

**Olympia
Unitarian Universalist
Congregation**

**2010 Annual Report of Activities and
Accomplishments**

Presented to the congregation April 29, 2011



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Introduction

This was a year of completion for our congregation. In May Sandi Constructors, Inc. completed the first phase of our building expansion effort, the initial planning for which began about 2002. Almost everyone and every committee participated in some way to make the expansion effort a success. Special thanks to Warren Dawes and the Space Committee, and to Tim Ransom and his Transition Team for their most excellent contributions in 2010. Thanks also to Melanie Ransom, who as 2009-2010 Board chair guided us through the expansion effort. Mel also organized the building dedication ceremony on June 6, 2010 that formally marked the end of the project. It was a great party.

The other major project completed in 2010 was the final leap to our new organizational structure. The process of governance change began in 2005, and has taken shape very deliberately as we sought to “get it right the first time.” At a Leadership Summit in December the new organizational structure was rolled out with a formal presentation, and even before the end of the summit meeting, the new Program Council convened its initial meeting (with volunteer Chris Parke as the new chair). We look for great things from the Council in the weeks, months and years ahead.

Other notable events in 2010 included:

- Our continued support for the Out of the Woods shelter. Serious consideration was given to buying the house next door to the church on East End Street, but our involvement in the building expansion effort and our inability to secure grant funding led to the conclusion that the purchase would entail too much risk. We were able to increase support for the shelter to a new high in 2010, with total outlays and in-kind support amounting to almost \$27,000.
- A request to the UUA for final certification as a Green Sanctuary Congregation in December 2010. Thanks especially to Leslie Romer for her dedication to the certification process over the last three or four years.
- Completion of the very successful 2010 stewardship campaign, with Gail Gosney and Steve Tilley of the Board of Trustees, taking the lead roles. Pledges for 2011 totaled about \$385,000, enabling an annual budget of \$440,000.

Those are only the highlights. Committees, activities, and interest groups have been busy throughout the year carrying out OUUC’s mission, and this report documents their many accomplishments. Thanks to all the volunteers who stepped up to make things happen. Thanks also to our Minister and our talented and dedicated staff, on whom we rely so heavily for support. Truly, together we make great community.

Harmon Eaton
President, Board of Trustees

Parish Minister

Parish Minister's Annual Report for the budget year, January 1 – December 31, 2010

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 of our gifts, again, in service to the revelation of life's sacredness.

Important Endeavors for the Year 2010

1. **Building Expansion** During the first half of the year we completed Phase I of our building project, adding our religious education wing, social space - the Commons, and new offices, celebrating with our building dedication ceremony on June 6. I was so impressed by the extraordinary commitment to this endeavor made by many of our members who oversaw the construction project, helped with it and facilitated our transition into the new space. Warren Dawes, in particular, deserves credit as our space committee chair. The church staff, Darlene, Sarkela, church administrator, Sara Lewis, DRE, Troy Fisher, music director and Bill Arensmeyer, church caretaker, deserve great credit, as well, for fulfilling their increased responsibilities under what were, at times, very difficult conditions as the construction intruded on their work space and lives.

2. **Ministerial Internship**

During January – October, Raz Mason, a UU ministerial candidate preparing to be a Navy chaplain, undertook the congregational part of her internship at OUUC. While the bulk of her internship as a community minister occurred at the Portland VA medical center, she spent two weekends each month training at OUUC. I chaired an internship committee consisting of the Reverend Carol McKinley who is one of our congregation's community ministers, Jo Ann Smith who works as a chaplain at St. Peter Hospital, Harmon Eaton and Ann Yeo who both have prior military service. The committee felt Raz successfully completed her internship at OUUC, having done a superb job fulfilling its requirements as well as those laid out by the UUA's Ministerial Fellowship Committee.

3. **Chalice Installation**

During the winter and spring the worship arts committee created a process to have a new chalice designed and built for use in our services, using money that had been donated in previous years for a new chalice. Kurt Rader drafted a request for proposals. Stephanie Johnson sent it out to

bid for us and oversaw our selection process with a panel constituted by representatives from worship arts, aesthetics, green sanctuary, the DRE and the minister. We selected a design created by local artists, Margo Westfall and Don Lovett. Although we paid \$2100 for the chalice, given the amount of work required to create it, much of their work was donated by Margo and Don. On October 3 I led a ceremony during Sunday services to ritually receive and install the new chalice.

4. Members and Friends Memorial Services

On June 2 I officiated at a graveside service in the morning and a memorial service in the evening for our congregation's member, Helen Lanning.

On July 24 I officiated at the memorial service for our congregation's friend, Judy Kellogg.

On July 31 I officiated at the memorial service for our congregation's member, Jane Lucke.

5. Adult Education

In January The Reverend Carol McKinley and I introduced a leadership development class. We had fourteen participants. I thought it was good initial effort but will need revision to be more effective.

On July 20 I began leading a three-session class on the book, *A Chosen Faith*. There were sixteen people participating, and another thirteen on a waiting list.

On September 23 I initiated another three-session class on *A Chosen Faith*. Nine people, constituting the waiting list from the session held during the summer attended.

On October 19 I initiated a five-session class on *Addictions Ministry*. Sixteen people attended. While class participation dwindled over the sessions, it resulted in the formation of a six-person addictions ministry team in December.

In October four Circles of the Spirit (formerly Small Group Ministry) groups were formed. I am working with a small group of participants to create agendas for the CoS groups that meet twice monthly, and once each month I meet with CoS facilitators to discuss how things are going and address any problems.

The Friday evening meditation sessions, "Ending the Week in Stillness" were held throughout the year. I lead the sessions twice each month, sharing the responsibility with our members, Barb Carey and Eric Trimble and Sydne Cogburn. Although attendance was never high - 4-9 participants- the sessions are important to those who participate, and I believe it's important that an ongoing meditation or vespers be part of our congregation's life.

6. Governance Structure The lay leadership and I have been continuing the work to establish a governance along the lines of the Carver Policy Governance model that we hope will better serve our congregation as it transitions from a pastoral to program church. In December a significant culmination was achieved at which a permanent program council was created, and it held its first meeting. While the model remains in a certain state of flux as we experiment with it, the present intention is for the Program Council constituted of reps from committee clusters and ex officio staff members and minister will make program related decisions while an Executive Team, constituted of the board chair, program council chair and minister with the board VP as an ex officio member will make administrative decisions, and the Board will focus on the vision and establishing guiding policy. It has begun as an experiment and may be changed as it evolves before bylaw revisions formalize it.

Initiatives Outside the Congregation

6. Panza and Camp Quixote I continued my involvement as a board member of Panza the nonprofit that supports Camp Quixote, South Sound's legally established tent city. While my own involvement is seldom as significant as I would like, Panza -mostly through the efforts of its president and OUUC member, Jill Severn- has made great strides in evolving from a tent city to a village on a permanent site. Jill and others on Panza have done remarkable work coordinating with various government bodies as well as working with other organizations to create innovative housing arrangements at its permanent site.

7. Clergy Meetings to Address Homelessness In January, as part of my role with Panza to seek greater involvement of area faith communities with Camp Quixote, I convened a second meeting which approximately two dozen people attended to discuss the future of the camp. A second meeting was scheduled in February, followed by an informational meeting about Thurston County's infrastructure for addressing homelessness later in the year. One of the good things to come out of these meetings is a shared desire for our faith communities to play more constructive roles in addressing homelessness in our larger community. In September I convened another meeting, asking Stephen Buxbaum, Olympia's mayor pro tem, to participate as he brings an extensive background in addressing homelessness from his previous professional life. This was the first of a series of monthly meetings to run through the rest of the year and on into the next year with a focus on coordinating efforts and finding new ways to better address homelessness as current services would likely receive significant budget cuts as the State grappled with its upcoming budget shortfall.

7. Arizona Anti-Immigration Law During May 28-29 I went to Phoenix, Arizona at the request of the Arizona UU ministers to participate in a protest opposing the recently passed anti-immigration law.

8. Public Conversations Project Periodically, through the year I met with the small group that included Evan Ferber, Director of the Dispute Resolution Center, Paul Gallegos, assistant to the President of The Evergreen State College, and John McLain, a grant writer at Evergreen, to continue planning the development of an institution to support a local Public Conversations Project. We believe that having such an institution available whenever controversial issues arise in our community will sustain the essential democratic process of allowing people with differing perspectives speak with one another rather than at one another.

The Reverend Arthur Vaeni

Staff

Administrator

Major areas of church office administration include communication, information management, church finances and building management. Goals for 2010 addressed evaluating office practices, evaluating the methods used to provide giving opportunities, and managing additional space.

I met with the Church Administrator Support Team to begin a discussion on the future needs for church administrative staff. Efforts were made to track the time it takes to do certain ongoing tasks.

In the effort to review how we make it possible for members to make financial gifts to the church, I looked into various credit card services. A payment page was added to the website that offers the opportunity to pay pledges, class fees, special offerings, etc by credit or debit card. I also added an electronic fund transfer sign-up brochure to the stewardship mailing to encourage use of the service.

I worked on ways to manage our additional space. Lost and found boxes were moved to the pantry in the kitchen. Storage cubbies were added to the work room for short-term storage. The Program Closet was created to store mailboxes and committee supplies.

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

2010 Routine Items:

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. Prepared financial analysis reports for the Finance Committee to help understand actual income and expense in relation to the approved budget and data from prior years.
6. Provided reports and support for an outside annual external financial review (aka "audit") provided by another UU congregation.

7. Conducted an outside annual external financial review (aka "audit") of another church along with another Finance Committee member in exchange for their audit of OUUC.
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 tax-law and legal issues as requested by church administrator and finance committee.
12. Provided significant analysis, additional transactions, and support for building expansion.
13. Provided transaction entry for OUUC Board authorized sub-accounts.
14. Resolved Church Windows "system problems" as necessary and provided "troubleshooting" for anomalies.
15. Continue to look for ways to improve the system efficiency and to reduce likelihood of errors.

2010 Non-Routine Items:

1. Payroll changes for special situations including impact analysis
2. Bank loan renewal analysis and support
3. Support for OUUC benevolence article
4. Building expansion financial analysis and support
5. Historical income and expense analysis
6. Adjust account structure for non-budgeted operating funds and reserves
7. Improve reconciliation process to support electronic payments
8. Support for pension carrier change
9. Support for year-end transaction policy

Wim Verhoef

Director of Religious Education

This year I worked with the Family Ministry Team and the volunteer teaching teams to follow our Religious Education "Road Map" and provide a unit on the Abrahamic faiths in our winter quarter. I wrote a new curriculum, called *Journey to Jerusalem* for our 4th-5th grade class and also oversaw the implementation of the curriculum *Superheroes of the Bible* for our 1st-3rd grade class. In the spring, I oversaw the implementation of a curriculum *Sounds of Nature* which focused on our 7th Principle for the 1st-3rd grade. In the summer, I created and taught a new all-ages curriculum for teaching meditation to children. In the fall I oversaw the implementation of *Spirit of Adventure* for 1st-3rd grade, *UUtopia* for 4th-5th grade, and *Neighboring Faiths* for the Middle School group. We continued to offer the Spirit Play program for preschool-Kindergarten all year long, and I created new story baskets for Spirit Play using the adapted *Holidays and Holy Days* curriculum.

I created and taught a week-long summer camp for children ages 4-10 years old, which was attended by 13 children this summer. The theme was The Universe Story, using a curriculum I wrote based on the picture books *The Born with a Bang Trilogy*.

My son and I traveled to visit our Partner Church in Transylvania this summer, and I used that trip to create a picture book, lesson plans, and a Spirit Play story basket to teach our religious education classes about our Partner Church and the Unitarian history in Transylvania.

I worked with Worship Arts on the creation of intergenerational services for Valentine's Day, Earth Day, and Day of the Dead, and a Religious Education Recognition service.

Working with the Space Committee and the Transition Team, I helped plan the new religious education classroom wing and transition us into it. For six weeks during construction, we had to shut down religious education classes. During that time I worked to make children more welcome in the adult services and to coordinate multiple parties to keep families and children in touch with their friends from their RE classes. I sorted all of the old religious education supplies and the books in the church library and moved them into their new spots in the expanded building. For the Building Dedication service, I led a dedication of the new classroom wing.

Sara Lewis

Music Director

(see Music)

Community Ministry

As a Unitarian Universalist community minister affiliated with the Olympia Unitarian Universalist Congregation, part of my mission is to expand OUUC's presence by bringing our shared Unitarian Universalist values into the larger community. I do this through my:

1. Service as coordinator of 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) take the lead in writing the WA UU Voices newsletter to inform and issue calls to action on legislation, and d) work with representatives of other faith traditions to advocate for equitable and compassionate legislation around issues of economic, social, and environmental justice
2. Relationship with OUUC. In 2010, I facilitated or co-facilitated Adult Religious Education classes, including: Harvest the Power, a leadership class co-facilitate with the Reverend Arthur Vaeni; and A Language of Reverence. I preached or co-presided at OUUC services three times during the year, including Christmas Eve services. I also had the privilege of serving on Raz Mason's ministerial internship committee.
3. Participation as a member of OUUC's Conflict Management Team (from which I retired in August) 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. Service as one of OUUC's delegates to Thurston County Interfaith Works. I am an active member of the Program Council, and serve as co-chair of Moments of Blessing, and a member of IW's Earth Stewardship Committee.
5. Participation as a member of the Providence St. Peter Clinical Pastoral Education Advisory Committee.
6. Twice-a-year Perspectives column in The Olympian.

The Reverend Carol McKinley

In my work as a hospice chaplain for Providence Sound Home Care and Hospice I visit and provide spiritual care to patients and their families in their homes and in nursing facilities. I provide memorial services as a free service from Providence Hospice. My goals are to provide comfort to those who suffer and to attend to the care and healing of the whole person. I am trained to actively listen. For those who cannot respond, I read poetry, scripture, and sing hymns. Occasionally I am called to be with a family when a patient is dying. I attend regular staff

meetings to discuss the care of patients. I attend educational meetings and conferences to keep my skills current.

I am a member of the Pastoral Care committee of OUUC and visit congregational members in that capacity.

I help with the Books, Beans, and Brownies event that helps fund the Out of the Woods homeless shelter by packing and stacking books in a storage container. I usually worked two days a week for 3-4 hours each day for two months to keep up with the heavy volume of books and make sure our church entryway was free of clutter. This year the book sale is projected to bring in \$8,000 for the shelter. Next year we plan to sell even more books.

I accept responsibility for pastoral care emergencies when the parish minister is out of town.

I regularly attend Pacific Northwest Ministerial retreats, ordinations, and clergy installations.

The Reverend Eric Ness

Committees

Adult Education

Committee Mission and Goals: The mission of the Adult Education Committee is to foster life-long learning and spiritual growth through a variety of classes, workshops and events. This mission is related broadly to the seven Unitarian Universalist principles, but especially to the fourth principle. Our goals are to expand and deepen understanding of Unitarian Universalism, to facilitate the search for truth and meaning in all spheres of human knowledge, to explore the many sources of spirituality, and to promote sharing ideas and experiences among the participants.

Members: Ruth Abad, Nancy Brickell, Tom Joldersma (Chair), Sara Lewis, Roger Nielsen, Luci Phillips, Bernie Steckler, and Billie Williams.

Action Plan: To match interesting subjects with willing speakers and produce timely scheduling and publicity. To provide assistance to the speakers so that their experience is fulfilling. This is done by assigning a committee member, a steward, to the speaker.

Activities: Classes are arranged and Program Guides published for two periods – Winter/Spring and Fall. In Winter/Spring 2010, twenty four classes were offered; five were one session only. In the Fall, twenty two classes were offered; four were one session only. Some offerings were cancelled. In the Spring we could not arouse enough adults to register for the Violence Against Women class and in the Fall not enough people registered for The Joy of Opera or What Moves Us. Enrollment for each period has been between 110 and 120 people. The actual attendance was larger because some heard about the classes and started attending without registering. In addition to the church family, the program attracts people from the larger community. The success of the program is evident by the increased enrollment each year.

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. The committee sought to choose topics that would provide balance over six categories for the season's curricula. The categories are: (1) Social & Earth Justice; (2) UU Focus; (3) Other Spiritualities & Philosophies; (4) Personal Practices; (5) The Arts; and (6) Miscellaneous. The 2010 offerings ranged from *Beginning Tap Dancing* to *Wake Up To Life!* in the Spring and from *Addictions Ministries* to *What Moves Us* in the Fall.

The Adult Education Program is financially self-supporting. A one-time \$10 registration fee pays for one or more classes and this will be waived if it presents a hardship. Four classes - *Book Group*, *Meditation*, *Membership Class*, & *Voice Class* required no registration fee. As in previous years we shared our surplus funds; in 2010 we transferred \$1000 to the Communications Committee.

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, furnishings, landscaping, publications and exhibits. The committee helps select products such as paint, carpet and furniture and building materials that are less toxic, more environmentally friendly, and safer for the health of the OUUC.

Members: Pat McLachlan, Carol Murphy, John Murphy and Martha Guilfoyle (graphics design of signs).

Action Plans: Committee members are available to assist in aesthetic decisions when they arise. During 2010, the committee's focus was to work on the Space Committee to help facilitate decisions on products and furnishings for completion of the new building and rehabilitation of the existing building. Committee members also designed new stationery and note cards for OUUC, updated the design for the Sunday service bulletin, and designed the large new sign at the building entrance and the banner displayed on the Division Street end of the new RE addition.

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 moved forward to complete Phase 1 of our building project. The Space Committee conducted meetings at OUUC and MSGS, the architects' offices, and by email to accomplish its tasks. This year, Aesthetics Committee members continued to research products and furnishings by visiting stores and websites selling furniture, paint, window coverings, bulletin boards (cork and fabric), and lighting. Also, we participated in various small groups as input was gathered from other OUUC members, including the Shoppers, Commons, and Transition subcommittees. We continued to work closely with Sara Lewis, Darlene Sarkela and Arthur Vaeni to help determine their RE and Office furnishing needs in the rehabilitated and new building areas. Members helped research and facilitate decision making on furniture for Darlene's office, the work room, and RE rooms; and on window coverings for Arthur's office (and build-out of the wall next to the exterior door to facilitate the installation), and sun shades for the Sanctuary. A member supervised the Commons bench design and production, ordered the pad and provided the fabric. We worked with a small group headed by Tim Ransom to make decisions on picture hanging, and purchase and placement of cork and fabric bulletin boards.

We participated in the Memorial Garden Committee meetings this year as decisions were made on purpose, placement and design of the new garden and labyrinth, and to include its construction in Phase 1A.

Accomplishments toward Congregation Goals for expanding the OUUC building: We again worked on the Space Committee which implemented plans to expand and rehabilitate the Congregation's facilities. We have contributed ideas that will help make the expanded and rehabilitated facilities more beautiful, comfortable, safe and healthy. We have completed

research and helped make decisions on products for the paint, window coverings, bulletin boards, furniture and lighting. We applied green and aesthetic principles as we identified possible options and helped make decisions with input from others. We invested a lot of time in the decision making process as we have learned about various products, their strengths and weaknesses, asked for bids/prices for them, and solicited input from the Space Committee and others in the Congregation.

Pat McLachlan

Board of Trustees

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 2010- 2011 year are:

Harmon Eaton, President
Kelly Thompson, Vice President
Steve Tilley, Treasurer
Ann Yeo, Secretary
Mary Walton Cameron
Neil Marsh
Curtis Tanner
Gail Gosney-Wrede
Bonnie Shorin

In January 2010 a Leadership Summit was held to inform and educate members about policy based governance. At that time it was anticipated that major organizational changes in OUUC's organizational structure would be made in March or April; those changes were later postponed owing to the high intensity of effort required as the building expansion program moved toward completion.

From January through May 2010 the Board continued its oversight of Phase 1 of our building expansion program. In February a new mortgage loan of \$550,000 was received from the UUA. Construction was completed in May, on time and within budget. An event celebrating the completion of the new wing and remodeled facilities was held on June 6, 2010.

Early in 2010 the home on East End Street next to OUUC's property came on the market. The Board considered the purchase of the home as a replacement facility for Out of the Woods. A request for grant funds that would enable us to acquire it was submitted to The Home Consortium of Thurston County, but was not favorably considered. The home remained on the market for some time and in October 2010, in view of the financial risks involved, the Board finally ended all OUUC efforts to purchase the property.

The Board retreat in August was dedicated to further planning for the new governance structure. A Governance Working Group was formed to facilitate implementation of the changes. Also in August, our old mortgage with Key Bank was renewed for another five-year period.

A Congregational Meeting was held in October to highlight proposed areas of emphasis for the 2010-2011 Program Year, including providing further assistance to the Out of the Woods shelter and moving ahead with the completion of Phase 1 of our building master plan in 2011.

In the absence of a functioning Stewardship Committee, for the third year in a row Board members came together in October 2010 to run a highly successful stewardship campaign. In December the Congregation approved a budget of \$440,000. We ended 2010 with a financial surplus of over \$30,000, which was to be apportioned, principally to reserve funds, early in 2011.

In December 2010 a second Leadership Summit was held, at which a presentation was made on the new organizational structure to be adopted. During the final hour of that Saturday morning session the first meeting of the new Program Council convened, replacing the transitional council that had been operating successfully since November 2009. After a six month trial period, the Board will present the new organizational structure for approval at the Annual Meeting in April.

Also in December, the Board responded to entreaties by the Out of the Woods Board for financial assistance by authorizing the shelter as a Share The Plate recipient in 2011, and, on a one-time basis, authorizing the OUUC mailing list to be used to solicit donations directly from OUUC members.

Harmon Eaton

Committee on Ministry

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

Duties:

1. Perform Annual Assessment of the Minister;
2. Maintain ongoing assessment of health of congregation's ministry;
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), Polly Taylor (term ended 5/10), Jody Suhrbier (term ended 5/10); Evelyn Greenburg ('11); & Jim Lengenfelder ('11), Barry Zickuhr ('12), Riley McLaughlin, (New, '13).

2010 Activities

1. Randomized congregational phone calls, April/May 2010, December 2011

2. Evaluation of Arthur's 2009 Ministry, August
3. Congregational check-in and board announcements, quarterly
4. Written surveys, available all year
5. Special project to examine potential classism at OUUC
6. Worked with the Associated Community Ministers to review and update their covenants
7. Participated in Leadership Summit and began process of integrating and adapting the CoM with the new organizational structure of the church.

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 2010 Committee on Ministry goals:

- Support and sustain Conflict Management Team and Safe Congregation Response Team, as needed;
- Conduct ongoing assessment of the congregation's health and well-being utilizing a variety of methods including personal interviews, anonymous surveys, etc.;
- Produce annual assessment of the Minister utilizing congregational feedback as well as his own ministerial review;
- Review CoM Policies, such as the Covenant of Right Relations, Safe Congregation Policy, and the Conflict Management Policy, as needed;
- Oversee the annual congregational assessment and goal-setting process unless or until such time as the Board decides to have a different entity facilitate the process; and,
- Work in coordination with the OUUC Board to assess and refine the assessment process, facilitation, and timeline, as well as the role and structure of the Program Council.

Notes:

The CoM continued the congregational phone surveys began in 2009. These proved especially effective in gathering input for Arthur's annual assessment.

The CoM also substituted for Board Members to deliver the Sunday announcements 4 times during the year. These proved helpful in dealing with specific issues that congregants had, along with raising congregational awareness of the CoM's mission.

CoM provided its regular oversight of the active subcommittees, SCRT and CMT.

The CoM has had a higher-than-normal turnover in membership during the last year. Tyra Lindquist stepped down for personal reasons, and Christine Parke left to take on the chairmanship of the Program Council.

Barry Zickuhr

Communications

Introduction: Communications Cluster comprises both the Communications Committee which meets monthly and the Neighbor Relations Committee which meets and acts on behalf of OUUC as situations arise. The Communications Committee (aka CommComm) includes individual congregation members, including the OUUC administrator, each of whom has ongoing responsibility for specific kinds of communications that are directed to the internal OUUC community and/or to the larger, external community. CommComm works to fulfill the mission of OUUC by using a variety of media to advance the values, goals, and programs of the congregation.

AUDIO/VISUAL - Riley McLaughlin

The Communications Committee is responsible for the audio visual equipment and its use to support Sunday services, meetings, film showings and other events in the sanctuary, the Commons and the classrooms. During the building expansion, we extended the audio from the sanctuary into the new classrooms, youth room, nursery and Commons. We added a new roll-around cart with a large flat-screen TV (usable as an external computer monitor for presentations) and DVD player for use in the classrooms. We added a large flat-screen TV to the Commons and began displaying information and photos of the congregation on that screen on Sunday mornings. We continue to maintain the systems in the sanctuary and have expanded our hearing assistance capabilities with new equipment and easier-to-use individual hearing devices. We also began planning for the expansion of the sanctuary, and are working to redesign part of the sound system and room acoustics to help enhance the worship experience with greater clarity and quality of sound in that space.

OUTREACH- Ginny Taylor

A large new highly-visible sign including our name and website was hung on our church building facing Division St. Although this was accomplished by an ad hoc committee, it resulted, in part, from the encouragement of the Communications Committee for a sign in that location.

OUUC Bumper Stickers continue to be available for \$3.00 ea. and are mentioned in the Sunday printed announcements and the Wednesday “This Week at OUUC” email announcements.

Several "Perspective" articles by our minister and other OUUC members have appeared on the Saturday Religion page of The Olympian, as well as notices about some OUUC Adult Ed. classes. Several Adult Ed classes are posted on the TC ProNet weekly online calendar. All these are ways, initiated by others, in which our OUUC name is shared with the larger community.

A new CD of 3 OUUC sermons – two by Arthur Vaeni and one by our ministerial intern, Raz Mason, was created to offer to visitors to our services.

OUTREACH - George Lanning

Advertising placed in The Olympian Saturday Church Directory, including each week’s sermon title or program. Each ad reviewed and approved or corrected by email exchange. Ads were also placed in the Olympian’s annual Sourcebook, and in the special supplement for the Washington Center for the Performing Arts Anniversary event. The latter was distributed with The Olympian and at the Washington Center concert hall.

Advertising placed in 3 local phone books, including church and wedding chapel listings. OUUC notices posted on Thurston Community Television Readerboard Public Service Announcements, rotated bi-weekly.

Service recording CDs produced and made available — many sent to relatives and friends. The number of CDs requested increased over the demand in 2009 and previous years.

Sermon recordings placed online, available for downloading.

The weekly Olympian ads are a very important means of attracting prospective members who otherwise may not have heard of us. Including program or sermon titles gives them an idea of what we are about and whether or not that conforms to their needs for a religious community. The website and sermon recordings also provide this function, in much greater detail.

SOCIAL NETWORKING- Sharon Love

In December 2008 the Communications Committee launched an OUUC page on Facebook. The page has four administrators, our Webmaster, Riley McLaughlin, our Church Administrator, Darlene Sarkela, Communications Committee member, Sharon Love, and Director of Religious Education, Sara Lewis. Darlene and Sara have been doing most of the updates to the page, ensuring that current congregational news and events are posted frequently. Use of the page has grown steadily this year, and there are currently 160 people who "like" it. That means they are listed on our page as liking it, and it also means that they receive status updates posted to the OUUC page in their "news feed". Looking through the list of folks who "like" the page, it appears to be reaching a lot of college students, many current OUUC members and friends, as well as UUs from other churches, PNWD staff, and the minister of our Partner Church in Kissolymos. We are relatively new at using social media, but it promises to be an important piece of our overall communications strategy moving forward.

UNITARIANA NEWSLETTER- Linda Crabtree

The monthly newsletter, the *Unitariana*, was printed and mailed to about 235 people each month and sent electronically to many more. Ranging from a summer low of 12 pages to winter highs of 18 pages, the newsletter focuses on current issues and events across the various ministries of OUUC and of related community events. A resource from another UU Editor offered many tips which resulted in a redesign of space, type, layout, and design for the newsletter. The resulting outcome is a more attractive, user-friendly newsletter...a fact noticed by many members of the congregation.

WEBSITE - Riley McLaughlin

During the year we continued our efforts to keep the OUUC website current, attractive, accessible and useful. We've made changes so that the site is also viewable on mobile devices. We've developed more on-line services to the congregation, including event registrations, online payments for pledges, events, registrations and donations. We are working to facilitate communications between clusters and committees through the OUUC blog, and have set up a Member Resources page with links to useful information, forms and congregational documents. We are using tools to analyze the traffic to the site and have learned that in 2010, there were close to 15,000 visits to the site. About 65% were returning visitors (members and friends of OUUC looking for information on worship services, events, the newsletter and other

information) and about 35% were new visitors, viewing the Newcomers page, the About OUUC page and then browsing on to other pages in the site. We are continuing our efforts to be welcoming and informative to new visitors while providing easy-to-find essential information for members.

Neighbor Relations Committee

The Neighbor Relations Committee did not engage in very much activity in the last year. After we dedicated and opened our new part of the church building, we had completed our tasks in assisting with that smooth transition. It seems likely that we will again need to spring into action if/when we start on the next phase of adding to our church with construction that will affect the neighborhood. Melissa Denton, Julie Rodwell

Michelle Hendrickson

Conflict Management

Members:

Samantha Ritchie

Fritz Wrede

Carol McKinley (fulfilled her term in August 2010)

Summary of committee activities in 2010:

1. We continued to be available for any conflicts that might occur in the church community
2. In March 2010, we offered a workshop at OUUC entitled “Transforming Difficult Conversations: Healthy Congregational Communications.” We had a small turnout, but the presentations were well received.
3. At new member orientation classes, committee members 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.
4. We officially became an offshoot of the Committee on Ministry. As we have so little business, we have become a committee that meets only if called upon.
5. We were asked to help with one conflict in December 2010, and facilitated a conflict resolution meeting. This was felt to be helpful by those involved.

Samantha Ritchie

Family Ministry

The Family Ministry Team met monthly and discussed the study book Full Circle about creating life long UU's and began reflecting on our practices as well as trying some new ideas

Family/Children's Events

We held an Easter egg hunt in the park
We implemented a Morning Song Sunday small group service for 8 families.
The family retreat was replaced with a one day event, Septemberfest at Millersylvania Park.
We hosted a children's room at the Annual Meeting with a movie night.
We had a Halloween party with the Middle School Group.
The annual Yule play became an Intergenerational event separate from the service and was well enjoyed and attended.
Parents Night Out childcare at OUUC provided by the Youth group.

Groups

SUUPS- A UU support group for parents and young children was debuted and later folded due to lack of attendance.
Crafty Mamas & Papas group was formed in the winter for parents who want to get together and craft.

RE Closure and Re-opening

The RE wing was closed down in February to complete the construction project. We assisted in packing up the rooms. We organized two parties during the closure to allow families and kids to get together while classes were shut down. One was a climbing party and the other at the Hands On Children's museum. We hosted a hand printing of the internal walls of the new wing.

We then helped unpack and reorganize the rooms and resumed classes in March, helped with the Building dedication service and RE recognition service.

Intergenerational Services

We helped organize an intergenerational service for the Day of the Dead and Earth Day.
We instituted young chalice lighters during the service .

Curriculum Support

We held a summer mediation curriculum as well as three music Sundays during the summer.
We provided support for the Director of Religious Education's trip to Transylvania as substitute Directors.
The youth sent holiday cards to our partner church.

Youth Activities

The youth participated in social justice projects including: marching in and tabling at the Gay Pride parade with All Souls UU; preparing dinner for Camp Quixote in March; collecting donations for Community Youth Services in costume on Halloween. The youth group was the leadership congregation for Fall Con and staffed the event. They began fundraising for a Fall trip to Transylvania and raised \$3000 toward their trip.

Christine Gulrajani

Finance

The Finance Committee works to assure the short-term and long-term financial health of OUUC. The Committee provides policy and operational advice to the Board on all matters related to finances, including appropriate cash reserve levels, insurance coverage, indebtedness levels, operating and capital budgets, and expenditure controls. The committee also monitors ongoing financial activities, working with the bookkeeper, and arranges for an annual audit.

Committee members include Pam Davidson, Bob Jacobs, Jeff Goltz, Mikel Young, Harmon Eaton, (OUUC Board President), Wim Verhoef (OUUC Bookkeeper), and Steve Tilley (OUUC Board Treasurer).

Significant activities during 2010 included:

- Monitoring monthly revenues and expenses
- Recommending creation of a Permanent Operating Reserve Fund with an initial balance of \$15,000 from the prior year surplus
- Monitoring finances of the building expansion project
- Arranging for an extension of the Key Bank loan
- Participating in a reciprocal financial review of 2009 accounting records with the Quimper Unitarian Universalist Fellowship. The review found that all of the recommendations in the December 31, 2008 review were corrected satisfactorily. No significant items were found in the review of 2009 accounting records so no recommendations for improvement were necessary.
- Under the leadership of Pam Davidson, preparation of the OUUC 2011 annual budget, which includes over \$440,000 of revenues and expenses.

Steve Tilley

Green Sanctuary

Committee: Green Sanctuary Program

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 our congregational life.

2010 Goals:

- Provide leadership to our congregation's examination of the UUA Study and Action Item: Ethical Eating: Food and Environmental Justice.
- Complete our application for Green Sanctuary Congregation certification by the Unitarian Universalist Association Green Sanctuary Program.

Membership: The committee meets monthly and coordinates leadership on environmental activities in the congregation. Membership during 2010: Leslie Romer, Joe Joy, Carol

McKinley, Bonnie Guyer-Graham, Mary Marsh, Keith Zang, Pat McLachlan (through the completion of the Green Sanctuary certification report) and Bernie Steckler (who graciously continued his role as manager of Japanese knotweed abatement after retiring from other committee activities).

Activities

- We prepared a fifteen page report for the UUA Green Sanctuary Program, demonstrating that this congregation incorporates our respect for the interdependent web of which we are a part in our faith community life. Authors of sections of the report are: Joe Joy, Mary Marsh, Carol McKinley, Pat McLachlan, Leslie Romer, Sara Lewis and Bernie Steckler. I took the application for Green Sanctuary Congregation status to a ratification vote of the congregation meeting in December 2010.
- A Green Sanctuary spin-off, the **Ethical Eating** Work Group (Leslie Romer, Dixie Havlak, Janet Pearson and Jean Phillips) coordinated and hosted a series of monthly Ethical Eating film and discussion sessions, January - May. We organized a Sunday worship service on the issues we had found in our study and wrote monthly articles on food issues for the *Unitariana*.
- Committee members participated in the selection of finishes and furnishings for OUUC new and remodeled space, using **green building principles**. Participated in planting **native plants** along the new walkway on western edge of the OUUC property.
- We distributed "OUUC neighbor information" to all OUUC households with street addresses to encourage **carpools**.
- We continued to remove **invasive plants and noxious weeds** from OUUC land. Dr. Bernie Steckler reached agreement with the adjacent neighbors for safe removal of the Japanese knotweed patch from the church property. This will be repeated annually as long as necessary.
- We hosted a Sunday afternoon **Energy Fair** to provide information on home energy conservation options. After seeing the **Window Insert Workshop** demonstration, we adopted it as a project of OUUC. We nominated the workshop for Share the Plate funding in 2011, to provide funds through the Northwest EcoBuilding Guild for workshops in fall and winter 2011-12.

Accomplishments toward Congregational Mission

Our efforts work to promote a sustainable world through the members' individual lifestyle choices, and in the way the congregation manages and maintains its facilities.

Leslie Romer

Kitchen

The Kitchen continues to provide hospitality services through coffee and cookies after each Sunday service; making the Kitchen facilities available for serving food and beverages for memorials, weddings, lectures, concerts, and other events held at OUUC; making the Kitchen facilities available for groups preparing food as part of our community service to Camp Quixote, the Emergency Overflow Shelter, RE Young Adults Outreach, and other such programs.

Janet Pearson

Membership

Membership participated in the **Transition Team** for the new building with a focus on highlighting needs and perspectives of welcoming visitors and newcomers. Membership also is a member of the newly formed **Program Council** facilitating a “Congregation and Membership Cluster”. Integration of new members has become a focus of the Program Council.

Membership for 2010 was 238. Average attendance per Sunday was 212. Monthly average ranged from 137 in July to 291 in November. Peak months were October – December (287, 291, 243), followed by January – March (238, 207, 203). May also was high with 232. First service average was 99; second service, 90; single service, 118. The average religious education attendance was 43 students and 12 adults.

Membership Classes were increased from two to three this year, each with a six-hour curriculum. Classes in January, May, and October brought 4, 13, and 10 participants respectively. **Membership increased by 29 in 2010**, including most from the classes and several who qualified for membership earlier but had not yet signed the book.

A **welcome ceremony** during a service followed each of the classes. In May with the opening of the new Commons, we hosted a **luncheon** in honor of the new members and everyone else who could come. It was well attended (+/-50), lively, and inviting— and will be repeated.

Monthly Intro to OUUC sessions between services continued through the year with one to ten people attending. Names and emails were gathered most sessions and occasional emails went out to these folk (and visitors) inviting them to special events.

Visitors were many. 106 signed a visitor card which was probably half or less of visitors attending. Twenty-one percent of the 106 took the Membership Class and 17% became members. Visitors all received a welcome letter from the minister and about a third of them received a call from a member offering a personal welcome.

With the construction of the new Commons area, we designed a **Welcome Kiosk**. On rollers and equipped with computer monitors, the Welcome Kiosk houses OUUC information, materials for visitors and newcomers, and supplies for ushers and greeters. It is staffed by greeters on Sunday

mornings. Adjacent to the Welcome Kiosk is a new **brochure rack** stocked with OUUC and UUA brochures.

The **nametag kiosk** was re-designed and hung on a wall in the new Commons area. Nametag sleeves were refreshed and new tags added as requested. We addressed the shortage of **hymnals** as a good consequence of the growth in membership and attendance with a purchase and a line item added to the Membership budget for hymnal acquisition in future years.

A **Welcome Newcomers** brochure was produced specifically to help newcomers — and others — to find ways to get involved. Because integration occurs with involvement in small groups, the brochure includes a **Welcome Wheel** of involvement possibilities in church ministries.

The **Welcome Team** of ushers and greeters is a vital ministry of Membership and has its own annual report.

Linda Crabtree

Music

2010 was a year of growth for the music program at OUUC. The choir continues to grow in number of members, ability to learn and perform greater quantities of music, and overall excellence. The Adult Ed. Voice class has continued to grow in number of participants and continues to be meaningful experience for those who participate. Though the music director has not done much composing, he did compose an arrangement for the dedication of the building expansion.

The choir membership has grown to 40 plus. Choir members are mostly members or friends of the congregation, although there are a few choir members who are from the community at large. Average attendance at rehearsal is 34 to 38. Participation at Sunday services averages from 28 to 35. The choir generally sings every other week in regular Sunday services, with additional service rendered for special services. In 2010 the choir took part in two all-music service: The Chocolate Communion and The Mother's Day Service. In addition the choir performed three concerts in 2010: a Spring Concert, a concert featuring Jim Scott, and a Winter Concert with orchestra featuring music of John Rutter entitled, When Icicles Hang. All of the concerts were performed to packed houses, and of the highest quality. In addition the choir participated in United Ministry's Thanksgiving Service, performing two anthems. The choir also performed for the dedication of our building expansion.

The Adult Ed Voice class meets on Saturdays. In the first part on 2010 we met in the early afternoon, but since the fall we have met at 10:00 am. Voice class attendance, more times than not, exceeds 20 participants. In fact there have been classes where attendance approaches the 30 mark. The class draws both members of the congregation and members of the community at large.

For the dedication of the building expansion an anthem, “A Threshold Blessing,” was composed by music director, Troy Fisher. It drew melodies and lyrics from Unitarian Universalist hymns, Spirit of Life and May Nothing Evil Cross This Door. It involved drummers, chanting, and a soloist with the choir singing a cappella.

The music program continues to use guest musicians both instrumental and vocal from the community at large. Their participation greatly enhances the quality of both Sunday Services and special music programs.

Troy Fisher

Nominating

The Nominating Panel supports the on-going leadership of our congregation by selecting candidates willing to stand for election for open positions on the OUUC Board of Trustees. We strive to nominate the best available candidates that represent a variety of ages, backgrounds, and points-of-view reflecting the diversity of our congregation.

We also nominate candidates to fill open positions on the Nominating Panel, again seeking persons who represent diverse experience within the congregation that will enable them to recognize, evaluate, and recruit future leaders.

Accomplishments for 2010: The Nominating Panel successfully recruited a slate of candidates to fill three OUUC Board of Trustee positions and two Nominating Panel positions. Names and short background biographies were presented to the Board of Trustees and the congregation in time to allow members a period of time to consider each candidate before voting. The congregation elected the proposed slate of candidates at its annual meeting held in April.

Member of the Nominating Panel for 2010: Kurt Rader, Connie Ruhl, Ginny Taylor, Erich Brown and Jean Phillips, Chair.

Jean Phillips

Pastoral Care

The Pastoral Care Team met regularly throughout the year under the direction of Rev. Arthur Vaeni. Kathryn Ness was chair and members include Rev. Eric Ness, Deb Ross, Jack Jackson, Christina and Jerry Guerrero, Ruth Weber and Lorrie Eaton. Mary Walton Cameron faithfully attends our meetings as the representative of Caring Friends. The committee decided during the summer that monthly meetings were not necessary to carry out our mission, and so voted to meet every other month from then on.

Our mission is to respond to those in our congregation who are in need of assistance and also to acknowledge the joys, as well as the sorrows expressed during Sunday services. To these ends, we sent dozens of hand-written cards to members of our community. In addition, notes were sent to several members who had not been seen in church recently to express our concern for them.

Personal visits were made to the hospital, nursing homes and to members who were home-bound. Rides were provided directly by our team members in some cases. Contacts were made to see if the Pastoral Care Team could be of assistance to those who had recently been ill or undergone surgery. Many referrals were made to the Caring Friends network for assistance with such things as transportation to and from the hospital, doctors' visits, and church services, and to provide moving assistance and coordination of meals, etc.

The Pastoral Care Team accomplished its goal of calling all the members and friends of OUUC listed in the church directory. These calls have been very favorably received by the congregation. Several of the calls have resulted in referrals to Caring Friends for assistance. In light of such positive feedback, the committee has decided to continue the rotation of calls through our directory as a regular part of our activities.

Our committee has also tried to publicize our mission to the congregation and to provide opportunities for people to become involved in our activities. Last October we submitted an item in the *Unitariana* and set up a Caring Friends information table between and after services. Several people signed up to be included in the Caring Friends email list. We intend to continue our *Unitariana* and/or Order of Service announcements and Caring Friends table three or four times a year.

Our committee has discontinued the inclusion in our Orders of Service the green form on which joys or sorrows could be written by those not wishing to speak before the congregation. The response was very small and created an added burden for those responsible for the bulletins both before and after service.

In 2009, the Pastoral Care Team identified the need for an Addiction Ministry to be established. In 2010, under the leadership of Arthur Vaeni, this ministry took major steps into becoming a reality. Two members of the Pastoral Care Team have helped in doing research, identifying resources, developing educational programs that address both adult and youth addictions, and creating a Mission Statement and a written Policy of Confidentiality. A support group is planned as part of Circles of the Spirit, with the focus on addictions.

The committee continued to read *How to Be a Help Instead of a Nuisance: Practical Approaches to Give Support, Service and Encouragement to Others*, by Karen Kissel Wegela. The discussions were led by The Rev. Vaeni and were intended to increase our effectiveness as pastoral care givers. Currently, the committee is deciding upon a new text to study.

Goals for the Pastoral Care Team in 2011 are to continue to provide loving support and assistance to those in our congregation who are in need, to publicize our mission to the congregation and to recruit new members for Caring Friends. Currently we are developing a form that will allow members of the congregation to write names of those people they have not seen in church lately and for whom they are concerned. The Pastoral Care Team will call those named to express our friendship and willingness to help if there is a need. Finally, through study and discussion, the members of the Pastoral Care Team will continue to improve their effectiveness and skill in providing pastoral care.

Kathryn Ness

Social Justice

Growth in the OUUC congregation over the past few years was accompanied by additional social justice efforts generally. Existing programs like UU Voices and Out of the Woods continued to grow in importance as did several Social Justice "committee" projects like the development of Coffee Strong, a pro-GI anti-war coffee house/GI support center outside of Fort Lewis, an Iraq Memorial to Life, and several initiatives to support immigration reform, to name a but a few.

The OUUC Interim Program Council guided the development of a Social Justice Cluster that would "house" all the programs and projects for eventual communication-coordination to a new Program Council. One of the first "clusters" to organize the Social Justice Cluster held open quarterly meetings during all 2010. These group meetings provided a needed personal venue where representatives could bring each other up-to-date. Emerging social justice projects also had a place where they could incubate. The Green Sanctuary Committee, and Partner Church programs while in different Clusters maintain contact with social justice cluster contacts as there will be overlapping interests from time to time.

The components of the Social Justice Cluster are as follows:

Programs: Camp Quixote, Out of the Woods, Overflow Shelter, Share the Plate Offering, Washington State UU Voices for Justice,

Projects: Global Days of Listening, Guests at your Table, the Iraq and Afghanistan Memorial to Life, and Immigration Reform Efforts: including: Bridges Not Walls, Sound Immigration Reform, and the Northwest Detention Center Roundtable.

The Iraq Memorial to Life

A small group of OUUC members decided it was time to acknowledge the very large loss of civilian lives in Iraq - and the Iraq Memorial to Life (IMtL) was born. The memorial is a field of white flag-like markers displaying the names of civilian casualties of the war as established from data assembled and managed by IraqBodyCount.org (IBC). The first sets of markers were constructed in the OUUC sanctuary with many markers for Iraqi youth being hand made by the OUUC youth group.

Each of the over 4,000 markers made thus far for the memorial have been selected by a volunteer who has chosen an individual's name from an interactive database. The volunteer then uses the website's guidelines to make and laminate a marker for use in the Memorial, whereupon the online IMtL records are instantly updated to prevent duplication. The first and second installations of the Iraq Memorial to Life was done adjacent to the Arlington Northwest Memorial in Olympia, WA in 2009. Portions of the memorial were then set up, twice, adjacent to the famous Arlington West installation created by Veterans For Peace at the Santa Monica pier near Los Angeles, CA.

The fifth and sixth installations were held in New York City, on March 14, 2010, and then in Washington DC where several thousand people visiting the memorial at the base of the Washington Monument March 19 – 22, 2010.

Salam Hassan Talib, a journalist born in Iraq now living in the San Francisco Bay area, was consulted early on regarding the project design and accompanied the memorial to five of the eight installations as both a speaker and journalist. Talib's brother, Ala'a Talib, was killed in Baghdad on July 6, 2006; his marker was one of the first to be included in the Memorial. Word spread about the memorial among Iraqis and several letters of appreciation were received and read several installations. The permit for Central Park, New York City included permission to use part of Strawberry Fields – the first time such a permit has been issued for this part of the park set aside in honor of John Lennon.

The memorial now includes the names of 138 Afghan civilians and has been renamed the Iraq and Afghanistan Memorial to Life. Markers continue to be made, and the ninth installation is planned for early in 2011.

Immigration Reform Initiatives

Immigration reform projects at OUUC during 2010 included the offering of adult education classes, ongoing work with Bridges Not Walls, and South Puget Sound area-wide Immigration Reform collaborative, participation with the NW Detention Center Roundtable and a series of “Dignity Dialogues.”

Members Shelley Spaulding and Frances Tanaka conducted a four-week course on immigration through the OUUC Religious Education Program in the fall. Class members made a list of ways OUUC members could get involved in helping people affected by US immigration policy that can be used as a base for future activities.

Planning for a second class is under way for the spring of 2011 on the book chosen by UUA to be the common read for the year. This book was entitled "The Death of Josseline: Immigration Stories from the Arizona Borderlands" and was written by Margaret Regan, a reporter for the Tuscon Weekly and published by Beacon Press. We ordered ten copies for the congregation's use with money allocated to the Social Justice Committee.

Several OUUC members helped maintain a presence at the NW Detention Center Roundtable meetings throughout the year.

The Immigration Reform effort also sponsored a series of “Dignity Dialogues.” With these Dignity Dialogues the OUUC and Bridges Not Walls provided a forum to raise our collective aspirations for immigration reform based on human rights rather than proposals that reflect corporate America's need for exploitable labor and to collectively raise expectations for real solutions.

Douglas Mackey

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: Oversee the completion of construction of the Phase 1 expansion.

Space 4.0 Members: Warren Dawes, Mary Jane Allison, Harmon Eaton, Sara Lewis, Pat McLachlan, Carol Murphy, John Murphy, Kurt Rader, Leslie Romer, Linda Witcher, Sandra Worthington and Gary Worthington.

Activities: Phase 1 construction was substantially completed to allow the dedication of the new additions on June 6. Sandi Constructors extremely low bid allowed us to build all four alternatives, upgrade flooring in the existing office hallway and kitchen, add a storage room in the basement, and add needed parking lot lighting. We still came in under budget.

Warren Dawes

Transition

The *ad hoc* OUUC Transition Team was formed by volunteers in May of 2009 to anticipate and grapple with the impacts of building construction on the needs and daily life of the Congregation. The Team met regularly during the first half of 2010 and eventually spawned three other *ad hoc* work groups: The Commons Group, the Kitchen Group and the Shopping Team.

These four groups took on responsibility for coordinating and overseeing a range of activities, such as:

- Gathering volunteers for construction-related activities, such as painting, planting of landscaping and installation of shelving;
- Purchasing some \$30,000 worth of furniture, equipment and materials related to the building expansion;
- Storage of OUUC furniture and equipment offsite;
- Re-landscaping the property around the building;
- Remodeling of existing office and classroom space;
- Developing signage for the building;
- Communicating information to the Congregation about progress in construction, interruptions to programs and activities due to construction, and so on, through signage, service announcements and *The Transition Times*, a blog on the website;
- Remodeling the kitchen and upgrading appliances;
- Developing and implementing new policy for waste disposal in the building;
- Developing policy for signage and displays in the building;
- The dedication ceremony for the new building;

The Transition Team and its work groups ceased to exist as their tasks were completed in the fall and early winter of the year.

Tim Ransom

Welcome

We started off the with a gathering at the home of Lorrie and Harmon Eaton on January 3, 2010 to celebrate the beginning of the New year and the dedication of the ushers and greeters of our Welcome Team.

On February 13th, we held our first usher and greeter training session of the year in the sanctuary. Ten people participated and nine of the ten are still regular volunteers one Sunday a month. A second training was held in June.

We closed the summer season with a *Thank you for your service bar-b-q* at the Eaton's on September 11. Twenty-two people came to enjoy each others' company and to share suggestions and comments concerning our hospitality. One suggestion was that we change the term *training* to *orientation* to see if that drew more people, and on September 16 we held our first evening Usher/Greeter Orientation with about six people.

Statistically, our first service is well-supported. Of the 16 slots needing to be filled each month, 13 people have committed to a particular Sunday each and every month. that leaves only three slots to be filled by others on the roster, except in five-Sunday months. The second service numbers have improved as we now have 6 people committed to a particular Sunday which is up from only three. However, clearly that still leaves 10 unfilled slots each month of four weeks. Therein lies our challenge for the year 2011.

Lorrie Eaton

Worship Arts

The Worship Arts Committee helps to create and lead meaningful worship services. We do this primarily by assisting the minister with the Sunday services. When our minister is not in the pulpit, committee members plan, coordinate, and co-lead those services with the music director, visiting ministers, and guest speakers.

In 2010, committee members assisted with 94 worship services. Of those, WAC coordinated with 8 guest speakers, individual committee members created 3 services, and the committee helped lead 2 services, one being the Fire Communion service at the end of the year.

In April, committee members participated in a celebrant training held at the church.

Committee members during all or part of the year included Jean Phillips, Kurt Rader, Diana Finch, Karen Jackson, Jack Jackson, Des McGahern, Mary Anne Trause, Lorrie Eaton, and Myra Barker.

Myra Barker

Partner Church

Kissolymos

Committee Membership: Jo Ann and Mikel Young, co-chairpersons; Janet Pearson, secretary and co-chair elect; Frances Tanaka, past chair person; Tom Mumford; Sara Lewis, RE Director and staff representative; Ginny Taylor, North Shore, LA representative

Committee Meetings: Regular monthly meetings are held on the first Monday of the month, at 6:15 pm at OUUC.

Report on Goals and Objectives for 2010:

Goal 1: Promote and assist in planning trips to Partner Churches

A. Kissolymos

Objective 1: Adult trip Late June 2010

Team of four (Mikel and Jo Ann Young, Sara Lewis RE Director and her son) traveled to Kissolymos in June 2010 and met with the new minister Lorant Tokes and church council members and identified several service projects that our congregation could help with. All projects were completed by the end of the year.

- a. Purchase of upgraded windows and doors in the parish house
- b. Purchase of a new examining table and heater for the village clinic
- c. Support for special church programs
- d. Establishment of a \$1,000 scholarship for a Kissolymos student

Objective 2: Youth trip/mission project for those who will be in high school in 2011
Estimated date: June 2011

A service project was identified for our youth group by the minister and congregation of Kissolymos and a date for their project was set for mid-August 2011. Youths planning to participate in the project were identified by September 2010 and a series of fundraising activities began and continued throughout the rest of the year. The committee supported the youth's efforts by holding a fall coffee house to raise funds for their trip.

B. North Shore UUC

Objective 1: Expand Partner Church Committee mission to include North Shore UUC

Our committee has communicated with Ginny Taylor regarding North Shore, LA UU Church and we are currently sharing a Partner Church Bulletin board, but no coordinated projects have been identified at this time.

Goal 2: Expand and diversify committee membership

We have made an effort to invite former committee members to return and those who have traveled to Kissolymos and other congregational members to join the committee, but were not successful in recruiting more members. However those participating in our projects increased greatly; ie the youth group and their parents and those who helped with the coffee house in October and Balazs scholar weekend in November.

Goal 3: Expand congregational awareness of partner Churches

Objective: Provide congregation with more opportunities for knowledge and support of Kissolymos and North Shore Churches

We organized and presented a Transylvanian Coffee House on October 9 with authentic Transylvanian pastries and drinks, congregational entertainment, report of the summer trip and a silent auction of hand work of the women of Kissolymos. This money was sent back to help the women and their families directly. Another \$700 was raised from the pastries and drink and was added to the youth travel fund.

The Starr King Balazs scholar, Levente Lazar visited us the weekend of November 13 and 14, participated in an environmental workshop on Saturday and preached a sermon about the Unitarian church in Transylvania on Sunday. An offering was taken to be used for our projects in Kissolymos. Two members of the West Seattle UU Fellowship joined us for the workshop. Regular e-mail correspondence with Lorant Tokes was maintained and important information has been shared with the congregation through the *Unitariana*.

A Partner Church brochure was updated, edited, printed and distributed to the congregation. A Partner Church bulletin board was designed and installed with pictures and information about the Kissolymos and North Shore congregations.

Monthly *Unitariana* articles were submitted about the Partner Church committee activities and news from Kissolymos.

Mikel and Jo Ann Young, Frances Tanaka and Janet Pearson

North Shore UU Society

We continued our support of North Shore Unitarian Universalist Society in Lacombe, Louisiana on the north shore of Lake Pontchartrain, a partnership that began shortly after Hurricane Katrina struck the Gulf Coast on August 29, 2005. We keep in contact with NSUUS through their weekly email newsletter and occasional email exchanges with their president.

In May, 2010 we sent them a check for \$1,569.77 which was 1/3 of a combined three-recipient special offering taken April 18, 2010. Holiday greeting cards are sent from our congregation to theirs. In December along with a Christmas card from our congregation to theirs, we sent 3 copies of our latest OUUC Visitors CD of 3 of our Sunday sermons. They are currently being served a total ¼ time by the 2 ministers in the 2 UU churches in New Orleans.

Ginny Taylor

Affiliated Groups

OlyCUUPS

Group 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:

Neil and Mary Marsh, Karen Jackson, PeggySue King, Ray Simkins, Darlene Muhly
Liaison is Karen Jackson, Purse Warden is in transition, 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 with a greater emphasis on music and singing.

We observed Imbolc, the first Sabbath of the year, by a public blessing of the artesian well in the Diamond Parking lot on 4th Ave in downtown Olympia. We celebrated the decision to keep the water flowing.

We celebrated several holidays in the OUUC sanctuary.

We held a couple of our Rituals at a local state park. Attendance continues to be limited to between 5 and 10.

Our Second annual Mabon Retreat was attended by 20 members/guests and held at Seaside State Park.

A remembrance ritual for our dead was held to observe Samhain as well.

We Greened the sanctuary for the Yule Season.

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 and regular attendance at Monthly Circle has increased. We continue to make our meeting a time of singing and prayer as well as a business meeting.

We participated in the Ritual Celebration of other Pagan groups in Olympia, specifically the Spiral Dance for Winter Solstice.

Goals for 2011:

We will encourage attendance at other Pagan events in the area.

We are planning our Third Annual Retreat for Mabon at a State Park and look forward to a variety of activities.

We will continue to build on making our meeting more "prayer-full" by singing, dancing,

meditation and a return to earth based traditional crafting.

Supporting and sponsoring local event to bring awareness and opportunities to explore Pagan Spirituality, Wheel of Wonder Radio show on KAOS hosted by member Ray Simkins (aka Radio Ray), performances by known artists, and more.

PeggySue King

Out of the Woods Shelter

Out of the Woods (OTW) is a 501 c (3) non-profit organization associated with OUUC that provides emergency food and shelter for homeless families in Thurston County and guides them toward self-sufficiency with dignity.

Selena Kilmoyer is the current Shelter Coordinator. The OTW Board of directors consists of Jean Phillips, President; Julie Rodwell, Vice-president; Jo Ann Young, Secretary; Brian Walsh, Treasurer; Riley McLaughlin, Communications; Beth Oppliger, Grants; and Alenka Andruss, Volunteer Coordinator.

Our major funding sources in 2010 were the City of Olympia (CDBG funds), Lucky Seven Casino (matching grant), the Sound Charitable Foundation, United Way, Crop Walk, in-kind contributions from OUUC (provision of the shelter facility including maintenance, building insurance, and half of the utilities), income from the OUUC annual Books~Brownies~Beans sale, and OTW's annual fund-raising campaign. Also, \$3,000 was raised at the church auction and presented to OTW to be used as a rental assistance fund.

Shelter Activities and accomplishments include 2,226 bed nights serving 16 families in 2010. An infant was born to a couple two weeks after arriving at the shelter. During the Christmas season, through the generous donations of OUUC members, we were able to present \$825 in gift certificates to our residents. Variables that continue to influence a family's ability to move on include scarcity of affordable rental units, lack of landlords willing to rent to families with poor credit or faulty background history, and insufficient housing vouchers to augment families' ability to rent. The rental assistance fund given to OTW during the past year was most helpful for paying moving expenses, rental screening fees, deposits, and in two instances, assistance in paying for household rental storage units until families moved on.

Of the thirteen families that moved on during 2010, twelve families continue to be housed. One family moved out-of-state and their whereabouts is unknown, six families benefited from housing voucher programs, one family is transitioning through the Thurston County Housing Authority transitional program, and one family, a single mom with two small girls, was accepted into the women's transitional program in Tacoma. The remainder moved into shared housing with relatives or friends.

Board and operations activities and accomplishments for 2010 included OTW presentations at a series of congregational meetings to discuss the possibility of purchasing the East End property

for use as an expanded shelter facility, OTW board participation in writing grant applications to the Thurston County HOME Consortium requesting funds for the purchase of the East End property as well as operations and maintenance funds for its use as an expanded shelter facility. When these grant proposals were not funded and the congregation and church board decided not to move forward with this project, OTW made presentations about the precarious financial status and future of OTW. This led in part to our first major OTW annual fund-raising campaign in November, 2010 which reached out to the general community as well as our OUUC members and friends. The response was very strong, bringing in new donors and monthly sponsors whose pledges total \$18,456 as of year-end.

In 2010, the shelter got a new roof and underwent major repairs to the bathrooms. We also elected a new board president, vice-president, secretary, and treasurer, updated the by-laws, and made strides in developing a comprehensive strategic plan, a marketing and fund-raising plan and developed a stronger presence among the members of the Thurston HOME Consortium and other funding organizations in Olympia and Thurston County.

These activities helped to further our congregation's mission of working towards the alleviation of poverty, and helped to increase the visibility of OUUC and its UU principles in our larger community.

Jean Phillips