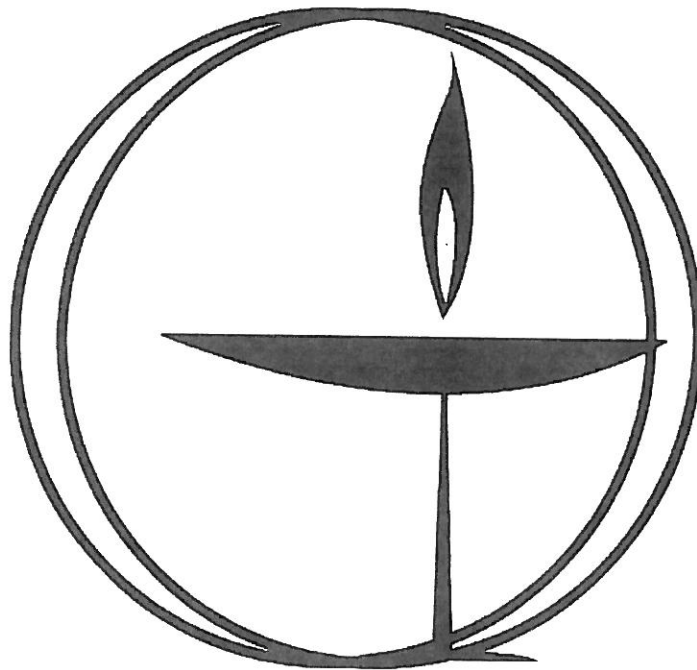


FIRST UNITARIAN CHURCH OF OAKLAND

ANNUAL CONGREGATIONAL MEETING

Sunday, March 18, 2012



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

AGENDA
First Unitarian Church of Oakland
Annual Congregational Meeting
Sunday, March 18, 2012
8:30-11:15 AM

8:30 Breakfast/Brunch *hosted by Board of Trustees* Wendte Hall
• Gathering Prayer & Chalice Lighting -- *Rev. Jacqueline Duhart/Rev. Kathy Huff*

8:45 Table Reflection

- Reading of the Church Ends – *Andy Lee, Board of Trustees*
- Mutual Invitation on Church Ends

9:15 Welcome *Giselle Ampuero, President, Board of Trustees*

- Reading of Proposed Covenant – *Congregation*
- Quorum Count – *Bev Smrha, Secretary, Board of Trustees*
- Installation of Moderator -- *Giselle Ampuero, President, Board of Trustees*
Motion to elect Steve Thomasberger as Moderator
- Review Agenda, Rules of Order, and Voter Eligibility -- *Moderator*

9:35 Congregational Business – *Moderator*

- Election of three Trustees to full terms (2012-2015)
Candidates: Brian Jeffries, Anne Lown and Randall Wright -- *Elinor Mattern, Leadership Development Team*
- Affirmation of the Board of Trustees' appointment of Giselle Ampuero to serve the remainder of 2010-2013 term and Claudia Morgan to serve the remainder of 2011-2014 term.
- Congregational Covenant Revision -- *Committee on Ministry*
- Ordination of Cathy Rion -- *Committee on Ministry & Dan Wright*
Proposed Motion to Ordain Cathy Rion:
We, the members of the First Unitarian Church of Oakland, vote to ordain Cathy Rion to Unitarian Universalist ministry in 2012.

10:35 Financial Report – *Julie Baeder, Coordinating Team; Lay member for Finance*

10:55 Board Report – *Rinda Bartley, Board of Trustees*

11:00 Recognition of Outgoing Leadership

- Recognition of retiring Trustees: Rinda Bartley, ReeAnn Dixon, Jon Greer and Bev. Smrha -- *Jill Miller, Board of Trustees*
- Recognition of retiring congregational member of the Committee on Ministry: Christina Sutherland -- *Bev. Smrha, Secretary Board of Trustees*

11:10 Every Member Ministry Invitation -- *Rachel Jeffries, Leadership Development Team*

11:15 Adjournment of Congregational Business Meeting – *Moderator*

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.

Proposed Congregational Covenant of the First Unitarian Church of Oakland

A covenant is a set of promises we make to guide, strengthen, and deepen our relationships. We rely on our church covenant to nurture and support our congregational life.

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, and uphold the truths spoken by others in our common search for meaning;
- 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 each other and ourselves, we intend to live by this covenant to build a beloved community.

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

Candidates for Trustee

Brian Jeffries

I like to say that I grew up in the Unitarian church. As a child, my family sporadically attended First Unitarian of Philadelphia. My family was racially and religiously diverse, and the Unitarian church allowed all of the different elements to participate as much or as little as we felt comfortable.

After my parents' divorce, I moved with my mother and brother to Mt. Airy where we attended Unitarian Society of Germantown. There I learned two things about Unitarian Universalism that have been critical to my connection to the faith. First, I started paying more attention to the services and began to understand how deeply central social justice is to our faith. Second, my mother enrolled me in the precursor to OWL, and I came to understand that we have a faith that embraces the whole person, including our sexuality.

I began attending First Unitarian Church of Oakland four years ago during a very difficult period of my life. I was immediately struck by the musicality of the congregation and choir as led by Trente Morant. I felt immediately at home in Hamilton and Wendte Halls. For the first time in my life, I felt that I had a church home.

In my time here, I have served as a worship associate and a teacher for OWL, as well as serving on the music committee. I tend to be one of the people who lingers at hospitality hour after the service, much to the chagrin of my children, who typically have to tug me away.

I would like to see the church grow and become even more central to the Oakland experience. Our congregation has an enormous reservoir of talent and we can be instrumental in solving some of the challenging issues that Oakland faces. I would like to serve in a capacity that uses both my analytical nature and my desire to connect with people both within and outside of the church.

On the personal side, I'm married and have two children. My wife, Rachael, has also joined the church and become quite active. My children, Aaron and Ella can usually be seen with us during the service. My mother and her husband, Karen and Howard Tevelson often attend services. My brother and his wife, who also live in Oakland, have yet to attend... but I'm working on them.

Anne Lown

I have been a member of the First Unitarian Church of Oakland for over 20 years. I am enormously grateful for our church and the wonderful people who make up this community and for the beliefs and principles of Unitarian Universalism. I believe deeply in the inherent worth and dignity of all people and in the wonder and beauty of the natural world. I have been involved in our church in many ways. I have served as the coordinator of the FUCO Pastoral Associates during the past 3 years. I have taught Religious Education, been a Worship Associate (for several terms), been involved in summer worship, served on a building use committee when our church was being rebuilt, sung in the choir, in Joyful Noise and sometimes in Band Without Borders. I grew up a Unitarian in New Hampshire. I have, during periods of my life, also appreciated the quiet spirituality of Quaker meetings. Unitarianism has run through both my own and my husband's family and our two daughters (now 23 and 26) are proud to be fifth generation Unitarians. In serving on the board, I hope to support the vibrant, diverse, learning and loving qualities of our church community. I believe that we need to have faith in the conversation, and encourage honest and open dialogue about who we are as Unitarian Universalists and how we can grow as a religious community.

In my professional life I have a doctorate in Public Health and do research on the effects of trauma (in children and adults) on subsequent mental health and substance use. My research has focused on diverse populations with particular concerns about health issues in families with lower educational and economic resources. I have served on the executive committee at my work. I currently serve on the Sibling Research Advisory Board, which supports the work of SuperSibs—a national organization that does advocacy and provides support for over 29,000 siblings of children with cancer. I also serve as a member of the Patient Advocacy Committee of the Children's Oncology Group—the national organization that oversees virtually all clinical trials for the treatment of pediatric cancers. In both organizations my role is to see the big picture, helping to increase sensitivity around the issues faced by families impacted by pediatric cancers.

Claudia Morgan

I began attending First Unitarian of Oakland about ten years ago because I was looking for a larger community of diverse thinkers and activists. Despite having been raised UU as a child -- and having many friends already involved at First Unitarian -- I must confess that the idea of "church" did make me feel a bit uncomfortable. It didn't take long for me to get over that and become involved in church activities: I am co-webmaster of the church website, I am owner/moderator of the unofficial church Yahoo listserv, I have been a Pastoral Associate for over three years, and served on Mary Foran's Ordination Committee (and I think I have been roped into working on the auction as well!).

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 the Joyful Noise Band 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. Serving on the Board is just another way I can contribute to the life of the church.

Personally, I have been with my partner Nita Crow for over 28 years. I live in the Glenview district of Oakland with Nita, two cats and two dogs.

Randall Wright

Randall Wright began attending UU Oakland in 2000, and became a member in 2003. He served on the Committee on Ministry for five years, has been a co-leader of Interweave for two years, and sang in the choir for three years. As a co-leader of Interweave, he has helped to put together last year's Pride Parade delegation, a National Coming Out Day celebration, an Oakland Pride booth, a post Transgender Day of Remembrance potluck, and several Interweave church services. He has attended three Jubilee trainings and has a strong commitment to anti-oppressive multiculturalism. Randall worked for ten years as a Montessori elementary school teacher, and is currently finishing graduate school in clinical and rehabilitation psychology. His dissertation is on disability identity as a marginalized culture. He is a trained facilitator for the Healing of Memories program that was developed to assist with healing wounds from South Africa's apartheid era.

Note: All candidates have signed a statement affirming that he or she will abide by the expectations of Board members outlined by church policies and the California Corporations Code.

A Few Words From Ministerial Candidate Cathy Rion

I first came to UU Oakland before my boxes were even unpacked after my move from San Jose in 2003, and immediately found a new church home. I got involved with the Justice Council, helping to restructure our justice program and support our various projects. I served on the Board, participating in policymaking and visioning, implementation of our Fair Compensation policy, the stewardship campaign, and integrating an anti-racist lens into board work. I served as a Worship Associate, summer worship leader, and occasional worship musician. I also participated in our Journey Towards Wholeness process, in the white allies group, as an adult RE teacher and as an occasional volunteer in our RE pro

I graduated from Starr King School in 2010, did my ministerial internship in Portland, Oregon last year, and now serve as half-time Consulting Minister to the Mid-Columbia UU Fellowship in Hood River, Oregon. I live in Bend, Oregon with my partner, the Rev. Heather Starr. We're getting married in May and expecting our first child this summer! At the center of my ministry is a passion for justice, relationship-building and anti-racism, as well as a love of music, chocolate and laughter.

I retain my membership in Oakland and am asking you all to ordain me because UU Oakland practices the kind of Unitarian Universalism that I want to flourish around the country: vibrant, spiritually grounded, thought-provoking worship; a commitment to internal anti-racist, anti-oppressive transformation; authentic and accountable community partnerships, and fun, loving intergenerational community.

First Unitarian Church of Oakland: 2011 Approved Budget to Actuals with the 2012 Approved Budget

		2011 Board Approved Budget	2011 Actuals (thru 12/31/11)	%	2012 Approved Budget
Total In Flow		\$ 551,515.00 *	\$ 613,644.53		\$ 529,040.00 *
Total Outflow		\$ 554,853.00	\$ 589,370.39		\$ 553,554.82
Net		\$ (3,338.00)	\$ 24,274.14		\$ (24,514.82)
			<i>Real cash in bank at the end of 12/31/11 --></i>		\$ 31,053.16
					\$ 6,538.34
<hr/>					
General Revenue	Subtotal	\$ 362,087.00	\$ 402,735.55		\$ 366,837.00
Earned Income	Subtotal	\$ 60,000.00	\$ 51,328.00		\$ 62,000.00
Earned Income via Fundraisers	Subtotal	\$ 43,400.00	\$ 30,396.75		\$ 38,400.00
Grants	Subtotal	\$ 28,853.00	\$ 28,853.00		\$ 29,153.00
Trusts	Subtotal	\$ 31,300.00	\$ 36,598.09		\$ 32,650.00
Other	Subtotal		\$ 63,733.14		
Carry-over from 2010		\$ 25,875.00			
<hr/>					
Expenses...					
Ministry	Subtotal	\$ 128,514.00	\$ 125,125.99		\$ 128,515.00
Program & Administrative Staff	Subtotal	\$ 181,057.00	\$ 177,523.32		\$ 172,107.00
Contract Staff	Subtotal	\$ 29,000.00	\$ 31,242.00		\$ 41,200.00
Hourly Staff	Subtotal	\$ 24,846.00	\$ 27,425.00		\$ 24,846.00
All Staff: Labor related charges	Subtotal	\$ 68,344.00	\$ 49,151.90		\$ 67,081.82
General Administrative Costs	Subtotal	\$ 56,092.00	\$ 47,885.97		\$ 49,015.00
Facilities	Subtotal	\$ 41,600.00	\$ 34,529.87		\$ 43,140.00
Program	Subtotal	\$ 7,900.00	\$ 15,065.13		\$ 8,150.00
Fundraising	Subtotal	\$ 17,500.00	\$ 20,248.89		\$ 19,500.00
Retreats (all need to break even)	Subtotal	\$ -	\$ 19,678.12		\$ -
Misc.	Subtotal	\$ -	\$ 7,714.71		\$ -
Other	Subtotal		\$ 33,779.49		

* In refining the church's accounting practices, in 2012 we are defining "Total In Flow" as the sum total of all monies flowing in for the year - separate from any cash remaining in the bank account, also known as "carry-over." This will allow the reader to quickly determine how much is flowing in against how much is flowing out and whether or not the organization is running in deficit mode. This change explains the difference between the 2011 & 2012 "Total In Flow" numbers.

First Unitarian Church of Oakland - New
Statement of Activities - 2011
January through December 2011

	<u>Jan - Dec 11</u>
Income	
4101.1 · Rental Income	41,170.00
Total 4102 · Bookstore Sales & Costs	1,550.00
Total 4103 · Religious Ed. & Fam. Ministries	8,390.00
Total 4104 · Retreats & Weekends	22,443.84
Total 4105 · Community Building Revenue	668.41
Total 4107 · Programs & Events - Other	185.00
Total 4109 · Pilgrimages - Transylvania	17,708.00
4118 · As Fiscal Agent Admin. Fees	602.65
4119 · Interest & Dividend Income	291.62
4120 · Miscellaneous Revenue	497.75
Total 4202 · Pledges	<u>360,516.32</u>
4203 · One Time Gifts	12,382.05
4204 · Collection Plate Anonymous Cash	16,210.13
Total 4205 · Unrestricted Income from Endowm	36,598.09
4229 · HHR - Off-Sets Revenue	0.00
Total 4300 · Fundraising Events	<u>29,475.75</u>
4503 · R-Ordination Donations	1,768.00
4504 · R-Hamilton Hall CapitalCampaign	120,342.38
4506 · R-Donations Collected By Youth	0.00
4507 · R-Interest on Temp. Restr.Funds	66.50
Total 4509 · R-Special Collections	12,235.03
4511 · R-Journey Toward Wholeness	3,660.00
4513 · R -Musicopia	2,991.89
Total 4516 · R-Div. of Ministry - DOM Grant	16,000.00
4517 · R-Green Sanctuary Fund	60.00
4518 · R-UUA Dues	1,160.00
4520 · R-Interweave	535.00
4521 · R-GA General Assembly	745.00
4522 · R-DOMT Funds from Congregation	<u>3,778.00</u>
Total 4600 · As Fiscal Agent - Revenue	<u>12,947.00</u>
4901 · Gain/Loss in Endowment Value	<u>-10,886.17</u>
Total Income	<u>714,092.24</u>
Gross Profit	714,092.24
Expense	
5100 · Payroll & Related	
5110 · Salaries & Wages	
Total 5111 · Ministers	37,016.00
Total 5112 · Other Salaried Staff	116,902.29

First Unitarian Church of Oakland - New
Statement of Activities - 2011
January through December 2011

	Jan - Dec 11
Total 5113 · Hourly & Project Staff	74,116.01
Total 5115 · Independent Contractors	44,999.84
5120 · Professional & Staff Benefits	
Total 5121 · Housing Allowance	76,341.43
Total 5123 · Pension Plan Contributions	18,608.30
Total 5124 · Medical Insurance	23,595.90
Total 5126 · Professional Expenses	8,197.00
Total 5129 · Other Payroll Costs	20,199.28
Total 5200 · Building / Facilities	34,529.87
5300 · General & Administrative	
5301 · Office Supplies	2,059.20
5302 · Postage & Delivery	696.05
5303 · Copier Rentals	6,320.58
5304 · Copier Useage	4,857.64
5306 · Telephone	7,053.58
5307 · Internet Usage & Site	5,379.68
5308 · IT Support	4,126.63
Total 5320 · Insurance	13,677.23
Total 5800 · Finance Charges	3,522.38
Total 5900 · Other Expenses	9.00
Total 6103 · Religious Ed & Fam Ministries	5,067.26
Total 6104 · Retreats & Weekends	22,947.49
Total 6105 · Community Building	1,507.51
Total 6109 · Pilgrimages - Transylvaina	19,650.00
Total 6300 · Cost of Fund Raising Events	4,366.00
6500 · Program Groups	
Total 6502 · Journey Toward Wholeness (JTW)	3,681.30
6503 · Interweave	1,100.69
6505 · Board of Trustees	186.00
6506 · Stewardship Committee	1,125.87
Total 6580 · Program Groups - Other Support	122.12
Total 6590 · Program Supplies	975.21
Total 6700 · Denominational Support	4,693.00
Total 6800 · Ministerial Events	2,135.99
Total 8000 · Pymt of Spec.Collections&Pass	12,487.03
Total 8800 · As Fiscal Agent Expenditures	7,159.16
Total 8920 · HHR-Non-Capitalized Expenses	53,998.45
9990 · Voided Checks	0.00
9995 · Gain/Loss on sale of stock	2,721.41

2:24 PM
03/08/12
Accrual Basis

First Unitarian Church of Oakland - New
Statement of Activities - 2011
January through December 2011

	<u>Jan - Dec 11</u>
9998 - Uncategorized	-42.13
9999 - Depreciation Expense	<u>203,420.00</u>
Total Expense	<u>849,510.25</u>
 Net Income	 <u><u>-135,418.01</u></u>

First Unitarian Church of Oakland - New
Statement of Financial Position
As of December 31, 2011

	<u>Dec 31, 11</u>
ASSETS	
Current Assets	
Checking/Savings	
1003 · CBOB - Ops Acct. #1099	31,053.16
1020 · CBOB - Desig. & Restr A/C #1206	111,656.73
1022 · CBOB - Musicopia A/C #1198	11,285.87
1093 · Hamilton Hall Checking #1180	31,548.00
1094 · Hamilton Hall Savings #4096	50,027.55
1101 · Fidelity Acct.	16,253.61
1103 · Scottrade Financial Svcs.	10,645.59
1198 · Petty Cash Office	100.00
Total Checking/Savings	<u>262,570.51</u>
Other Current Assets	
1205 · Accounts Receivable - Pledge DB	
1205.1 · Current Year Pledges - DB	10,492.30
Total 1205 · Accounts Receivable - Pledge DB	<u>10,492.30</u>
1206 · Accts. Receivable - Prior Years	
1206.1 · Accts Receivable - Prior Years	25,505.87
1206.2 · Allowance - Pledge Forgiveness	-25,505.87
Total 1206 · Accts. Receivable - Prior Years	<u>0.00</u>
1207 · Accounts Receivable - HHR	92,055.00
1208 · Promise to Give	
1208.1 · UUA DOMT Grant - P to G	7,000.00
Total 1208 · Promise to Give	<u>7,000.00</u>
1220 · Accts. Receivable - Other	
1223 · Endowment A/R	1,871.93
1240 · Miscellaneous A/R items	6,396.46
Total 1220 · Accts. Receivable - Other	<u>8,268.39</u>
1401 · Prepaid Insurance Expense	11,394.09
1402 · Prepaid Other Expenses	4,411.87
1410 · Prepaid Retreat Expenses	
1410.1 · Men's Retreat	1,736.70
Total 1410 · Prepaid Retreat Expenses	<u>1,736.70</u>
Total Other Current Assets	<u>135,358.35</u>
Total Current Assets	<u>397,928.86</u>
Fixed Assets	

First Unitarian Church of Oakland - New
Statement of Financial Position
As of December 31, 2011

	Dec 31, 11
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	130,142.18
Total 1704 · Furnishings & Equipment	338,384.27
1750 · Accumulated Depreciation	-2,224,347.71
Total Fixed Assets	5,000,181.88
Other Assets	
1800 · Notes Receivable	
1800.1 · Note Receivable - Rev. Huff	30,000.00
Total 1800 · Notes Receivable	30,000.00
1850 · HHR-L/T Pledges Receivable	246,763.00
1900 · Trusts & Endowments	
1901 · Boston - George E. Grant #195	14,591.75
1902 · Boston - Grant Memorial #196	29,183.54
1903 · Boston - 1st Unitarian Mem.#420	108,716.31
Total 1900 · Trusts & Endowments	152,491.60
Total Other Assets	429,254.60
TOTAL ASSETS	5,827,365.34
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 · Accounts Payable	9,101.54
Total Accounts Payable	9,101.54
Other Current Liabilities	
2003 · Accrued Interest	2,215.00
2140 · Special Collections Payable	4,086.00
2150 · Prepaid Pledges	3,000.00
2162 · Deferred Pledges - HHR	92,055.00

First Unitarian Church of Oakland - New
Statement of Financial Position
 As of December 31, 2011

	Dec 31, 11
2170 · Current Portion-Community Bank	25,500.00
Total Other Current Liabilities	126,856.00
Total Current Liabilities	135,957.54
Long Term Liabilities	
2210 · Community Bank of the Bay	830,960.92
2263 · L/T Deferred Pledges - HHR	246,763.00
Total Long Term Liabilities	1,077,723.92
Total Liabilities	1,213,681.46
Equity	
3000 · Opening Bal Equity	9.57
3900 · Unrestricted Net Assets	4,378,979.80
3901 · Temporarily Restricted	
3901.01 · Musicopia	12,029.97
3901.03 · Manse Fund	46,315.41
3901.04 · Intern Fund	3,146.00
3901.05 · Journey Toward Wholeness Fund	537.70
3901.09 · Hamilton Hall Renovations	91,631.15
3901.11 · Diversity of Ministry - DOM	44,097.42
3901.13 · Green Sanctuary Fund	3,627.25
3901.14 · GA - General Assembly	75.00
Total 3901 · Temporarily Restricted	201,459.90
3902 · Permanently Restricted	
3902.1 · Boston - George E. Grant #195	15,946.80
3902.2 · Boston - Grant Memorial #196	31,893.64
3902.3 · Boston - 1st Unitarian Mem.#420	120,812.18
Total 3902 · Permanently Restricted	168,652.62
Net Income	-135,418.01
Total Equity	4,613,683.88
TOTAL LIABILITIES & EQUITY	5,827,365.34

Reports:

Dashboard for 2012 Annual Report

Certified Members	300*	
Average Sunday Attendance	175	
Annual Number of Sunday Visitors	312	
Number of New Members	31**	
Children Registered in Family Ministry programs (CFM)		96
Average Weekly CFM Attendance	31	
Average Weekly CFM Visitors	3.5	
Volunteer and Leadership Participation		198
Average Pledge	\$2,121	
Total Pledged	\$375,505	
Total Pledges Paid	\$360,516	

*The UUA certifies our membership for calculating our annual dues. Only members with pledge payments on record are counted for this purpose.

** Average age of new members this year 18-35

Board of Trustees

Submitted by Bev Smrha, Secretary, Board of Trustees

Your Board has been focusing some of our energies this year on deepening our collaborative practices and expanding our leadership skills, particularly those that are essential for the multicultural community that we are becoming.

Some of the work and practice of your Board this year includes:

- Expanding the length of the monthly Board meetings (now 7:15 – 9:30 PM) so that there is sufficient time to pay even more attention to our annual priorities.
- In addition to the monthly 2+ hour Board meetings, the Board meets one Saturday morning each quarter for four hours in a retreat style so that more attention can be given to deeper learning and discussion.
- The Stewardship Committee was re-formed and expanded. A weekend consultant brought from the UUA met with our congregation and provided an assessment with recommendations that are being followed with success. Changes include a year-round stewardship canvass and attention to relationship building within the congregation. We are in the midst of a financial culture change.
- Rev. Kathy continued to update the Board on the Multicultural Consultation of the UUA that she and Rev. Jacqueline are participating with, and its focus on multicultural competencies and institutional change.
- The Executive and the Board completed the process of rewriting and interpreting each of our church ends (goals); the Board continually monitors the congregation with regard to these ends/goals. The recent Congregational Survey is part of the monitoring process.
- A Coordinating Team was established and made up of one staff person plus one volunteer-staff person each for the finance and for the program work of the church. This team is responsible for the day to day administration and management of church operations and the health and success of our Every Member Ministry. This team reports to Rev. Kathy.
- The executive function of our church was reorganized. The work of the (previous) Executive Team has been replaced with the formation of this Coordinating Team and our Senior Minister, Rev. Kathy, has been designated as (sole) Executive.
- A new Financial Strategies Team has begun to focus on our long term financial needs.
- The Leadership Development Team is scheduling a spring training for Board members and other congregational leadership with the Unity Consultants, to focus on healthy policy governance practices.

Report of the Committee on Ministry

Submitted by Charlotte Dickson

The Committee on Ministry is appointed by the Board of Trustees to nurture the mission and ministry of this congregation. It embodies shared ministry, in concert with our settled minister, and represents the congregation in matters of ministry and congregational polity. It is a primary structure within the church for demonstrating the power of mutual trust and for modeling redemption, reconciliation and healing. In short, we say that the Committee on Ministry (CoM) is responsible for tending to the health and well-being of our congregation as a whole.

Three long term members completed their terms: Chris Sutherland, Rick Hecht, and Randall Wright. Noemi de Guzman and Gerre McKenna joined as new members, and Charlotte Dickson assumed the role of Chair of the Committee.

The CoM charter charges us, 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:

- Annual review of Reverend Susan Conrad’s affiliated community ministry and its impact on the life of the church.
- Review of Marcus Liefert’s request and credentials and recommendation for congregational sponsorship for advancement to ministry.
- Review of Cathy Rion’s request and credentials and recommendation for ordination to the ministry.
- Evaluation of Reverend Jacqueline Duhart’s ministry for the UUA Ministerial Fellowship Committee.
- Consultation with the board of trustees on the congregational survey.

Facilitation of congregational process to revise congregational covenant.

Congregational Survey Report

WHO PARTICIPATED IN OUR SURVEY?

Age		
<18	N=125 (%)	
18-35	0 (0)	
36-49	15 (12)	
50-65	40 (32)	
66+	47 (37.6)	
	23 (18.4)	
Race/ethnicity	N=126 (%)	
American Indian	2 (1.6)	
African-American	6 (4.8)	
Latino/a	3 (2.4)	
Asian	7 (5.6)	
Mixed multiracial	2 (1.6)	
White	109 (86.5)	
Fill in the blank	5 people	
Income	N=120 (%)	
<10,000	7 (5.8)	
\$10,000-30,000	13 (10.8)	
\$30,000-\$50,000	21 (17.5)	
\$50,001-75,000	29 (24.2)	
\$75,001-100,000	23 (19.2)	
\$100,000+	27 (22.5)	
Education	N=126 (%)	
High school	7 (5.6)	
Any College and/or Bachelors Degree	38 (30.2)	
Some Graduate School and/or Masters Degree	67 (53.2)	
Doctoral Degree and/or Post Doctoral Training	24 (19.1)	
Identity	N=119 (%)	
Straight	81 (68.1)	
Lesbian	11 (9.2)	
Gay	3 (2.5)	
Bisexual, Questioning or Intersex	24 (20.1)	
Fill in the Blank	7 people	
Gender Identify	N=125 (%)	
Female	74 (59.2)	
Male	44 (35.2)	
Transgender or Gender Queer	7 (5.6)	
Fill in the blank	2 people	
Years in the church	N=129 (%)	
0-2 years	16 (12.4)	
3-5 years	26 (20.2)	
6-10 years	31 (24.0)	
10+ years	56 (43.4)	
Pledging Member	N=127 (%)	
Yes	108 (85.0)	
No	19 (15.0)	

The survey included 108 out of the 300 FUCO members—36%. The survey was sent out to 295 members with email addresses plus hard copies were made available to ? people. 129/295 = 44%.

HOW ARE WE DOING ON OUR ENDS/GOALS? (Selected questions)

Transformation Within

(1=strongly disagree →5=strongly agree)

Question	Mean Score
Q6: I experience the church as a place of spiritual depth.	3.66
Q13: Being part of this church helps make my life feel more meaningful.	4.0
Q14: Our church helps me lead my life in a way that reflects my values.	3.87

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

(1=strongly disagree →5=strongly agree)

Question	Mean Score
Q17: Our Church is a place where I can express my caring for others.	4.21
Q20: I am encouraged (<i>by whom?</i>) to offer my personal gifts and talents to nurture and expand beloved community.	4.08
Q23: Our church is inclusive of those with different cultural/racial backgrounds from my own.	3.61
Q25: Church helps me feel connected to people of all ages.	3.91

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

(1=strongly disagree →5=strongly agree)

Question	Mean Score
Q26: Our church contributes to making Oakland a more just and compassionate place to live and work.	3.85
Q27: I see the difference our church makes as a presence in our West Oakland neighborhood.	3.23
Q29: I feel meaningfully connected to the social action ministries of our church.	3.27
Q30: I participate in the social action ministries organized by the church.	N (%)
Often	22 (16.9%)
Occasionally	76 (58.5%)
Never	32 (24.6%)
Q31: I donate money to “share the plate” Sundays for social change efforts outside the church.	N (%)
Often	65 (50.0%)
Occasionally	59 (45.4%)
Never	6 (4.6%)

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.

DESCRIPTION OF OVERALL PARTICIPATION/SATISFACTION

	N (%)
Q35: I would recommend the First Unitarian Church to a friend.	
Yes	122 (95.3)
No	6 (4.7)
Q38: I usually attend Sunday worship service.	
Weekly	N (%)
2-3 times/month	42 (33.1)
Once a month	47 (37.0)
Occasionally	18 (14.2)
Never	19 (15.0)
	1 (0.8)
Q39: When I attend services I usually go to	N (%)
Early Service	29 (23)
Late Service	97 (77)
Q41: I belong to a covenant group.	N (%)
Yes	40 (31.3)
No	69 (53.9)
In the past	19 (14.8)
Q42: I participate in adult faith development programs and classes.	N (%)
Often	7 (5.5)
Occasionally	55 (43.3)
Never	65 (51.2)
Q43: My child/ren attend children's chapel (among people with children)	N=40 (%)
Weekly	6 (15)
2-3 times a month	10 (25)
Occasionally	12 (30)
Never	12 (30)
Q44: I am (or have) a child/youth who participates in the Children and Family Ministry programs i.e. youth group, coming of age, OWL, worship.	N=46 (%)
Often	22 (48)
Occasionally	16 (35)
Never	8 (17)
Q45: I participate in other (than services) church related activities.	N (%)
Often	48 (37.2)
Occasionally	71 (55.0)
Never	10 (7.8)

Senior Minister's Report

Submitted by: Rev. Kathy Huff

As I picture our new Ella Baker Team putting on their shoes for the Oakland Running Festival for the second time, "race to the future" comes to mind and seems to capture the tone of this past year. In 2011 we found ourselves getting closer and deeper into our vision for a radically inclusive, spirit-filled, and justice centered church. It has at times felt a bit like being part of a sea of people racing for the finish line, the thrill of the run infusing the air just before falling to one's knees in gratitude (or exhaustion) at the end. There's so much happening at our church, so much to be thankful for.

Our membership has diversified. Our reach beyond the corner of 14th and Castro continues to stretch us beyond comfort and into places some of us had never ventured before. We made new commitments to our broader community through direct service, public witness and action. Our worship life has changed with its two different services, new musical ensembles, and dynamic choir. Worship will continue to evolve into this new year.

We have a new staff and operational team structure that is finding its way forward in the midst of a complex system. We continue to adapt and learn together. My heart is full to the brim with the blessing of sharing ministry with Rev. Jacqueline and all our fine staff and dedicated volunteers who do so much to keep the spring in our step.

Our financial systems have been updated and new leaders have stepped up to help grow and shape a sustainable future. We have learned new ways to build community through stewardship. It's not just about asking for money, it's about getting to know and love each other truly, madly, deeply.

Multicultural Consultations sponsored by with UUA brought our congregation together with members and clergy from the Mt. Diablo and the San Jose Unitarian Universalist congregations. The Leadership Development Weekend with Eric Law from Kalaidescope Institute gave us new tools for building multicultural community. Our many lay led programs and services inspire, incite to action and invite us into new ways of seeing each other and being together.

Nineteen people from our church traveled all the way to Romania to reconnect with our partner church, the Oakland Unitarian Church in Transylvania. The pilgrimage gave meaning and flesh to the Hungarian words of Ferenc David that we sometimes speak on Sunday mornings *Egy Az Isten* (God is one).

Our building continues to be well used and loved. We provide a welcoming space for community groups and other non profits serving the people of Oakland. The Oakland Youth Chorus now has its offices on our third floor. Affirming Hope Ministries and Urojas offer weekly Christian worship services and provide services to those most in need. There are plans emerging that will enable us to work more closely with these groups.

Some have asked, now that we have arrived at the year 2012 -- What now? What next? The answer to that question is one we will all want to reflect and act upon. Vision 2012 was a way for us to chart our way forward into an intentional multicultural, multigenerational, multiracial, antiracist religious community. It helps us articulate a long held hope and aid in planning as an institution. If you look around it is easy to see that we have embraced and taken up the charge in almost every area of congregational life. It is woven into our policies and practices, in how we see ourselves and in our core identity as a church. New people are drawn to the message of that vision. Those of us who have been around for a while find ourselves changed and more willing to take risks and most all of us are doing what we can to make it ever more real. Vision 2012 does not end because the year changes. It lives as long as we believe it is possible.

At the end of the day, or year, it's really not about crossing the finish line; it's how we run the race and who we take with us for the journey. "Guide my feet, hold my hand, stand by me, search my heart, while I run this race" the spiritual implores. May it be so.

Coordinating Team Programming Report

Submitted by Kristen Montan, Coordinating Team lay member for Programming & Linda Hodges, Church Administrator

This year for our annual report on programming in the church we took a different approach; we decided on a bottom-up approach to capture the life here at First Unitarian Church of Oakland. We got input from those providing the programming and then rolled it up into a comprehensive snapshot of what programming looks like here at First Unitarian Church of Oakland. This year instead of just focusing on attendance and content we also decided to focus our report on how the programming is meeting our ends of transformation within, among and beyond our walls.

Programming at the First Unitarian Church in 2011 focused on how, through our programs we could embody, explore and live the ends of the church (transformation within, among and beyond). The most visible embodiment started with the intentional change from “coffee hour” to a “Hospitality Hour.” The intention here was to take the focus away from coffee and putting it on personal connections and human interaction. By dressing up our tables in the colors of the rainbow, to expecting a presence of people to staff the tables, and by just moving the coffee service into the middle of Wendte Hall we have started to create an environment of welcoming and hospitality after the services. We, the Coordinating Team, felt that this intentional push at transformation within AND among will lead to a transformation beyond our church.

In our review of the year we took a look at the big picture and how our programming has met the ends of the church. We have welcomed and celebrated 31 new members, a majority of whom identify as young adult (18-35 years of age). We found that we are committed to the multigenerational, multicultural, multiracial experience of worship and that the whole worship team has paid in-depth attention to the synthesis of words and music to our ends through our Sunday morning worship.

The Ella Baker Action Team is the epitome of transformation beyond our walls. Through their work we are becoming a part of our neighborhood community. We have signed petitions during hospitality hour, and we have teamed up with Ella Baker Center (EBC), to hand out water at the Oakland Run, we knocked on doors and wrote letters to our legislators. In short we have overcome some of the barriers that divide us and have opportunities to share our gifts with an explicitly anti-oppressive antiracist partner. Our Earth Justice Associates also used our partnership with EBC by participating in the Oakland Climate Action Coalition. They contributed to our transformation within and among by working to install highly efficient LED lighting and now provide a “green” book lending library during Hospitality Hour. Our Adult Faith Development Team started a *Destino Group*, a drop-in meeting on the first Sunday of the month to discuss our monthly theme in depth, and on the fourth Sunday of the month we meet for *Conversations: Who and What Are We Becoming*. Our Interweave and Journey Towards Wholeness (JTW) teams have worked collectively as well within each team, to transform us from within to come closer to the anti-oppressive world we imagine.

In looking back at programming over the past year we have been busy, but we have also transformed and have been transformed. We have worshiped with our historical liturgy and music, but we have also rapped and danced, we sing gospel and dance with giant puppets, through our worship each week we are transforming within. Thirty of us, including many of our youth, joined EBC at a day of service at Lafayette Park. This day of service made a visible difference, and showed us some of our disparities in a concrete way. So by working together we not only transformed beyond, we were transformed among ourselves. Our Earth Justice Associates

heard the call to action from 350.org, and UU Legislative Ministry of California to call on President Obama not to approve the Keystone XL pipeline. They organized a letter writing campaign and collected hundreds of letters from our congregants and beyond. One member even went to Washington, D.C. to protest in front of the White House. The president did reject the pipeline, and by listening to the call from beyond our walls, and joining to take action, this was a hopeful and inspiring example of transforming beyond our walls.

Our retreats continue to be transformative among congregants. Our men felt their retreat while small was one of the best ever, and our women, even those who have never attended, are stepping up to help organize the women's retreat for next year. Large or small retreat, new or old member, the retreats connect and transform us deeply. Our Project Harvest Hope is gradually moving from building economic development projects to providing grassroots democracy education. We are making a transformation thousands of miles beyond our walls. We continue to work with BOOST! West Oakland with ten congregants as tutors; we share one of our Sunday collections, and we have a church member on its advisory board. Our Interweave team spearheaded a UU congregation/float in the SF Pride Parade. Not only did we have a fun and musical religious contingent, we took home a ribbon from The Sisters of Perpetual Indulgence for "Best Live Musical Contingent."

So, what are we doing to continue these transformations? To help us welcome and retain those who visit and are interested in making First Unitarian their spiritual home, we are offering a series of three classes which welcome and orient newcomers to not only our church but also to what it means to be a Unitarian Universalist. Our Pastoral Associates are planning on putting together a services list to assist with needs of our community (within and beyond our walls) that fall outside our current abilities. Our Worship Team is continuing to evolve and is starting a new Church Year Preaching Associates program. Our EBC team is continuing to transform beyond our walls in all they do, but they are also looking at reaching out among our other teams, especially to JTW, to deepen our lens of anti-racism and also to Interweave and to our youth. Our Earth Justice Associates are continuing to implement energy-saving lighting and their lending library; they are also bringing ecophilosopher Joanna Macy and her hopeful framework of how we can participate in the "Great Turning" transformation of our world. Our men and women are reflecting on how to take the enthusiasm and energy from their retreats back to the congregation for meaningful engagement and transformation. Interweave plans on a contingent and float again for this year's SF Pride Parade. Interweave is also looking at a 13-week class on Living the Welcoming Congregation and transformation within and among us all. By looking at Programming with "ends-colored" glasses, we see that as a congregation we are being transformed deeply and are transforming the world beyond our walls as well.

Children and Family Ministries Report

Submitted by Laila Ibrahim

Children and Family Ministries is a multigenerational, multiracial, multicultural Unitarian Universalist community. The children and parents in our church represent an impressive age, race and cultural span. When they come together to be in community they are living out our deepest values.

Transformation Within

In worship the children reflect on themselves as spiritual beings. They address issues of meaning and purpose through our spiritual themes and contributing to the ins and outs of church life. Through Our Whole Lives (OWL) they learn about Unitarian Universalist values in relationship to sexuality.

Transformation Among

The kids spent time creating decorations and props for worship services, making art to beautify our building and participating in leading worship in Hamilton Hall. We collectively wrote a note of condolence to a fellow congregant whose parent died. The Secret Buddy program connects children and adults.

Transformation Beyond

The children take a collection each Sunday. Half goes to the congregation and half goes to buy food for the pantry. They are learning to use our collected gifts to expand the beloved community. In the fall we had a book drive to aid a center for homeless families in the neighborhood. After several weeks we had bags and bags of books to walk over to the center. They spent a few Sundays cleaning around the church, planting seeds to express our care for the world outside our church walls.

Going forward I hope to work more closely with the Journey Towards Wholeness organizing team to offer films and other programming for our families that specifically address antiracism and other issues of diversity.

Capital Campaign for the Restoration of Hamilton Hall:

Submitted by Tom Haw

While the economy has impacted the timeliness of pledge collections, we are pleased to report that those who are still active in our church continue to honor their pledges. While some former members did continue with their donations, our write offs last year for bad debt did impact outstanding projections. I am pleased to report that 2011 and early 2012 have met or exceeded the expectations that Gail Schulz and I had projected. We now estimate that we will have a mortgage balance of \$770,000 as of 12/31/2012 and a remaining expectation of a loan balance, including our reserve, of \$700,000 by end of 2013. As Treasurer, I do caution that we need to further reduce this mortgage balance in the next 3 years. I will be asking the Financial Strategy Committee to recommend to our board that a second capital campaign be developed to further reduce this mortgage. If the economy modestly improves, we might also have the opportunity to refinance without prepayment in 2015. We should be proud of our ability, thus far, to contribute over 1.3 million dollars to this campaign. It has been a pleasure talking to many of you over the past few months. I look forward to the continued progress in meeting our financial goals. This church has always risen to these challenges. We can be very proud of our success in saving an important part of early Oakland architectural history. Its presence on 14th and Castro benefits this congregation, our denomination and our downtown community.