

# **First Unitarian Church of Oakland**

## **ANNUAL CONGREGATION MEETING**

**Sunday, March 17, 2013**



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**Wendte Hall  
685 Fourteenth Street, Oakland, California**

**Agenda**  
**FIRST UNITARIAN CHURCH OF OAKLAND - Annual Congregational Meeting**  
**Sunday, March 17, 2013**  
**8:30 AM to 11:20 AM**

8:30 AM	<b>Breakfast</b> -hosted by Board of Trustees <ul style="list-style-type: none"> <li>• Table Reflections</li> </ul> <p style="text-align: right;">Wendte Hall</p>
8:50 AM	<b>Gathering Prayer &amp; Chalice Lighting</b> - Rev. Kathy Huff, Senior Minister
9:00 AM	<b>Welcome</b> -Giselle Ampuero, Board of Trustees President <ul style="list-style-type: none"> <li>• Reading of Congregational Covenant –Congregation</li> <li>• Quorum Count – Secretary of Annual Meeting</li> <li>• Installation of Moderator - Board of Trustees President</li> </ul> <p><b>MOTION to elect Moderator</b></p> <ul style="list-style-type: none"> <li>• Review Agenda, Rules of Order, and Voter Eligibility -Moderator</li> </ul>
9:15 AM	<b>Recognition of Outgoing Leadership</b> <ul style="list-style-type: none"> <li>• Recognition of retiring Trustees: Bob Crowe, Giselle Ampuero, Claudia Morgan - Anne Lown, Board of Trustees –</li> <li>• Recognition of retiring congregational member of the Coordinating Team: Kristen Montan - Rev. Kathy Huff</li> </ul>
9:30 AM	<b>Congregational Business</b> –Moderator <ul style="list-style-type: none"> <li>• Election of four Trustees to full terms (2013-2016)  Candidates: Jaki Lee, Dan Goss, Chris Sutherland, Claudia Morgan</li> <li>• Proposed motion to establish the Committee on Shared Ministry as a Committee of the Congregation - Randall Wright, Board of Trustees</li> <li>• Election of five members of the Committee on Shared Ministry (pending approval of prior motion)  Charlotte Dickson to one year term (2013-2014)  Liam Aleguire to one year term (2013-2014)  Noemi de Guzman to two year term (2013-2015)  Gerre McKenna to two year term (2013-2015)  Dick Bailey to three year term (2013-2016)</li> <li>• Proposed motion to establish the Nominating Committee as a Committee of the Congregation - Randall Wright, Board of Trustees</li> <li>• Motion to elect the members of the Nominating Committee to serve from March 2013 – March 2014 Annual Meeting (pending approval of prior motion)  Giselle Ampuero to one year term (2013-2014)  Bev Smrha to one year term (2013-2014)  ReeAnn Dixon to one year term (2013-2014)</li> </ul>
10:30 AM	<b>Status on potential call of Rev. Jacqueline Duhart</b> - Jill Miller, Board of Trustees
10:40 AM	<b>Financial Report</b> –Julie Baeder, Coordinating Team lay member for fiscal health
11:15 AM	<b>Closing words</b> - Rev. Jacqueline Duhart, Assistant Minister of Community Engagement
11:20 AM	<b>Adjournment of Congregational Business Meeting</b> – Moderator

## Rules of Order

1. In accordance with the bylaws, 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, in the discretion of the Moderator, cannot be completed within the time allocated on the agenda, the matter will be referred back to the Board of Trustees with the charge of arranging for an opportunity for congregational discussion and vote, if needed, within the next 60 days.
3. 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 should be brief and to the point.
  - c. The Moderator may limit comment.
4. Robert’s Rules of Order apply, except that the above rules will prevail in the event of conflict.
5. The church’s bylaws specify that members with recorded contribution at the rate of \$100 per year are eligible to vote. Accordingly, the Church Administrator will provide the Secretary of the congregational meeting with a list of the names of those members who are eligible to vote at the congregational meeting.
6. All speakers at the annual meeting must use one of the microphones to speak. Before speaking, speakers must be recognized by the Moderator.

Adopted by the Board of Trustees  
Revised on March 12, 2011

## Our Ends Statements

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.

### Congregational Covenant of the First Unitarian Church of Oakland

In the spirit of love and in service to our shared commitment to build an intentionally multigenerational, multiracial, multicultural, anti-oppressive religious community, we covenant to:

- Encourage and grow relationships with one another based on mutual understanding and respect;
- Work intentionally to counter oppression and prejudice among ourselves and in the world;
- Listen actively to the needs of others, assume best intentions, and acknowledge differences among us;
- Value and speak our truth, while also valuing the many truths that live within our religious community;
- Engage in direct conversation when we have conflicts or concerns, and seek equitable solutions;
- Give generously of our spiritual gifts and material resources;
- Offer help when we can and ask for help when we need it.

In caring for the common principles that unite us, we will do our best to uphold this covenant and do our part to build beloved community.

---adopted by vote of the congregation at the Annual Meeting March 18, 2012

## **Board of Trustees Candidates - Bios and Statements of Interest**

Dear Congregation,

Below are the statements of interest and biographical information for this year's candidates to the Board of Trustees. Of note, this year Claudia Morgan is re-upping to a full term. Last year, she was elected to one year in order to fill out a board member's incomplete term. Also, this year the board voted to increase its size by one member so four candidates are being presented on the slate. Each of the candidates brings a wealth of experience, with leadership in various parts of the church and numerous skills that will help our church to achieve its vision of diversity and inclusivity. We hope you will enjoy reading these statements and that you will attend the March 17 Annual Meeting to vote for your candidates. Thank you.

Your Nominating Committee,

Randall Wright, chair; Elinor Mattern, Michelle Ma, Diana Verhalen, and Rinda Bartley

### **Jaki Lee**

Jaki was born in Los Angeles and moved to Oakland in 1978. She has done volunteer work with the Woman's Research Cancer Center. She worked with Lavendar Leaf, a lesbian community organization that provides financial relief and food to those in need. She currently serves on the board of NIA, an organization that helps young lesbians of African descent who may be struggling with discrimination surrounding their LGBT identity. She also works with the S.F. GLBT Historical Society Women's Committee. Jaki believes in diversity and believes that it's very important for the whole church to work together. Jaki is particularly interested in bringing more unity to our many church groups so that there is greater coordination and mutual support. Jaki started coming to UU Oakland three years ago. She is a member of Journey Toward Wholeness and the current leader of Interweave.

### **Dan Goss**

Dan's family converted to Unitarian Universalism when he was 7 while living in Southern California. Dan was involved in, and deeply influenced by, Liberal Religious Youth, as the UU youth movement was named then. Dan joined the First Unitarian Church of Oakland in 1988 and has been deeply committed to its vision of a loving, inclusive, and justice-seeking community ever since. Dan's involvement has taken many forms, including service in the choir, folk orchestra, Joyful Noise band and dance choir; stints in religious education, finance, and worship committees and two years on the Executive Committee as well as two previous terms on the Board of Trustees. One of Dan's deepest connections to the congregation was made when we dedicated ourselves to his son Dash 11 years ago. Dash is now playing drums for the Joyful Noise band.

Dan brings depth of experience and knowledge with the Policy Governance model that the Board is using, and is interested in leveraging that knowledge to help the Board make a difference in our church life.

Dan lives in an extended community household with his son and wife and two other First Unitarian Church of Oakland families. He enjoys music, reading, poker, dance parties and being with friends and family.

### **Claudia Morgan**

I began attending First Unitarian Church of Oakland over ten years ago because I was looking for a larger community of diverse thinkers and activists. I fully embrace our vision for this urban church with our many "multi's" vision and look forward to our continued evolution. As the years continue, my involvement in the church has grown:

- I am co-webmaster of the church website
- I am owner/moderator of the unofficial church Yahoo listserv
- I was a Pastoral Associate for over three years
- I've lent my technical talents to the church by serving on two ordination committees and last year's Auction, among other adhoc groups. Last year, I served on the Board of Trustees as a replacement for a vacated seat.

Music has been a BIG part of my involvement with the church: I have twice served on the Music Committee, am a charter member of Band Without Borders and every Sunday I play guitar with Joyful Noise prior to the second (celebratory) service. When I play at church, I get to look into all of your eyes and see your engagement and participation in the music. That is a gift you give to me every week. I see my work with the church (providing pastoral care, playing music, offering my technical expertise to the church and various committees) as being an extension of who I am. Continuing my service to the church as a Board member is just another way I can contribute to the life of the church. Personally, I have been with my partner Nita Crow for almost thirty years (!!). I live in the Glenview district of Oakland with Nita, two cats and two dogs.

### **Chris Sutherland**

Chris has been a Unitarian Universalist since joining this congregation in 1996. She is proud to have raised her daughters Molly and Rose in our faith. As a member of First Unitarian Church of Oakland, Chris served as co-chair of the Phase Two Capital Campaign to restore Hamilton Hall, for three years as the Lead Convenor of the Council of Convenors, and from 2004 to 2011 as the Chair of the Committee on Ministry. She was among a group of members who made the pilgrimage to our partner church in O'kland, Transylvania in the summer of 2011 and her daughter Rose is returning to O'kland this summer to be of service to our partner church there.

In her professional life Chris owns a philanthropic consulting firm called Sutherland ~ Edwards, which advises community and private foundations and larger regional, national and international nonprofit organizations on strategy, board development and organizational development. Prior to her work as a professional consultant, Chris worked for 13 years in nonprofit organizations primarily serving the low-income and immigrant communities. She later worked as a grant maker in two Bay Area foundations. She is excited to bring her professional expertise to her congregation at this moment in its evolution.

Chris is a native San Franciscan and has lived in the East Bay for her entire adult life. In her free time she enjoys running, cooking, travel and watching reality TV.

## **MOTIONS FOR DISCUSSION AND VOTE**

### **Explanation of Proposed Motions**

The Board of Trustees and the Committee on Shared Ministry together present the following motions for a congregational vote. The motions are intended to empower the congregation through direct democracy. The motions move the current Committee on Shared Ministry from a committee of the Board back to a committee of the congregation, and move the Nominating Committee from the Leadership Development Team and BoT to a committee of the congregation.

#### **1. Motion to Establish the Committee on Shared Ministry as a Committee of the Congregation**

The Committee on Shared Ministry shall be elected by the congregation at the annual meeting. The committee shall be responsible to the congregation for evaluating the shared ministry of the church and for making recommendations to strengthen it. The committee shall have up to six members who will serve staggered, three year terms. Members may serve up to two consecutive terms and must be elected to each term. If an elected member of the committee resigns during their term or is otherwise unable to conduct the duties of the office, the committee members may fill the vacancy until the next annual meeting where a replacement will be chosen by the congregation. Nominations for the Committee on Shared Ministry shall be made by the Nominating Committee with significant input from current members of the Committee on Shared Ministry and the called minister(s). The committee shall establish and publicize its policies and procedures to the members of the congregation. The committee shall report to the congregation on the state of ministry on an annual basis.

#### **2. Motion to Elect the Members of the Committee on Shared Ministry**

- Charlotte Dickson      One year term
- Liam Aleguire          One year term
- Noemi de Guzman      Two year term
- Gerre McKenna        Two year term
- Dick Bailey             Three year term

### **Committee of Shared Ministry Bios and Statements of Interest**

#### **Charlotte Dickson**

Charlotte and her husband Jack Macy found the Oakland church in 1997 and since then they have raised their daughters, Eliza and Lydia, and have grown their marriage in the embrace of its beloved community. Charlotte has held many leadership positions in the church including chairperson of the Center for Urban Family Life, founding member of the JTW Transformation Team and member of the Dreaming Team. She was a children's religious education teacher for five years and is currently the chairperson of the Committee on Shared Ministry. Charlotte would like to continue her membership on the CoSM for one more year in order to deepen the committee's contribution toward strengthening the shared ministry of our lay leaders and professional ministers.

## **Dick Bailey**

Dick is reminded of the words of Bill White that were shared during a Journey Towards Wholeness worship service a few years back: “The future of society is being formed now in the hearts and the minds of the children.” Like the many other possibilities for service this congregation pursues, both within and beyond our walls, he believes that the Committee on Shared Ministry reflects this sense of shared purpose and responsibility, and he would welcome the opportunity to join their number.

Dick and his partner Greg Hunt came upon First Oakland while “church shopping” in March 1994, attending a worship service based upon Maurice Sendak’s “Where the Wild Things Are.” They were attracted to the diversity of sources from which worship was drawn, to the affirmation and celebration of the Divine in all and to the strength of conscience, compassion and commitment to “the other” of members of this congregation. Over time, Dick has been a member of the Leadership Development Team, Adult Religious Education, Hamilton Hall Restoration, and Music Committees; the Committee on Ministry and the Ministerial Search Committee that represented the congregation in recruiting, assessing and recommending candidates for our settled ministry. He has also served as a visiting steward, co-chair of the General Gifts component of the most recent capital campaign, house manager for various musical fundraisers and musical director for Polly’s Phat Phollies. Dick has been privileged to stretch and bear witness as a worship associate and is honored to share in congregant’s personal journeys as a pastoral associate. He attended Jubilee Two as a participant and as a lay chaplain and co-chaired the steering committee that helped this church achieve Welcoming Congregation status. (For fun, he takes naps.) Dick and Greg have been together for nearly 29 years, married for four and blessed for life.

## **Liam Alequire**

Liam has been a member of the Committee on Shared Ministry (CoSM) for the past four years and hopes to continue serving to help further develop the group as they continue to live out their charge of monitoring and advocating for the shared ministry, mission and vision of the church. Liam is especially interested and involved with the CoSM's interactions among its members, the Board of Trustees, our ministers and congregants.

Liam and his wife, Giselle Ampuero, have been active members of the church since 2005. Liam participates in the young adult group and helps update the church website on a regular volunteer basis. He works in San Francisco as a web designer, and has been a UU for the past 20 years. The church has become an integral part of this life and he is honored to have had the opportunity to serve in various capacities of our congregational life.

## **Gerre McKenna**

Gerre joined the First Unitarian Church of Oakland in 2006, after having been a member of UU churches in Monterey and Long Beach, California. She resides at St. Paul Towers, a senior residence in Oakland, happily moving to the Bay Area to be near four of her five children. Her commitment to this church community is deep, pledging her financial resources as well as her creative energies at the welcome table, Journey toward Wholeness, the auctions each year, Allies for Racial Equity, the Ella Baker Center, and serving



as a mentor with the Lafayette School Mentoring Program, now Boost! West Oakland. This commitment to the health and outreach of our congregation on many levels provides the impetus for her desire to continue to serve as a CoSM member.

### **Noemi de Guzman**

When Noemi discovered Unitarian Universalism on the internet nine years ago, she was immediately compelled to visit the nearest UU church, First Unitarian Church of Oakland. She joined in January 2005 and her life has been transformed as her relationship with the church has deepened. Over the years she has enthusiastically shared her time, treasure, talent and love to support this radically inclusive, justice centered, and spiritually alive religious community, for today and for the future. Her involvement has included serving as covenant group convener, capital campaign visiting steward and member, secretary, and president of the board of trustees. Noemi joined the CoSM in 2011, and she looks forward to continuing to serve and attend to the health of the church in these exciting times. Noemi immigrated from the Philippines with her parents and five siblings in 1968 and they made their first home in Oakland. She has worked with a national integrated health care organization for 23 years and her current responsibilities include developing quality programs to assure language access and equitable care for members and patients. She shares her home with the love of her life, their two teen-aged sons and the best dog.

### **3. Motion to Establish the Nominating Committee as a Committee of the Congregation**

The Nominating Committee shall be elected by the congregation at the annual meeting. The Nominating Committee shall be responsible to the congregation for identifying, vetting and presenting to the congregation, nominees for the Board of Trustees, the Committee on Shared Ministry and the following year's Nominating Committee. The Nominating Committee shall have up to five members who will serve for one year terms. Members may serve up to two consecutive terms and must be elected to each term. If an elected member of the committee resigns during their term or is otherwise unable to conduct the duties of the office, the Board of Trustees may fill the vacancy until the next annual meeting, where a replacement will be chosen by the congregation. The Nominating Committee term shall commence at the conclusion of the annual meeting at which they are elected and end at the conclusion of the subsequent annual meeting. The Committee shall establish and publicize its policies and procedures to the members of the congregation.

### **4. Motion to Elect the Members of the Nominating Committee to serve from March 2013 – March 2014 Annual Meeting**

- Giselle Ampuero
- Bev Smrha
- ReeAnn Dixon

## **Nominating Candidates Bios and Statements of Interest**

### **ReeAnn Dixon**

Hello, I'm ReeAnn Dixon, and I very much look forward to being a part of the 2014 board nominating committee. After serving on the board myself, I have ideas as to what the board might like to accomplish and am excited to be a part of the process of selecting interested members as nominees. Being a board member is challenging and rewarding and is vital to the operation of our church.

I've been a committed church member since 2005 and have served on the board, facilitated a covenant group, been church photographer and currently facilitate Interweave Conversations for LBGTIQQA. I am also involved, outside the church, in LGBT activism, am semi-retired with two part time jobs; I have a small computer consulting business, do some professional photography and am president of my homeowners' association board.

### **Giselle Ampuero**

Giselle was born and raised in Lima, Peru, then moved to California in her early 20s. She was introduced to Unitarian Universalism by her (now) husband Liam Aleguire and together they joined First Unitarian Church of Oakland about 8 years ago. She has been attending Sunday services ever since and has shared her gifts with our community as teacher for Club UU, Our Whole Lives (Lifespan Sexuality Education class), as dancer/singer for Bands Without Borders as well as other church committees. Most recently she has been spotted facilitating as board president of our church. She is very passionate about working towards dismantling racism and other forms of oppression in our community and to this end she has participated in several Jubilee II trainings and other related workshops. Most of her days are filled with love and curiosity as she guides her preschool students to discover their world and themselves and supports them in staying connected to what is alive in them each day. As Giselle's term on the board comes to an end, she will be honored to serve on the Nominating Committee and continue to encourage members to serve as policy makers.

### **Bev Smrha**

Bev has been an active member of this church since 1983 when our church began a dynamic revitalization process from a declining membership to a vibrant one. Since her retirement from the UUA staff about ten years ago, she has served as a worship associate, on the Dreaming Task Force, and on the Transitions Team as well as on the Board of Trustees. She continues to serve as facilitator of one of our covenant groups, facilitates the CONVERSATIONS program and coordinates our engagement with the Balazs Scholars Program at Starr King School for the Ministry. Bev is currently serving on the Monitoring Team and the Financial Development Team. The current church challenge that enlivens her most is our deepening work to become an authentic Beloved Community so that we can be the multicultural congregation that we yearn for.

## ANNUAL REPORTS

### **Board of Trustees Report** - Submitted by Jill Miller, Vice President, Board of Trustees

This year the Board continued its commitment to working more collaboratively and efficiently, responding to the needs of the congregation and doing its work through the lens of our multicultural vision. The following highlights the Board's work and processes.

The Board continues to open and close all meetings with reflective, centering and inspirational readings, and it has now incorporated multicultural activities into each Board meeting (15 mins.) to engage in self-reflection and/or discussion regarding the places of power, privilege and marginalization as it lives and/or operates on the Board, in our church, and in our surrounding communities.

The Board's annual priority (2012-2013) was focused on stewardship, supporting and promoting the fiscal health of the church. Our board treasurer Bob Crowe served as Board liaison to Stewardship Committee.

As a Board we accepted the Committee on Ministry's proposal to become a committee of the congregation, and to change its name and focus to Committee on Shared Ministry (CoSM). The Board also heeded the CoSM's request to address the future of Rev. Jacqueline Duhart, moving her status from a hired to a called Associate Minister of Community Engagement. The Board delegated the task back to CoSM to create an avenue for the congregants to share their thoughts and ideas about their desire to call an Associate Minister of Community Engagement, and their desire to maintain Rev. Jacqueline Duhart in that role.

The Board also sought consultation and advisory support during the past year to continue building leadership skills and understanding of policy-based governance. Consultants included: Louise Wolfgramm from Unity Church, PBG consultant and Rev. Robert Latham, senior consultant, and interim executive of the Pacific Central District.

The Board agreed to find ways to support Journey Towards Wholeness (a committee of the Board) in its mission. As a result, JTW and the Leadership Development Team will be co-hosting a Jubilee 2 weekend in May 2013.

The Board also authorized the Executive to investigate selling the Austin organ; at this time no final decisions have been made.

Lastly, the board continues its conversations regarding monitoring and linkage and it created working groups to address these issues. In addition the board welcomed, and continues to welcome, congregants at our monthly meetings.

In Faith and for Justice,  
Board of Trustees Giselle Ampuero (President), Jill Miller (Vice President), Bob Crowe (Treasurer), Margaret Woodside (Secretary), Brian Jeffries, Andy Lee, Anne Lown, Claudia Morgan and Randall Wright.

## **Report of the Committee on Shared Ministry** - Submitted by Charlotte Dickson

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."

Key activities and accomplishments of the past year include:

Establishment and oversight of the Transition Committee to assess the potential call of Reverend Jacqueline Duhart as Associate Minister of Community Engagement.

Evaluation of Reverend Jacqueline Duhart's ministry for the UUA Ministerial Fellowship Committee.

Change in name from Committee on Ministry to Committee on Shared Ministry to reflect the church's commitment to shared ministry between professional ministers and lay members.

Review of church organizational structure and recommendations to establish Committee on Shared Ministry and Nominating Committee as committees of the congregation.

Strengthened linkages with Board of Trustees through participation in monthly Board of Trustees meetings and quarterly retreat.

Committee on Shared Ministry

Noemi de Guzman, Charlotte Dickson, Liam Aleguire, Gerre McKenna

## **Senior Minister's Annual Report** - submitted by Rev. Kathy Huff

In our shared ministry to pursue the ends we have set for our religious endeavors "within, among and beyond" as a "radically inclusive, justice centered, spiritually alive community" we continue to learn and grow together in spirit and practice. In many ways last year was like any other. We worshipped, prayed and played together. We gave time, talent and treasure to create a more just and compassionate world beyond ourselves. We welcomed thirty-one people into membership and we tended to our organizational structures and practices by gathering leaders together for meetings and trainings. Over 100 people are actively serving on teams, committees or task groups. Our children and youth regularly participate in worship, explore monthly themes, gather for acts of service and have fun playing games that build confidence and community. We continue to offer an assortment of classes and practices for all ages that support our spiritual, emotional and intellectual health and wellbeing.

We sent clergy and lay teams to national trainings to learn best practices in building multicultural community. Your clergy team contributed to a Skinner House book about multicultural congregations and our church was featured for its work at the UUA General Assembly in Phoenix. Process Monitoring, Caucusing, and Mutual Invitation have become some of the practical tools we use to build meaningful multicultural community and keep ourselves accountable as an antiracist institution. Sustaining and deepening our connections to our religious cousins in Transylvania continues as we host the Starr King School Balazs scholar, the Rev. Adel Nagy.

We created new ministries such as the Lay Peaching Associates and, with Rev. Jacqueline's good ministry, strengthened our faith in action justice work in the wider community. We fed hungry children and their families in the summer and gardened to improve our neighboring parks. Our partnership with the Ella Baker Center for Human Rights was formally recognized through ritual and celebration. We even won a statewide "Energy Oscar" from California Interfaith Power and Light. A relationship with the African American Museum has opened new possibilities for the future with our nearest neighbor. Interweave events support our LGBTQIA communities and along with the Journey Toward Wholeness and Allies for Racial Equity work together to counter oppressions.

Our archives have received needed attention and our building and grounds continue to be lovingly painted, planted and prepared by staff and dedicated volunteers. We added some comfortable new chairs to our facility and supported another church with a donation of the best of our old ones. We've learned that it takes our aging building much more time to clean and that our carpets need removal and replacing. Our desire to be a radically inclusive continues to develop. This year we revitalized our scent free practices and due diligence in using and encouraging scent free products to create spaces that work better for all.

The December concert blessed us once again with its many musical offerings and comedic banter, raising both money and spirits. An ad hoc Financial Strategy Team met and made important recommendations regarding our financial future. A Beyond Vision 2012 workshop drew over 100 people together to consider next steps in stabilizing our fiscal house for the next generation.

Thankfully we had fewer staff transitions to navigate this year. Sasha Hood, our Spirit Games Leader, moved on to pursue midwifery full time and Jenna Ornbaun was hired as a part time Sunday morning Spirit Games Leader for our children and family ministries. We said goodbye to Mary Margaret Scribner who retired from her long time bookkeeping position. We then consolidated our finance department resulting in the departure of Lucia Haet, Assistant Administrator for Stewardship. Doug Johnson now expertly handles our accounting and bookkeeping needs as our Finance Operations Manager. Trente Morant's contract as choir director was renewed for another year and vocalist and piano player Denise Blase joined our church music staff. We also gratefully accepted the volunteer services of ordained hospice chaplain Rev. Nada Velamirovic. She joins with Rev. Dan Kane to work closely with our entire Pastoral Care team.

Our board is doing its best to provide vision and policy making accountability. Our capable staff and a deeply committed Coordinating Team continue to manage many aspects of the day-to-day life of our sometimes overly complicated church system. These groups, along with the Committee on Shared Ministry and myself are working to deepen participation and ownership of both the big picture possibilities as well as

the every day aspects of “doing church.” Together we continue to learn from each other, gaining much wisdom, as much from our successes as our mistakes.

In looking back, after ten years serving as your settled minister, there is much to celebrate and consider as we look toward an uncertain future. What I have appreciated about the Oakland church has been our collective ability to change and grow even when the work at hand is sometimes messy or difficult. Our time together has been rewarding and has offered some unique challenges.

As anticipated, the congregation has some urgent and compelling work ahead. Many of us, including me, enthusiastically agree that calling a second minister is needed for the success and ongoing vibrancy of our church. Most immediately, we must address the need to secure an operating budget that will support the salary and benefits of an associate minister at  $\frac{3}{4}$  time and, by the end of FY2014, begin repayment of the loan that paid for our Hamilton Hall renovation. The figures for this are daunting but not impossible. It will take much of our collective energy and creativity to make it happen. We will not always agree on the best way to get it done and yet, as we say on many a Sunday morning “we need not think alike to love alike.” At the end of the day, may love be the guide that shows us the way and grounds us in creating the world we dream about.

#### **Assistant Minister of Community Engagement Report** - submitted by Rev. Jacqueline Duhart

Oh, what a time the members, friends and allies at First Unitarian Church of Oakland have had with nurturing and growing multi-cultural, multi-generational, multi-racial, radically inclusive, anti-oppressive beloved community. This year we have expanded our outreach, deepened our connections, focused our energies and become more aware of the need to strengthen our spiritual practices.

Expanded our outreach: In collaboration with Affirming Hope Ministries, we tested our capacity to provide daily bread with a summer lunch program. Conclusion, yes we can. We partnered with the African Museum and Library (AAML) to offer a neighborhood Kwanzaa Celebration that included worship, a tour and lecture at AAML and a multi-cultural potluck in Wendte Hall. To be sure, it was meaningful, spirit-filled time together. And we continued to provide snacks for children at Boost! West Oakland and for the first time in the 10-year history of the program there were no children on the wait list for a mentor. This year in addition to a holiday rain gear drive we also collected back to school supplies.

Deepened our connections: More members, friends and allies attended the Ella Awards (annual awards gala and fundraiser for our community partner the Ella Baker Center for Human Rights) and gave more money. More people from First Unitarian and the surrounding neighborhoods participated in Throw Down the Town, City Wide Service Day. First Unitarian once again turned their attention to a morning of clean-up at two neighborhood parks, Lafayette Park and Jefferson Park.

Focused our energies: Well prepared for Justice General Assembly, we took the largest ever teen and young adult group as well as many first-timers. More aware of the need to strengthen spiritual practices there was an eagerness and hunger for conversations like Occupy-Decolonization Oakland: Living the Talk, when we came together to explore how faith supports being in the messiness of life and supports each and all, while we discern how to be and how to stand on the side of LOVE and *for* JUSTICE.

## Coordinating Team Report

The Coordinating Team (CT) is responsible for the day-to-day administration and management of church operations. The programming duo, lay leader Kristen Montan and church administrator Linda Hodges help manage our overall Every Member Ministry. Julie Baeder, our lay leader for fiscal health helps to manage the overall financial functioning of the church and provide accountability on behalf of the congregation in regard to serving the ends as it is related to our church finances. The team meets weekly and regularly consults with the senior minister.

Members of the CT reviewed and negotiated contracts for retreats, insurance, and IT support. We revitalized our practices around accessibility in regard to creating a scent free environment. We have also returned to serving fair trade coffee and encouraging members to contribute to the coffee supply. We worked to further streamline our financial processes and are working closely with lay leaders to strengthen our shared ministry.

We provided routine support to the various program groups and leaders throughout the year. This included helping groups navigate the system in regards to calendaring, building use, and policy compliance. Several program areas received direct administrative and logistical support to help make their events and programs run more smoothly. The CT approved new programs and initiatives such as the workshops on *Human Trafficking*; *The Mosaic Project*; *Active Hope Finding Our Power for A Sustainable World*; *Vintage Dancing*; *The Daily Bread Sumer Lunch Program*; *Pre Election Discussion*; and *Inside Palestine*. The CT also supported the efforts to move the community retreat from the spring to the fall and the women's retreat will be held in June starting in 2013.

The CT hosted two "come one come all" meetings with the leadership of the church. The goal of these meetings, which are open to all members, but especially for those on the Leadership Roster emphasized the three C's of collaboration, coordination and communication. As a group, the lay leaders in attendance decided to hold more regular meetings. In 2013 these will likely be held bi-monthly.

The CT continued its work to increase financial ownership. An ad hoc financial strategy committee was convened by Julie Baeder to make recommendations on how to build and sustain our fiscal future regarding calling a second minister and paying off our capital campaign debt. One result was a special Sunday service and the workshop "A Force for Change: Beyond Vision 2012" held on Sept. 30. More than a hundred members gathered for this church wide conversation and visioning process. This year's annual budget meeting was also the most well attended in years!

In 2012 Kristen Montan stepped off the team. His many contributions toward making our processes easy for new members to step into leadership roles cannot be overstated. He worked hard to rewrite our online forms and asked that all members, new and old, adhere to the guidelines, thus ensuring a democratic process for all. We thank Kristen for his insights and service to the church as a coordinating team member. Jodie Mathies has since joined the team as the Lay Person for Program Health. We are delighted to have her on the team and look forward to another year of shared ministry.

### **Journey Toward Wholeness** – Submitted by Jaki Lee

jtw had movie night in 2011 and 2012, and jubilee (anti racism training) in 2010 we are having another jubilee in may 2013.

### **Interweave** - Submitted by Jaki Lee

last feb2012 interweave had an poetry reading , we celebrated national coming out day had a workshop last april, and had a booth at Oakland pride ; all in 2012, reeann dixon does conversation (group) for interweave.

### **Report of Allies for Racial Equity (ARE)** – Submitted by Ingrid Mittermaier

Ever wondered why Sunday is often considered the most segregated hour in America? Ever wondered if probing into that question might elicit better explanations than what's offered by our less than thoughtful media? Ever said anything coming out of white privilege that wasn't received well? Your very own compassionate UU white allies group, known as ARE (Allies for Racial Equity), meets in the 3<sup>rd</sup> floor library every 2<sup>nd</sup> and 4<sup>th</sup> Sundays from 9:30 to 10:30 AM. This group looks at the history of racism in the U.S., at racism's present incarnations and at racism's surprising ubiquitous presence in our interactions and behaviors. Why study this difficult topic? Because change does happen, and having a little bit of knowledge can make that change happen faster than you might think. We have been watching the excellent PBS series on *The Civil Rights Movement, from Emmett Till to the Passage of Affirmative Action*. We have heard presentations on focused topics looking at racism in the present. And we left time for discussion, responding to the film, the topic, or other things on our mind. Notably, this group is specifically for white allies, as it provides a space where racism can be discussed without people of color needing to do the teaching.

### **Children and Family Ministries** - Submitted by Laila Ibrahim, Director of Children and Family Ministries

We deepened the successful worship model that was begun in the fall of 2010. The children that regularly attend children's chapel understand the liturgy, learned many songs by heart, reflected on the spiritual themes of the month and practiced meditation. More than 20 children and youth were involved in presenting worship in Hamilton Hall through skits, liturgical elements and Youth Sunday. More than 25 children participated in the K-1 and 4-5 Our Whole Lives Class. Events such as the women's retreat, Valentine's Dance, community retreat and the overnight, built connections and community among the children and their parents. Service outside the walls of the church included using collection money for the food pantry, gardening so that our grounds will add to, rather than take away from, the beauty of the neighborhood, and the collecting back to school supplies and winter gear for Lafayette School.

### **Worship Arts Team** - Submitted by Suzanne Van Houten

The Worship Arts Team, under the direction of our clergy, is comprised of lay worship associates, lay preaching associates and lay worship arts specialists. We continue to strive for a multi-generational, multi-cultural and multi-racial Sunday morning worship experience. The Worship Arts Team along with our



ministerial staff and our music staff pays in-depth attention to the mixture of words and music chosen to reflect our ends through the church's Sunday morning worship services.

Our Sunday morning services include historical liturgy and styles of music as well as current liturgy, texts, music, liturgical dance, puppets, small group Choral assembles, poetry and digital media.

We encourage our worship associates to share a variety of ancient, modern and original texts with the congregation during the Sunday morning worship services. We strive to attract an accurate sampling of our congregation within our worship leaders and associates. We introduced a change in the Worship Associates program by adding Year Round Preaching Associates. The Preaching Associates duties include preaching, leading and/or coordinating at least one worship service during the calendar year.

This past year the Worship Associate Team has continued to meet monthly. At the monthly meetings we explore ideas to contribute to Sunday morning services. Our services follow a monthly and yearly theme. We strive to deepen and broaden the theme by studying texts both prior to and during our monthly meetings.

Since our associates rotate off after two years of service, we hold yearly trainings in order to sharpen our skills and to bring new associates up to speed.

#### **Justice General Assembly 2012** - Submitted by Bev Smrha

More than twenty of our congregation chose to attend the *first-ever* Unitarian Universalist General Assembly that focused directly on Justice Ministry. A total of about 4,000 UUs from all over the country met for a week in Phoenix, Arizona, the hotbed of anti-immigrant laws and practices. It was both humbling and enriching.

The major witness and protest action was held at the site of the Tent City Jail outside the city of Phoenix where immigrants are housed in simple tents – no heating, no air conditioning (although the summer temperatures are as high as 120 degrees), with inadequate food and even inadequate water. Just down the road the city has a Humane Society for pets that is fully air-conditioned with adequate food and water. Seared in my memory are the sight and the sound of thousands of UUs – the busloads just kept coming – coming to witness for justice. We filled the very hot night with sounds of our marching and singing and praying together. Our local hosts who had invited us to participate were totally blown away with our number and commitment. And the prisoners heard us and knew that we were there to proclaim their humanity and protest their degradation. Being part of this unbelievably powerful and huge gathering of UU witnesses was totally awesome.

In stark contrast to that painfully searing memory is the memory of some of us in the Oakland contingent coming upon the gathering of youth from the Pacific Central District who was assembling to wait for the buses that were taking the thousands of us to the Tent City. This wait was very long; we were so many. Ryan Savage and the other leaders of the youth group invited us to join them. We sang and we danced and played musical games together while we grew in connection and commitment. The solidarity and love was palpable.

The GA Justice Task Force promoted, provided training and coordinated this large congregational effort. There were 6 delegates representing the congregation at the meetings. For more information and many personal stories contact: Heather MacLeod, Joani Blank, Daphne Parsons, Kurt Kuhwald, Bev Smrha, Emily Stoper, Tom Haw, Amy Petré Hill, Lucia Savage, Margaret Woodside, Julie Baeder, Akberet Hagos, Laila Ibrahim, Maya Ibrahim-Bartley, Betty Seiden, Therese Jimenez, Elinor Mattern, Claire Eustace, Rebecca Parker, Becky Leyser and Ryan Savage.

**Stewardship** - Submitted by Scott Gamble

The year began with *Storytelling by the Fireside* in January, an occasion for quiet conversation in an intimate setting. This event was part of Stewardship’s goal to build deeper connections within our community. January also marked the changeover to ongoing pledging in order to help simplify donating in the future and improve the budget planning process. In June we sponsored an Ice Cream Social after Sunday service, with the goal of reaching those who might not normally attend stand-alone events.

After making our tree green in 2011, for our fall 2012 campaign we encouraged all to get their acorn on the tree, by increasing the amount of their ongoing pledge by at least 10%. Let us give thanks to the many who have increased their annual pledge and the 22 in our community to date who increased by at least 10%. The total of member and friend donations for 2012 was \$339,869. Stewardship visits continued in the fall, with a special focus on welcoming new members to our community. We would like to give a big “thank you” to our visiting stewards: Giselle Ampuero, Rinda Bartley, Molly Hermes, Sherry Larsen-Beville, and Emily Stoper. 2012 Stewardship Committee: Will Benham-Baker, Bob Crowe, Joyce Cutler, Mary Foran, Molly Hermes, Jill Miller, and Scott Gamble.

2012 Member Pledge Breakdown

<b>Pledge Amount</b>	<b># Units</b>
Under \$100	15
\$100 - 1000	58
\$1001 - 3000	64
\$3001- 5000	10
\$5001 – 8000	7
\$8001 – 10,000	1
\$10,000 – 15,000	2
Over \$15,000	3
<b>TOTAL UNITS</b>	<b>160</b>

**Capital Campaign** – Submitted by Andy Lee

Tom Haw and I accepted the roles of Co-Treasurers of the Capital Campaign with trepidation, knowing that Gail Schulz was doing a brilliant job. But we have grown into our work and feel that we’re reaching closure on the campaign in a positive way, working with church staff and the financial team as we move

ahead. Even though we face financial challenges, we're confident that we as a community will rise to the occasion and continue to move in the direction of our highest values and aspirations!

**Auction 2012** - Submitted by Margaret Woodside

It gives me pleasure and some pain to look back on Auction 2012, The End of the World as We Know IT! The pleasure comes from getting to know a wonderful crew of helpers. The inner circle consisted of Alex Haider-Winnet, Kristen Montan, the can't live without them team of Eva Bunce and Bill Blakely. Judith Hunt always comes through, Joyce Cutler is a fountain of energy and generosity, Debbie Brown, the wizard of the Wine Raffle. Corless Smith took charge of preparing the food bought by Danny and Marilyn Schottenfeld. Nothing at all would have happened without the work of Joan Poulter and those who responded to her request for underwriting. Michael Fitzhugh and Sherry Larsen-Beville came in to save the bacon on the financial end. Emily Montan was the doorkeeper and ticket seller. There are so many people to thank...Stefan and Will Benham-Baker, the auctioneers and on and on. Then we must thank all the wonderful people who donated services and meals and vacations and then turned around and bought stuff! ReeAnn Dixon took fabulous pictures. Thanks one and all plus people I have missed mentioning. Where's the pain? Well, now I can't think of any! See you at the auction of 2013 on April 20th when we will celebrate our hope for the Greening of the Earth.

**Books Not Bars** - Submitted by Gerre McKenna and Corless Smith

Books not Bars, a program created by our church's partner, the Ella Baker Center for Human Rights, is an effort to change the justice system that sends so many people, mostly young men of color, to notoriously cruel and ineffective prisons. There has been progress: Only four youth prisons remain in California and youth who were sentenced to life terms before they were 18 now have a chance at parole. A bill to end solitary confinement will be reintroduced in the legislature and the effort to create a petition to end unlimited detention and to keep families together has been successful, too. By responding to Ella Baker Center's calls for letter and emails and personal attendance at hearings, the First Unitarian Church of Oakland has been part of this amazing change. But we're far from done. The Ella Baker Center continues to work for change in California and is taking its successful organizing and persuasive model to other states, so we have the opportunity to address the penal system throughout the country. Books not Bars' ambitious goal is to reduce incarceration by 50% over the next decade. We will be part of this!

Also, with First Unitarian Church of Oakland member Gerre McKenna serving as liaison to the St. Paul Towers Peace Circle, which she chairs, there is a personal connection between that group, the church and the Ella Baker Center's Books Not Bars Program. When Owen Li was with the Center, he made a presentation at St, Paul Towers and the Peace Circle became enthusiastic about having a prisoner at the Venture Youth Correctional Facility who was interested in receiving books of his choice. We entered into the relationship, and to date have sent three books and exchanged several letters. I think this has been a growing experience for all involved. Alejandro relates to a group of senior women, perhaps the age of his grandmothers, and we are stretched to read, at least the reviews, of books like, "Che, a Biography," which we recently sent him, with a letter and our personal wishes. We now work through Sumayyah Waheed at the Ella Baker Center and Jeff Bryant at the prison. In addition, the SPT Peace Circle has had a table of members at the Center's Annual

Awards Banquet, enabling the members to meet First Unitarian Church of Oakland folks too, and this has been a positive outcome, both to the relationship and the church's community outreach.

**Young Adult Network** - Submitted by Alex Haider-Winnett

This past year, Will Benham-Baker stepped down from coordinating the Young Adult Network and Alex Haider-Winnett stepped up. Building off of Will's good work, Alex encouraged the Network to think in three fields of focus: Community, Worship and Service. Our Facebook page continues to be very active. We have started a hospitality campaign during hospitality hour to welcome visiting young adults. We have also had monthly pot lucks that rotate between member's homes. On average, we have about eight to ten participants each month. We look forward to many future events together including game nights and after-service brunch outings. Young adults continue to participate in the planning and implementation of worship. We have three members on the Worship Associates Team and many more who sing in the choir and Joyful Noise. We have many young adults serving on committees throughout the life of the church and we continue to hope that more committees will welcome the leadership and innovation of young adults on their teams. We welcome collaboration between the Young Adult Network and other groups and committees in the church.

**Greeting & Welcome Membership Team** - Submitted by Jodie Mathies, Gil Dacumos, and Rev Duhart

This program is the first way we show congregants, friends, and visitors that we truly believe they are worthy and welcome. In 2012 we merged the Greeter/Usher function with the Welcome function; our members are becoming more comfortable stepping up to either role and are using a consolidated sign-up process. As with other programs in this church, we believe this work is critical, are grateful to our members and wish we had more! Gil and Jodie are still participating in Sunday activities, and have turned over leadership activities to the capable team of Micheas Herman and Laurel Egenberger.

Our umbrella organization also organizes events under the leadership of Rev. Jacqueline, helps her reach out to those filling out visitor connect cards or who visit the membership table after services, and prepares supplies for the Greeting and Welcome functions. Special thanks to Gil Dacumos and new member Karen McClelland for their help in the office.

In 2012 we held two sessions of Embracing Journeys: Welcome to First Unitarian and Unitarian Universalism (a two class series that welcome seekers and new members). There is a marked increase in attendance! We continue to offer Celebrate U-U Connects, a church-wide potluck that offers an opportunity to meet new members and deepen established friendships. A bonus this year is a large sign in Wendte Hall that reads "Welcome, Do You Have Questions?" This sign offers a visible place for people to gather and marks the spot where anyone can pick up interesting information like our monthly magazine, the Sower. The membership book is also on hand for those wishing to sign and join our beloved community.

*From Gil:* Initially I was somewhat reluctant to give up coordinating the ushers now known as "Greeters." Later, I eventually became quite pleased to see that the greeters were starting to use the Doodle scheduling tool; it liberated me. Therefore I am working with Membership assignments as a volunteer in the church office. I was also delighted to welcome and work with new members of the membership team: Karen McClelland, Laurel Egenberger, and Micheas Herman. To sum it all up... I'm pleased. Love and hugs, Gil Dacumos

## **Boost! West Oakland (formerly Lafayette School) - Submitted by Joan Poulter and Debbie Brown**

As we approach the end of our 16<sup>th</sup> year of providing one-on-one tutoring in this neighborhood school, we have proud success on one hand and some anxiety on the other. The pride comes from serving one hundred children each week with one-and-a-half hours of tutoring, with providing enrichment outings and holding luncheon meeting for parents. The anxiety is due to funding concerns. The staff and advisory board continue to put a lot of time and energy into addressing the projects financial needs, as well as recruiting tutors needed to ensure that we have no waiting list of children.

The church donated money from at least one Sunday's collection and recruited church members to be tutors and raised money for the program through publicity in church publications and the unofficial church listserv.

One church member serves on the Advisory Board and another church member collects healthy snacks and delivers them to the project. The snacks are disbursed to the children during their evening tutoring sessions. Next year we hope church members can find more ways to help with fundraising for Boost – a major need.

## **Pastoral Care Team - Submitted by Judith Hunt**

The 2012-2013 Pastoral Associates (PA) team was coordinated by Barbara North until September, and by Judith Hunt on an interim basis since September. Members were Dick Bailey, Hillary Benham-Baker, Gil Dacumos, Carolyn Devol, Judith Hunt; we bid farewell to Barbara North in September and welcomed Tara Noone at the same time. Our chaplains include the Rev. Nada Velimirovic and the Rev. Dan Kane whom we welcomed back from leave.

Pastoral Associates aim to provide comfort, help and support to people in the church all year around. We meet monthly to discuss the needs of individuals who are undergoing significant life events. We organize meals and rides for patients on return from the hospital, for new parents, phone calls and visits to people with less severe health problems, or the overstressed, providing moving help or other temporary needs. There are 21 people whom we are currently in some stage of helping. Gil is back from a health leave and cheerfully contacting people. Carolyn continues her hand-written letters of comfort and celebration on behalf of the PAs. All of us take on a variety of people and their needs.

We had a special PA "tune-up" in October with excellent role playing by Rev. Kathy and Rev. Nada. We are updating our Lend-a-Hand program in which several congregants are involved in pastoral work such as rides, babysitting, or walks on a more limited basis. We are now using TakeThemAMeal.com and Hillary efficiently handles the technical side. Thanks to Dick we have started "tabling" during hospitality hours one Sunday a month. We are updating the assignment of a PA to each board member for support.

Three of us read our [pastoralcare@uuoakland.org](mailto:pastoralcare@uuoakland.org) email and we receive referrals from the clergy and the church office, from our varied social contacts. Some people, who read our name tags, come to us directly in church and recently Tara handled one admirably. We also coordinate with other church members in

helping our fellow congregants. Currently, two cats are being housed and cared for by a former PA while their person is searching for housing. We hope we are nurturing and expanding the beloved community.

### **In Beloved Remembrance**

We remember with love and gratitude these beloveds who lived among us. The church members who died this past year -- Bart Byrne, Bonnie Craddick, Daniel De Solar ,Mary Ann Haw and Kevin McGown.

### **Women's Retreat** - Submitted by Emily Montan

For 2012 we chose another retreat site in hopes of meeting access needs as well as finding a really nice spot that was within reasonable driving distance. Unfortunately, neither happened but we ending up having a very nice time with a strong spiritual connection developed by our steering committee with Rev. Jacqueline's help. We continued some of our traditions of sharing of the bead to add to our necklaces and holding a great campfire with s'mores, plays, celebrations of our intergenerational sisterhood and grounding us to ourselves and the church. The service on Sunday was short and sweet. We finished by brainstorming on what we would like next year's retreat to be like - with a lot of valuable input from the women (young and old) who stayed on, despite the site's challenges, to the end. ã

### **Earth Justice Associates** – Submitted by Jack Macy and Brett Andrews

The Earth Justice Associates have focused on engaging with the congregation on a variety of opportunities to learn and participate in environmental justice advocacy efforts and deepen our connections and right relationship with the greater church and the Oakland community this past year. We have accomplished much in this time. We conducted the Active Hope church services and well-attended related workshop with Joanna and Jack Macy last April. We received a "2012 Energy Oscar" award for energy advocacy from California Interfaith Power and Light for our advocacy work on climate change projects such as protesting against the Keystone XL pipeline and, more locally, on the Rapid Bus Transit initiative as well as the Oakland Climate Action Coalition work, among others. We are actively evaluating a potential solar proposal that would be publically funded, have no upfront costs and we would own after 20 years.

As well, we are currently engaged with members of Journey Toward Wholeness (JTW) and Allies for Racial Equity with a new 5 part "Our Place in the Web of Life Workshop," which focuses on the systemic and environmental relationships that disproportionately impact people of color in Oakland and the East Bay with the goal of doing something about it. We are excited to have new members joining our efforts and encourage you to do so as well..

With faith and appreciation for the Earth Justice Associates,  
Brett Andrews, Francis (Francesca) Aubrey, Anne Blackstone, Andrew Brevetis, Tony Espinosa, Jack Macy, Tom Smith, Ann Parsons

### **Adult Faith Development and Small Group Ministries**

Mary Foran was the Adult Faith Development coordinator for part of the year. She has since moved on to dedicate more time to her part time ministry in Petaluma. This area was recently taken over by Emily

Stoper, Rick Hecht and Micelle Ma. The following programs were offered in 2012: A monthly *Destino Discussion Group* on the themes led by Tom Bozemen and Dan Wright; *Conversations: "Who and What We Are Becoming"* with Bev Smrha; *Our Seven UU Principles* with Emily Stoper; *The Gates of Wisdom* with Rev. Kathy Huff; *Immigration Reform as a Moral Imperative*, small group sessions with Amy Petre Hill; *Doctrine of Discovery Class* with Rev. Kurt Kuhwald; and *UU American Roots* with Emily Stoper. *The Elders and Others* and *the Church Book Group* groups met regularly. There are eight *Covenant Groups* that meet with approximately 70 participants.

**Unitarian Universalist Service Committee – Submitted by Evelyn Sheridan**

This is the first year I have had to make the Guest At Your Table (GAYT) collection without an assistant or someone working with me. I did find some support from the office and religious education leadership who are also impacted by this event. It was as though I had "invisible hands." When staffing the table, I got a little lonely from time to time and would like to say that it is truly helpful when people stop by your table, even if it is only to say "hi" or comment - not even necessarily directly about your tabling item. I am happy to report that our church donated a total of \$805.17 during GAYT and this was in addition to the proceeds of the Christmas card sales. Thank you. I know that this coming season I would like to turn over the GAYT campaign to someone else. So if anyone is interested please contact me, even if you just have some new ideas.

My best, Evelyn Sheridan, UUSC Representative

**Ella Baker Center for Human Rights - Submitted by Judy Belcher**

Our partnership with Ella Baker Center for Human Rights supports our goal of a world community with peace, liberty and justice for all. During our second year of partnership the congregation has enthusiastically continued to support the partnership materially and by participating in Ella Baker volunteer activities. We filled three tables at their annual fundraising dinner where Van Jones was the speaker. Ella Baker folks held trainings in the Starr King Room. We wrote letters and signed petitions for Books not Bars which deals with inequities and injustices in the California prison system, especially in the youth prisons. We joined with Books Not Bars this year to start a national campaign. Last summer we joined the Soul of the City campaign for a city-wide clean up and joined with the Oakland Parks Coalition, Old Oakland Neighbors and 40 volunteers to clean up Lafayette Square and Jefferson Square Parks. We signed up with EB to run, walk and hand out water at the Oakland Marathon.

**Community Retreat – Submitted by Sheri Prud'homme**

A relaxing and fun Community Retreat was held September 7-9 at Mountain Home Ranch. Seventy people of all ages attended the weekend. Congregants made and renewed connections with one another. Eight people provided workshops and activities including prayer and poetry workshops, chalice making, and Transcendentalist spiritual practices for all ages, a water balloon toss, and capture the flag. The annual talent show was a highlight! The distributions of scholarships prioritized young adults and church leaders with low incomes. The cost of the retreat included covering the costs of Linda Hodges, Laila Ibrahim, and Rev. Kathy and her family to attend. We also provided partial camperships to chaperones who slept in youth rooms.

The planning committee regretted the site's lack of wheelchair accessibility and made a commitment on behalf of our church to work with Mountain Home Ranch as they make modifications in that direction. Lacking a Bay Area site that meets all of our church's needs, the committee chose to hold it at Mountain Home Ranch because of its financial accessibility for families, its physical accessibility for some kinds of people with limited mobility, its financial feasibility for the church (they only charge for those who actually attend the retreat, so the church doesn't lose money on it), and its location, plus family-friendly features such as the swimming pool and its homey atmosphere conducive to a multi-generational retreat. Retreat Planning Team: Dan Goss, Jill Montgomery, Sheri Prud'homme, Lucia Savage

**Center for Urban Family Life** – Submitted by Rev. Jacqueline Duhart

Center for Urban and Family Life (CUFL) is the 501(c) 3 associated with First Unitarian Church of Oakland. The purposes of CULF as stated in its Bylaws dated December 2005 are: 1) to develop programs and funding in order to provide educational, enrichment and social services and compatible activities to children and families primarily in the City of Oakland, California; and 2) to preserve the facilities of the First Unitarian Church of Oakland as a meeting and other space available to serve the general public in the West Oakland and Preservation park areas of the City of Oakland, California.

In 2008 CULF said good bye to one of its two programs GotCom. This very successful outreach program focused on children in middle school and their families who lived in West Oakland. The program placed commuters, in children's homes and provided basic instruction and technical support. The McClymonds Merit Scholarship Award Fund is now the only program that is attached to CULF. CULF serves as the fiscal agent. This fund supports post-secondary expenses for graduates from McClymonds High School. In 2012, 35 McClymond's graduates received scholarships; a total of \$672,000 has been paid out to McClymond's students since the program started in 2001.

There is vibrant conversation for a potential project-Faith/Community Farms. An application grant to the San Francisco Endowment Foundation has been submitted. If awarded these funds would allow CULF to have seed money to explore the possibilities of collaborating with neighborhood faith communities to develop green space on their property to grow produce (food, herbs, and flowers). CULF is a worthy vehicle by which First Unitarian Church can join hands with community partners and grow justice. CULF does not have an active board; Jane Voytek is serving as the temporary board President and Danny Schottenfeld as temporary board treasurer.



## Dashboard - 2012 By the Numbers

31 New Members

300 UUA certified Pledging Members\*

350 Adult Members & Friends designated as “active” in database

150 – 180 Sunday Attendance estimates include children and youth

7 members removed from membership roll (after 2 years of inactivity, death, or other)

160 Member Pledging Household Units

4 Hardship Waivers

186 Donor Units

\$340,409 Donations total for members/friends

\$2,489 Average Pledge

\$1,380 Median Pledge

\$19,716 Total One-Time Donations

32 Children and youth average attendance on Sundays

25 Children and youth formally registered

66 Children and youth tracked as participating in program

98 Children and youth attended 1 or more times (includes visitors)

<b>Three Year Comparison</b>	2012	2011	2010
*UUA Certified Members	300	300	320
New Members	31	31	36
Pledging Units (household)	160	154	152
Average Pledge	\$2,127	\$2,368	\$2,569
Median Pledge	\$1,380	\$1,200	\$1,200
Total Pledges & Gifts	\$340,409	\$364,721	\$390,490
Collection Plate	\$26,000	\$16,210	\$13,577
Operating Budget Actuals	\$574,000	\$589,370	\$568,854
Sunday Attendance	140 - 170	120 - 175	125 - 170
Average Children/Youth Attendance	32	31	38

\* Only adult members in good standing are counted in this figure for UUA Certification.

**First Unitarian Church of Oakland**  
**Budget vs. Actual, Net of Depreciation**  
January through December 2012

	<u>2012 Actuals</u>	<u>2012 Budget</u>	<u>Approved 2013 Budget</u>
<b>Income</b>			
<b>4100 · Revenue - Non- UBI</b>			
4101.1 · Rental Income	64,483	52,000	52,000
<b>Total 4102 · Bookstore Sales &amp; Costs</b>	685		450
<b>Total 4103 · Religious Ed. &amp; Fam. Ministries</b>	5,095	8,000	6,000
<b>Total 4104 · Retreats &amp; Weekends</b>	17,719		19,000
<b>Total 4100 · Revenue - Non- UBI</b>	<b>96,076</b>	<b>60,000</b>	<b>77,650</b>
<b>4200 · Unrestricted Support</b>			
<b>Total 4202 · Pledges</b>	320,693	342,000	384,000
<b>4203 · One Time Gifts</b>	19,716	2,400	3,000
<b>4204 · Collection Plate</b>	26,000	22,437	12,000
<b>Total 4205 · Unrestricted Income from Endowm</b>	36,360	32,650	34,750
<b>4230 · Miscellaneous Receipts</b>	6,259		
<b>Total 4300 · Fundraising Events</b>	<b>21,708</b>	<b>27,400</b>	<b>26,200</b>
<b>Total 4201 · Unrestricted Support</b>	<b>430,426</b>	<b>426,887</b>	<b>459,950</b>
<b>Total 4500 · Temporarily Restricted Support</b>	<b>144,023</b>	<b>42,153</b>	<b>102,853</b>
<b>Total 4200 · Unrestricted Support</b>	<b>574,449</b>	<b>469,040</b>	<b>562,803</b>
<b>Total Income</b>	<b>673,893</b>	<b>529,040</b>	<b>640,453</b>
<b>Expense</b>			
<b>5100 · Payroll &amp; Related</b>			
<b>5110 · Salaries &amp; Wages</b>			
<b>Total 5111 · Ministers</b>	119,739	117,650	129,775
<b>Total 5112 · Other Salaried Staff</b>	106,369	104,975	111,600
<b>Total 5113 · Hourly &amp; Project Staff</b>	63,169	71,798	51,306
<b>Total 5115 · Independent Contractors</b>	63,582	52,200	57,000
<b>Total 5110 · Salaries &amp; Wages</b>	<b>352,859</b>	<b>346,623</b>	<b>349,681</b>
<b>5120 · Professional &amp; Staff Benefits</b>			
<b>Total 5123 · Pension Plan Contributions</b>	20,045	17,890	21,250
<b>Total 5124 · Medical Insurance</b>	36,156	36,517	41,972
<b>Total 5126 · Professional Expenses</b>	11,561		12,050
<b>Total 5129 · Other Payroll Costs</b>	22,095	30,565	23,000
<b>Total 5120 · Professional &amp; Staff Benefits</b>	<b>90,453</b>	<b>87,127</b>	<b>98,272</b>
<b>Total 5100 · Payroll &amp; Related</b>	<b>443,312</b>	<b>433,750</b>	<b>447,953</b>
<b>Total 5200 · Building / Facilities</b>	43,074	43,140	42,900
<b>Total 5300 · General &amp; Administrative</b>	42,163	45,072	46,100
<b>Total 5800 · Finance Charges</b>	3,881	3,943	3,750
<b>Total 5900 · Other Expenses</b>	5,407		1,500
<b>Total 6103 · Religious Ed &amp; Fam Ministries</b>	345		

**First Unitarian Church of Oakland**  
**Budget vs. Actual, Net of Depreciation**  
January through December 2012

	<u>2012 Actuals</u>	<u>2012 Budget</u>	<u>Approved 2013 Budget</u>
Total 6104 · Retreats & Weekends	17,271		
Total 6105 · Community Building	922		
Total 6300 · Cost of Fund Raising Events	668		
Total 6590 · Program Expenses	3,600	8,150	7,250
Total 6500 · Program Groups	3,928	9,150	11,250
6700 · Denominational Support			
6701 · UUA Support	9,750	6,500	9,000
6702 · PCD Support	2,500	2,500	4,500
6703 · Other Denominational Support	300		
6709 · Partner Church (dues / gifts)	150	1,500	1,500
Total 6700 · Denominational Support	12,700	10,500	15,000
6800 · Ministerial Events			
6802 · Ordination Expense	1,194	2,000	2,000
Total 6800 · Ministerial Events	1,194	2,000	2,000
Total 8000 · Pymt of Spec.Collections&Pass	12,390	10,000	
8920.2 · Loan Interest (PostConstruct.)	48,474		70,000
Total 8920 · HHR-Non-Capitalized Expenses	48,474		70,000
<b>Total Expense</b>	<b>636,714</b>	<b>557,555</b>	<b>640,453</b>
<b>Net Income</b>	<b>37,179</b>	<b>(28,515)</b>	<b>0</b>

**First Unitarian Church of Oakland**  
**Statement of Financial Position**  
As of December 31, 2012

	<u>Dec 31, 12</u>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
1003 · CBOB - Ops Acct. #1099	95,723
1020 · CBOB - Desig. & Restr A/C #1206	61,772
1022 · CBOB - Musicopia A/C #1198	11,414
1093 · Hamilton Hall Checking #1180	38,536
1094 · Hamilton Hall Savings #4096	50,093
1101 · Fidelity Acct.	102
1103 · Scottrade Financial Svcs.	(1,812)
1198 · Petty Cash Office	100
<b>Total Checking/Savings</b>	255,929
<b>Accounts Receivable</b>	
1201 · Accts. Receivable - Pledges	(13,579)
1207 · Acct. Rec. Capital Campaigns	(125)
<b>Total Accounts Receivable</b>	(13,704)
<b>Other Current Assets</b>	
1207.1 · A/R Cap Campaign prior 01.01.12	92,055
<b>1208 · Promise to Give</b>	
1208.1 · UUA DOMT Grant - P to G	7,000
<b>Total 1208 · Promise to Give</b>	7,000
1410 · Prepaid Retreat Expenses	500
1499 · Undeposited Funds	21,508
<b>Total Other Current Assets</b>	121,063
<b>Total Current Assets</b>	363,288
<b>Fixed Assets</b>	
1701 · Land	20,000
1702 · Building	175,746
<b>1703 · Building Improvements</b>	
1703.1 · Bldg. Improvements Prior to R&R	4,635,988
1703.2 · Bldg. Improvements - R&R	146,776
1703.4 · Hamilton Hall Restoration-2009	1,907,635
<b>Total 1703 · Building Improvements</b>	6,690,399
1704 · Furnishings & Equipment	

**First Unitarian Church of Oakland**  
**Statement of Financial Position**  
As of December 31, 2012

	<b>Dec 31, 12</b>
1704.1 · Furn. & Equip. Prior to R&R	208,242
1704.2 · Furn. & Equip.- R&R	136,368
<b>Total 1704 · Furnishings &amp; Equipment</b>	344,610
1750 · Accumulated Depreciation	(2,427,768)
<b>Total Fixed Assets</b>	4,802,987
<b>Other Assets</b>	
1800 · Notes Receivable	
1800.1 · Note Receivable - Rev. Huff	30,000
<b>Total 1800 · Notes Receivable</b>	30,000
1850 · HHR-L/T Pledges Receivable	246,763
1900 · Trusts & Endowments	
1901 · Boston - George E. Grant #195	14,592
1902 · Boston - Grant Memorial #196	29,184
1903 · Boston - 1st Unitarian Mem.#420	108,716
<b>Total 1900 · Trusts &amp; Endowments</b>	152,492
<b>Total Other Assets</b>	429,255
<b>TOTAL ASSETS</b>	<b>5,595,529</b>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Accounts Payable</b>	
2000 · Accounts Payable	6,966
<b>Total Accounts Payable</b>	6,966
<b>Other Current Liabilities</b>	
2102 · Employee Parking Fee Liability	(300)
2162 · Deferred Pledges - HHR	92,055
<b>Total Other Current Liabilities</b>	91,755
<b>Total Current Liabilities</b>	98,722
<b>Long Term Liabilities</b>	
2210 · Community Bank of the Bay	812,711
2263 · L/T Deferred Pledges - HHR	246,763
<b>Total Long Term Liabilities</b>	1,059,474
<b>Total Liabilities</b>	1,158,196
<b>Equity</b>	

**First Unitarian Church of Oakland**  
**Statement of Financial Position**  
**As of December 31, 2012**

	<u>Dec 31, 12</u>
3000 · Opening Bal Equity	10
3900 · Unrestricted Net Assets	4,233,452
Total 3901 · Temporarily Restricted	201,460
Total 3902 · Permanently Restricted	168,653
Net Income	<u>(166,241)</u>
Total Equity	<u>4,437,333</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u><u>5,595,529</u></u></b>