Note: this report is a work in progress.
Our Values

Community • Courage • Love • Diversity • Generosity • 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 of Contents

Notified Agenda for Annual Meeting ..........................................................
Board of Trustees and Nominating Committee, Staff Roster ......
Distinguished Service Award .................................................................
Member Statistics ..............................................................................
2016-2017 Proposed Budget and Notes .............................................
Congregational Ends ........................................................................
Board of Trustees Report ....................................................................
Nominating: Leadership ....................................................................
Executive Report ................................................................................
COSM Report ....................................................................................

## Worship Reports

- Music ............................................................................................
- Membership ............................................................................... 
- Worship ......................................................................................

## Program Reports

- Connection Circles .................................................................
- Addiction Ministries ............................................................... 
- Seventh Principle Action Network (SPAN) ............................
- Women’s Reflection Group .....................................................
- Women’s Discussion Group .....................................................
- Wednesday Book Discussion ..................................................
- Library ....................................................................................... 
- Fashion Fling ............................................................................
- Foreign Policy Discussion Group ...........................................

## Financial Reports

- Treasurer’s Report ......................................................................
- Finance Committee .................................................................
- Audit Committee ....................................................................... 
- Endowment ................................................................................

## Stewardship Reports

- Stewardship .............................................................................
- Planned Giving .........................................................................
- The Alliance ............................................................................... 

## Partner Reports

- Academy of Healing Arts (AHA!) ............................................
- Starr King Parent-Child Workshop .....................................
Unitarian Society of Santa Barbara
Notified Agenda for Annual Meeting
June 4, 2017 at 12:30 PM in Parish Hall

1. Opening and Call to Order ................................................................. Melinda Staveley, Board President
2. Affirmation of Covenant, Core Values, and Mission, and Ends
4. Additions or Deletions from Agenda if 20% of membership present
5. Election of Board of Trustees ....................................................... Carol Schwyzer, Nominating Committee Chair
6. Election of Nominating Committee ................................................ Melinda Staveley, Board President
8. Vote to Adopt Fiscal Plan ................................................................. Keith Strohmaier, Treasurer
10. Honor outgoing Board Members ................................................... Rev. Julia Hamilton
11. Installation of Board and Nominating Committee ......................... Rev. Julia Hamilton
12. New Business (additional agenda items)
13. Closing ........................................................................................... Rev. Julia Hamilton
14. Adjournment .................................................................................. Melinda Staveley, Board President

Voting Information

• Members who signed the membership book on or before May 5, 2016 and committed to an annual financial
  contribution were eligible to vote. (Members may also receive ministerial exemption from financial commit-
  ment.)

• Absentee ballots were available on request in the office and at the Town Meeting on May 28.

• Members were allowed to 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: 432
Quorum to conduct business: 10% of total membership (43)
Quorum to make additions or deletions from agenda: 20% of total membership (86)
Board of Trustees 2016-2017

Officers
Melinda Staveley, President
Susan Plummer, Vice-President
Bonnie Lassen, Secretary
Keith Strohmaier, Treasurer

Board Members
Craig Bennett, Eileen Bunning, Bonnie Lassen, Charlene Little, Cheryl Snell, Onolee Zwicke

Board Terms
Term Expires June 30, 2017: Colin Jones, Charlene Little, Melinda Staveley
Term Expires June 30, 2018: Eileen Bunning, Bonnie Lassen, Keith Strohmaier
Term Expires June 30, 2019: Craig Bennett, Cheryl Snell, Onolee Zwicke

NOMINATING COMMITTEE TERMS TK
Term Expires June 30, 2017: Sally Hinton, Andrew Rose, Joya Sexton
Term Expires June 30, 2018: Tracy Freeman
Term Expires June 30, 2019: TK

Staff 2016-2017
Julia Hamilton, Lead Minister (805) 965-4583 x222 julia@ussb.org
Caitlin Cotter, Assistant Minister (805) 965-4583 x244 caitlin@ussb.org
Erin Wilson, Director of Administration (805) 965-4583 x225 erin@ussb.org
Jena Foster, Religious Ed. Program Director (805) 965-4583 x227 jena@ussb.org
Tiffany Jolie, Religious Ed. Coordinator (805) 965-4583 x227 tiffany@ussb.org
Adam Shive, Youth Coordinator
Megan Moyer, Membership Coordinator (805) 965-4583 x221 megan@ussb.org
Eden Kennedy, Office Manager (805) 965-4583 x224 eden@ussb.org
Greg Otero, Facilities Use Coordinator (805) 965-4583 x223 greg@ussb.org
Rob Brown, Building Manager (805) 965-4583 x230 rob@ussb.org
Ken Ryals, Chancel Choir Director (805) 965-4583 x240 ken@ussb.org
Heather Levin, Pianist heathlev@silcom.com
Jon Diaz, Sexton jon@ussb.org
<table>
<thead>
<tr>
<th>Year</th>
<th>Distinguished Service Award</th>
<th>Lead Minister</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>Joya Sexton</td>
<td>Rev. Julia Hamilton</td>
</tr>
<tr>
<td>2017</td>
<td>Astrid Nelson</td>
<td>Rev. Julia Hamilton</td>
</tr>
<tr>
<td>2016</td>
<td>Gun Dukes</td>
<td>Rev. Julia Hamilton</td>
</tr>
<tr>
<td>2016</td>
<td>Ken Ralph</td>
<td>Rev. Julia Hamilton</td>
</tr>
<tr>
<td>2015</td>
<td>Ted Stern</td>
<td>Rev. Lee Bond-Upson</td>
</tr>
<tr>
<td>2015</td>
<td>Program of Distinction: Ministerial Search Committee</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>
</tr>
<tr>
<td>2010</td>
<td>Kir Zecher</td>
<td>Rev. Aaron McEmrys</td>
</tr>
<tr>
<td>2008</td>
<td>Program of Distinction: Ministerial Search Committee</td>
<td>Rev. Joy Atkinson</td>
</tr>
<tr>
<td>2008</td>
<td>Program of Distinction: Building Project Committee</td>
<td>Rev. Joy Atkinson</td>
</tr>
<tr>
<td>2007</td>
<td>Patricia Reilly</td>
<td>Rev. Kenneth Collier</td>
</tr>
<tr>
<td>2007</td>
<td>Doug Thomas</td>
<td>Rev. Kenneth Collier</td>
</tr>
</tbody>
</table>
Membership Statistics

Total Membership: 432

New Members
In chronological order, from August 2016 to June 2017
1. Diana Platt
2. Matthew Hoyne
3. Larry Williams
4. Kanta MacDermott
5. Jeanette Iwatsuki
7. Amanda Marshall
8. Judy Farris
9. Kyle Stewart
10. Deborah Stimson-Snow
11. Julian Snow
12. Justine Sutton
13. Monica Cooper
14. Kevin Cooper
15. Teresa McGgettigan
16. Stephanie Riordan
17. Tres Riordan
18. Kiya Gornik
19. Ted Bibby
20. Joan Agress
21. Miranda Murphree
22. Sarah Lukas
23. Ben Senauer
24. Jade Wada
25. Robert Ornstein

Reinstated
Percy Sales
Ross Beardsley

Resigned
Deb Stanton
Robin Montz
Barbara Sanchez

Deceased
Jerry White
Grace Altus
Lee Stone
Agnes McConnaughy
Patricia Latham
Louise Carty
USSB Ends Statements

Living with integrity, we:
• Support each other in life and life’s transitions with loving care, joy, celebration and gratitude
• Care for the earth and its rich web of life for current and future generations

Nurturing wonder, we:
• Experience the transcendent that opens us to deep connection and life’s mystery
• Cultivate spiritual practices and engage in lifelong learning, utilizing our hearts and minds

Inspiring action, we:
• Shift the larger culture toward justice and compassion through bold individual and congregational endeavors
• Welcome and connect with people across differences of ethnicity, class, sexual identity, religion, politics and education

Board of Trustees

Members of the Unitarian Society of Santa Barbara (USSB) are the owners of our beloved society. The Congregation elects its Board of Trustees to provide oversight and governance of the Society’s operations and activities, the goal of which is to fulfill our mission, values, and ends as determined by the congregation. The board meets monthly from August through June.

In 2016-17, our board of nine dedicated individuals—Bonnie Lassen (secretary), Charlene Little, Craig Bennett, Eileen Bunning, Cheryl Snell, Keith Strohmaier (treasurer), Melinda Staveley (president), Susan Plummer (vice president), and Onolee Zwicke—has given its time, talent, and treasure to support all aspects of the Society. We continued the work of the previous year’s board with focus on the three basic tasks of board governance: policy, fiscal oversight, and communication.

Policy

Based on previous years of exploration and consultation with the UUA and other congregations of like size and development, USSB has grown into an effective implementation of policy governance, shifting the focus of the board from an operational “doing” into an oversight and monitoring role. The board is responsible for setting the policies by which the lead minister, staff, and volunteers carry out the programs and activities of the Society. In 2016-17 the board completed its work assuring consistency between the lead minister’s and board’s interpretation of the policies. The 2017-18 board will finalize a formal monitoring process and schedule. Policy is not an end unto itself, and policies are dynamic. As the Society and the board continue to experience the benefits of policy governance, with open dialogue and active participation by all members of the Society, we will live our way into the board’s effective contribution to the achievement of our mission, values, and ends. All of the documents referred to, as well as the board’s monthly agenda and minutes, are posted on the USSB website.

Fiscal Oversight

The board treasurer and USSB administrator refined and augmented both the program dashboard presented to the board each month, providing the detail necessary to fully appreciate the monthly financials, and the budgeting process itself. The finance committee of the board, chaired by Keith Strohmaier, after review of the financial reports, continued to bring its thoughtful assessments, and questions to the full board. The Unitarian Society of Santa Barbara holds hopes and dreams, a vision of our potential impact in the world, larger than our available resources. It is the work of the board of trustees to assist the lead minister and staff in determining where and how our dollars ought be spent to achieve maximum impact. The work of the finance committee and the audit committee are key to the health of the Society; and these members, Keith Strohmaier (chair), Bart Woolery, Bill Benjamin, Charlene Little, Dick
Jensen, Stephen Young, Mike Noling, Carol Schwyzer, and Jeff Carmody, are greatly appreciated.

COMMUNICATION

One of our commitments as a board was to continue efforts to foster opportunities to enhance communication and dialogue. Our Society, as we all know, is as strong and healthy, as we each give of our wisdom as well as our time and treasure. The specific efforts of the board in 2016-17 to enhance communication are the following:

• Posted the board agenda and minutes consistently on the website;
• Posted relevant board and Society documents on the website;
• Included open forum agenda item routinely on the board agenda, a time for any Society member to bring a topic to the board’s attention;
• “The Board Is In” table continued on Sunday mornings to receive input, questions, and concerns which were brought to Rev. Julia Hamilton, the board chair, board, and/or other appropriate members of staff or congregation;
• Hosted congregational forums and a town hall with focus on leadership and budget process.

With great appreciation for her service on the board and dedication to our beloved community, we acknowledge and thank Charlene Little, who in her two terms on the board served as our alert time-keeper, brought mindful questions and thoughts on each of our issues, and was always mindful of the critical details overlooked by the board president.

It is with gratitude that I leave the board of trustees after two terms: one year as treasurer and two years as president. These six years of engagement—with my dedicated fellow board members, the magnificent USSB staff, and our congregation—in the organizational oversight of our beloved Society has been enormously fulfilling and yet another source of personal spiritual growth. Thank you.

Submitted by Melinda Staveley
Nominating Committee

The charge to the Nominating Committee is to submit a slate of candidates for the Board of Trustees and the Nominating Committee.

The Nominating Committee publicized its goals and sought and received members’ suggestions. It developed documents and systems for its various tasks, including a Nominating Committee calendar based on the Board of Trustees calendar. After thoughtful consideration and much deliberation, the Committee presented the Board with a slate of candidates for election by the congregation.

For the 2016-2017 year the members of the Nominating Committee were Carol Schwyzer (chair), Tracy Freeman, John Hartman, Colin Jones (appointed to replace Andrew Rose), Marisa Pasquini, and Joya Sexton.

---Carol Schwyzer, chair

Executive Report

Adopted Budget for 2017-2018

<table>
<thead>
<tr>
<th>Revenue</th>
<th>2016-17 Adopted</th>
<th>2016-17 Actual</th>
<th>2017-18 Adopted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Membership Pledges</td>
<td>$440,000</td>
<td>$375,535</td>
<td>$420,000</td>
</tr>
<tr>
<td>Fundraising, Grants, Administrative Fees</td>
<td>$48,000</td>
<td>$56,021</td>
<td>$50,000</td>
</tr>
<tr>
<td>Contributions Revenue</td>
<td>$34,250</td>
<td>$49,469</td>
<td>$38,000</td>
</tr>
<tr>
<td>Room Use, Weddings, Rentals, etc.</td>
<td>$229,010</td>
<td>$261,989</td>
<td>$252,026</td>
</tr>
<tr>
<td>Investment Activity</td>
<td>$142,538</td>
<td>$148,010</td>
<td>$144,415</td>
</tr>
<tr>
<td>Total Revenue</td>
<td>$893,798</td>
<td>$891,024</td>
<td>$904,441</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expense</th>
<th>2016-17 Adopted</th>
<th>2016-17 Actual</th>
<th>2017-18 Adopted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff Payroll</td>
<td>$503,110</td>
<td>$513,099</td>
<td>$507,655</td>
</tr>
<tr>
<td>Benefits</td>
<td>$131,883</td>
<td>$146,689</td>
<td>$133,111</td>
</tr>
<tr>
<td>Facility</td>
<td>$110,009</td>
<td>$104,756</td>
<td>$109,000</td>
</tr>
<tr>
<td>Administrative</td>
<td>$61,550</td>
<td>$59,063</td>
<td>$68,550</td>
</tr>
<tr>
<td>Supplements to Programs</td>
<td>$13,992</td>
<td>$11,326</td>
<td>$12,750</td>
</tr>
<tr>
<td>District &amp; Association Support</td>
<td>$20,000</td>
<td>$2,859</td>
<td>$20,000</td>
</tr>
<tr>
<td>Interest Expense &amp; Principal Pay-down</td>
<td>$53,275</td>
<td>$53,232</td>
<td>$53,375</td>
</tr>
<tr>
<td>Total Expense</td>
<td>$893,798</td>
<td>$891,024</td>
<td>$904,441</td>
</tr>
<tr>
<td>Net Operating Income</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
</tbody>
</table>
Notes on 2017-18 Adopted Budget

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.

- 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 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 Payroll reflects fair compensation wages and salaries for staff and contracted childcare workers.

- Benefits includes fair compensation benefits for staff members, including health, retirement, social security, long term disability, and workers compensation.

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

- Administration Expense includes computer hardware, programs, and maintenance telephone/internet service, bookkeeping, office equipment leases, supplies, postage, and newsletter mailing.

- Supplements to Programs include cost of program supplies and board expenses. Not included are programs’ individual fundraising efforts and registration fees that are not part of our operating budget.

- Denominational Support is based on official membership count of 432 reported February 1, 2017; 53% 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 and principal on mortgage and member loans.
WORSHIP AND MINISTRY

Creating Community

Connection Groups

The highlight of our small group ministry at USSB continues to be our Connection Circle Program, under the leadership of Carol Schwyzer and Emily Maynard. We have had six Connection Circles this year with these facilitators: Becky Blake; a team of Howard Wittausch and Mike and Janice Ristow; Ann Taves; Mignon Bradley; a team of Eileen Bunning and Mike Gorodezky; and Carol Schwyzer. Group sizes varied, and there were about 50 participants in total. Other programs continuing to connect us include the fabulous Science Night, where those with an interest in the exploration of our world and the cosmos meet to view and discuss the latest and greatest in science programming; our Women's and Men's Groups, and of course Alliance, which hosts excellent programming each month (the Alliance is independent and self-governing but is a significant program providing connection for members and friends). Connection is also happening through our new monthly Vegan Potluck and Potluck Game Night.

Membership

The Membership ministry team, chaired by Laraine Gray with support from Sally Hamilton, consists of ministry team members, our Membership Coordinator Megan Moyer, and our Assistant Minister Rev. Caitlin S. Cotter. Together we work to fulfill the Membership Ministry mission of welcoming and inviting visitors, friends, and new members to USSB and fostering a sense of connectedness and belonging among all members. Your Membership Ministry Team greets and helps orient visitors and newcomers to our community, celebrates new members, and occasionally hosts congregation-wide events, like potlucks. If you enjoy meeting people, helping with events, or facilitating small groups for new folks who come through our doors, we would be delighted to have you as a part of the team. The complete report from the Membership Ministry team is on page (TK).

Growth

We welcomed 26 new members this church year, which is a healthy number for us and is up from the 18 who joined last year. While we have continued to require a financial commitment at the time new members sign the book, we have made it much easier to learn about membership and the congregation and schedule a time to officially join.

New Path to Membership

This year we shifted away from our old format of doing one long Path to Membership class on Saturdays or weeknights, and instead are offering something we're calling our Newcomer Series. This is a series of short sessions held in between worship services on Sundays, which is more accessible both to those who are new to us and to those who have come forward to act as facilitators. We're using a small room on lower campus for this, which isn't ideal but seems to be working most of the time. Facilitators report that this program, designed by a congregation in Dallas, is easy and fun to use and participants have appreciated the community building as well as the easy accessibility of this new format.

Sunday Morning Membership Ministry Volunteers

The lay members of our Membership Ministry team members have really stepped up this year with their leadership on Sunday morning. They have taken on responsibility for the Welcome Table and act as greeters at the front door to the Sanctuary, as well as acting as facilitators for the Newcomer Series during Middle Hour and continuing to organize fantastic New Member Luncheons as needed over the course of the year.
**Communication**

This year we put out a communication survey to members and friends of the Society. With roughly 100 respondents, we received great feedback and helpful insights on our communication strategies. Many of the respondents access the website, weekly emails, and monthly newsletter regularly, and feel well informed of congregational news and events.

**Website**

With the help of our gifted office manager, Eden Kennedy, we continue to improve the usefulness and visibility of our website. With the implementation of the Realm Database in 2017-18, we will look to the website as our “outwardly facing” communication tool. The website remains a great source of information and news for members, friends, and visitors, but our member and congregation-specific information will be held in the new database.

**Database**

This year staff have focused on updating and implementing in preparation for the August 2017 launch of our new database, Realm. Realm is a cloud-based database program that allows members and friends to login and connect, share, work in small groups, and give. For staff this means consolidating multiple database systems into one, user-friendly database. This reduces staff time spent in corroborating databases, and potential for data errors and allows staff more time to do the impactful work. Realm also gives staff, board, and lay-led groups a complete picture of membership; from the groups/committees the congregation is involved in, life events, and giving history.

**Stewardship**

Our stewardship steering committee is key in facilitating fundraisers, assisting in oversight and messaging for our pledge campaign and oversees planned giving and annual fundraisers. The stewardship steering committee was critical in our transition to year-round stewardship and the integration of stewardship circles as we launched the new pledging system in April.

**Pledging and Introduction of Stewardship Circles**

In April of 2017 we launched Stewardship Circles and year-round pledging. This system of pledging divides all pledging member and friend households into twelve groups—one for each month of the year. Each month the members of that stewardship circle are asked to individually review and/or reaffirm their pledge. Each month’s circle is lead by a stewardship circle leader who supports the circle members’ way through the pledge process, and is a link and source of information for stewardship activities and information throughout the year. Stewardship circles help connect giving with community and our shared value of generosity and allows us to focus stewardship on a personal level.

We completed three months of this process in 2016-17 and so far we have received positive feedback and have seen a net increase in pledging of 6% so far. Thanks to the stewardship steering committee for their oversight and vision in this transition and thank you to the twelve stewardship circle leaders for taking on a new role.

**Planned Giving**

Planned giving supports all gifts that are part of a member or friends’ overall financial and/or estate planning. For the second year in a row, Planned Giving hosted an event in February for our Chalice Circle members, which included historical facts, photos, and information about our congregation. The Chalice Circle welcomed three new members this year. For more information about the Chalice Circle, you may contact our planned giving advisor, Gary Welterlen.
**Annual Auction**

Our 2016 Prom Night Auction was a success! Over 190 events, outings, services, parties, and dinners were donated to more than 200 bidders, keeping the social calendars of members and friends full, while generating a gross revenue of over $41,500 towards our operating budget! The auction was supported by an amazing volunteer planning committee, led by Tammy Shorb and Gun Dukes, as well as the support of staff.

**Fashion Fling**

Our Annual Fashion Fling happened on April 8 and 9, 2017, generating over $1,900 towards the operating budget. Huge thanks to Sally Hamilton and all the volunteers to continue to make this fun annual event a success!

**Faith Development**

**Lifespan Learning**

This year our religious education program continued to shift and change as we experimented with new models and ways of organizing lay leadership. Assistant Minister of Congregational Life and Learning Rev. Caitlin S. Cotter continued to oversee this aspect of our programmed, overseeing Jena Foster, our director of Children's Religious Education until her resignation in May 2017, our Summer Coordinator for Children's Programming Danni McConnell, who has provided leadership and a valuable teaching skillset in the transitional months, and Adam Shive, our Young Religious Unitarian Universalists (YRUU) high school youth group coordinator. Rev. Caitlin also co-chairs our Adult Religious Education (ARE) ministry team with Nancy Edmundson.

Integrating lifespan religious education into the life of the congregation continues to be a priority, and we hope in the coming year to build on the programs and systems we have in place and experiment with even more new ideas and improvements.

**Middle Hour and Children's Time**

Following the vision process for our Children's Religious Education (CRE) program in the 2015 to 2016 year, we have focused this year on making our programs more accessible for volunteers and more fun and approachable for families. The biggest experiment this year for Lifespan Learning was moving our children's programming to the time in between services, our “Middle Hour.” This allows adults volunteering in the classroom can attend services before or afterwards, means our “Family Circles” (formerly Family Chapels) no longer conflicts with services, and gives our families an option of which service to attend. In addition to moving our children and family programming to this time, we experimented with providing coffee, tea, and snacks as well as café style seating to parents and caregivers outside the RE office as a special family coffee hour. Family coffee hour gave parents and caregivers a chance to connect with each other and build community together, though due to low attendance we will be shifting this to a once a month event in the coming year.

Since our formal programming now happens between the services, we had the opportunity this year respond to feedback from our families and provide something new—an opportunity each week for our kids to spend unstructured time playing and building community together. After the time for all ages in each service children nine and under are now invited to head down to Starr King for what we call “Children's Time.” Each week there is a simple activity offered by our staff during this time, but primarily the kids have been using it as a chance to hang out with each other and engage in imaginative play. We have watched friendships form and strengthen over the course of the year, and many of our kids look forward to this time each week.

**Teaching and Curricula: Preschool through 8th grade**
This year, Rev. Caitlin and Jena Foster designed and wrote a fresh new curriculum for our children’s programming, titled “Scouting our Values, Principles, and Sources.” Following the format of a traditional scouting program (such as that offered by the Girl Scouts or Navigators), this curriculum provided age appropriate activities based around the values of our congregation (for Kindergarten through second grade), the principles of Unitarian Universalism (for third through fifth grade), and the sources of our faith (for grades six through eight). In addition to Middle Hour programming we provided the opportunity for families to explore these concepts on their own time. Rather than earning badges, program participants earned special buttons for each value, principle, or source they explored, and we held button ceremonies at many of the monthly Family Circles. Some of our families were so excited about the button ceremonies they made special multicolored sashes to pin the buttons to!

Our enrollment and attendance figures were disappointing this year, although 67 children in total attended our program over the course of the year, we had an average of 14 children attending per week, with attendance during the school year sometimes as low as two to four children, and only 31 children formally enrolled in the program.

**Our Whole Lives: Sexuality Education**

We rotate which Our Whole Lives (OWL) curriculum we offer each year, and this year we offered this to grades four through six. Next year we plan to offer it to Kindergarten through second grade and to our eighth and ninth graders. OWL is a well regarded and age appropriate comprehensive sexuality education program that honors the diversity of human relationships and bodies, and we are proud to continue offering it to our community.

**Our 2016-2017 Children’s Religious Education Volunteers**

We continued to have some truly excellent volunteers helping to make these programs happen. Emily Shaecr was a consistent presence for our Kindergarten through second graders, and by the end of the year that class was our largest cohort of children, with (*TK) children enrolled. We are delighted that she will be one of our two professional teachers for the upcoming year of CRE. Devon Nelson, in addition to serving on our CRE ministry team, provided a “Music and Movement” session for Kindergarten through fifth grade once a month, which was a dynamic addition to our programming. Also serving on that ministry team were Bonnie Lassen, Joanie Jones, Reanna Rich, and Melinda Staveley. Carol Schwyzler, Yolanda Yturralde, Mindy Nelson, Annette Ndagano, Julie Lopp, John Pagano, Bart Woolery, and Daniel Foster were our other CRE teachers this year, and Nancy Murdock, Astrid Nelson, Joanie Jones, Tim Pettit, Mimi Bradley, and Shannon Stark served as Journey Guides. Chrissie Cable, Charla Bregante, Kelly Bedard, John Hartman, John Pagano, and Koreen Pagano made our fourth through sixth grade OWL program happen, and Chuck Flacks, Kir Zecher, and members of the USSB choir helped out with our Family Circles. Our “Scouting Our Sources” middle school program was an updated version of Neighboring Faiths, where our middle schoolers learned about other religious traditions, practices (such as meditation), and theologies (such as humanism) though a combination of field trips and guest speakers and lessons taught by adults in the congregation (and each other!). Angela Karmis, Ann Taves, Cathy Albanese, Justine Sutton, Hathor Hammett, Judy Fontana, Ken Collier, John Hartman, Kelly Bedard, Yolanda Yturralde, and Ted Smith made that program possible.

**Special Events**

Our RE special events are one of the places where we live out our call to be a multigenerational community. These special events this year included an open house with scavenger hunt, kickoff carnival, Dia de los Muertos fiesta, holiday craft party, a beach cleanup with Santa Barbara ChannelKeepers, and a summer solstice craft party. This year the end-of-year potluck and barbecue was also a party celebrating our bridging youth, and the money raised at the annual Hunt for Justice on Easter was given to the youth group for their college test fund. The holiday play this year was a simple Christmas pageant, which was a beautiful and fun opportunity to pull out our supply of Christmas costuming. For Thanksgiving we had a special puppet show as part of our "All Ages Welcome" service, and invited down the families of the Unitarian Universalist congregation in San Luis Obispo. Throughout the year, crafts, performances, potlucks, and service projects provide opportunities for the members of our congregation to connect with each other across the barriers of age and life experience. Now that these events can happen during Middle Hour they are even more accessible to our community!
YRUU: Our High School Youth Program

YRUU meets at 4:00 PM on Sunday afternoons, and continues to be a strong and vital program under the leadership of Youth Coordinator Adam Shive, who this year was supervised by Rev. Caitlin S. Cotter. Our youth are on the forefront of social justice at the Unitarian Society and live out their values in a multitude of ways. This year, in addition to activities such as helping with the Warming Center, going to movies together, taking field trips to places like Los Angeles, and doing sleepovers in Blake Lounge, they experimented with new structures of youth leadership and with doing a justice project for their peers. They elected youth leaders and worked together to identify a need among their peers in the larger community and respond to their need. They were inspired by service trip many of them took to New Orleans last year to look for things that might be impacting some of their classmates unfairly, and discovered there was very little financial assistance for the many tests required for entrance to colleges and universities. They established a fund, raised money, and have been working with the administrations of the different high schools in town to get those funds anonymously to students who need them. They also raised money to attend General Assembly in New Orleans this year, and was the only one amongst all Unitarian Universalist congregations globally to be invited to present a workshop at that annual gathering. Six of our youth also served as delegates representing our congregation at General Assembly.

There were 17 youth enrolled in YRUU this year, six of whom bridged out of our program at the end of this year in a beautiful bridging service at which they reflected on this moment in their lives both with music and in words. The bridgers may have inadvertently begun a new tradition by climbing to the top of the USSB tower with the two ministers following the bridging service.

Adult Religious Education and Enrichment

Our Adult Religious Education (ARE) and Enrichment Programs “seek to foster life-long learning, spiritual growth and community building through a variety of classes, workshops, retreats, and events throughout the church year.” We created that mission statement in 2010 and continue be rooted in Unitarian Universalist principles and practices and live into our charge to “create a supportive, engaging environment for congregants, newcomers, and visitors to expand and deepen their experiences of themselves and others beyond the Sunday morning worship services.” To further this mission, we have recreated our ARE committee as an Adult Religious Enrichment Ministry Team. This new ministry team has a different charge than the committees we’ve had in the past, as they are responsible for “curating” instead of implementing programs for adults. This means they invite and review program proposals from the congregation and provide guidance to those considering offering workshops, classes, and other adult programs.

This year our adult programs included a class led by Rev. Caitlin and Megan Moyer on Unitarian Universalist History in America; a book discussion group led by Rev. Julia; a special spiritual series designed and organized by the ARE ministry team; and the ongoing Great Decisions program led by John Warnock with a team of other members. Looking forward, we hope to become even more flexible with the programs and support we offer, and to perhaps even begin offering opportunities for learning, discussion, and connection during Middle Hour.
Operations

We continue to be hosts to two non-profit organizations that call our campus home—Starr King Parent Child Workshop, and Attitude Harmony Achievement (AHA!). These organizations use our space to foster social-emotional learning in the preschool/early childhood and teenage years.

We have also been the hosts to dozens of regular room users including:

- Accessible Yoga Conference
- Al Anon
- Early Morning Exercise
- Hard Light Center for Awakening
- Izumi Asura Sra
- Mankind Project
- Master Gardeners/UC Regents, Mindfulness Based Stress Reduction
- Over-Eaters Anonymous
- Refuge Recovery
- Santa Barbara Improv
- Jazzercise
- Santa Barbara Revels
- Sugar Cat Studio
- ToastMasters and Unity Speakeasy ToastMasters

Supporting it All

The lead minister is the head of the staff team and works in consultation with the board, as you can see from the staffing chart below. USSB has made a commitment to fair compensation and treatment of its staff, and we abide by the UUA guidelines for compensation and benefits. If you have any questions about our staffing structure, please speak with Rev. Julia.
Executive Report

Facilities
We are lucky to be stewards of such a beautiful historical landmark. Day-to-day and ongoing maintenance keeps our campus in working order. Several larger projects were undertaken as well this year, which served to keep our facilities beautiful, useful, and preserved.

Sanctuary—Organ maintenance and repairs; wood refinishing and staining; replaced carpeting at the pulpit; replaced pew cushions
Parish Hall—Deep cleaning; floors buffed; hearing loop repaired to working order; repaired freezer in Parish Kitchen
Jefferson Hall—Remodel included: new blinds, new paint, new carpeting on stage, new cabinetry, and a new, user-friendly television
Blake Lounge—New carpeting and refinshed flooring in Blake classrooms
Grounds—Installed multiple new garbage and recycling containers in lower campus
Rental properties—Repaired fence, replaced dishwasher, did major plumbing work in bathrooms, and repainted

Wedding and Room Rental
Our campus continues to be a buzz of activity. Congregational activity, weddings, memorials, room users, and two schools continue to keep our grounds active and alive throughout the year.

Wedding bookings, in particular, have been on the rise. We had 22 wedding receptions and ceremonies this year. Many of these wedding parties chose to rent our on-site equipment (tables, chairs, lighting), which continues to be lucrative for the congregation. Weddings and wedding equipment rental generated a gross of over $92,000 to our annual operating budget (compared to a gross of $75,000 last year).

Revenue from our regular, ongoing, and one-time room-users brought in over $38,000 gross income toward our operating budget.

Rental Properties
Our rental properties at Arrellaga and La Paz, including two garage storage spaces, 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 Arrellaga changed lessors, and we made some upgrades and improvements.

Starr King Parent-Child Workshop and Knox School continue to lease. Both schools are thriving and have made great use of the space. Our contract with Starr King is re-negotiated every 10 years and our lease with Knox school is negotiated on an annual basis.

Finances
We are fortunate to have a strong team of lay leaders, committees, teams, and staff to carry out the financial management of the Society that supports our vision, mission, and ends.

Finance Committee
The finance committee, chaired by the treasurer, monitors financials and reports from staff on a monthly basis. The finance committee has concentrated this year on maintaining reports to the board and expanding our monthly financial dashboard to be available the congregation. The finance committee continued its research into the feasibility of establishing a reserve.

Audit Committee
Our audit committee and auditor conducted an internal audit of the 2015-16 fiscal year finances, returning with a clean audit. The audit committee also prepared for the 2016-17 full financial audit of our finances by an external auditor.
**Budget Planning**

Our budget planning group was able to assist staff in recommending a balanced budget to the board and congregation for approval. The budget planning group this year also assisted staff in development of the program-based budget. The program-based budget provides a way of looking at how much of our income is directed to areas of congregational life and clarifies and simplifies the total USSB budget by showing us the use of financial resources in broad program categories and relating our financial work with our Ends. Our work at USSB is split into five categories: Worship, Creating Community, Faith Development, UU Connections, and Outreach and Justice. The pie chart below shows the distribution of revenues across those categories. A full program-based budget with detail was distributed at the annual meeting and is available on our website as well.

**Endowment**

Our endowment is overseen by four endowment board members and investments are managed by Trillium, a management company who specializes in socially responsible investing, including fossil fuel-free investment portfolios.

---

**2016-17 Program Budget**

What is a program-based budget?

A program-based budget provides a way of looking at how much of our income is directed to areas of congregational life. A program-based budget clarifies and simplifies the total USSB budget by:

- Showing us the use of financial resources in broad program categories
- Relating our financial work with our Ends
- Improving our understanding of what pledges support

We allocate our resources based on our Ends:

*Living with integrity, we:*

1. Support each other in life and life’s transitions with loving care, joy, celebration and gratitude.
2. Care for the earth and its rich web of life for current and future generations.

*Nurturing Wonder, we:*

3. Experience the transcendent that opens us to deep connection and life’s mystery.
4. Cultivate spiritual practices and engage in lifelong learning, utilizing our hearts and minds.

*Inspiring Action, we:*

5. Shift the larger culture toward justice and compassion through bold individual and congregational endeavors.
6. Welcome and connect with people across differences of ethnicity, class, sexual identity, religion, politics and education

**How We Allocate the Funds We Raise**

Our work at USSB is split into five categories:

- Worship 22%
- Creating Community 22%
- Faith Development 30%
- UU Connections 6%
- Outreach & Justice 20%
Expenses allocated across categories include:

- Ministerial Staff, Salaried & Hourly Staff, Benefits
- Facilities, Utilities, Computers, General Office Supplies, etc.
- Banking, Mortgage & Loan Costs, Insurance, etc.
- Program Expenses
- Restricted Expenses related to specific projects

**Worship**

Inspiring Deeper Spiritual Connections in You

Includes:

- Sunday Services
- Music program
- Special worship events or services

Major costs ($200K)

Sunday morning is the heartbeat of our community. We create worship that leaves people inspired and renewed. We are dedicated to the search for truth and meaning,
Creating Community

CONNECTING AND SUPPORTING THE CONGREGATION

Includes:

- 7% Small Groups
- 8% Pastoral Care
- 8% Membership Support
- Congregational Events

Major costs ($205K)

Our community is a vibrant, active place with opportunities for growth, learning, connection, and service. Visitors often remark on what a warm and welcoming experience they have when they come through our doors. We invest in the connections that sustain us here at USSB.

Membership Ministry – Our Membership Ministry goes the extra mile to create inclusive community here at USSB. Our Path to Membership Program helps guide people into our community and once they are here, provides community events that keep us connected.

Small Groups – Small groups provide an opportunity for individuals to make deep and meaningful connections which sustain them and our community as a whole. Our Connection Circles engage people in reflection on the monthly themes and are guided by a facilitator and organized around sharing and deep listening.

Pastoral Care - The USSB Care Team is here for members of the Unitarian Society who are going through a tough time or a big life transition. We are here to offer a supportive presence, to help in transition, and to provide an environment of hope and growth.

Faith Development

RELIGIOUS EDUCATION AND ENRICHMENT FOR OUR COMMUNITY

Includes:

- 8% Adult Religious Education (ARE)
- 8% Youth Religious Education
- 13% Children’s Religious Education (CRE)

Major costs ($269K)

We believe that faith is a journey we take together.

USSB strives to create rich Faith Development programs. A large portion of our resources are allocated to this work. Faith Development at USSB emphasizes intergenerational learning and activities, though programs are generally divided/tailored by age group:

- Adult Religious Education (ARE)
- Young Adult Religious Education
- Young Religious Unitarian Universalists (YRUU)
- Our Whole Lives Program (OWL)
- Children’s Religious Education (CRE)

We spend approximately $269k (30% of our budget) on Faith Development Activities in a year. The majority of this is on staff, but also includes program costs (materials/supplies) and operating costs (facilities/administration) necessary for success.
**UU Connections**

**Connecting to Our Faith**

Includes:

- Participation in the wider world of Unitarian Universalism

Major costs ($54K)

The Unitarian Universalist Association (UUA) and the regional Pacific Southwest District (PSWD) provide ministerial, programmatic and administrative support to our congregation as well as connect us to our larger faith.

We participate in groups of the UUA and PSWD including: the UU Justice Ministry, UU Music Network, and Association of UU Administrators.

As practice with all UU Congregations, we strive to make an annual contribution to the UUA and PSWD as part of our Fair Share to the larger Unitarian Universalist Community and to support Unitarian work in the wider world.

[LOGOS]

**Outreach and Justice**

**Making a Difference in the Wider World**

Includes:

- 8% Social and environmental justice
- 6% Interfaith work
- 6% Freedom Warming Centers

Major costs ($183K)

The Unitarian Society is known as a place where people are willing to work for their moral commitments. We will not be silent about the things that matter! Advocating for immigrant rights, environmental sustainability, or LGBTQ equality, we are a respected justice leader in Santa Barbara.

**Social & Environmental Justice** – The Unitarian Society has been a respected leader on justice issues for generations. We know that our words are only as good as the deeds that back them up! Adults, youth and children in our congregation are all engaged in reaching out beyond our walls to build a better world.

**Interfaith Work** – The Unitarian Society invests in creating bridges between people and celebrates the gifts of a diverse community, within our membership and in the society at large. We are stronger together.

**Freedom Warming Centers** – We are the fiscal agent for the Freedom Warming Centers, providing shelter for our neighbors without homes. We have warming centers across the County, and shelter over 1,200 unduplicated guests per year.
WORSHIP REPORTS

Music Ministry

The USSB Music Ministry Program seeks to inspire and connect with the congregation and the greater community through the shared joy of music, using a diversity of repertoire and groups and music that integrates mind and heart.

OUR PERSONNEL:

• Chancel Choir and Women’s Chorale, with an average of 35 to 45 dedicated and hard-working singers per week (Men’s Chorus has been on hiatus since November.)
  • Small ensembles
  • Guest musicians
  • Ken Ryals, our half-time choir director, working closely with the Music Ministry Team, Ministers, Worship Associates
  • Heather Levin, our skilled and dedicated accompanist
  • Music Ministry Committee, helping coordinate activities and streamline choir operations and communications
  • Summer singers (choir members and congregational volunteers)

We see ourselves as part of the worship process rather than as performers, yet we take satisfaction in continuing to develop musical skill and excellence. Another busy year (is there any other kind?) has seen us stretch our repertoire and broaden sources and difficulty. Ken and the Music Ministry Committee are deeply grateful for the collaborative spirit of the current staff who contribute so much to promote Ken’s creativity and the engagement and satisfaction of the singers and other musicians.

CHURCH YEAR HIGHLIGHTS (IN ADDITION TO “REGULAR” SUNDAY SERVICES):

• September 4 – USSB Music Service
• September 11 – Ingathering
• November 13 – Memorial service for Jerry White, long-time Men’s Chorus singer
• December 2 – Alliance Sing-Along program featuring Carol Sharpe
• December 11 – Collaboration concert with Master Chorale
• December 18 – Christmas Pageant (Women’s Chorale)
• December 24 – Three Holiday Services
• February 25 – Choir Retreat
• March 19 – Concert and community potluck, THIS IS US!
• May 5 – Collaboration service with Congregation B’nai Brith

OUTREACH EVENTS:

• September 11 – 9/11 Concert
• September 18 – PFLAG community-wide service at the Sunken Gardens (Ken directed the music)
• November 22 – Interfaith Thanksgiving Service (Ken directed for the fifth year)

Ken attended the 2016 Unitarian Universalist Musician Network (UUMN) conference in Madison, WI, bringing back new ideas and reporting our congregation compares positively to worship integration goals to which most UU congregations aspire.

Coming up: another joyful year of celebration, spiritual reflection, and growth, in service to the beloved community in our congregation and beyond!

SUBMITTED BY GAIL FAIRBURN
Membership Committee

The Mission Statement for the Membership Ministry Team states that we are charged with welcoming and inviting visitors, friends, and new members to USSB, and with fostering a sense of connectedness and belonging among all members. We support a climate in which spiritual growth, diversity, and practice of our principles can flourish.

Each October we have a team retreat to renew our commitment and focus on the coming year. An important step this year was a new approach to the Path to Membership. It is called the Newcomers’ Series and consists of six different sessions: Campus Tour (usually led by Gary Welterlen or Rev. Ken Collier), Membership 101, Worship and Liturgy, UU History, Justice & Community, and Q&A with a Minister (Rev. Julia Hamilton or Rev. Caitlin Cotter). Members of the team take turns being facilitators, giving a chalice lighting reading from a prepared booklet, asking a question of the visitors as an icebreaker, and then introducing the guest speaker for that session.

We are also responsible for greeters each Sunday, who are at the table in front and near the side door to welcome newcomers and visitors and give them nametags or answer questions. Even when we aren’t on official greeter duty, we mingle with new faces as well as old-timers, making all feel welcome.

We held two new member ceremonies and luncheons this year, officially welcoming and celebrating our new members. These luncheons are also where we get to know our new members and they get to formally meet us and the program staff of the congregation. In addition, we have coordinated with the Music Ministry Committee to do congregational potlucks after choral concerts, and volunteered to help with the Children’s Religious Education end-of-year picnic.

Lay members of the Membership Ministry Team also make anniversary calls, which happen around the anniversary of when someone joined. Our team members call to say thank you and ask how each member is doing. This gives us both the opportunity to celebrate their continued membership and allows us a glimpse into the general welfare of our congregation.

We are continuing to live into our mission and define our vision of a Membership Ministry that contributes to our community at the Unitarian Society of Santa Barbara.

Submitted by Laraine Gray
The Seventh Principle Action Network (SPAN) focuses on:

1. Reducing climate disruption as much as possible by advocating that most of all fossil fuel remain in the ground and replaced with clean, safe renewable energy, and
2. Access to clean, affordable water for all.

Our approach is systems-based, keeping the “interconnectedness of all existence of which we are a part” ever in mind. SPAN’s approach is also justice-centered. We seek climate and water solutions that honor the needs of everyone. We see climate, “race,” growing economic inequality, and the culture of war as parts of a single problem: the debasing of life in favor of ever more concentrated, unlimited profit and power for the few. Bill McKibben, Naomi Klein, Joanna Macy, and Pope Francis are among the thinkers who inform our efforts. A selection of their writings is available at the SPAN table.

Mindful that few, if any, large social movements have ever succeeded without large numbers of people first having voiced their concerns together in the streets, our work centered even more this year on showing up in public spaces to advocate for climate, water, immigrants, religious freedom, LGBTQ groups, women, farm workers, and indigenous rights.

We were especially galvanized by the heroic Water Protectors of Standing Rock. Our members variously attended and organized learning programs about Standing Rock as well as participated in vigils, rallies, and marches for them locally and beyond. The Water Protectors riveted us with the strength of their spirit and

Submitted by Megan Moyer

Addictions Ministry

The Unitarian Society’s Addictions Ministry has maintained its presence by offering resource materials at the Pastoral Care table each Sunday.

Attendance at the “We Agnostics” AA meeting began declining at the beginning of the year so our group decided to change the name of the meeting to “Many Paths to Spirituality” in an effort to attract more people. Unfortunately, this change did not increase our attendance from members of our congregation or from the community at large so our group took a vote and decided to discontinue the meeting for now. We may try to start a new meeting at some point in the future.

Our goal is to provide information and referrals for those living with addiction or coping with a family member’s addiction, and we will always be able to provide information, confidential conversation, and a compassionate ear.

Submitted by Megan Moyer

Seventh Principle Action Network (SPAN)

The mission of the Committee on Shared Ministry (COSM) is to support healthy communication among the members of our congregation as well as between the congregants and staff. Mostly we serve as a conduit and sounding board; we receive appreciations, feedback, and concerns from anyone at USSB. You can find us at the COSM table at Middle Hour in the garden, or online at www.ussb.org/spiritual-life/committee-on-shared-ministry/.

First and foremost we listen carefully. Next, we support you in passing your information on to appropriate person(s). Often we will ask you to write down your information, questions, and concerns on the “A Note to COSM” form so that our communication is clear. Reverend Julia, Reverend Caitlin, and COSM will read over and discuss these written communications at our monthly meeting. Then one of us (COSM members or staff) will personally follow up with you on the results of our discussion. Or, download and fill out “A Note to COSM” from our website and then email it to our office manager, Eden Kennedy, at eden@ussb.org.

This past year, in addition to our other activities, we began the process of “refreshing” our Covenant of Good Relations. You’ll hear more about that effort over the coming year!

COSM this year includes: Doug Thomas, Susan Neufeldt, Mike Gorodezky, Kate Mead, Richard Dow, and Deborah Wolfe.

In service, Doug Thomas, COSM Chair
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 been meeting twice monthly for almost two-and-a-half years now. The members, under the leadership of Sylvia Casberg and Arianna Jansma, come together to meditate, share deeply from their hearts, and answer questions that address spiritual concerns.

Submitted by Arianna Jansma

Catherine Callahan visits the SPAN table on a Sunday morning.

Women’s Spiritual Reflection Circle

The UU Women’s Spiritual Reflection Group
**USSB Care Team**

The Care Team, led by Rev. Julia Hamilton, currently consists of six USSB members who coordinate and carry-out pastoral care. We enjoy connecting with others person-to-person, and know that we all “get by with a little help from our friends.” We are here to listen with care. Each of us was chosen to covenant with other members and friends to nurture a spirit of connection and support within this congregation. This year, Alex Cole and Jared Dawson left the Care Team. Alex was one of the original members from 2011. We thank them both for their generous service.

We estimate that we have directly served several hundred members over six years as the Care Team. We have visited or spoken with many people, some of whom we knew, some of whom we met for the first time. We strive to be good listeners with an open heart; faithful and confidential companions to members and friends on their life journeys; and to embody the collective love and nurturing spirit of this congregation. Sometimes we help coordinate rides, meals, or similar issues, often with other volunteers.

We function as a team, supporting each other, sharing our heartfelt concerns openly in intimate confidential discussion, deepened by the mutual recognition of a universal bond of caring that naturally leads us beyond small talk. We hope we serve all members and friends by our caring presence, and we hope they know we are here for them, as we hold each other in our hearts.

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

It is our gift and pleasure to serve the congregation, and to work with each other on this team.

Members of the Care Team: Eileen Bunning, Susan Dempsey, Mark Hamilton, Bruce Hanna, Megan Moyer, Judy Rawles

Ministerial leaders: Rev. Julia Hamilton, assisted by Rev. Caitlin Cotter

---

**Book Discussion Group**

**History and Purpose**

What was called the Wednesday Reading Group has been in existence at various venues and at USSB for the past 19 years. This group is open to all—USSB membership is not required.

Gene Waller, the founder, continues. 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 thoughtful, civil, and on track.

**Procedures**

At each meeting, we come prepared to discuss short stories (usually two) and one essay, a total “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 last story collection was Selected Stories, by William Trevor.

For essays, we continue with The Borzoi College Reader, Sixth Edition, a rich collection selected by Charles Muscetain 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.

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 group participant.

**New Stuff**

This year we finished William Trevor’s Selected Stories, and we still have a ways to go in the wonderful Borzoi book of essays. Most recently, we discussed Staying On, a novel by the late Paul Scott which received the 1977 Man Booker award.

We again note that everyone is welcome—check us out and try us. Only two ongoing participants are current USSB members, so the group’s status as a USSB Educational Activity is not meaningful and we do not compete with other USSB activities for room assignments.

Facilities Manager Greg Otero has been able to offer the La Paz room for our use once each month and that continues to work for us. Consequently, we continue as the USSB Third-Tuesday-Each-Month-Reading-Group (TTEMRG), a.k.a., “USSB Book Group.”

Submitted by Al Melkonian
**The Library Committee**

The library committee procures and maintains the books and movies that can be enjoyed by the members of the congregation without charge. We are **Lynn Dow, Tom Moore, Janet Brinckmann, and Ellie Tuazon**. **Suzanne Fairly** occasionally reviews one of our books in the *Kaleidoscope*.

We have two shifts on Sunday mornings. The first shift, from 9:00 to 10:00, opens up and arranges the movies on special racks, places the latest books on one of the tables, and readies all supplies for the lending process.

The second shift, from 10:00 to 11:20, helps congregants with the sign-out process. It is at this time that we get to know our customers, whose feedback we welcome.

Once the second service begins we replace all products in their cabinets and drawers, count those that have been signed out, and lock up. The key is kept in the church office.

- Our current budget is $2,138.95
- Total deposits since May 2016: $73.00
- Total expenses: $102.83

**Fashion Fling**

At least 80 women from our congregation partied at the Fashion Fling on April 8 and 9, 2017 - eating, drinking, dancing to Monica’s Mix, and trying on each other’s clothes. We made over $1,700.00 by the time we closed on Sunday afternoon, including sales to the public. The leftover men’s and women’s clothing were offered to **Linda Daid** of Showers of Blessing, to **Donnis Galvan** (who took them to Bethel House), and to our friend **Arnejaro**, who takes clothing to women and children when he visits Guadalajara, Mexico. **Laraine and Hod Gray** took the remaining bags to Alpha Thrift.

It is such a satisfying project because there are no meetings, lots of people are happy to help, we clear our closets and get new clothing, donate to good causes, and make money for our congregation. It’s a perfect community- social justice- ecological project and party.

Since May 2016 we have culled 132 books and 87 movies. This action has occurred over time and new products have been acquired. Culled products are donated to various non-profits. We have been fortunate to get donations of great books and movies from church members and friends.

From June 2016 to August 2017 we signed out 348 books and 542 movies. We review a book and a movie from our library every month in the *Kaleidoscope*.

We ask committee volunteers to help at least one shift per month. Specific procedures for the process are available.

The library committee was started by several librarians more than 30 years ago. Our current contact is Ellie Tuazon, (805) 963-0164; ellietuaz@yahoo.com.

Submitted by **Ellie Tuazon**

---

Thanks especially to Rachel, Bjorn and Inga, Becky, Kathleen, Charla, Janet, Eileen, Sarah, Claire, Marika, Susie, Nancy, Jody, Gail, Suzanne, Judy, Donnis, Laraine and Hod, Sue, Bonnie, Joanie, Mary Ann, Marilee, Charlene, Julie, Barbara, Kate, Florence, Mary, Lynn, Roberta, Carol, Joya, Cindy, Ellie, Catherine & David, and Eden.

Submitted by **Sally Hamilton**
Our foreign policy discussion forum continued for its second year utilizing the excellent resources published by the Foreign Policy Association and commonly known as the Great Decisions program. The published study guide was available in January and contained multiple references to the election results and challenges expected as a result of Trump’s campaign positions. Our course materials included a DVD presenting 30-minute background lectures on the selected eight foreign policy subjects. The sessions were held on the first and third Wednesdays during February through May. Over seventy members and friends participated in the program both as audience members and in helping with the presentations.

This year the program was enhanced by congregation members who served as program leaders for each of the eight sessions. Offering helpful summaries and augmenting the presentations, the program leaders were: Dick Jensen, leading The Future of Europe: Coping With Crises; Larry Williams and Ben Senauer leading Trade Policy, Jobs and Politics; Adam Shive leading Conflict in the South China Sea; John Chere leading Saudi Arabia in Transition; Mike and Betty Noling leading U.S. Foreign Policy and Petroleum; Bill Boyd and Sandy Grasso-Boyd leading Latin America’s Political Pendulum; Richard Dow leading Prospects for Afghanistan and Pakistan; and Colin Taylor leading Nuclear Security and the Challenge of Nuclear Weapons. Inclusion of talented members of the congregation who brought their expertise to these complex subjects significantly added to the success for the Great Decisions program. A special thanks goes to Michael Gorodezky who assisted the leaders with their PowerPoint and video presentations.

An essential component of the Great Decisions program is having the opportunity to discuss the subject material in small groups each lead by a facilitator to guide the discussions. This year the facilitators were Adam Shive, Sue Fisher, Richard Dow, Mike and Betty Noling, Joe Fior, Dick Jensen, Bill Boyd, John Chere, Larry Williams, Ben Senauer, and Colin Taylor. At the end of each session members gathered to share the main points that arose in the group breakout sessions.

Through the generous support of the participants we were able to purchase new digital lapel mic which greatly enhanced the presentations and improved the hearing of the participants. This equipment will be used by the many groups that utilize Parish Hall.

The program was expanded this year to include a Sunday afternoon lecture series devoted to the subject of climate change. UCSB Professor of Mathematics Bjorn Birnir, Ph.D., presented a lecture on computing the rate of global climate change through the study of ocean temperatures and fish migratory patterns. Professor Kyle Meng of the UCSB Bren School of Environmental Science and Management reviewed the alternative strategies to combat climate change and the relative costs of each. Karl Hutterer, Ph.D., and former Executive Director of the Museum of Natural History, presented an overview of climate change and what we can do as individuals to both understand and combat climate change. Finally, Ted Anagnoson, Ph.D., and professor of political science, discussed the early days of the Trump administration and the roll-backs of regulations and policies related to climate change. Each of these lectures was attended by 60 members and friends. Professors Birnir, Meng, and Anagnoson are all members of USSB!

Anyone interested in attending, and perhaps serving as a program leader, facilitator, or speaker, is invited to review the website at www.greatdecisions.org and to contact program coordinator John Warnock at johnw-warnock@gmail.com. Everyone appreciates and salutes the outstanding staff support supplied by John Diaz, Eden Kennedy, Greg Otero, and Erin Wilson!

Submitted by John Warnock
Financial Management
Treasurer's Report

The Treasurer is a member of the board and serves as a liaison between the Director of Administration and the board. They assure that any regular and special reports required by the board are prepared by the Society's bookkeeper, submitted to the Director of Administration, and reported to the Finance Committee and the Board of Trustees on a timely basis. The Treasurer chairs (or co-chairs) the Finance Committee, serves on the Budget Task Force, and is the Treasurer of the Endowment Board, each of which submitted their annual reports.

Submitted by Keith Strohmaier

Finance Committee

The Finance Committee continued in its role advising the Board of Trustees and Director of Administration 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 Director of Administration at its monthly meetings.

- Aside from their regular discussions of monthly financial reports, in 2016-17, the Finance Committee:
  - Reviewed the format and contents of the USSB Financial Dashboard to improve usability,
  - Discussed the role of the Finance Committee in policy-style governance at USSB,
  - Reviewed the Society’s maintenance expenditures and their presentation in financial reports,
  - Clarified the presentation of depreciable expenses in the USSB Financial Dashboard, and
  - Finalized their discussion on the establishment of a cash reserve fund, resulting in a memo to the Board of Trustees summarizing the discussions and recommended next steps.

The 2016-17 Finance Committee members were: Keith Strohmaier, USSB Treasurer (Chair), Bill Benjamin, Dick Jensen, Charlene Little, Koreen Pagano, Bart Woolery, and Steven Young. Koreen Pagano completed the term of Stephen Young, who resigned from the committee over concerns about spending on maintenance. The Chair thanks all Finance Committee members and guests for their commitment to USSB’s fiscal health. They also acknowledge the dedication and detailed work of our Director of Administration, Erin Wilson, and bookkeeper, Cindy Young.

Submitted by Keith Strohmaier

Audit Committee

The Board Appointed Audit Committee members for the June 30, 2016 audit were Bill Benjamin, Jeff Carmody, Dick Jensen, Bonnie Lassen, and our chairperson, Mike Noling.

The USSB financials are audited by an independent CPA every three years and they are internally reviewed in each of the interim two years. June 30, 2016 was the second interim internal review year.

On November 2, 2016, Audit Committee members Bill Benjamin, Jeff Carmody, Dick Jensen, and Mike Noling met at the Society. Bonnie Lassen was excused. Director of Administration Erin Wilson and contract accountant Cindy Young of Accountability Plus attended the meeting.

The Audit Committee brought questions and thoroughly reviewed and discussed the June 30, 2016 audit formatted financials and notes and compared them with the June 30, 2016 operating format financials. Cindy Young and Erin Wilson had distributed the reports to the committee in advance. All questions raised in the discussion were effectively answered by Erin and Cindy. There were edits and revision updates to some of the notes, but no unresolved issues. The revised audit formatted financials and notes were circulated to the committee for their review. The audit format financials and accompanying notes, as revised, were forwarded to the Board of Trustees. The board accepted the financials.

The Audit Committee again noted that these audit formatted financials will be useful to readers, as well as being necessary for the required June 30, 2017 audit.

Erin Wilson confirmed that the ministers would complete and submit their Clergy Housing Forms to the board in December as required by the IRS for ministers.

Copies of the internally-reviewed, audit-formatted financial statements and committee minutes are available from the Director of Administration, Erin Wilson.

Submitted by Mike Noling, Audit Committee Chair
Endowment Fund

The USSB Endowment Fund (the “Fund”) holds and administers 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 expenses, while preserving or increasing the assets of the Fund.

**Current Gifts**

From July 1, 2016 through June 30, 2017, the Endowment Fund has received bequests and lifetime gifts totaling $19,144.

**Fund Value**

Through the generosity of past and current members, and careful long-term investing over many years by Endowment Directors (“Directors”), the total assets of the Fund reached $1,469,371 as of June 30, 2017.

For the 2016-2017 USSB fiscal year, the Fund distributed $84,575 to support the Society’s operating needs. These distributions were in the form of two semi-annual payments, each equal to 3% of the average working asset value over six six-month periods, and were subject to a detailed determination of prudence by the Endowment Board.

Fund assets had a total fiscal-year return net of management fees of 13.48%, compared to 12.52% for the Blended Benchmark created for the Fund.

**Operations**

Historically, Fund assets were invested in a variety of equity and bond funds held at Vanguard. All asset allocations and adjustments were made and approved by the Endowment Board. As of June, 2015 (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 was changed to Charles Schwab and investment management services were 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 of Trustees quarterly. Report copies are available from the USSB Director of Administration. (It is important to recognize that the Endowment Fund asset allocation and investments are unique to the investment objectives of the Fund. In many, if not most, situations, the investment strategies of the Fund would not be appropriate to meet a member’s specific investment goals.)

The 2016-17 directors of the Endowment Fund were: Keith Strohmaier (USSB Treasurer), Gun Dukes (President since January 2017), Jeff Carmody (Director and outgoing President), and Paul Freeman, who became the new Director as of January 2017. Paul completed the term of John Gilbert, whose professional obligations precluded him from completing his term.

The Directors, assisted by the USSB Director of Administration Erin Wilson, and USSB accountant and bookkeeper Cindy Young, met 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.

Legacy and lifetime gifts to the Endowment Fund provide long-term financial support of our mission and values for generations to come. Any member or friend interested in the financial support of our Society is encouraged to make a contribution at any time and/or to include the Endowment in their estate plan and be welcomed into the Chalice Circle for recognition. A Planned Giving program, described elsewhere in this Annual Report, facilitates anyone interested in supporting our Society through the Endowment Fund and provides a variety of tax-advantaged ideas for making contributions.

Submitted by Gun Dukes
The Stewardship Visionary Team meets regularly throughout the year to discuss best practices in congregational stewardship and ways to encourage 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.

This year we have instituted monthly Stewardship Circles in which volunteer circle leaders offer information and assistance to their circle members. We want the annual pledge process to be both meaningful and easy.

Our team includes chairs for the annual auction, planned giving, and the Board of Trustees. Team members are Craig Bennett, Gun Dukes, Tammy Shorb, Keith Strohmaier, Gary Welterlen, Eileen Bunning, and Susie DuPont. Our lead minister Rev. Julia Hamilton and director of administration Erin Wilson participate in each meeting, sharing with us their guidance and wisdom.

Planned Giving

It is my pleasure to present the 2016-17 Planned Giving Report. The goal of Planned Giving is to encourage members to make legacy gifts to the Unitarian Society through their estate plans. A planning advisor is assigned who assists members who wish to make legacy gifts to the Endowment Fund (the Fund), or directly to the Society, or a major gift during their lifetime to the Society. In doing so, Members and Friends are invited to be members of the Chalice Circle in recognition of their living or legacy commitment. On December 31, 2016, the value of the total assets of the Fund was $1,469,371.

Through semi-annual 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.

Approximately twenty percent of the Society’s members are in Chalice Circle and last year we welcomed two new members. In recognition of our Chalice Circle members a program was held in February featuring a social and presentation of three legacy members of the Society and the retelling their story least they be forgotten. Approximately 50 members attended with special thanks to Eileen Bunning, Mike Gorodezky, Susie and Wayne DuPont, Gun Dukes, Ken Ralph, and Ken Collier for organizing the event. In August and November a “Coffee with the Minister” program was held to informally update the Chalice Circle.

This year, through the efforts of Office Manager Eden Kennedy, new Chalice Circle pins were sent to members as a token of our appreciation and a visible symbol of their commitment to the Society. During 2017 Eden Kennedy and Director of Administration Erin Wilson reaffirmed Chalice Circle membership with our existing roster, removing approximately 10 members who no longer wished to be included.

Gary Welterlen served as chair in 2017 and will lead the efforts in 2018. The goals of 2018 will be Chalice Circle member retention and recruitment. Retention of Chalice Circle members will focus on more frequent communication with our membership, providing opportunities to meet on selected subjects, engage with our ministers and staff, and holding our annual Chalice Circle recognition event. Recruitment will focus on educating members of the Society of the importance of legacy gifts to the Society, the value of the gift to the donor and their family and when ready, encouraging membership in Chalice Circle.

As always the boots on the ground are our Planned Giving Advisors, a small group of carefully chosen Chalice Circle members, each who has years of experience with the Society in a wide range of leadership positions. 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, and planned giving opportunities, and provide names of respected professionals in town. Our Planned Giving Advisors are: Gun Dukes, Nancy Edmundson, Dick Jensen, Mike Noling, Carol Schwyzer, Ted Stern, and John Warnock.

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 by Gary Welterlen, Chair
PARTNER REPORTS

The Alliance

The Alliance is a non-profit organization supported by its dues-paying members. Members are men and women, mainly of the USSB congregation, who wish to learn, socialize, and support USSB projects and community non-profits. The purposes of the Alliance are to provide support, education, training, and deep connections among its members and to aid USSB and agencies beneficial to the welfare of the Santa Barbara and world community. Members and non-members alike are welcome to gather monthly, October through June, on the first Friday of each month at 2:00 p.m. in Parish Hall. Annually, members elect a board of directors to conduct the business of arranging programs, staying in touch with the members, and managing its funds.

We were privileged to have speakers from our congregation this past year: Charles Hamilton explained our water agencies’ delivery and payment for water; Jody Thomas spoke about public library innovations; Ken Ryals described the role of the music ministry; Anne Taves shared her research and experience of women in religion; Rob Brown and Adam Shive brought us their memories of our Hopi friends. We also had presentations from the Santa Barbara Film Festival, the Environmental Defense Center, Wellbridge, and Casa de Maria.

During 2016-17 Alliance members approved donations to the YRUU, Environmental Defense Center, Wellbridge, Casa de Maria, and toward the purchase of a lapel microphone to be used at USSB. The Alliance Board of Directors 2016-17 were Anita Blume, Betty Beckwith, Betty Noling, Claire Chytilo, Carol Schwyzer, Dorothy Warnock, Gun Dukes, Janet Brinckmann, John Warnock, Kathleen Boehm, Mary Moore, and Sylvia Abualy.

Starr King Parent Child Workshop

On behalf of the Starr King membership, I would like to extend a special thank you to the USSB Board of Trustees, ministers, and the staff for your continued support.

This year Starr King embarked on a five-year strategic plan in consultation with Don Bushnell and Associates in partnership with Patricia Schwartz. The planning included an assessment of strengths, opportunities, aspirations, and results. Data was gathered from forty-four interviews of Starr King alumni, educators, and leaders in the Santa Barbara community. The discussions and feedback resulted in suggestions for the five-year strategic plan.

Fifty individuals from the community participated in the two-day summit. Guest speakers included former U.S. Representative Lois Capps, and Hannah-Beth Jackson, member of the California State Senate from the 19th district.

We determined that the three most important initiatives for our five-year strategic plan included,

1) Accessibility/Diversity/Inclusion
2) Development and
3) Sharing the (Parent Cooperative) Approach

The strategic plan will ensure Starr King continues to provide the critical education to guide parents and children to become confident, compassionate, and caring individuals in our community and in the world.
AHA! (Attitude. Harmony. Achievement.) seeks to support youth in cultivating peace within, peace between themselves and others, peace throughout their communities, and to help themselves and all those around them feel safe, seen, and celebrated. After-school and summer groups provide in-depth mentorship and support to at-risk youth within a caring community of peers and facilitators.

In 2016-17, AHA! served more than 3,000 youth in popular in-school programs (including Freshman Ally program at Santa Barbara, San Marcos, and Carpinteria high schools, and AHA! Peace Builders at Santa Barbara, San Marcos, and Dos Pueblos high schools), both after school and during the summer. Facilitators are present in at least a one-to-eight ratio with youth in all programs, providing mentorship and support that many youth could not access otherwise.

AHA! holds many of its after-school and summer groups on the USSB campus in Jefferson Hall.

On weekday afternoons throughout the school year, one might find teens:

- Collaboratively engaged in creative arts and self-expression activities (Creative Group);
- Learning life skills and developing key aspects of social-emotional intelligence (Ally After-School);
- Singing their hearts open backed by guitarist and vocalist guest facilitators, sisters Tina and Lisa Schlieske (Sing It Out);
- Playing fun, team-building, connecting games or engaging in deep large or small group conversations about important topics (any AHA! after-school group).

During school breaks, Jefferson Hall is a space for a Tuesday drop-in group. Jefferson also hosts program orientations and parent groups, as well as a four-day-a-week, one-month summer program. In March of 2017, AHA! provided an open grief group in place of its usual Tuesday Ally group in response to the deaths of three area students. AHA! staff invited anyone who wanted support to drop in to the group, where they facilitated discussion, offered skilled support, and allowed teens to sing together, cry together, and to simply be in the difficult space of grief as a community.

Jennifer Freed, Ph.D., and Rendy Freedman, MFT, founded AHA! in 1999, just after the Columbine shootings. Their mission: to help prevent such tragedies through the cultivation of character, imagination, emotional intelligence, and social conscience in teenagers. AHA! provides social-emotional learning (SEL) and character education to teens in Santa Barbara, Goleta, and Carpinteria. They empower youth to stop bullying, create peaceful and socially equitable environments, improve their own campus climates, communicate effectively, and deal with strong emotions constructively. They offer invaluable support and healthy community to 150 at-risk youth per year in their after-school and summer programs, which they offer by donation.

The directors and staff—and the thousands of youth they have served there over the past two decades—offer immense gratitude and thanks to the Unitarian Society for making this wonderful space available for their work with teens since the program’s inception.