



Annual Report 2012

Olympia Unitarian Universalist Congregation

We are a liberal religious community that opens minds, fills hearts, and transforms lives. We work for peace, equality, a healthy earth, and an end to poverty.



Annual Report 2012

Olympia Unitarian Universalist Congregation

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Parish Minister

The Reverend Arthur Vaeni

Important Endeavors for the Year 2012

1. *Music Director's Administrative Leave* At the end of July our music director, Troy Fisher, was reported missing. There was a search that involved the Olympia police. As part of their investigation to locate Troy, the police made what the Court later ruled to be an illegal search of Troy's computer. As it turned out, Troy had become exhausted and passed out in nearby woods for two days. In the search, however, the police found what they believed to be images of child pornography, and they subsequently arrested Troy. I placed Troy on paid administrative leave while the legal proceedings continued. The congregation was deeply divided over whether placing Troy on administrative leave was an appropriate action. Some felt it was a prudent course of action while others felt it was treating him as if he was guilty. As the legal issues were not resolved by year's end the congregation remained in disagreement about this matter through the remainder of the year. To our members and friends great credit, however, although the disagreement ran deep and some people stopped participating in the congregation on principle, overall our members and friends continued to attend to our various ministries both within the congregation as well as in the larger community in a spirit of goodwill. Similarly, our lay leaders, particularly, our Board President did an extraordinary job shepherding the congregation. Goal- Provide opportunities for communal transformation.
2. *Adult Education* In the spring I led a four session class entitled "This I Believe" that prepared participants to share a "This I Believe" service. In the fall I offered a four session class using Jack Mendelsohn's book, *Being Liberal in an Illiberal Age*. During the spring and summer I worked with members of the Membership Committee to create a new four session New Member Class. I created the fourth session. The first three sessions are superb.

Initiatives Outside the Congregation

3. *Panza and Camp Quixote* Continuing to serve on Panza's Board, we have continued to move ahead with transforming the camp into a permanent site as Quixote Village on Mottman Road. By the end of the year the legal challenges were surmounted. We anticipate breaking ground in spring of 2013. Goal-Building beloved community.

My Guiding Vision and Mission



Vision

This will be a program Unitarian Universalist congregation grounded in the liberal religious tradition, guided by the values expressed in the principles of our Association, and committed to creating a world in which those values are honored.

Mission

Create a program congregation honoring right relationship within and seeking justice, freedom and equality in our larger communities.



4. *Addressing Homelessness* Given the increase in homelessness in our community and the two murders and multiple rapes that occurred in unsanctioned homeless encampments, it was evident that we needed to change our County's process for meeting homeless needs. Through the year I worked with Interfaith Works in various ways to advocate for that change. Goal-Increase support of groups in need.

President's Message

Gail Gosney Wrede – Board President

Remember the old Chinese proverb/curse – “May you live in interesting times”? The year of 2012 was nothing, if not interesting at OUUC. Above all, I am proud to report that our community is strong and resilient. We have all been tested tremendously by death among our members and member families and the arrest of our Music Director, Troy Fisher. Yet, OUUC remains a vibrant, strong community.

OUUC is known in the region for our caring community that supports members and friends in times of crisis and celebration. We have continued our Caring Friends, Circles of the Spirit and Dinners for 8 as well as expanded our Young Adult group and Family Ministry events.

OUUC is also known for our compassion for others and our passion for social justice. In 2012 members of OUUC continued to work on immigration issues, helped pass and celebrate the Washington same-sex marriage law, worked tirelessly to find shelter for homeless adults and families, supported Out-of-the-woods family shelter, helped get approval for a permanent camp for homeless adults and founded a food bank specifically for low-income Hispanic families in our region. This is all in addition to our generous giving and support of many local non-profit community services.

OUUC is becoming a learning community for both youth and adults. In 2012, we expanded the number of children registered in our religious education programs, sponsored a very successful Our Whole Lives curriculum for middle school youth and expanded our number and variety of educational offerings for adults. And though we were without a Choir Director for six months, we are re-learning how to lift our voices in song together.

OUUC became a stronger organization by adopting revised By-Laws, solidifying our policies and practices as a program church led by policy governance and keeping our finances strong and secure. We became the first church in South Puget Sound to have solar panels, we improved the plantings and grounds at our facility and we raised enough money to approve an expansion of parking and outside facilities (This will happen in 2013).

So as OUUC completed its 60th year of existence, I am proud to report that we are a strong community, living out our principles with each other and in the larger community. Blessed be!!!



The Life of Our Community

Our Programs, Committees, Teams, Staff, Affiliated Groups and Events

Addiction and Recovery Ministry

| Long-Range Strategic Goal | 2012 Goal | Activity | Outcome (what changed) |
|--|---|---|--|
| Make addiction and recovery assistance information continually available to the congregation | Create Thurston County Resources Directory | Complete directory of all help available in Thurston County created – the only directory of its type | Directory made available to congregation both in hard copy and on OUUC website in July, and also made available to the general public through the OUUC website |
| | Collect material for Resources library | Material recovered from RADAR offices and other sources. Book collecting ongoing. | Books and material collected, organized and prepared for library opening in early 2013 |
| Addiction and recovery education available for congregation on ongoing basis | Present two classes for adults on all aspects of addiction and recovery | Class created and scheduled | Three-hour class. “Addiction: The Silent Disease Among Us,” presented two times in Winter class schedule |
| | Lead service on addiction understanding and education | Service created with three members of the Ministry | Led service “Addiction: Seeing the Light” on Jan. 29 to give congregation an overview of the impact and understanding of addiction and recovery. |
| Make personal, confidential help and guidance to recovery available to congregation members on a | Create a 24-7 First Responders team and make contact easily available | First Responders team created with set of guidelines emphasizing confidentiality. List of named First Responders with | A total of 13 contacts were made by members of the OUUC congregation to Ministry First Responders. All were given confidential guidance and assistance |



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| continual basis | | telephone numbers and e-mail address posted on OUUC website and distributed in pamphlet | |
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The creation and the ongoing operation of the Addiction Ministry Committee was the greatest accomplishment. Many people who tried to be committee members had to drop out due to health and scheduling challenges, so keeping the committee and Ministry moving ahead was very difficult at times.

Establishing the Ministry mission and goals and then creating three major areas to provide help and assistance to the congregation was an ongoing and evolving program throughout the year. That we took the actions necessary and were successful in accomplishing our stated mission and goals was the next most important success, especially the personal experiences of helping 13 people find help and guidance for their addiction-related challenges.

For 2013, we want to increase our top-of-the-mind awareness of the congregation, expand our Ministry members to make certain all our services are truly available at all times, and find a path to expanding our educational work beyond the OUUC congregation and into the Thurston County community as a whole.

Administration

Darlene Sarkela

| Long-Range Strategic Goal | 2012 Goal | Activity | Outcome (what changed) |
|---------------------------|--------------------------------------|---|--|
| Sustain our UU Community | Learn Church Windows Donation module | Church Windows updated the Donation module and we started with the new version at the beginning of 2012. There were a number of challenges initially and time was spent online and on the phone with Church Windows Support. It took a few months to learn how to use the new features. | I'm glad we went with the update (it was optional) because we now have much better reports and donation statements – and an easy email feature. The take-away from this is that although trying new technology has a learning curve and takes time initially, it may just save time and frustration later. |



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| | <p>Assist Connections Coordinator in use of Church Windows</p> | <p>I spent some time instructing the Connections Coordinator in the use of Church Windows for tracking volunteer skills and interests. The Director of Religious Education also started using Church Windows this year to make her own class lists and enter attendance.</p> | <p>I think it's good that both are now using Church Windows so there are more people with some knowledge of how church records are kept. Since Church Windows is an online version and we only pay for one user, we have to schedule time for each of us to be online (including our other Church Windows user, the bookkeeper).</p> |
| | <p>Meet with individual leaders for orientation/assessment of leadership resources</p> | <p>My plan at the beginning of the year was to meet with some church leaders (board members or committee chairs) to take a look at the website and point out the various resources we have available and how to use them. This was to encourage use of the website and learn from a user's perspective what the obstacles are to find information on our site.</p> | <p>I did not proceed with this goal because the Connections Coordinator and I got into a discussion with the Webmaster about redesign of the website, and I thought it didn't make sense to review a site that would be changed. I would still like to find ways to encourage use of the website.</p> |
| | <p>Map project assistance</p> | <p>We finally started the map project. I've been thinking and talking about neighborhood groups for years. I provided a volunteer, Brian Hovis with the data and he plotted the addresses on an online map. My job is to keep the information</p> | <p>I understand that the COM and the Disaster Preparedness Team are both using the neighborhood group lists. It's a good start.</p> |



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| | | updated and to create the zone lists for carpooling and neighborhood directories. | |
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One of the main challenges of church administration continues to be the amount of work that needs to be done and the limited time to do it. It is often difficult to manage the ongoing tasks of the church office while balancing the needs to learn new methods, as well as respond to unexpected events.

I am pleased that along with the activities outlined above I was able to update some of our communication methods by improving the design of the weekly online email announcements and adding website forms (Contact Us, Joys and Sorrows submission, event sign-up). I also started a new practice of sending thank you letters to first-time givers.

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 and workshops. This mission is especially related to the fourth principle of the Unitarian Universalist Association -- a free and responsible search for truth and meaning. The committee's 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: Nancy Brickell, Tom Joldersma (Chair), Donna Killelea, Sara Lewis, Martha Nicoloff, Roger Nielsen, Ann Rockway, Bernie Steckler and Billie Williams.

Activities: Classes are arranged and advertised for two periods – Winter/Spring and Fall. Because most class leaders 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 continues to seek topics that provide balance over six categories for each 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 committee publishes and disseminates a Program Guide for each time period. In Winter/Spring, 26 classes were offered; three were one session only. Three of the 26 Winter/Spring class offerings were cancelled due to low enrollment. In the Fall, 21 classes were offered; two were one session only. Two of those 21 classes were cancelled. Enrollment for the Winter/Spring session was 115 people, and Fall enrollment was 99. In addition to the church family, the program attracts people from the larger



community. Our outreach includes publishing class offerings through local newspapers, TC PRO-NET, and Interfaith Works.

Committee members serve in a liaison role to assist class leaders in preparation for the classes, including assisting with scheduling and class descriptions. Committee members also act as class stewards to assist the presenters in communicating with class enrollees, and with document and equipment needs.

The Adult Education Program is financially self-supporting. A one-time registration fee pays for one or more classes; this will be waived if it presents a hardship. The fee was raised from \$10 to \$20 in 2012. Four classes - Book Group, Meditation, Membership Class, and Voice Class - required no registration fee. This year the committee used \$400 to purchase a computer and software that will be available for use by class leaders. We also transferred \$1000 to the Communications Committee, which purchased a projector with those funds.

In keeping with our congregation’s goal to be “green”, we are continuing to print fewer copies of the Program Guide, and to replace a mailing with announcements from the pulpit urging members to register for classes on-line or by use of the form on the back cover of the Guide which is available in the Commons. We will be monitoring the success of these decisions on an ongoing basis.

Aesthetics

| Long-Range Strategic Goal | 2012 Goal | Activity | Outcome (what changed) |
|-------------------------------------|---|--|--|
| Stewardship of Building and Grounds | Use our grounds to expand opportunities for spiritual practice of our members, while maintaining a healthy natural environment. | Complete design to expand OUUC parking and the sanctuary | Aesthetics Committee members participated on the Space Committee which completed the design phase of the expansion of OUUC parking and the sanctuary. |
| | Maintain facilities and grounds that are comfortable, accessible, healthy, and inspirational. | Make maintenance choices that are mindful of environmental safety and chemical | Committee members worked with the Buildings and Grounds Committee to give input on safe, cleaning products; plant selection and placement; and purchase of environmentally safe garden products. |



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| | | sensitivities. | |
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Committee Mission and Goals: The Aesthetics 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, and landscaping. Committee members act as consultants to other committees to help them make aesthetic decisions. The committee helps select products such as paints, carpet and furniture, and building materials that are less toxic, more environmentally friendly, and safer for the health of the OUUC.

Members: Martha Guilfoyle (graphics designer), Carolyn Keck, Pat McLachlan (chair), and Carol Murphy.

Action Plans: Committee members are available to assist in aesthetic decisions when they arise. During 2012, the committee's focus was to resume work on the Space Committee which completed the design for expansion of OUUC parking and the sanctuary. Committee members also helped the Communications, Buildings and Grounds, and Partner Church Committees in graphics design; plant and product selection, and placement; and partner church gift placement.

Activities: This year two of the committee members, Pat McLachlan and Carol Murphy, served again on the Space Committee to represent Aesthetics' mission and goals by sharing ideas and helping to make decisions. The Space Committee conducted meetings at OUUC and MSGS, the architects' offices, and by email to accomplish its tasks. In addition, Carol and Pat helped select the paint product and color for the eventual Sanctuary addition. A product that is nontoxic, environmental friendly, safe for the congregation, and durable was selected. Martha Guilfoyle functioned as an honorary member of the Communications Committee. She weighed in via email and committee meetings when her graphics design background lent additional expertise. Pat worked with other Buildings and Grounds Committee members to select plants, and place them in the landscape, and to purchase safe garden products. She also gave input on safer cleaning products. Pat worked with the Partner Church Committee to give input on the wall placement of a gift from the Kissolymsos Congregation.

Buildings and Grounds

1. Main Building Maintenance

- a. contracted with G&G Heating to conduct semiannual furnace inspections and annual cleaning



- b. cleaned the stormwater drains
 - c. contracted for sealing the concrete floor in the Commons
 - d. repaired gutter damage from the snow storm
 - e. installed signs to encourage closing of interior doors for heat conservation
 - f. arranged for installation of music storage cabinets in the staff workroom
 - g. replaced and upgraded the sewage grinder/pump after the old one burned out
2. Contract Cleaning Services
- a. Cleaning duties are being shared between a contractor and our Caretaker and it seems to be working well.
3. Grounds Maintenance, Lawn Mowing and Snow Removal
- a. The Caretaker assumed responsibility for lawn mowing.
 - b. Began moving plants from the south end of the sanctuary for the expansion including laying cardboard and mulch for weed control
 - c. Cleaned up and trimmed and replaced dead arborvitae after the snow storm and dug out existing drains
 - d. Signed a contract for snow removal
 - e. Constructed steps on the path on the north side of the building for safety
 - f. Organized grounds work parties
 - g. Picked up litter
 - h. Planted flowering plants and bulbs
 - i. Painted parking lot curbs and installed parking signs
4. Annex Maintenance
- a. spread gravel on the parking area and driveway
 - b. assisted with installation of a trailer
 - c. installed child-proof window guards and latches in the living room
 - d. replaced the concrete footing under the rear porch
 - e. arranged for septic tank pumping
5. Main Building & Annex Upgrades
- a. Coordinated with David Love to install solar panels



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 Safe Congregation Response Team (SCRT), Community Minister Supervision Committee;
4. Maintain communication with congregation regarding the health of the ministry.

2012 Activities:

1. Congregational check-in and board announcements made quarterly
This made the CoM more visible to the congregation.
2. Participated in Program Council meetings in an ex-officio capacity
3. Designed "Feedback Group" ministry assessment model to be implemented in early 2013

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"

Work in Progress:

Ten Feedback groups will finish as of March 16. There has been good attendance and excellent evaluations as well as candid Feedback. A report will be made available to the congregation as soon as possible. Would like to place the report on the website.

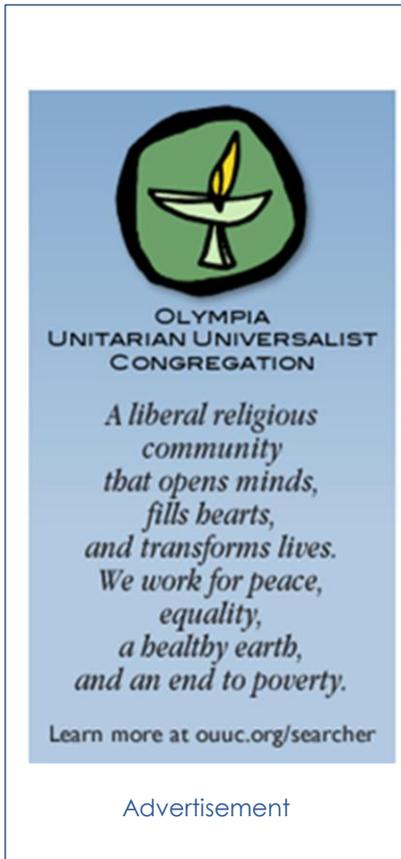


Communications

| Long-Range Strategic Goal | 2012 Goal | Activity | Outcome (what changed) |
|---|--|--|---|
| <p>Social Action and Advocacy</p> <p>Build Beloved Community</p> | <p>Increase OUUC's Social Media Presence</p> | <p>Maintain Facebook presence, Investigate twitter presence, Promote Blog use by leadership, Investigate QR codes and other new media as it is available</p> | <p>Facebook presence improved, with more "Likes"</p> <p>Tried a facebook ad for the guest speaker</p> <p>Twitter no progress – lack of resources.</p> <p>Blogs on hold pending new software in 2013</p> <p>QR codes on offering envelopes in order of service</p> |
| | <p>Increase community outreach.</p> | <p>Develop an outreach plan</p> | <p>Discussion and research – decided not to use military publications, but placed ads in Thurston County Democrats, and TC PRO-NET.</p> |
| | <p>Support communal life of OUUC .</p> | <p>Provide AV services to satisfy needs beyond Sunday worship and classes</p> | <p>Done – supporting memorials, weddings and enhancing rentals. Increased tech team staff to support this effort.</p> |
| <p>Caring Community & Leadership and Governance</p> <p>Maintain, and work to</p> | <p>Develop and polish OUUC Brand</p> | <p>Develop graphics standards promote graphics standards for use in all OUUC publications</p> | <p>Performed outreach and contacted graphics artists. Anticipate completing this in 2013</p> |
| | <p>Increase awareness and use of website resources by OUUC</p> | <p>Educate leadership and membership in</p> | <p>Communications committee members communicated with leadership and have successfully increased</p> |



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| <p>expand, current levels of services, activities, and opportunities for community connection</p> | <p>leadership, membership and the public</p> | <p>website use</p> | <p>leadership use. Newsletter published online primarily, and is using embedded links to assist members</p> |
| <p>& Increase the transparency and member understanding of church governance</p> | <p>Continue work and responsibilities of Communications Committee</p> | <p>Produce Unitariana, Redirect ad placement to more effective outlets, Provide Audio-Visual services for Sunday worship and classes, Maintain and update OUUC website, Maintain IT infrastructure (all budget items are tied to this task)</p> | <p>Moved Unitariana to primarily online to be “green” and improve membership use. Monthly downloads are increasing Redirected ads from primarily paper based to online (Facebook, TC Pro Net) and Thurston County Democrat Increased Tech Staff to support AV work Website constantly evolving and kept current. Bought mini-mac for AV booth, new projector for sanctuary (with assistance from Adult Ed.)</p> |



2012 was a year of transitions for the Communications Committee. Traditional advertising methods (Yellow Pages, Newspaper) have become less successful, so we moved to more digital methods of advertising. This has posed a challenge with some successes (TC Pro Net and Thurston County Democrat) and some not so successful attempts (Facebook ad). We saw long time members retire from the committee, and have a new chair as well as several new members. The Unitariana transitioned from being primarily paper to mainly digital, which enabled us to expand the size and increase our use of color.

We held a successful screening of “Raw Faith” to a full house that was well received by the audience and much appreciated by Rev. Sewell – she commented that we were one of the best

audiences she’s seen the movie with. We reacted at all the right times and seemed to pick up on all of the nuances in the movie.

For 2013, we plan to move ahead with blogging, Facebook and other digital solutions. We are reviewing church “apps” for smartphones, website enhancements and increasing our social networking capabilities. We will also continue our search for good ways to get the message out about OUUC and our community.

Community Ministry

The Reverend Carol McKinley, Affiliated Community Minister

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 inspire Unitarian Universalists to join together to develop advocacy skills and to





bring our liberal religious voice to the state legislative process; b) follow state legislation related 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 coalitions of faith and justice groups to advocate for equitable and compassionate legislation around issues of economic, social, and environmental justice.

2. Relationship with OUUC. In 2012 I facilitated Adult Religious Education classes, including: “Twelve Steps to a Compassionate Life” and “Age-ing to Sage-ing.” I serve on the OUUC Social Justice Committee representing WA UU Voices, and was a member of the OUUC bylaws revision committee. I preached or co-presided at OUUC services twice during the year, including Christmas Eve services. In 2012 I chaired the Pacific Western Regional Collaboration Task Force and continue to serve on the PNWD board and as a consultant with the Pacific Northwest District’s Healthy Congregation’s Team. Although my work with the District is outside the doors of this congregation, it serves as a connection to the larger UU tradition and reflects OUUC’s mission of building a community where one can grow in mind and spirit
3. Service to Thurston County Interfaith Works as co-chair of Moments of Blessing and a member of IW’s Earth Stewardship Committee.
4. Twice-a-year Perspectives column in The Olympian.

Connections

Bonnie Guyer Graham, Connections Coordinator

| 2012 Goal | Activity | Outcome (what changed) |
|--|---|--|
| Have conversations with newer OUUC members and friends to find out more about their gifts and interests and how they wish to be involved in the life of our congregation. Form the Gifts and Interests Conversation Team (GICT) | Goal: Start a team that would interview people about what brings them to OUUC, and what gifts they might like to share with the congregation. | Four members agreed to be part of the GICT and conducted a few conversations with some of our newer members. However, the interviewers found it too difficult to schedule conversations, and the GICT activities dropped off. What changed? As Connections Coordinator I have started meeting with all new members to find out what brings them to OUUC, interests they might pursue at OUUC. |
| Help lay leaders and committees with | Help committees and activities look for more | Several committees and groups have successfully added new members. |



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| <p>involving more people in their activities.</p> <p>Promote the culture of shared ministry.</p> | <p>volunteers and participants by sharing successful strategies already used by others.</p> | <p>They are also starting to think about their work in terms of how this work or project meshes with our church's mission, and what benefits volunteer gains from serving.</p> |
| <p>Make it easier for those who are new to meet others in our congregation.</p> | <p>Started offering monthly Community Dinners.</p> | <p>These monthly dinners are a great place for people to meet others in a relaxed and low-stress environment. New folks and long-term members, young and old can easily make connections at these meals.</p> |
| <p>Help congregants become involved in congregational life in a way that engages their gifts.</p> | <p>Meet with people as when they wish to learn more about how they might become involved at OUUC. Two or three Sundays per month I talk with people in the Commons. Listen to what is happening at OUUC in various committees and by attending monthly Program Council meetings.</p> | <p>On Sundays I am able to talk with new people thanks to other OUUC members who introduce me to visitors. Thanks to everyone at OUUC!</p> |
| <p>Create a Database of Members activities, and interests</p> | <p>The goal is to be able to get down in writing some record of OUUC members and friends involvement at OUUC, what gifts they would like to share, and what interests they would like to pursue. People's involvement is the starting place for this larger project.</p> | <p>With the help of Skip Albertson and Darlene Sarkela, we are starting to add a list of people's involvement at OUUC to Church Windows.</p> |



Family Ministry Team

Sara Lewis, Director of Religious Education

| Long-Range Strategic Goal | 2012 Goal | Activity | Outcome (what changed) |
|--|--|---|--|
| <p>“We are a center of lifelong, liberal religious education in South Puget Sound”</p> <p>“As individuals and as a congregation, we are engaged in a dynamic process of spiritual growth and a commitment to the common good.”</p> | <p>Continue to offer a great Religious Education program for Nursery-High School, with a full church-year program (8+ offerings a Sunday) for the September-June season (about 35 Sundays if you take out the Intergenerational holidays) and a summer program of 1-3 class offerings per Sunday (about 12 Sundays).</p> | <p>We offered a religious education program for Nursery through High School, with 8 classes in total, with curricula goals of: UU Identity, Religious Literacy: neo-pagan and Earth-based traditions, and Faith in Action: Environmental Stewardship. We also offered Our Whole Lives Sexuality Education for 4th-5th and 7th-9th grade, and two weeks of summer day-camps.</p> | <p>One thing that changed was a reduction in attendance at the 9:15 service, and we responded by switching to a DRE led all-ages class at that service.</p> <p>Other classes held steady and had positive evaluations.</p> |
| | <p>We will work to create welcoming and age-appropriate programming for youth and young adults.</p> | <p>We had High School youth group throughout the school year, and a group for Young Adults during the first half of the 2012 year.</p> | <p>Youth and young adult groups conducted many activities and built community, however small.</p> |



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| | <p>Events and programs to promote a welcoming and supportive community for children and families.</p> | <p>Parent Small Group Ministry</p> <p>Dinners</p> <p>Parents Book Discussion</p> | <p>The Parent Small Group Ministry and Book Groups were small.</p> <p>The monthly Community Night Dinners have been a huge success with steady attendance by people of all ages, and a healthy family presence.</p> |
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An unexpected challenge that we faced this year was the legal situation facing our Music Director and his absence on paid administrative leave (and the congregational and community reactions to that). We had felt poised for growth in our programming for children and youth at the end of the 2011-2012 church year, and then we experienced a loss of energy, some families, and attendance that we felt was attributable to the overall stress related to this situation.



First and Second Grade Class



Illustrating OUUC Mission

We are proud of our efforts to improve the quality of our brochures and registration packets, and in conducting a Registration drive that was far more successful toward a goal of 100% registrations from our attending families (all but two families filled out their paperwork). Our Teachers Training has been improved and we are doing a better job of preparing volunteer teachers. The planning and organization of the Youth programming has been greatly improved, and a completely redesigned Coming of Age progra

m for 8th graders is looking very successful so far. The monthly Community Night Dinners have been wonderful, and the monthly Way Cool Sunday School program came into its own this year and is genuinely giving the children a chance to “do church” themselves, and not just learn about it.

There is work yet to be done. We would like to recover from the dip in attendance. We would still like to create more opportunities for parents and families to connect with each other. We’ve tried many approaches over the years and will keep experimenting and trying



Youth Group Witnessing for Marriage Equality

new things. We would like to conduct an assessment of family needs and interests, and what they think they need or want.



Chalice Camp



Finance

| Long-Range Strategic Goal | 2012 Goal | Activity | Outcome (what changed) |
|--|---|--|--|
| None of the goals in the 2012 Leadership Plan speak to the principal tasks performed by the Finance Committee. | Assist with the preparation of the annual operating budget. | Prepared initial operating budget for 2013. | Balanced budget of \$467,992.98 for 2013 eventually approved by the Congregation, a 6% increase over 2012. |
| | Monitor income and spending during the 2012 budget execution period. | Data compiled in Annual Treasurer's Report and Balance Sheet. | The 2012 Annual Reports were approved by the OUUC Board. |
| | Provide policy advice, status updates and financial analyses as needed. | Quarterly reports were routinely provided to committee and activity chairs; other reports and analyses were provided upon request. | No change from last year. |
| | Arrange for an independent annual review of OUUC's financial records for the previous year. | A review of OUUC's 2011 financial records was conducted by a former CPA who is a current member of the Quimper UU Fellowship. | No significant findings were reported. |

The Finance Committee monitored income from the Capital Campaign as well as the financial expenses of the Phase 1-A building expansion effort.

Participated in negotiations with two area banks on the development of a plan to handle the expansion effort and consolidate our long term debt. This effort continues into 2013.



Fundraisers – Auction

| Long-Range Strategic Goal | 2012 Goal | Activity | Outcome (what changed) |
|--|---|--|--|
| Provide a portion of the OUUC annual budget through auction sales | \$23,000 | Ran 2012 “Pot O’ Gold” Auction on March 17, St Patrick’s Day | Raised about \$25,000 although due to some post-sales and late collections the final figure is not exact |
| Use the planning phase, the event and the sold parties and outings as community-building opportunities within OUUC | same | Much fun was had by the wearing of Irish regalia including hats to denote ticket sellers at church and the outrageous Kelly green costumes of the auctioneers, as well as many other splendid outfits on the day | |
| Pass the baton to the next team | Write a comprehensive Auction Procedures Manual | Done and provided to the 2013 auction team although minor tweaks are still needed | The plan is for this Manual to be housed in a password-protected portion of the OUUC web site so that future auction teams can access and revise it. |

Lessons learned / issues for future consideration were included in the Auction Procedures Manual. The use of the Lacey Community Center continues to be a challenge as the kitchen is only a catering kitchen, there is no space for child care and we are reaching the limits on seating for dinner (theoretically 28 tables of 10 people but more than 18 tables crowds the space needed for band, wine , hors d’oeuvres etc). Tim Ransom was the event photographer and provided pictures for the Commons Kiosk.



Auction 2012



Fundraisers – Books ~ Brownies ~ Beans Booksale

| Long-Range Strategic Goal | 2012 Goal | Activity | Outcome (what changed) |
|---|--|---|---|
| Our support of community organizations reduces homelessness, increases individual independence, and provides resources to reduce poverty. | Provide as much financial support to OTW as possible | Run a book sale to raise money for OTW. | Sales were slightly better than last year, but expenses were also higher. The amount of money raised was about the same as last year. Fewer books were collected than last year. |
| | Raise awareness of the shelter in our community | Signs were hung around the book sale emphasizing that book purchases help the homeless. Signs with a similar message were placed outside in locations that would be seen when customers departed. | The positive benefit of these efforts is unknown and difficult to measure. |
| | Increase book sale attendance. | Advertise in new ways. | Attendance was up some. The traditional ways of advertising were most beneficial. These included word of mouth, the downtown banners, and The Olympian advertisement, and fliers hung around town. craigs list did help some. |
| | | Add a Friday night “soiree” to help boost sales and attendance. | The soiree was very popular in our congregation. We charged \$20, but could probably charge |



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| | | | <p>\$30-\$40. The soiree did not significantly enhance the book sales, but could be viewed as a different effort to raise money for OTW. Coordinating it with the book sale was good, however. Committee members did have some discussion about the benefits of the soiree as a fund raiser versus the reality that it was not within price range of some members.</p> |
|--|--|--|--|

The big change for 2012 for BBB was to add the Friday night soiree. This was very enjoyable for many of our congregation members. We did have to create a sub-committee to handle the organization, and it did require some additional efforts from the volunteer coordinator. We had pretty good luck getting the food and wine donated. I would suggest doing it next year but charging \$30-\$35. Unfortunately, I do not think it changed the actual book sales much.

This year we also pre-scanned the donated books for valuable titles. These were sent directly to the on-line bookseller. Our hope is that we make more money on these titles. We currently do not know the actual results.

Green Sanctuary

| Long-Range Strategic Goal | 2012 Goal | Activity | Outcome (what changed) |
|---|---|---|---|
| F. 2. We inform our consumption of natural resources with an awareness of the impacts of our choices on the earth and all | Provide energy conservation information to members of our congregation and to low | We ran eight Winter and Fall Warm Window Workshops. Members of the congregation and the larger community attended workshops to make window inserts and often continued as | <p>Members of the congregation and local residents built 88 windows for 21 homes to reduce their energy consumption and save money.</p> <p>Several people became interested in our congregation & returned for Sunday services.</p> |



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| <p>living beings.”</p> <p>G. We work for an end to poverty by providing resources to reduce poverty</p> | <p>income residents in the larger community</p> | <p>volunteers to help others.</p> <p>We collaborated with the Social Justice Committee and built windows for CIELO</p> | <p>CIELO staff said their building is much warmer and comfortable now. They are looking forward to spending less on oil heating.</p> <p>CIELO staff also expressed interest in holding workshops next year to build windows for community members.</p> |
| <p>F.1.We promote consciousness of our interdependence with all life, and we inspire stewardship and reverence.</p> | <p>Increase OUUC participation in carpooling.</p> | <p>We promoted Ride Share Sundays in the fall to encourage carpooling, biking, busing, and walking to church services.</p> <p>Leslie worked with Brian Hovis and Darlene Sarkela to develop a digital map of Thurston County divided into OUUC neighborhoods. A hard copy map is displayed in the OUUC Commons with lists of OUUC members [everyone listed in the congregation’s directory] who live in each neighborhood.</p> | <p>We made some progress with people contacting others for carpooling to services and for other committee or music events.</p> <p>The map was previously developed manually to facilitate carpooling and is now available for all OUUC community sustaining activities! It is used by the Emergency Response Committee for organizing teams and by the COM for organizing neighborhood discussion groups</p> |
| <p>F.1.We promote consciousness of our interdependence with all life, and we inspire stewardship and</p> | <p>Improve OUUC waste management practices.</p> | <p>OUUC’s waste collection bins (garbage, recycling, foodwaste/compost) have been resized and redistributed with new signs where needed.</p> | <p>Recycling and composting has become more effective at OUUC.</p> |



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| <p>reverence.</p> | | | |
| <p>F.2. We inform our consumption of natural resources with an awareness of the impacts of our choices on the earth and all living beings.</p> | <p>Continue efforts to provide information on Ethical eating issues to the congregation and to support the local food network</p> | <p>The Ethical Eating Work Group sponsored an informational presentation by Heifer International in early December.</p> | <p>Although not well attended, we learned valuable lessons about publicity and timing. We plan to try sponsoring this presentation again in the future.</p> |
| <p>F.1. We promote consciousness of our interdependence with all life, and we inspire stewardship and reverence</p> | <p>Participate in community-wide events that align with the 7th Principle.</p> | <p>Carol and Leslie had leadership and coordinating roles in the Interfaith Earth Day Celebration, April 2012.</p> <p>We co-sponsored the Thurston County Solar Tour and hosted the tour stop at OUUC in June.</p> <p>We sponsored 'Appalachian Treasures' presentation about mountain top removal coal mining.</p> <p>We informed the congregation about the COAL rally at the Capitol.</p> | <p>OUUC is the first faith community with solar panels. Committee members and members of the congregation offered information and snacks to visitors on the Solar Tour. Our visibility was increased with the larger community.</p> <p>We acted as a vehicle for congregational and community members to become better acquainted with current energy issues.</p> |



Kitchen

Janet Pearson

Long-Range Strategic Goals and the 2012 Goal:

The goal for 2012 has been the same goal as for the other years the OUUC Kitchen has been open - to welcome and serve visitors, guests, and congregational members with "edible" hospitality in order to help make them feel at home and cherished. For Sunday services, evening activities like fund-raisers and business meetings, weekend activities like group meetings and seminars, or special occasions such as memorials or weddings, the Kitchen will be stocked with supplies and staffed with volunteers in order to be as welcoming and useful as possible.

Activities, both Positive and "Learning Experiences":

A lesson the Kitchen is still learning from was the large attendance to the Joy memorial. The amount of visitors that day made even more clear the need for Kitchen staff, Caring Friends, and members of the Memorial Service Committee to work closely together in order to provide as much material and emotional support to grieving family members and friends as possible, from chair and table set-up to how much dinnerware is needed. To make this a bit simpler, the budget for the Memorial Committee - already listed under Hospitality, as is the Kitchen's budget - is now overseen by the same person, me, to make sure any purchases made are both necessary and done quickly. We are also standardizing the lay-outs of tables and chairs as much as possible, to make set-up and take-down faster and easier.

The members of the Memorial Service Committee also decided to engage in small fund-raising events when possible to make sure there are enough funds available throughout the year without having to ask the Finance committee for more funding. There is no way to plan for the number of memorials we might host a year; they are always sad surprises. It behooves us to keep some small fund always available for those times we need a bit extra funding in order to help members who might not be able to afford a nice memorial otherwise.

Another lesson learned was during the 2012 Thanksgiving dinner. Each year, members of the congregation attending are encouraged to bring enough food to feed anyone else who drops in for a meal, as many homeless people know our location and that we are engaged in activities to help them. Last year for the first time since I have been involved, we had much more food than people attending. It seems that soup kitchens downtown chose the same time to serve their meal as we did so our number of local homeless dropping in to share the feast was greatly reduced. While this situation is far better than being short on food items, which has happened before, it still left a large amount of cooked food to deal with.

A positive experience has been the gradual realization by many members who do not work in the Kitchen of just how much coffee and supplies are used throughout the year by group and committee members. The Kitchen budget has previously been drawn up taking primarily the Sunday services into consideration. I estimate that roughly 25% of the coffee, sugar, tea, etc., used in the Kitchen happens on other than Sunday mornings. The Kitchen is now occasionally receiving donations of bags of coffee, boxes of tea, and store-bought cookies, even donations of cash, in order to keep the Kitchen



stocked and running without having to ask Finance for more money to get us through the end of the year. I hope this is a trend that continues into the future.

Support from Buildings & Grounds by installing additional pantry shelving was a big help and if re-arranging and de-cluttering permits, I will request another shelf or two to hold the items of donated cookware, silverware, serving ware, etc., that have come in that do not fit in the cupboard space we have.

The Kitchen was happy to be of assistance for the Book Sale, both the day of the sale as the Bistro base and for the pre-sale Soiree the evening before. The Kitchen also acts as the prep area for the various soup lunches and other fund-raising meals held by committees.

Kitchen Activities Yet to Happen:

The donation of a chest freezer to OUUC in 2012 will help us deal with situations like Thanksgiving should they occur in the future. The freezer allows us to safely keep raw or prepared foods and give them out as needed, either to Out of the Woods or Camp Quixote. It also allows members to donate foods for our Overflow Womens' Shelter guests. If the OUUC members who garden and can their produce wish to, they can also donate extra cans and jars that could be given to the local homeless or hungry. We have not had an active "mini food bank" here at OUUC for some years now. That is something we can consider starting up again IF room for non-perishable food goods is found in the basement where the chest freezer is also located. The Kitchen would be in charge of receiving and issuing foods based on expiration dates, etc.

Leadership Development

The long-range plan lists the goal: Motivate members to aspire to leadership roles. By-law changes under consideration in 2012 and now adopted, changed the Nominating Panel to the Leadership Development Committee (LDC) with broader responsibilities. During 2012 the committee worked with our minister to meet its responsibility to recruit candidates for the Board of Trustees and the LDC, reviewed the proposed by-law changes and offered friendly amendments, and began to explore the implications of the change in responsibilities.

The LDC began in the fall of 2012 to use materials offered by the Central East Regional Group (CERG), the on-demand webinar *Passing the Torch: Creating a Leadership Development Team* to explore its new role. The current plan is to complete our discussion of this material, invite interested parties to provide input and to develop a 3-5 year plan for building a leadership development program.

We hope to bring to this process our understandings of leadership in UU congregations:

- How congregational leadership differs from leadership in corporations or non-religious non-profits
- How good leadership differs from good management (we need both)
- That paths to leadership in our congregation might be part of a larger plan of faith formation



- The need to encourage a culture that nurtures new leaders, including youth, young adults, and people from all backgrounds
- The possibility of becoming a community of learning and reflection that appreciates new ideas and is patient with the small failures that come with innovation
- The benefits and joy possible when seasoned leaders move to new roles where they nurture new leaders

Gretchen Faulstich, Chair
 Jen Sabel, Member
 Tim Ransom, Member
 Nancy Brickell, Member
 Dan Donahue, Member
 Bonnie Guyer-Graham, Staff Participant

Membership

| Long-Range Strategic Goal | 2012 Goal | Activity | Outcome (what changed) |
|--|---------------|---|---|
| Tools for inclusion | Inclusion | Kept nametags current Added hymnals | Systematic addition and replacement of nametags and hymnals |
| Path to membership | Growth | Membership classes | Revamped, high-quality classes offered three times per year |
| Integration of newcomers | Outreach | Visitor, new member contact | Welcome social for new members |
| Information about Unitarian Universalism | Education | Provide UUA brochures | Answer newcomer questions |
| Facilitate involvement | Participation | Kiosk maintenance, website signups, usher/greeter trainings | Sustained member involvement |

The role of the Membership Team is to welcome members and visitors each Sunday, facilitate involvement and integration of visitors and newcomers into the life of the OUUC community, offer a path to membership and provide publications relating to UU and OUUC.



Specific responsibilities include: ushers and greeters, coffee servers, introduction to OUUC and membership classes, ceremonies for new members, the Welcome Kiosk and brochure racks of literature and information, the nametag kiosk, follow-up with visitors, and events and activities designed to include newcomers.

Challenges include bringing our UU message to the larger community, recruiting new members and maintaining a feeling of inclusion within our congregation for old and new members and friends. Our committee is proud of the ongoing excellence in our membership classes, our helpful greeters and ushers and our coffee servers.

Work yet to be done involves coming to better understand the needs and wants of the five generations represented among our congregation and our visitors interested in finding a religious home at OUUC. In addition, we need to better understand and work with the constraints and opportunities that are a natural part of our congregational size, staffing levels and OUUC philosophy.

Memorial Services

Members: Janet Pearson, Billie Williams, Karen Jackson, Emily Ray, Christina Guerrero, Diana Finch (new members in 2013: Eric and Kathryn Ness and Melanie Ransom)

The Memorial Service Committee provides assistance with coordination of memorial services for members and pledging friends during a time that is often highly stressful while they grapple with deep emotions and they have to make decisions on the practical details of a memorial service and reception.

Our 2012 goal: To have 6-8 members who have had some experience in organizing and/or assisting with memorial services and receptions. Service coordination responsibilities will rotate so that we gain and retain the experience.

Activities: We helped to coordinate four memorial services and receptions in 2012.

Outcome: Our committee has grown to include three additional members. We have faced budgetary problems as we helped to coordinate services that would host large numbers of attendees and have acquired some additional equipment that is now available for future services.



Music

| Long-Range Strategic Goal | 2012 Goal | Activity | Outcome (what changed) |
|--|--|--|---|
| We are a great music program for our Congregation's members and friends for the September through June season. This includes weekly practices, Sunday performances, several all-music services, scheduled retreats, and multiple concerts. | Provide regular scheduled choral music for Sunday services. Provide a spring and winter concert. Provide a weekly voice class to adults and youth. | The choir provided choral music for 2-3 Sunday services each month. The choir performed a spring concert in June and a winter concert in December at the Capitol Rotunda. A voice class was provided weekly to adults and youth from January until June. | The Music Director was placed on administrative leave in August and an alternate had to be found plus a piano accompanist had to be obtained for Sunday services. |

The challenge in the second half of 2012, and continues currently, is the absence of our Music Director, Troy Fisher. His expertise and musical creativity that has always enhanced the Sunday spiritual messages has been greatly missed. One of our choir members, Riley McLaughlin, who is also a musician has been providing weekly choir direction/support, and that has helped to maintain ongoing choir music to the congregation. We were also able to obtain the services of a local musician to provide piano accompaniment for Sunday services.

Olympia Covenant of Unitarian Universalist Pagans

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 shared between Karen Jackson and PeggySue King. Secretary is PeggySue King

We have maintained our monthly Circle schedule with regular attendance ranging from 4 to 6, a decrease of 50% decrease over 2011. Ritual attendance has remained consistent, ranging from 5 to 50 though participation in the pre Ritual potlucks dropped to nothing and by Lammas, in August, we dropped the potluck. A mix of new to UU and regular members continue attending. We will continue to invite the community to join us for the celebration of the Turning of the Wheel, spending a few hours in preparation to honor the connections we all share.

We continue to envision a walking labyrinth on our community space.

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. This was well attended by members of CUPPs and other local pagan groups.

Our 4th Annual Mabon retreat at Seaquest State Park was well attended.

Greening of the Sanctuary was better coordinated with the general congregation, thank you to Karen Jackson and the Worship Arts Committee.

Our Yahoo group <http://groups.yahoo.com/group/OlympiaCUUPS/> continues to be active. Posts for 2011 saw an increase of 50%. More active members involved in Ritual planning and discussion as we have no 'leadership structure.'

Accomplishments toward Congregational Mission: We continue to welcome new people and regular attendance at Monthly Circle has continued to maintain and wax occasionally with curious people! We try to make our Circle a time of singing and prayer as well as a business meeting.

Goals for 2013: We will continue to encourage attendance at other Pagan events in the area. We are planning our Fifth Annual Retreat for Mabon at Seaquest 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. Also, supporting and sponsoring local events to bring awareness and opportunities to explore Pagan Spirituality.



Out of the Woods Family Homeless Shelter (an affiliated group)

A separate 501 (c) (3) organization for which OUUC is the landlord and biggest contributor

| Long-Range Strategic Goal | 2012 Goal | Activity | Outcome (what changed) |
|--|---|---|--|
| Operate a 90-day service supported 24/7 shelter for children and their parents | Recruit and train a new shelter manager | The Shelter was open all year and served 10 families including 14 children and provided almost 2,000 bed-nights at a cost of \$23.11 each | In December 2011 Angela Thompson began as Shelter Coordinator and Selena Kilmoyer took the OTW part-time position as landlord liaison. |
| Get clients into permanent housing through Family Support Center within 90 days | same | One family had particularly great obstacles to being placed and stayed at OTW from February 2012 to March 2013. | Closer screening of applicants will seek to prevent this in future, because such situations mean we serve fewer families. |
| Conduct fundraising and grant-seeking to support the operation | Broaden the pledge base and find some new grant sources | Modest efforts here as funds keep coming in. | Finances are very healthy. |
| For more details see the OTW Strategic Plan at http://www.outofthewoods.org/pdf/OutOfTheWoodsStrategicPlan.pdf | | | |

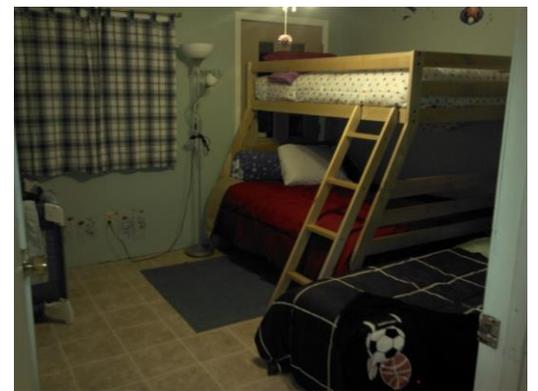


Shelter Guests

In February 2012 Selena retired from OTW and Angela ran the program single-handed, with Board and volunteer assistance. During 2012 most elements of a Shelter Procedures Manual were adopted and a document drafted. Part 1 includes procedures for the Shelter Coordinator on such issues as Safe Shelter, Criminal Background Checks, and Eviction Procedures.

Other Top Achievements in 2012:

- Recruited a new Board Member, Ray Foisy;
- Arranged medical and dental insurance for shelter manager;
- Purchased and got all needed approvals for a trailer as the manager's residence, providing more privacy;
- Generated funds in hand to operate for well over a year;
- Began a capital fund;
- Conducted several building improvements with B&G committee;
- Began exploring partnerships with other organizations that could help us find a new venue;
- Began updating the Strategic Plan.



New Room at the Shelter

Partner Church – North Shore

North Shore Unitarian Universalist Society in Lacombe, Louisiana

OUUC's partnership with North Shore Unitarian Universalist Society in Lacombe, Louisiana, which began shortly after Hurricane Katrina struck in August 2005, was formally concluded in early February, 2012. While we've appreciated our mutually beneficial relationship, especially the good energy in the early years, we and they agreed that as we both shift our attention to other areas of concern and interest, it is time to conclude our partnership. As we promised them when we first connected, we will not forget them.



Partner Church – Kissolymos

Kissolymos, Romania

Committee Members: Gretchen Faulstich, Jo Ann Young, Mikel Young, Chris Marquardt and Frances Tanaka

The year started with the announcement from Rev. Laurent Tokes and his wife of the birth of their first child. The OUUC knitting group handcrafted several articles of clothing for the baby, which were sent to the family with our congregation’s congratulations.

The youth group, which had visited the Kissolymos congregation in the August of 2011, gave two presentations on their trip, one through a religious education class and the other at a community dinner in the spring.

Plans were initiated for a fall 2013 congregational visit to the village. By the end of the year ten participants had signed on. They will start their trip in Koloszvar on September 22, touring historical Unitarian sites for a few days in Transylvania, then spend four days in Kissolymos, which will include the Sunday Thanksgiving service on September 29.

The Rev. Adel Nagy, this year’s Balazs scholar at Starr King School visited our congregation November 9-11. Funding was provided for her airfare to and from Berkeley and she was hosted throughout the weekend by various congregational members. While in Olympia she participated in the UU Voices for Justice Conference and preached at both Sunday services. The offering that day was dedicated to the support of our partner church.

Communication with the village continues to be challenging, but with the help of Rev. Nagy and a professional translator, we did learn of the renovation of a small building on church property to be used for winter services and the need for funding to purchase furniture for that building. However we were unable to get any information on the scholarship recipient’s current needs, so we’ll postpone further funding until we have clarified the situation. The fall 2013 delegation will be accompanied by a translator and plans to meet with the Kissolymos church board to discuss both projects.

Personnel Committee

| Long-Range Strategic Goal | 2012 Goal | Activity | Outcome (what changed) |
|---|--|---|---|
| Assure fair compensation for OUUC Staff | Implement new approach to compensation setting | Worked with UUA staff. Conducted research. Made proposal to OUUC Board. | New approach used by Board to set salaries. |



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| Assist Minister with Personnel Matters | Advise and research personnel matters | Met with minister and board, Attended meetings. | Made recommendations as requested. |
| Update Personnel Policies | Reviewed key policies. | Proposed changes to the OUUC Board | Pending |

Our committee was most proud of our efforts to revise the salary setting process. The changes make salary setting more transparent and more understandable. More changes are being considered for 2013.

We will continue to review Personnel Policies and advise the Minister and the Board as requested in 2013. One new member, Helen Henry joined our committee in 2012 and has contributed greatly. Des McGahern did a wonderful job of researching pay systems.

Social Justice

Guest at your Table 2012

Through the Guest at Your Table program, the OUUC community donated over \$700 to the UU Service Committee. Although the dollar amount was smaller than in some years, the program is still an unqualified success. Whether the donations come in through checks or boxes full of change, it's an opportunity for everyone in our congregation to have a greater awareness of the powerful social justice work of the UUSC – translating our values into real social change.

One member rather apologetically told me they bring a box home every year, but they rarely manage to actually return it on time with the intended donation. I love the image of the Stories of Hope spending the year on their mantle piece and in their hearts, a joyful reminder of the world's challenges and our own power to change the world.

Camp Q & Quixote Village

Quixote Village construction is about to begin! This marks a new phase in our work, and a new round of challenges. Construction costs are rising, so we are struggling to keep our project within its budget. To do so, we'll need vast amounts of volunteer help doing everything from sewing curtains to building furniture, painting, and landscaping our two acre site. Already, we are seeking people willing to help recruit and coordinate the next wave of work.

But we are a faith-based organization, and we have faith that people will step up and make this Quixotic quest successful, as so many have been doing for the past six years of Camp Quixote's existence.



We plan to have a celebration and blessing of the site on Saturday, May 4 at 2 PM, and hope you will mark your calendar and join us at 3350 Mottman Road. Starting construction of this innovative, low-cost housing for people who've been homeless calls for singing, dancing, and rejoicing!

Thurston County Food Bank

**New to OUUC since September 2012. We set up a satellite drop at Radio Ranch to provide food to the Hispanic community since the church in Lacey that had been doing so closed their doors. We serve more than Hispanics. Anyone is welcome and we have been averaging 12 families each time we are open which is 2nd & 4th Tuesdays of the month from noon to 3pm.

**Also new, a big blue barrel in the RE wing to collect donations of food and empty egg cartons for the TCFB. This grew out of a Circle of the Spirit project and after our congregational dinner became an on-going fixture.

Out of the Woods <http://outofthewoods.org/>

Although Out of the Woods (OOTW) is a separate 501 (c) (3) from OUUC we still have strong ties to supporting this program. OUUC provides the residence on our property, which houses the staff and families of the program. Our congregation also helps financially through the proceeds of our yearly BOOKS, BROWNIES & BEANS one-day book sale in February, the STP program, and last year members of the congregation helped with much needed remodeling repairs. Also, members of our congregation, along with other community members make up the board of directors.

Share the Plate

| | |
|--------------|--|
| Jan-Feb 2012 | Coffee Klatch / PFLAG |
| Mar-Apr | Olympia Union Gospel Mission – Dental Clinic |
| May-Jun | Children’s Advocacy of Grays Harbor |
| Jul-Aug | Homes First! |
| Sep-Oct | Turning Pointe |
| Nov-Dec | Capital Clubhouse |

Coming in 2014 STP will donate 60/40% with those recipients chosen in November of 2013.

Washington State UU Voices for Justice

Washington State UU Voices is represented on the Social Justice Committee by Coordinator Carol McKinley. In 2012 WA UU Voices advocated in the state legislature for the successful approval of Referendum 74, legalizing same-sex marriage in Washington. Many OUUC members were actively involved in that effort, as well as in advocacy for environmental and economic justice issues before the legislature. OUUC members Alice Curtis and Mary Ellen Dawson serve on the WA UU Voices board of directors, and Barry Zickuhr manages the website.



2012 Overnight Shelter Report

The generosity of time of more than 700 volunteer hours of OUUC members and Friends, provided the overnight and kitchen hosting, laundry helpers, weekend drivers, equipment loaders and unloaders and evening snacks for the 2012 hosting of Interfaith Work's Emergency Overflow and Women's Shelter when, it was housed at OUUC the last two weeks of March 2012, and, because of the still cold nights, the first week in April. Nightly between 11 and 15 women came to the Shelter for the safety and hospitality the volunteers provided. Shelter facilitators in 2012 were Jo Ann Mitchell Young and Billie Williams.

Global Days of Listening

Ongoing support makes its way to young Afghan Peace Volunteers (APVs) from OUUC through GlobalDaysofListening.org program. This included Jody Mackey making a second trip to Kabul to visit with this growing and inspirational group. Jody accompanied Kathy Kelly, co-coordinator of Voices for Creative Nonviolence, when visiting the APVs both witnessed the beginnings of a women's sewing cooperative working with the Peace Volunteers to make insulated blankets called "duvets" that were then donated to the families in Displaced Persons Camps.

Jody went on to Pakistan to stand with Code Pink against the US drone program.

Global Days of Listening continues to hold monthly phone calls to listen to the stories of ordinary people from Afghanistan, Iraq, Palestine, Israel, Egypt and other countries witnessing war.

Giving Tree

Donations collected in Nov. & Dec. were distributed in the form of gift cards (Safeway, Target) to 20 individual clients of Capital Recovery Center at \$25/ea (\$500 total), 25 residents of Out of the Woods @ \$25/each (\$625 total), and the balance (\$400) was given to the minister's benevolence fund.

Immigration

Two OUUC members are now on the board of C.I.E.L.O. to further the work of integrating Hispanic immigrants into the culture through language training, GED programs and job training. And besides volunteering for the Thurston County Food Bank satellite program at Radio Ranch, OUUC members helped make window inserts for Radio Ranch to cut down on energy costs. Issues around Immigration & Customs Enforcement (I.C.E.) policies and practices and the detention center in Tacoma continue to be monitored and brought to our awareness in our community. Speakers and adult ed. classes continue to be methods of sharing information.



Space

| Long-Range Strategic Goal | 2012 Goal | Activity | Outcome (what changed) |
|---|---|---|--|
| Increase our capacity to provide ministry for those who want a liberal religious community. | Address facility expansion needs to accommodate future increases in membership. | Completed architectural planning for sanctuary expansion, as well as civil engineering planning for stormwater treatment, additional parking stalls and required Division St. improvements. | Draft engineering drawings for Phase 1-A now in hand; awaiting final civil engineering drawings to complete the drawing set. Anticipate securing building permits in early 2013. |

Monitored income from the Capital Campaign, as well as the planning expenses of Phase 1-A and estimated costs to complete the expansion effort. In December 2012 the Board asked the committee to consider splitting Phase 1-A into two parts because of higher than expected cost estimates and lower than anticipated future income from the Capital Campaign. That will come in 2013.

Stewardship

| Long-Range Strategic Goal | 2012 Goal | Activity | Outcome (what changed) |
|--|--|---|------------------------|
| To raise the funds necessary to meet OUUC's mission. | \$500,000 in Annual Stewardship Drive | Visiting Stewards visited 100 members and friends of the congregation. The balance were contacted by email and phone. | \$420,316.00 |
| | Additional \$400,000 raised for the Capital Campaign | Same as above. | \$102,785.00 |



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|--|---|---|--|
| | Increase the number of Chalice Lighters from 18% to 30% in order to apply for a Chalice Lighter Grant | Same as above. The Chalice Lighters were recognized at the Fall Annual Meeting. | We were successful in getting over 30% of the congregation to be Chalice Lighters. |
|--|---|---|--|

“It is good to be together” was the theme for the 2012 Annual Stewardship Drive. In addition to asking for the annual pledge, we also asked for additional pledges to the Capital Campaign, and for members to become Chalice Lighters.

The visiting stewards who reached out to approximately 100 members and friends of the congregation were:

Carol Allen, Bonnie Shorin, Chris Parke, Steve Tilley, Jack Jackson, Karen Jackson, Sharon Love, Riley McLaughlin, Harmon Eaton, Brian Coyne, Diana Finch, Carol Horner, Curtis Tanner, Wendy Tanner, Jim Lengenfelder, Janet Dawes, Warren Dawes, Gail Gosney, Bob Kirchhoff, Linda Crabtree, Jean Phillips, Jo Ann Young, and Mikel Young.

Members of the Fundraising Team, who called and emailed approximately 200 members and friends of the congregation:

Jeff Goltz, Gretchen Faulstich, Ann Colowick, and Penny Chatfield.

Worship Arts

| Long-Range Strategic Goal | 2012 Goal | Activity | Outcome (what changed) |
|--|---|--|---|
| 1. Provide opportunities for transformation through worship. | 1. Provide stimulating high quality services for the 15 Sundays when our minister is not in the pulpit. | 1. Recruit visiting ministers and speakers, especially some for within our congregation. | 1. There have been more speakers from the congregation since Arthur began his “This I Believe” classes. This has provided those participants with the opportunity to give serious, in-depth |



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| | | | thought to what they believe. It has given the rest of us a wider exposure to what others in our congregation actually do believe. |
| 1.Involve the youth. | 1.Invite youth to send a representative to the WAC meetings. 2. Encourage youth participation in services. | 1. Sent rep to Family Ministry Meeting. 2. Invited youth to participate in New Year's service. | 1.Awaiting report. 2.No takers. |
| 1.More participation by the congregation. | 1. Look for ways to involve others more in the services. | 1. More readings/prayers that are spoken in unison or reciprocally. | 1. Outcome unknown. |
| 1.More diverse services and additional services. | 1. Services at nursing homes. 2. Evening service | 1.Start with Panorama. 2. Vespers on community dinner nights. | 1. Still in discussion stage. 2. Still in discussion stages |
| 1.Provide a broad range of perspectives and experiences that respect diversity and promote tolerance | 1. Strive to include a focus for services which reflects what is happening in our world in order to stimulate reflection and action. 2. Guest ministers who bring their own unique viewpoints. | 1.Reflections on Gun Control, The Human Right To Be Housed, and those encouraging the congregation to respect our differing opinions. 2. Several guest ministers so far this year. | 1. Feedback mostly positive. 2. Feedback positive |

Disappointed by lack of response from the youth. We are proud of having introduced more flexibility into each celebrant's delivery of the standard parts of our services. We continue to pursue youth involvement and having additional and diverse services.



Other Groups and Committees

The following groups did not prepare formal reports, but we want to acknowledge their importance to our community and their contributions throughout 2012.



Magic Show at Annual Dinner

- Circles of the Spirit
- Pastoral Care
- Program Council
- Welcome Team
- 60th birthday
- Summer Retreat
- Campus Ministry
- Caring Friends
- Community Dinners
- Endowment Committee
- Executive Team

- Memorial Garden
- Quilt Ministry
- YAC
- Social Groups (Dinners for 8, LUSH, MUG, PUG, TGIT, Young Adults)



Men's Group