



Annual Report 2013

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 2013

Olympia Unitarian Universalist Congregation

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Parish Minister

The Reverend Arthur Vaeni

Important Endeavors for the Year 2013

Music Director's Administrative Leave

On February 25, at a pre-trial Thurston County Court hearing for Troy, our Music Director, who had been charged in the previous year with possessing child pornography on his computer, the judge dismissed the case with prejudice because of the Olympia Police Department's illegal search. All evidence pertaining to the case was suppressed by the Thurston County Superior Court. Troy hired Randall Karstetter, a forensic expert, to examine the hard drive used by the Olympia police to bring charges against Troy. On behalf of the congregation, I hired Bill Nelson, president of IT Forensics in Seattle, to conduct a peer review of Mr. Karstetter's findings. I received the report from Troy's forensic investigator, Randall Karstetter, on July 10. I passed it on to members of the Executive Team and Bill Nelson, the President of IT Forensics, the firm with which I contracted to help us analyze and understand the report. Mr. Nelson did a peer review of Mr. Karstetter's report and met with the Executive Team discuss his findings in light of the police report. As a result of our review of the original report and the peer review provided by Mr. Nelson, the Executive Team and I were convinced that Troy did not knowingly access child pornography as alleged by the police. Following a subsequent conversation with Troy, I concluded his paid administrative leave, and he agreed to return as the congregation's music director. With Troy I conducted a service of reconciliation for the congregation on the evening of July 31. Given the depth of our conflict over the past year, I am sure the healing process will be ongoing for some time. That being said, given the good will and good work on the part of so many, especially our lay leaders and Troy, the reconciliation within our congregation to date has proceeded far better than I could have anticipated.

First Legal Same Sex Wedding Conducted in Our Sanctuary

On February 9, I officiated Evelyn Greenberg and Ruth Weber's Wedding. As the first legal same sex wedding in our sanctuary, it was a historic occasion for our congregation. Given the wonderful spirit present for this occasion, it will undoubtedly, also, prove to be one of our congregation's highlights for the year.

My Guiding Vision and Mission in Service to the Congregation's Mission

Vision

This congregation will continue developing into 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 through the fulfillment of its mission.

Mission

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



Formation of Justice Not Jails

On May 26, I facilitated a conversation, following the showing of a video that featured Michelle Alexander giving a talk based on her book, *The New Jim Crow: Mass Incarceration in the Age of Colorblindness*. While most participants were from our congregation, a few from the larger community also took part. At the end I offered to follow up with any who wanted to pursue further the issues raised by this injustice. A subsequent meeting was scheduled in June and monthly meetings continued throughout the year. Representatives from Thurston County's Office of Assigned Counsel began meeting with the group and have provided ongoing support.

Adult Education

- Being Liberal in an Illiberal Age Class: I offered this four session class in January and February.
- This I Believe Class: In April, I began this four session class to help members of the congregation more closely examine their beliefs in order to speak about them at a Sunday service in the coming months.
- Circles of the Spirit: On October 9, I convened the first facilitators' meeting for this year's Circles of the Spirit discussion groups. We have four groups, and all but one have the maximum of ten participants.
- Articulating Your Faith: On October 8, I initiated the five-session "Articulating Your Faith" class.

Initiatives Outside the Congregation

Panza and Camp Quixote

The groundbreaking for Quixote Village was held on June 8. I offered the invocation. It was a grand and moving occasion especially as I reflect on the extraordinary shared effort to sustain Camp Quixote over the past nearly seven years. By the end of December, Panza received an occupancy permit, and Camp Quixote came to an end when, on December 24, 29 residents moved into Quixote Village.

Addressing Homelessness

I have provided support to the Interfaith Works' efforts to create the People's House, a low barrier shelter that would provide both evening shelter and a day program for the most vulnerable and difficult to assist chronically homeless citizens, such as those with mental illness and addictions. I spoke in support of the shelter at community and county commissioner meetings. Our Board agreed to make The People's House the first recipient of our share-the-plate offering in 2014.

Greater Olympia Clergy Alliance (GOCA)

In May, June and July, I convened a group of Olympia area colleagues to plan for the creation of GOCA. We determined that we would meet bimonthly beginning in September at Temple Beth Hatfiloh. Each meeting will be intended to provide the opportunity for area clergy to become acquainted, learn about significant social/political issues, discuss them and address them, when appropriate. GOCA subsequently convened in September and November.



Director of Religious Education

Sara Lewis

2013 goals:

1. Try new ways of offering a 9:15 Religious Education Program for All Ages
2. Clarify the goals of the high school youth group, creating a religious education pathway (or a set of complimentary optional pathways) from birth-high school graduation.
3. Explore new options in ministry to parents: small group ministry, newsletters and emails, and shared ministry “groups”.
4. Finish my professional portfolio for Religious Education Credentialing through the UUA.

2013 Activities:

1. Planned, administered, and supervised the religious education program for preschool-high school ages. In 2013 this program included: a focus on Jewish-Christian heritage, Neighboring Faiths for middle school ages, a focus on UU Identity, a justice-program for middle and high school youth, K-1 “Our Whole Lives” sexuality education, a Coming of Age program, a summer “Create a Country” program, and monthly “Way Cool Sunday School” workshops.
2. Was the storyteller for worships services about twice a month, planned and led two worship services, and participated in other intergenerational worship services (including creating themed activity packets for kids attending the service).
3. Worked with the Adult Education committee, providing staff support to that program, and teaching two adult education classes in 2013.
4. Planned, supervised, and taught two weeks of “Chalice Camp” in the summer.
5. Worked with the Connections Coordinator to organize monthly Community Night Dinners for all ages of the OUUC community.
6. Coordinated and supervised childcare for Sunday mornings and church activities.
7. Provided pastoral care and support to families within the OUUC community.
8. Wrote weekly emails and monthly newsletters for families, bringing them resources and ideas for UU faith development at home.
9. Took a course on Liberal Theology through Meadville Lombard Theological School, the 21st Century Faith Formation training, and two Renaissance Modules (“UU Identity” and “Philosophy of Religious Education”).
10. Attended monthly meetings of the Liberal Religious Educators Association Puget Sound Cluster and the Liberal Religious Educators Association Fall Conference.
11. Completed the materials for my professional portfolio for the Religious Education Credentialing program.



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Goals Accomplished:

Most of my goals were accomplished. The 9:15 service continues to be a challenge, since attendance is too low to maintain a steady RE program. Otherwise, I did create a framework of goals for the high school program, which will be used for planning, and my family ministry programs have also been successful. Finally, the huge goal of finishing my portfolio was accomplished, and has been turned into the UUA.

2014 Focus:

1. Hold a focus group to envision the ministry needs of families with teens, and begin developing a family ministry network for that age demographic.
2. Continue to develop the family ministry network for families with younger children as envisioned in 2013.
3. Explore using a liturgical calendar with themes, tying together the RE programming with things to do at home, service opportunities on the theme, special events, and opportunities for personal reflection. This would combine with the concept of Full Week Faith, and expanding religious education beyond one hour on Sunday.



President's Message

2013 will be remembered as the year the Board and the rest of OUUC struggled with the challenge of issues surrounding charges brought by the Olympia Police Department against our Music Director, Troy Fisher. These charges were ultimately dismissed when it was determined by a judge that the police had acted improperly, conducting an illegal search of Troy's private computer. In addition to the dismissal of all charges, Troy was further exonerated by an independent analysis of his computer, which determined that alleged illegal images were not put there knowingly by Troy. This assessment was verified by a peer review of the investigator's report by a qualified person hired separately by OUUC. Ultimately the Senior Minister (Rev. Arthur Vaeni) concluded, and the Board agreed, that Troy resume his duties as Music Director. We believe that Troy did not do the things with which he had been unjustly charged.

These events, which unfolded over the course of nearly one year, were difficult and painful for all of us. This may be especially true for Troy who was greatly harmed by the actions of the police and prosecutors. Members of the choir and others who share a close bond with Troy were also deeply affected, often expressing confusion and frustration with the decision to place Troy on paid administrative leave during this period. Arthur, the Board, and the Personnel Committee were also impacted, struggling with very difficult decisions when our conflicting responsibilities, complicated emotions, and lack of clear answers made carrying out our respective duties extremely difficult.

Despite the difficulties of this very trying time in the life of our liberal religious community, some important positive outcomes are worth noting. First and foremost, at the end of this heart-wrenching experience, we emerged as one Congregation. There does not appear to be a significant impact on church membership, participation or commitment to OUUC. This is a remarkable outcome, due in large part to the maturity we exhibited in our open, honest, and generally respectful communication with each other. Even in the face of significant differences of perspective and very intense feelings about what was in the best interest of OUUC, we worked through the crisis and stayed together.

Other positive outcomes emerged from the lessons of this experience. The Board, Personnel Committee, and Senior Minister came to understand deficiencies in our outdated personnel policies. These have subsequently been revised, providing staff, supervisors, and church leaders with a much clearer articulation of the rights and responsibilities of employment with OUUC. Similarly, our congregation's transition to a governance structure more appropriate for our status as a program church required an update of our By-Laws, approved by the



Congregation in January 2013. Finally, the Safe Congregation Response Team assessed the effectiveness of our relatively new Safe Congregation policies. While they did not anticipate the situation with which we were faced, these policies did ultimately provide a structure for decision-making and response that served us well.

Other important milestones were also met in 2013. We will remember this as the year that the church agreed to move forward on another phase of our long-term plans for facility expansion. While our ambition was to expand the size of our sanctuary and parking lot, and complete street frontage improvements, available funds and final project cost estimates did not match up. The decision to scale back the project, implementing only parking lot expansion and street frontage improvements, was driven by several factors:

Requirements associated with the building permit for the previous RE wing expansion committed OUUC to sidewalk and lighting upgrades along our frontage on Division Street in 2014.

Parking and traffic on East End Street have long been an issue for our neighbors.

Ultimately, any increase in our Sanctuary size will trigger requirements for more parking.

The project broke ground in the Fall of 2013, and will likely be reported as an accomplishment in the 2014 annual report.

As with any other important commitment, church governance is often difficult. It is also gratifying to know that one is devoting energy towards something that truly matters in this world. The Board's commitment to OUUC is such an experience. We will be wise to remember the difficulties the church faced in 2012-13, and to understand that we have emerged as a more resilient liberal religious community as a result. In closing, I offer this observation from the August 2013 Unitariana:

Given all that has happened, and how deeply each of us has been affected by this series of events, I am amazed, humbled even, at the incredible strength of our community. Held together by a belief in our principles and commitment to our covenant, we have emerged as one church. My lessons, our lessons, from this experience were painful to learn. Rather than try to forget the past and move forward, I will work to understand that life's painful lessons are often the most precious. Hard won, hard earned, I hope to have the grace to continue my reflections, growing an understanding that contributes to my being ever more compassionate and forgiving.

In loving kindness - Curtis Tanner, President OUUC Board of Trustees



The Life of Our Community

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

Addiction and Recovery Ministry

Committee membership: We added new members to the committee and now have a strong and solid core of five members of the Ministry committee. Each has shown that they are committed and interested in bringing some part of the Ministry into fruition, and each has done it with passion. We lost two key members, but the reasons were personal, and had nothing to do with the Ministry mission and the direction it is going.

First Responders program 2013: Since the Ministry came into being, we have had a total of about 25 calls for guidance from the Ministry. We had 15 calls in 2012, and 10 in 2013. There were no calls in the last few months of 2013. The reasons for the declining number of calls are: First, our total congregation membership is somewhere in the neighborhood of 250 members, so we have had calls from at least 10 percent of the congregation. But, since many members of the congregation are married or partnered, the percentage of OUUC family units that have called the First Responders program is actually higher than 10 percent. We may have temporarily exhausted the number of calls we will be taking from the congregation, because that is all that is needed for now. It is believed that the calls for First Responders will continue to go in cycles. With no history to compare the results with, we will have to base our conclusions on recent results only.

Two of the calls resulted in someone being taken to an emergency room. We do not know most of the outcomes of these events and consultations, because one of the characteristics of the Ministry is that all contact with Ministry members is voluntary, and if the callers choose not to make follow-up calls to us, then that is the way it is. We can say is that judging from the responses and confidential conversations, the First Responders program has done an enormous amount of good for those seeking help from the Addiction and Recovery Ministry.

There is no final measurable victory here; in every case, the work is ongoing and the people consulted with have to continue to make the choices and take the actions that can result in sustained recovery for someone. In most cases, the call was about someone who was closely related to the caller, not the callers themselves.

First Responders Program 2014: We will increase awareness for congregation members in a more continuous communications program. The number of First Responders will remain the same.



Resources Center 2013: The library grew, and was given a beautiful new shelf home by ARM member Ken Trzepakowski. The Directory of Resources in Thurston County remains online through the OUUC website. We have announced it not only to the congregation, but also to the Pacific Northwest District of UU Addiction and Recovery Ministries. Many of those people have said that they have either already looked at our Directory as a possible model for themselves, or are planning to do so. Use of the library has been continuous at a modest level, but the purpose of it has never been to measure high-volume results, but rather to be an important source of information for those occasional times when a congregation member really needs it.

Resources Program 2014: The library will continue to grow this year. The Directory will be updated when possible. We will increase communication with the congregation through different means of communication available to us about the library offerings and the Directory.

Adult Education Program 2013: Ministry members presented a three-hour introduction to addiction education: "Addiction and Recovery: Understanding the Silent Disease Among Us, AND the Great Promise of Recovery."

Adult Education Program 2014: We plan to offer the same class again in 2014. One Ministry member planning on building a separate class around the addiction education video that he and his wife produced called "Breaking Free: Drawing the Line with the Addict in Your Life." Two others are also working on additional ideas for 2014 class presentations. The committee has made it known to its members that new ideas for classes are warmly welcomed.

One member has also volunteered to begin an education program for the OUUC youth in 2014. He will be working with Religious Education on this. (We have had two committee members in the past two years who wanted to begin such a program, but each had to abandon the idea because of time conflicts.)

Sunday service presentation 2013: The OUUC ARM also presented its second annual service on addiction and recovery, "The Great Promise of Recovery." Not only did it provide valuable information to the congregation, but the enthusiasm and gratitude for the programs have been very strong and positive. It also helped to recruit new members into the Ministry this past year.

Sunday service presentation 2014: We plan to continue this tradition in 2014. The date is yet to be set.



New Programs Proposed for 2014:

Education outreach: We would like to extend addiction and recovery educational presentations into the wider community of Thurston County in 2014. We will be speaking with the Interfaith Works about working with them to begin the process. Envisioned are presentations to other church groups, educational facilities and nonprofit groups as potential offerings for this program.

In-house support group meeting: We have begun research in planning for a possible in-house support group meeting based on the Shoreline UU Congregation's Connectors Chalice Circle. This is not the traditional situation of a church hosting a 12-step meeting focused on one particular addiction, but instead would be a meeting for universal personal concerns of congregation members that could include any addiction or perhaps even other emotionally burdensome situations. The members would share their experiences confidentially in a setting of love and support with other members. We will be researching the various forms this meeting might take, research the OUUC congregation to determine a level of interest, and make recommendations. A member of the Shoreline congregation has invited members of the OUUC ARM to visit one of their meetings to see how it works. We will attend one of their meetings.

"Heroes" themed dinner for the congregation: Set for March 26, this will be an opportunity to refresh our connection with members of the congregation and emphasize the hope found in recovery.

So, in summary, these are the current programs of the OUUC Addiction and Recovery Ministry:

- First Responders
- Education classes and presentations
- Resources on Addiction and Recovery Information
- Sunday service

We have people working on adding these programs in 2014:

- Outreach education program
- Youth program
- In-house congregation support group
- Addiction and Recovery theme dinner



If all these programs are operating successfully in 2014, the OUUC ARM will have one of the most complete, dynamic and effective Ministries of its type anywhere in the Pacific Northwest.

We are grateful to all OUUC Addiction and Recovery Ministry committee members current and past who have helped make this program a vital offering to the members of the congregation. And we are grateful to all the members of the OUUC congregation who have helped the Addiction and Recovery Ministry since our inception three years ago.

Administration

Darlene Sarkela, Congregational Administrator

Goals for 2013 included:

Focus: improving skills

Online study

I signed up for some online courses in Microsoft Word and Excel. I found the information helpful. I particularly liked this opportunity because the lessons are offered in little bits – so I could take one lesson or ten, depending on the amount of time I had available – and that is usually not a lot.

Focus: supervision

Caretaker Job Description

I updated the Caretaker Job Description. I think the scope of the job has become clearer to us over the years. Buildings and Grounds Committee had input. Our new hire is doing a great job.

Focus: fundraising

Implementing First-time Giver Letters and Offering Envelopes in the Order of Service

The letter to first-time givers is sent to those who I identify as first-time givers and who provide a mailing address. It's not used a lot, but I think it is a nice touch. It provides another way to make contact with a newcomer. The offering envelopes have worked out, but not necessarily for newcomers. They are primarily used by church members who would like their cash donations recorded. We occasionally pick up a credit card payment by using the envelopes too. I consider these changes positive ones, and will continue to use the letter and offering envelopes.

Focus: office procedures

Redundancy

We have talked about the need to have someone besides the Church Administrator know about some of the functions of the office. I have been working with Bonnie Guyer Graham on this. Our first step was to have documents available to both of us. We now have an Administration



Dropbox folder. This can be accessed from any computer. The folder contains my list of user names and passwords, a list of emergency contacts, and information on our fire monitoring and security service.

Areas of Focus for 2014 include:

- Website – learn to manage and update a newly redesigned site
- Forms – standardize all forms and make them available online
- Archives – organize and store official records

Adult Education

Adult Education Committee Members are Nancy Brickell, Tom Joldersma, Donna Killelea, Sara Lewis, Martha Nicoloff (Chair), Ann Rockway, Bernie Steckler, Billie Williams, and Gary Worthington.

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 related broadly to the seven principles of the Unitarian Universalist Association, and is realized through the following goals: 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 the sharing of ideas and experiences among the participants.

Activities and Accomplishments: Classes are arranged and advertised for two periods: Winter/Spring (January through early June) and Fall (September through December). Because most class leaders are drawn from the OUUC congregation, the classes cover a wide range of topics to reflect our community's values and concerns. The committee seeks classes in seven different 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; (6) Health, and (7) Miscellaneous.

The committee publishes and disseminates a Program Guide for each time period. In Winter/Spring, 26 classes were offered. Three of those classes were cancelled. In the Fall, 23 classes were offered; three of those classes were cancelled. Enrollment for the Winter/Spring session was 108 people, and Fall enrollment was 103. In addition to the church family, the program attracts participants from the larger South Sound community. We solicit class leaders from that larger base as well. Our outreach includes publishing class offerings through local newspapers, TC-PRO-NET, and Interfaith Works, as well as distribution of printed brochures to other faith communities.



Committee members serve in a liaison role to assist class leaders in preparation for 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 registration fee pays for classes; this will be waived if it presents a hardship. The fee was raised from \$10 to \$20 in 2012. In response to concerns raised by some class enrollees, the committee changed the fee in the fall to \$10 for a single class and \$20 for any number of classes per session. Three programs - Book Group, Membership Classes, and Voice Class - require no registration fee. During the Fall session, the committee paid all expenses to sponsor a food safety class, because of its importance to the OUUC community. We used \$1400 to purchase an additional TV, DVD player, and cart that will be available for use by class leaders and others in the congregation. We also allocated \$500 for the purchase of equipment used by the Spiritual Healing classes and ongoing group.

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.

In 2014, we plan to continue to offer a range of excellent classes, and to explore avenues by which we might draw more participants and class leaders from both the OUUC and broader communities.



Aesthetics

| Long-Range Strategic Goal | 2013 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 and completed the construction of the parking lot. |
| | Maintain facilities and grounds that are comfortable, accessible, healthy, and inspirational. | Make maintenance choices that are mindful of environmental safety and chemical sensitivities. | Committee members worked with the Buildings and Grounds Committee to give input on safe, cleaning products, and plant maintenance and selection of environmentally safe garden products. |

2013 Committee Chair and Members: Martha Guilfoyle (graphics designer), Carolyn Keck, Pat McLachlan (chair), and Carol Murphy.

2013 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.

2013 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



by email to accomplish its tasks. In addition, Carol and Pat updated the selection of the paint product and color for the eventual Sanctuary work. A product that is nontoxic, environmental friendly, safe for the congregation, and durable was selected. Martha Guilfoyle functioned as an honorary member from 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 give input on safe, cleaning products, and plant maintenance and selection of environmentally safe garden products.

Summary of Goals Accomplished: Committee members are available to assist in aesthetic decisions when they arise. During 2013, the committee's focus was to resume work on the Space Committee which completed the design for expansion of OUUC parking and the sanctuary and completed the construction of the parking lot. Committee members also helped the Communications and Buildings and Grounds Committees in graphics design, and plant maintenance and product selection.

2014 Focus: The Aesthetics Committee will help with the selection of paint and floor covering for the Sanctuary if the Congregation chooses to do this rehabilitation work this year. Also, the Committee will help in new placement of the Endowment Tree and the Interfaith news and awards bulletin board and framed items. The Committee welcomes requests to work with other committee members to facilitate decisions on Aesthetics issues.

Buildings and Grounds

2013 Committee: Steve Tilley, Chair. Members: Jim Lengenfelder, Jerald Dodson, Barrett Burr, Don Melnick, Brian Walsh, Rich Kalman, Marie Arensmeyer, Christine Parke, Brian Hovis, Susan Dodson, Adam Harris, Dan Gariepy, Janet Pearson

2013 Committee/Program Goals: Maintain the OUUC building, grounds and Annex.

Summary of Goals Accomplished: We kept the facilities in repair and initiated a new landscape design for the grounds around the church.

2014 Focus: Implement the new landscape design for grounds around the church.

2013 Activities

1. Main Building Maintenance
 - a. Contracted for cleaning of gutters
 - b. Inventoried basement storage, cleaned old stuff and added more storage racks
 - c. Added emergency signage to the kiosk



- d. Installed new toilet in handicap bathroom
 - e. Replaced old fluorescent lights with full-spectrum
 - f. Contracted for upgrading the heating system in the offices and to replace old thermostats so all are the same type
 - g. Built a new shelf for the pantry in the kitchen
 - h. Managed the contract for furnace maintenance
2. Grounds Maintenance, Lawn Mowing and Snow Removal
- a. Contracted with a landscape designer to update the existing landscape design
 - b. Painted parking lot curbs and installed parking signs
 - c. Cleaned storm drains
 - d. Cleaned gutters on north side of RE wing
 - e. Built a new shed door and painted it
 - f. Removed old drip irrigation system and installed temporary soaker hose
 - g. Installed no parking signs next to mail box on East End St.
 - h. Burned weeds in pervious pavers and added more gravel
 - i. Funded construction of window screens
 - j. Work party to remove drippers and install weed barrier in planting area in front of offices
 - k. Work party to weed landscaping
 - l. Arranged for removal of bees from the shed
 - m. Constructed temporary steps to the lower storage area
3. Annex Maintenance
- a. Cleaned gutters
 - b. Fixed outdoor lights
 - c. Managed contracts for furnace maintenance and pest control
 - d. Installed insulation under crawl space
 - e. Put new flooring in bathroom, kitchen and entry
 - f. Installed support beams under the living room



Committee on Ministry

Mission: To support and monitor the health of the congregation's ministry by sustaining and improving the ways we maintain the well-being of our congregation (reference five year goals)

2013 Committee Chair and Members: Cheryl Hanks (chair), Wendy Tanner, Helen Henry, Skip Albertson (outgoing), Wil Wrede, Sam Ritchie, and Laura Herman (incoming),

2013 Committee/Program Goals:

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.

Summary of Goals Accomplished

1. Quarterly congregational check-in with board announcements to increase the visibility of CoM more to the UU congregation.
2. Ten neighborhood feedback groups completed March 16, 2013. There was good attendance with excellent evaluations as well as candid feedback. A report was made available to the congregation both on the web and by hard copy.
3. CoM continued to be an ear and support to the congregation during the conflict involving the music director being placed on administrative leave. We made multiple and usually successful efforts to understand one another in order to guide discussions about healing and move forward. (this is from our 2013 Assessment report on the OUUC web page.)

Committee on Ministry 2014 Focus

1. CoM made plans to conduct our 2014 assessment with young families and youth.
2. CoM will actively assist the congregation and current minister as Arthur leaves and the interim minister joins OUUC



Community Ministry

The Reverend Carol McKinley. Affiliated Community Minister at Olympia Unitarian Universalist Congregation

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 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 for the past eight years.* As Coordinator, I: a) preached and conducted workshops in Washington congregations to inspire Unitarian Universalists to develop advocacy skills and to bring our liberal religious voice to the state legislative process; b) followed state legislation related to WA UU Voices' legislative priorities, contacted legislators, attended and testified at hearings; c) took the lead in writing the WA UU Voices newsletter to inform and organize action on legislation, and d) worked with coalitions of faith and justice groups to advocate for equitable and compassionate legislation around issues of economic, social, and environmental justice. Although I retired as coordinator in November 2013, I continue to be an advocate for justice issues in our state legislature.
2. *Relationship with OUUC.* In 2013, I facilitated one Adult Religious Education class, *Age-ing to Sage-ing*, and begin the planning for a future class, *Building Beloved Community*. I served on the OUUC Social Justice Committee representing WA UU Voices, and continue to be a member of the Green Sanctuary Committee. I am a member of the newly formed Justice Not Jails.
3. *Participation in Pacific Northwest District programs and governance.* In 2012-13 I chaired the Pacific Western Regional Collaboration Task Force to plan for greater collaboration between the four districts that make up the Pacific Western Region. As president of the PNWD board, I am a member of the District Presidents Association of the UUA. I continue to serve as a consultant with the Pacific Northwest District's Healthy Congregation's Team. Although my work with the District and Region 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
4. *Service to Thurston County Interfaith Works* as co-chair of Moments of Blessing and participation in that organization's other activities.



Connections

Bonnie Guyer Graham, Connections Coordinator

2013 Goals/Activities

Redundancy

- Helped leaders frame their work as ministries.
- Asked those seeking new volunteers to create position descriptions that describe how the task will mesh with OUUC's mission, and focus on how the volunteer will benefit and be able to share their unique gifts and talents.
- Encouraged those offering volunteer opportunities to communicate to the congregation through many channels – make opportunities available in the weekly announcements and to also provide that personal touch by being on hand Sunday mornings to talk with people and answer their questions.

Gifts and Talents

- This year I wanted to learn more about how other churches help members discern their own gifts and talents. In addition, I spent time learning how other UU congregations keep track of the gifts and talents offered by their members.
- Encouraged our members and friends to recognize the gifts and talents of those around us, and how we all contribute to the life of our congregation. We created Thanks and Giving Trees over the month of November – we all had the opportunity to practice gratitude to others in our community who make a difference.



- Work with OUUC Leaders to help them accomplish their goals.
- Leadership Development Team - I worked with the Leadership Development Team on learning how to transition from being a seasonal nominating panel, to a Team focused on helping our members and friends grow their leadership skills at OUUC. They used a webinar from the CERG UUA titled Passing the Torch – Creating a Leadership Development Program in Your Congregation.
- Coffee Crew - I worked with the leaders of our Coffee Crew to recruit more people to serve coffee on Sunday mornings, and to create a supportive team atmosphere for those volunteers.
- I assisted leaders of Books, Brownies & Beans and the Annual Auction with volunteer recruitment techniques.

Talking with visitors to OUUC and OUUC members and friends about how to connect with the congregation.

- Sunday morning conversations with visitors and OUUC members about how they can get connected with the congregation. I am available two to three Sundays a month to help answer questions and suggest ideas.
- Coffee Talk for Introverts Class – I offered a well-attended class designed to make it easier for people to participate in conversations Sunday mornings following services.



We focused on why it's important to step forward and engage in conversations, and some techniques that would make it easier.

Learning more about how I can make a positive difference in the life of our congregation.

- I am a member of the Unitarian Universalist Association of Membership Professionals, and regularly communicate with colleagues across the country about how to improve membership engagement and how to foster the networks in our religious community. I participate in monthly book discussions or webinars on a variety of membership topics.
- I began regularly communicating with the four other Membership professionals who serve congregations in Washington State. We have been sharing conversations and resources with one another.
- I learned more about the Shared Ministry model and discerned how it might help our members and friends feel supported and valued when they participate in the life of our congregation. I studied the model described in *New Life Through Shared Ministry: Moving from Volunteering to Mission by Urban*.
- I participated in the monthly Volunteer Coordinator meeting hosted by our local United Way chapter. We share ideas and resources.

2014 Focus

Launching the Shared Ministry model at OUUC to accomplish two major goals:

1. To encourage our members and friends to recognize their own gifts and to give members opportunities at OUUC to share these gifts with our congregation.
2. To remind our leaders and programs to invite our members to participate in their projects and ministries, and to remind everyone how we can support and value those volunteers in their work.



Family Ministry Team

Wendy Endress, FMT Chair

Family Ministry Team Members Teresa Cooper, Tiffany Felch, Sharon Love, Sarah Meyer, Trish Kelso Wright

Family Ministry Team Staff

Sara Lewis, Director of Religious Education, Bonnie Guyer Graham, Connections Coordinator

2013-14 Family Ministry Team Program Goals

Support DRE's goals as follows:

- Maintain existing programs
- Enhance social connections opportunities for families
- Increase access to social justice projects for families
- Explore and Initiate new alternative programs for families
- Successfully support DRE's sabbatical in spring 2014

2013-14 Family Ministry Team Activities

- With monthly meetings reinforced and advised DRE to support efforts to continue strong religious education program for preschool-high school ages.
- Participated in House model to support weekly RE program.

Summary of 2013-14 Goals Accomplished

Supported DRE's goals as follows:

- Maintained existing programs through monthly advisory meetings
- Enhanced social connections opportunities for families through support of House program
- Currently successfully supporting DRE's sabbatical in spring 2014

2014 Focus

Support efforts and leadership of the DRE to do the following:

- explore the ministry needs of families with teens
- further develop the family ministry network for families with younger children as envisioned in 2013
- explore using a liturgical calendar with themes, tying together the RE programming with things to do at home, service opportunities on the theme, special events, and opportunities for personal reflection



Finance

2013 Committee Chair and Members.

Harmon Eaton, Committee Chair

Wim Verhoef, Bookkeeper

Mark Swanson, Board Treasurer

Steve Tilley, Board Member

Mikel Young

Bob Jacobs

Pam Davidson

2013 Committee Goals.

- To assist the Program Council and Board of Trustees with the preparation of the 2014 Annual Budget.
- To track all income and expenses related to the execution of the 2012 budget.
- To provide analyses and recommendations to the Board regarding OUUC's financial status and to provide support to the Board related to their fiduciary responsibilities.

2013 Activities.

In addition to the routine activities performed in each fiscal period, the Finance Committee was especially involved during 2013 with the financial details of the building expansion program.

Summary of Goals Accomplished.

All goals were successfully met.

2014 Focus.

As the current (parking lot) phase of the building expansion program nears completion the Finance Committee will give special focus to two currently unfinanced requirements: (1) Funding the approximately \$90,000 cost overrun of the expansion and (2) identifying the remaining portion of the funds needed to complete the new playground now that a substantial Chalice Lighters grant has been received.

Also in 2014, the Finance Committee expects to provide input concerning financial issues related to securing the services of an interim minister now that The Reverend Arthur Vaeni has announced his intention to retire.



Fundraising

Members of the Fundraising Team:

Jeff Goltz, Gretchen Faulstich, Penny Chatfield, Mikel Young, Susan Dodson, Melanie Ransom (chair).

| Long-Range Strategic Goal | 2012 Goal | Activity | Outcome (what changed) |
|--|---|---|--|
| To raise the funds necessary to meet OUUC's mission. | \$410,000 in Annual Stewardship Drive | This was an all electronic Stewardship Drive. | \$408,803.00 |
| | Additional \$400,000 raised for the Capital Campaign | Same as above. | \$104,605 |
| | 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. We applied for and received a grant for \$14,259.60 towards a playground. |
| | Increase other ways of giving | Set up the Amazon Widget on the website | Just beginning to receive funds. |

Annual Report 2013



| | | | |
|--|---|---|---------------------------------------|
| | Recognize people that have listed OUUC in their wills | Hosted a Bequest BBQ at the home of Jeff Goltz and Mary Welsh  | A good time was had by all. |
| | Recognize the OUUC Artists | Held a one-day Fine Art Sale on June 30 th . 22 artists participated. | Raised over \$2K for Quixote Village. |

“We’re aTwitter about OUUC” was the theme for the 2013 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.



Green Sanctuary

Members: Joe Joy (chair), Carol McKinley, Leslie Romer, Bonnie Guyer-Graham, Katie Rickman, Mary Moore



| Long-Range Strategic Goal | 2012 Goal | Activity | Outcome (what changed) |
|---|--|---|---|
| <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>G. We work for an end to poverty by providing resources to reduce poverty</p> | <p>Provide energy conservation information to members of our congregation and to low income residents in the larger community.</p> | <p>1. Warm Window Insert workshops in winter 2013.</p>  <p>2. Help start up Warm Window Insert workshops in rural Thurston County.</p> | <p>Built 40 windows over 4 workshops for 11 households in the Olympia area.</p> <p>Sent informational materials to 2 parties interested in starting community workshops in California</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>Inspire the congregation to build a stronger OUUC community thru carpooling.</p> <p>Encourage walking and bicycling as a healthy and reverent practice.</p> | <p>Conducted Spring and Fall Ride-Share events. Wrote several articles in the Unitariana & the Weekly Announcements.</p> <p>Updated carpool neighborhood map and congregant lists. Database became foundation for the Emergency Preparedness project.</p> |



| | | | |
|--|--|---|---|
| <p>F.1. We promote consciousness of our interdependence with all life, and we inspire stewardship and reverence.</p> | <p>Improve OUUC waste management practices.</p> | <p>1. Educate the congregation to “Look before you Toss!” 2. Plan a “sort the trash” project with Children’s R.E.</p> | <p>Put instructional signs at the new copier to prevent paper waste. Waste audit planned but not completed. Offered waste sorting training to the Memorial Services Committee – waiting for response.</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>Adult Education classes on the findings of the 2011 Olympia Food Summit and more food films.</p> | <p>Did not organize this year</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>Work with Space, Memorial Garden and CUUPs Committees to ensure their plans provide optimal protection to</p> | <p>Provide graphics and educational resources as the committees’ development plans for the forested portions of OUUC properties progress.</p> | <p>Held Spring Invasives removal event. Kept abreast of the planting plans and supported use of native species for the newly developed parking lot ‘revegetation’.</p> |



| | | | |
|--|---|--|--|
| | OUUC trees. | | |
| F.1. We promote consciousness of our interdependence with all life, and we inspire stewardship and reverence | Participate in community-wide events that align with the 7 th Principle. | 1. Identify and support or participate in local events in 2013 that will inspire increased stewardship and reverence for the Earth | Participated in UU Voices and Climate Change Awareness – postcard signature drive and display materials offered to the congregation between services. Linked to League of Women Voters and Fellowship of Reconciliation efforts on local environmental issues; collaborated with Earth Ministries in legislative issues. Participated in TESC panel discussion on Faith and Environmental Activism. |
| | | Engage RE Program with Green themes | Participated in Intergenerational Earth Day Service with RE Program. Participated in Way Cool Sunday School emphasizing environmental themes. |

2014 focus:

Make it easier for the congregation to engage in local and broader environmental issues by providing information and links to groups involved. Continue engaging RE Program and continue expanding the Warm Window Project.



Kitchen/Hospitality

Janet Pearson

Most Kitchen-related activities are focused on the social activities of providing beverages and/or snacks to members and guests who visit or attend OUUC, and then cleaning up after they are done. While the Kitchen does not fund all of the activities, kitchen items and supplies are used each time the activities are held. Such activities include the following:

- Sunday morning services and the coffee hour following each one
- Business meetings with the attached Dessert Buffet preceding the voting meeting
- New Member ceremonies which include a reception ceremony held between the two services
- Monthly community dinners held once a month on those months that staff people decide to organize them
- Thanksgiving dinner for those members and guests who wish to attend
- The Soiree held the night before Books, Brownies, and Beans
- The Auction Soiree meal held before and during the Silent and Active bidding as a fundraiser
- Memorials for members or friends of the congregation. The Kitchen does not receive any money when our facilities and supplies are used, even when a rental fee is paid for the facility. The Kitchen always has some expenses to cover for these.
- Weddings for members or friends of the congregation. Ditto the above comment.

Most of the Kitchen budget goes toward the purchase of items used up or consumed during these activities. This includes but is not limited to coffee, tea, creamers, sweeteners, limited snack items, and cleaning supplies, used for both in-kitchen cleaning and for the weekly laundry of washable items. Some items are durable, multi-use items - table settings, flatware and serving ware, table cloths, etc. Items are purchased in bulk to save money when possible.

OUUC's environmental awareness has led us to buy Fair Trade organic coffee and cocoa from Equal Exchange, a company that contributes 10% of our purchase price to UUA groups. I was also able to find the recycled brown paper towels that our recycling company, Le May, insists that we use.

A crisis in funding toward the end of 2013 led to a request that budget requests be reduced for 2014. Hospitality was able to do this for both the Kitchen and Memorial budgets, combining some cost-cutting measures with the use of funds donated specifically for the use of Kitchen and/or Memorial should such money be needed. Money from the 2013 plant sale was donated to the Memorial fund, so no money was requested in 2014 for Memorial at all.



If members and friends continue to donate money and items to the Kitchen, as they so often do for Memorials, Hospitality can continue to provide its needed services to OUUC without having to increase its budget requests.

Leadership Development

*The long-range plan lists the goal: Motivate members to aspire to leadership roles.
By-law*

Changes, recently adopted, changed the Nominating Panel to the Leadership Development Committee (LDC) with broader responsibilities. During 2013 the committee worked with our minister to meet its responsibility to recruit candidates for the Board of Trustees and the LDC, continued to explore the implications of the change in responsibilities, and developed plans to offer leadership development activities, beginning with mini-trainings offered at Program Council meetings in early 2014 and an adult RE class later in the spring. These are based on Erik Walker Wickstrom's book, *Serving with Grace*. Multiple copies of this book were purchased and distributed to members of Program Council; these are available for borrowing as copies are returned.

The committee has grappled with the challenge of developing a comprehensive plan for leadership development and eventually concluded that we would need to evolve toward a comprehensive multi-year plan, and that many more people than just the leadership development committee members would need to be involved to do everything that needed to be done. This next year we expect to put more pieces in place and to work with others in the congregation to help members and friends explore their gifts and how they wish to develop and use them.

As we gradually build a multi-year plan for our leadership development program, we bring to this process our growing 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 develop 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

Nancy Brickell, Member

Dan Donahue, Member



Chris Parke, Member
Tim Ransom, Member
Bonnie Guyer-Graham, Staff Participant

Membership

As the new committee chair, I am still learning about the needs and desired growth and improvements for the 3 distinct teams; Membership Team, Coffee Team and Usher and Greeter Team which make up the Membership Committee.

2013 Committee Chair: Angela Trzepakowski

Membership Team: Diana Finch, Lorrie Eaton, Michele Hendrickson, Rich Kalman, Jan Spiller, Nancy Brickell, Kim Yale, Ilona Hruska, and Nancy Curtiss.

Coffee Team Leader: Amy Huntley.

Ushers and Greeters Team Leader: Carol Williams.

2013 Committee /Program Goals :

MEMBERSHIP CLASSES

1. To continue revising the membership classes to grow and evolve them.
2. Promote the same classes as a refresher course for current members in UU beliefs, history and traditions.

COFFEE TEAM

1. Enhance fellowship, community and welcoming of newcomers by providing an after service coffee hour.
2. Recruit and train new volunteers and a new Team Leader

USHERS and GREETERS

1. Provide a warm welcome to those entering the OUUC.
2. Provide a sanctuary that is ready for service
3. Recruit and train new volunteers to this team.

2013 Activities:

MEMBERSHIP CLASSES:

Ongoing revisions for the classes within the team. The classes were also promoted in the Adult Education Brochure as a “refresher “ class as well as a new member classes.

COFFEE TEAM:

Recruited new members, and also recruited a new chair. Rewrote and updated the instruction sheet for coffee servers. Updated website volunteer signup for a 6 month span



USHERS and GREETERS TEAM:

Recruited new U&G's. Welcomes visitors, maintains visitor information packet, kiosk and information pamphlets. Answers any visitor (or member) questions.

Summary of Goals Accomplished: All facets of the membership team are growing and seeking ways to make visitors, members, and friends feel welcomed into our community both formally and informally. We do this by warmly welcoming people entering into OUUC, fellowship, coffee and educational opportunities – from pamphlets to programs and classes about our faith. We changed some ways that we reach out to visitors that have left contact information. Update the Usher and greeter instruction sheet. We continue to recruit new volunteers for all of our teams, and each team strives to keep evolving as the needs change within our community.

2014 Focus:

We want to update the “Path to Membership Guide” that we currently use. We are presently updating our nametag board. We want to continue to grow our volunteer base for each of the teams, especially reaching out to men in our community to be a part of the membership team. We continually revise the membership class. Have all 3 facets of the membership team meet 3-4 times a year to discuss our mission and ways to improve. Look for ways to reach out into the general community, using the resources we already have in place at the OUUC to “advertise” about us.

Music

2013 Committee Chair and Members:

Anita McIntosh is the Music Committee's Chair and Harmon Eaton, Larry Huntley, Pat McLachlan, Bobbe Murray, Christine Parke, and Celia Whitcher-Tobin are members. Troy Fisher, our Music Director, attends the meetings.

2013 Committee Program Goals:

Our Long-Range Strategic Goal is: The Music Committee enhances and expands the spiritual experience of our OUUC Community by providing vibrant musical experiences. We provide music ministry for our Congregation's members, friends and community for the entire year. This includes weekly two hour choir practices, Sunday performances, several all-music services, scheduled retreats, multiple concerts, voice class and guest musicians.

Our 2013 Goals were to provide regularly scheduled choral music for Sunday services (which necessitates weekly practices), to provide two concerts, and to provide a weekly voice class for adults.



2013 Activities:

The choir provided quality choral music from a variety of genres for two to three Sunday services each month. The choir performed in two Holiday Concerts, a matinee and an evening performance, to overflowing audiences. The Holiday Concerts featured a 15 piece orchestra that included musicians from the Congregation as well as from the larger community. Choir members provided refreshments for the audience after the concerts. The choir also performed at the InterFaith Thanksgiving Service. From January through July, the choir practiced on Wednesday at OUUC, directed by Riley McLaughlin. The choir brought music to the ground breaking ceremony of Quixote Village. A subgroup of the choir practiced on Monday at two members' home. The Monday group, directed by our Music Director, performed at the Olympia Farmers' Market. The choir had a Fall Retreat and returned to regular practice in September as one group, under our Music Director's leadership. Each of our choir members contributed approximately 13 volunteer hours a month in singing practices and performances. From September through December over 40 choristers practiced and performed together for concerts and services.

A voice class was provided weekly by our Music Director for adults all year. The voice class performed at the following retirement homes: Merrill Gardens; Bonaventure; Woodland (two times); Garden Courte; Cooks Hill Manor, a retirement home in Centralia (two times); Olympics West; and The Firs. In addition, the voice class held Saturday class at Merrill Gardens once a month so residents could come to listen and to participate. Up to 35 singers participated in this class.

The Music Committee met monthly since September and updated its Mission, Goals and Responsibilities' Statements this year. The Music Committee made a concerted effort to recruit other musicians from within the Congregation to participate in the Congregation's Music Ministry.

Summary of Goals Accomplished:

We accomplished more than our goals during 2013 as you can see from the many activities listed above.

In addition, we welcomed Troy Fisher, our beloved Music Director, back to the church August 1, 2014. We are so fortunate to once again have the benefit of his expertise, musical creativity and inspired leadership.

From January through July, one of our choir members, Riley McLaughlin, provided weekly choir direction and support at OUUC to help us maintain ongoing choir music to the congregation. During that time, we also employed several local musicians to provide piano accompaniment for Sunday services.



2014 Focus:

The Music Committee will continue to provide special support to help the choir continue its joyful and quality Music Ministry. In addition, the Music Committee will begin sponsoring music recitals in 2014 to help expand our public service and outreach in our Congregation and the larger community.

The OUUC Choir will join the Second Annual Puget Sound Unitarian Universalist Choir Festival at Seattle's Westside Unitarian Universalist Congregation, supporting the Lifelong Aids Alliance. Choir participation in this event will connect OUUC members with numerous other congregations in the Pacific Northwest.

The choir will sing a Spring and a Holiday Concert in 2014 and may participate in a Portland Concert with UU Congregations there.

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. 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. 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 1 to 6, a continued decrease over 2012. Ritual attendance was inconsistent, ranging from 5 to 50.
- We continue to envision a walking labyrinth on our community space. PeggySue and Karen discussed a painted image on the parking lot as an option to consider
- CUUPS is currently taking a break from regularly scheduled Circles.
- Ray Simkins may host Circles and Rituals, they will be announced on the CUUPS Yahoo group.
- We will convene at the Mabon Retreat in September, 2014, to determine the future direction of our affiliate group.



Partner Church

2013 Committee Members: Gretchen Faulstich, Frances Tanaka, Chris Marquardt, Jo Ann and Mike Young

2013 Committee Goals:

- Hold regularar monthly meeting
- Through the Unitariana, Sunday announcements, Partner Church bulletin board and Sunday services keep the OUUC congregation informed about the OUUC Partner Church in Kissolymos
- Provide a 2013-2014 scholarship for a Kissolymos youth
- Host the Balász Scholar for a weekend at OUUC
- Assist the Kissolymos congregation with identified needs
- Organize a Unitarian Historical tour for OUUC members and Friends to Transylvania which includes a visit to Kissolymos
- Raise additional funds for the Partner Church through the sale of handwork from Kissolymos
- When new minister is selected, communicate with that individual and residents of the village

2013 Activities:

- Regular committee meetings were held
- Annual weekend visit of the Balász Scholar: Potluck evening with the committee, Saturday discussion workshop, introduction to congregation, preaching at both Sunday services and collection of Sunday offering dedicated for needs for Kissolymos
- Unitarian historical tour and visit to Kissolymos of members and Friends of OUUC
- Two informative Sunday services presented to congregation
- Three new members added to the Partner Church committee
- Scholarship presented to student from Kissolymos
- Disabled member of the Kissolymos congregation given funds to purchase a mechanical wheel chair
- Raising of over \$400.00 from the sale of handwork brought from Kissolymos

Summary of Goals Accomplished:

- Congregational members and Friends visited Kissolymos, met members of that congregation and the interim minister
- Balász Scholar hosted
- Information regarding Partner Church shared at two different Sunday services, on Partner Church bulletin board and in the Unitariana
- Scholarship presented to Kissolymos student
- Disabled member of the Kissolymos congregation given funds to purchase a mechanical wheel chair
- Three new members added to the Partner Church committee
- Communication with members of Kissolymos and the interim minister
- Funds for Partner Church raised through special offering and sale of



handwork

2014 Focus:

- Regular committee meetings
- Host weekend visit of the Balász Scholar
- Begin planning a 2015 Unitarian historical tour and visit to Kissolymos for OUUC member sand friends
- Add at least one additional member to the Partner Church committee
- Continue to award scholarship to student from Kissolymos and explore possibility of a second scholarship
- Support identified needs of Kissolymos congregation
- Seek new ways to increase congregation awareness and information about Kissolymos
- Srengthen communication with Kissolymos residents and their new minister

Pastoral Care Team

Members: Deb Ross and Jack Jackson co-facilitated the Team in 2013. We had the following members on the Team: Jack Jackson, Karen Jackson, Liz Klumpp, Cheryl Tafejian, Anatha Attar, Sherry Mastick, Bruce Stewart, and Deb Ross. In addition Mary Walton Cameron served as liaison on behalf of the Caring Friends team and attended all meetings. We met every other month, except for summer months.



Program Goals and Activities: The function of the team is three-fold: 1.) to offer a ministry of presence to people in times of transition through phone calls or visits, 2.) to serve a coordinating function for the Caring Friends Program, coordinated by Mary Walton Cameron and 3.) attend to the Joys and Sorrows book prior to each Sunday service and respond appropriately to entries in the book. We send hand-written cards to members of our community for joys and sorrows expressed in the book or that are brought to the attention of any team member.

We made phone calls and visits to many this past year who have needed the support of the Pastoral Care Team because of hospitalization, or who were ill, experienced a loss, or who are homebound. In many cases the Caring Friends network was used for assistance for such things as providing transportation to doctors' appointments, church services and to attend Adult Education classes, etc.



In addition, we attempted to phone every member or friend of OUUC in the church directory. The purpose of the calls was to promote the Pastoral Care Team, to offer assistance through Caring Friends if needed and to offer an “ear” to any concerns for the congregation which we forwarded to the appropriate committee or to congregational leadership. These phone calls were met warmly by the congregation.

The Pastoral Care Team has been working through the workbook *Equipping Laypeople for Ministry*, by Ronald Sunderland. We are attempting to put what we learned to a practical use through our team. We continue to educate ourselves to be of greater service to our community.

Caring Friends: Caring Friends is a network of over 200 members and friends of OUUC. Members and friends who have need for Caring Friends' assistance may contact coordinator Mary Walton Cameron, who sends email messages to the network. Requests for care can be as simple as keeping a person in their thoughts and prayers, or as complex as responding to a longer-term need for assistance in the form of meals, rides or companionship. When a need is particularly complex or long-term, the Pastoral Care Team designates a coordinator to manage the request.

2014 Focus: We do not anticipate any major change in focus for 2014, although we expect that we may be asked to respond to concerns and questions concerning Arthur's upcoming retirement and the hiring of an interim pastor.

The Pastoral Care Team has not requested inclusion in the budget. Members of the team have in the past used their own funds to purchase stamps, acquire a podium for the Joys and Sorrows book, purchase business cardstock, and Joys and Sorrows books.



Personnel Committee

| Long-Range Strategic Goal | 2012 Goal | Activity | Outcome (what changed) |
|--|---|---|--|
| Assure fair compensation for OUUC Staff | Provide consistent recommendations to the Board on fair compensation for staff. | Provided recommendation and met with Board. | 2014 salaries were modified appro |
| Assist Minister with Personnel Matters | Advise and research personnel matters | Met with minister and board, Attended meetings. | Made recommendations as requested. |
| Improve standardization of employee benefits | Modify policies and practices to document employee benefits | Dialogue with minister and staff. | Changed various policies and practices regarding benefits. |
| Update Personnel Policies | Reviewed key policies. | Proposed changes to the OUUC Board | Many policies modified |

Our committee was most proud of our efforts to update personnel policies especially in the area of employee benefits. The job is not complete but we made several improvements.

We will continue to review Personnel Policies and advise the Minister and the Board as requested in 2014. We need new members in 2014 and will work to identify them.

Social Justice

For 2013 the committee was comprised of leaders of each of the projects below -

PANZA / CAMP QUIXOTE / QUIXOTE VILLAGE:





In 2013 OUUC continued to provide significant support to the homeless in our community through donations of time and money. Five of the thirteen members of the Board of Directors of Panza, the nonprofit corporation that supports Camp Quixote and now Quixote Village, are members of the OUUC community. Members of the congregation volunteered extensive time and effort to help provide for and move Camp Quixote, and volunteers from OUUC played major roles in preparing Quixote Village for occupancy, including painting the interiors of the 30 cottages, sewing and hanging curtains for the villagers, and overseeing the final move of the



residents from camp to village. The OUUC community held an art show/sale in the summer as a benefit for Quixote Village, raising \$2,301, and the Congregation also contributed \$1,000 to Panza and the Village. OUUC provide over \$345 in Christmas gifts to the residents, as well. (Jill Severn, Tim Ransom)

CIELO FOOD BANK

From August 2012 until November 2013, a group of OUUC members ran a satellite of the Thurston County Food Bank at CIELO to serve Spanish speaking residents of Olympia and others who lived near CIELO when it was located at Radio Ranch. During that time we were able to serve 293 different households which represented 907 people. From January to November in 2013, we gave out 790 boxes of food, each box representing one week of food needed for one person. Terrence Zander provided coordination with the main food bank and Frances Tanaka, a CIELO board member at that time, provided volunteer coordination with our congregation. The satellite program ended in November of 2013 when Radio Ranch was sold and CIELO moved to offices on the westside.

BIG BLUE BARREL (TCFB)

Besides providing a satellite location for the food bank, we also started a donation drop at UU for the Thurston County Food Bank. We didn't do a lot of publicity about it over the last year, relying mostly on word of mouth and flyers on the barrel. In spite of little publicity we collected \$211.74 worth of canned and boxed items. We also collected a whole lot of egg cartons because we had heard the food bank needed them. Turns out they didn't and asked us to stop collecting. (Jerry Smith)

INTERFAITH WORKS

Interfaith Works does much to contribute to the well being of our community.

- One thing that IW promotes every year is Crop Walk. Of the total donations, 25% stays in our community to help the many local organizations working with those in need, the rest goes to



needy causes worldwide: e.g., disaster areas like Haiti and Japan, getting water sources to third world countries, etc. We usually raise somewhere in the \$50,000 range.

- Interfaith Works is number one in providing shelter for homeless. Overnight shelters at various churches Attempting to provide a low barrier facility for those not easy to place, many with mental problems, with help available. Sidewalk is part of Interfaith and has placed over a 100 people in housing over the past year.
- IW has a column in the Olympian every Saturday called Perspective and welcomes participation from UU members. If anyone would like to submit, please contact me.
- Each summer we hold a church camp at the Temple. Different faiths present something of their belief system in an interesting way to the participating children. Sara has represented OUUC in the past.
- When a violent murder has occurred, we do a Moment of Blessing where it happened. Those who live in the nearby area really appreciate this cleansing of their space.
- It recently came to our attention that a number of people die with no known family. We met with the Coroner who tries to find some history of the person. We also met with Mills and Mills Funeral Home. They have offered to keep the ashes in case a family member is found, and to do a group ceremony from time to time honoring the dead.
- Each year on the Sunday before Thanksgiving we do a program of thanksgiving where various congregations participate. This is well attended with a feeling of understanding and acceptance of different beliefs.
- Finally, we do a World Sacred Music Festival with music and dance from different parts of the world.
- At our monthly meetings, members take turns giving an overview of what their faith is all about. Ginny Taylor graciously accepted an invitation for UU and did an excellent job. Our Annual Meeting is open to anyone who wishes to attend. We honor people who have been outstanding volunteers in some of the churches. We have been proud to present someone from our church since this began three years ago consideration. (Pat Perry has been UU liason to IW for 9 years)

Overnight shelter

Interfaith Works Homeless Women's Shelter (formerly known as the Emergency Overflow Shelter): OUUC hosted and housed the Homeless Women's Shelter from April 19, until May 2, 2013. Attendance during the two weeks varied from 7 to 15 women guests. More than 80 from the congregation volunteered to provide the needed overnight hosts, nightly greeters, kitchen hosts, snack donors, hot dish donors, weekend transporters of the guests, laundresses and providers of the loading and unloading of the shelter bedding and other equipment and



financial donors. Also present each night from 6:30 to 9:30 were shelter co-facilitators Billie Williams and Jo Ann Young.

In 2014 the shelter will be housed in the First Christian Church in downtown Olympia and OUUC volunteers will again provide the services listed above in this new location.

Giving Tree

A small tree is set up in the commons during November / December with tags of different monetary denominations. A project of the Social Justice committee, the money collected goes to individuals rather than organizations. In 2013 we collected \$975. \$300 of that was parceled out to residents of OTW. Another \$150 was given to the director of OTW as an emergency fund to be used for the residents' needs. The balance of \$525 was donated to the minister's benevolence fund to assist with holiday gifts for families in need. (Jo Ann Young, Terry Zander)

Guest at your Table

The 2013 Guest at Your Table program raised \$700 to support the work of the UUSC, helping nurture a spirit of gratitude, justice, equity, and compassion in human relations. Thank you to the congregation for their generous donation, and we are looking forward to a successful 2014 campaign, starting February 2nd. (Meryl Birn)

UU Voices

OUUC is a congregational member of UU Voices for Justice. UU Voices for Justice provides information on issues before the Washington legislature with helpful information about ways to have influence on the legislation. Information is available at the UU Voices website at <http://www.uuvoiceswa.org/> and on our Facebook page, <https://www.facebook.com/UUVoicesWA>. The content on both is quite dynamic as our new coordinator, Jolinda Stephens is tech-savvy. Our coordinator encourages advocacy by members and directly lobbies on our issues.

Although Carol McKinley is no longer the UU Voices coordinator, two OUUC members serve on the UU Voices board, Barry Zickuhr and myself (Gretchen Faulstich).

We hope the Social Justice committees of all UU congregations in Washington State find the information provided valuable, share it when action is needed, and let us know how UU Voices can be more helpful in facilitating advocacy.

At various times when UU's were coming from far away to lobby, some have stayed at OUUC, and requests for hospitality may come again.

Out of the Woods

2013 was a year of change at Out of the Woods Family Shelter (OTW). In late March 2013 the fulltime shelter manager moved on to attend graduate school. The individual hired to replace



her unfortunately had to be terminated two months into the position, due to inability to fulfill responsibilities. An interim manager was then hired on a part-time and time limited basis. During that time the OTW Board conducted a re-assessment. It was determined that the shelter was in need of a full-time manager and part-time assistant manager, as well as an adjustment to the salary schedule, if we were going to attract individuals with the level of education and experience needed to operate the shelter at the standards of the mission statement.

At the beginning of October, when the then residents had all moved into housing, the shelter was closed for repairs, renovation and to conduct the necessary advertising, interviewing and hiring process for the new employees. At the end of November the newly hired manager and assistant manager had been hired and trained. The shelter was re-opened for three families the first week of December. Since then, and under the new staff's leadership, many new services have been added to the Shelter operation and program.

2014 and beyond.... The congregation has stepped forward to create a new structure for management of social justice issues. A committee comprised of Jerry Smith, Nancy Curtiss, Douglas Mackey, Corrine Saint, Howard Rosenfeld, Tess Schulze, Shannon Gordon and Terry Zander will be sorting out how best to move forward with continuing programs as well as incorporating new concerns like the Justice Not Jails group that has a couple of issues they are working on. None of us is directly involved with SJ projects. Due to the resignation of Arthur Vaeni as minister, our committee has also taken on the liaison with the Pride Parade.

Space

Warren Dawes, Co-Chair

Harmon Eaton, Co-Chair

Members: Bob Allen, Dan Gariepy, Pat McLachlan, Don Melnick, Carol Murphy, Stacey Plumley, Wendy Tanner, Linda Whitcher

2013 Goals: Address facility expansion needs to accommodate future increases in membership

2013 Activities: Acquired building permit from City to construct Phase 1-A. Contractor Jones & Roberts completed stormwater retention pond and additions to the parking lot and stairways. Division Street accesses and frontage improvements (sidewalk, planting strip, bicycle lane and overhead lighting) were nearing completion.



2014 Focus: Resolve issues with City over right-of-way construction. Complete construction including landscaping and signage. Complete City inspection and receive approval.

Worship Arts

The Worship Arts Committee continued to contribute to the mission of the congregation – to open minds, fill hearts, and transform lives – by facilitating the weekly worship services that inspire us to work for peace, equality, a healthy earth, and an end to poverty.

To this end, we

- provided the minister with logistical and ritual support during worship services;
- expanded our supportive role with guest ministers and guest lay speakers; and
- crafted and conducted some lay-led services in the absence of the minister.

Members as of 30 March 2014: Ann Yeo (current chair), Lorrie Eaton (immediate past chair), Jack Jackson, Christine Parke, Neil Marsh, Rick Brandt-Kreutz, Helen Henry, Lucia Wyss, and Denys Curtiss. Adjunct members: the minister, the music director, and the DRE.

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 2013.

Communications Committee, MUG (Mighty Unitarian Guys), PUG (Powerful Unitarian Gals), LUSH (Lady Unitarian Social Hour), Guy's TGIT, Sewing Ministry and Memorial Services Team.

