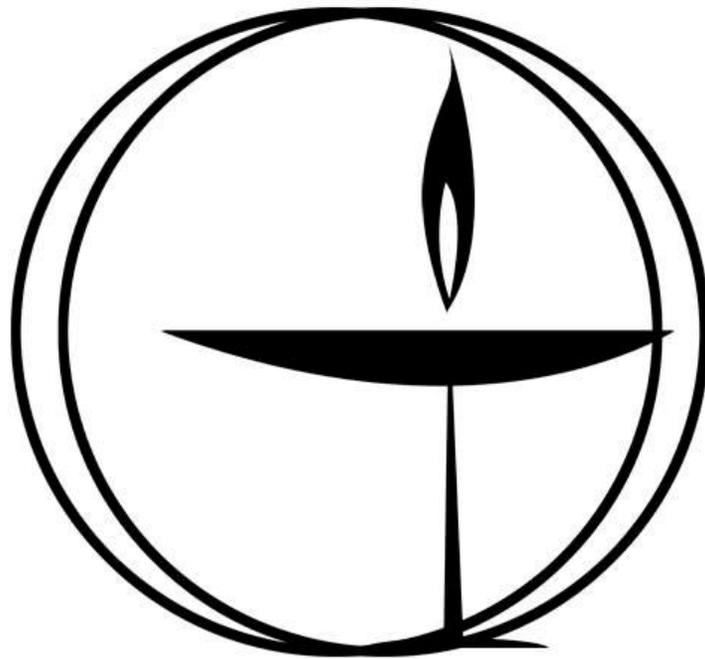


FIRST UNITARIAN CHURCH OF OAKLAND

ANNUAL CONGREGATIONAL MEETING

Sunday, March 20, 2011



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

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Agenda
FIRST UNITARIAN CHURCH OF OAKLAND
Annual Congregational Meeting Sunday, March 20, 2011
10:30 AM to 1:30 PM

- | | | |
|-------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|
| 10:30 | Welcome - <i>Noemi de Guzman, President, Board of Trustees</i> | Hamilton Hall |
| | Reading of the Church Ends – <i>Congregation</i>
Children and youth exit for their annual meeting process | Hamilton Hall
& 3 rd Floor |
| 10:35 | Vision and Mission – <i>Rev. Kathy Huff, Rev. Jacqueline Duhart</i> | |
| 10:40 | Appreciative Inquiry Interviews – <i>Congregation</i>
Introduction of Faithful Witness Team - <i>Bev Smrha and Rinda Bartley</i> | |
| 11:25 | Multigenerational Worship | Hamilton Hall |
| 12:00 | Break for All Ages Community Lunch – hosted by <i>Board of Trustees</i> | Wendte Hall |
| 12:30 | Call to Order of Business Meeting
Reading of Covenant – <i>Noemi de Guzman</i>
Children and Youth Process Resumes
Quorum Count – <i>Secretary</i> | Wendte Hall

3 rd Floor

Wendte Hall |
| 12:35 | Installation of Moderator - <i>Noemi de Guzman</i>
Review Agenda, Rules of Order, Voter Eligibility - <i>Moderator</i> | |
| 12:40 | Congregational Business – <i>Moderator</i>
1. Election of three Trustees to full terms (2011-2014)
Candidates: Andy Lee, Jill Miller, Margaret Woodside
2. Ordination of Mary Foran - <i>Chris Sutherland and Randall Wright</i> | |
| 12:50 | Financial Report – <i>Jon Greer, Treasurer</i> | |
| 1:00 | Senior Minister Report – <i>Rev. Kathy Huff</i> | |
| 1:10 | Faithful Witness Team and Children and Youth Report Out | |
| 1:20 | Recognition of Retiring Trustees – <i>Rinda Bartley, Vice President, Board of Trustees</i> Retiring trustees: Dan Goss, Noemi de Guzman, Charles Williams | |
| 1:30 | Adjourn – <i>Moderator</i> | |

Our Mission

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

-- Adopted March 18, 2001

Covenant of the First Unitarian Church of Oakland

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

-- Adopted by congregational vote, March 14, 2004

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.

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

Andy Lee

Andy discovered Unitarian Universalism in his 20s and was immediately struck by its radical acceptance of all people, by the way it embraces the here and now, and by its commitment to social change and justice. He's been attending Unitarian Universalist fellowships ever since. As a member of the First Unitarian Church of Oakland for the past 7 years, he has served in a number of ways--as one of the founders of the Earth Justice Associates, as a summer worship associate, as a member of the Hamilton Hall Renovation Committee, and currently as an advisor to the high school group. He values most the genuine friendships and the regular opportunities to reflect and grow he's found here. He's honored to be asked to serve on the Board and looks forward to learning much and contributing what he can. A native Chicagoan, Andy has been in the Bay Area since 1999 and currently lives in North Oakland. He is an architect and runs his own office, designing homes for clients with an emphasis on sustainable, earth-friendly design. In his spare time, he enjoys cooking, backpacking, reading fiction and the New York Times, getting to the gym, and watching independent films.

Jill Miller

I grew up Baptist, and still hold some of those beliefs (Believer in God and Jesus Christ, and have faith in the power of prayer!), AND I became a Unitarian Universalist (UU) as it added to my spiritual beliefs and practices and matched all the ways I was living in the world. Since coming to First Unitarian Church of Oakland, I have served with the Journey Toward Wholeness Team, and on various other short term projects, in addition to the *Building the World We Dream About* class. I'm a single mother of two amazing beings (Jordan, 17 and Dimitrios, 8). In my work life I am a therapist and program director within the Center for the Vulnerable Child (CVC) at Children's Hospital- Oakland. I completed my doctorate at The Wright Institute, and over the past 15 years I have intentionally worked with a culturally and socio-economically diverse population of youth and their families. I also teach courses in Multiculturalism and Socio-cultural Issues in my field of Clinical Psychology. In addition, I'm a co-organizer of the Taskforce for Cultural Responsiveness and Accountability (at my job), whose charge is to be aware of the impact of oppression, power and privilege as it operates in institutions and the community at large. I'm committed to the process of large scale and interpersonal change around these issues in my home, at work, and in my place of worship! In the past I have served on two other boards, at Park Day School, and at LIFETIME (Low Income Families Empowered Through Education: GED's to PhD's). In my free time, I try to squeeze in a movie...all by myself!

Margaret Woodside

Margaret joined the First Unitarian Church of Yonkers in 1961. In 1965 the church hired Margaret as their Religious Education director. Margaret also became involved in the Civil Rights movement in Yonkers as the housing chair of the Yonkers Congress of Racial Equality and was appointed by the Mayor to the Human Rights Commission. She continued working as an RE director for the next 15 years at various churches in New England, directed RE week at Star Island and then spent the better part of 30 years at Rowe Camp and Conference Center in various roles. Margaret helped develop the curriculum for About Your Sexuality (the precursor to Our Whole Lives) and was part of the training team that brought the curriculum into local churches. She attended Starr King School of the Ministry as well as Meadville's Summer Institute. She has been a friend and member of the First Unitarian Church of Oakland for a long time. Margaret currently works at the welcome table on some Sunday mornings, is on the Stewardship committee and is the convener of Elders and Others. A self proclaimed foodie, Margaret loves to spend time baking, going to the theater and swimming.

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.

Reports

Board of Trustees

Submitted by Noemi de Guzman

The role of the board of trustees is to govern in the shared ministry of serving the church's mission and ends and to uphold the vision of a beloved community where all people have a place at the welcome table.

We made a conscious effort last year to apply policy-based governance principles more consistently in our processes, which resulted in greater role clarification, guided our agenda-setting and decision-making, and freed more time for creating the future.

We adopted the practice of setting annual priorities for the board's particular work and discontinued setting annual priorities for the church as a whole, in order to concentrate the congregation's focus on the church's mission and ends.

The board completed revision of the church ends to better express—in terms of transformation within, among, and beyond—the difference we want to make in the world, for whom, and at what cost. In order to monitor whether the ends are being met, the board received executive interpretation of the ends as well as proposed measures. The board has approved the interpretation and measures of the “transformation among” end.

In the area of finance, the board appointed Molly Hermes, Tom Haw, and Leslie Brandt to the endowment committee. The board revised the financial management limitations policy on financial activities, which resulted in a clearer and more streamlined policy for executive interpretation and board monitoring. The board clarified its proper role in budget preparation, supported the budgeting process by reviewing assumptions and setting the senior minister's salary, and approved the 2011 budget. Trustees served on the stewardship committee.

When long time member and church manager Charla Weiss resigned to relocate in Cincinnati, leaving a vacancy on the executive team, we took the opportunity to pause and consider how best to structure and staff the executive function for the church going forward. After considering information from multiple sources, the board designated the senior minister as the sole executive, to be supported by a coordinating team of staff and lay leaders. Our policies have been updated to reflect this new structure, and we expect it will both make our church operations more efficient and sustainable for all church leaders and allow Rev. Kathy Huff more time for the spiritual leadership we called her to provide.

The executive restructure provided the committee on ministry with additional context for revisions to Rev. Kathy's letter of agreement, which had been pending, and the board approved the updated letter of agreement as recommended, along with a job description for the senior minister. Revisions address sustainability of ministry, reflect a just work place, and reflect the

current compensation package, among other changes. Early last year, trustees had an opportunity to participate in a process of reflection on Rev. Kathy's ministry with us.

The board took opportunities to work intentionally with the Journey Toward Wholeness transformation team in participating in a working group to incorporate motions into policy and in co-sponsoring a film series. The Journey Toward Wholeness transformation team provided the board with training on caucusing which included practices that deepened understanding of different perspectives on immigration rights issues. The board has appointed Jaki Lee as the newest member of the Journey Toward Wholeness transformation team.

In addition to training on caucusing, the trustees also participated in the social justice empowerment workshop, leadership retreat focused on appreciative inquiry, and a transformational leadership workshop led by Unitarian Universalist Association moderator Gini Courter.

We open and close all our meetings with reflective, centering, and inspirational readings that often echo the monthly worship and learning theme, and we continue to nurture a close relationship and connect each month with Rev. Kathy. Rev. Kathy led us in a process to understand ourselves and each other and the covenantal relationship among trustees. The board of trustees now has adopted a covenant among each other.

Last year the board, along with the rest of the congregation was very pleased to welcome Rev. Jacqueline Duhart, who joined our clergy as our assistant minister for community engagement, and we look forward to additional spiritual leadership from her as she works beyond our doors.

This past year, the board approved sponsorship of three candidates for Unitarian Universalist ministerial fellowship: Cathy Rion, Catherine Ishida, and Laura Bogle.

The board has renewed emphasis on linkage with church members and other stakeholders and reviews on a monthly basis the opportunities to actively participate in church community events and to represent the church at public events. We also report back to each other regularly on what we have learned in our linkage conversations and their meaning for the church's future. We look forward to these conversations with you and hope that you will not hesitate to initiate a conversation with us.

In service and faith,

Your board of trustees,

Giselle Ampuero, Rinda Bartley (Vice President), Bob Crowe, ReeAnn Dixon, Dan Goss (Secretary), Jon Greer (Treasurer), Noemi de Guzman (President), Bev Smrha, and Charles Williams

Report from Rev. Kathy Huff, Senior Minister

It is hard to imagine any year in the life of this church that could possibly have involved as many changes and transitions as this past year. Our congregation and institutional practices, while depending on the best of the past and holding fast to a vision for the future has “morphed” as our teenagers might say. Our membership and way of “being church” is swiftly changing and we are beginning to see more tangible results of our intentional work as a multiracial, multicultural, multigenerational anti-oppressive religious community. Vision 2012 continues to guide us and has given us new ways to lead, worship, staff our institution, and do the kinds of shared ministry that our congregational ends asks of us all. We have much to celebrate, learn from, and reflect upon as we move forward.

Of particular note was our ability to fund a new part-time ministerial position. The congregation’s enthusiasm and ability to match the Unitarian Universalist Association Diversity in Ministry grant of \$25,000 with an additional \$50,000 during an economic decline is a remarkable commitment. This support gives us three years to work toward incorporating this position permanently into our ongoing budget. Though it has only been a handful of months, Rev. Jacqueline Duhart’s dynamic presence among us as our new Assistant Minister for Community Engagement is being felt throughout our church.

This year has been full of staff turnover, far more than could be reasonably sustained or meaningfully managed. (See Executive Team Report for more details). We had sixteen staff transitions in less than five months all for compelling personal reasons or by natural attrition. Internships and temporary positions ended, people moved, went back to school, and so on. The loss of all that institutional memory in one big swoop continues to have a significant impact on institutional functioning. We have all our positions filled but it will likely take a while to feel the full stability and cohesion of this new staff team.

We continue to deepen our ministry with children and youth and created a director level position to support this work. Children and families are being well supported by new director Laila Ibrahim’s loving energy and creative ideas. After a worship review in the spring by fall we began a new season with distinct offerings on Sunday mornings. In Hamilton Hall we now regularly have a 9:25 *Contemplative Service* and an 11:25 *Worship Arts Celebration*. Our *Time for All Ages* still falls on the 4th Sundays most every month, but on all other Sundays, *Children’s Chapel* takes place in the Starr King Room. After worship, children participate in programs and religious education modules suited to their age group. We are also making strides in integrating our monthly worship and learning themes. Our overall focus this year has been “Love in Action: Beyond Our Walls.”

In the wider world, in May, I completed a fascinating two-year educational program called “UUA Dreaming Big” a site study of best practices in the large and growing church. I continue to bring ideas into our setting as appropriate. Our recent community partnership with the Ella Baker Center is engaging a large portion of our membership. The church hosted the Western regional DRUMM Conference (a continental UU People of Color organization) and its counterpart the Allies for Racial Equity. We hosted a visit from Unitarian Universalist Association Moderator Gini Courter who both led worship and a workshop for our Trustees and several other mid-sized congregational boards.

As usual, our buildings have been filled to the brim with the people of Oakland. On any given week we may have more over 2,000 people come through our doors from our wider community. Oakland Youth Chorus, Sacred and Profane Choir, Oakland Jazz Chorus, Project What! (youth literacy program), Alcoholics Anonymous and Narcotics Anonymous all meet regularly here. We remain a popular spot for youth trainings, outside concerts, weddings, quinceañeras and

other rites of passage. More than 70% of our rentals are to nonprofit community groups. We had the exciting opportunity to host the first Mayoral debate and co-host this event along with OaklandSeen, 100 Black Men and 100 Black Women. It was especially meaningful for me to have been able to provide some opening remarks.

Though membership is down in the Unitarian Universalist Association overall, people continue to be drawn to the First Unitarian Church of Oakland. In 2010 thirty-six people signed our membership book. Our congregation's multicultural ministries have been identified by the Unitarian Universalist Association as being particularly vibrant and effective. Though much work remains for us to be all that we have imagined in this arena, we have established practices and processes that are now serving as a model for other congregations.

Executive Team (ET)

Submitted by Rev. Kathy Huff and Julie Baeder

2010 was focused primarily on needing to manage staff turnover and transitions. In all there were twenty staff changes during the year.

The goodbyes: Charla Weiss (Church Manager, ET member); Jeannine Etter (Admin Asst./Asst. to Sr. Minister); Crystal Moore (Chalice Children); Denise Lyons (Asst. Bookkeeper); Catherine Ishida (Intern); Linda Hodges (Admin. Asst.); Melissa James (Children & Family Ministry Coordinator); Matt Wolka (Interim Music Director); Lynn Gardner (Worship Arts and Education).

The hellos: Rev. Jacqueline Duhart (Asst. Minister for Community Engagement); Jeannine Etter (Admin Asst. whose job was then phased out at the beginning of 2011); Laila Ibrahim (Director of Children and Family Ministries); Clifton Massey (Music Director for All Ages); Liza Kuney (Sunday Morning Asst.); Linda Hodges (She's back as our Administrator); Lucia Haet (Part-time Assistant Administrator of Finance and Stewardship).

We also had three temp agency staff work in the office to get us through the high demand weeks.

Each transition required the work of many hands; from the hiring teams to the writing of contracts and job descriptions to orientations and integration for each new employee. We also updated the personnel manual, standardized contracts and job description templates. We hosted a staff orientation dinner geared at helping the integration process. Together with the Leadership Development Team, we held a breakfast meeting on a Saturday morning to help the new staff and leadership meet and come together on the practical matters of church life.

We started the year with our highest paid staff placed on furlough days/weeks and clergy compensation reduced. In May thanks to increased pledging we were able to take staff off furlough, although clergy salary remained at 2008 levels throughout the year.

We realigned the staff positions, to bring all staff members in line with Unitarian Universalist Association fair compensation guidelines. All tenured staff received raises in January 2011.

With input and recommendations from the Committee on Ministry we adopted a disruptive persons policy. Community Life leaders provided input and recommendations for a new retreat policy. Both policies are listed along with other Executive Team polices on the website.

We began the work of interpreting our ends for the Board of Trustees, so that we can move toward effective monitoring of our ends.

We collaborated with the Leadership Development Team on a series of leadership breakfasts, a LEAD weekend at Mt. Home Ranch, and with the Grace Team on the end of the program year celebration.

We adopted and balanced the 2010 budget with \$25k+ carry over to move into 2011.

We connected our expenses to our ends so that we now have a sense of how much we spend to foster transformation within, among and beyond our community.

We continued to move toward the successful implementation of the team approach to our Every Member Ministry in keeping with the practices of thriving church models. The latest change is the elimination of the Justice Council and the birth of Faith In Action Teams who work with our new Minister of Community Engagement the Rev. Jacqueline Duhart to channel their work into areas of greatest need and congregational energy.

For most of the year the Executive Team was comprised of Lay Leader Julie Baeder, Church Manager Charla Weiss and Sr. Minister Kathy Huff. At the end of October Charla Weiss resigned and moved to Ohio. The board chose not to replace that staff position on the ET and took up a process to name a new executive structure.

Committee on Ministry (COM)

Submitted by Chris Sutherland

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 is responsible for tending to the health and well-being of our congregation as a whole.

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.”

The COM is currently composed of Liam Alequire, Charlotte Dickson, Rick Hecht and Chris Sutherland (chair). Randall Wright cycled off the COM this year with our thanks for his very long and dedicated service to the congregation in this way.

The work load for the COM has been lighter this year than in recent years. We spent considerable time in fall/winter working with the Board to revise Rev. Kathy's Letter of Agreement (LOA). We have been working to replace one current and up to two additional anticipated turnovers in membership on the COM. We are beginning work to plan for a process for the congregation to re-evaluate our congregational covenant. And before the end of the church year we will be reviewing and revising the COM's charter and other governing documents to accurately reflect the current organizational structure in the church, and our relationship to the Board of Trustees.

It is also the COM's duty to review credentials and make recommendations to the Board of Trustees for the congregational sponsorship of students for ministerial education and advancement to ministry, and to similarly review credentials and make recommendations to the Board for ordination to ministry. So, along the way this year we have reviewed and recommended two candidates, Laura Bogle and Sunshine Jeremiah Wolfe, for congregational sponsorship and are delighted to introduce Mary Foran's recommendation for ordination at this morning's annual meeting.

Report on Membership and Faith In Action Ministries from Rev. Jacqueline, Assistant Minister of Community of Engagement

As the Assistant Minister for Community Engagement, one of my responsibilities is church membership. Church membership, as I envision it, includes nurturing our church culture so that we more genuinely and consistently live out what it means to be a welcoming congregation; providing active outreach to every visitor who finds their way to this church; and making it known to the public that all are worthy and all are welcome to participate in the life of the church; communicating to longstanding members, friends, and allies that their spiritual development is critical to the overall health of the church; and eagerly supporting new members in getting engaged in their new religious community and in reverently sharing their time, talents and treasures.

So far, this congregation has held two New Member Rituals welcoming 46 new members. The new members range in age from mid-twenties to 70 plus. Folks self-identify as male, female, queer, heterosexual, Spanish speaking, bilingual, multiracial and multicultural, as well as multi-religious.

New or Re-energized Visitor/New Member Initiatives for this Church Year:

- New Member's Task Team- works closely with the Hospitality Team to engage all visitors, answer questions and accompany them to coffee/tea after worship
- Lei Ministry- volunteers wear a lei that identifies them as someone enthusiastically ready to answer questions about this congregation and willing to accompany them to coffee/tea after worship

- Buddy Program- pairs each new member with someone who will accompany them through the first six weeks of membership and support them making connections, building relationships, and learning about the many ministries and church programs
- Welcome to the First Unitarian Church of Oakland & Pathway to Membership Series- three classes that orient visitors and new members to what it means to be a member of this beloved religious community, ways to discover and nurture their spiritual path and give of their time, talents and treasures
- Visitor Connect/New Member Outreach-volunteers who call or send emails to everyone who completes a visitor connect card and enters the name of new members into database

This is no small responsibility and I absolutely love it. To be a member, to belong, to be claimed by a beloved religious community (oh my GOD, we all want to belong) and to work to transform the world so that all of us can share in paradise that is here and now – there is no better ministry.

Wow, what a year the social justice ministries have had. We intentionally jump started our social justice programming in August with the Social Justice Empowerment Workshop (SJEW). SJEW is a Unitarian Universalist Association program; the goals are to start, strengthen and grow congregational social justice ministries. This workshop takes place over a weekend, is led by a trained facilitator and is tailored to the needs and hopes of each congregation that requests it.

We saw SJEW as a strategy to support the First Unitarian Church of Oakland in living more boldly what it means to be a liberal and progressive religious community that is radically inclusive, spiritually alive and justice centered. A church, that works for spiritual and social transformation within, among and beyond ourselves, in support of vision, mission and ends.

The church's goals for the workshop were: 1). Create a proposal for a new social justice program structure. 2). Develop a plan for growing social justice as the core of the congregation by including more members, friends and allies in social justice ministries. 3). Decide on "Beyond the Walls" partner and strategies to develop partnership. 4). Create processes to evaluate justice ministries.

Yes, these were ambitious goals for a weekend. And if any of you were among the 80+ people who gathered for the weekend, you were party to and witnessed Holy mystery in action. In the midst of our eating and singing together, sharing in small and large groups, remembering and retelling stories about the rich social justice history of First Unitarian Church of Oakland, we accomplished all of our goals and named the Ella Baker Center for Human Rights as our "Beyond the Walls" partner. The Ella Baker Center is named for Ella Baker, a civil rights movement heroine who inspired and guided emerging leaders like The Rev. Dr. Martin Luther King Jr. The Ella Baker Center motivates and mobilizes leaders to work on a variety of initiatives that bring peace, justice and opportunity to communities. Wow, what a weekend we had.

In the past seven months we have moved from the Social Justice Council structure to Faith Action Teams. Staff from the Ella Baker Center came to the church and offered an orientation to their programs. The Starr King Room was filled to capacity with eager congregants standing just

outside the door way listening to the presentation. On this day we experienced what it means to be radically inclusive, spiritually alive and justice centered.

There is still work to be done, like getting the evaluation component in place, providing consistent support to each Faith Action Team, ensuring that each team keeps before them our Ends Statement and the ongoing mandate to learn about the impact of privilege and the many faces of oppression.

We are people of faith, on a journey to be radically inclusive, spiritually alive and justice centered and in the words of Dr. Howard Thurman, "Keeping before us our highest resolve."

McClymonds Merit Scholarships

Submitted by Jane Voytek

Due to the generosity of anonymous donors, the Center for Urban and Family Life (CUFL) has been able to serve as the sponsoring organization of the McClymonds Merit Scholarships since 2001. The program has grown from providing funding to 10 students to providing funding for over 50 graduating seniors each of the last several years. The program has now distributed close to \$600,000 to graduates of McClymonds. The program is administered by a board comprised of First Unitarian church members and members of the McClymonds community (including parents, teachers, and former graduates). The program is now structured so that every student who graduates, completes the application process, and enrolls in college or trade school is entitled to some funding through the program. McClymonds is the only high school in the area that has a dedicated scholarship program for its graduates. McClymonds teachers believe the program has been a key factor in raising the graduation rate at McClymonds over the last several years.

Project Harvest Hope

Submitted by Bev Smrha

Lao Tsu has told us:

“Go to the People, Live With them; Learn From them; Love them.

Start with what They Know; Build with what They Have.

But with the best leaders, when the work is done, the task is accomplished,
the people would then say, we have done this ourselves.”

(This is the essence of what I have learned about partnerships that are international, multi-cultural, multi-historical, and financially disparate)

Lao Tsu could have been describing Project Harvest Hope (PHH), for this is one of our guiding principles. When working in authentic partnership across vast differences in resources, culture and history, Americans must temper our can-do-anything-now assumptions and slow down enough to deeply and respectfully listen to what is being told to us about the real needs and realities of the current day. Listen and learn before doing.

Project Harvest Hope is working in partnership with a people (Hungarian Unitarians) and a country (Transylvania area of Romania) that is in transition from being an isolated, pre-modern society to a member of the European Union and is becoming a post-modern society in so many

ways, particularly in the wisdom and sensitivity of a sustainable connection to the land. We are all learning so much from each other.

In order to be as effective and useful as is possible, PHH chooses to be nimble and alert. We have gone through many phases and activities. Many of you may well remember the years (working in partnership with Harvest Hope pro Homerod) that we were developing the first modern dairy farm in the country; and you may have “bought” one of the pregnant EU certified cows that we populated the barn with. This past year, we completed a 3 year contract with a local organization, CIVITAS, to train and resource (with technology) village level community organizers to lead their villages to cooperatively plan, get grants, and execute local needed developments (such as electrically serviced milk collection centers). Americans well know that this organizing is essential to grow a grass roots democracy with a people that can work for self-determination and local authority. (Especially when the central government is unfriendly at best)

Project Harvest Hope was born here at First Unitarian Church of Oakland in the mid-1990's. We chose to create a grassroots, mutually respectful, authentic partnership between Unitarian Universalists in America and Unitarians in our religious birthplace of Transylvania.

As a faith-based, non-profit organization, we are committed to nurture the ancient and feisty Szekely spirit and the transitions in rural life in the Unitarian villages that were so isolated and doubly oppressed for so long. We support the renewal of democratic process, with volunteerism and community action. Grounded in our shared religious heritage, our ministry is one of conversation and care, presence and transformation. We are an organization, made up totally of volunteers who have been inspired by the hospitality, traditions, resilience and spirit-filled life of our Hungarian speaking Unitarian cousins.

Boost! West Oakland

Submitted by Joan Poulter and Debbie Brown

Midway through its 14th year of existence, the Lafayette School Mentoring Project became Boost! West Oakland. The change was necessary when the host school was renamed West Oakland Music Academy. The project is providing no-cost one-on-one tutoring with trained volunteers after school to 92 youngsters each week. Approximately 10 of the tutors are from our church, but we always have more children signed up than we've been able to recruit tutors.

The church donated money from one Sunday's collection, recruited church members to be tutors, publicized fundraisers through church publications and donated space for the fundraisers to be held. Once church member serves on the Advisory Board and another church member collects healthy snacks and delivers them to the project once a month. The snacks are disbursed to the children during their evening tutoring sessions.

A newer concern for the project advisory board has been cost-cutting and fundraising as our start-up endowment has been depleted. To date, over 1,500 children in this K-5 school have been provided tutoring.

Earth Justice

Submitted by Bret Andrews

The following are highlights that the Earth Justice Team accomplished in 2010:

- 40-40-40 Commitments, Earth Tree -- we engaged over 40 people to 40 days of sustaining a spiritual action for the earth.
- Movement In Nature Workshop -- Family event with exercises in connecting to the earth in the Redwoods
- Green Fund -- Collected over \$3,000 which is being used to reduce energy use in the church Green Service August – Celebrated the earth with Ian Kim from the Ella Baker Center describing the importance of Environmental Justice
- No on Prop 23 -- Worked with local groups to defeat the Dirty Energy Proposition
- Green Jobs Campaign -- Connecting with Ella Baker and many other organizations as members of the Oakland Climate Action Coalition to make Oakland a model city embracing sustainability and environmental justice
- Climate Action Workshop -- hosted a workshop on sustainable living taught by the Ecology Center
- Recycling and Sustainability -- Supporting ongoing efforts for the church to reduce waste and lower our carbon footprint

New Projects:

Solar – Exploring options for solar power for the church at a reasonable cost

Further Implementing the Green Fund

Urban Agriculture Project in West Oakland

Sustainability and Living with Climate Change Film Series

Journey Toward Wholeness (JTW)

Submitted by Jill Miller and Lucile Beatty

- We continue to use Process monitoring as an aid for deeper self-examination and as a tool to address Power and Privilege.
- The JTW team created linkage with the Board, and conducted training on Caucusing with the Board. JTW met with Board subcommittee members to strengthen the relationship between JTW and the Board.
- JTW members consulted with Rev. Kathy and Julie Baeder to examine the language within the Ends statements and provided suggestions on how to match language with the intention of being culturally responsive and accountable.
- Jaki Lee became a member; Lucile Beatty became co-chairperson with Jill Miller.
- JTW co-chair, Jill Miller, is co-facilitating the Unitarian Universalist Association curriculum of Building the World We Dream About; Heather McLeod, former JTW member, is the other co-facilitator.
- JTW members provided logistical support for the DRUUMM-West conference (e.g. coordinating hospitality home stays, and coordinating volunteers to be available before and during the conference weekend).

- JTW began its film series. The first movie was *Race: The Power of an Illusion*; the second film was *Unnatural Causes: In Sickness and in Wealth*. Discussion was facilitated after each viewing by JTW members. More viewings are scheduled in March and April.
- JTW held their service for March 13, 2011.
- Members of JTW gathered with fellow congregants of First Unitarian Church of Oakland and members of Mt. Diablo Unitarian Universalist Church to participate in an Appreciative Inquiry process with Rev. Kathy and Rev. Leslie Takahashi-Morris.
- Met with Adult Faith Development leader, Mary Foran, to share input about ways to be more inclusive when developing payment scale for classes.
- JTW members provided linkage for the Social Justice Empowerment Workshop and the Faith Action team.

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

- First Unitarian Church of Oakland members continue to meet monthly in *Allies for Racial Equity* meetings for those members who identify as White, as a means to deepening conversations regarding White privilege, internalized racial superiority, and ways to take action as an ally.
- With JTW input, the Board continues to use Process monitoring.
- With JTW input, the Board is expanding its use of Caucusing as a way to add cohesion within the Board members, and increase the practice of self-reflection.

What do we (JTW) hope for the future?

- JTW is looking to support members of the church in taking broader anti-racist leadership efforts in the church.
- JTW will continue providing consultation for other church groups in relation to their anti-racist, anti-oppression practices.
- JTW is hoping that all ministry leadership team members will include anti-racist trainings as a part of their orientations and overall leadership development

Leadership Development Team

Submitted by Julie Baeder

The Leadership Development Team accomplished much in 2010. We held a series of leadership breakfasts on how to form an every member ministry, how to carry out a ministry, do a project, organize a meeting and finally, a workshop on the art of hospitality, led by Charla Weiss.

We developed job descriptions for leadership positions and linked them to the Every Member Ministry site with a list of the current leaders in each position

<http://www.uuoakland.org/involved/>

In November of 2010 we held the Leadership Exploration and Development weekend at Mountain Home Ranch where 35 current and aspiring leaders came together to learn Appreciative Inquiry, taught by First Unitarian Church of Oakland member Diana Verhalen. "Appreciative Inquiry is about the coevolutionary search for the best in people, their organizations, and the relevant world around them...Appreciative Inquiry involves, in a central way, the art and practice of asking questions that strengthen a system's capacity to apprehend, anticipate, and heighten positive potential."

<http://appreciativeinquiry.case.edu/intro/whatisai.cfm>

The Leadership Development Team is responsible for developing candidates for the Board of Trustees. In 2010, we prepared Bob Crowe and ReeAnn Dixon to become candidates and they are both currently Board of Trustee members.

In 2010 the LDT had a transformation of sorts. Scott Weiss, our team leader, left to pursue a new career in Ohio; Suzanne Boutilier became a new mom and left the team to take care of her daughter (the beautiful Pilar, check her out after late service in coffee hour); and finally, Lauren Poole, a very active member of our team left also to focus on her family. The current LDT consists of Rev. Kathy Huff, Julie Baeder and Bob Crowe, our Board of Trustees Liaison.

Pastoral Care Team

Submitted by Anne Lown

Pastoral Associates and Chaplains – Anne Lown-PA Coordinator and Rev. Dan Kane, Chaplain Coordinator and Rev. Laurel Liefert

The year 2010 Pastoral Associates (PA) team was coordinated by Anne Lown with PA members Claudia Morgan, Dick Bailey, Carolyn Devol, Judith Hunt, Gil Dacumos, Katie Kellogg and Barbara North.

We acknowledge the many years of devoted service by Ronny Gaal and Roxie Kellam, who retired this year from their PA service.

- The Pastoral Associates meet monthly all through the year to discuss the needs of people in the church. We provide support and comfort all year long, any day, any time and are just a phone call or email away.
- We provided meals as needed to new parents, cancer patients, congregants with health problems, the depressed, worried and over-stressed. (Roxie Kellam has been invaluable as the meal coordinator and now Claudia Morgan is coordinating food.)
- We checked on individuals who had significant life events during the past year. Some had reached out for help (through Rev. Kathy, our chaplains, the PA coordinator or Linda Hodges) others we learned of through our extensive social networks. When we approach people who we heard about through our networks they often expressed gratitude for our concern. Some have enough resources and decline care, others accept the care.
- We continue to use our pastoral care email. This has been a great addition, because we can assign it to another person if the coordinator is out of town (as she was for 3 months). The email address is: pastoralcare@uuoakland.org. (The email is now set to be forwarded to the current coordinator Anne Lown, but the forwarding mechanism can be easily changed to another for easy back-up.)
- We have taken PA pictures (thank you Rick Hecht), developed a PA logo (thanks to Katie Kellogg's partner Mary) and refined our mission statement for a web page. Work on the web page is almost completed by Liam Alequire.

- We have developed a PA-only shared (Google documents) tracking sheet with descriptions of all those currently in our care, (also including closed cases) so we have transparency and clear accountability and communication for PA issues.
- We continue to have our “Lend-a-Hand” program to encourage congregants to be involved in pastoral work in a more casual basis. We currently have 22 people enrolled. We use a tracking sheet for those individuals and they are called on, as needed. In March we will be having a Lend-a-Hand Brunch to thank all those in the church who assist with congregants are in need.
- A number of men from the men’s fellowship have catalogued their skills and are making them available to church members who need repairs or expert consultation. Thanks go to Ron Weisberg for coordinating this service.
- We have hosted two Aging Well events to support our aging community. They were both well attended and warmly received. One more will occur in May, 2011. We will also present our Aging Well program at the PCD District Assembly in May, 2011.
- We co-sponsored a talk on health care coverage in February.
- The PAs led two church services this year, one in the summer and the Tolling of the Bells Service. In each case, Rev Dan Kane took the lead with active participation of the PAs. We hugged and held people who lost loved ones during the past year.
- We currently have on-going care (at varying levels) for 25 people and about 15 closed cases (they were helped and the issue is resolved). The range of issues is broad including serious physical and mental disability to less severe health problems, day to day stresses, moving assistance as well as celebrating births and positive events. Support and help provided includes meals, rides, phone calls, visits, moving help, comfort, hand-written letters of caring, celebration and support (Thank you Carolyn Devol).
- We have had a number of phone calls from non-church members who are reaching out for conversation, prayers (or money). Dan and Anne handle these calls.
- Special mention should be made of the extraordinary efforts made by Claudia Morgan who is coordinating all food cooking and delivery, her monitoring of the listserv and work on the two church newsletters. Also, Claudia, Judith, Dan and Carolyn took over while Anne was away in the fall and did a fantastic job: Katie Kellogg in her support and coordination of visits to Mary Ann Haw; Judith Hunt in tireless care of so many complex cases; Carolyn Devol and her amazing letter writing and regular checking in with several isolated congregants, Dick Bailey who always knows who needs what in the church, Barbara North—despite being new she has more ideas than all of us put together and Gil for his effusive warmth to so many congregants and his tireless ushering. Lastly, Dan is handling a LOT of counseling/chaplain needs. There have been more requests this year than in the previous year and he is right there, every time. We have an amazing dedicated team of people whose love and generosity are so impressive that these words fail to capture their incredible work.
- One PA is assigned to each board member to provide support.
- Active participation in the leadership retreat by many PAs.

The chaplain team was coordinated by Rev. Laurel Liefert and now by Rev. Dan Kane. Rev. Dan Kane is the Chaplain Coordinator, providing ongoing chaplain care. The Chaplains attend monthly meetings of Pastoral Associates. In addition to responding to individual requests for meetings, the chaplains were available for drop-in meetings.

The caring team has remained committed to the community during this stressful year. We look forward to adding new Pastoral Associates, including the broader community in the pastoral care (Lend-a-Hand program) and continuing to strengthen the pastoral dimension of our congregational life in 2011.

Music Department

Submitted by Clifton Massey and Sarah Watts

The Music Department got off to a great start with our new Music Director for All Ages Clifton Massey coordinating the various musical offerings at our church. With the assistance of Renée Witon, Stefan Schneider, the Music Committee, and numerous volunteers, Clifton has helped strengthen and enrich the already successful music program here at First Unitarian. The goals of both the Ends of our church and Vision 2012 are incorporated and considered in the planning of all service music and guest musicians, and fulfilling musical experiences have been reported by many members of the congregation. General feedback is that the music department is moving in the right direction with regards to our goals Within, Among, and Beyond our walls. Future plans include more collaboration with local music groups, a drumming workshop in the fall, continued success of the UTunes Coffee House series, the consideration of a Recital Series, and other enriching musical experiences. Below are brief descriptions of progress in the various divisions of the Music Department:

- **Music Committee:** Starting last spring, the music committee took responsibility for organizing summer music by recruiting Dan Wright as music associate coordinator, whose role it was to recruit and support the lay music associates who presented music at services during the summer. Members of the music committee (Sarah Watts, Dan Wright and Jason Ulibarri) and others (Kathy Huff, Charla Weiss and Kristen Montan) met to develop and support the hiring process for the newly created position of Music Director for All Ages. Several promising candidates were selected from the applicants, phone and in-person interviews, and try-outs with the choir were conducted. The sub-committee unanimously identified Clifton Massey as the best candidate and recommended to the Executive Team that he be hired. He has served as MDFAA since August 2010.
- **Children's Music:** The Children's Choir added their voices to our Christmas Eve service, and will sing in three services in the spring, including Easter. Kyle Blase taught a family music class in the fall, which will hopefully resume next fall. Laila Ibrahim and her staff incorporate music into Children's Chapel each Sunday.
- **World musicians** Mandy Cheung Wa, Mohammed Nejad, Kenneth Felts, the Oakland Youth Chorus, and La Peña (May) enriched our services with music from a variety of world cultures.

- A successful **Holiday Concert** in December raised \$1500 for the general fund of the church.

Adult Faith Development

Submitted by Mary Foran

At First Unitarian we foster Adult Faith Development through appointing *Adult Faith Associates* who offer classes and events that advance our mission, vision and ends. Classes so far this year include *Building the World We Dream About*, led by Jill Miller and Heather MacLeod, *Unitarian Universalist American Roots*, led by Emily Stoper and *The Healing Power of Empathy* led by Marlena Willis. In addition, Bev Smrha is convening *Conversations: Our Personal Stories* as a monthly covenant-like group. In February Adult Faith Development sponsored a workshop in collaboration with Faith Action Teams, the Pastoral Care Team and Elders and Others on the federal Affordable Care Act led by Jeffrey Melcher of the Unitarian Universalist Legislative Ministry of California.

Still to come are the *Principled Commitment Course for Couples*, offered by Joe Cristofalo and Emily Stoper, *Planning Your Giving* by Joani Blank and Rev Kathy's *Soulfire Spiritual Practices*. Programs being considered for the future include understanding immigration issues and leading from your faith. You can find details about dates, locations and times on the church's website.

We are having an exciting one-time event in the Starr King Room on **May 16 in the evening** – mark your calendars now! The Rev. Mark Morrison-Reed will bring reflections on his growing up as an African American Unitarian Universalist and serving 26 years as a parish minister in our movement. He is a historian of the African American presence in Unitarian Universalism, with an engaging and provocative presence. Please watch for more information.

Faith can be a tricky word for Unitarian Universalists. Instead of thinking of faith as beliefs that cannot be proved, our Adult Faith Development Program is based on the idea that faith is that which encourages and supports us to integrate Unitarian Universalism into our personal and public lives. Adult Faith Development is about journeys – journeys into learning the values and history of Unitarian Universalism, into the meanings of membership in this congregation, into discovering and deepening spiritual practice, into finding and strengthening your particular ministry and into sharing the gifts of transformative religious community with others. According to the ends adopted by our Board in 2010, “we work for spiritual and social **transformation** within, among, and beyond ourselves.” Adult Faith Development strives to provide classes, events and experiences to nurture our transformations.

Are you inspired to teach and learn with others? Are you longing for new learning? Working together we can expand our Adult Faith Development programs.

Children and Family Ministries: Connection, Meaning, Fun.

Submitted by Laila Ibrahim

This was a year of transition and revision for the program. The program staff with the exception of Dorothy Paul left their positions. We moved to a model with worship as the heart

of the children's experience on Sunday morning. The growing number of children on Sunday mornings is an indication of its success. The Children's Chapels focus on the church-wide monthly worship and education theme. It includes songs, a chalice lighting, joys and concerns, meditation, a collection as well as a message for the day.

After worship the children go upstairs to an activity room with a paid supervisor and a volunteer, or art projects with volunteers. Art projects are meant to support the work of the broader church community and have included creating decorations for the Day of the Dead Altar, Chalices for the craft fair, prayer flags, chalice art for the classrooms, puppets for the Solstice Service.

On the fourth Sunday of the month the children participate in the Time for All Ages in Hamilton Hall rather than Children's Chapel. Many children and youth lead elements of worship such as the chalice lighting, opening readings, and singing.

During each service, supervised childcare is offered for any child 5 and under in our first floor space, the Chalice Children room.

Other ongoing Sunday morning programs include Coming of Age for 7th and 8th graders (with three weekend retreats) and Club UU for 4th, 5th and 6th graders. Young Religious Unitarian Universalists (YRUU), the high school aged group, meets the first, second and third Sundays of the month. Many of our high schoolers have attended Pacific Central District YRUU conferences.

Special classes and programs include a young women's self defense class, a Halloween Party and the ever popular Secret Buddy program. There was a family music class offered in the fall. A youth choir for children in 4th grade and older participated in the Christmas Eve service.

Current Paid Staff:

Director of Children and Family Ministries: Laila Ibrahim

Spirit Games Leader: Vacant

Sunday Morning Assistant: Liza Kuney

Childcare/Chalice Children: Dorothy Paul

Volunteers include: Aara Amidi-Nouri, B Avalon, Drake Avalon, David Beittel, Helen Blain, Kyle Blase, Leslie Byrne, Ariana Candell, Pamela Coukos, Kris Wedding Crowell, Hannah Eller-Isaacs, Lily Eurynome, Michael Fitzhugh, Nicole Fitzhugh, Katrinca Ford, Tim Franco, Joel Gilbertson-White, Dan Goss, Katie Goslee, Nori Grossmann, Akberet Hagos, Valerie Harper, Gogi Hodder, Maya Ibrahim-Bartley, Rachael Jeffries, Kelly Jonick, Andy Lee, Kate Lenhardt, Marcus Liefert, Becky Leyser, Heather MacLeod, Natasha Mader, Carmen Mandic, Matt McHale, Eliza McKenna, Daphne Parsons, Penny Peak, Sheri Prud'homme, Nancy Ragle, Dennis Rowcliffe, Lucia Savage, Maudie Shah, Catherine Teare, Kim Van Eyck, David Wiley, and Annette Williams. Apologies if your name was left off this list.

On March 7th, 2010, ninety-nine people under the age of eighteen were registered in the program.

Interweave

Submitted by Emily Montan and Randall Wright

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

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

When we first began to meet, we saw a gap in support as we were focused on doing projects. So we began a discussion group which meets the week before the business meeting. It provides an outlet for allies and LGBTIQQA to discuss personal issues and glean support from anyone who attends these discussions. This group is usually well attended and has a group trained Unitarian Universalist as a facilitator.

We have found that people will come to meetings that have a specific project. So we are working on:

- An ally service;
- The Pride service;
- Participating in the SF Pride Parade;
- Our traditional National Coming Out Day potluck and celebration;
- Transgender Remembrance Day;
- Educating the Congregation on what it means to be a welcoming congregation; and
- Outreach to the other Welcoming Congregations in the Bay Area for spiritual, racial and religious diversity.

Elders and Others

Submitted by Margaret Woodside

We are an informal group of church people who have in common that we are, mostly, of an age called “senior.” We meet once a month, usually, in the homes of our members. We eat a brown bag lunch together and enjoy a dessert provided by our host. We have a program, sometimes with a guest, most often depending on the considerable talents of our members. Some programs of this year have included a presentation from Rev. Dan Kane about the Aging Well Program. Rev. Jacqueline joined us to talk about her new position and to learn about us. One day, we sat on the deck at a member’s home and read poetry. We are a lively group. Programs and dates appear in church news and the Sunday order of service. We'd love to have you join us.

Community Life

Submitted by Judy Kahn and Jodie Mathies

Community Life in 2010 was rich and varied, with something for everyone. According to Judy Kahn, we have had a community potluck the last Sunday of almost every month since the summer. Usually about 20 people bring food and 75-100 people eat it. Recently, volunteers have started helping her with the clean-up. She believes that this monthly event helps us become a more cohesive community, and people enjoy sharing and eating the food and socializing. In addition to the potlucks we also had Circle Suppers, a weekly bookstore during both coffee hours, the Women's retreat and the Men's retreat.

The following was submitted by Jodie Mathies about our 2010 Family retreat:

The 2010 All-Church Retreat was held the first weekend in June. Our team of volunteers did both the planning and oversight at our retreat, which was at a new location which allowed a greater variability of pricing and received very favorable feedback from attendees.

The main aim of this retreat is community-building: providing a time and place in which our membership can start and build our connections with each other. This was accomplished through large-group (talent show; worship) and small-group (outdoor and indoor scheduled activities + facilities and time for spontaneous gatherings).

'Delta's would be sub-optimal accessibility of the facility, and limitations on # of attendees - we had to turn away people who wanted to participate.

We are hoping to have an equally successful Retreat in June of 2011!

Stewardship

The Annual Stewardship Drive ran from October 2010 through December 2010 with the theme "Thanks for the Joy." Stewardship Chairs: Jon Greer and Giselle Ampuero
Stewards: Rinda Bartley, Bob Crowe, ReeAnn Dixon, Claire Eustace, Dan Goss, Noemi de Guzman, Bob Schulz, Gail Schulz, Bev Smrha, Emily Stoper, Jane Voytek, Margaret Woodside
Number of Pledgers: 152 pledging units (individuals and couples)

Amount Pledged: \$342,853.22

