

First Unitarian Church of Oakland



Annual Congregational Meeting
Sunday, March 16, 2014

AGENDA

9:00 a.m.	Breakfast - hosted by the Stewardship Team	Wendte Hall
9:30 a.m.	Gathering Prayer and Chalice Lighting - Rev. Ed Brock	
9:35 a.m.	<p>Welcome - Chris Sutherland, President, Board of Trustees</p> <ul style="list-style-type: none"> • Reading of Congregational Covenant - Congregation • Quorum Count – Sharon Dolan, Secretary of Annual Meeting • Installation of Moderator Steve Thomasberger – Chris Sutherland, President, Board of Trustees <p>MOTION TO ELECT MODERATOR</p> <ul style="list-style-type: none"> • Review Agenda, Rules of Order, and Voter Eligibility – Steve Thomasberger, Moderator 	
9:45 a.m.	<p>Congregational Business – Steve Thomasberger</p> <ul style="list-style-type: none"> • Election of Trustees (private balloting) • Election of Nominating Committee members (private balloting) • Ordination of Marcus Liefert - Dan Goss <p>Proposed Motion to Ordain Marcus Liefert: <i>"We, the members of the First Unitarian Church of Oakland, vote to ordain Marcus Liefert to Unitarian Universalist ministry in 2014."</i></p>	
10:05 a.m.	<p>Report from Community Ministry Task Team and Discussion regarding Calling of Rev. Jacqueline Duhart - Rev. Kurt Kuhwald, Community Ministry Task Team, and Brian Jeffries, Treasurer, Board of Trustees</p>	
10:25 a.m.	State of the Church, Transition Report – Rev. Ed Brock	
10:45 a.m.	Financial Report – Molly Hermes, Executive Team member/Lay Leader for Fiscal Health	
11:00 a.m.	<p>Recognition of Outgoing Leadership</p> <ul style="list-style-type: none"> • Recognition of Outgoing Trustees: Andy Lee, Anne Lown, Jill Miller, Margaret Woodside • Recognition of Committee on Ministry: Charlotte Dickson, Chair; Gerre McKenna, Liam Aleguire, Noemi de Guzman, Dick Bailey 	
11:10 a.m.	Announcement of Voting Results – Chris Sutherland	
11:15 a.m.	Benediction and Closing Words – Rev. Jacqueline Duhart	
11:20 a.m.	Adjourn Annual Meeting	

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OUR COVENANT

We, the people of the First Unitarian Church of Oakland, covenant to build a religious community sustained by relationships of understanding, mutual trust and respect. Guided by our mission and collective inspiration, we will encourage all our members to participate fully in congregational life and to grow and learn together in faith and love. Knowing that what one of us does affects the community, we covenant to act with loving kindness in all our endeavors by speaking directly and positively with one another. We recognize that this calls for honesty in communications, valuing of diversity and inclusive process. We covenant to engage in ethical communications, to take our concerns to those responsible and to refrain from gossip. Recognizing that conflicts have the power to strengthen or diminish our relationships, when they arise we will handle our disagreements with courtesy, fairness and forgiveness. We promise to listen on one another, assume good intentions and identify common goals. In support of our shared ministry we covenant to honor our commitments, keep our decision making processes transparent and give generously of our spiritual gifts and material resources. This we covenant together.

OUR MISSION

We, the members of the First Unitarian Church of Oakland, unite to build a beloved community within and beyond our walls. Guided by individual conscience and wisdom from many sources, we gather in worship and service to nourish the spirit, work for justice and celebrate the divine in all.

OUR ENDS

The First Unitarian Church of Oakland embodies beloved community as an intentionally multigenerational, multiracial, multicultural, anti-oppressive Unitarian Universalist religious community. We work for spiritual and social transformation within, among, and beyond ourselves in support of our vision, mission, and ends.

TRANSFORMATION WITHIN

Church members and friends discover and articulate personal spiritual growth. We lead lives of integrity and meaning that reflect our spiritual identity and values.

TRANSFORMATION AMONG

People of all ages who are part of our church community experience caring relationships which connect us to an ever wider circle of life. We use our collective gifts and learning to nurture and expand beloved community. We overcome barriers that divide the human family.

TRANSFORMATION BEYOND

Our neighborhood, the city of Oakland, and the world community are more just and compassionate because of our prophetic role and ministries. We generously share our human and financial resources beyond the walls of our church.

ANNUAL MEETING RULES OF ORDER

1. In accordance with the by-laws, only members of the congregation may vote. A simple majority of members present (based on the initial quorum count) will be sufficient to act on behalf of the entire membership
2. Voting shall be by raising hands. Votes are “up or down,” with allowance for minor, friendly amendments at the discretion of the Moderator. If there is a need for discussion which cannot be completed within the time allocated on the agenda, the matter will be referred back to the Board of
3. Trustees with the charge of arranging for an opportunity for congregational discussion and vote, if needed, within the next 60 days.
4. Discussion must be limited, in order to complete the agenda in the time allotted:
 - a. Any person may speak only once to an issue.
 - b. Comments must be brief and to the point.
 - c. The Moderator may limit comment.
5. Any modification of the rules is at the discretion of the Moderator.
6. All speakers at the annual meeting must use one of the microphones to speak. Before speaking, speakers must be recognized by the Moderator.
7. Robert’s Rules of Order apply, except that the above rules will prevail in the event of conflict.

NOMINATING COMMITTEE REPORT & TRUSTEE BIOS

By Dennis Rowcliffe and Bev Smrha

By the deadline for submitting this report, we had identified four excellent, viable, and willing candidates for the five positions that are coming open on the Board of Trustees. All were recommended by church members at our committee's request.

All of these meet the basic qualifications to be Trustees. Our search continues, and we expect to have a fifth such candidate identified before the Annual Meeting. When we do, we will provide that person's name and information in a follow-up message sent separately.

At this time, we recommend for election to the vacant 4 positions on the Board for a full term of 3 years: Samantha Ames, Emily Stoper, Kris Wedding Cowell.

We recommend for election to the vacant 1 year term: Charles Masten.

We recommend for election to the Nominating Committee of 2014-2015: Dennis Rowcliffe, Beverly Smrha, Claudine Tong.

This is the first time that the nominating committee has drawn Board candidates from a list of names suggested by the whole church membership. We propose that the same process be followed again for next year's election, when we anticipate needing to have four candidates. We also anticipate starting the search process much earlier than happened this time; probably in late November, so as to allow time to conduct the search at a reasonable pace, allowing for call and response efforts to occur without being rushed.

ONE-YEAR TERM

Candidate: Charles Masten:

I am a lifelong Unitarian Universalist, having started out as a regular Sunday School pupil at the UU Society of Sacramento and the North Area (of Sacramento) Unitarian Fellowship in the 1960s. My mother is a third-generation "Free Thinker" which makes me a fourth-generation atheist. Nowadays, I define myself as a spiritual atheist which feels just right. I first came to this church 15 years ago, the first Sunday after moving here from Washington DC and immediately felt as if I'd found my spiritual home. I met my wife Lauren Poole here and was married to her in this church in 2003.

I served as a member of the Executive Team in 2008-2010 but have never served on the Board. If I am chosen by the Congregation to serve out the final year of Anne Lown-Hecht's term as a Trustee, I expect to spend the year engaging in deep listening with congregants, staff, ministers and other trustees and I hope to help us accomplish a couple things: 1) make our multi-cultural vision more real; and 2) bring more transparency, clarity and ease to church governance and management.

THREE-YEAR TERM

Candidate: Samantha Ames:

My name is Samantha Ames, and I am incredibly grateful to have been nominated to serve on the FUCO board. I was raised Unitarian Universalist and learned most everything I know about leadership and integrity from growing

up in YRUU. It was the skills and values those days instilled in me that led me from activism to law school, and shortly thereafter from Washington, DC to California to work as an attorney with the National Center for Lesbian Rights. The day after I arrived in Oakland one year ago, I attended my first service at FUCO. I knew immediately I had found home. This congregation has supported me since then in more ways than I can count. I am honored that I now have the opportunity to serve it and help further its mission of radical inclusivity, spirit-centered justice, and, most importantly, beloved community.

Candidate: Emily Stoper:

I am running for the Board because I believe my skills and experience can be particularly useful to the church in this transition period. I've participated in almost every aspect of shared ministry since joining this church in 1999 and I also have a number of relevant skills that I acquired during my 36-year career as a professor, faculty activist and administrator at Cal State University Hayward (now called Cal State East Bay). In the church, I've been the convener of Justice, Membership and Education and I've also been active in worship, leading a worship service almost every summer and serving twice as a worship associate. Right now, I'm the Convener of Adult Spiritual Development and of the church book club (which I co-founded) and am active in the Allies for Racial Equity. I love our church and I'm eager to participate in transforming it into a more effective, compassionate, diverse and welcoming home.

Candidate: Kris Wedding Crowell:

I am humbly offering to serve on the Board of Trustees, because I care deeply about this congregation and Vision 2012. Life-long UU's, my husband and I joined this church in 2007 shortly after my older daughter was born. I was attracted by the people, the sanctuary, the music and the explicit activity around embracing a multigenerational, multiracial, multicultural, anti-oppressive community. I choose to stay, because I have faith in our best intentions and our vision. Within the church, I am active within Children and Family Ministries, the Allies for Racial Equity and the auction team. I am also kept very active by kids Haley (6½) and Libby (3½). Before choosing to stay with my kids full-time I was a physics professor. I plan to eventually return to some sort of science education in a few years' time, and until then I look forward to being more active in the church. I have served on the boards of two other non-profit organizations: the Castro Valley Parent Nursery School (as president) and Impact Bay Area, a self-defense organization. I also served as treasurer of a small investment club for many years. With your support, I will work conscientiously on this board, and do my best to represent the broad perspectives of the entire congregation.

ORDINATION OF MARCUS LIEFERT

Biography

Marcus Liefert began attending the First Unitarian Church of Oakland when he was four years old with his mothers, Francey and Laurel, and younger brother, David. He remembers loving church and feeling the pull towards ministry from early on. He served in a variety of roles as a youth and adult, including as a Worship Associate and Religious Education teacher.

He began studying to become a UU minister at Starr King School for the Ministry in 2009, just a year after his mother Laurel was ordained by our church. Before and during his time in seminary, he worked as an educator in a variety of settings. He guided field trips at the hands-on arts and science museum The Exploratorium, taught diversity and peace-building skills with the Mosaic Project, directed programs for Monkey Business Summer Camp, started a teen program at a Nonviolent Communication family camp, and developed an independent business teaching afterschool programs.

During his time in seminary, he completed the rigorous requirements for approval by our national Ministerial Fellowship Committee. He earned a unit of Clinical Pastoral Education in the summer of 2011 at Alta Bates Summit Medical Center, where he has returned this year as a chaplain resident. In 2011-2012, he served an internship with the Unitarian Universalist Church of Berkeley. He continued working with UUCB for a second year in order to continue bolstering their RE program during a staff transition as well as to study the "Congregations and Beyond" movement, and help develop one such project. After completing his studies, he received a Master of Divinity degree in May, 2012. In September 2013 he met with the Ministerial Fellowship Committee in Boston and was granted preliminary fellowship as UU minister.

In seminary, Marcus met his fiancée, Emily Webb. They will get married this June, and Emily will be ordained at the end of March by the First Unitarian Universalist Church of San Diego. In July they will move to Rochester, NY to accept a position as associate ministers at the First Unitarian Church of Rochester.

Board Recommendation

The Board of Trustees and the committee to consider the ordination of Marcus Liefert joyfully, wholeheartedly, and unanimously recommend that the First Unitarian Church of Oakland, at its March 16th Annual Meeting, vote to ordain Marcus Liefert to the Unitarian Universalist ministry.

The above biography details Marcus' history with this congregation and his accomplishments on the road to his ministry. What we on the committee and the Board can add to that is our gratitude to Marcus for the gifts he has shared with us and the love and leadership we have experienced with him these many years. In addition, the congregation might justly feel a sense of pride and joy in the role it has played in helping to raise and nurture Marcus from a child of this congregation to the minister he will soon become.

Some clarifying points about the ordination process and ceremony:

- In our denomination's tradition, it is congregations who ordain ministers, not a centralized body like the UUA. Congregations are called to identify who among them are ministers, and this is the formal action that is required to make a minister.
- Marcus is not being called to serve the First Unitarian Church of Oakland. This ordination will be our chance to recognize Marcus as a minister and send him on to bless other congregations with his work.
- The ordination ceremony will take place on Sunday, May 4th at 4 PM.
- If the congregation votes to ordain Marcus, the ceremony will be a co-ordination; the Unitarian Universalist Church of Berkeley's congregation has also voted to ordain him.
- The ordination committee will be in charge of raising money for the ordination ceremony; this will not be funded from a line of our church's budget. If you are interested in donating to this, please see Sharon Dolan.

The Board of Trustees and ordination committee ask that the congregation pass the following motion:

The members of the First Unitarian Church of Oakland do hereby ordain Marcus Liefert to the Unitarian Universalist Ministry.

REPORTS

Board of Trustees

Submitted by Randall Wright

This year the board took on the extensive work of transition. With the departure of Rev. Kathy and the start of the interim ministry of Rev. Ed, the board has focused on maintaining stability, ensuring that all of the bases were covered, and keeping the ship moving forward. As part of this work, the board has significantly focused on transparency around finances, increased involvement with stewardship, calling Rev. Jacqueline, and facilitating church healing.

In keeping with an interest in transparency, the board has increased its communication with the congregation, posted agendas prior to monthly board meetings, and provided greater analysis of budgeting and financial expectations. This year six-to-ten interested congregant-visitors attended most board meetings, a trend that hopefully will become a tradition. Budget reports now contain a view of our upcoming mortgage obligations and line items lacking clarity have been ironed out.

Significant transitions overseen by the board have been the establishment of our very talented Executive Team members, putting in place Rev. Ed's transition ministry, managing Rev. Kathy's negotiated settlement, endorsing Rev. Kurt Kuhwald as an affiliated community minister, facilitating the ordination of Marcus Leifert, and continuing the expansion of board membership. Of great importance to the church's future, the board identified the profound value of Rev. Jacqueline's ministry and voted to move forward with her call as a settled minister tasked with community engagement. By unanimous vote, the board approved a committee to undertake calling Rev. Jacqueline and establish the monetary base needed for her position.

While the church's operating budget continues to be sufficient, it remains an item of concern that clearly needs strengthening. As part of shoring up the budget, the Executive Team and the board worked closely with Rev. Ed and the stewardship committee in conducting a highly successful stewardship drive with a significant (55%) increase in income. Board members also worked with member Tom Haw to Establish the Maryanne and Tom Haw fund for Community Ministry. As we proceed forward with an eye on our strengths and weaknesses, prominent areas of work will continue to focus on our transition ministry, the establishment of Rev. Jacqueline's ministry of community engagement, expanding our financial base, retiring our debt, and fortifying our anti-racist and multicultural vision.

The members of the board clearly love this church and hold its future dearly. We give great thanks and appreciation to board members Jill Miller, Andy Lee, Margaret Woodside, and Anne Lown who are stepping down. Your service to the church has been extensive and exemplary. We look forward to continued growth, healthier finances, and a large group of new trustees for the upcoming board year.

Interim Minister

Submitted by Rev. Ed Brock

Writing a brief report about my experience of the last six months may be likened to condensing the

works of Shakespeare down to one sentence. So much has happened that I am overwhelmed with things to say. Since I know the patience of the faithful readers of church annual reports is not infinite, I will seek to sketch a few broad points that are, I believe, essential to understanding where the church is and where it is going.

During the period prior to the last minister the ideals of 'lay ministry' and 'lay centered governance' were of paramount importance. The church defined itself around these 'lay centered' ways of thinking about 'being' a church.' Over the last ten years, lay centered ministry and governance were gradually but steadily moved away from the center where important decisions were being made toward a church where important decisions were centered in the senior minister, both in terms of operational policy and in practice. I do not wish to enter a debate about 'which way is better' but it is very clear that the two ways are different and that over a period of ten years the church swung from one way to the other.

Each of these two different ways of 'being church' has huge, and utterly different, consequences for the church. Each of these two ways of 'being church' have a different way of answering the questions: what is the role of a senior minister? What is the role of the board? What is role of Committees? What is the role of a Nominating Committee? What is the role of 'super committees' like the Leadership Development Team? What is the role of staff members to all these elements of church life? What is the relationship of all these parts to each other? How they all are coordinated with one another? Who does the coordinating?

It is clear to me that among the approximately 60 persons who are the core lay leaders of the church, who give a huge level of time, talent, and treasure in service to the church, the overwhelming opinion is a preference for the lay centered model of leadership and governance. I have watched as people have emerged, occasionally with some timidity – sometimes with the question "Can We Do This?" on their lips - out into increasingly more active and confident assertion of lay ministry and leadership. I see this trend continuing.

The church leadership is, in effect, engaged in a movement back to its 'true center' organizationally, i.e., from the point of being moved 'off center' over a period of years.

As the church, over time, moved away from its true organization center and its optimal way of organizing itself, a vast amount of emotional reactivity was built up over the course of years. As the pendulum has swung the other way, and the church moved back toward its true center organizationally, this emotional reactivity has had opportunities to escape in response to whatever seemed like a return to an anti-lay centered leadership and ministry approach. This has sometimes made the process of transition movement more difficult than it need be at times.

It is highly important that the church make its movement back to its 'true center' organizationally as calmly, as peacefully, and as effectively, as possible. It is important that the church define as clearly as possible exactly what it's true organizational center looks like.

The lay centered model of the church was not practiced in the presence of the ministerial leaders who were its greatest advocates for a sustained period during normal and stable church conditions. There followed ministerial leadership who had not been present when a lay led ministry/governance model had developed at the Oakland church and who gravitated toward more conventional models of church

life once at Oakland. Subsequently, the model of lay led ministry/governance lost influence. There has never been an enduring co-existence of lay leadership/governance with strong ministerial leadership working over a sustained period of time under 'normal' conditions of church life. This is like a missing piece to the puzzle of developing a future. I think it cannot be addressed as any issue until the strong and clear lay ministry/governance piece is solidly in place.

Finally, the church is unique in its long term commitment, expressed most recently in Vision 2012, to "build a radically inclusive community, to grow the beloved community by expanding the welcome table and deepening our commitments to countering oppression as an intentional multiracial, multicultural, multigenerational congregation." It would be valuable to examine ways this desire and yearning, so important to the congregation, can be expressed and manifest in powerful and effective new ways.

In conclusion, this congregation has amazing depth and range of talent for every aspect of church life; it is human resource rich to an extraordinary degree. The challenge for the church is channeling this great energy into coherent and sustainable ways that serve the highest good of the church. It has embarked on this process.

I think there are great advantages in opening up the myriad discussions taking place at the church to as many 'outside experts' as possible – to let 'outsiders' see what is happening and what the process is - not so they will 'control' the process but to bring fresh perspectives to the process.

I wish to express my deepest gratitude for the privilege and honor of serving as your Interim Minister.

Assistant Minister for Community Engagement

Submitted by Rev. Jacqueline Duhart

The roles and responsibilities of the person providing ministry from the position of Assistant Minister for Community Engagement are shaped by Vision 2012 "to build a radically inclusive community, to grow the beloved community by expanding the welcome table and deepening our commitments to countering oppressions as an intentional multi-racial, multi-cultural, multi-generational congregation."

A congregation's capacity to live its values and to keep its vision, mission and ends at the center of its diverse ministries is a forever spiritual practice and challenge. During this reporting period, First Unitarian Church was impacted by the negotiated settlement of Rev. Kathy Huff and the start of an Interim Ministry with Rev. Ed Brock.

In the midst of woe light breaks through that allows growth an opportunity for seeing with different eyes. Listed below are highlights from this time of transitions, healing and holy mystery.

- **Beloved Conversations: Meditations on Race and Ethnicity** – introduced this curriculum to Board of Trustees and Congregation. Beloved Conversations is a small group ministry that provides a container for exploring the spiritual and intellectual dimensions of racism in our personal lives.
- **Ella Baker Center for Human Rights & Justice Rising Event** – Ella Baker Center is the church's community partner. Church members, friends and allies continue to support and deepen their commitment to the Ella Baker Center and its mission. Record numbers turned out for Justice

Rising (fundraising event); welcomed Zachary Norris as the new Executive Director and enthusiastically joined the Center's new campaign to end mass incarceration while rebuilding and reinvesting in the communities most impacted by the prison industrial complex.

- **Mosaic Conference**– Leading Vital Multicultural Congregations – church sent three congregants to this transformative conference that was held at All Souls in Tulsa, Oklahoma.
- **Break Bread and Building Community** – launched opportunity for members friends and allies who identify with Journey Wholeness (multiracial), Allies for Racial Equity (white skin) and Keeping It Real (members of the global majority or POC) to come together in what Dr. Howard Thurman named the “spirit of fellowship” to take down barriers and get to know.
- **Unitarian Universalist Justice Ministries of California (UUJM)** – Welcomed new Executive Director Evan Junker to the pulpit to share about new focus of UUJM and advise us how to be engaged.
- Genesis, multi-issue, multi-racial, faith based organizer group that works to change public policies that support racial, social and economic injustices. Encouraged members, friends and allies to get to know, engage the prophetic witness events sponsored by this group as way to develop and strengthen their talents, skills and capacities as spiritual activists.
- **Ella Baker Faith Action Team and Sizzle Team** (*Standing on the Side of Love prophetic witness quick response team*) – re-energized, re-focused.
- **Multi-Generational Worship** – collaborated with staff team to re-envision how to engage our children more fully in corporate worship. Children present for worship 3 Sundays per month compared to several times throughout the church year.

Executive Team

Submitted by Molly Hermes

We've been hard at work in 2013 on all kinds of issues, many unforeseen. However, we feel like the Fall has been an incredible time of movement in the Congregation and we are glad to be a part of it all.

2013

- Formed and led the Financial Leadership Team
- Provided monthly financial reports and an on-time 2014 budget to the Board
- Led an 8 week Stewardship Campaign due to lack of leaders and on short notice
- Cleaned up the membership database and rolls that hadn't been done in a long time.
- Provided more accurate member accounts to the PCD/UUA and the Board.
- Initiated the Community Ministry Task Team with Rev. Ed Brock
- Started the process of forming a Program Leadership Team, Member Leadership Team, Personnel Committee, and other necessary structures below the Executive Team that have either been missing or dormant. These are needed for a strong and functioning church.

2014

- Continue the work begun in 2013.
- Realize the Membership Leadership Team
- Realize the Program Leadership Team
- Realize the Personnel Committee
- Increase meaningful Congregant and Staff engagement through these structures.
- Work with the Interim Team and other church groups to provide all information about church operations and finances for the best possible decision making as we continue through the interim period.

The Executive Team is comprised of three lay leaders: Linda Hodges, Jodie Mathies, and Molly Hermes. To get in touch with us, please e-mail executiveteam@uuoakland.org.

Outreach Ministry Task Team**Submitted by Rev. Kurt Kuhwald**

The Committee Ministry Task Force was called into existence by Rev. Ed Brock and the Executive Team In October of 2013. Nine Church members were invited to be on the committee, seven were able to accept the invitation: Rev. Kurt Kuhwald (facilitator), Lisa Dyes, Cile Beatty, Jill Miller, Bill Blakeley and Stephanie Thames. Anne Blackstone also served on the group for several months.

The Group has chosen the name Outreach Ministry Task Team (OMTT) to better reflect its work.

Extensive contacts with Ministers throughout the UUA who hold similar positions, the DOMT (Diversity of Ministry Team of the UUA) evaluation report of September, 2012, the Current Description of the Outreach Ministry, and conversations with church members, Rev. Jacqueline Duhart and Rev. Ed Brock ... all provided information to work with to move toward a role definition consistent with the Church's current circumstances and needs.

Stewardship**Submitted by Molly Hermes**

The Stewardship Team runs both the Annual Stewardship Fundraising Campaign and a year-round Stewardship Program. We have partnered with a nationwide, UUA Stewardship program called FORTH that has been invaluable in giving us ideas on how to take our own program forward.

We started our work in February 2013 by pulling together all known member and Stewardship data. We also sponsored a Chili Cook-Off in March 2013, and an Ice Cream Social in June 2013.

In August 2013, we had a half day retreat where we really focused on who we are as a church at this place and time and how we could proceed in making a meaningful conversation around Stewardship. That resulted in a more to come "seed planting" at the opening church service potluck and presentation. And all of those ideas led into a really robust, all inclusive, and fun Stewardship drive that lasted through year-end. Thank you everyone.

Our crowning achievement is introducing real economic justice into our materials by offering Congregants the “Giving It the Best that I Got Guide” which makes for a more meaningful conversation around “fair and equitable pledging.” We also clearly introduced time and talent as well as the concept of a ministerial waiver.

For 2014, we will be teaching a class on money and budgeting, planning an ice-cream social, kicking off a Visiting Steward Campaign to engage new members in the process, and sitting down again to evaluate what is meaningful for the next Fundraising Drive and how to move our Congregation a few more steps into “fair and equitable pledging” and full participation.

The Stewardship Committee is comprised of Molly Hermes, Bob Crowe, Joyce Cutler, Hester Green, and Therese Jimenez. To reach us, please contact stewardshipteam@uuoakland.org

Financial Leadership Team

Submitted by Molly Hermes

First Unitarian formed a Finance Team called the Financial Leadership Team in early October 2013. This had been a dream of Julie Baeder and Molly Hermes and was realized this Fall.

I want to thank the Team for incredible work under short notice. You all were awesome!

It is important that a church large or small has a Finance Team that can monitor the accounting and money situation, provide meaningful reports to the Board, initiate the Budgeting process with the Congregation, provide back-office support for Stewardship, stock donations, and other fundraising drives. The team provides clarity and insight to the Congregation, Board, Staff and Programs throughout the year. And now we’ve done it!!!

We hit the ground running, kept the reports flowing, the accounting issues resolved, the Budget process completed, the stock donations handled, all in the span of the last two and half months of last year.

The next year, our goal is to gain more participation and support early on for the Budget and move forward to reducing accounting hours (expensive) by chunking out work that can be done by volunteers. We are well on our way to achieving some balance in this area and are looking forward to a robust 2014.

To join, please contact Molly Hermes at 415-533-4375 or molly@mollyhermes.com. We will be looking for a dedicated office volunteer during open office hours (during the week) starting in June 2014. More details to come.

Team Members: Gail Schulz, Sharon Dolan, Bob Crowe, and Hester Green.

Center for Urban Family Life (CUFL)

Submitted by Rev. Jacqueline Duhart

Center for Urban Family Life is the 501 (c) (3) non-profit corporation sponsored by the First Unitarian Church of Oakland. Currently CUFL serves as the fiscal agent for one faith in action programs, McClymonds Merit Scholarship Fund.

The McClymonds Merit Scholarship Award Fund supports post-secondary expenses for graduates from McClymonds High School. In 2013, 39 students graduated from McClymonds and received scholarships.

To date approximately \$71,200 has been paid out to graduating students. The fund awarded its first scholarship in 2001.

Last year I had great hope that CUFL would welcome a new project. There was vibrant conversation around Faith/Community Farms. An application grant was submitted to the San Francisco Endowment Foundation and I am sorry to report that we were not among the grant recipients.

CULF does not have an active board; Jane Voytek serves as the temporary board President and Danny Schottenfeld as temporary board Treasurer. CULF remains primed to accept a new project. A project that would sow seeds of our vision and mission to grow the welcome table within, among and beyond the brick and mortar of The First Unitarian Church of Oakland

Membership and Faith in Action Ministries

Submitted by Rev. Jacqueline Duhart

Embracing Journeys: Welcome to the First Unitarian church of Oakland and Unitarian Universalism, Celebrate U-U Connects and Celebrate U-U Connects Valentine Dance, new greeters, faithful office volunteers, Tuesday Night Meeting Night- Vespers & CommuniTea, First Year Membership Coordinators, budding new membership team structure orchestrated by Executive Team and the icing on this divine cake are 49 new souls added their names to our historic membership book since January 13, 2013 and February 16, 2014. Let me not forget the 3 potluck dinners held in members' homes to welcome these new members.

Embracing Journeys is a two class series (2 hours each) designed to welcome new members and to address the questions of the curious seekers. Two sessions have been provided and a total of 25 people attended. Attendees appreciated the opportunity to meet each other, share their faith journeys and learn more about how to build meaningful relationships and live out their highest values. This year we continued Celebrate U-U Connects and Celebrate U-U Connects Valentine Dance. Both events are opportunities to initiate, repair and nurture relationships. The Valentine Dance was a highlight for the young in age and young at heart among us. Oh how we danced and enjoyed cake. We welcomed a few new greeters and longtime member Margaret Woodside took on the every member ministry of coordinating greeters. Bless you Margaret. Gil Dacumos and Karen McClelland grace the church office most every Tuesday. Together they made nametags, made follow up calls to visitors, responded to every Visitor Connection Card and made calls to personally invite people to church events. Bless you Gill and Karen...our radical welcome is made stronger by your faithful efforts.

New efforts to welcome and connect included the CommuniTea- and opportunity during the Tuesday Night Meeting Night (held 2nd Tuesday of the month) for members, seekers, and allies to have conversations over tea and cookies. Yet another time to meet and mingle. Tuesday Night Meeting Night is a catered meal, Vesper service led by the Young Adult Network, followed by time for meetings. Carol Scott and MaryKay Pedersen (First Year Membership Coordinators), both new members joined the membership team to nurture members in their first year of membership. Welcome aboard and bless both of you. The dynamic Executive Team (ET) trio has also underscored the critical importance of membership and hospitality to the overall vitality of church life. The ET has established membership and hospitality as a specific program area. Jodie Mathies is the sponsor. Bless you Jodie.

Now for the icing on this radically welcoming and inclusive cake, 49 new members (22 between the ages of 18 to 35) and 3 potluck dinners to welcome them. Welcome, welcome, welcome! Thank you, thank you, and thank you to all of the hearts and hands that manifested the potluck dinners to embrace all those who found their way to the First Unitarian Church of Oakland.

Ella Baker Center

Submitted by Micky Duxbury

The Ella Baker Center partnership is thriving! Over the past year over a dozen members of the congregation have participated in service days. Almost 60 members of our church attended their annual fundraiser! We had a substantial presence of five tables – more than any other group attending!

We have proven ourselves to be reliable partners who always show up when we say we will. The past several months have brought deepening conversations with the new director, Zachary Norris, about the next phase of our work together. We will be focusing on the following work: outreach to communities of faith about the impact of incarceration on Alameda County and about a conference on mass incarceration and criminalization of low income people- of- color scheduled for spring 2015. In addition, we will be collaborating on identifying and interviewing employers in Oakland about the perceived and real barriers to them hiring the formerly incarcerated.

We have formed a steering committee with seven members and our first general partnership meeting of 2014 had 26 attendees. Any questions contact Micky Duxbury: mickydux@earthlink.net .

Standing on the Side of Love (Sizzle/SSL)

Submitted by Judy Belcher

The Standing on the Side of Love (SIZZLE Team) is committed to recognizing the common threads in the justice struggles of marginalized communities and to support these communities by standing with them in Witness. Thirty-five congregants joined with other faith based communities at the County Detention Facility in Richmond to oppose the unfair practices of deportation. We stood with Congresswoman Barbara Lee in her letter to President Obama asking him to stop these deportations(nearly 2 million) We stood with low wage workers as they struggled for a fair wage of\$15.00 in Alameda County. More actions coming in 2014. Please join us! Judy Belcher (Belcherjudy@aol.com)

Boost ! West Oakland

Submitted by Debbie Brown

The Boost! West Oakland tutoring program, started by members of the church, once again provided one-and-one-half hours of tutoring for approximately 100 children at Lafayette Elementary School. About fourteen of those tutors were from our church. New tutors were recruited through coffee hour tabling and posting in the Chalice Chatter and Sunday Worship Guide. One church member serves on the Advisory Board and another church member collects healthy snacks and delivers them to the project.

This year marked the passing of one of the tutoring program's founders, Howard Poulter. Generous friends of Howard's contributed\$10,000 in his name. We continue to search for new ways of funding the program.

Earth Justice

Submitted by Bret Andrews and Jack Macy

The Earth Justice Associates (EJA) engage in environmental work within this church, and in our communities locally and globally. We have sharpened our activities with the awareness that environmental degradation more severely affects communities of color.

Our work this last year included:

- Building on the Our Place in the Web of Life Workshop we hosted in the spring of 2013 where we had 5 sessions on the role of this church in impacting our community environmentally and how societal systems impact communities of color in West Oakland disproportionately. After the workshop, we have focused on building partnerships with existing organizations in West Oakland that work for environmental justice. For example, we have worked with OBUGs in the Lafayette school garden. As well, we are coordinating with our church's Educational Outreach groups to deepen our connection with Lafayette and McClymonds schools.
- Church Greening Initiatives including energy efficiency projects and researching solar options for the church
- Hosted Oakland Climate Action Coalition (OCAC): We are ongoing members working to implement energy, food, transportation, and resiliency policies in Oakland.
- Hosted East Bay 350 kick off last month as part of our continuing work on climate change We have participated in 350 events opposing the Keystone Pipeline and marched to the Chevron plant in Richmond this last year.
- Hosted a Permaculture Conference

Coming in April we will be hosting the worship service the 13th and a hosting a Movement Generation workshop on resilience based organizing in communities of color the 27th.

Journey Toward Wholeness

Submitted by Cile Beatty

What has JTW done over the last six months within the Team? (August – February)

- In August 2013 there were 3 members of JTW. Jill Miller (in limited capacity because of being also a member of the Board), Jaki Lee (also Board member) and Cile Beatty returning to the church and her position on JTW.
- JTW members (Jaki Lee and Cile Beatty) met with previous JTW members to discuss the need to rebuild JTW.
- Rev. Kurt Kuhwald, Giselle Ampuero and Liam Aleguire applications were approved and became members of JTW in the early fall.
- September JTW began meeting regularly again. Cile Beatty and Giselle Ampuero became co-chairpersons.

- JTW provide the Board with process monitoring assistance during meetings when possible.
- Jill Miller and Cile Beatty provided process monitoring training at the Boards fall retreat.
- January 2014 Giselle and Liam stepped off JTW for personal reasons.
- February 2014 Mo Kashmiri's application was approved and he became a member of JTW.
- JTW members have attended and supported a number of groups within the church: ARE, the dialogues convened by Rev. Jacqueline surrounding ARE, JTW and Keepin it Real; Interweave; Earth Justice; Leadership Team; Sizzle group; Ella Baker partnership.

What has the church done as a result of JTW's work?

- Church members continue to meet monthly in for Allies for Racial Equity meetings for those members who identify as White, as a means to deepening conversations regarding White privilege, internalized racial superiority, and ways to take action as an ally.
- The Board continues to use Process monitoring. ARE has now currently uses Process monitoring.

What do we (JTW) hope for the future?

- JTW is looking to build a strong effective JTW leadership team which supports leadership development and training.
- JTW is looking to support members of the church in taking broader anti-racist leadership efforts in the church.
- JTW will continue providing consultation for other church groups in relation to their anti-racist, anti-oppression practices.
- JTW is hoping that all ministry leadership team members will include anti-racist trainings as a part of their orientations and overall leadership development.
- JTW will begin quarterly educational opportunities, such as, films and panel discussions in June, September, December and March.
- JTW will have a retreat in June 2014 with former members of JTW to examine why membership in JTW has decreased and who to maintain a strong JTW leadership team. Also to create a strategic plan for the upcoming years.

Allies for Racial Equity (ARE)

Submitted by Ingrid Mittermaier

ARE was formed by our Journey Toward Wholeness Committee, which in turn operates as a committee of the Board of Trustees.

ARE currently meets on the second and fourth Sunday of every month, at 9:30 a.m. We aim to provide a supportive space for white allies to talk about the anti-racism work at our church and our steps in becoming a stronger multicultural community. Those in attendance at ARE meetings can process their experiences of privilege, oppression, and challenging interactions as they attempt to be better allies to people of color in all parts of their lives. Some of what we have done in meetings during the year

includes learning about and applying the tool of process monitoring to our meetings, discussing relevant movies and articles (such as on how to be an effective white ally), learning about microaggressions and how to avoid them, discussing Rev Ed's first town hall meeting and church services with topics to which an anti-racism analysis can be applied, and always leaving room for participants to share experiences in their lives and get feedback from the group. Notably, this group provides a space for white allies to discuss racism without expecting people of the global majority to do the teaching. Nonetheless, all are welcome. For more information contact Ingrid Mittermaier at ingrid@adlercolvin.com.

Covenant Groups

Submitted by Emily Stoper

We currently have seven covenant groups, which mostly meet in the evening, with one daytime group and another possibly starting soon. Approximately 57 church members and friends are in these seven groups.

Covenant groups have 5-12 members. They are places where you can develop deep relationships with people in the church, across race, age, gender and sexual orientation. And they are venues for the discussion of the themes of the month and other profound issues in our lives. Covenant groups also offer service to the church. You need not be a member to join. Joani Blank assigns new members to groups.

Leadership Development Team

Submitted by Sharon Dolan

The LDT provides training and support for church leaders, cultivates potential new leadership, and facilitates communication about activities in the church.

The LDT organized a Growing Beloved Community event in January, 2014, which gave members an opportunity to explore the many current activities at the church.

The LDT also facilitated several Every Member Ministry meetings, in which church leaders shared information about what their groups are doing, and gave input into a variety of topics currently important to the church. In the Spring of 2013, the LDT facilitated training for incoming members of the Board of Directors.

The Team is in the process of planning a leadership retreat, in conjunction with Rev Ed and Rev Jacqueline—for anyone currently involved in activities at church, or anyone considering taking any kind of leadership role in the future—on Friday March 28 and Saturday March 29.

The Team members are: Rinda Bartley (chair), Sharon Dolan, Rick Hecht, Katie Hymans, Jaki Lee, and Bev Smrha

Pastoral Associates

Submitted by Judith Hunt

The Pastoral Associates are lay members of the church who aim to provide comfort, help and support to people in the church all year round. In 2013-14 there are seven PAs, Gil Dacumos, Carolyn Devol, Claire

Eustace, Alex Haider-Winnett, Judith Hunt, Tara Noone and Ben Thompson and until very recently Dan Kane served as the chaplain and he will be hard to replace. The PAs meet monthly to consider the needs of individuals who are undergoing significant life events and to match them with assistance and support. Referrals come via pastoralcare@uuoakland.org, information from the clergy or church office or people noting the label on our name tags, and we welcome suggestions from congregants who know of someone who needs help.

Providing meals for sick people in need or new parents, visiting people in care homes or hospital, writing letters and cards when we hear of someone recovering from surgery or has lost a loved one, serving as a listening presence for someone, helping with ceremonies such as the Day of the Dead ceremony and memorial services, arranging for rides to church or appointments, all of these plus unexpected needs are PA responsibilities. Many of these activities are accomplished by a larger group of congregants who sign up to Lend A Hand at the PA table on the first Sunday of the month and are called upon to do specific activities. We have created a Ride Board to allow people needing rides to church and drivers to find each other, but transportation is one of the most difficult needs to fill.

Adult Spiritual Development

Submitted by Emily Stoper

Adult Spiritual Development: In the past year, Adult Spiritual Development (formerly called Adult Faith Development) has offered or is currently offering the following courses: Committed Couples (*Joe Cristofalo and Emily Stoper*), Nature and Spirituality (*Ariana Candell*), The Meaning of Shared Ministry (*Bev Smrha*), Buddhist Meditation (*Mushim*), Holiday Card-making (*Jane Voytek*), The New Jim Crow: Discussion and Action (*Ben Bowser and Emily Stoper*), Family Systems (*Susan Conrad*), Spiritual Autobiography (*Rev. Dan Kane and Anne Lown*), and Poetry (*Ron Weisberg*). Coming up soon: Money Management (*Molly Hermes and the Stewardship Team*) and Jesus for the 21st Century (*Linda Hodges*). All were well enrolled and enthusiastically received.

Committee: Emily Stoper (convener), Licita Fernandez, Rick Hecht, Jeanne Rana, Ron Weisberg

Children and Family Ministries

Submitted by Laila Ibrahim

The shift to worship based Sunday morning program continues to go well. In the spring of 2013 at the 11:20 service we had Children's Chapel 3 Sundays most months and a time for all ages once a month. Starting in the Fall of 2013 we reversed that so the children are in worship in Hamilton Hall three times most months and have a chapel once a month. The 9:20 service is only Children's Chapels. The Children's Chapel and Story for all ages in Hamilton Hall are led primarily by Director of Children and Family Ministries, Laila Ibrahim. Following worship, elementary aged children go to either the Spirit Game room staffed by an experienced care giver (this year Jenna Ornbaum moved on and Akberet Hagos now holds the position), or the Spirit Art Room, where members of the congregation lead art projects connected to the monthly worship theme. A Youth Worship Arts program led by Laila Ibrahim gives upper elementary and middle school youth a chance to participate in leading congregational worship, primarily by providing a play during the intergenerational services. The Chalice Children room,

staffed by Dorothy Paul, provides consistent loving care for the youngest among us. Twice during the year, children and youth participate in a service project on special Spirit in Action Sundays.

In the spring the Middle Schoolers had Neighboring Faiths. In the fall and winter we had separate classes for Our Whole Lives at three levels: K-1; 4-5; and 7-9.

A youth choir started in February.

We had our usual intergenerational events: Women's Retreat; Community Retreat; Halloween Party; Valentines Dance and Secret Buddies.

We started a monthly congregation-wide gathering on the second Tuesday of the month. The night includes dinner, vespers and a variety of activities such as a CommuniTea, book discussion, child care and games.

We had have 112 kids in our data base. We had have 136 kids who have registration forms filled out . We had an have an average Sunday attendance of 30 .

Interweave

Submitted by Jaki Lee

Interweave, the LGBTIQQA (lesbian, gay, bisexual, transgender, queer, questioning and asexual) support and Unitarian Universalist activist group, have a chapter at this church. It began after the First Unitarian Church of Oakland received its designation as a Welcoming Congregation in 2007. The hopes of its past and current leadership are to:

- Help build a spiritual home within the congregation for the LGBTIQQA members and friends of First Unitarian Church of Oakland
- Support spiritual growth in terms of sexuality and gender
- Continue to work on eradicating heterosexism within First Unitarian Church of Oakland
- Grow ally support with us and with other groups who face ostracism or otherness within and outside of First Unitarian Church of Oakland

This year, Interweave participated in the Gay Pride march in San Francisco, supported Oakland's Pride 2013, and held monthly conversations after service. Interweave is looking for new members to continue its ongoing mission. Please contact Jaki Lee jakilee63@yahoo.com for more information.

Young Adult Network (Ages 18-35)

Submitted by Alex Haider-Winnett

For the second year in a row, our Ministry of Welcoming has paid off well. Young adults continue to be the fastest growing demographic in the congregation. Over a dozen new members signed the rolls in the past year. Our growth and leadership has garnered national recognition as a successful model for young adult growth and support.

Our growth is related to a missional model involving three goals: Community, Service and Worship. In the past year, we have been hosting several events to support these three goals.

Community: Monthly pot lucks in members' homes have been successful in building community for young adult members. We also hosted several opportunities for young adults to have lunch after service at the local taqueria which also supported the local economy. Our Facebook group has surpassed 100 members (representing current and former congregational members, friends and allies). We are currently discussing new ways beyond Facebook to include people in conversations concerning church life, spirituality and community engagement.

Service: Nearly every major congregational committee has at least one young adult. This allows for opportunities for mentoring as well as innovative and creative leadership in the congregation. Around the holidays, we hosted a pot luck which also included an activity where we made holiday cards for BGLTQ inmates in local state prisons. We look forward to future opportunities to work for transformational change within and beyond our walls.

Worship: This year, we began hosting Tuesday Night Taize Vespers with the support of congregational staff. This specifically multi-generational and multi-cultural worship service has brought in participants who may not usually be interested in or comfortable with Sunday morning worship services. This has also given seminarians and lay members to work together to create worship. It has been successful so far with approx. 60 worship participants each month and we look forward to having more events to come through June. Also, many young adults participate in Sunday morning worship through participating in the choir, bands and as worship associates.

Men's Fellowship

Submitted by Bill Blakey

The Men's Fellowship is a loosely organized committee that seeks to strengthen the bonds of friendship among the men of the church. We strive to support each other in our individual inward journeys, and provide places and experiences where we can deepen our relationships with each other. We look for ways for our Fellowship to participate in church life. We also like to have some fun.

Our main event of the year is the Men's Retreat. In 2013 we met again at the Monte Toyon Conference Center, near Aptos. We took a look at the lives of Frederick Douglass and Walt Whitman. We used Whitman's poetry and Douglass' writings to explore our own feelings, and the anti-racism and anti-oppression work and goals of our church.

We will have the 2014 Retreat at Monte Toyon on March 21 – 23, and will explore the topic of “Expanding our Circle, Deepening our Relationships.”

In 2013, the Men's Fellowship held two small fund raising “Game Nights.” The goal of the events was to raise funds to offer fee reductions for the men who wanted to attend the Retreat, but found the full registration fee a barrier to participation. The first Game Night featured only poker. The second Game Night was more gender inclusive multi-generational. We added Monopoly and Magic. The money raised was split with the Women's Retreat. Both Game Nights featured “Poker-Palooza” a poker tournament invented by Randall Wright which allows even the most novice poker player to win a share of the prize pool.

The Men's Fellowship donated "4 Men for 4 Hours" to the annual Auction, which raised a total of \$500 for the church. There are a half dozen Men's Groups. Each is self-defining and self-organized. Membership in the groups and attendance at the Retreat is not limited to members of the church.

Annual Church Retreat

Submitted by Dan Goss

Eighty-nine members, allies, and friends of the church gathered at Mountain Home Ranch on the weekend of September 20 – 22, 2013, to build community, enjoy each other's company, learn and share together, and to play, eat, swim and have fun.

We had twenty-seven kids from infants to teenagers along with sixty two former kids and kids at heart, making for a nice intergenerational group. We provided and attended workshops, heard about the interim transition process from Rev. Ed Brock, swam in the pool, fed carrots to the horses, hiked, played games, and generally enjoyed ourselves greatly.

We hope that everyone will consider coming to the next community retreat, which is planned for the weekend of September 19th – 21, 2014 at Mountain Home Ranch.

Auction

Submitted by Bill Blakey

The annual Auction is the church's largest single fund raising event.

The 2013 Auction was headed by Sherry Larsen-Beville and Michael Fitzhugh, with a huge amount of help from Eva Bunce. The Auction Chairs had help from a dozen core people and several dozen volunteers.

The environmentally centered Auction It's Our Planet raised \$16,000 for the church, and reminded us of our place in the interconnected web of life. Nearly 200 Auction Items were donated from people and businesses within and beyond our walls. Items sold at the Auction included gourmet dinners, vacation rentals, antiques, gift baskets, home-made foods, and much, much more. Items sold for prices ranging from \$1 to \$800.

In a new twist, attendees were treated to a dance exhibition by Bret Hutchinson and Melissa Newt.

Committee on Shared Ministry

Submitted by Charlotte Dickson, Past Chairperson

The Committee on Shared Ministry (CoSM) is responsible for tending to the health and well-being of our congregation as a whole. The CoSM's charter charges it, among other things, to

make recommendations whenever and wherever it deems necessary for the benefit of the ministry and the mission of the church...; serve as a forum to discuss the quality, directions and long-term vision of our ministry...; provide a conduit through which ministers and congregants may privately make known any ideas or concerns about the ministry of the church and work with the ministers and other committees to facilitate solutions to identified problems...; solicit ideas and listen for

concerns as its members participate in the life of the congregation; (and) works to assure continuity of ministry during periods of sabbatical leaves, illness and transition of ministers.

After last year's Annual Meeting, the CoSM sponsored two listening sessions regarding the role and composition of the Committee on Shared Ministry. The meeting was well attended and surfaced important questions and issues, and interest among a few participants to join the CoSM.

Over the summer, the CoSM sponsored six "cottage conversations" inviting congregants to share and hear each others' responses to Rev Huff's departure from her ministry with the Oakland Church. The conversations occurred in July and August, were facilitated by Rev Duhart, five ordained members and two lay leaders, and were attended by 45 congregants.

During the late summer, the members of the CoSM decided to suspend its function until the church enters a process of calling a new settled minister. This decision is in line with the Unitarian Universalist Associations recommended best practices when a ministry ends with a negotiated settlement (Rev Huff and the Board of Trustees parted ways under a negotiated settlement). The CoSM's responsibilities for reviewing requests for ministerial sponsorship, endorsement and ordination were transferred to the Board of Trustees.

At its final meeting with the Board of Trustees, the CoSM members expressed appreciation for each other and their ability to stay connected and in covenant during a very hard time in the church.

Unitarian-Universalist Service Committee

Submitted by Evelyn Sheridan

UUSC has had two funding campaigns this past year. One was a campaign to raise money for relief in the Philippines and the other was the *Guest at Your Table* annual fund raiser. The congregation gave generously to the Philippines relief fund and had a unknown response to *Guest at Your Table*.

Guest at Your Table fund-raising changed radically this year and while I tried to encourage people to make on line donations, I could not manage to set up a web site that would reflect FUCO's total donations. I will be working with UUSC throughout the year and, hopefully, be able to connect with tech oriented people locally to help me for this coming fall's collection. The sale of the chocolates only managed to fund itself. I am willing to talk to anyone interested in any of UUSC's programs including the College for Social Justice or any of UUSC's supported projects like raising the federal minimum wage and the tip minimum wage. Perhaps by summer of 2014, I will be able to host a discussion of the book "Behind the Kitchen Door", a UUSC recommended read about the modern day conditions restaurant workers are subjected to throughout the country.

FINANCIALS

Summary of 2014 Stewardship Campaign

Submitted by Molly Hermes

Through all of your efforts, this Fall, we had a great Stewardship campaign and could not have done it without you. Here are the results of all of our efforts:

We have 172 pledging households (individuals and families) to date. Our pledge base increased a total of 33% over 2013 with 36 new pledging families. Several families increase upwards of 100% from the year before. And in total, 73 of the 172 increased above 2013 not counting the 36 new households!!!! We have fully funded Rev. Jacqueline's ministry for the next 14 months, and for 2015 pledging will simply build in the sustained giving into the next year's campaign. We did a great job!!! Here's to a solid and growing 2014!!!!

	2014	2013	2011
Total Pledge Amount	\$351,000 (est.)	\$352,998	\$364,721
Fund for Future – Rev. Jacqueline Ministry	\$56,000		
Total Pledge for 2014	\$407,000 (est.)	\$352,998	\$364,721
Median Pledge	\$1,200	\$1,500	\$1,500
Average Pledge	\$2,409	\$2,401	\$2,282
Giving by Quartile	\$102,000 (per qtr)	\$88,000 (per qtr)	
First 25%	6	5	6
Second 25%	18	14	15
Third 25%	38	32	30
Fourth 25%	110	96	103
Total Commitments	172 (est.)	147	154
Active in Church Life but have not completed pledge form	49	48	48
Total Households	221 (est.)	195	202

New Pledging Members in 2014: **36**

Number of Members Increased Pledge in 2014: **73**

Number of Members Reduced Pledge in 2014: **15**

****Key Stewardship Activities for Program Year 2013 - 2014**

- 1) Continue to participate in the UUA Stewardship Year-Round Stewardship Program Training called FORTH. Our church is a FORTH congregation.
- 2) Have community gatherings/parties to promote generosity & stewardship through year.
- 3) Develop robust visiting steward program to welcome new members (1st quarter 2014)
- 4) Engage key constituencies in the church community and speak of time, talent, treasure and fair and equitable pledging to prepare for the Fall stewardship campaign (2nd & 3rd quarter 2014)
- 5) Conduct a full stewardship campaign in Fall 2014 (4th quarter 2014)
- 6) Stewardship education throughout the year on fair share giving, generosity, and service.

UUA Membership Certification

UUA Certification - Submitted 2/1/2014	
Total number of individuals and families who pledged	206
How many voting members do you have?	229
How many non-member UUs in congregation?	16
What is the current weekly attendance on average?	132
How many people are enrolled in religious education (nursery through high school)?	136

Account Balances

	12/31/2013	
Operating Account	\$ 44,147	Bank Balance
	(17,000)	2014 pledges paid in 2013
	\$ 27,147	From 2013 activities
	\$ (15,000)	estimated uncleared checks from 2013 as of 12/31/2013
	\$ 12,147	ending working balance for 2013 activity
Fidelity Account	\$ 16,000	\$10,000 for Hamilton Hall and \$6,000 for Operating Account
Hamilton Hall Checking	\$ 50,289	
Hamilton Hall Savings	\$ 50,143	
Musicopia Account	\$ 12,064	
Designated Accounts		
Fund for the Future	22,291	
Tom Haw Matching Fund	34,360	
Manse Fund	46,315	
Needed to balance	(5,500)	Funds already spent prior to 2013
Pending Reconciliation	(1,545)	
Intern Fund	3,146	
JTW Fund	538	
Green Sanctuary Fund	3,627	
GA Fund	75	
	\$ 103,307	
Total Cash on 12/31/2013	\$ 259,950	Recorded on bank statement
Fidelity Account 12/31/2013	\$ 16,000	
	\$ 275,950	
Mortgage Detail		
\$ 789,790		Mortgage balance when new loan documents issued
4.90%		Current Interest Rate
\$ 5,002.30		Monthly Payments with the remaining unpaid balance of the note due and payable January 15, 2020
\$ 638,786		Final payment (balloon payment) due January 15, 2020

Church Assets

	<u>1/31/2014</u>
Fixed Assets	
1701 · Land	20,000.00
1702 · Building	175,746.00
1703 · Building Improvements	
1703.1 · Bldg. Improvements Prior to R&R	4,635,988.32
1703.2 · Bldg. Improvements - R&R	146,776.00
1703.4 · Hamilton Hall Restoration-2009	1,907,635.00
Total 1703 · Building Improvements	6,690,399.32
1704 · Furnishings & Equipment	
1704.1 · Furn. & Equip. Prior to R&R	208,242.09
1704.2 · Furn. & Equip.- R&R	136,367.67
Total 1704 · Furnishings & Equipment	344,609.76
	-
1750 · Accumulated Depreciation	2,427,767.71
Total Fixed Assets	4,802,987.37
Other Assets	
1900 · Trusts & Endowments	
1901 · Boston - George E. Grant #195	16,221.14
1902 · Boston - Grant Memorial #196	32,442.32
1903 · Boston - 1st Unitarian Mem.#420	120,856.10
Total 1900 · Trusts & Endowments	169,519.56
Total Other Assets	169,519.56
TOTAL ASSETS	5,216,822.87

2013 Actuals to Budget

	2013 Actuals	2013 budget	Delta
<i>INCOME</i>			
<u>Income-Unrelated Business Income</u>			
Rental income	\$ 59,855	\$ 52,000	\$ 7,855
Bookstore sales and costs	617	450	167
RE and Family Ministries	7,582	6,000	1,582
Community building revenue	85	200	(115)
Programs and other events	345		345
Misc. Revenue (Diversity of Ministry Grant)	-	27,353	(27,353)
Subtotal	\$ 68,483	\$ 86,003	\$ (17,520)
<u>Income-Non Unrelated Business Income</u>			
Pledges - 2013	\$ 336,918	\$ 384,000	\$ (47,082)
Pledges - 2014	17,747		17,747
One-time gifts	9,131	3,000	6,131
Collection plate	21,454	12,000	9,454
Unrestricted income from endowment	36,910	34,750	2,160
Misc. receipts	812		812
Fundraising events	26,198	26,200	(2)
Chalice Camp	7,551		7,551
Stewardship Underwriting	700		700
Subtotal	\$ 457,421	\$ 459,950	\$ (2,529)
TOTAL INCOME	\$ 525,905	\$ 545,953	\$ (20,048)

	2013 Actuals	2013 budget	Delta
EXPENSES			
Expenses - Personnel			
Ministers	\$ 187,795	\$ 129,775	\$ 58,020
Other salaried staff	111,370	111,600	(230)
Hourly and project staff	54,297	51,306	2,991
Guest musicians	2,115	1,500	615
Guest ministers	550	2,500	(1,950)
Accounting (consultant)	41,592	41,500	92
Choir conductor	11,000	11,500	(500)
Other independent contractors	13,571		13,571
Subtotal	\$ 422,288	\$ 349,681	\$ 72,607
<u>Expenses - Professional and staff benefits</u>			
Pension Plan Contribution	\$ 25,728	\$ 21,250	\$ 4,478
Medical insurance	48,194	41,972	6,222
Parking	375		375
Professional expenses	10,364	12,050	(1,686)
Payroll costs	23,548	23,000	548
Subtotal	\$ 108,209	\$ 98,272	\$ 9,937
TOTAL PAYROLL AND RELATED	\$ 530,498	\$ 447,953	\$ 82,545
<u>Expenses - Building and facility</u>			
Supplies, equip., utilities, maintenance	\$ 35,771	\$ 42,900	\$ (7,129)
Subtotal	\$ 35,771	\$ 42,900	\$ (7,129)
<u>Expenses - General and administrative</u>			
Supplies, postage, copier, phone, internet, insurance	\$ 43,010	\$ 46,100	\$ (3,090)
Subtotal	\$ 43,010	\$ 46,100	\$ (3,090)

	2013 Actuals	2013 budget	Delta
<u>Expenses - Finance charges</u>			
Bank and other	\$ 4,232	\$ 3,750	\$ 482
Subtotal	\$ 4,232	\$ 4,250	\$ (18)
<u>Other Expenses</u>			
Fees, piano storage, food/drink, Children and Family Ministries	\$ 8,054	\$ 1,500	\$ 6,554 ⁱ
Cost of auction	332		332
	1,897		1,897
Subtotal	\$ 10,282	\$ 1,500	\$ 8,782
<u>Expenses - Program groups</u>			
JTW		\$ 500	\$ (500)
Adult Faith Development		1,000	\$ (1,000)
Interweave		500	(500)
Stewardship	656	1,000	(344)
Leadership Development Team		400	(400)
Children and Family Ministries		2,000	(2,000) ⁱⁱ
COSM		750	(750)
Belonging and Beyond	112	1,500	(1,388)
Board		200	(200)
Worship/Music	710	800	(90)
General Program Supplies	905	100	805
Program Expenses-Other	462	(500)	962
Subtotal	\$ 2,845	\$ 8,250	\$ (5,405)

	2013 Actuals	2013 budget	Delta
<u>Expenses - Denominational support</u>			
UUA	\$ 9,000	\$ 9,000	\$ -
PCD	4,500	4,500	-
Partner church	350	1,500	(1,150)
Subtotal	\$ 13,850	\$ 15,000	\$ (1,150)
Gain/Loss on Sale of Stock	\$ 2,105		
Unrealized Gain/Loss Endowments	\$ (5,674)		
Subtotal	\$ (3,569)		
TOTAL ALL EXPENSES	\$ 636,918	\$ 565,953	\$ 70,965
Surplus/(Deficit)	\$ (111,013)	\$ (20,000)	

	2013 Actuals	2013 budget	Delta
<i>PART B: PASS THROUGH BUDGET IN OPERATIONS</i>			
Journey Toward Wholeness	2,630	2,500	
Journey Toward Wholeness Expense	(3,423)	(2,500)	
	\$ (793)	\$ -	
Men's Retreat	4,287	5,000	
Men's Retreat Expense	(3,162) ⁱⁱⁱ		
	\$ 1,125	\$ 5,000	
Annual Retreat	11,528	10,000	
Annual Retreat Expense	(13,197)		
	\$ (1,669)	\$ 10,000	
Women's Retreat	6,868	4,000	
Women's Retreat Expense	(9,279)		
	\$ (2,411)	\$ 4,000	
Ordination	2,408 ^{iv}		
Ordination Expense	(2,863)	(2,000)	
	\$ (456)	\$ (2,000)	
Special Collections	\$ 1,928	\$ 1,200	
Surplus/(Deficit) of Pass Through Items	\$ (2,276)	\$ 18,200	\$ (20,476)
TOTAL ALL OPERATING Surplus/(Deficit)	\$ (113,289)	\$ (1,800)	\$ (111,489)

	2013 Actuals	2013 budget	Delta
PART C: DESIGNATED ACCOUNTS			
Interest Income - Hamilton Hall Savings	52		
Hamilton Hall Capital Campaign Revenue	74,941	70,000	
Hamilton Hall Expense - Mortgage Interest	(46,698)	(70,000)	
Total	28,295	-	
Musicopia Revenue	1,129	1,800	
Fund for the Future (Both Building and Funding Rev. Jacqueline)	13,754		
Fund for the Future (Fund Rev. Jacqueline Only) - 2013 Pledges	3,347		
Fund for the Future (Fund Rev. Jacqueline Only) - 2014 Pledges	5,191		
	22,291		
Mary Ann and Tom Haw Fund for Community Ministry	34,400		
Designated Activity Recorded on Doug's Budget to Actual Sheet	86,115	1,800	\$ 84,315
(note, does not include all activity in the designated accounts such as Hamilton Hall principal payments, and transfers/true-ups)			
Overall Surplus/Deficit (Total)	\$ (27,174)	\$ -	\$ (27,174)

ⁱ *Chalice Camp supplies, Rev. Kathy's Party*

ⁱⁱ *budgeted for 2014 in general and administrative where the actuals are recorded*

ⁱⁱⁱ *expense not budgeted*

^{iv} *revenue not budgeted*