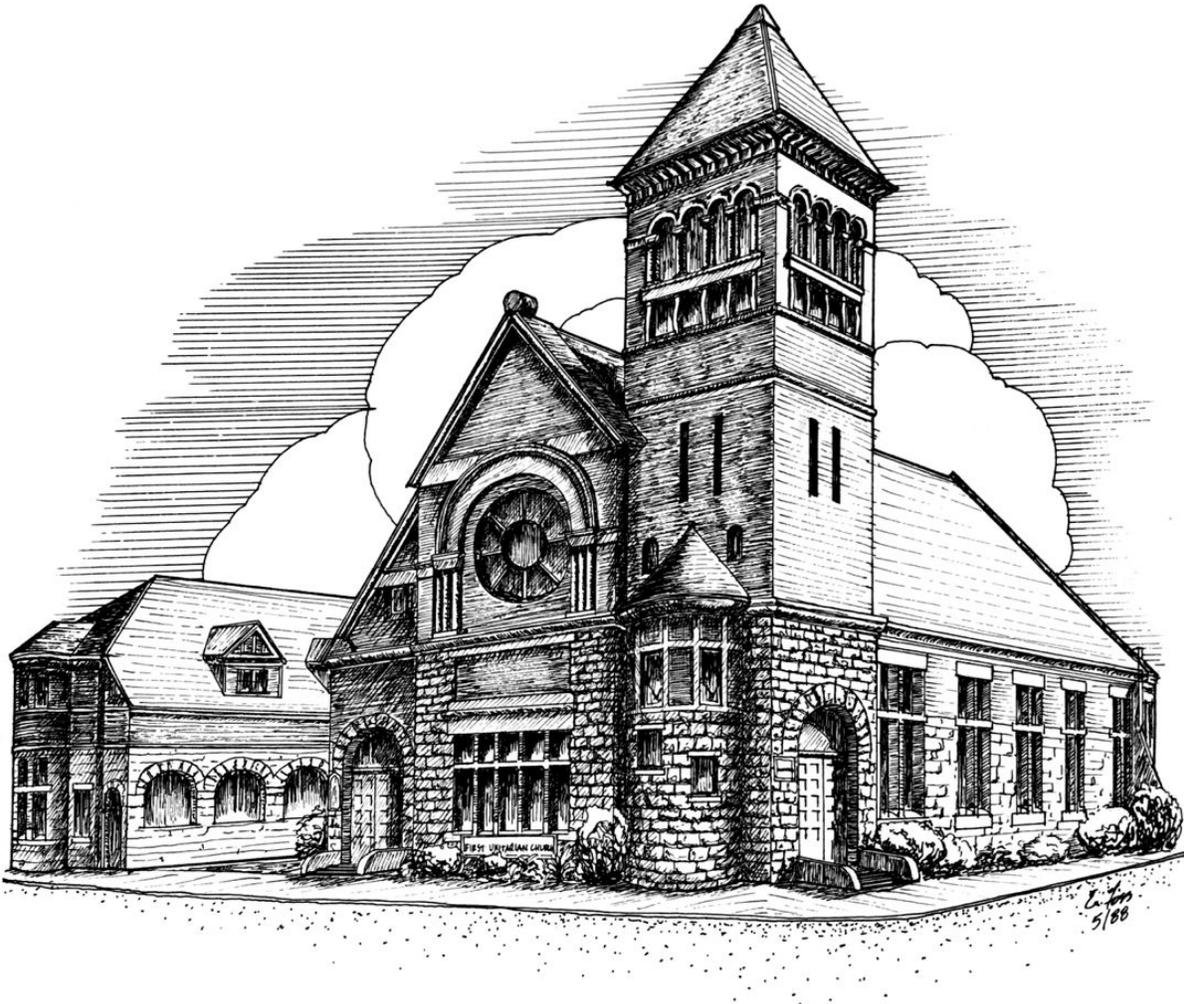


First Unitarian Church of Oakland



Annual Congregational Meeting

March 17, 2019

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Agenda

9:30 a.m.	Early check-in
11:30 a.m.	Check-in and Lunch - hosted by Men's Fellowship
12:00 p.m.	Gathering Prayer and Chalice Lighting - Pastor Jacqueline Duhart
12:05 p.m.	<p>Welcome - Suzanne Van Houten, President, Board of Trustees</p> <ul style="list-style-type: none"> ● Reading of Congregational Covenant - Congregation ● Quorum Count - Secretary of Annual Meeting ● Installation of Moderator <ul style="list-style-type: none"> ○ Motion to Elect Kathy Vermazen Radez as Moderator - Michael Fitzhugh, Vice President ● Review Agenda and Rules of Order - Moderator
12:25 p.m.	Staying Safe - Stefan Schneider, Facilities Manager
12:35 p.m.	<p>Congregational Business - Moderator</p> <ul style="list-style-type: none"> ● Explanation of Ballot and Voting ● Election of Trustees (<i>private balloting</i>) ● Election of Nominating Committee Members (<i>private balloting</i>)
1:10 p.m.	State of the Church - Pastor Jacqueline Duhart - Parish Minister
1:25 p.m.	Ministerial Search - Suzanne Van Houten, President
1:30 p.m.	Assessment Report - Assessment Team members
1:40 p.m.	Financial Report - Janet McFarland, Treasurer
1:55 p.m.	Recognition of Outgoing Trustees (Dick Bailey, Michael Fitzhugh, Janet McFarland, Claudine Tong, Suzanne Van Houten) - Steve Thomasberger or Rinda Bartley
2:00 p.m.	Announcement of Voting Results for Election of Trustees and Election of Nominating Committee Members - Suzanne Van Houten
2:05 p.m.	Benediction and Closing Words - Pastor Jacqueline Duhart
2:10 p.m.	Adjourn Annual Meeting

Our Covenant

We, the people of the First Unitarian Church of Oakland, covenant to build a religious community sustained by relationships of understanding, mutual trust and respect.

Guided by our mission and collective inspiration, we will encourage all our members to participate fully in congregational life and to grow and learn together in faith and love.

Knowing that what one of us does affects the community, we covenant to act with loving kindness in all our endeavors by speaking directly and positively with one another.

We recognize that this calls for honesty in communications, valuing of diversity and inclusive process. We covenant to engage in ethical communications, to take our concerns to those responsible and to refrain from gossip.

Recognizing that conflicts have the power to strengthen or diminish our relationships, when they arise we will handle our disagreements with courtesy, fairness and forgiveness.

We promise to listen on one another, assume good intentions and identify common goals. In support of our shared ministry we covenant to honor our commitments, keep our decision making processes transparent and give generously of our spiritual goals and material resources. This we covenant together.

Our Mission

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

Our Ends

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

Transformation Within

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

Transformation Among

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

Transformation Beyond

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

Annual Meeting Rules of Order

1. The quorum for all business meetings of the Membership shall be twenty-five (25) percent of Members eligible to vote as of the most recent record date.
2. In accordance with the bylaws, only members of the congregation may vote. A simple majority of members present will be sufficient to act on behalf of the entire membership. □
3. Except where noted, voting shall be by raising hands. Votes are “up or down,” with allowance for minor, “friendly” amendments at the discretion of the Moderator. If there is a need for discussion which cannot be completed within the time allocated on the agenda, the matter will be referred back to the Board of Trustees with the charge of arranging for an opportunity for congregational discussion and vote, if needed, within the next 60 days. □
4. Nominations and other voted-upon issues, whether private ballot, show of hands, or other means, must be passed by a majority (>50%) of eligible voters present at meeting, unless a higher threshold has been called for. Only votes FOR are factored into deciding a majority vote. Votes against and abstention votes lead to the same result: a negative vote. For instance if there are 110 voters, a majority is characterized when there are 56 votes in favor. But this is not the case if there are 54 votes in favor, 20 against and 36 abstentions, even though there are far more "yes" votes than "no" votes. Not marking the ballot or not raising your hand will be counted as an abstention and may affect the decision/outcome of a vote.
5. Discussion must be limited, in order to complete the agenda in the time allotted:
 - a. Any person may speak only once to an issue.
 - b. Comments must be brief and to the point.
 - c. The Moderator may limit comment.
 - d. Any modification of the rules is at the discretion of the Moderator □
6. All speakers at the annual meeting must use of the microphones to speak. Before speaking, speakers must be recognized by the Moderator.
7. Robert’s Rules of Order apply, except that the above rules will prevail in the event of conflict.

Ministerial Reports

Interim/Developmental Minister

Submitted by Pastor Jacqueline Duhart

The First Unitarian Church of Oakland entered into an “extended” agreement and covenant with me, Pastor Jacqueline Duhart after many conversations with members of the Board of Trustees and trusted colleagues, that culminated in a vote on April 10, 2016. The vote was not required and requested by Pastor Jacqueline. It was my hope to receive a clear mandate from the people whom I would continue to serve and journey with to shape liberal/progressive transformative ministries. A congregational vote of 98% called me to serve as the full time Parish Interim/Developmental Minister. This ministry began August 15, 2016 and concludes June 21, 2019. This report speaks to my observations and experiences across this interim period with a particular focus on ministry from August 2018 to March 2019. I was on Sabbatical from January 2018 to August 15, 2018. My Sabbatical was paired with unused vacation time.

So what needs to be recorded for the sake of posterity? Oh, my so much could be said and it boils down to the 4R's.

The 4R's are: Renewal, Remembering, Reimagining and Reinvesting. Renewal of Spirit: From an often song hymn Spirit of Life, “Spirit of life come unto me. Sing in my heart all the stirrings of compassion.” From the beginning of this interim period and especially since my return from Sabbatical, members, friends and allies have actively searched their minds and hearts around wrongdoing within, among and beyond the congregation. Compassion has been married with courage and paved the way for challenging conversations and forgiveness. The forum for these conversations: Cottage conversations, sharing circles, Beloved Conversation and Jubilee II curriculum, Pastoral Care conversations to lay down old hurts and misconceptions, theme-based worship and learning (for example incarnation & authority), a month-long Black History celebration alongside celebrating 150th years of being a beloved Church community and prophetic guest speakers. All of this adds up to renewed relationships that have fed the vitality of congregational life. This vibrancy and spirit of compassion has been consistently STRONG in worship.

Remembering Who You Are: Between 2008 and 2010, First Unitarian Church of Oakland adopted a Vision that reads, “To build a radically inclusive community, to grow the beloved community by expanding the welcome table and deepening our commitment to countering oppression as an intentional multiracial, multicultural, multigenerational congregation.” In 2017 a skilled and creative committee came together to engage members, friends and allies in a series of individual, small and large group conversations to update and or rewrite and adopt a new Vision Statement. At the 2017 Annual meeting the Church decided that they were not ready to let go of the Vision statement crafted in 2012. The team was not successful in helping the congregation in finding the passion filled language that captured what is next for them as a spirit filled, worshipful/justice centered spiritual community. Can we say that the Church does not know who they are? I cannot answer yes to this question. I think that the revisioning process allowed the congregation to reaffirmed what gives them meaning and purpose and where they are going and collectively, they could not agree on the language that captures their hearts true longings. Thus, during the 2019 Annual meeting the Church voted to delete the date on the

current Vision statement and to retain the language. For now, it captures who WE are and where WE are going.

Reimagining: "Then I must know that still I am in the hands of the unknown God, he is breaking me down to his new oblivion to send me forth on a new morning, a new man." D.H. Lawrence. This quote has gendered language and strong reverence language that may make the reader bristle. Yet this passage fits my experiences of this interim period. Through an arduous stretch of big disappointments, loss and pain First Unitarian Church of Oakland was brought to a new oblivion and made ready to reimagine Church that sows the seeds of change and brings new life that serves our common good. The congregation moved to one worship service that allowed participants to witness more of the whole of them and to be inspired by a new creation. Through a spirit filled discernment process lead by a gracious and strategic team; the Board is adopting Policy Based Governance to include a Program Council and an Operations Team. The Committee on Shared Ministry is true to its charge of evaluating the ministries of the Church. All church staff receive yearly evaluations and joyously serve together to advance the mission and vision of the Church. An impactful number of members, friends and allies are Reimagining how God, the Divine, holy love is sending the sacred light that is First Unitarian Church forth into the future. This is making a difference. Ahsay!

Finally Reinvesting: "To receive everything, one must open one's hands and give." Taisen Deshimaru. For some of us, being generous when one is feeling hurt and perhaps abused, is a steep and impossible mountain to ascend. First Unitarian Church of Oakland opened its hands and after many years hired a part-time bookkeeper and a Membership Coordinator. For the past two years staff have received cost of living raises. We celebrated becoming a Fair Share Congregation and have richly benefited from the resources in our district, especially through the Rev. Dr. Jonipher Kwong, Congregational Life Staff for the Pacific Western Region. The partnership with the Ella Baker Center has been renewed and we have a new relationship with the Interfaith Movement for Human Integrity. The congregation regularly shares its Sunday offerings with various organizations. As part of the 150th Anniversary celebration 6 organizations were recognized and each were gifted with checks for \$1,000. To receive everything, one must open one's hands and give in good times and through storms. And let us not forget the winter holiday Sock Give Away. On Sunday, December 23, 2018, members, friends and allies to include children and youth passed out 350 presents in the community. Each holiday wrapped gift contained at least 2 pairs of new or gently used wool socks. Approximately 60 people participated in this action (walked the nearby neighborhoods) that was part of Sunday morning worship. Next year people are hoping for hats and T-shirts. And finally, I must recognize the very generous legacy gift left by the late Joan and Howard Poulter. Their monies will go a loooooong way in preserving the bricks and mortar of this church. First Unitarian Church of Oakland continues to be an urban light house in downtown Oakland. Arms, hands and heart open to give and to receive. Ahsay, Pastor Jacqueline. What an honor it has been to serve this historic congregation.

Associate Minister's Report

Submitted by Dr. Sheri Prud'homme, Associate Minister for Faith Development

This year I worked with volunteers and part-time program staff to provide leadership to Children and Family Ministries, Adult Faith Development, and the Community Connections Team. I also crafted children's chapels, time for all ages, and monthly multi-generational worship services as well as preaching occasionally. It has been a blessing to collaborate with Pastor Jacqueline on worship and other church-wide projects. A highlight this winter was having our children and family ministries program, including Chalice Camp, highlighted in a cover article of the *UU World Magazine*. I also finished writing and published a book on the history of the church, funded by Carol Byrne and Bruce Williams, *Gather the Spirit: History of the First Unitarian Church of Oakland, 1869-2000*. We celebrated our 150th anniversary as a congregation in February, inviting former ministers and interns to preach and hosting a celebratory luncheon in which we highlighted our community partnerships. This spring we added a new, very part-time staff person to the team that I supervise, Rev. Emily Hartlief, in the position of membership coordinator.

Affiliated Community Minister

Submitted by The Reverend Mary Foran

As an Affiliated Community Minister with the First Unitarian Church of Oakland, the focus of my ministry is in the wider world. I am a Spiritual Director, which means I work with people who want to find or strengthen their spiritual grounding for participating fully in the delights, sorrows, mysteries and toils of human life. I believe one of the greatest gifts of our time on this earth is the opportunity to cultivate the spiritual resources that help us to bring more kindness, compassion, resilience, strength and joy to all the ways we act in the world. I help people find their wisdom by listening to what is coming from your heart, mind, body and soul. I ask questions, offer guidance, invite silence, share laughter and tears, and most of all, bring my full compassionate attention to the person or group with whom I am working.

I function in a covenant of mutual respect and assistance with the called and hired ministers of the congregation, which means I participate in church programs with their knowledge and permission. I am not part of the church's professional ministerial staff. This past year I have been part of the Justice Council Coordinating Team, joining in support of Ella Baker Center actions, advocating locally and at the southern border for humane immigration practices, and joining our congregation's marches for climate justice, women and more. As a member of Adult Faith Development, I am helping coordinate the upcoming Dismantling White Supremacy event on March 30, 2019.

My call to ministry in 2004 emerged out of the awakening awareness that racism and white privilege lived in me. Ever since, I have been on the quest to recognize and let go of the habits of white fragility and white supremacy culture, loaded constructs, which when unpacked, have led me to greater freedom and possibility. On December 11, 2011 you granted me the great honor of ordaining me as a Unitarian Universalist minister. I am delighted to be in community with you and to be of service as one of your Affiliated Community Ministers.

Board of Trustees

Submitted by Suzanne Van Houten

Members: Suzanne Van Houten, President, Michael Fitzhugh, Vice President, Tom Smith, Secretary, Janet McFarland Treasurer, Claudine Tong, Tara Noone, Michael Rothhammer, Steve Thomasberger, Rinda Bartley, Hester Green, Dick Bailey

This year has been a year of transition for the Board beginning with supporting our 2019 Ministerial Search Team as they began the Search for our next settled minister. The Board completed a successful Sabbatical Ministry with our Sabbatical Minister Reverend Jeremiah Kalendale. The Board attended a District Wide Board Development Day in San Francisco along with both of our ministers, Reverend Sheri Pru' domme and Pastor Jacqueline Duhart. We also held two day long Board Retreats to deepen our work as a Board away from our regular monthly meeting. We had a successful Stewardship Drive led by our vigorous Stewardship Team. Our Governance Task Team worked tirelessly to develop and roll out our new Governance Structure. We endorsed the updated Personnel Manual updated by our Personnel Committee. As we transition to a new ministry we have held one Listening Circle and will be hosting other Listening Circles in the upcoming months.

Respectfully submitted by Suzanne Van Houten, President.

Reports from the Congregation

(Reports listed in alphabetical order)

The Accompaniment Team

The Accompaniment Team continues to provide support and friendship to an immigrant family of four from Honduras that we were matched up with by Nueva Esperanza, a program of the Interfaith Movement for Human Integrity. The family consists of a mother, grandmother and two young boys. We accompany them to lawyer appointments and court dates, celebrate birthdays,

tutor the school aged child, provide transportation when needed and do the kinds of things that extended family might do. While providing this support we receive great pleasure from our connection with these newcomers to our country who fled violence in Honduras.

The family is looking for new housing. One family member is employed, but low income, and we all know the very high cost of Bay Area housing. We are on the lookout for a low rent studio or one bedroom apartment or a shared housing situation, preferably in East Oakland close to their employment, their church and the primary school attended by the older child. If you should know of any leads, please contact us via bevsmhra@gmail.com.

Congregational Administrator's Report

Submitted by Venée Call-Ferrer

The Administration team focuses on the day to day operations of the church. We handle areas including Human Resources, Insurance, Business Management, Bookkeeping, Church Administration, the Chalice Chatter, Production of printed promotional and informational material, and the website for the church, as well as the day-to-day operations of the church office.

Over the year we have had a talented team of staff members and volunteers that help make it all happen: Bill Blakley, Clark Stanford, Maria Bielass, Amanda Smith, Maria Santiago, and Venée Call-Ferrer.

Here are just a few of our achievements over this last year:

- Created new brochures for various areas of the church, including: "Aspirations and Commitments," "Adult Faith Development," "Becoming a member," "Faith in Action," "Child Faith Development," and completely overhauled our main Church Brochure.
- Streamlined and improved office procedures and workflow.
- Implemented easy access to the Stewardship Campaigns online pledging by placing a link button on the website homepage. Revamped the Stewardship webpage.
- Commenced posting all new Chalice Chatter announcements on the front page of our Website
- We are also currently in the processes of creating a system to ensure that all new events are added to the online calendar--regardless of the way they are scheduled. This entails coordination across several different databases.
- Ensured that church events and services are promoted on our Facebook page.
- We Implemented COLA (cost of living adjustment) pay increases for staff members, as directed by the Board.
- We have overhauled the Chart of Accounts for better accuracy.

- We Implemented better workflow of bookkeeping tasks and improved tracking of transactions and accounts.
- We have worked diligently to ensure support of the many ministries of this church such as MSC19, Stewardship, and the 150 Anniversary Celebration just to name a few. A lot of this support is difficult to quantify, yet it utilizes the resources of the office staff on a daily basis.

Plans for the future:

The Board recognized the need for monies to be allocated for staff training in Anti-Racism and in areas that support their work here. Staff are currently looking into which trainings to attend.

We are looking towards improving our website in the areas of, navigation, media implementation, the inclusion of more detailed information for individual church programs, online availability of tools and resources, and the ensuring that the thread of shared ministries is evident throughout the church's website.

Adult Faith Development Team

Members: Rev. Sheri, Rev. Mary Foran, Bill Pezick, and Emily Stoper

The Adult Faith Develop Team has offered these programs this year:

- Many Paths to First Unitarian: A Sunday Morning Faith Sharing Series – each monthly offering has been attended by 30-40 people listening to the faith journey of one of our congregants and having some discussion afterwards
- UU American Roots – a UU history course led by Emily Stoper
- Dismantling White Supremacy training – an day-long antiracism training held in conjunction with the San Francisco UU church in March.

And these ongoing groups:

- Buddhist Sitting group with Carol Emert
- Book Group with Emily Stoper
- Poetry Circle with Ron Weisberg

Book Group

The congregation's book group meets once a month, usually on the 4th Thursday evening, to discuss highly readable nonfiction books, generally under 400 pages. There's a lively core of regular attendees, but drop-ins are always welcome, provided they have read that month's book. Favorite book topics include politics,

psychology, history, race relations, ecology and science. If you would like to attend a meeting or to be placed on the group's email list, contact Emily.Stoper@gmail.com

Book Store

Your Bookstore continues to raise funds for the church budget; and to be a welcoming place for newcomers. We are grateful to the many members who have donated their books. Our shelves are overflowing with beautiful fiction, edifying informative writing, social commentary, religion and spirituality and especially books to educate and entertain our children. Newcomers and long time members stop at the book tables to say hello, chat, tell us about recent reads, and of course look over our offerings. We especially enjoy greeting newcomers, talking with them about the church, any questions they have, and learning a bit about their background and what has brought them to church. We are proud to carry books written by members of the congregation; and to offer information material on ongoing projects with the church.

Another facet of our service is spreading the word about the FUCO book group, in fact the book table is a pretty good conduit for all kinds of general information about the church. The Bookstore is an island of calm, without agenda - a neutral space: you can walk up, browse, and walk away; or talk about whatever's on your mind, from favorite mystery writers to the paradox of free will; or ask how you might find pastoral counseling for a relationship problem. Positioned next to the the Welcome Table which may be the host putting out their hand and smiling, the Bookstore is the hostess pouring a cup of tea, settling back in their chair, and asking how you're doing.

Children's and Family Ministries Team

Submitted by Rev. Sheri Prud'homme

Members: Rev. Sheri, Nicole Fitzhugh (Children and Family Ministries Coordinator), Jenny Berggren, Claire Eustace, Johanna Metzgar, Ingrid Mittermaier, and Kathy Radez

Children and Family Ministry had a very successful year. During the 2018 calendar year, we served 132 children and youth (nursery through high school.) Our average attendance was 28 children and youth. We had a core group of 20 children who attended $\frac{1}{4}$ - $\frac{1}{2}$ of the year's services! This year we also increased volunteer and paid staff for our Sunday morning program by recruiting our high school youth as part-time Nursery and Spirit Room staff; recruiting extra parent volunteers for Club UU (our middle school group) to join our paid leader so there were 2 adults meeting with them; and having 3 young adult volunteers as Coming-of-Age advisors, along with our mentors. Additionally, we were recognized nationally by the UUA with a cover article in the UU World magazine describing our innovative approach to religious education for

children including Chalice Camp. We hope to continue this growth and lay plans to develop an equally strong program for high school age youth in this new church year.

Committee On Shared Ministry

Submitted by Barbara North

Committee Report on Worship Services

The Committee on Shared Ministry produced a substantial report to the Board of Trustees about the current state of worship including a review of attendance numbers and patterns, results of our interviews with the worship team, results of a congressional survey, and some additional material (articles and book excerpts) we encountered as we reviewed the information we collected. The COSM Report and Appendix are available on the Church's website under the July 2017 Board minutes.

The Committee conducted a survey of church members, visitors, and guests about their experiences of worship to go with this report. We received 128 responses to our survey.

Fulfilling our Charter

As a committee, we reviewed our charge and updated our charter to reflect both our charge from the Board of Trustees and the current needs of the church. These updates were approved by the Board of Trustees and can be found on the UU Oakland website under About > Governance > Committee On Shared Ministry.

Additionally, the committee has been reviewing the ministries offered by the church and creating a schedule for ongoing review and assessment. Ministries for upcoming assessment this year include: the Our Whole Lives (OWL) program, Children's Chapel, and Church Communications.

Ministerial Aspirants

The Committee on Shared Ministry continues to be in touch with potential ministerial aspirants, and completed one interview and recommendation.

Community Connections Team

Submitted by Clark Sanford

The Community Connections Team focuses on making connections among our visitors, newcomers, members and friends. We manage Sunday Greeting and Welcome Tables, newcomer Orientations, new member Ingatherings, the congregation-wide Every Member Ministry Fair, and other events. Behind the scenes, we reach out to visitors and; newcomers, manage church brochures and name tags, and help maintain congregant records and the church web site.

Since the 2018 annual meeting, about 100 people completed visitor connect cards, 26 people attended our 5 Orientation workshops, and 18 people became members. In June and December, Rev. Sheri led Ingathering Services to welcome our new members. And in January, the room was packed for our Every Member Ministry Volunteer Fair, with over 40 church groups represented.

Behind the scenes, we continue our work with staff and congregants in several areas to improve church information and communication: 1) update church brochures, streamline their production, and help groups develop new materials; 2) improve use of our FellowshipOne congregant database, Signup Genius for volunteer signups, and Google Groups for team communication; and 3) improve and expand the church website. We are making slow but steady progress, and hope these efforts help all of us find what we need to connect at the church.

In December, Leslie Brandt joined our team. And in February, the church hired a part-time Membership Coordinator, Emily Hartlief, to help us with this work. We are eager to work with both of them to expand our efforts, better engage with visitors and newcomers, host other events and activities to connect us, and reach out to the larger community. We welcome your help with this important work -- please consider greeting on an occasional Sunday, or perhaps even joining our team!

We are Rev. Sheri Prud'homme, Maria Bielass, Leslie Brandt, Emily Hartlief, and Clark Sanford

Covenant Groups

Submitted by Emily Stoper, Covenant Group Coordinator

Almost 50 members and friends of our congregation attend one of six covenant groups, where they deepen relationships with each other and discuss the monthly themes as well as other personal, social and spiritual topics. One group meets on the 2nd and 4th Monday mornings of every month. The other groups meet one evening a month: on 2nd Tuesdays, 3rd Wednesdays, 1st Thursdays, 3rd Thursdays and 2nd Fridays. There is also a very active Pagan Interest affinity group led by Piper Rowanoak. The groups are open to anyone who wishes to join. For more information about any group, contact Emily.Stoper@gmail.com.

Earth Justice Associates

Submitted by Bret D. Andrews

We continued to offer congregants opportunities to take action for the earth, and climate within and beyond our walls including:

- We participated in letter campaign and in a march for Climate, Jobs and Justice to encourage Gov Brown to take further action to stop fossil fuel development in CA.

- Successfully supported SB100 through letters.
- Supported No Coal Oakland opposing Phil Tagami Lawsuit against the City of Oakland
- Supported Oakland City Council in declaring Climate Emergency
- Supported ongoing energy efficiency in the church -- electricity consumption has dropped by about a third in recent years -- in part due to supporting Stefan in installation of LED, motion sensors and rewiring in the East Wing of the Church.
- Supported Genesis /Public Transportation initiatives for high school kids
- Hosted an Electric Car and Alternative Transportation Event
- Making strides in Solar Installation for our church roof-- Now getting engineering/structural evaluation of the roof and bids for solar installation and looking forward to financing and installation to come

Ella Baker Center For Human Rights Faith In Action Partnership

Submitted by Micky Duxbury

We have been successful at re-igniting our partnership during this past year. We had a meeting in the spring attended by Jose Bernal, our liaison from EBC, which garnered more participation. Jose has been present for several of our meetings and his personal story as a formerly incarcerated person and his strategic thinking about the Audit the Sheriff Campaign has been helpful to the group.

The team is a somewhat amorphous shifting body that ranges from 5 to 12 at meetings with most people observing, but not actively participating. It continues to be 5-6 people that carry out the work of the partnership. One of our team members, Megan Wachpress, has taken the lead into a grand jury investigation of the sheriff. Although that would be another prong of attack and not a major strategy, it could be helpful. Ella Baker is in support of this and she is working with Jose.

Ella Baker has asked us to reach out to other people of faith in central Alameda County about the audit campaign. We have our first presentation at Hayward Starr King Church on March 10 and hope to expand to reach 5-6 different congregations with our poster show and three or four of us talking about the moral basis for wanting to change the culture and practices at the county jail that have contributed to 34 deaths in the last five years and situations like the woman giving birth alone in solitary confinement last year.

Members of our congregation have participated in various forms in the campaign to Stop Urban Shield over the past six+ years. We have participated in demonstrations; some of us canvassed door-to-door in Pleasanton; we have emailed and made phone calls and letters to the board of supervisors. 13 members of our congregation were present for the Feb. 26th vote at the Board of Supervisors. The chambers were packed with SWAT team, police, and sheriffs many in full militarized regalia, yet 8 of our members stood up to speak. We were the largest group

represented outside of the Stop Urban Shield coalition and no other group of people of faith were represented that day.

It would be helpful if we had a survey of the congregation to determine how many people would be willing to make one email or call every other week focused on social justice issues. Many people in the congregation value our partnership with the Ella Baker Center and applaud loudly when we mention our successes, but have yet to decide that their participation is important. We hope that an upcoming service in March that will include Jose speaking to the congregation and Professor Simon talking about how the UU principle of Dignity and Worth is denied by the criminal justice system will ignite others to be involved.

We have been laying the basis for the First Unitarian church of Oakland to be seen by our Board of Supervisors as a powerful force for social justice in Oakland. However, in order to increase participation and engage a wider swath of the congregation as stakeholders in this partnership and connected issues pertaining to social justice, we need the support of the board and our new minister to uphold the meaning and purpose of building beloved community beyond our walls. Over the past 20 years, there has been no other organization we have been partnered with that is staffed and directed by people of color -many formerly incarcerated- who are zeroing in on local and statewide advocacy to change laws and policies that are harmful and cause great suffering to large numbers of mostly people of color.

This is a partnership that could deepen and broaden to include other people of faith, but only if we have the leadership and support of our new minister and the board. We need to explicitly address the contradiction that some experience in our congregation between spirituality and justice. Our criminal justice system causes innumerable suffering to thousands of people that live in Oakland. Suffering, wherever it exists, is about the human spirit. Using our agency as a predominantly privileged congregation to address suffering caused by a structurally racist criminal justice system is a profoundly spiritual task that the UUA is calling us to engage in more fully.

Steering organizational structure: We don't have a steering committee. Micky Duxbury continues to lead/organize, strategize about this partnership with ongoing support by a few stalwarts: Corless Smith, Emily Stoper, Megan Wachpress, Lynne Jones, and Waddell Fields. A handful of others come to meetings, but it has been challenging to identify concrete small steps that they can do to support the work.

Communication: We effectively use chalice chatter, leaflets on tables, and announcements. Communication is not an obstacle.

Endowment Team

Submitted by Ron Weisberg, Tom Haw, Laila Ibrahim

Our three congregational endowments will ensure and strengthen the vision, mission and presence of First Unitarian Church of Oakland for the future. In addition to our congregational accounts the UUA holds two trust accounts for us that we have no oversight or control over. Due to market changes our funds lost money, but not large amounts. As of January 1, 2019 our accounts stood at:

The Wendte Endowment for Building Maintenance and Improvement

Went from \$514,995.40 to \$470, 110.

The Aurelia Henry Reinhardt Endowment for Justice

Went from \$12,699 to \$11,592.

First Unitarian Oakland Memorial Endowment Fund

Went from \$113,653.88 to \$113,031.

The Memorial Endowment paid out \$5311 to the operating budget.

Ron Weisberg is leaving the team. We are beginning campaign to educate the congregation about the endowment to ensure this building will still be a thriving liberal religious congregation 150 years from now!

Finance Team

Submitted by Janet McFarland, Board Treasurer

The Finance Team oversees the financial strategy and fiscal well-being of the church and coordinates between the Board and the Staff. The team is responsible for:

- Financial oversight and reporting
- First line budget preparation
- Data support for Stewardship Campaign
- Follow-up and maintenance of pledge database
- Year-end donor letters
- Acknowledgement of all pledges and donations
- Coordination with the Endowment Committee

In 2018 the team continued to work on improving the financial health and transparency of church transactions. Team members for 2018 were Bill Blakely, Hester Green, Janet McFarland and Tom Smith with critical assistance from Dick Bailey and overall Board support.

Church finances remain “in the black” by generous pledge receipts and judicious use of our reserves. Team members worked closely with the administrator and the bookkeeper to clarify records and processes. The Nuts ‘n’ Bolts group met monthly to coordinate Board needs with staff who execute the work.

Church Administrator, Venee Call-Ferrer, and Amanda Smith, Office Manager, were critical in bringing greater clarity to our finances. Volunteer finance team members recorded pledges for the 2019 fiscal/calendar year and generated year-end donor letters for 2018. Reconciliation of the 2018 books is underway.

A balanced budget has been prepared and is attached to this report. It provides our staff with a 3% COLA raise per UUA Guidelines as well as funds for the recent Sesquicentennial Celebration month and upcoming important Ministerial Events as we say goodbye to called Minister, Pastor Jacqueline Duhart, and hopefully onboard a new called Minister.

The Finance Team meets the second Saturday of each month from 9:15 to 11:00 AM in the Library on the third floor of the church. The Finance Team is convened by the Treasurer. Please contact any member of the team if you would like to join us in this rewarding work.

Genesis

Submitted by Claudine Tong

Genesis Interfaith Organizing is still closely monitoring the Free Youth Bus Pass pilot Program that began with the passage of Measure BB. Year 3 began Aug 2018. (First Unitarians especially members of EJA spent many hours volunteering on phones and on the streets for the win!). It has now expanded to 21 schools in 7 districts serving 10,000 Oakland students! The goal of the Stop the School to Prison Pipeline Task Force is to end youth incarceration. We want to transform not reform replacing our system of punishment with restorative justice. We plan to bring 100 public officials to a roundtable. In Feb we held a circle which included Chief of Probation Wendy Still and County Supervisor Richard Valle as well as a few City Councilpersons. Genesis Justice for People with Disabilities is examining disparities in services provided to white people with intellectual/developmental disabilities (I/DD) versus people of color. In October 2018 Genesis convened a gathering with 500 people so the parents of persons with I/DD could tell state and local officials the hardships and difficulties they face because they cannot find caregivers for their children because the pay rates are so low.

Journey Toward Wholeness Transformation Team

Respectfully submitted, [in alphabetical order]: Donna Fujioka, Noemi de Guzman, Heather MacLeod, Dennis Rowcliffe

In 2018 the Journey Toward Wholeness Transformation Team (JTW) maintained a steady focus on the work to which it is dedicated: Keeping the vision of being an actively anti-racist, anti-oppressive, multicultural congregation front and center in the life of the Church.

Much of 2018 was focused on the Assessment Team's audit of our congregation's progress toward becoming an anti-racist, anti-oppressive, multicultural institution. The A-Team, composed of three JTW members and four non-JTW members, completed its work and submitted its report to the Board of Trustees last December. The Board endorsed the report, which is now posted on the uuoakland.org web site.

JTW has continued to sponsor First Sunday (each month) caucusing for Persons of Color and for white people with occasional programming such as a field trip to the Oakland Museum of California, a visit from Oakland aerosol muralist Refa1, and a workshop at the All Church Retreat. JTW also sponsored the September 2018 gathering of SF Bay Area Asian Pacific Islander UUs.

JTW provided process monitoring at the Ministerial Search Committee-sponsored Cottage Conversations and continued to process monitor most Board meetings as our schedules permitted. We encourage this practice at other church gatherings, particularly at larger meetings. In the Cottage Conversations we began a new practice of decentering whiteness in discussions, making time for people of color to speak first. This worked well, and we are continuing to use this practice.

In addition, JTW is working with Adult Faith Development to offer a Dismantling White Supremacy training on March 30, 2019.

We continue to do our best to act boldly with the interests of the whole congregation at the center of our decisions -- despite sometimes taking action that is challenging to some of our members. We accept with humility the difficulty of representing the leadership of anti-racism work within a largely white congregation and remain open to and welcome the critique (as well as the support) of Church members.

Justice Ministries Council

Submitted by Bev Smrha

The Justice Council was organized a few years ago so that our various Justice Ministry programs could collaborate with each other and provide mutual support. We have been working during this period to do just that.....and to build relationships among the various activists in these programs. As a result both the justice program activities and the activists working on these programs have been able to assist and encourage each other in our shared vision of living out our UU values in a more just world.

The church is beginning a new organizational structure: the Program Council. Since it is in its infancy, we are awaiting its full blown development to understand what specific roles the Program Council will fulfill and which specific roles the Justice Council will fulfill. Stay tuned.

The Justice Council will be continuing in its efforts to make our Justice Ministry work more available and accessible to the entire congregation. If you have suggestions on how this might be improved, please contact us via justicecouncil@uuoakland.org.

Men's Fellowship

Submitted by Clark Sanford

The Men's Fellowship has been relatively inactive over the past year, in contrast to its very energetic past. Many years have seen an annual retreat, breakfasts, nature walks, evening activities, as well as work projects around the church. To re-energize ourselves we are initiating monthly before-worship chats on 2nd Sundays. We also intend to reach out to the new men of the church for their revitalizing input. Let us know if you are interested.

Ron Weisberg, Bill Blakely, Ben Thompson, Nathan Naze, and Clark Sanford

Ministerial Search Committee

Submitted by Linda Propert-Sanford

Members: Noemi DeGuzman (chair), Donna Fujioka, Lynn Gallogly, Dan Goss, Brian Joaquin, Linda Propert Sanford and Sherry Weston-Vigil

Since our formation in March 2018, the Ministerial Search Committee has been hard at work engaging in the many steps needed to find our next great minister. We spent a weekend in retreat with our UUA coach, learning more about our responsibilities and getting to know each other better. We worked over the summer in 2018 creating a timeline of our work and dividing up the tasks to be done among us. We conducted a Congregational survey and hosted cottage conversations to learn what our congregants yearn for in a minister. We assembled a congregational record that describes us and a document packet to show ministerial candidates what we do here. In early 2019, we received multiple ministerial applications, conducted quite a few initial interviews with some of those ministers, and are meeting with several candidates to talk with in more depth. We are grateful for the support we received from this congregation and for the trust placed in us to engage in this sacred work for the future of our church.

Pastoral Associates

Submitted by Judith Hunt

The Pastoral Associates program was started in 1991, a vision spearheaded by the late Mary Ann Haw as a means of providing congregants in need with comfort, support and practical assistance by fellow church members. Since that time, dozens of congregants have stepped forward in hundreds of situations to smooth one another's journeys in times of stress.

Personnel Committee

The Personnel Committee has put the Personnel Handbook through a legal review and made changes subject to the advice received. The final draft will be ready for Board review and vote after March 14th. Job Descriptions for all personnel except that of the pastor were reviewed (or created based on recruitment materials) last year and reformatted for consistency. The Committee has asked that the Board communicate with them as to what new work it would like them to take on (a survey of employees?) but has not received direction. Current or anticipated vacancies on the committee are two regular members and a Board liaison.

(Current membership: Roxie Kellam, Danny Schottenfeld, Helen Duffy and Michael Fitzhugh who is the Board Liaison)

Slide Creators

The slides you see every Sunday morning used to be made by one person, Michelle Ma. When she left two years ago for her ministerial internship, it took a team to replace her. There are now 5 of us taking turns at this partly artistic, partly technical job, which we hope enhances your experience of worship. We aim for beauty, clarity and meaning. We welcome new members of the team.

Emily Stoper, for Dan Wright, Kem Tetlow, Dick Bailey and Margo Fleming

Stewardship

Submitted by Michael Rothhammer

"Faith on Fire"

Many thanks to all of you who made our annual stewardship campaign, "Faith on Fire" a success! The fall stewardship campaign is our yearly commitment of time, talent and treasure

to continue and deepen our shared ministries and transform hearts and lives within and beyond our walls.

This year's generous donations will fund the following:

- ★ A 3% cost of living increase for our full-time and hourly staff
- ★ Routine maintenance and an expansion of our efforts to “green” our historical building
- ★ Continuing to support and grow our Family Ministries
- ★ Fair share giving to the UUA and regional organizations
- ★ Provide a competitive financial package to our next called minister who would begin just prior to our new church year
- ★ Continue and deepen our relationship with our community partners such as Boost! West Oakland, McClymonds Merit Scholarship Program and Ella Baker Center to name a few

Stewardship 2019 Events

The Fall Campaign this year was kicked off on October 14 by Reverend Deborah Lee, Executive Director of the Interfaith Movement for Human Integrity. She ably leads this critical immigration rights organization that “organize people of faith to protect the rights, dignity and well-being of immigrants”. In the midpoint of the campaign we blended the “fun” with the aspirational and merged our stewardship event with the annual children’s Halloween party (BTW, thanks Nicole Fitzhugh!). Finally, the campaign culminated with Celebration Sunday on November 11. Our special guest speaker for this day was Maestro Michael Morgan, Director of the Oakland Symphony. As we learned Maestro Morgan in his “ministry of music” has given so much to Oakland Community and the East Bay in terms of honoring and promoting our cultural diversity through lifting up the many music traditions and reaching out to our youth, especially students of color, in the schools and in the Oakland Youth Orchestra.

In Gratitude

In gratitude to the many people who served on the Stewardship Team or helped with specific event or logistics. A special thanks to Pastor Jacqueline who contacted the guest speakers and ensured the Church Office supported the fall campaign every step of the way. In addition, thanks to Amanda Smith, Office Manager, who graciously helped us with Chalice Chatter entries, E-blasts etc. Most importantly, thanks to all of you, the congregants, who generously pledged in many cases increasing the amount well above the 5% goal!

Stewardship 2019 Data Highlights

Our total as of March 1, 2019 was \$433,733.28 or 99.7% of our Stewardship 2019 goal of \$435,000.

As of 3/1/2019 172 pledges were received out of a projected total of 190 leaving 18 outstanding.

In an analysis of Stewardship 2019 and comparison with 2018, we found the following:

- ★ in 2018 we had a total of 185 pledging units (units can refer to an individual, couple or family). In 2019 we had 172 pledging units for 13 fewer
- ★ Although we have fewer pledges, we had \$6,284 more pledged
 - To elaborate, the average pledge for 2018 was \$2,311 but the average pledge for this year's campaign was \$2,626 for an increase of 13.65% (Note: Stewardship target for this year was 5% over last year)

Respectfully submitted, Your 2019 Stewardship Team

Members: Janet McFarland (Co-chair), Michael Rothhammer (Co-chair), Bill Blakely, Venee Call-Carrier, Congregational Administrator, and Gary Facente

Tech Team

Submitted by Clark Sanford

The small but mighty Tech Team has been working diligently in a variety of areas to support church staff and congregation technical needs. We work on the church website, Google Groups, Google Drive, FellowshipOne congregant database, Signup Genius volunteering tool, Basecamp collaboration space, Zoom web meeting tool, and other applications. We also help troubleshoot and support the church network, wireless & internet service, phone system, computers, and other hardware as needed.

Some accomplishments in the past year:

1. Replaced our internet modem and upgraded our network hub, and are investigating further network improvements;
2. Ran wiring to digitize sanctuary sound system;
3. Implemented Zoom web meeting and Signup Genius tools;
4. Expanded use of Basecamp and Google Drive;
5. Overhauled many of our Google groups and updated user accounts;
6. Updated web site pages, cleaned up site navigation, and built MSC web pages;
7. Cleaned up FellowshipOne records, reconciled them with Stewardship and bookkeeping, automated visitor contacts, and built reports for church staff;
8. Coordinated with CCT and staff on process for information updates across our various applications, implementing New Member and Info Change cards.

We are an informal collection of tech folks, specializing in different areas, but hope to better coordinate our work, among ourselves and with church staff, moving towards a long term technical plan to better support our congregation's needs. We can always use more help, especially with updating website content. Let us know if you are interested!

We are Michael Fitzhugh, Ted Curran, Jane Voytek, and Clark Sanford

Unitarian Universalist Service Committee

Two church members, Jane Facente and Emily Stoper, are members of the Stewardship Circle of the Unitarian Universalist Service Committee (UUSC). In April, both Emily and Jane attended the annual meeting of the Stewardship Circle in Washington, D.C., and in May, Emily traveled with the Stewardship Circle to Hungary, Serbia and Croatia in order to meet with human rights activists who were working with refugees there. In October, Emily and Jane hosted a fund-raising dinner at a restaurant in Berkeley for the Rev. Mary Katherine Morn, the new president of the UUSC. In January, they joined Rev. Jacqueline in leading a service centered around the work of the UUSC, which kicked off the month-long Guest at Your Table fund-raising drive in the congregation.

Women's Retreat

The Women's Retreat theme for 2019 is "Embracing Our Wild and Precious Lives". The planning team members include Karen Axelsson, Marcia Kreycik, Emily Stoper, and Maya Ibrahim-Bartley. The retreat will be held Friday July 19 through noon Sunday July 21 at Redwood Glen Camp and Conference Center in Loma Mar, CA. Various members of First UU Oakland have already graciously agreed to lead workshops in crafting, performance arts and as discussion facilitators. The children's program is being developed. Volunteers are still needed for food and casual activities. Registration rates have been determined and an online registration form is being developed. Childcare arrangements are underway.

Young Adult Group

Submitted by Brian Joaquin

Co-Leaders: Sarah Letson, Brian Joaquin, Lynn Gallogy, and Christian Kelleher

The Young Adults Group remains a hub for anyone 18-40 (and those young at heart, no age limit) who are interested in Unitarian Universalism, building community, or just want to have fun. Our goal continues to further the already strong young adult presence & community inside and outside of church.

We successfully led social dinner potlucks of 4-10 participants once every other month at the Starr King Room, which are filled with numerous moments of connection, playing "Salad Bowl", and consuming delectable food together in community!

A few more highlights in the past church year include:

- Ministerial Search Committee members and YA Brian Joaquin & Lynn Gallogy facilitated a special Cottage Conversation Potluck encouraging the voices of the younger adult community to gather together to discuss their hopes, dreams, and views regarding FUCO's future at large.
- YA Daisy Quan co-led FUCO's first Dumpling-Making Event during the church's Lunar New Year celebration weekend in which +30 people came together to make +400 dumplings for the congregation! She also co-led the Lunar New Year Worship Service along with Wes Radez, Claudine Tong, and guest preacher, Frank Wu.
- We hosted our first restaurant dinner gathering off-site since 2014 at Nature Vegetarian Restaurant in which 17 YA folks attended (our largest organized gathering, yet!).

2018 Balance Sheet and 2019 Budget Summary

See following pages.

2018 Asset Statement as of 12/31/2018

	Total
ASSETS	
Bank Accounts	\$ 454,487
Fixed Assets	\$ 4,396,147
Charles Wendte Endowment	\$ 470,000
Aurelia Reinhardt Justice Endowment	\$ 10,387
1st Unitarian Endowment	\$ 112,139
Other Endowments not controlled by FUCO	\$ 45,128
TOTAL ASSETS	\$ 5,488,289
TOTAL LIABILITIES - No long-term liabilities	
DETAIL ASSETS	
Musicopia	\$ 7,166
Manse Fund	\$ 46,315
Intern Fund	\$ 23,146
Green Sanctuary Fund	\$ 3,627
Book Grant	\$ 19,873

2019 Budget Summary					
			SubTotal Expense	SubTotal Income	Notes
INCOME					
	Cash on hand	\$ 25,000.00			
	Rental Income	\$ 65,000.00			
	Miscellaneous	\$ 2,000.00			Book sales, Scrip
	Interest Income	\$ 15,000.00			New investments
	Operating Pledge	\$ 420,000.00			
	Collection Plate	\$ 8,000.00			
	Grants and Endowments	\$ 14,000.00			
	ClaraBelle Hamilton Trust	\$ 31,500.00			
	Charles Wendte Endowment	\$ 40,000.00			Increased over \$1M and beginning draw
	Concert	\$ 3,500.00			
	Total Income			\$ 624,000.00	
EXPENSES					
	Total Payroll & Related	\$ 445,000.00			
	Building / Fac	\$ 81,000.00			
	Administrative	\$ 47,000.00			
	Programs	\$ 19,000.00			
	Denominational Dues	\$ 26,000.00			Fair Share Dues to UUA and PCD
	Total Ministerial Events	\$ 6,000.00			
	Total expenses		\$ 624,000.00		