

2016

YEAR IN REVIEW



Results through opening minds, filling hearts, and transforming lives.

Ministerial Search

OUUC completed a one-year search for a new settled minister. The Ministerial Search Committee (MSC), appointed by the OUUC Board, collected information from members and friends about the future they wanted to see for our congregation and the characteristics of a minister who will help us achieve our goals. The Reverend Thomas Perchlik was called as OUUC's settled minister in the spring and joined us as Senior Minister in August of 2016.

Thomas earned his MA of Divinity (Parish Ministry) at Iliff School of Theology in Denver, CO and has had a long career in full-time UU ministry serving for 25 years in a variety of settings. He has always been very active and involved in social justice issues, often taking a leadership role in inter-religious activities. His spiritual practice is rooted in the natural world and silent meditation. ♦

Our Mission

We are a liberal religious community that opens minds, fills hearts, and transforms lives.

Our Ultimate Vision

BY THE REVEREND THOMAS PERCHLIK

The main accomplishment of this past year was the happy inclusion of me into the fabric of our community, and the challenge was to implement Policy Governance. In the midst of this journey, the national elections challenged us to hear discounted voices and mobilize to defend all we cherish without being poisoned by hatred, fear, and anger.



We are also grappling with the loss of Out of the Woods which was both a good organization and a clear and concrete symbol of our mission. What are we doing next, what will happen to the Annex, and what will be the new centerpiece of our mission and vision?

In these Annual Reports you can see the full range of programs through which we are becoming “a congregation that opens minds, fills hearts and transforms lives.” Find here not only reports of great work and amazing people from our past year. Seek here evocations of our future. ♦

Our Staff Team: *The Reverend Thomas Perchlik, Senior Minister; Troy Fisher, Music Director; Sara Lewis, Director of Religious Education; Darlene Sarkela, Church Administrator; Bonnie Guyer Graham, Community Life Ministry; The Reverend Carol McKinley, Faith in Action Ministry; Marie Arensmeyer, Caretaker.*

Board of Trustees *(those who served in 2016): Michele Hendrickson, President; James Anest, Alice Curtis, Lorrie Eaton, Helen Henry, Martha Nicoloff, Linda Selsor, Mark Swanson, Mary Anne Trause and Wendy Tanner.*

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Policy Governance Adopted

BY MICHELE HENDRICKSON, PRESIDENT

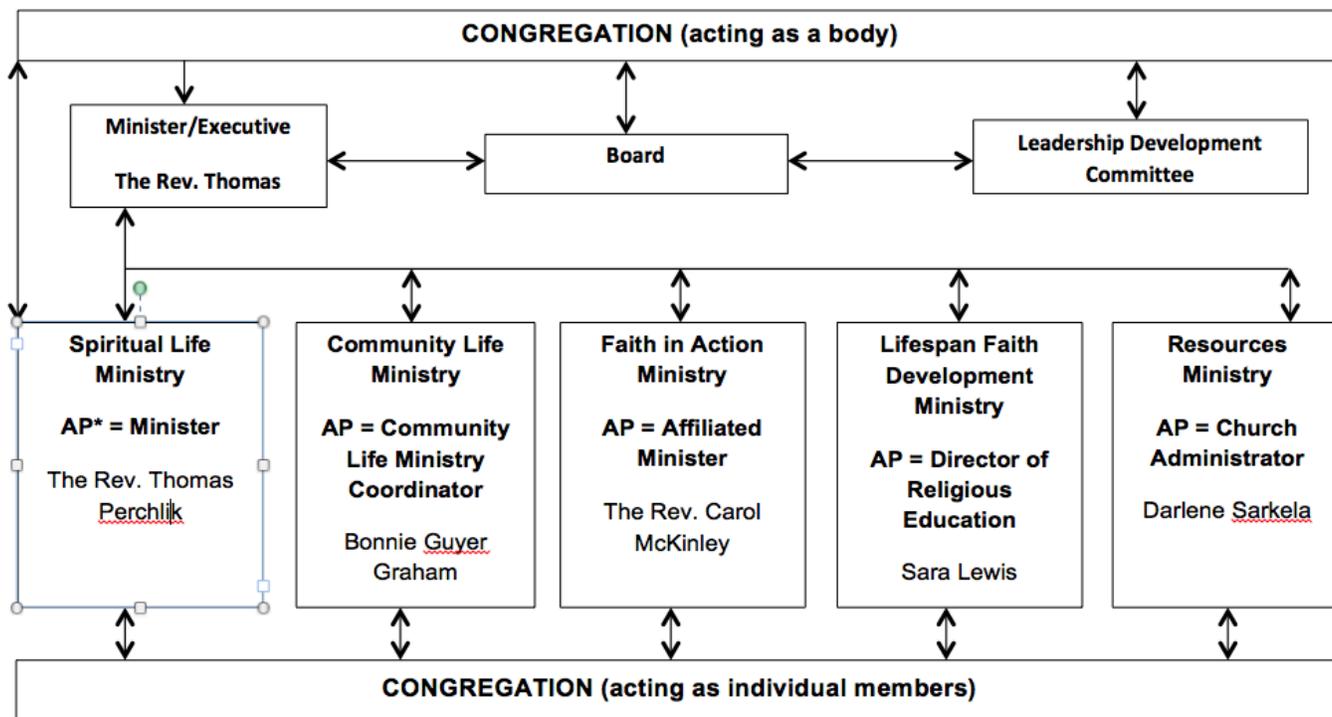


Choosing and implementing a new form of governance at OUUC was the major task of the OUUC Board of Trustees in 2016. This move to Policy Governance called for major changes in the role of the Board of Trustees: under Policy Governance the Board engaged the congregation in discerning its most deeply cherished values, strengths and purpose. The Board then drafted broad Ends Statements that articulate these values and purposes. The Board held listening sessions with the congregation to adjust the Ends Statements to be as responsive as possible to the congregation's values. The adjusted Ends Statements were then adopted by the Board. (See page 4.)

Throughout 2016 Board members participated in numerous workshops and retreats designed to teach Board members the principles and practices of Policy Governance. At monthly meetings Board members practiced their new role as visionary leaders of the congregation. The move to Policy Governance required by-laws revisions and adoption of new policies. The policies specify the responsibilities and authority of the Board and

delegate to the Minister as Executive the responsibility and authority for achieving the Ends within specified limitations. The Executive reports to the Board and is accountable for achieving the Ends.

Board education and adoption of Ends and new policies in 2016 supported the structure of Policy Governance. In addition the Board was also peripherally involved in Ministries Restructuring which allows for a more flexible and responsive structuring of OUUC's ministries and operations to meet the adopted Ends. OUUC called a new settled minister in 2016, and the Board supported the work of the Search Committee as they diligently sought qualified candidates for that position, eventually introducing The Rev. Thomas Perchlik to the congregation as their choice for OUUC's new settled minister. The congregation agreed with that choice at a special congregational meeting held in May. ♦



*AP = Accountable Person



Spiritual Life Ministry

THE REVEREND THOMAS PERCHLIK, Accountable Person

The minister's first responsibility is to nurture the spiritual life of a congregation and its individual people. OUUC is a healthy and vibrant

community of religious liberals. The national political climate has been a spiritual challenge, but we have responded to it with wisdom, vision, and grace.

The Worship Arts Team, including our wonderful Music Director, Troy Fisher, has refined our operating procedures. We are now working very well together to produce good worship on a weekly basis. My sermons have been well received. People comment positively on the integrity of each Sunday service, regarding music, readings, stories and sermon ideas. The Worship Arts Team has begun work on surveying our people to assess what works best and what does not work well in our services to move us toward our Congregational Ends.

We have good community life from parties and celebrations to the shared effort of Books, Brownies, and Beans.

Our Congregation is growing by several more friends each year—more than those we sadly lose to individual change and death; however, the total of official members this past year has shown numerical growth of only 0.62%.

We have great welcoming programs and people in place. If we continue to be an active and loving community, we will attract new people to this Congregation. If we do well at integrating those people, then the average age of our congregation will go down and the total membership will increase. Also, our work on Right Relations, Anti-racism, Welcoming Congregation and Green Sanctuary will expand our hearts, minds, and lives, no matter how many people are here.

A key part of my work, besides learning the names and faces of over 300 people, has been to ally with

the Accountable Persons and especially the Pastoral Care Team to provide care and compassion to the people in our Congregational community.

I also coordinate with your Community Life Coordinator on maintaining the strength and quality of standing ministries like Coffee Service and Sunday Hospitality, as well as new ministries like The Parish Nurse and the upcoming Listening Ministry. ♦

OUUC Mission

We are a liberal religious community that

- opens minds,
- fills hearts, and
- transforms lives.

OUUC Ends

- We expand our knowledge, deepen our understanding, and strengthen and live our Unitarian Universalist identities.
- Our hearts are filled with experiences of wonder, awe, and connection to the spirit of life and love.
- People of all ages, identities, and circumstances are welcomed and connected in our loving community.
- The Olympia Unitarian Universalist Congregation responds to the needs of a changing congregation and world.
- Our lives and those of the larger community are meaningfully changed through our collaborative work for justice.
- We advocate for environmental justice and practice care for the earth.



Faith Development Ministry

SARA LEWIS, Accountable Person



•Served approximately 140 children and youth with Sunday Religious Education Classes, Our Whole Lives sexuality education classes, a weeklong Chalice Camp, and youth programming including retreats and camps.

- Offered 45 unique classes for adult education, with 233 registrants.
- Held small group ministry “Circles of the Spirit” for 50 participants.

Fun Highlights:

- At the “Children’s Annual Meeting” children voted where to send the Children’s Offering they had collected all year, and chose to help Syrian Refugees.
- Children selected a service project, helping animals, and spent one month of Sundays creating dog and cat toys, held a Bake Sale and Supply Drive, and visited the local animal shelter for a field trip.
- Youth Groups put on a Halloween Party fundraiser that raised money for the RE Scholarship Fund ... a fund which sent one of our High School Youth to the weeklong Goldmine Leadership School this summer.
- Adult Education classes ranged from UU History to Cooking Algerian Chicken, and from End of Life Choices to Sacred Dance. ♦





Faith in Action Ministry

THE REVEREND CAROL MCKINLEY
Accountable Person

Although OUUC has been a voice for liberal religion in our community for more than 50 years, its Faith in Action Ministry is new—created in July 2016

to coordinate and lead the justice efforts of the congregation. Faith in Action Ministry is rooted in OUUC’s mission: We are a liberal religious community that opens minds, fills hearts and transforms lives. This ministry’s role is to live out the congregation’s mission by responding to the needs of our world through service, financial support, education, witness, and advocacy, creating meaningful transformation in us and the world through collaborative work for social, economic, and environmental justice.

At best, justice activism can strengthen a congregation by building community, nourishing individuals’ spiritual life, and positively impacting public life. At OUUC, our commitment to justice is firmly rooted in our Unitarian Universalist faith. Central to our faith is that nothing exists in isolation.

Everything in the universe is dependent upon its relationship to other things. We are one enormous system exploding with diversity of life and consciousness, inspiring great awe and wonder that inspires us to protect earth, humanity, and all life forms. This awe and passion inspire our commitment to be part of a community that works for justice.

The July 2016 OUUC reorganization plan charges the newly created Faith in Action Ministry with coordinating justice work as we move toward transformation of ourselves, our community, and the world.

As the year drew to a close, the Accountable Person and Leadership Team was working on several initiatives to further develop the Faith in Action Ministry. Each of these initiatives has as its goal the living out of OUUC’s mission and ends by bringing members and friends into an area of justice work that best fits with their passion, time availability, and skills. ♦



OUUC’s Faith in Action Ministry covers the following areas:

- Share the Plate
- Peace and Right Relationship
 - UUSC (Unitarian Universalist Service Committee)
 - Native American issues and relationship
 - Justice in the Middle East
 - Religious tolerance and understanding
- Homelessness and Hunger
 - Books, Brownies, and Beans
 - Giving Tree holiday donations
 - IW Shelter support
 - Community Kitchen
 - Food resources, including CROP Walk and the Food Bank
- Green Sanctuary and Our Earth Community
- Public Advocacy
 - Local governments
 - State government
 - National/international issues
 - WA State UU Voices for Justice
 - Northwest UU Justice Network
- Justice and Equality groups
 - Justice Not Jails
 - Standing Up to Racism
 - Immigration
 - Welcoming Congregation and gender equality



Volunteers, including many from OUUC, staff the Community Kitchen. Three times each day, on every day of the year, meals are served by crews from over thirty groups. Operated by Catholic Community Services, the program supports the nutritional need of low income yet often working people.

Among accomplishments since July 2016:

- Incorporation of Green Sanctuary into Faith in Action Ministry
- Clarification of the process by which new justice programs or initiatives are proposed and accepted
- Revision of Share the Plate application and website information
- Faith in Action table in the Commons as a central place for information on justice programs at OUUC and in the community
- Regular announcements of justice work in the weekly e-blasts

Initiatives to further develop the Ministry:

- Creation of a task force to consider and recommend options for B&G Annex property
- Review and revision of OUUC's justice website
- Plans for a weekly Faith in Action newsletter
- Books, Beans and Brownies 2017 team established
- Planning the process by which future Books, Beans and Brownies' funds recipients are selected
- Review and renewal of OUUC's Welcoming Congregation certification



Caring Friends is an opt-in email list that enables us to let one another know when we need help with practical things like transportation, doing errands, having meals delivered, etc.

Caring Friends provides the opportunity for each of us to take care of those in our congregation. Caring Friends facilitates member/friend to member/friend support during life transitions and times of illness or stress.

Hospitality and Coffee Teams were created last year to welcome everyone to our church on Sunday mornings, to get the sanctuary ready for worship, welcome people at the door, help people find seats and answer your questions. Newcomers may be seeking a spiritual home; they may be looking for like-minded people, or they may simply be lonely or having a bad day. Others bring a smile to someone's face when they offer a warm cup of coffee after Sunday services, encouraging connection through conversation.

Community Life Ministry

BONNIE GUYER GRAHAM
Accountable Person



Community Life Ministry attends to the health of the congregation as a living, growing body. It creates and maintains a congregational culture where all who step through our doors are welcomed, accepted, supported, and encouraged in their spiritual journeys. It develops and provides multiple pathways to strengthen and deepen participants' connection and commitment to their own growth, to one another, to OUUC, to Unitarian Universalism, and to the wider world. Some will be equipped for leadership through discernment and development of their gifts.

Community Life Ministries provide our members and friends a chance to connect and build relationships and religious community. There are many groups or activities that filled hearts in 2016 and are ongoing. ♦

MUGs (Mighty Unitarian Guys) meets for eclectic discussions every Thursday morning from 10:00 to 11:00 a.m. at Traditions cafe in downtown Olympia. Men of all ages are welcome.

PUGs (Powerful Unitarian Gals) also meets weekly on Wednesdays at 10:30–noon at OUUC for fellowship and conversation. They touch bases with each other about life and upcoming events, favorite movies and books and about things happening in the community.

Guy's TGIT meets weekly on Thursday afternoons at 4:30 p.m. in a variety of locations.

Ladies Unitarian Social group explores establishments weekly from 4:30–6:00 p.m. on Tuesday at a variety of locations. They stimulate the economy, catch up on lives, and provide support for each other...wth lots of laughter!

Pop Up Dinners, new last year, brought out about 80 folks who got together in small groups over a meal for an evening of lively and welcoming conversation. Sign-up is in the Commons on Sunday mornings. ♦



Sewing Ministry is a group that meets to make lap quilts for congregation members in need of a warm hug. We work with the minister on determining recipients. We aim to make six quilts per year. Periodically we make larger quilts as fundraisers for the OUUC auction.

Partner Church Team continues to help us build community with our Partner congregation in Kissolymos, Romania. We host a Balazs scholar usually from Romania at a service each year, exchange information and learn about Unitarian communities elsewhere, raise funds to help support the congregation there, and send church member ambassadors there every few years.

PUGs group meets weekly at OUUC to share and care about the world and our lives.



Resource Ministry

DARLENE SARKALA
Accountable Person

The Resource Ministry enables and supports the Mission and Ends of OUUC by providing essential infrastructure and resource management functions.

Buildings and Grounds (B&G): The work of maintaining our community buildings and grounds is work for us all. The Buildings and Grounds Committee provides the volunteer leadership and is supported by staff member, Marie Arensmeyer, and is overseen by the Administrator, Darlene Sarkela. Many more volunteers make it possible to maintain our facility and the annex that used to house "Out of the Woods." Most major building projects are coordinated by B&G, such as the sanctuary remodel in 2016.

There is the ongoing work of maintaining the grounds which greatly expanded with the new parking lot. B&G coordinates with a group of dedicated volunteers to weed, clean the parking lot, mulch the beds, and plant new trees and shrubs. Maintenance of the storm water system falls to B&G and requires annual work. In 2016 B&G oversaw a drainage problem in the parking lot by the religious education wing. Gutters need cleaning and repair and B&G provides that too. Inside the building, B&G coordinates the moving of furniture and carpet

cleaning in the sanctuary. Lighting problems or heating problems usually involve a call to B&G.

You probably knew about the maintenance aspects of the committee's work. You may not have heard about how B&G provides expertise to other groups. In 2016, B&G supported the committee who oversaw the installation of the memorial garden and plaque. B&G helped install the "Black Lives Matter" banner among many other projects. Maintaining the buildings and grounds is work for all of us and B&G provides the volunteer leadership to do all that work. Please help with whatever part you can.

Office: One of the primary functions of the Resource Ministry is office administration. In 2016 office staff were pleased to begin the transition to new church management software. There was a learning curve. Many hours were devoted to transfer of data and setting up a new framework. This work will continue in 2017 as church members are introduced to this system and will benefit from its many features.

Audio Visual: Along with some necessary equipment updates and improvements, the OUUC A/V team replaced our old, failing sanctuary sound system which was originally installed over a quarter century

ago when the building was built. The new system uses a new amplifier and high quality overhead speakers to bring greater clarity to our worship services and events in the sanctuary. ♦





Executive Functions

THE REVEREND THOMAS PERCHLIK
Accountable Person

These past six months have centered on heavy learning about how the Board and Minister will work together under our

new Policy Governance structure. We are starting to get the hang of things and are ready to incorporate new Board members in May.

The most unfinished task before us is a complete re-write of procedures and guidelines for committees and operations of the Congregation. Though we have the old “Policies and Procedures Manual” to work from, there is much that needs revision. The plan is to complete this rewrite by the end of 2017.

The Accountable Persons Team, Sara Lewis, Darlene Sarkela, Bonnie Guyer-Graham, Carol McKinley and I support one another and work together well. These people are the main managing team of the congregation, and I am glad to have such talented teammates.

I am also very involved with Finance—The Finance Committee’s purpose has been reoriented, and I work with that committee on a monthly basis. We are now clarifying our procedures, and we hope to be training a new Bookkeeper by the end of March.

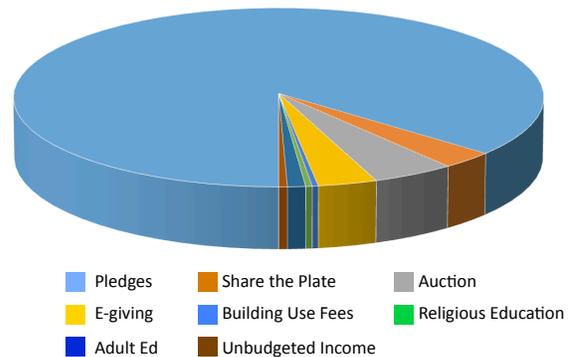
The big project of the fall was the creation of a new Budget Development process. As a result of this process, our income was estimated to be about the same in 2017 as in 2016 so we have adopted a “revenue neutral” budget for this year. On the other hand, generous one-time gifts are allowing for new projects. After a deserved break, it is time to renew the Stewardship Committee. This committee helps us all think about how we are using our money and talent to build this congregation. Stewardship will still have its main focus and drive in the fall, but I want the Stewardship program to be year-round.

The Finance Committee includes the Minister, the Treasurer, and the Bookkeeper as well as other

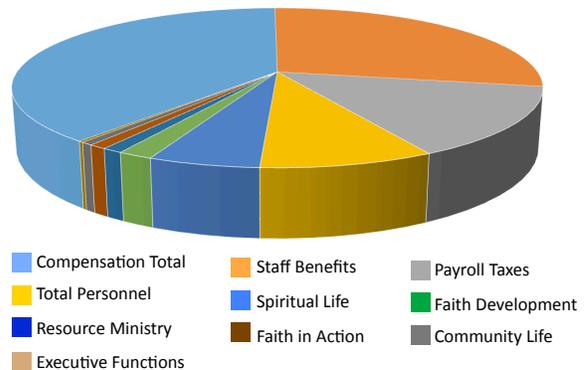
members from the congregation. The committee supports the Minister and the Treasurer in budget preparation and other areas of financial management and monitors income and expenses of the Church. The committee is beginning to draft procedures to guide financial activities. Every year Quimper UU Fellowship reviews the financial records of OUUC. Currently, OUUC is responding to their only recommendation, i.e. that we reduce the number of non-essential funds by beginning a project to document and set procedures for the creation and use of reserve accounts. Our pledge payment history is a healthy 98 percent of budget. Looking forward, our 2017 balanced budget is \$502,000. Thank you donors! ♦

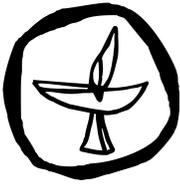


2016 Revenue Sources \$503,476



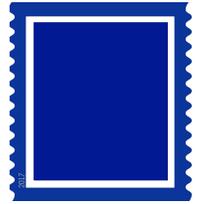
2016 Expenditures \$482,790





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Unitarian Universalist
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