

Addendum
Annual Meeting Report (Programming)

This addendum contains the 'raw' data we used to put together the Programming Report for the Annual Meeting 2012. This unedited data is being released in the name of transparency.

This year we rolled up the reports submitted by all of the different program team leaders into one report on programming. These individual reports represent the hard work our tireless team leaders and their teams have done this year!
These individual reports are unedited and have not been proof read.

Respectfully Submitted by:
Kristen Montan, Lay member of the Coordinating Team, Programming
Linda Hodges, Church Administrator & Coordinating Team, Programming

Boost! West Oakland
Submitted by Debbie Brown

The Lafayette School Mentoring Project adopted a new name in January 2011 – Boost! West Oakland. The project is providing no-cost one-on-one tutoring after school to 90 youngsters each week with 19 more waiting to be matched with tutors. Approximately 10 of the tutors are from our church.

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. One 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.

Through these efforts we work to create beloved community beyond our walls.

**Ella Baker Faith Action Team Report:
Submitted by Micky Duxbury for the Steering Team**

1. Reflect on the ministry of Ella Baker Faith Action Team: How has it met the church's ends? We have moved beyond our walls to engage with others in the community who are working towards racial and economic justice. On January 30, 2011, 75 members of the congregation attended a presentation by the staff of Ella Baker Center. We have engaged approximately 60-70 different members of the congregation on many different levels: signing petitions at the table, 20 people handing out water at the Oakland Run, 6-7 ran/walked in the run and raised money, over 50 people participating in 4 service days, 15 participated in door knocking in West Oakland to increase voter's awareness, and 20 people wrote letters to their legislature in support of the Fair Sentencing for Youth Act. Each of these activities helped us overcome barriers that divide us, and gave us opportunities to share our concrete gifts of labor, love and money with an organization that is explicitly anti-oppressive and anti-racist in its approach to addressing the structural underpinning of poverty and inequalities. All of these activities are part of the overall strategic work of the EBC to build a more just and sustainable Oakland.

Transformation Within: Before and after most of the activities, we have had opening prayers and room for reflection that included check-ins with how people are feeling about the work they are about to do or have done. All of our general meetings have had time for people to share where they are in relationship to the work of the EBC FIA (Actually people have requested less time be spent on this aspect in the meetings). Many congregants report being moved by the experience of door knocking in West Oakland, talking to members of marginalized communities, being "out of their comfort zone," but glad that they made the effort.

Transformation Among: We generously share our human and financial resources beyond the walls of our church. Many congregants have contributed financially to the EBC through the team. Money is a specific and concrete act of solidarity with the work of EBC and we raised over \$2,100 at the run for the Soul of the city campaign and over \$3,000 for the awards dinner. The Ella Baker Center's Reclaim the Future workshop is a powerful and compelling video and participatory workshop that examines many of the effects of structural and institutionalized racism in Oakland and looks at the ways that citizens can be engaged in local solutions. Allowing the EBC to use our facilities without payment is also an important contribution and an act of support. Over 20 of our members have participated in Reclaim the Future workshop and all have reported it being powerful and inspiring.

One of our youth was identified as a leader and sent to LA through Soul of the City for a leadership conference. Two of our members will be working to create an EBC religious education day for May 6th.

2. Using a specific example, i.e. one event you are particularly proud of, now reflect using this specific example of how as a whole met one or more of these ends?

Two aspects of the team's work stands out: the service day of cleaning up Lafayette Park and other parts of downtown and adjoining streets along the way and the awards dinner. The service day at Lafayette Park involved over 30 congregants and included several of our youth. People worked hard and made a visible difference. The day also brought home disparities in a very concrete way as the street surrounding the park are dirty and littered with the oblivious signs of urban blight. But the energy and commitment of our members was sincere and genuine. Working together as part of something bigger allowed us to live out our values and use our gifts to contribute to the betterment of Oakland.

The Awards Dinner effort, spearheaded by Sherry Larson Beville, exceeded everyone's expectations. We had over 50 people in attendance, more than any other organization that evening.

3. What are your plans for advancing these ends in the future?

We have had many rich conversations in the Faith in Action team's steering committee that have included issues such as accountability and how to incorporate spirituality into our ongoing work and intend to continue these conversations. In the future, we look towards increasing the engagement of youth in the church with the work of EBC; developing ways to involve more members of the congregation, and increasing the overall congregational ownership of this unique partnership. Most of us feel that our actions in support of the Ella Baker Center are helping create something bigger than we were capable of alone: a just and sustainable Oakland. We want to make sure that there are many levels on which congregants can join in the partnership from signing a petition, to service days, to work with Book Not Bars.

The steering team has grappled with how to deepen the lens of anti-racism in the work explicitly. Cile, who has since left the church, felt this was very important and we agreed. However, several of us felt that engaging in the work and dealing with issues as they arose was also a way to bring this lens in when needed. Moving forward, we need to create an opportunity for dialog with JTW and Rev. Jacqueline about how to integrate anti-racism lens more explicitly into our work. This needs to be collaborative a process that allows conversation with others that are doing social justice work in the church. Interweave has also asked that we engage in dialog to discuss the ways we can approach each of our different areas with more coordination and collaboration.

We will continue to work on service days, volunteer at the Run, have a representative at the table for the Awards Dinner and plan to bring many of our congregants to the dinner. The Books No Bars work, led by Amy Petré Hill has taken a giant step forward: Following is a summary of the direction UU Oakland's BNB group is going:

1. Supporting EBC's Legislation Work. Everyone in the meeting agreed it is important to support whatever legislation EBC decides to champion in 2012. Charlie Eddy, Amy Petré Hill & Emily Stoper are very interested in helping with legislative research and Sherry Larsen-Beville is interested in advocating for the bill once the research is completed. The entire team is sensitive to the fact that education and outreach will need to occur within the congregation to help engage its members. The team is coordinating closely with Owen Li of EBC's BNB program.
2. Providing BNB materials at the FIA/Ella Baker table each Sunday. Charles Eddy and the BNB team provide a variety of materials on different actions UU Oakland members can take each week at the table.
3. Donating Books to Two CYA Facilities in Stockton. Because the team realizes that legislative advocacy isn't for everyone, we are actively seeking ways UU Oakland can involve members in providing tangible, specific support to youth in juvenile facilities.
4. Doing Legislative Advocacy around SB 9. The Fair Sentencing for Youth Act (SB 9) is supported by EBC and Human Rights Watch because it recognizes that all young people, even those serving life without parole sentences, have the capacity to change for the better and should have access to the rehabilitative tools to do so. This Act would provide an opportunity for review and resentencing after many years of incarceration for youth sentenced to life without parole in prison. The BNB team hosted a presentation on this bill with National Center for Youth Law attorney, Patricia Soung, in December and collected over 20 handwritten letters from participants.
5. Investigating opportunities for service at the Alameda Juvenile Justice Center. In addition to supporting the statewide work of BNB, there may be opportunities to provide both books and tutoring/support to young people in Alameda's Juvenile Hall.

Conclusion: Two members of the steering team faced major life challenges this year and have needed to step back from the FIA team for a period of time. In order to adjust to this new reality, the FIA steering committee is moving from a steering committee model to a point-person-per-program team so that steering will happen not from above, but between each of the individuals responsible for different program with EBC: service days, awards dinner, BNB, Reclaim the Future, tabling, communication.

The challenge we now face is making the transition to the point-person-per-program model. At the moment, the new FIA BNB team is the most active with the other programs in low gear. The FIA steering committee realizes this is not a sustainable situation and is looking for new ways to develop/recruit new FIA leaders and find novel new ways for more members to engage in our work with EBC. We look forward to discussing how to better grow the FIA's work with the UU Oakland leadership and church members.

Worship Team

Submitted by Suzanne VanHouten

1. Looking at the big picture; reflect on the ministry and programs of the Worship Arts Team over the past year tell us how you feel the Worship Arts Team has met the church's ends.

The Worship Arts Team, which comprises of Worship Associates, Preaching Associates and Worship Arts Specialists, has met the ends of the First Unitarian Church of Oakland by continuing to strive for a multigenerational, multicultural and multiracial Sunday morning worship experience. The Worship Arts Team along with our ministerial staff and our music staff has paid in-depth attention to the synthesis of words and music chosen to reflect our ends through the church Sunday morning worship services.

2. Now to narrow the focus; using a specific example i.e. one event you are particularly proud of, now reflect using this specific example of how the Worship Arts Team as a whole met one or more of these ends?

There are various examples of how we have met these ends, to name a few we have had Sunday morning services that have included our historical liturgy and style of music as well as services that have included, liturgical dance, rap music, puppets, small group choral assembles and poetry.

3. What are your plans for advancing these ends in the future?

We plan to continue to challenge our current group of Worship Associates to bring a mixture of old text, modern text and original text to the Sunday morning worship services. We strive to attract an accurate sampling of our congregation with our worship leaders and associates.

We are introducing a change in the Worship Associates program by adding Church Year Preaching Associates. The Preaching Associates duties will include preaching, leading/or coordinating at least one worship service during the calendar year.

Men's Fellowship

Submitted by Ron Weisberg

1. Looking at the big picture; reflect on the ministry and programs of Men's Fellowship over the past year tell us how you feel Men's Fellowship has met the church's ends.

On the positive side we have welcomed several new men into the Fellowship; at least two have joined small support groups. We are in the midst of registration for our annual retreat and that is going well. On the less than positive, the role of the Fellowship in the church seems as in doubt as ever. What is it we are trying to do remains unanswered; and, we are unclear what we want to offer to men. As a consequence leadership in the Fellowship is hard to find and sponsors for more regular activities scarce.

2. Now to narrow the focus; using a specific example i.e. one event you are particularly proud of, now reflect using this specific example of how Men's Fellowship as a whole met one or more of these ends?

This would have to be the annual retreat. Last year our group was small and we had to raise money in addition to regular fees to meet our costs. Nevertheless, many men said this was the best retreat ever. Deep connections were made, good conversation and thoughtful reflection on involvement in church happened. Relaxation and fun were also much in evidence.

3. What are your plans for advancing these ends in the future?

We must make a serious inquiry on the relevance of the Fellowship in the church. What functions, activities do men of the church need from the Fellowship? How can we reach out to younger men? Men with families? How can we motivate leadership? We hope to raise these questions at the retreat and come back with renewed vigor; or, at least a new assessment of the Fellowship in the church.

Women's Retreat

Submitted by Emily Montan

1. Looking at the big picture; reflect on the ministry and programs of Women's Retreat over the past year tell us how you feel Women's Retreat has met the church's ends.

Last summer we made an effort to invite only FUCO members and supporters. We felt strongly that this retreat is here in order to build stronger bonds with the women of this church. The event was multi generational in leadership and participation. We tried to build a strong skeleton that the women of our church filled in with skin and substance. We also tried to make this event affordable so all women could participate without worrying about cost issues. We believe that this made the retreat more accessible.

2. Now to narrow the focus; using a specific example i.e. one event you are particularly proud of, now reflect using this specific example of how Women's Retreat as a whole met one or more of these ends?

I was proud that women who had not attended the retreat wanted to help organize it. I can only hope that they want to do it again. I am also proud that all of the women (young and old) stepped up in dealing with the flying breasts swimming ballet. Everyone attended it and enjoyed it despite the lack of flying breasts. Hooray for the women of FUCO!

3. What are your plans for advancing these ends in the future?

I hope that more women get involved in organizing the retreat by calling on those who expressed joy and interest last year. We intend to ensure that all women who participate in the retreat feel as though they helped in a small way. We also want to make the event more economically feasible for more women as well as physically accessible.

Earth Justice Associates
Submitted by Jack Macy

1. Looking at the big picture; reflect on the ministry and programs of Earth Justice Associates over the past year tell us how you feel Earth Justice Associates has met the church's ends.

The Earth Justice Associates (EJA) has worked to provide a variety of opportunities for the First Unitarian Church of Oakland community to engage within and beyond our community in reflection, dialogue and action that can deepen our experience and expression of our UU values, especially the 7th principle of respect for the interdependent web of life, and the church mission of transforming ourselves within, among and beyond. The projects of EJA has been driven by the inspiration of its members to act in ways they felt called to help protect and restore our common earth. Examples of these EJA projects have ranged from inviting the community to share "earth promises" for spiritual or sustainability actions in connection with the earth to conducting a summer service on "Hope for a Green Future" to organizing two work party events with City Slickers in helping West Oakland community farms to participating in the Oakland Climate Action Coalition with our partnership with the Ella Baker Center to organizing a letter writing campaign and participation in demonstrations to ask President Obama to not approve the Keystone XL tar sands oil pipeline to installing highly efficient LED lighting to providing a green book library during coffee hour and to continued participation in helping with the recycling and composting collection at church.

2. Now to narrow the focus; using a specific example i.e. one event you are particularly proud of, now reflect using this specific example of how Earth Justice Associates as a whole met one or more of these ends?

The EJA heard the call for action from groups like 350.org (Climate Action) and the UU UU Legislative Ministry California (UULM) to call on President Obama not to approve the construction of the Keystone XL pipeline that would carry the very dirty tar sands oil from Alberta, Canada to Texas for refining and export and that posed a devastating threat to communities and their environment along the way and releasing one of the biggest and dirtiest carbon sources that could be a climate change tipping point. As a result the EJA organized a letter writing campaign coordinating with the UULM, providing information and a way for the congregants to express their concern and take action. The EJA collected hundreds of letters from the church community and beyond at tabling events. The EJA also promoted opportunities to join marches and demonstrations and one of its members went to DC and protested in front of the White House where over 1300 got

arrested. These actions contributed to an incredible grassroots outcry that resulted in the President rejecting pipeline despite great industry pressure to approve it. Taking action and seeing this result was a hopeful and inspiring and shows how we can be a part of larger interconnected efforts for environmental justice.

3. What are your plans for advancing these ends in the future?

The EJA will strive to provide various opportunities for church community engagement. For example, we will be conducting the services on April 15, featuring Joanna Macy and her hopeful framework of how we can participate in the “Great Turning” transformation of our world, which will be followed by a EJA sponsored Workshop that afternoon, as a fundraiser for the church, “Active Hope: Finding Our Power for a Just and Sustainable Future”. The EJA will continue to implement energy saving lighting at the church using the Green Fund it created and evaluate how best to move toward implementing solar power at the church. We will expand our participation in the Oakland Climate Action Coalition to help Oakland implement its ground breaking Climate Action Plan with the other local organizations and see how we can to be engaged in its different action communities, such as energy, land use and transportation and we will look for opportunities to work with the church’s partner the Ella Baker Center in their sustainability work. We will continue our green book lending library during coffee hour and explore supporting a possible book study action group. The EJA will continue to coordinate with the UU Legislative Ministry in engaging on legislative actions for protecting our environment and environmental justice. The EJA will continue to strive toward realizing in spirit the goals of the UUA Green Sanctuary program and will continue to meet monthly and be open to new ideas and actions brought forth from the UU Oakland Community

Project Harvest Hope
Submitted by Bev Smrha

1. Looking at the big picture; reflect on the ministry and programs of Project Harvest Hope over the past year tell us how you feel Project Harvest Hope has met the church's ends.

Our church's prophetic role in forming the non-profit, Project Harvest Hope, speaks directly to our goal of Transformation Beyond. We generously share our human and financial resources beyond the walls of our church and beyond the shores of our country to Transylvania, where our roots of Unitarianism began in the 15th Century.

2. Now to narrow the focus; using a specific example i.e. one event you are particularly proud of, now reflect using this specific example of how Project Harvest Hope as a whole met one or more of these ends?

Project Harvest Hope began by building trust and credibility in the face of the distrust and suspicion that was fostered by years of communist repression. We have gradually moved from building modest economic development projects to providing grass roots democracy education via local systemic educational resources. Self-determination and democratic systems have begun to grow and thrive.

3. What are your plans for advancing these ends in the future?

As the interface between First Unitarian of Oakland and Project Harvest Hope, I plan deeper engagement with specific grass roots efforts and people to people connections. There is so much mutual learning and stretching possible.

Pastoral Care Team

Submitted by Barbara North

1. Looking at the big picture; reflect on the ministry and programs of Pastoral Associates over the past year tell us how you feel Pastoral Care team has met the church's ends.

Over the past year the Pastoral Associates and chaplains, have assisted over 50 members of our church community (new and old) who were in need of a little extra support. With the help of our Lend a Hand team and the rest of the congregation we have been able to facilitate meals and rides to those in need as well. Pastoral Associates also participate in the Tolling of the Bells service to recognize love ones lost the previous year.

Much of the work of the Pastoral care team is confidential. We provide emotional, spiritual, and logistical support for those of our community in need. We are accessible via email, phone, or in person referral.

2. Now to narrow the focus; using a specific example i.e. one event you are particularly proud of, now reflect using this specific example of how Pastoral Care Team as a whole met one or more of these ends?

(I'm not going to provide something here because of the confidential nature of pastoral care)

3. What are your plans for advancing these ends in the future?

As we continue to become a larger part of our neighborhood community, we want to make sure we have solutions for people with problems and hurts we may not be able to directly address. We are working to put together a services list and some contact information to better assist with needs that fall outside our general ability to provide care. Pastoral Associates will continue to support our great church community in time of crisis, joy, and change.

Faith in Action and Membership
Submitted by Rev. Jacqueline Duhart

Faith In Action...there is a very wide spectrum of opinions with respect to the meaning of the word faith. As a Unitarian Universalist religious leader, I think of faith as the ability to step into the “great mystery” of life without certitude that what is hoped for, will be realized. This year I have witnessed the members, friends and allies of this prophetic church put there faith into action within, among and beyond the sanctuary in spirit filled and transformative ways. This report offers you a few snapshots of the ways in which this church body is living its religious values and making Vision 2012 really real.

Affirmed our partnership with the Ella Baker Center for Human Rights. In February the Ella Baker Center for Human Rights and the First Unitarian Church of Oakland celebrated the one year anniversary of their community partnership. The two came together in a ritual of affirmation during the Sunday morning worship service. Jakada Imani, Executive Director, preached the sermon, “Love Is A Tool for Change”. This sermon articulated the vision that both the Ella Baker Center and Oakland congregation share, to collectively be instruments of transformation in the city of Oakland. This year the First Unitarian Church of Oakland was honored to be the recipient of the Ella Baker Center 2011 Organization of the Year. This award is a tangible testimony to the congregation living out its religious values and the good fit between this church and its non-profit community partner. At the end of February, the Ella Baker staff and members of the Ella Baker Faith Action Team gathered to asses and evaluate how the first year of our partnership has gone. The overall assessment is, our working relationships are strong, flexible and creative. We have shown up for each other. The Ella Baker Center is encouraging the members, friends and allies to take on more of a leadership role in our immediate community. An example would be to develop service projects in our own church back yard so to speak. I say, “Ashay to that.”

Expanded our relationship with Boost West Oakland (Lafayette Music Academy) by consistently supplying healthy snacks to the children in the after school program. To date we have supplied approximately 100 snack items during the months of October, November, January and February. In December, we gave approximately 50 snack items. Ms. Karen Haynes, the principal at Lafayette shared that the number one reason for student absences from school during the winter is lack of rain gear. The church addressed this need as part of the Christmas out reach. Congregants collected and gifted students with 16 raincoats, 13 ponchos, 27 umbrellas and 9 pairs of rain boots. Debbie Brown, Laurel Egenberger and Danny Schottenfeld have been faithful to this ministry. A warm hallelujah to all the seasoned and new mentors that walk with the students at Lafayette Music Academy...you know who you are.

Established Occupy/Decolonize Oakland SIZZLE Team (immediate action, standing on the side of love public witness team). Approximately 100 members, friends and allies of all ages participated in the initial walk to the Port, clergy continue to serve the Interfaith Tent, the church provided urgent/temporary shelter, food and monetary resources, the church hosted a critical community forum and there has been one “Walk Your Talk” conversation that was primarily attended by church members and friends. The community forum that the church hosted included a panel from which the Rev. James Lawson, Starhawk and representatives from Diversity of Tactics addressed a packed sanctuary. The speakers addressed some of the complexities of nonviolence as a strategy and as a life style and the use of non-violence in the Occupy/Decolonize Oakland Movement. The “Walk Your Talk” conversation provided church members and friends an opportunity to look at what Unitarian Universalism has to offer and how members and friends are called to live out their religious and spiritual values. Warm hallelujah to Sherry Larsen-Beeville, Brian Jeffries and Rev. Kurt Kuhwald for all of the coordinating you have done in relation to Occupy/Decolonize Oakland Movement and the church.

Organized Book Not Bars, a vibrant seed of our partnership with the Ella Baker Center for Human Rights. As part of a larger mission to transform Oakland, the First Unitarian Church of Oakland and the Ella Baker Center are striving to transform California's juvenile justice system from a national disgrace of violence, neglect and racial disparity (87% of inmates in the juvenile justice system are youth of color) into a national model of justice and rehabilitation.

This faith in action initiative has been successful in getting reading material inside to juveniles sitting in prisons and in January, the team hosted an information session on the California Fair Sentencing for Youth Act with attorney Patricia Soung of the National Youth Law Center. If standing on the side of love with youth that are incarcerated, lobbying to close down juvenile prisons and fighting for fair sentencing, educational services and rehabilitation for youth is your passion; this is the every member ministry for you. The point person is Amy Petre Hill.

Revived the Center for Urban and Family Life (CUFL), the 501C-3 that is affiliated with the church. CUFL currently has one project, MyClymonds Merit Scholarship and is in search for other meaningful initiatives/collaborations. A creative group of conversation partners met for approximately 3 months to brain storm new directions for CUFL. Thank you to Bill Blakely, Daniel Hodges, Therese McCluskey, Eliza McKenna, Ingrid Mittermaier, and Pat Metzgar for lending your experience and creativity to this process. Thank you to Bob Schulz who just stepped out of the position of Treasurer after too many years to count. And thank you to Danny Schottenfeld for temporarily stepping into the position of Treasurer. Too all of you, who are taking time to read this report, please keep your ears open for news about CUFL. CUFL is another avenue to manifest faith within, among and beyond the sanctuary. Do not hesitate to contact Rev. Jacqueline if you have ideas for CUFL projects.

Membership & Hospitality is yet one more opportunity for the congregation to see its faith at work. During the 2011 calendar year 31 people joined the First Unitarian Church of Oakland. In this 2011/2012 program church year (September to March) the congregation has welcomed and celebrated a total of 14 new members. One of the striking characteristics of this group of new members is that the majority of them identify as young adults, 18 to 35 years of age.

There have been two cycles of Embracing Journeys: Welcome to the First Unitarian Church of Oakland and Unitarian Universalism. This is a series of three classes designed to welcome and orient visitors and guest and support new members as they begin their faith journey with their new church community. This series of classes has a particular focus and all are welcome to participate. These classes are a joint effort between the clergy, lay leaders and covenant groups that provide a light meal. The feedback on the classes continues to be very positive. Participants especially appreciate the relaxed yet structured conversation style, the emphasis placed on getting to know one another, the sharing of faith journeys and Rev. Kathy's quick overview of Unitarian Universalist history/theology is always wins an Oscar. The next time the series is offered, please do not hesitate to attend all are part. Visitors and new members welcome and appreciate sharing with seasoned members of the church.

This Membership Task Team and the Grace Team have continued their collaboration and joint sponsorship of Celebrate-UU-Connects, an opportunity for church members, friends and allies to gather for fun, food and fellowship. The October Celebrate-UU-Connects was cancelled in response to the young man that was killed in Frank Ogawa Plaza, the same evening of the event. May the family and friends of this young man and all people who die at the hands of violence know peace. The Membership Task Team and the Grace Team will continue to bring you Celebrate-UU-Connects. This gathering is a tried and true way to connect, re-connect and to continue to widen and deepen relationships one to another.

Some of you may be curious, on any Sunday morning, on average how many visitors do we receive and how many of these individuals may return. Sunday morning ushers, faithfully do their best to count visitors at both services. To date we have welcomed approximately 177 visitors and approximately 128 of these visitors have returned for another worship service. Please note that these numbers are not exact. These numbers include visitors who are guest and friends on vacation and have no intention of becoming members of this beloved church community. When asked how did you learn about First Unitarian Church of Oakland, the most frequent answer is through the website. It is exciting that I am beginning to hear more and more that visitors learn about the church by word of mouth and were invited by someone who has fire in their belly for the vision of the church. This is another aspect of FAITH IN ACTION, sharing the good news of this justice seeking religious community.

Final note, the Welcome Table and ushers will be working more closely together to have a stronger presence on Sunday mornings. A warm hallelujah to Jodie Mathies, Gil Dacumos and the committed team of people who work alongside each other and welcome and greet all of us as we walk through the church doors carrying our joys and sorrows. The every person ministry of hospitality is a ministry that belongs to every individual and all of us collectively. Please talk with someone at the Welcome Table or contact Rev. Jacqueline and ask about the responsibilities of wearing a lei or being an usher. We are all building beloved community within, among and beyond the sanctuary of the First Unitarian Church of Oakland.