or a Special Meeting. This past year the Nominating Committee met monthly to consider and cultivate members for these leadership positions. In addition, a member of the Nominating Committee attended and served as Process Server at the monthly Board of Trustee meetings.

In June 2014 eight people were elected by the USSB congregation to serve on a Ministerial Search Committee, and the Nominating Committee would like to acknowledge and thank each of the following for their time and commitment, which resulted in the successful calling of our minister, Julia Hamilton:

- Kate Mead
- Eileen Bunning
- Paul Freeman
- Ted Myers
- Kathy Eastman
- Kirsten Zecher
- Ken Ralph
- Ben Schroeder

There were three new openings on the Board of Trustees for the fiscal year 2015-2016, to replace Bart Woolery, Susan Neufeldt, and Susan DuPont, whose terms were expiring on June 30, 2015. The Nominating Committee developed the following slate of candidates for the congregational vote at our Annual Meeting in June:

- Eileen Bunning
- Bonnie Lassen
- Keith Strohmaier

As the Board of Trustees has considered the best governance model for the congregation, the selection and composition of the Nominating Committee has been under discussion. The decision has been made not to make any changes: the Committee will continue to consist of six members elected by the Congregation for terms of three years.

Submitted by Terri Stelzer, Scribe
MUSIC MINISTRY 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.

Summary
The vision this year for the USSB Music Ministry has centered mostly on:

- Strengthening our musical abilities
  - A one-day Choir Retreat in January for all choir members
  - Specific techniques for improving tone and presentation included in rehearsals
  - Learning songs in several different languages
  - Sectional rehearsals held outside of regular choir time

- Building our infrastructure and strengthening our function as a Ministry of this Society
  - Ken now serves on the Worship Committee
  - Each of the choirs (Women’s Chorale, Chancel Choir, and Men’s Chorus) has a dedicated core of singers who enhance the worship experience through quality music
  - All Sundays have been musically covered with either one of the choirs, small ensembles or soloists
  - An all-music worship service was created and presented to the congregation in August
  - At a Retreat for members of the Music Ministries Committee, specific strategies and events were mapped out for creating a stronger musical infrastructure for and amongst the singers, the staff and the congregation
  - A sustainable support system for efficiently organizing the selection, distribution, and tracking of sheet music is being refined.
  - A good balance has been achieved between the music, the reflections and the sermons in the Sunday services, helping to promote the messages and to integrate mind, heart and soul
  - The hallmark of our program is musical diversity--an incredible amount of repertoire was produced this year, with a huge variety in style
  - A Taize service is offered once a month
Providing outreach to the wider Unitarian community and the Santa Barbara community as well
  - The Women’s Chorale sang at the UUMN National Conference in San Diego
  - Our choirs performed at the 9/11 Sister Cities Performance held at the Faulkner Gallery of the Santa Barbara Library
  - For the third year, our choirs participated in the Interfaith Thanksgiving Service at First United Methodist Church
  - Collaboration with the B’nai Brith Congregational Choir enters its third year and involved switching pulpits as well

This has been a remarkable year for the Music Program at USSB. Ken Ryals and the choir members are pleased that the program has been recognized as an important part of the congregation’s worship and goals. In a survey of the congregation, it was noted that the Music Program was one of the most important development over the past three years.

Challenges
  - With varying degrees of ability amongst the choir members, trying to be challenging without overextending, and still interesting for capable singers.
  - Finding appropriate music for the groups is time-consuming.
  - Storage of the music continues to be a problem.
  - Doing more collaborative and outreach events hampered by Ken being only a half-time employee
  - Ken’s mother passed away suddenly in January. This affected many elements of the musical process at the Society, but the entire department came to support the director through this challenge.

WORSHIP COMMITTEE

The Worship committee at USSB is a 5-7 lay-led team of individuals committed to creating meaningful worship services for the congregation on Sunday mornings and at Wellspring Wednesdays. We support the ministerial leadership during worship and host lay-led worship services when the ministers are not in the pulpit. Our committee included the following members: Ken Ralph, Peter Hale, Charla Bregante, Koreen Pagano, Michael Guinn, Ben Schroeder and Minette Riordan and Lora Barnett. Minette and Lora served as chairs during the year. This was a fantastic year for spiritual deepening and connection on the Worship committee. We received special training with Nancy Edmundson related to Touchstones for Deep Listening and Reflection (Parker Palmer). We also spent time together on several occasions reflecting about the purpose of worship and how to continue to improve our individual reflective work, as well as how might we support the deepening of a spirit of connection and worship with the congregation on Sundays. Music Director Ken Ryals was able to begin attending committee meeting this spring and his return is helping to facilitate even better coordination of music with the flow of worship.
As a team, we also discussed and decided to adopt a more formal process for rotation on/off the worship committee. We have decided that the commitment for a new member joining the team should be a minimum of one year with the option to stay for three years. Once the three years have passed, members will rotate off the committee but may return after a one-year break. We will also try and stagger the rotation such that there is a good balance of experienced and new members. At the end of this year (June 2015) the following members will be rotating off the committee: Ken Ralph, Peter Hale and myself (Lora Barnett). Earlier this year, Minette Riordan also retired from the committee. We appreciate very much the service of each of these long serving members- worship has really “worked” under your care and it has been an honor and joy to serve with each of you.

With Love, Lora Barnett

STEWARDSHIP REPORT

The Stewardship Visionary Team meets regularly throughout the year to talk about best practices in congregational stewardship and raising the awareness of community generosity. We research what other congregations do and discuss ways we can improve our own engagement in stewardship and fundraising activities. We work closely with our ministers and director of administration to ensure that our activities are congruent with our spiritual values and within the scope of who we are as a congregation. Our current team members are Craig Bennett, Eileen Bunning, Gun Dukes, Susie DuPont, Ben Schroeder, Keith Strohmaier and Gary Welterlen. Special thanks goes to John Warnock for his valuable service since 2013 as he steps down from the committee.

CONNECTION CIRCLES

Connection Circles are groups of 8-10 members who meet twice a month from October through May. The purpose of the groups is to strengthen and expand the life of the congregation. Connection Circles provide an opportunity for individuals to make deep and meaningful connections which sustain them and our community as a whole. Members learn to listen deeply, without interruption or feedback, while sharing stories around the monthly themes of the congregation. Each group is led by a facilitator and follows a format designed to give each person the space and safety to share. Sign-ups for the groups occur in late August and in September of each year. This year, the members of the steering committee of the Connection Circles are: Anita Blume, Gun Dukes, and Ken Ralph.
The Unitarian Society’s Addictions Ministry has experienced a year of stability and growth. The stability is seen in a quiet acceptance and appreciation of the assistance that is offered. I have received numerous phone calls this year from Congregants with family members suffering from addiction and have either simply spoken with them or informed them of the help available through our AA meeting, “We Agnostics”, or other resources in the community. I’ve also had quite a few people speak with me on Sundays about our meeting or, more frequently, simply wanting to find an understanding and compassionate ear.

The “We Agnostics” AA meeting that our Ministry sponsors will be two years old May 6th. Attendance has been consistent and growing. We average about 10 attendees each week with actual attendance varying from 4 to 20 people. Some are from our Congregation, however, more are from the community at large and/or are visitors to Santa Barbara. They are able to find us because we are listed on-line in the local and national AA directories.

The literature and brochures that are offered are the classic AA approved material; however, I have expanded our offerings of literature to include material directed toward those who feel disenfranchised from Christianity or organized religions as a whole. I’m drawing heavily from the group AA Agnostics (aaagnostica.org) which provides many different versions of the classic 12 Steps as well as books of daily spiritual readings for atheists and agnostics as well as many additional contacts and resources. These have been well received and appreciated.

I have also started a “blog” on the USSB website titled “Reflections of an Alcoholic.” I have one posted article and intend to add more, regularly. I don’t know what impact this has had, to date.

Our goal is to provide a safe place for those struggling with a perceived “religiosity” of Alcoholics Anonymous, allowing them to hear what they need to hear and then stay with us and/or learn how to gracefully attend any meeting, anywhere, discarding the words that previously hindered them and benefitting from this miraculous program. I believe that we have been and are successful in this endeavor.

Megan Moyer, USSB Addictions Ministry

SEVENTH PRINCIPLE ACTION NETWORK

The Seventh Principle Action Network of the Unitarian Society of Santa Barbara (SPAN) is a group devoted to learning and advocacy around the Seventh Unitarian Universalist Principle: “Respect for the interconnected web of all existence of which we are a part.” Formed in the Summer of 2012 and formally installed by the Congregation and Ministers of USSB that Fall, SPAN takes as points of entry into this holistic, systems-based orientation (1) the scientifically-established need to keep most remaining reserves of all fossil fuels in the ground and rapidly scale up clean, safe energy with an urgency and commitment equivalent to the Marshall Plan (2) the urgent need to assure access worldwide to safe, clean, affordable water.
This administrative year, SPAN’s “Blue Gold: World Water in Crisis” series continued through the summer with monthly programs on topics such as ocean acidification and the CA Bay Delta Plan, and culminated in the filled-to-capacity screening of “Thirsty for Justice,” a documentary produced by the UU Justice Ministry of CA, UUSC, and others which featured vignettes from across our State depicting different kinds of injustices in regards to access to clean, safe, and affordable water. SPAN also completed its screening of “Years of Living Dangerously” – a popular HBO series on climate disruption.

During the fall, many individual members of SPAN continued to work diligently towards a ban on extreme energy extraction in SB County. SPAN also had personal representation (via long-distance train travel) last Fall at national events such as the UU delegation to the People’s Climate March in NY; Interfaith Climate Service at St. John the Divine Cathedral in conjunction with the opening of the UN Session on the Climate Crisis; Bioneers Summit Conference held in San Rafael; and -at the State level- the UU Justice Ministry Symposium that included teachings by renowned eco-philosopher Joanna Macy.

As the New Year began, SPAN welcomed more members. As its USSB auction item, the group presented a selection of talks and performances from the 2015 Bioneers Summit Conference. In February, representatives from SPAN attended the Statewide “March for Real Climate Leadership” and the related Symposium that followed. March and April were largely dedicated to introducing the UU-wide “Commit to Respond” Climate Justice Initiative and specifically to a film screening and discussion series at USSB in conjunction with that effort featuring films that various members of the Congregation had found transformative in their own journeys to ecological and climate awareness.

Throughout the year individual members of SPAN have continued to participate regularly in events sponsored by the local www.350.org affiliate- www.350sb.org- including in their demonstrations against the Keystone XL Pipeline and the www.gofossilfree.org campaign to divest funds from fossil fuels. In addition, members of SPAN have wide-ranging concerns and most participate in other justice and civic groups.

**WOMEN’S SPIRITUAL REFLECTION GROUP**

The UU Women's Spiritual Reflection Circle was formed with the goals of deepening individual spirituality and fostering more intimate connections between our members. The group has very successfully completed its inaugural 4-month phase. Six women met twice monthly under the leadership of Arianna Jansma and Sylvia Casberg to meditate, share deeply from their hearts, and answer questions addressing spiritual concerns. The group has begun their second phase, from May through August, with all the original participants returning.
WEDNESDAY BOOK DISCUSSION

History and Purpose
What was called the Wednesday Reading Group (and listed by USSB as “Wednesday Book Discussion”) has been in existence for many years at various venues and at USSB for the past 17 years. This group has been open to all—USSB membership is not required. Gene Waller, the founder, is vital. He keeps things and us together by researching literature reviews, reviewing story and essay collections and novels, bringing possibilities to our attention, and eliciting suggestions from all of us. Final selections are made by consensus. Gene keeps our discussions on track, thoughtful, and civil.

Procedures
At each meeting, we come prepared to discuss short stories (usually 2) and one essay, an “assignment” of about 50 pages. Over the years, we have read from a wide variety of stories and essays from a number of sources. Our most recent story collection, just completed, is The World of the Short Story, 63 stories selected in 1986 by Clifton Fadiman, who included his introduction to each selection. Our current essay volume is The Borzoi College Reader, Sixth Edition, a rich collection selected by Charles Muscatine and Marlene Griffith. Each year, we also take on several novels. We meet to discuss each, usually on a Sunday afternoon. The meeting always includes a wonderful potluck.

Conclusions
This is a wonderful, collegial group that loves literature. Most have been participants for years but that should not discourage others from joining—we welcome new members. Anyone interested is encouraged to contact the USSB office or any participant.

New Stuff
The foregoing is a greatly truncated version of reports submitted in prior years. As noted, the group always has been open for anyone to join. Several USSB members have tried the group for short periods, but only two ongoing participants are current USSB members. From that standpoint, the group’s status, “USSB Educational Activity,” is essentially meaningless. Consequently, we have been unable to compete with other USSB activities for room assignments. Facilities Manager Greg Otero really worked to find a suitable room that would be available every week, but this was not possible. However, he was able to offer the La Paz room once each month, with the possibility of a second room, also monthly. The members discussed this possibility, but we reached consensus to go with one meeting a month. Now, let us be known as the USSB-Third-Tuesday-Each-Month-Reading-Group (TTEMRG).

Submitted by Al Melkonian
Financial Management
TREASURER REPORT

The role of the Treasurer, a board position, is to serve as a liaison between the Director of Administration (DoA) and the board to assure that the board required regular reports and any special reports requested by the board are made available by the Society's bookkeeper to the DoA and reported to the Finance Committee and the Board of Trustees on a timely basis. The Treasurer reconciles the bank statements for each of the Society's accounts with the Bookkeeper's reconciliation report each month. If there were discrepancies, these would be reported to the DoA. This year there have been no discrepancies. The only "hiccup" was the bank being behind schedule two months in sending out the reports. The Treasurer serves as the Chair or Co-Chair of the Finance Committee as well as sits on the Audit Committee, the Budget Committee, and the Endowment Committee, each of which have submitted their annual reports.

Submitted by Melinda Staveley

FINANCE COMMITTEE

The Finance Committee (FC) continued in its role of advising the Board and Director of Administration (DoA) on fiscal matters and strategic issues impacting the Society's fiscal efficiency and health. The Finance Committee reviewed the monthly Profit & Loss and Balance Sheet and discussed reports from the DoA and input from the Treasurer at is monthly meetings.

In 2015, the following initiatives were outgrowths of Finance Committee discussions:

- Committee on Pledging and Membership formed
- Increased education for the membership about USSB finances, resulting in Kaleidoscope articles and posting of graphs and information on the USSB website
- Exploration of establishing a cash reserve fund. This initiative continues with contacts made with UU's our size
- Transition to accrual accounting, to be complete in July 2015
- Review of the role of the Finance Committee within the evolving USSB governance structure. One change implemented this year is the Treasurer, a board position, now serves as the Chair or Co-Chair of the Finance Committee, per board policy.

In addition, a "working group" of some members of the Finance Committee raised concerns with regard to USSB's accounting and bookkeeping practices and the way in which the Society's financial information is communicated. The board and ministers followed an extended, thorough and careful process of discussion and gathering of recommendations. The result of the discussions and research is the confirmation of the soundness of USSB fiscal practices and the growing health of USSB's financial position.
The 2014-15 Finance Committee Members included: Melinda Staveley (co-Chair), John Chere (co-Chair), Steven Young, Caroline Chamberlin (resigned April 2015), Linda Liker (resigned April 2015), Anita Blume (resigned April 2015), and Patricia Reilly-Stark (resigned April 2015).

The Co-Chairs would like to thank all members of the Finance Committee and guests for their commitment to USSB's fiscal health. We would also like to acknowledge the dedication and detailed work of our Director of Administration, Erin Wilson, and Bookkeeper, Cindy Young.

Submitted by Melinda Staveley & John Chere

AUDIT COMMITTEE

The Board Appointed Audit Committee (Committee) members for the June 30, 2014 Audit were Jeff Carmody, Dick Jensen, Chair Mike Noling, Melinda Staveley, and Patricia Reilly Stark.

The USSB by laws, require a full audit of our annual financial reports by an outside CPA every third year. A third year full financial outside audit was conducted for the year ended June 30, 2014 and we received an “unqualified” or clean audit opinion.

On November 11, 2014 the Committee met with Auditor Tom Ridge of the THR CPA firm, Associate Minister Julia Hamilton, Director of Administration Erin Wilson, and contract accountant, Cindy Young of Accountability Plus. The Committee and this group brought questions, reviewed and discussed the June 30, 2014 draft audited Financial Statements and Notes thereto for the Unitarian Society of Santa Barbara and the Endowment Fund of the Unitarian Society of Santa Barbara. There were no unresolved questions or issues, with the exception of a question of whether or not the contributions to the endowment fund from undesignated donor bequests to the Society should be classified as "permanently restricted". These contributions from the Society to the Endowment fund result from a Board policy on undesignated bequests to the Society. Subsequently, after review and guidance from Attorney Phil Marking, it was determined that the correct permanently restricted June 30, 2014 endowment asset balance in the audited financials was $498,397. Contributions to the endowment fund from the Society as well as earnings are classified as “Temporarily Restricted”.

The audited Financial Statements and Notes thereto for the Unitarian Society of Santa Barbara and the Endowment Fund of the Unitarian Society of Santa Barbara contained an “unqualified opinion” and were forwarded, with the Audit Committee’s recommendation for acceptance to the Board, where they were accepted.

Also at the November 11, 2014 meeting the Group deliberated on the timing of the next full audit, as well as the pros and cons of retaining the longstanding outside auditor, Tom Ridge. The group unanimously agreed to
recommend that we retain Tom Ridge for the June 30, 2017 audit; given that the policy of having an outside audit every third year is continued and conditioned upon receiving an acceptable proposal letter.

Copies of the audited financial statements and Audit Committee minutes are available from the Director of Administration, Erin Wilson.

Annual Report submitted by Chair Michael Noling

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.)

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 2015-2016 annual pledge campaign, now officially called the Annual Membership and Pledge Renewal Campaign, ran from March 8, 2015 through May 3, 2015. The volunteer Campaign Coordinator was Christina Meldrum, who worked closely with USSB Director of Administration, Erin Wilson, and former Campaign Coordinator, Susan DuPont. The Campaign benefitted from the generous support of the USSB administrative and ministerial staff, the Board of Trustees, the Membership Committee, the Stewardship Committee, the Healthy Snacks Committee and the many volunteers who contributed time and creativity to the Campaign. In total, approximately sixty-five USSB members volunteered to help with a myriad of Campaign tasks including: organizing, hosting and entertaining at the Annual Pledge Campaign Kickoff; recording and editing video testimonials; sharing pulpit, video and written testimonials; assisting with courtyard pledging; making phone calls to members; composing and editing letters and emails; writing thank you notes; stuffing envelopes; designing the brochure; soliciting volunteers and delegating tasks; designing the Membership and Pledge Renewal sign; drafting U-Mails and Kaleidoscope articles; evaluating and redesigning procedures; and organizing and hosting the final celebration.

The theme of this year’s Campaign was: Nourishing Our Roots: USSB would not exist without its members, who are an integral part of our foundation—our roots. Members give talent, energy, creativity, love and financial support. And through their generosity, they too are nourished. Because that’s what good roots do: they both nourish and are nourished. Recognizing the Campaign supports both ongoing operations and helps build financial capacity to support the Society in achieving both its current and long-term goals, this year’s Campaign sought to emphasize and further clarify the connection between USSB Membership and the annual pledge; each USSB member must make an annual pledge to maintain his/her membership.

At the time of publication:
- 73% of those who pledged last year have pledged.
- 51% of these supporters have increased their pledge.
- Those who increased their pledge did so by an average of 5%.
- Currently, Campaign volunteers are taking steps to connect with members who have not yet pledged.
- Based on information available, the 2015-2016 budget will be based upon $480,000 in member pledges.

Key strategies utilized for this Campaign include:
- Enhanced website containing a wide range of information about the finances and governance of USSB and about the Campaign, including an online Campaign Brochure and “Frequently Asked Questions” section. The Website allows easy and secure online pledging.
- A joyful Campaign kick-off event which included live music and inspirational speeches.
- Ministers’ consistent articulation and communication of our theme, mission, values and vision.
Support and participation by the Board of Trustees, the Stewardship Committee, the Membership Committee and the Healthy Snacks Committee.

Straight-forward and positive messaging in the initial Campaign letter, the Campaign Brochure, weekly U-Mails and the Kaleidoscope.

Diverse members sharing weekly pulpit, video and/or written testimonials about their commitment to USSB and their reasons for investing financially.

Board members’ availability in Parish Courtyard each Sunday throughout the Campaign to answer questions and accept pledges.

A large and varied group of Campaign volunteers.

Handwritten thank you notes, written on hand-made cards (made by RE children), sent to all members who pledged.

Follow-up emails to members who had not pledged by the third week in April.

Additional follow-up emails and/or phone calls to members who had not pledged by the end of the Campaign.

An April 30th deadline to motivate timely pledges.

A closing celebration to thank members for pledging and to thank volunteers.

The Campaign team is extremely grateful to the administrative and ministerial staff and the congregation for the widespread support of the Campaign.

Submitted by Christina Meldrum and Erin Wilson

**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 2014 and year to date thru March 2015, the Endowment Fund has received most generous gifts totaling $56,481 from Pocock Final Distribution----- $11,184, DeJeuren Final Distribution $5,194, Chelini $10,000, Green $22,000 and Meyer $8,103.

As of December 31, 2014, the value of the total assets of the Fund was $1,462,021. Fund assets had a total return of 9.1% in 2014, net of the approximate 6% annual distribution to the Society. At year end Fund assets were approximately double their amount ten years ago after distributing 6% annually, all the result of favorable investment performance and generous gifts to the Endowment.
Since the Fund’s inception in 1983, it has received gifts and bequests of $1,167,583 (the Fund’s principal). In 2014, the Fund distributed $76,647 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. Going forward, the Fund will comply with new Federal and State regulations to average asset value quarterly over three years and under new Endowment By-laws to distribute no more than 6% of that amount annually subject to a detailed determination of prudence by the Endowment Board.

Assets have been invested in a variety of equity and bond funds held at Vanguard and all asset allocations and adjustments were made and approved by the Endowment Board. Going forward, and to respect the congregation’s expressed desires of investing consistent with the Fossil Fuel Divestment 2014 Business Resolution of the UUA, the custodian of the Endowment funds will be moved to Charles Schwab and investment management provided by Trillium Investment Management in a fossil fuel free and socially responsible portfolio. Asset allocation and performance will continue to be monitored by the Endowment Board and reported to the USSB Board quarterly with report copies available from the USSB Director of Administration.

Current directors of the Endowment Fund are: Melinda Staveley (Treasurer), Jeff Carmody (President since 3/15), John Gilbert (Vice President and Secretary) and Ted Stern (Director/past President to 3/15). Melinda serves as a director in her capacity as Treasurer of the Unitarian Society. The directors, assisted by the USSB Director of Administration, Erin Wilson, meet at least quarterly to review and approve the Endowment reports to the Board, and to review the performance of the Fund and to consider changes to the investment strategy. 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

In January 2014 the Board appointed John Warnock and Gary Welterlen as co-chairs of the Planned Giving Advisors. The goals of the program is to encourage members and to set up estate plans that provides for their family and avoids conflicts and misunderstandings. An advisor assists members who wish to make gifts to either the Endowment Fund (the Fund) or directly to the Society by including provisions in their estate plans. By doing so, Members and Friends are invited to be members of the Chalice Circle in recognition of their legacy commitment to the Society.

On December 31, 2014, the value of the total assets of the Fund was $1,462,021. Through semiannual payments to the operating fund, the Fund offers members a continuing legacy to the Society, providing long-term financial support of our mission and values for generations to come.

A Well Spring Wednesday program in October 2014 presented noted financial planner and investment manager Kate Silsbury, who conducted a class on financial investments that included discussion of long term health insurance, reverse mortgages and other specialized areas of interest.

In January 2015 John Warnock stepped down as co-chair to follow his passion of assisting individual members and friends in managing their affairs as a Planned Giving Advisor. Planned Giving Advisors are a small group of individual members who have expertise in a wide range of fields. As part of the shared ministry of the congregation they are available to 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.

Gary Welterlen will continue as chair and will lead Planned Giving in a proposed integrated congregational development plan in 2016.

To find out more about Planned Giving opportunities contact Erin Wilson Director of Administration, who will direct you to a Planned Giving Advisor.

Respectfully submitted, Gary Welterlen, Chair
The Chalice Circle
Providing Strength and Stewardship to the Society for Generations to Come

Nancy & Jerar Andon * Beverly and Chris Appleton * Pat Aptaker * Amy and Glenn Bacheller
Anita Blume & Ken Ralph * Mike Brock * Don Bushnell and Julie Lopp * Jeff and Sue Carmody
Sylvia Casberg * Chris & Teriana Casebeer * Carnzu Clark * Ken Collier & Anne Anderson
Dick Cousineau * Lex & Ginny Crane * Lowell Dabbs * Jared Dawson & Kathleen Boehm
Anna DiStefano & Deb Karoff * Pat Dieli * Gun Dukes * Susan & Wayne DuPont * Katherine Eastman
Nancy & Alan Edmundson * Joe Fior * Bob & Pat Fulmer * Donnis Galvin & Peter Hale
John & Ilse Gilbert * Helen Gordon * Jane Gray * Mary Grimm * Ilse Hance * Bruce Hanna
Beverly Sheldon Hanna * Mark and Sally Hamilton * Mary Ellen Hoffman * Dorothy Holland
Roger & Eileen Horton * Richard & Bonnie Jensen * Jean & Ivor John * Colin & Joanie Jones
Mary Ann Jordan & Alan Staehle * Barbara Kane * Bonne Lassen * Charlene Little * Joan Livingston
Donald & Barbara Margerum * Ann Marshall * Megan Moyer * Donnie Nair * Paul and Joanne Nay
Marianne Nelson * Mike & Betty Noling * Laurie Potter * Patricia Reilly Stark * Ken & Jo Saxon
Carol Schwyzer * Joya Sexton * Jack & Judy Stapelmann * Ted & Kay Stern * Don and Anna Sweeney
Doug and Jody Thomas * Jeanne Thornton * Linda Van Buren * Nancy Van Antwerp
John & Dorothy Warlick * Gary & Debbie Welterlen * Bart Woolery * Catherine and David Woodford
Jules Zimmer

Estate Members

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

THE ALLIANCE

All USSB congregants are encouraged to join Alliance’s efforts to promote good works and camaraderie among congregants. The Alliance is incorporated as the Unitarian-Universalist Women’s Alliance of Santa Barbara. It is a separate non-profit with 42 dues-paying members, a board of directors and a benevolent fund. Its 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.”

Historically the Alliance was a sewing circle established in 1876. Our founding mothers 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 of supporting congregational leadership, helping those in need, and improving USSB facilities.

Each first Friday of the month from October through June members and friends meet for presentations from community organizational representatives and USSB leaders. Socializing with a tea following the presentations cement our support of USSB and aligned causes. This past year we heard from our interim minister Lee Bond-Upson, writer and producer Cheri Steinkellner, The Men’s Chorus of USSB, JT Turner of Phoenix House, Anna Royer who taught sex-trafficked-girls in Calcutta, Rev. Julia Hamilton, Melinda Staveley and Anna Di Stefano, cancer researcher Mary Ann Jordan, and Ilse Hance.

During 2014–15 Alliance has donated funds to:
- USSB hearing loop
- Will Bridge for the foot washing on Maundy Thursday
- Phoenix House
- USSB music program
- UU Women’s Federation


Submitted by Kathleen Boehm, Chair
ACADEMY FOR HEALING ARTS

AHA! (Attitude. Harmony. Achievement. – previously, Academy of Healing Arts for Teens) is in its 16th year of providing its transformational social-emotional learning (SEL) curriculum to teens. AHA!’s facilitators help youth learn to stop bullying, be of service, communicate effectively, deal with strong emotions constructively, listen deeply, to serve the community, and to know, accept and value themselves and others. Since its inception just after the Columbine shootings, USSB has provided space for most of its after-school and summer group offerings in Jefferson Hall. AHA! has served about 200 youth per year in that space since 1999. The organization has expanded to serve freshmen in most area high schools and launched a Peace Builders Initiative in those schools to help empower youth to build more connected, peaceful campus cultures. In 2014-2015, over 3500 teens aged 14-19 were served in after-school groups and in our in-school programs. Schools we serve report reduced truancies, bullying and disciplinary referrals.

Our AHA! Method is based in mutuality, reciprocity, joy, and collective responsibility. In a ratio of no fewer than one adult per six youth, we partner in exploring social and emotional skills as a diverse, highly participatory learning community. Whether our teens are diving into improvisational theater, visual arts, or writing in Monday Creative Group; learning to master job interviews and public speaking in Tuesday or Wednesday Ally Leadership Group; sitting in and leading Council Circles in Thursday Peace Builders 2.0; or singing their hearts open in Thursday Sing It Out, they are building a community of trust, positivity, vulnerability and mutual appreciation. They build supportive bonds with each other and learn to step out of their comfort zones – and we offer all of this for free, choosing to make these opportunities available regardless of ability to pay. We could not do what we do in AHA! without the ongoing support of the USSB.

AHA! has won two Local Heroes Awards from the Santa Barbara Independent; its co-Executive Directors recently received the Girls Inc. of Carpentaria Women of Inspiration Award; and in its 15th year, AHA! won an award from a major national funder, the Susan Crown Exchange: out of over 240 applicants, we were chosen as one of the eight best after-school social-emotional learning programs nationwide, and are now involved in helping create a national model for teaching social and emotional competencies to youth.
STARR KING PARENT CHILD WORKSHOP

Thanks to the Unitarian Society of Santa Barbara (USSB) for its generosity and support of Starr King over the past 65 years. I would like to appreciate Rev. Julia Hamilton, Rev. Lee Bond-Upson, Erin Wilson, Anna Royer, Greg Otero, Rob Brown, Ken Ryals, Jena Foster and Jon Diaz for their positive energy and help throughout the year. A special thanks to Carol Schwzyzer and the USSB Board of Trustees for your continued support of our efforts to promote healthy families in Santa Barbara.

**Population Served**
Seventy-one families were served this year, which included 134 adults and 86 children.

**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, childcare, and transportation.

**Parent Education Curriculum** - 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

**Afternoon Inclusion Program** – This spring term we began collaboration with Santa Barbara County Education Office, making Starr King an official Inclusion site. Four children with special needs attended the afternoon program from 12:00 – 3:00 PM.

“The inclusion program at Starr King has given four children with special education needs the ability to attend preschool with the help of the inclusion staff, work on individual goals, and most importantly the opportunity to make friends and feel like another child in the preschool.”

Sarah Diaz and Amber Hardy (Special Ed. Teachers)

**Children’s Curriculum**
Traditional experiences and celebrations continued this year, including the Harvest Feast, Winter Sing along, painted blown eggs, coffee filtered flowers, silkworms, painted lady butterflies, Earth Day, May Day and our annual Starr King campout.

**General Maintenance**
We maintained grounds as usual, added a persimmon tree, installed shade in the upper yard, lower yard and side patio. Thank you very much for the solar panels on Blake Building. The installation of the panels was a perfect educational opportunity for us all.

**Annual Rummage Sale** – Next year the rummage sale will take place at Earl Warren on January 30, 2016.

We appreciate the collaboration with USSB and look forward to continued success in achieving our mutual goals in YR. 2015-16.

Respectfully, Yolanda Medina Garcia, Parent Education Instructor, Director
UU JUSTICE MINISTRY OF CALIFORNIA

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.
Thank You Warming Center Volunteers

During our fifth season, the Freedom Warming Centers were activated for 27 rainy and cold nights between November 15 and March 31. Once again, USSB stepped up the challenge and over 90 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. 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.uusb.org.

Thank you!