

**Olympia
Unitarian Universalist
Congregation**

**2008 Annual Report of Activities and
Accomplishments**

Presented to the congregation April 10, 2009



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Introduction

2008 was another busy and exciting year for the Olympia Unitarian Universalist Congregation. A primary focus of the year's activity was our continuing transition from a pastoral to a program congregation. A pastoral congregation is one where total Sunday attendance ranges from 50 to 150 adults and children and where the minister and board are central to most of the congregation's activity. A program church has attendance of more than 175 and has a church staff and many programs. The senior minister's role is more administrative and the board sets policy rather than being engaged in the details of programs.

We have moved to being a program church in terms of attendance but still have some steps to take in the governance and operation of our congregation. However, 2008 saw a number of important steps that prepare us well for 2009 and future growth. Some of these were:

- The hiring of Sara Lewis as our first full-time Director of Religious Education. We have been moving toward this for years and it represents the commitment we have to a strong religious education program that includes children, youth and adults. We now have strong and active RE programs for our children, middle-school students and youth.
- The hiring of Sarah Rucker as our Volunteer Coordinator. As we continue the transition to a program congregation, the need for volunteers increases and Sarah has led the effort to connect volunteers and newcomers with tasks and programs.
- The continuing growth of the Adult Education program. The fall 2008 Adult Education curriculum offered 16 different classes or activities. This is an incredible program that provides members, friends, and members of the community another way to be involved with our congregation.
- The work of the Space Committee that continues to move us closer to construction of our facility expansion. Construction on our phase 1 expansion of a new RE wing and expanded office and foyer space could begin in mid-2009.
- A very successful 2009 Stewardship campaign led by Jeff Goltz. The "Building Community" stewardship drive exceeded all expectations and raised over \$330,000 in pledges. This allowed us to meet our program needs and budget a surplus in 2009. This ability to budget a surplus is particularly important as we look to the possibility of borrowing to finance our building expansion.
- The formation and work of a Governance Work Group that is examining our governance and committee structure and that will make recommendations for change in mid-2009.
- A workshop in December 2008 conducted by Janine Larsen, the Pacific Northwest District Executive, that examined where we are in the move from pastoral to program congregation and the steps we still need to make.

Our move to a program congregation is probably best illustrated by the number of organizations and groups included in this annual report. A quick look at our monthly

calendar shows over 25 committees and other groups meeting at our facility. We are a program congregation.

Finally, there are a number of major activities and milestone events that must be noted in this introduction:

- Our minister, Arthur Vaeni, completed his sabbatical and returned with a rich collection of stories and sermon topics.
- We hosted Camp Quixote for the second time and worked closely with camp residents and Panza to continue to strengthen and ensure the success of the camp.
- We continued our support of Out of the Woods and our efforts to address poverty and homelessness issues in our community.
- We continued our very successful fundraising activities including the Annual Auction, Books, Beans and Brownies and others.
- We continued to support organizations in our community through the Share the Plate program.
- We continued our Green Sanctuary program and activities to become a sustainable congregation.

Please take time to read this report of the activities of our congregation. It is amazing what we do and the impact that we have on our community. I cannot imagine Olympia without the Olympia Unitarian Universalist Congregation. Special thanks are due to our minister, staff and volunteers who made all the activities described in this report possible and successful.

Mike Harbour, Board President

Parish Minister

Parish Minister's Annual Report for the budget year, January 1 – December 31, 2008

My Guiding Vision and Understanding of Congregational Life

Vision

We are called to journey with one another toward the fulfillment of our humanity. I believe human life attains fulfillment when we live with compassion, truthfulness and generosity and our words and deeds reflect the wisdom that our lives are interdependent with all other life.

Mission

The Olympia Unitarian Universalist Congregation exists to reveal life's sacredness through its service to life's greater good. It does this through the creation of religious community that arises from the liberal religious tradition and is largely guided by the values expressed in the principles of our Association. It is community that shapes our shared ministry even as it helps our members bring their individual ministries into being. Ministry in this context is the sharing our gifts, again, in service to life's greater good.

Important Endeavors for the Year 2008

1. Sabbatical My four-month sabbatical, January-April, was my most valuable endeavor during this year. The two primary activities that I undertook were mediation training with the Dispute Resolution Center and a two-month silent retreat at Spirit Rock Retreat Center in Woodacre, California. I also spent time reading primarily focused on preparation for the retreat and as a follow-up to what I learned there.

The two-month silent retreat was a significant part of my sabbatical. I learned a great deal about Buddhism, Buddhist psychology, meditation as a spiritual discipline and most significantly about myself. I found the retreat to be difficult in several respects – the seclusion, the pain from sitting meditation throughout the day, the psychological and emotional issues that arise in the midst of the silence. Yet, the very things that made it difficult made the retreat an extraordinarily rich experience and one that I'm so grateful to have had and hope to have again one day.

I greatly appreciate the congregation providing the opportunity and the funding for my sabbatical. It was a gracious and generous act. I also appreciate that many individuals within the congregation assumed additional responsibilities in preparation for and during the time of my sabbatical. I give special thanks to the Committee on Ministry for making it happen and to our Board and especially Melissa Denton as Board President for providing such good leadership in my absence. Our affiliated community minister, the Reverend Carol McKinley, also deserves recognition for her excellent work providing pastoral care in my absence.

2. DRE Search My most significant role in the search was in constituting such a fine search committee Melanie Ransom and Milt Harper, co-chairs, Heather Rader, Jana McKinley and Erin Finch. They did an outstanding job creating and assembling our search packet, and sustaining our interview process – hours of work, much of it during the months I was on sabbatical. The search concluded with our unanimous decision to hire Sara Lewis as our full-time DRE, effective August 1.

3. Adult Education The three-session adult education program based on the book, *Learning to Fall: Blessings of an Imperfect Life*, that I led lent itself well as a follow-up to what I experienced and learned during my sabbatical. In June, I led a one-session program about Unitarian Universalism. It provided an opportunity for anyone to bring their questions about our religious tradition and join in a conversation. In December, I led a three-session program based on *A Chosen Faith*. Sixteen people attended. There seemed to be good energy among the participants.

4. Welcoming and Integrating Newcomers In June I convened an ad hoc group to identify what we're currently doing to help folks find their way into the congregation, as well as to identify what we're not doing but want to do. Some things we identified, such as developing a congregational brochure for newcomers, obtaining more hymnals, public recognition of volunteers, making usher/greeter roles more manageable, explicitly inviting newcomers to congregational events, quarterly post-service potlucks, have been accomplished or at least tried, and other things such as fortifying the membership committee, creating an on-line directory and an on-line usher/greeter sign-up, and designating a visitor space after services, remain in process.

5. Pastoral Care Team With significant turn-over on the pastoral care team I essentially constituted a new team in the summer. We have better integrated the work of the care committee and the pastoral care team to create a more coherent pastoral care ministry.

6. Ministerial Internship Having been approached by two ministerial candidates to complete an internship with OUUC in the 2009-2010 church year, I submitted an application to the Pacific Northwest District Growth Fund for a grant to help pay a stipend to an intern. An internship oversight committee was assembled. Interviews were tentatively planned for February, 2009.

7. Safe Congregation Procedures I invited members of the board who had particular interests in the development of our background check procedures to work with the safe congregation response team to help finalize our process. The two groups crafted a reasonable process to help us safeguard the congregation.

INITIATIVES OUTSIDE THE CONGREGATION

8. Panza I continue to participate in Panza in support of Camp Quixote. I am a member of the permanent site committee the role of which is “to facilitate the development of permanent communities (in place of the transient tent city) that are replicable in other places in the cities/counties/state. On November 19, I arranged a trip for about twelve

residents and supporters of Camp Quixote to Portland's Dignity Village. The Reverend Kate Lore, Social Justice Minister at Portland's First Church, set up a meeting with Dignity Village residents and allies to discuss how they obtained their semi-permanent site.

9. Public Conversation During May-December I worked with an ad hoc group constituted by representatives from city government, the Port, The Evergreen State College and the Fellowship of Reconciliation under the guidance of the Dispute Resolution Center to organize a public conversation focused on the Port's shipment of military equipment, the demonstrations, the city's response and the associated violence in an effort to bridge growing divisiveness in our community. Through much of the year we met weekly to plan the event which culminated in seventy community members with diverse opinions participating in focused conversations over three sessions in December. The conversations were generally found helpful.

10. Civil Liberties I have continued to work with the planning group for the Thurston County Chapter of the ACLU to develop monthly programs and otherwise promote our understanding of the importance of civil liberties.

The Reverend Arthur Vaeni

Staff

Administrator

Major areas of church office administration include communication, information management, church finances and building management. Goals for 2008 addressed these issues along with planning for a transition as we expand our building.

In the area of communication I accepted more responsibility for the management of website announcements and the congregation's email mailing lists. I researched calendars and found an on-line option. I also researched the possibilities for church photo directories.

In the area of information management I spent many hours going through old files, discarding what was no longer needed and organizing archives. I researched options for building management software and found one that will be useful for tracking building maintenance needs. Electronic fund transfers for pledge and capital fund payments continued with increases in members opting for this payment method.

In planning for the building expansion the custodian and I reviewed the custodian's job description and made changes. I did research on phone systems and security systems and started making arrangements to get cable internet installed.

I continued to meet with the Buildings and Grounds Committee and the Communications Committee. I attended meetings of the Leadership Team. I attended meetings of the local chapter of the National Association of Church Administrators.

Darlene Sarkela

Bookkeeper

Support OUUC Mission and Goals with:

1. Accurate and understandable financial reporting to OUUC Board and Leadership Team
2. Required Federal and State payroll tax reporting
3. Analysis and discussion of OUUC financial status for OUUC Finance Committee

2008 Accomplishments:

1. Accomplished the specific list of duties as detailed in contract with OUUC.
2. Provided all monthly, quarterly, and annual internal and external reports in a timely and accurate manner for Finance Committee and OUUC Board.
3. Provided accurate monthly Payroll including payroll changes for hourly child care and benefits for salaried staff including monthly, quarterly, and annual tax reports.
4. Supported non-cash donations and campaign with acknowledgment letter templates, transaction details, reporting discrepancies, and reconciliation issues.

5. Implemented a major upgrade to the "Church Windows" financial system including required training for a smooth conversion.
6. Continued to develop financial analysis reports to the Finance Committee to help understand actual income and expense in relation to the approved budget.
7. Organized reports and agenda and a review meeting in support of the second annual internal financial review (aka "audit")
8. Completed monthly reconciliations (including resolving discrepancies) for checking and savings accounts as well as endowments, stock transfers, and mortgage.
9. Provided periodic and "on request" reports to Leadership Team for budget detail and reserve & fund balances and activity.
10. Enter "non-routine" transactions into the OUUC financial system to allocate money to appropriate budget lines and reserves per direction from the Finance Committee.
11. Attend local tax-law and legal seminars by request; research issues as requested by church administrator and finance committee.
12. Completed significant one-time and non-routine tasks during 2008 which increased hourly billing over 2007.
13. Expect fewer non-routine tasks and issues in 2009 which will reduce hourly billing compared to 2008.

Wim Verhoef

Director of Religious Education

I started as DRE in August, and my 2008 goals have been:

- to work with the congregation to include children and youth in social justice, environmental, and congregational projects;
- outreach to the larger community through Earth Scouts or other programs;
- develop a UU history curriculum we can use again;
- be an active presence in the congregation;
- provide volunteers with clear job descriptions, support, and appreciation;
- involve parents more in the program and communicate actively with the parents;
- increase the organization and appeal of our classrooms;
- track budget and attendance and keep archives of activities;
- create a worship experience for children preschool-5th grade.

My efforts to include children in congregational and other service or justice projects have included having children take shifts as greeters before service. The Middle School coordinated with Out of the Woods to collect donated towels and sheets for the shelter. The Green Sanctuary Committee provided advice on a possible global warming study for the Middle School group, and I have been in contact with the Social Justice Committee about including youth and children in their projects. Getting projects actually off the ground is difficult because of the busy schedules of all involved and the need to find something that interests both the adults and the youth involved. This will require more effort and practice on my part, and more time to develop.

The history curriculum that I have developed is a series of stories using the SpiritPlay model for preschool-1st grade, and a time travel curriculum for 2nd-5th grade. I have taken lesson plans from several curricula and combined those with lesson plans I created from scratch, in order to make a year-long curriculum. In 2009 I will evaluate the curriculum, with feedback from the children and teachers, and revise it as necessary before shelving it for use in a couple years. As feedback has started coming in, I am not satisfied with the curriculum and I will be making some changes in it.

As I began my role as DRE this year, I attended many committee meetings to familiarize myself with their work in the congregation. I have been working with the Space Committee to design the new RE wing, and I have also attended board and congregational meetings. In my monthly newsletter column, I have tried to connect the larger congregation with the issues facing families and with our work in the RE program. I have also posted to the church blog and facebook page about the activities in the RE program.

I was fortunate to find the volunteer teachers had already been recruited by Kathleen Arledge, the Interim RE Administrator, when I started as DRE. I conducted a fall Teachers Retreat and Training, and recruited a few more teachers as the year went along. We have 23 volunteers working in the program, and I have established a quarterly schedule and weekly reminder emails for the teachers. I sent out holiday cards and made chalice ornaments as thank you gifts for teachers, and I organized the children to write Thank You notes for all the volunteers who helped put on the Yule Play.

To involve parents more, I have written a monthly newsletter letting them know what will be taught in the classes and providing them with internet links and recommended books if they wish to follow up on lessons at home. I have also created a schedule to assign parents snack and assistant duties about once every three months.

To organize the classrooms, we had a work party before fall classes started and organized the art supplies. I have inventoried and organized our SpiritPlay story sets, as well as our small library and curriculum collection. I have actively worked with other groups that use the classrooms for storage to assign those groups a storage space and keep the classrooms neat and tidy. And I have involved the kids in creating large pieces of art that can be used as classroom decoration.

I have kept careful records, and we have 78 kids and youth registered, with average attendance of 51 children and youth per Sunday. By tracking our budget expenses myself, I will be able to give an estimate of how much each curriculum cost to implement, which will be useful in the future when we are making curriculum choices.

The Children's Chapel that I started this year has been offered on the first Sunday of each month, except December. I lead the chapel myself, and it includes music, movement, joys and sorrows, stories, art, and readings. It has been successful, but will be developed further as time goes on.

Sara Lewis

Music Director

The year started with our minister gone on a sabbatical break. During those four months many more guest musicians were employed than during previous years. This included: a near all music service for the Chocolate Communion, a brass quartet for Easter, plus numerous individual soloists for particular services.

The OUUC Choir continues to grow in quality, performing regularly a wide variety of anthems. The choir participate in the AGM that was held in Tacoma with OUUC's music director, Troy Fisher, leading two of his original compositions with the mass choir at the Sunday service.

The choir and guest soloist once again presented an all music service for Mother's Day.

The Choir presented a fabulous Spring Concert before breaking for the summer. In addition, the choir presented a Winter Concert featuring a Northwest premier of Ronald Pererra's "The Outermost House" based on Henry Beston's book by the same name. The concert was performed with a small chamber orchestra. It was a most excellent evening of music, rich with quality and passion and very well attended.

Group Voice classes were offered as part of the Adult Ed. The classes have been very well attended and seem to have become an important part of many members, friends and guests association with OUUC.

Troy Fisher

Volunteer Coordinator

The Volunteer Coordinator position was created in April 2008, and the following is a report based on the job description objectives, since annual goals had not yet been created from the year prior.

Volunteer Board and Job Database: I created the VB as a means for people to post and respond to current volunteer openings. As part of the Volunteer Board, I obtained information from church leaders and created a database of job descriptions for all advertised positions on the board.

Program Fair: I organized and hosted the 1st Program Fair, which coincided with a New Member's Sunday and Potluck, where folks could get to know our various groups and committees, make connections, and learn about how they could get involved.

Volunteer Recognition: I created and organized a large Volunteer Recognition Celebration and reception, which took place in conjunction with our Church Birthday. I've also attended many volunteer events to encourage volunteers and take photographs.

Trainings: Along with Diana Finch, I organized, advertised, and led Usher/Greeter Trainings. I also helped with advertisement and facilitation of the trainings for the Overflow Shelter volunteers.

Welcoming and Integrating Newcomers: As part of the Ad Hoc WIN committee, I helped to create ways of being more inclusive and engage with visitors and newcomers. I've also been available after Sunday services and have met regularly with newcomers to help them make connections and get involved. Additionally, I've planned and hosted 6 potlucks to foster community

Support for Leaders: I've worked with a number of church groups and leaders to assist in various ways of advertising, recruiting, scheduling, training, and recognizing volunteers. These groups include: Social Justice, Stewardship Drive, Membership, Overflow Shelter, Coffee/Cookies hosts, Ushers/Greeters, and Welcoming and Integrating Newcomers.

I've also written an article each month in Unitariana reporting on successful events, volunteer recognition, job openings, and volunteer surveys.

Sara Rocker

Community Ministry

Affiliated Minister

As a Unitarian Universalist community minister affiliated with the Olympia Unitarian Universalist Congregation, my mission is to take our faith's values outside the walls of our church into the larger community. My ministerial mission relates to OUUC's five-year Activities and Actions Goal: Expand OUUC presence in the larger community to better articulate and demonstrate UU principles and to enlarge and diversify our membership.

I do this through:

1. My work with Washington Unitarian Universalist Voices for Justice, our statewide legislative advocacy network. As coordinator, I: a) preach and conduct workshops in Washington congregations to increase awareness of the need to bring our liberal religious voice to the state legislative process and to develop advocacy skills; b) track bills during the legislative session that relate to WA UU Voices' legislative priorities, contact legislators, attend and testify at legislative hearings; c) write the weekly UU Voices newsletter to inform and issue calls to action on legislation, and d) work with the Seattle-based interfaith Religious Coalition for the Common Good to advocate for our collaborative legislative agenda around social, economic, and environmental justice issues. I facilitated a 2008 AGM workshop, "UU Values in Public Policy: Tools to Build an Effective Legislative Network."
2. My relationship with OUUC. In 2008, I: (a) facilitated three Adult Education classes: Our Heritage of Heresy, Cakes for the Queen of Heaven, and The Moral Imperative of Health Care Reform I. I concluded the co-facilitation of Living by Heart; and (b) preached at an April and an October service.
3. My participation as a member of OUUC's Conflict Management Team and as a consultant with the Pacific Northwest District's Healthy Congregation's Team. My work with the District team, while outside the doors of this congregation, reflects OUUC's mission of building a community where one can grow in mind and spirit – a community in which relationships are nurtured and in which healthy conflict is seen as an opportunity to expand one's understanding of others.
4. My service as OUUC delegate to Thurston County Interfaith Works. I am an active member of the Program Council, and serve as co-chair of Moments of Blessing, a member of IW's Earth Stewardship Committee, and the originator and chair of Interfaith Expressions.
5. My September 2008 Perspectives column in The Olympian on health care reform as a moral imperative.

The Reverend Carol McKinley

Associated Minister

I performed 14 weddings for indigent and poor: Most of the couples were associated with Camp Quixote or were referred by Bread and Roses. There is a great need for weddings for those who cannot afford regular Church weddings. Homeless couples who are married receive many advantages over those who are not married.

Acted as a designated payee for 2 disabled people.

Supported a number of people involved with the Court system on child welfare hearings, family court hearings, child support hearings, traffic court, competency hearing, conferred with Parole Officers, and much more.

Found permanent housing for more than a dozen people. Helped purchase 3 RV's for the homeless. Found a campground for those homeless with RVs to park at a reasonable lot rent.

Provided food to 16 families from OUUC's food closet.

Purchased prescriptions for 7 people and families who needed help. Obtained and distributed state-of-the-art meters to 9 diabetics who needed help.

Acted as a case worker to Camp Quixote, being available to the camp 6 days a week. Provided an old van for camp use. The van is insured under the OUUC Church Mutual policy. I spent an average of three hours a day with the Camp.

I helped several homeless campers in the woods near OUUC.

Opened the shower in OUUC to some homeless folks to whom no shower was available.

The Reverend William Arensmeyer

Committees

Adult Education

Committee Mission and Goals: The mission of the Adult Education Committee is to arrange classes and workshops that facilitate the free and responsible search for truth and meaning. This mission is related broadly to the seven Unitarian Universalist principles, but especially to the fourth principle: a free and responsible search for truth and meaning.

Members: Alenka Andruss, Samara & Tom Joldersma, Sara Lewis, Luci Phillips, Bernie Steckler, Billie Williams, JoAnn Young

Activities: Classes are arranged and advertised for two periods – Winter/Spring and Fall. In Winter/Spring 2008, fifteen classes were offered; two were one session only. In the Fall, fourteen classes were offered; one was one session only. No offerings were cancelled. One class was offered at a venue other than OUUC (Build Your Own Theology at All Souls Unitarian Universalist Community). Enrollment for the past year has been between seventy and ninety people, and many are from outside the church. OUUC is a visible resource in the community.

Because most speakers are drawn from the OUUC congregation and we have such a wealth of diverse interests and talents in this congregation, the classes offered cover a wide range of topics which reflect our values and concerns. Classes are usually for consecutive weeks. Leaders of three of the Winter/Spring classes and two of the Fall classes came from outside the OUUC congregation.

A 2008 innovation was a class meeting led by Billie Williams and Pete Taylor at a local movie theater to experience the joys of opera. Ongoing classes that require no fee or registration include Book Group, Meditation and Membership Class.

The 2008 program continued our series of drawing wisdom from the world's religions by offering classes on Hinduism. These are formatted to show a *Teaching Company* DVD of outstanding professors' lectures. We arranged for people of the faith to attend and be available to answer questions from the audience.

The Adult Education Program is financially self-supporting. A one-time \$10 registration fee per semester pays for one or more classes.

Tom Joldersma

Aesthetics

Committee/Group Mission and Goals: The committee's mission is to help create a more aesthetically pleasing and healthy environment for the OUUC community. The committee facilitates and makes aesthetic decisions about plans, purchases and donations that affect the character, ambiance, safety, comfort and beauty of OUUC buildings, landscaping, publications and exhibits. The committee helps select products such as paint, carpet, and furniture that are less toxic, more environmentally friendly, and safe for the health of the OUUC congregation.

Members: Pat McLachlan, Carol Murphy, and John Murphy. Ron Hinson is not on the committee, but he works on aesthetics for OUUC by keeping the calendar for the artwork that is exhibited in the sanctuary, and he also helps the artists hang their work.

Action Plans: Committee members are available to assist in aesthetic decisions when they arise. The committee's focus has been to help on the Space Committee as it plans for construction of the new building and rehabilitation of the existing building.

Activities: This year three of the committee members served again on the Space Committee to represent Aesthetics mission and goals by sharing ideas and helping to make decisions as we go forward on our building project. The Space Committee conducted meetings at OUUC and MSGS, the architects' offices, and also conducted business by email to accomplish its tasks.

In addition, Ron Hinson continues to work on aesthetics for OUUC by encouraging members and friends to display their art work, keeping the calendar of showings and helping artists hang their work.

Accomplishments toward Congregational Goal III for Space: We worked on the Space Committee which is working to implement our plan to expand the Congregation's facilities. We have contributed ideas that will help make the expanded and rehabilitated facilities more beautiful, comfortable, safe and healthy. Especially lately, we have begun to research products for the flooring, paint, counters, cabinets and lighting that will be used in all phases of this expansion. We are applying green and aesthetic principles as we identify possible options. This process takes time as we learn about various products, their strengths and weaknesses, get bids for them and solicit input from committees and others in the congregation.

Pat McLachlan

Board

The Olympia Unitarian Universalist Board of Trustees is responsible for managing the affairs of the congregation between congregational meetings. The board meets monthly on the second Thursday of each month at 7:00 p.m.

The members of the board for the 2008- 2009 year are:

Mike Harbour, President

Melanie Ransom, Vice-President

Harmon Eaton, Treasurer
Ingrid Kail, Secretary
Samantha Ritchie
Jeff Goltz
Mary Walton Cameron
Neil Marsh
Curtis Tanner

The board adopted a set of goals for the period of September 2008 to June 2009. These goals and the progress made are listed below.

Goal: Support congregational spiritual growth and learning by participating in programs such as “UU Elevator Speech” and “UU Fun Facts to Know and Tell”.

The board is currently engaged in the “Articulating Your Faith” class to assist each member in writing their own “elevator speech”. Each week the board announcer includes a fact about famous Unitarian Universalist or about an important event in UU history.

Goal: Develop new Vision and Mission statements that will drive our continued progression from a Pastoral to Program congregation.

A new Mission Statement has been developed and will be presented to the congregation for possible adoption in April 2009.

Goal: Support and elevate Out of the Woods and Camp Quixote through the UU network and at the community and state level.

OUUC has continued its close relationship with both Out of the Woods (OTW) and Camp Quixote. The OUUC continues to provide the Annex to OTW to serve as a family homeless shelter and through sponsored fundraising activities and donations. The OUUC provides financial assistance to Camp Quixote and is one of a network of churches that house the camp on a rotating basis.

Goal: Support, strengthen and restructure committees in preparation for the building expansion and increased membership.

The board formed and charged a Governance Work Group to review the current OUUC governance and committee structure and to make recommendations for change that better serves a Program Congregation. A final report will be provided by this group in April 2009.

Goal: Create, address, and revise OUUC policies including emergency preparedness, financial policies, and the OUUC fiscal year.

Revised financial policies were considered by the board at its March meeting. A change to a July 1 to June 30 fiscal year is being discussed, and it is anticipated the board will recommend a transit to this fiscal year effective July 1, 2010. An effort to develop emergency preparedness and response policies is underway.

Goal: Support the RE Program by actively seeking alternative space arrangements.

The board has discussed alternative space but has delayed action. The facility expansion that will begin soon should address this problem and provide adequate space for all RE classes.

In addition to addressing these goals, the board oversaw an extremely successful 2009 stewardship campaign and has been closely involved with planning for the expansion of our facility. The board is particularly proud of the financial position of the congregation and the adoption of a 2009 budget that includes revenue in excess of projected expenses.

Mike Harbour

Committee on Ministry

Mission: To support and monitor the health of the congregation's ministry.

Duties:

- 1) Perform Annual Assessment of the Minister;
- 2) Coordinate the Annual Congregational Assessment Goal Setting Processes;
- 3) Provide support for Conflict Management Team, Safe Congregation Response Team, Community Minister Supervision Committee; and,
- 4) Maintain communication with congregation regarding the health of the ministry.

Committee Members: Arthur Vaeni (continuing), Don Lane (gone, '08), Linda Witcher (outgoing, '09), Polly Taylor ('10), Jody Suhrbier ('10); Evelyn Greenburg ('11); & Jim Lengenfelder ('11), Barry Zickuhr (incoming, '12), Skip Albertson, (incoming, '12).

2008 Activities:

- 1) congregational visioning process, January - March, 2008
- 2) 5-year goal setting, March, 2008
- 3) evaluation of Arthur's 2007 ministry, August, 2008 (delayed due to Sabbatical)
- 4) newsletter articles, March, June, October, & November
- 5) congregational check-in, quarterly
- 6) participated in OUUC Program Fair, October

How these Activities furthered Congregational Mission or Annual Goals:

The CoM's work most directly pertains to the congregational 5-year sustaining goal:

"Sustain and improve the ways we maintain the well being of our congregation";

As well as the 2008 congregational goal:

"Improve our organizational structure and effectiveness".

Notes:

During the period of the minister's sabbatical, from January to April, CoM created and assisted a temporary sabbatical committee, which served to support the minister and the larger congregation.

The Committee on Ministry assisted the congregation, over a three-month period, in determining a new guiding vision statement. This process was based upon the Appreciative Inquiry process. Due to this large undertaking, the annual assessment process was skipped for the 2007 calendar year.

Every three months during 2008, CoM provided regular opportunities for congregants to offer feedback to committee members on any aspect of the congregation's ministry. Thoughts offered were shared with the Minister and the rest of the committee and acted upon when dictated.

CoM also provided its regular oversight of its subcommittees, and supplied feedback on the annual evaluations to the Unitarian Universalist Ministerial Association for Associated Ministers Eric Ness and Carol McKinley.

Jody Suhrbier

Communications

Continuing:

Unitariana:

Improved calendar

Generally improved format

Reader survey

Most read: Minister and service descriptions

Least read: Marketplace

Phone book and TCTV ads

New hearing devices/ear phones

New microphone system for choir

Super Saturday

Sermon CDs

Sermons on Web page

Wider community outreach:

Bumper stickers

Community cards (currently in suspension)

Bookmarks for book sale

Re-designed newspaper ad

Visitor brochure

Revamped Web page: Improved accessibility and attractiveness

OUUC Facebook

OUUC Blog on Web page

Not done:

Vests, hats, or pinnies: Dollars obstacle and uncertainty of which is best bang

Street signs: Obstacle – city ordinance

Community Resources ad: Lack of cooperation from Olympian

Bernard Brady

Conflict Management Team

Committee Members

Joe Shorin
Carol McKinley
Carol Horner
Simon Tee

Committee Goals, Objectives, and Action Plans

Our goals for 2008 were 1) to help congregational members in conflict, 2) empower congregants to engage constructively in conflict situations; and 3) to provide periodic reports to the CoM and the congregation concerning CMT activities.

Summary of Committee Activities

During 2008, the CMT undertook the following activities:

- 1) We provided training for its two newest members. This training was designed to overview how conflict arises in the church setting; and the theories and tools that may be brought to bear to toward encouraging healthy management of that conflict. The training was intended to enhance the CMT's capacity to accomplish the first two goals.
- 2) We attended new member orientation classes, and provided information about the OUUC covenant, OUUC's Conflicts Policy, and the CMT. This orientation was designed to help new members understand how our congregation approaches conflict management, and the avenues available for having their voices heard.
- 3) We published periodic articles in the Unitariana with conflict management tips. These articles were intended to remind the congregation about the CMT and to encourage use of appropriate conflict management approaches.
- 4) We updated the CMT brochure, provided copies at the new member orientation and set copies out in the foyer.
- 5) Finally, we checked in periodically with the CoM.

Although the CMT received very few requests for direct facilitation services during 2008, we believe were successful in getting the word out to the congregation. These activities furthered the goals of the congregation by helping to ensure that all congregational activities are undertaken consistent with the congregational covenant.

Joe Shorin

Finance

Committee/Group Mission and Goals: The Finance Committee provides financial oversight for the Congregation. The Committee tracks income, expenses and cash flow;

insures that special contributions and earmarked funds are kept separate from other funds; takes the lead role in budget preparation; and keeps the Board fully informed of the financial health of OUUC. Members of the Finance Committee usually also play a major role in organizing the Annual Auction.

Committee Members: Pam Davidson, Karol Erickson, Bob Jacobs, Wim Verhoef (OUUC Bookkeeper), and Harmon Eaton (OUUC Treasurer).

Activities: The most significant accomplishment during 2007 was the performance of the second annual audit of OUUC's financial records, and the completion of a final draft revision of OUUC's financial policy (OUUC Policy Document 3-1). The Committee also took the lead in preparing the 2008 annual budget of \$365,000, an increase of \$28,000 over 2007.

How These Activities furthered Congregational Mission or Annual Goals: The Finance Committee performs what are essentially technical functions, so most missions and goals support the Congregation in general, rather than in specific ways.

Harmon Eaton

Green Sanctuary

Committee Mission and Goals:

Mission: To incorporate Unitarian Universalism's Seventh Principle: *respect for the interdependent web of existence of which we are a part* in all aspects of congregational life.

2008 Goals:

- Make progress on our Green Sanctuary Action Plan and our congregation's Candidacy for Green Sanctuary Congregation status.

Membership: The Green Sanctuary Committee has several layers of membership:

- **Steering Committee (meets monthly and coordinates leadership on environmental activities in the congregation):** Leslie Romer, Pete Taylor, Joe Joy, Pat McLachlan, Bonnie Guyer-Graham and Bernie Steckler.
- **Action Plan participants (receive all committee e-mail, review and comment on committee documents and occasionally attend meetings):** 25 members of the congregation and staff, including the Director of Children's RE, Chair of Buildings and Grounds Committee, Chair of the Communications Committee, participants in Social Justice, Landscape and Worship Arts Committees, an adjunct minister, board members and other interested members.
- **Participants in workparties to remove invasive plants from the Congregation's three acre property.**

Activities

- Two work parties to remove invasive plants were held in 2008. One work party cleared vegetation to ensure appropriate flow of stormwater on OUUC property. Participants were: Joe Joy, Tim Ransom, Pete Taylor, Leslie Romer, Harmon Eaton, Bernie Steckler and Warren Dawes.
- Participation in the Space Committee to support inclusion of green building principles in OUUC expansion plans.
- Developed a carpool system for OUUC households.
- Developed a Socially Responsible Investment Policy which was adopted by the OUUC Board in May 2008.
- Developed a Landscape Management Policy addressing chemical use, water conservation and incorporation of native plants in our landscape, which was adopted by the OUUC Board, December 2008.

Accomplishments toward Congregational Mission

The Committee works to promote a sustainable world through the members' individual lifestyle choices, and in the way the congregation manages and maintains its facilities.

Obstacles

Difficulty in finding volunteers available to take on major projects.

Leslie Romer

Leadership Team

The OUUC Leadership Team consists of the chairpersons of committees and the members of the OUUC board. The Leadership Team meetings are chaired by the Vice-President of the board and meetings are held quarterly.

The focus of the Leadership Team over the past year was on increasing committee input into the budget process, managing operations during the minister's sabbatical, and working with the Governance Work Group to begin the organizational restructuring process. The Leadership Team will be asked to play a significant role over the next year as we finalize design work on the first phase of our facility expansion.

Melanie Ransom

Membership

Membership Committee Mission: To welcome members, friends and visitors to our Sunday services and to provide a path to membership for those who want to join Olympia Unitarian Universalist Congregation.

Goals: To introduce those searching for a church home to our community in order that they can make the best decision about it's being the right place for them.

Committee Members: Dorothy Mehaffey, Harri-Ann Ellis, Fred Kellogg and Diana Finch.

Committee Activities: Maintain and host Welcome Table, maintain name kiosk, organize and supervise Greeter/Usher schedule, provide training for Greeters and Ushers, facilitate membership classes (x2/year), facilitate monthly Introduction to OUUC classes, coordinate Coffee service volunteers and supplies.

The activities of the committee further the Congregational mission and goals by helping those who share our vision and goals to become acquainted with our community.

Diana Finch

Nominating Panel

Mission/Goals: We will maintain a qualified and committed Board of Trustees that provides ongoing leadership to our congregation as we grow in numbers, vitality, physical space, and impact in our wider community.

Objectives:

Striving for a diversity that reflects and represents our congregation, we will nominate the best available candidates to stand for election to each soon-to-be-empty position on the Board of Trustees.

Seeking diverse experience within the congregation that can recognize, evaluate, and recruit future “upper-management” leaders among us, we will also nominate candidates to fill available slots on the Nominating Panel.

Members: Ann Yeo (chair), Mike Young, Bob Kirchhoff, Pete Taylor, and Warren Dawes.

Summary of 2008’s Accomplishments:

Early in 2008, we discussed, selected, and recruited candidates for available positions on the Board and the Nominating Panel. We announced the slate of candidates to the Board and to the congregation, with adequate notice to allow members to consider each candidate before the annual meeting in April. The congregation elected the proposed slate of Board members and Nominating Panel members, who are now serving their terms of office.

Late in 2008, we began the process again, to find the best candidates for the next-to-be-empty positions on the Board and the Nominating Panel, for election at the annual meeting in April 2009.

Ann Yeo

Partner Church – Kissolymos

Goal I: Establish a relationship with the new Kissolymos minister

Objective 1: As soon as he/she is appointed, establish an ongoing email correspondence from the committee

Objective 2: Share with him/her the history and activities of the partnership

Objective 3: As soon as possible begin a discussion of the current needs of his congregation and church

Goal II: Enlarge the membership of the Partner Church Committee

Objective 1: Contact inactive current memberships and encourage them to return to active participation

Objective 2: Inform congregation of the work of the committee and encourage others to become members

Objective 3: When appointed, invite the new RE Director to become a member

Goal III: Provide representation from the committee at all Leadership Meetings

Goal IV: Engage greater participation of the OUUC congregation in Partner Church Activities and Kissolymos

Objective 1: Explore and implement new avenues to involve all age levels of the congregation in Partner Church activities

Objective 2: Begin discussion regarding involvement of youth and RE in PCC

Objective 3: Continue to discuss a youth trip to Kissolymos

Objective 4: Create and publish a Partner Church brochure

Objective 5: Bring awareness of Partner Church activities to the community through monthly articles in Unitariana

Goal V: Continue to maintain support of the Kissolymos congregation

Objective 1: With new minister and members of Kissolymos, explore development of a new project to which we can lend our support

Objective 2: Encourage and support travel of OUUC members to Kissolymos

Objective 3: Discuss and explore possible future projects

Goal VI: Actively support committee participation in regional, national and international Partner Church Activities

Objective 1: Maintain membership in national Partner Church organization

Objective 2: Host Balazs Scholar from Transylvania for weekend and to participate in worship service

Objective 3: Host Saturday workshop for scholar, members of NW OUUC churches and

OUUC members to share and exchange ideas

Goal VII: Meet monthly

How does the budget help fulfill the Congregational Mission or Goals:

1. Allows continued membership in the UUPC which is necessary to our knowledge of the activities of the church in Transylvania.
2. Provides funds for displays, posters, fliers and brochures to get our work into the community and congregation.
3. Supports bringing the Balazs Scholar to Olympia from the Starr King School for the fall Partner Church service .

Achievement of Goals:

Goal 1: Ongoing email communication has been established with the pastor.

Goal 2: Several new active members have been added to the committee.

Goal 3: We have not been consistent in meeting this goal.

Goal 4: We are establishing a working relationship with the RE Program.

A Partner Church Brochure has been completed and is available.

Goal 5: We provided funds to Kissolymos to help with their Christmas Program

Goal 6: We brought Balasz Scholar to Olympia and conducted a workshop and participate in a Partner Church service. We maintain a membership in the UUPC.

Mikel and JoAnn Young

Partner Church – North Shore UU Society

This task force was created in fall, 2005 to lead a response by our congregation to the needs of North Shore Unitarian Universalist Society, Lacombe, Louisiana, one of the three New Orleans area UU churches, following Hurricane Katrina which struck the Gulf Coast on August 29, 2005. Our Board voted to have OUUC enter into a partnership with NSUU along with four other UU congregations in San Diego, Chicago, Littleton, MA, and Wellesley Hills, MA. Other OUUC team members are Ann Kirchhoff and Carol Allen.

Our Mission is to support NSUU financially, emotionally, and organizationally and to assure them that they have not been forgotten.

Our goals include:

1. Keeping apprised of and responding to NSUU's needs and sharing that information with our congregation.
2. Providing financial support for NSUU through special offerings and/or other fundraising efforts.
3. Keeping in touch with their congregation through personal visits, holiday cards, and periodic emails and phone calls with their congregation's leaders,

Activities:

1. A frequent plea from those at North Shore . . . “Please don’t forget us” is inscribed and framed and hangs in the foyer draped in green Mardi Gras beads.
2. A collage of photos from the partners’ initial visit to North Shore in December, 2005 is displayed in the foyer.
3. As liaison, I receive a weekly newsletter from North Shore which keeps me apprised of their activities.
4. I sent them several copies of our new Visitors Brochure.
5. I keep in touch with NSUU leaders through holiday cards and occasional phone calls and emails.
6. Our Board approved sending our minister, Rev. Arthur Vaeni, to North Shore for 10 days in February, 2009 to minister to their congregation.

How this Partnership furthers OUUC Mission and Goals:

This partnership speaks to every element of our Mission Statement: *“Our community is a place to grow in mind and spirit. We promote a loving, just, and sustainable world through service, learning, and action.”* It speaks particularly to our OUUC Actions Goal # 3 . . . *“Establish the UU ministry in the wider community.”*

Ginny Taylor

Religious Education

2008 – Growing by Valuing Families

2008 RE Committee (REC) Members: Melissa Axtell (outgoing), Sara Lewis (DRE), Shawn Smith (outgoing), Milt Harper (outgoing), Bonnie Guyer-Graham, Bonnie Shorin (incoming as Chair), Christine Gulrajani (co-chair), Shari Asklaksen (incoming), Justice Arledge (incoming), Michael MacSems (incoming), Kate Harrington (incoming).

RE Committee Mission: To provide the children and youth of this congregation the gifts of a Unitarian Universalist religious home, and a community in which awareness, tolerance, and personal growth in spirituality can be nurtured and developed according to each child’s unique nature.

OUUC Five year (2003-2007) Goal for Activities and Actions: Expand OUUC presence in the larger community to better articulate and demonstrate UU principles, and to enlarge and diversify our membership.

2008 Congregational Goal: Define the diversity we are seeking as we grow in numbers, & take action accordingly.

2008 RE Goal: Shift congregational culture to be inclusive of children and families.

This RE goal assumes that “Growing by Valuing Families” indicates one definition of diversity that OUUC is seeking to expand. The RE goal is intended to carry forward the “take action accordingly” component of the congregation 2008 goal.

REC Action - Sponsored a pumpkin-patch trip on October, and a walk to see the salmon spawning in November – open to all OUUC adults and children.

IN RE - Children’s classes periodically perform greeter role at first service. This emphasizes to newcomers (and our own membership) that people of all ages are included as important members of the OUUC community. Children and Middle School put on the Yule Play in December, with a team of wonderful volunteers headed by Skip Albertson. Middle School put on a Valentine’s Pirates Ball. The Youth led a service in July.

2008 Congregational task - Explore modifying service offering or schedule to appeal to target communities

2008 RE Goal: Integrate and welcome parents and new families into the RE program and community.

REC Action - modified the RE service schedule, by re-establishing a second service RE offering. This allows families to make a commitment to bringing their kids to RE without having to attend the 9:15 service exclusively. It also affords visitors with kids a broader opportunity to check out the church regardless of the hour they choose to drop in.

2008 Congregational task - Accept our religious heritage to increase our own religious tolerance

REC Action - chose a new curriculum for our older elementary students, which focuses education on UU history, UU principles and Spirituality, in a three year rotation. This curriculum/approach allows us to increase the students’ exposure to historical religious underpinnings, and show them we have a religious foundation common to many other faith-brands.

2008 Congregational task - Live our principles in the larger community.

REC Action – The DRE ran a summer Earth Scouts program from the Church, which serves to share our principles with families who may not belong to OUUC. Activities included taking a meal to Camp Quixote, painting tiles for the peace mosaic going up downtown, and creating fabric shopping bags; 20 children earned a total of 27 badges.

IN RE - The Middle School collected towels and sheets for Out of the Woods: Youth Group Sold soup to benefit Katrina recovery efforts. The Youth Group won a trophy for “Best Youth Group” at the UCAN Aids Walk

OUUC Five year (2003-2007) Goal for Funding: Our operating budget of \$350,000 to \$375,000 adequately funds an expanded staff and programming, and a substantial capital campaign is underway to accommodate space needs.

2008 Congregational Goal: Given funding constraints, prioritize what needs full funding

REC Action - The RE committee spent money to improve use of the existing space by reducing clutter in the Beatrix room. The RE committee returned surplus to the general fund.

2008 Congregational Goal: Emphasize giving’s relationship to ministry

REC Action - The Children's Chapel Service now includes "pass the basket," emphasizing that as each gives what he or she is able, it combines to create a larger gift for a larger purpose.

Five year (2003-2007) goal for Space: Within five years, have a design for facilities to accommodate expanded activities and staff, and expanded membership. The design should include the potential to accommodate 500.

2008 Congregational Goal: Develop transition strategy for use of building, grounds, parking, and alternative transportation being mindful of multiple uses.

REC Action - DRE was particularly active on presenting information to the REC and bringing back to the Space committee suggestions of the REC on how certain designs would best serve the kids

Five year (2003-2007) goal for Staffing: Assure adequate staffing while providing fair compensation.

2008 Congregational Goal: Meet UUA guidelines for paid staff.

REC Task - hired a new DRE, Sara, as a full time employee, and she is doing a fantastic job!

2008 REC Goal - Integrate the new DRE into the OUUC community.

REC Action – Sara has automatically assumed her job with energy, creativity, organizational skill, and unparalleled good humor. The REC has enjoyed assisting her.

2008 Congregational task - Youth coordinator

2008 Congregational task - 2nd service re teacher.

REC Action - We declined to hire for this, and instead, redesigned the curriculum and encouraged OUUC members to teach for second service.

2008 Congregational Goal: Be a teaching congregation

2008 Congregational task - Mentoring and growing leadership

REC Action - We have identified a co-chair position - which grows into the chairship in the second year on the committee. We distributed several of the functions of the committee so that minutes, social coordinator, space liaison, and childcare coordinator are carried out by different members. This serve to expand RE's role and relationships vis a vis the larger community, and to create steps toward growth into leadership roles.

Five year (2003-2007) Sustaining goal: Sustain and improve the ways we maintain the well being of our congregation.

2008 Congregational Goal: Improve our organizational structure and effectiveness

REC Action – We hold monthly committee meetings to attend to the week-by-week business of running the RE program. Worked with the new DRE, Sara Lewis, to start fall classes with history curriculum

REC 2008 Goal – Map the RE curriculum

REC Action: Created a curriculum map and goals for the RE program, with a three-year cycle of UU History, UU Identity and the Principles, and UU Sources/Other Faiths.

2008 Congregational Goal: Bring spiritual dimension to activities and meetings

REC Actions – Children’s Chapel is held once per month, to offer regular focus on spiritual elements, such as prayer, meditation, song as a form of communion, etc. Classrooms begin their activities with the chalice lighting saying.

Other 2008 Activities of the RE Committee:

Had a Volunteer Appreciation BBQ to thank the 2007-2008 volunteer teachers

Had a work party to clean out and organize the classrooms for the Fall

Activities of Middle School and Youth Groups:

8th graders completed the Coming of Age program and did a special service in June

The Youth Group attended the district Fall Conference

Bonnie Shorin

Space

Mission: Proceed with fulfilling our space and facility needs as defined by the Long Range Plan, Strategic Plan, and facilities expansion Master Plan.

Goals: Working with our chosen architect, prepare detailed design of Phase One of the long range building Master Plan in preparation for construction in 2009. Prepare and submit a Conditional Use Permit application for the Master Plan including the detailed Phase One design.

Space 4.0 Members: Warren Dawes, Bob Allen, Justice Arledge, Mary Jane Allison, Bernie Brady, Harmon Eaton, Milt Harper, Pat McLachlan, Carol Murphy, John Murphy, Kurt Rader, Leslie Romer, Linda Witcher, Sandra Worthington and Gary Worthington. **Contributing members:** Sara Lewis (RE Director), Riley McLaughlin (Communications), Joe Joy Buildings & Grounds), Jim Crabtree (Buildings & Grounds), Darlene Sarkela (Administrator)

Activities: Worked with our architect, Tom Sanford of MSGS Architects of Olympia to prepare the Conditional Use Permit for the Master Plan which was submitted on October 15, 2008. Prepared the Phase One design, finally adopted the 4th iteration of the schematic design and completed the detail design by year end.

Warren Dawes

Worship Arts

The core mission of the Worship Arts Committee (WAC) continues to be to support the minister during Sunday worship services and create and lead meaningful services in his absence. Our 2008 goals were: 1) to continue to strengthen the functional capacity of the Worship Arts Committee; 2) to sustain the worship life of the congregation during the minister's sabbatical absence, January 1-April, 2008; 3) to support the congregation's long-term goals of expanding our presence in the larger community, and improving the ways we maintain the wellbeing of the congregation; 4) to explore and assess the different ways we might worship together as a congregation in the future, including both Sunday worship and less conventional venues such as youth and weekday worship services, and using technology in our formats.

The Worship Arts Committee consists of Jean Phillips, chair and Myra Barker, Diana Finch, Kurt Rader, Barry Zickuhr, and new members Karen Jackson and Mary Anne Trause. Ann Yeo and Nathaniel Jones both completed their terms during this period. Penny Chatfield assists us in purchasing and monitoring supplies, but is not a celebrant. Rev. Arthur Vaeni and Troy Fisher attend our meetings and work closely with us in planning and conducting worship services for our congregation.

GOAL 1: TO STRENGTHEN THE FUNCTIONAL CAPACITY OF OUR COMMITTEE

During the course of 2008, the WAC recruited and welcomed two new members to replace retiring ones. We put together a new member orientation packet with helpful background information and copies of working documents and materials. During the first half of the year we focused on coordinating and providing for worship during the minister's sabbatical. We worked closely with our visiting ministers and guest speakers and continued to meet monthly with the minister (while he was here) and with the music director, to plan for and debrief each worship service, to share "lessons learned" with each other, to seek areas for improvement, to further work on presentation and communications skills, and to mentor newer celebrants. There were 52 Sunday services conducted during 2008. WAC members were responsible for planning, supporting and/or delivering twenty-six (26) Sunday services in the minister's absence (17 during Arthur's sabbatical and 9 during the rest of the year).

In support of the OUUC Five Year Congregational Goal #V (sustaining and improving the ways we maintain the well-being of our congregation), (12) bringing spiritual dimension to activities and meetings - we always light a chalice and start and end our meetings with a focusing reading. We consider the fellowship and the planning of worship to be part of our spiritual ministry.

GOAL 2: SUSTAIN THE WORSHIP LIFE OF THE CONGREGATION DURING THE MINISTER'S SABBATICAL

During 2007, before our minister left on his four (4) month sabbatical, the WAC worked intensively with him to line up UU ministers to present sermons in our pulpit during his absence. The WAC assumed responsibility for the additional guest speakers and services during that time, including an excellent service created by two of our members with very short notice, after a scheduled speaker could not make it at the last minute.

Our committee members also developed procedures and tools for planning and working with guest speakers to assist us in coordination of efforts, to encourage uniformity of practice, and for use as training tools for future new celebrants. Feedback from the congregation and from visiting ministers and speakers about this sabbatical time was very positive and showed that we had met this goal, which in turn, supported the OUUC Five Year Congregational Goal #V (of sustaining and improving the ways we maintain the well-being of our congregation).

GOAL 3: SUPPORT THE CONGREGATION'S LONG-TERM GOAL OF EXPANDING OUR PRESENCE IN THE LARGER COMMUNITY

Through collaboration and planning efforts with our minister and music director, the WAC contributed to the OUUC mission of providing a place to grow in mind and spirit by presenting a wide variety of high quality worship services, thus contributing to the five year OUUC Congregational Goal # 1,1 a (developing services in relation to diversity) and Congregational Goal # 1,3 (living our principles in the larger community). These services spoke to a variety of points of view along the theological-spiritual spectrum. We also continued our tradition of hearing from a variety of our own members through the "This I Believe" series.

Several of our special services, such as the sermons on "Addictions Ministry", on Earth Community - "The Great Turning : From Empire to Earth Community" our own "Earth Day" service, and the services on "The Cost of the Iraq War" in conjunction with the UUSC Social Justice Committee," and the presentation by Dr. Karl Weyrauch, "Reconstruction and Development in Rwanda" were advertised in, and drew visitors from, the larger community.

GOAL 4: EXPLORE AND ASSESS DIFFERENT WAYS WE MIGHT WORSHIP TOGETHER (I.E. USING TECHNOLOGY, ALTERNATE VENUES OF WORSHIP, ETC.)

During 2008 the WAC continued to work closely with the minister and the music director to provide a rich diversity of methods of presentation to enhance the worship service environment and content. The excellent choir, the musical interludes and guest musicians all added to the flavor of worship. We also continued our tradition of having several intergenerational services that speak to the five senses such as our Water Ceremony, the Valentine's Chocolate Communion, the musical Mother's Day service, and assisting CUUPs with the Greening Service. One innovative service developed by the minister and the Pastoral Care Team was the "Blue Christmas" service. It was to be held on a week night and intended to recognize that for some the Christmas holidays are not joyful and

may bring up sadness or other feelings. Unfortunately, the service had to be postponed several times due to the inclement weather and was not very well attended. However, we plan to offer it again next year.

Finally, in support of OUUC Congregational Goal # 1,3,e, the WAC collaborated with the Communications Committee and was able to use a small part of its budget again this year towards the purchase of microphones and other equipment that will enhance the delivery, recording, and enjoyment of our Sunday worship services. We still hope that some day we will be able to video our Sunday services and have a professional, quality product to share with the public and shut-in friends and members of our congregation.

Jean Phillips

Affiliated Groups

OlyCUUPS

COMMITTEE/POSITION MISSION AND GOALS

OLYCUUPS (Olympia Covenant of Unitarian Universalist Pagans) meet for the expression and study of Earth-based spirituality. We are an open group, and our path is loosely based on the Celtic European calendar and traditions. We meet to observe the Solar Sabbats of the Solstices and Equinoxes, as well as the Earth Sabbats of Imbolc (Candlemas), Beltane, Lamas, and Samhain (Hallow's Eve). Our monthly meetings serve the purpose of planning our celebrations, building community between members and fostering good relationships with the larger OUUC community.

COMMITTEE MEMBERS

Les and Julia Kreger, Neil and Mary Marsh, Karen Jackson, Mik Scully, PeggySue King, Triskell Young, Ray Simkins, Darlene Muhly, Demetrea Berry Liaison is Karen Jackson, Purse Warden is Les Kreger, and Secretary is PeggySue King

ACTIVITIES

OlyCUUPS held monthly meetings to take care of organizational business, plan upcoming rituals and celebrations as well as observe Earth based spirituality traditions of making corn dollies, and decorating eggs.

We observed Imbolc, the first Sabbath of the year, by a public blessing of the artesian well in the Diamond Parking lot on 4th in downtown Olympia. We celebrated several holidays in the OUUC sanctuary. We held a couple of our Rituals at a local state park. Attendance was limited. A remembrance ritual for our dead was held to observe Samhain as well. We were unable to celebrate the Winter Solstice Ritual due to weather. We decorated the sanctuary for the Solstice Season. We also undecorated the sanctuary. We led "The Greening Service" in December.

Our yahoo group maintained by PeggySue has a much larger membership than we average at our events.

ACCOMPLISHMENTS TOWARD CONGREGATIONAL MISSION

We continue to welcome new people. However attendance has been reduced. There are only a small few who maintain the Ritual schedule, and monthly Circle attendance has dropped to a bare minimum. We continue to make our meeting a time of singing and prayer as well as a business meeting, and integrating more hands on activities as well. Our monthly meetings have ranged from 2 or 3 to 5 or 6.

FUTURE GOALS FOR 2009

We will get our website more user friendly and up to date. This is a long term goal we have yet to be successful in reaching. It is still on the agenda.

We will be taking some field trips together to other Pagan events in the area

We have planned Retreat for Mabon at a state park and look forward to a variety of activities.

We are working toward the building of a stone circle, an outdoor worship area.

We will continue to build on making our meeting more "prayer-full" by singing, dance and meditation.

Peggy Sue King

Out of the Woods Shelter

Out of the Woods

An OUUC “Hands On” Social Action Program since 1996
A Separate 501(c)(3) organization.

Mission Statement: Out of the Woods provides emergency food and shelter for homeless families in Thurston County and guides them toward self-sufficiency with dignity.

Current Staff: Selena Kilmoyer, Shelter Supervisor; Julia Doty, AmeriCorps Daytime Coordinator (in partnership with the Family Support Center).

Current Board: Mary Walton Cameron, President; Eric Ness, Vice President; Cherryl Waters, Treasurer; Jan Spiller, Secretary; Riley McLaughlin, Communications; Beth Oppliger, Grants; and Robin Staley, Volunteer Coordinator.

Our Volunteer Corps: Beth Albertson, Carol and Bob Allen, Alenka Andruss, Paul Capra, Linda and Jim Crabtree, Lorrie Eaton, Adam Harris, Ingrid Kail, Debi Overlie, George Perry, Jean Phillips, Ryan Sudo, Jody Suhrbier, JoAnn Young, and the many, many who worked on our fundraisers.

Our Donors: Anonymous, Benjamin Albertson, Mary Jane & Bob Allison, Catherine Anderson, Sara Bahler, Diane Bailey, John Bartz, Robert Bergeron, Mary Walton Cameron, Jonathan Cimuchowski, Crop Walk, Stacy Davis, Rebecca Frost, Kathryn Hale, Carolyn & Edward Hoffman, Ruth Holt, Monica & Eugene Hoover, Ann & Bob Kirchoff, Helen & George Lanning, Sharon & David Love, Jane & Lauren Lucke, Carol McKinley, Linda & Larry Messmer, Bobbe & Mike Murray, Eric Ness, Keith Phillips, Luci Phillips, OUUC, Cynthia Prehmus, Melanie & Tim Ransom, Samantha Ritchie, Alison Robbins, Peggy Rudolph, Sharon Ruhl, Joe & Bonnie Shorin, Robin & Keith Stahley, Susan Stevens, Ilona Hruska & Mark Swanson, Polly Taylor, Dung Tong, Mark Toy, Teresa Walker, Sue & Jerry Wolfe, Ann & Ken Yeo,.

2008 Highlights: In February we held a spaghetti dinner for clients, caseworkers, FSC interns and board members. Our evening supervisor moved on to permanent housing after being reunited with her daughter.

Our specific goals for 2008 included: maintaining our firm policy of being a fully working board with each member filling a critical position; partnering with the Family Support Center and Partners In Prevention Education; and obtaining funding to pay staff members. Our partnering efforts resulted in obtaining the necessary funding and having an AmeriCorps staff person on duty during the day at the shelter. Both of our partners

provide important services to Out of the Woods clients aimed at helping them become confident and self-sufficient.

Our grant sources for the year included major funding from the city of Olympia through a Community Development Block Grant, FEMA, and a grant for office equipment from the Community Foundation. These important grants indicate the strong relationship we are building within the local community. Another important source of funds was the UUA. These grants also illuminate our role as a model for other faith organizations.

2008 Results: Our performance data include 2226 bed nights for families; \$5800 in food assistance; \$555 in transportation assistance; \$538 in miscellaneous assistance. We also spent \$1620 in repairs and maintenance. Our monthly turnaway rate was sad, running anywhere from 28 in summer months to 45 in winter.

2008 Operations: With the tremendous support of our donors and volunteers, we were able to operate smoothly throughout the year without any unusual difficulties. OUUC came to our aid when the furnace gave out. OUUC again hosted the Books, Brownies and Beans fundraiser for the benefit of the shelter.

How these Activities furthered our Congregational Mission or Annual Goals:

In working with the most marginalized of our citizens, Out of the Woods has helped to increase the visibility of OUUC and understanding of UU principles in our larger community. We are working to promote a loving, just, and sustainable world through service, learning and action.

Mary Walton Cameron