



# UUUCB

Unitarian Universalist Church of Berkeley

## Annual Report 2014-15

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# INTRODUCTION TO THE 2014-15 ANNUAL REPORT

Please know that this is a historical document that serves as a “snapshot” of UUCB as of May 17, 2015.

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# **ANNUAL CONGREGATIONAL MEETING**

**May 17, 2015 Celebration and Planning Congregational Meeting**

Following the 11:00 a.m. Worship Service

## **AGENDA**

### **Call to Order and Determine Presence of a Quorum**

Deborah Schmidt, President, Board of Trustees

### **Adoption of the Agenda**

### **Reading of the Covenant**

### **Approval of the Minutes of Congregational Meeting of February 8, 2015**

### **Approval of the Minutes of Special Congregational Meeting of April 26, 2015**

### **Presentation of Schweitzer Medal to**

Cynthia Asprodites: presented by Kay Fairwell

### **State of the Congregation - Deborah Schmidt, President, Board of Trustees**

**Coordinating Team Report – Beth Pollard**

### **Capital Campaign Projects Update - John Cahoon**

### **Stewardship – Anne Greenwood**

### **Vote on the Proposed Bylaws Revision**

Article 8.1 – Ministerial Hiring

### **Finance – Linda Laskowski**

**Treasurer's Report – Linda Laskowski**

### **Budget for 2015-2016**

**Motion:** To approve the budget for 2015-2016 as presented.

### **Social Justice Council Project**

The Social Justice Council recommends that the congregation approve the Confronting Racism Project as a sponsored project.

**Motion to approve**

### **Endorsement of Nominating Committee Members**

The Board of Trustees recommends the congregation approve the following for membership on the Nominating Committee.

**Motion to approve for two year terms:**

Nancy "Kelly" Kelly, Ralph Nelson, Rhonda Servin

**Recognition of outgoing and ongoing members** Continuing Nominating Committee members are Christina Creveling, Ira Nelken, Judy Sam and Lonnie Moseley (alternate).

We thank Lynne Cahoon, Selene Fabiano and Abbot Foote for their two years of service.

### **Blessing**

### **Adjournment**

# 2015 ANNUAL TREASURER'S REPORT

The Unitarian Universalist Church of Berkeley has a very strong list of assets:

- No debt – buildings and 9 acres of land, plus Freestone
- Endowment worth \$1.5 M
- Over \$800,000 pledged for building investment, \$710,000 already collected
- An extraordinary music program
- Human capital within and outside our walls
  - “An active and dynamic partner” (immigration, CCISCO, GRIP, Read Aloud, UU Justice Ministry, UU Service Committee)
  - 5 community ministers and seven “member” ministers
  - Professional family ministry

We have an infrastructure (building, staff, programs) built for 600 members – and we just dropped to 383.

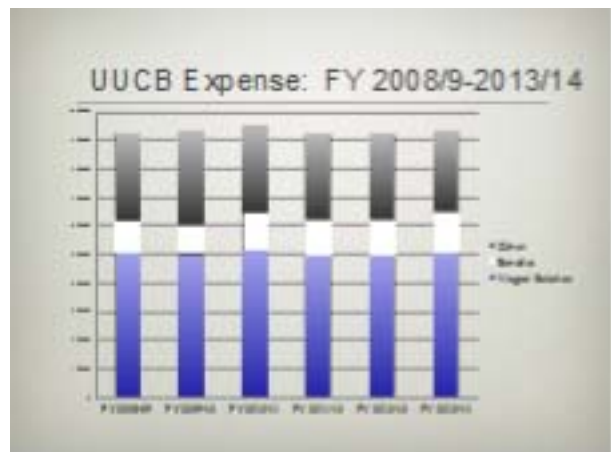


This chart shows total membership (what is “certified” and recorded with the Unitarian Universalist Association) starting in 2002 through 2015, which uses a consistent method of counting members. The dark line is a regression analysis, indicating the trend over the 14 years.

This has a major impact on our financial future because 60% of our revenue comes from our members.



That includes everything in white – in addition to pledges and non-pledge contributions, most of our program and fundraising comes from us. Our revenues have been essentially flat for 6 years – as have our expenses:



In real terms (adjusted for inflation), expenses have dropped about 12%. Employee costs (blue and white together) are about 2/3 of total cost, with salaries and wages (in real terms) dropping 13% while benefits (led by health insurance) have increased by an inflation-adjusted 10%. We have primarily controlled expenses by controlling the salaries and hours of our employees, with most employees not having a raise in 4 years. We still have 3 employees who do not meet UUA minimums (down from 6 last year). The cost to bring them up to minimum and provide an overall 2% raise is about \$25,000.

Recently we learned several things:

- Shu Ren (our largest tenant) is leaving effective June 30
- We have dropped from 427 to 383 members
- We can (and have) significantly increase(d) community rentals
- We have at least \$22,000 of search and transition costs over the next two years
- Next year includes an intern (to provide relief for our interim minister, who has replaced three people)

I added these assumptions to a 5 year projection model I created last summer. This model has multiple assumptions for both revenues and expenses that can be varied by anyone to see what happens to the financial picture – including average pledge increases, number of members, salary increases, inflation, etc. If I project the trend of the past few years, adding in the known changes above, the surplus/deficit looks like this:



Note in this scenario, we drop to a deficit of \$85,000 next year, primarily due to the reduction in revenue from the Education Building and the addition of ministerial search costs, then slowly come up until we break even in 2020.

While this is not a pretty picture, it is sustainable. We could accumulate deficits until 2020 (in total about \$250,000), borrowing from the endowment, and then paying it back. Note we are still not including a building reserve.

In the business world, this kind of graph is often referred to as a “hockey stick” – we go down this year, but next year it starts to get better. The trouble with hockey sticks is that they tend to shift to the right – with each year saying “next year will be better”.

What happens if we include the challenge from the Stewardship Team, and push on membership a little harder? This view assumes a 20% increase in pledges next year, and 475 members by 2020.

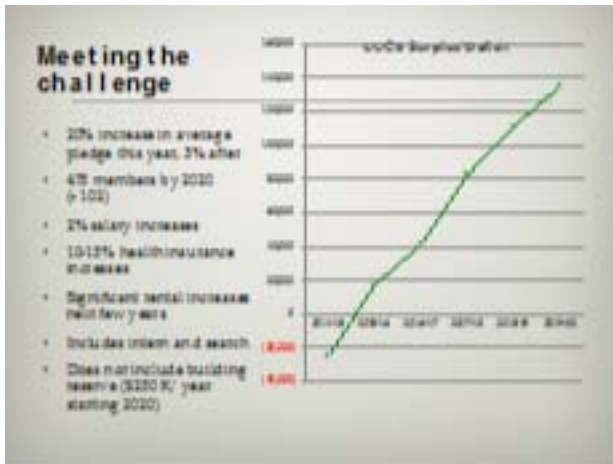


And as bleak as this “baseline” is, it still does not include the needed \$200,000 to \$250,000 annually for a building reserve.

I tried a variety of assumptions, including one I call a “measured response”, i.e.: one that takes members back up to 450 by 2020, with a 5% pledge increase this year:

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The solar panel loan, \$463,000 taken out in early 2008, is a model for this. It was paid back by 2014 with 6% interest. The pay back included two major bequests.

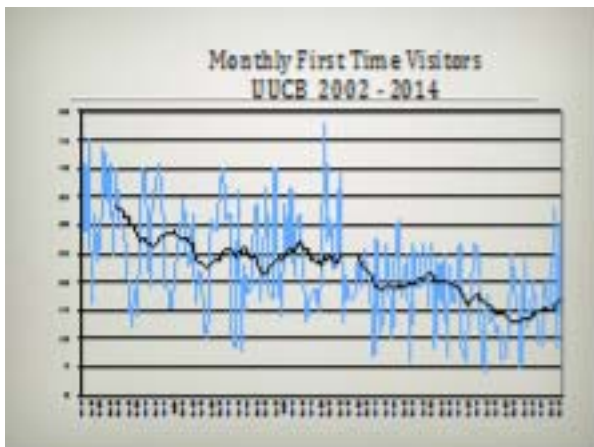


Note it projects a surplus budget next year, even with the known changes.

We still have hard conversations:

- Will we need to develop part of our land? The capital campaign “bought” us 3-5 years. A positive development is that neighbors are looking at creating an endowment similar to the one just created by Grace Ulp, to reduce the need to develop the land.
- Do we belong on this hill?
- How do we grow in an environment where people are not into “church”?

Note that I am asking “how do we grow”, not “can we grow”. We have several indicators that suggest we have already started to turn around. The first is first time visitors – which is typically a “leading indicator” of 6-8 months before new members.

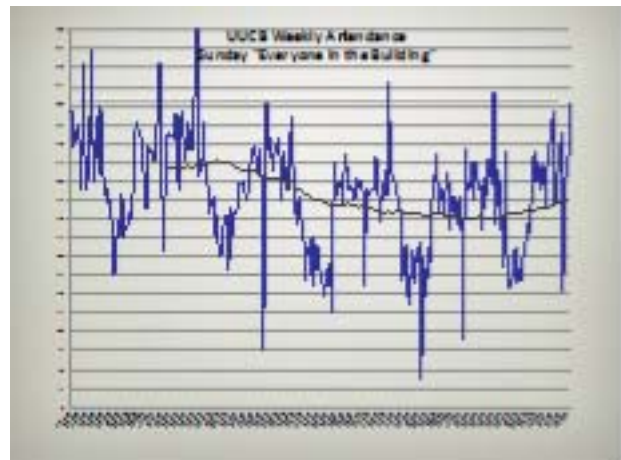


This chart shows first time visitors since January of 2002 – the heavy dark line is the rolling

average of each of the previous 12 months. For example, the beginning of the line (on the left) is about 34, which was the monthly average for 2002 (or about 400 first time visitors/year). Over time this dropped, taking significant dives in 2009, and again starting in the summer of 2011 until it started to come up again in the fall of 2013. At that point, we were averaging 13 first time visitors per month, or about 150 in the previous 12 months.

Two things happened in the fall of 2013: we hired Merrin Clough to start a stable Family Ministry program, and we restarted outreach efforts. Lonnie Mosely and Paul Hudson were named Membership Ministry Co-Chairs. Since then, we are up to a (12 month) average of 17 first time visitors/month – that difference (13 vs. 17 visitors) typically equals 8 more members in a single year.

We are also showing an increase in attendance. This chart goes from 2010 through January of 2015, with the dark line a 52 week rolling average (which adjusts for seasonality):



In 2011 we were typically getting an average of 325 people in worship services, Personal Theology, childcare, and the Humanists. That had dropped to 250 by 2014, and started to come back up by late spring. We are now averaging 275 (past 52 weeks), an increase of 10%.

So our charge is clear:



- Turn around membership and pledging trends, and find an additional source of funds for building investment OR
- Envision ourselves as a much smaller church, OR
- Do nothing and assume someone else will take care of it, incurring deficit budgets for years until a much smaller congregation is out of options

The last option is the one that gives me great pause. Remember the “business as usual” chart?



We could do this – and if we did, we would not recover. We would continue to borrow money from the endowment, be unable to pay it back – over decades. At some point, future generations of this church – a much smaller church – would have few options.

Is this the future we want to provide to our successors, given the assets I started this presentation with? Nine acres of paid for land, \$1.5 M endowment?

So what will our legacy be to future generations at this church? These are the two directions we can go. It is up to us to decide which one.

## Coordinating Team's Proposed Budget 2015-16

The proposed budget for 2015-16:

- Shows a small surplus of revenues over expenses
- Significantly increases pledge income, in line with current pledge results [thank you, thank you!]
- Reduces tenant rental income for the transition to a new tenant
- Increases total expenses by \$4000, absorbing most of the additional \$41,000 for an intern, the Search Committee costs, and a full year of the interim minister
- Makes significant reductions in our cost structure by reducing employee hours (especially Facilities and Administration) in line with the experience of other congregations of our size
- Brings all employees to at least UUA minimums, with most employees getting at least a 2% increase, and those close to the minimum somewhat higher
- Adopts the UUA co-pay recommendation of 20% of health and dental premiums rather than a flat co-pay for every employee of \$65/mo
- Increases Family Ministry support
- Makes a small reduction in Music staff hours
- Includes \$15,000 for Ministerial Search costs
- Includes a symbolic \$1000 for the building reserve, which may be added to as the year progresses

Significant risks in this budget include:

- As of today (April 30) we have no contract with a tenant to replace Shu Ren, who is leaving June 30
- We currently have no fundraising committee to raise \$34,000

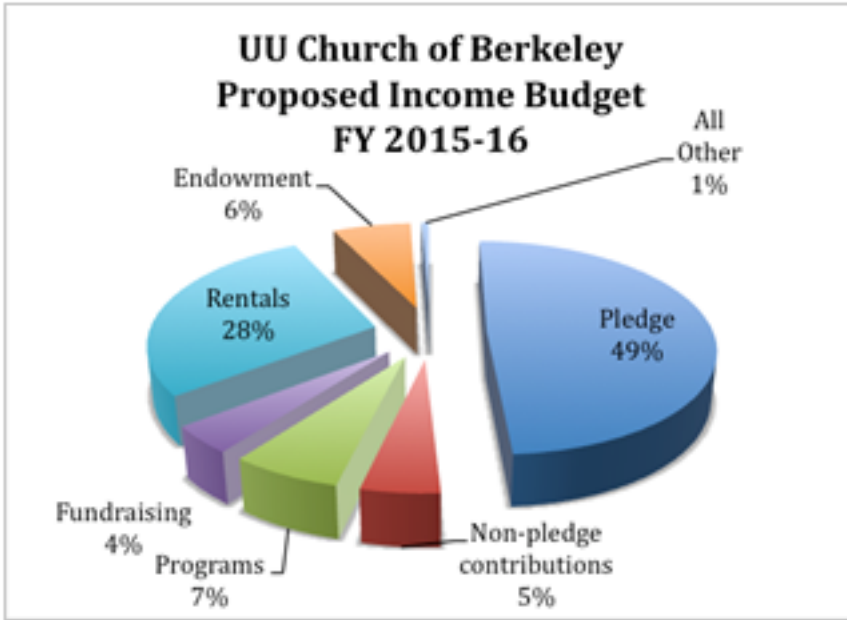
Significant opportunities in this budget include:

- Pledge income could be higher
- Community rentals could be higher
- Tenant rental space could include rooms in the main building

Want to know more? Check out <http://tinyurl.com/oablk6z> or sign up for one of the review sessions (in person May 14 at 7:30 pm, via telephone and online May 16, 2:00 pm.) RSVP here: <https://www.surveymonkey.com/s/TVC3Y93> or on the Member Table.

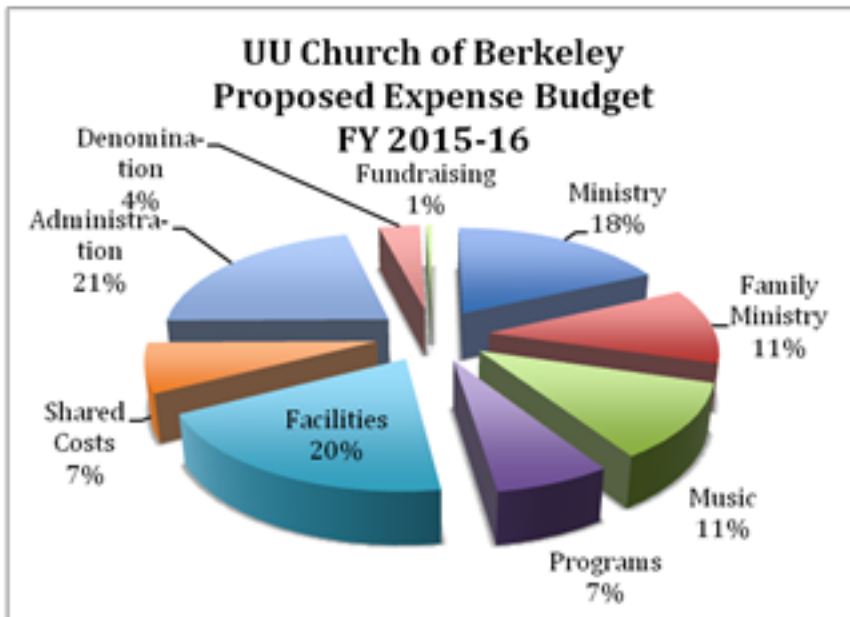


# Coordinating Team's Proposed Budget 2015-16



Income

|                          |                  |
|--------------------------|------------------|
| Pledge                   | \$487,000        |
| Non-pledge contributions | 46,800           |
| Programs                 | 65,500           |
| Fundraising              | 41,000           |
| Rentals                  | 281,200          |
| Endowment                | 65,300           |
| All Other                | 6,600            |
| <b>Total</b>             | <b>\$993,300</b> |



Expense

|                 |                  |
|-----------------|------------------|
| Ministry        | \$177,500        |
| Family Ministry | \$112,300        |
| Music           | 110,800          |
| Programs        | 67,100           |
| Facilities      | 193,500          |
| Shared Costs    | 72,700           |
| Administration  | 208,000          |
| Denomination    | 34,100           |
| Fundraising     | 4,900            |
| <b>Total</b>    | <b>\$980,700</b> |

# **SPECIAL CONGREGATIONAL MEETING**

**April 26, 2015**

Draft

## **MINUTES**

### **Call to Order and Determination of the Presence of a Quorum**

President Deborah Schmidt called the meeting to order at 12:04 p.m., lit the chalice and asked for a count of the members present. Seventy-one members were counted and President Schmidt announced that a quorum was present and that ninety-two absentee ballots had also been turned in.

### **Introduction of Candidates**

Deborah Schmidt announced that the only item of business was the election of four members to the committee that will conduct the search for our next settled minister. She read the names of the twelve candidates who had received the most nominations from their fellow church members and had agreed to serve, inviting all who were present to come forward. The candidates: Cynthia Asprodites, Stephanie Ann Blythe, Patrick Cullinane, Kay Fairwell, Jean Gleason, Kathy Guarneri, Kathryn Jay, Susan Lankford, Lisa Maynard, Beth Pollard, Gail Simpson and Warren Zittel.

### **Voting**

Ballots were distributed, marked and collected while President Schmidt explained that the Board members would tally the votes immediately after the meeting and would meet Thursday evening, April 30th, to elect three additional Search Committee members from the list of candidates. The Search Committee would then be introduced to the congregation at the service on Sunday, May 3, 2015.

### **Adjournment**

The meeting was adjourned at 12:13 p.m..

Respectfully submitted, Jane Lundin, secretary

# **ANNUAL CONGREGATIONAL MEETING**

## **Awards, Canvass and Election**

**February 8, 2015**

Draft 2

### **MINUTES**

#### **Call to Order and Determination of the Presence of a Quorum**

President Jean Gleason called the meeting to order at 12:15 p.m., lit the chalice and asked for a count of the members present. A record number, 104 members, were counted, more than a quarter of the membership.

#### **Adoption of the Agenda**

Lois Atkinson moved adoption of the agenda, Larry Nagel seconded, and the motion passed.

#### **Reading the Covenant**

Jean Gleason then read the church's Covenant of Right Relations.

#### **Approval of the Minutes of the Previous Congregational Meeting**

A motion to approve the minutes of the May 18, 2014 Congregational Meeting was made by Roger Thompson, seconded by Larry Nagel, and passed.

#### **Presentation of the Flaming Chalice Awards**

President Gleason introduced the award winners and the members making each presentation:

Robin Cooper, presented by Susan Wansing

Marin Fischer, presented by Lynne Cahoon

Hoa Voscott presented by Judy Sam

There was a standing ovation for all of them.

#### **Thanks for Lunch**

President Gleason asked that Barbara Hilbourn and the crew of volunteers who had prepared and served the lunch also be recognized; the result of their hard work was delicious, and it also made it possible for so many more members to attend.

#### **President's Report**

Jean Gleason reviewed the highlights of her two years as president, everything from the ordinations of Aija Simpson and Sue Magidson to playing a cranky camel in a Sunday service, and then she recognized Grace Ulp for her generosity in donating \$30,000 to start a building maintenance endowment.

#### **Treasurer's Report**

Linda Laskowski introduced and thanked the members of the Financial Advisory Committee and read a poem, "Not on My Watch," by Sandy Miller. She reported that pledge income was less than had been budgeted but that this was at least partly balanced by increased community rentals and one unfilled maintenance position. She reviewed the trends of membership and income, presenting two alternative scenarios and urging that members increase their pledges for next year by 20% to allow the church to rebuild starting in the black.

#### **Coordinating Team Reports**

Jane Middleton introduced members who reported as follows:

Anne Greenwood reported on Stewardship, describing the role of the Connectors who will contact every member, and the funds that had been donated to match pledge increases of 20% or more.

Larry Nagel reported on the status of various projects being funded from the Capital Campaign, which will start with removing the dying trees, replacing the patio and redoing the roof.

Lonnie Moseley and Paul Hudson reported on Membership, noting that the Fifth Thursday program in January welcomed six new members and asking for more volunteers to help realize more outreach.

### **Board Election and Installation**

Jean Gleason recognized the departing members, Kathleen Baumgardner, Ladie Malek, and Maryann Simpson, and announced that Tony Bushman, Jack Duggan and Richard Hanway had all been elected. Rev. Greg Ward installed the new Board members, noting that giraffes have the biggest hearts and can see from their vantage point where to escape attacking lions and asking them to swear on his wooden giraffe.

### **Adjournment and Election of Officers**

President Gleason ended the meeting on time, at 2:15 p.m., and asked that the Board members remain for a short meeting. Tony Bushman, Jack Duggan, Richard Hanway, Jean Gleason, Lee Lawrence, Deborah Schmidt, and Virginia Silver Rimbach were present. Lee Lawrence moved and Tony Bushman seconded the election of Deborah Schmidt as President and Virginia Silver-Rimbach as Vice President, and the motion passed. Treasurer Linda Laskowski and Secretary Jane Lundin will continue in these offices.

Respectfully submitted, Jane Lundin, secretary

# **ANNUAL CONGREGATIONAL MEETING**

## **Celebration and Planning**

**May 18, 2014**

### **MINUTES**

#### **Call to Order and Determination of the Presence of a Quorum**

President Jean Gleason called the meeting to order at 11:28 a.m., asked for a headcount and announced that 81 members were present, sufficient for a quorum.

#### **Adoption of the Agenda**

President Gleason asked for a motion to approve the agenda. The motion was made by Linda Zittel, seconded by Judy Sam, and passed.

#### **Reading the Covenant of Right Relations**

Ladie Malek and Virginia Silver-Rimbach read the covenant to the congregation.

#### **Approval of the Minutes of the Previous Congregational Meeting**

A motion to approve the minutes of the February 9, 2014 Congregational Meeting was made by Diana Smith, seconded by Elizabeth Hutchins, and passed.

#### **Presentation of the Schweitzer Awards**

President Gleason introduced the winners of these awards, which are given to members who have been of exceptional service to the congregation, along with the members making the individual presentations:

Abbot Foote, presented by Linda Laskowski

Craig Scott, presented by Natalie DaSilva

She also introduced Jo Maxon who, with her late husband Karl Ruppenthal, have had their names added to the plaque at the rear of the sanctuary in thanks for all they have done for the Church.

There was a standing ovation for them.

#### **President's Report**

Jean Gleason reviewed some of the year's accomplishments, including the ordination of Marcus Liefert, various CCISCO events, and the acquisition of the auto-defibrillator, and described the cooperative efforts of the Board and the Coordinating Team to develop operating definitions, which can then be used to develop a strategic plan to implement the recently adopted Ends policies. She concluded by announcing that the interim minister would be the Reverend Greg Ward and inviting members to check out his website.

#### **Coordinating Team Reports**

Beth Pollard named the members who had served on the Team over the past year and thanked Bill Hamilton-Holway for his contribution to their work. She then introduced the members reporting on the following activities:

Lonnie Moseley and Paul Hudson gave a detailed report on the activities of the Membership Ministry Team. The Church has 426 members, and though there has been a net loss of five to ten members per year recently, they are addressing that trend with a number of outreach initiatives.

John Cahoon gave an update on the Capital Campaign projects, the first of which will be rebuilding the patio to eliminate dangerous tripping hazards and make it more appealing to potential renters.

Susan Lankford gave an extensive report on the Land Use Committee's work, calling on Suzanne Brown from the consultant firm, as well as Dave Roberts, to detail the process. The whole team responded to questions from the congregation and presented the following motion which was seconded by Jo Maxon: *That the Board of UUCB be permitted to borrow from the Endowment up to \$100,000 subject to the repayment terms recommended by the Endowment Committee and presented to the Congregation at the May 2014 congregational meeting. These loans will be used to conduct further studies of the underlying conditions and determine the costs of obtaining entitlements, improvements and permitting for possible land and building development.* Ballots were distributed and the motion was adopted by a vote of 80 to 14.

Anne Greenwood, reporting for the Stewardship Committee, invited the co-ministers to come up to the chancel and placed paper crowns on their heads and gave them a heart shaped stone in thanks for their being such a great example of generosity. She reported the pledges so far received and ended with the following quotation from Mary Allen Walden: This Church is a community of ourselves...its wealth is what we share.

### **Treasurer's Report**

Linda Laskowski introduced the members of the Financial Council and made a motion to adopt the 2014-2015 budget as proposed. The motion was seconded by Bruce Hamilton and passed.

### **Endorsement of the Nominating Committee**

Kay Fairwell moved to approve the new members of the Nominating Committee: Christina Crevelling, Judy Sam, Ira Nelken and Lonnie Moseley (alternate). The motion was seconded by Bob Sayre and passed. Jean Gleason noted that the continuing members would be Abbot Foote, Lynne Cahoon and Selene Fabiano, but not Ellen Fisher who has joined the Coordinating Team. She also thanked the outgoing members for their service: David Rockhold, Kathy Guarneri and Maryann Simpson, as well as Monica Riley whom she remembered with affection.

### **Emeritus Status**

Patrick Cullinane made the motion recommended by the Board, that the members of the Unitarian Universalist Church of Berkeley award Emeritus and Emerita status to the Reverends Bill and Barbara Hamilton-Holway. The motion was seconded by Lynne Cahoon and passed.

### **Adjournment**

President Gleason ended the meeting by quoting John Buehrens, "Blessed are those ...who do the work...and stay to the end," and declared the meeting adjourned at 2:06 p.m..

Respectfully submitted,  
Jane Lundin, Secretary

# **The Tree of Life**

**Celebrating the Rites of Passage  
of our Members and Friends**



## **Blessed by the Arrival of Children**

Sile Harrington; daughter of Serena and Matt Harrington  
Phoebe Jenny, daughter of Samantha & Max Jenny  
Sebastian Gottlieb Mitchell, son of Rebecca Mitchell & Luke Gottlieb

## **Baby Blessings**

Phoebe Josephine Bodnar, daughter of Juliet Christian-Smith & Jon Bodnar  
Lucinda Swan, daughter of Megan Hailey-Dunsheath & Andrew Swan,  
and sister of Henry Swan  
We celebrate with those whose lives included the blessing of grandchildren.

## **Coming of Age**

|                       |                         |
|-----------------------|-------------------------|
| Sophia Acker          | Malcolm Dawkins         |
| Billy Augustine       | David Johnston          |
| Phoenix Bednar        | Emilie Kathol-Voillequé |
| Sidney Camara-Hurtado | Lindsey Lam             |

## **Weddings & Unions**

Maria Carlson & Sara Roberts  
Merrin Clough & Jared Bunde  
Ralph Nelson & Julie Rogers  
David Lingenfelter & Anne Wardell

## **Deaths**

|                      |                            |
|----------------------|----------------------------|
| Patricia (Pat) Ellis | Howard Mitchell            |
| Laurel Hatch         | Marion Modena              |
| Martha A. Helming    | Rolly Mulvey               |
| Walter Kleine        | Theodore (Ted) Kiyosho Ono |
| Jean Lipton          | Laura Safir                |
| Scott Merrick        | David Paul Schnurr         |
| Lucile Miles         | Susan Mildred Thomson      |

Our hearts and thoughts go out to those who experienced the  
loss of close family and friends this year.



## BOARD OF TRUSTEES PRESIDENTS

| <b>Fiscal Year</b> | <b>President</b>     |
|--------------------|----------------------|
| 2015               | Deborah Schmidt      |
| 2013-2015          | Jean Gleason         |
| 2011-2013          | Stephanie Ann Blythe |
| 2009-2011          | Warren Zittel        |
| 2007-2009          | Kay Fairwell         |
| 2005-2007          | Susan Lankford       |
| 2003-2005          | John L. Cahoon       |
| 2002-2003          | Michèle Voillequé    |
| 2000-2002          | Margaret Gudmundsson |
| 1998-2000          | Patrick Cullinane    |
| 1996-1998          | Suzanne M. Lieban    |
| 1993-1996          | Jim Burneo           |
| 1992-1993          | Roger Thompson       |
| 1991-1992          | Sheila Kennedy       |
| 1989-1991          | Karen Campbell       |
| 1988-1989          | Alex Holt            |
| 1987-1988          | Mac Lingo            |
| 1986-1987          | Bob Moore            |
| 1985-1986          | Jeanne Griffith      |
| 1984-1985          | John Tucker          |
| 1983-1984          | Jeanne Loomer        |
| 1982-1983          | Ann McDonald         |
| 1981-1982          | Erda Labuhn          |
| 1980-1981          | Jerry Wilson         |
| 1977-1980          | Barbara Bridge       |
| 1975-1977          | David Ulrich         |
| 1973-1975          | Ed Lampo             |
| 1972-1973          | Walter Nelson        |
| 1970-1972          | Bill Ulp             |
| 1969-1970          | Homer Merrill        |
| 1968-1969          | Gordon White         |
| 1965-1968          | Newell Nelson        |
| 1963-1965          | Phil Calkins         |
| 1959-1963          | Charles Shaw         |
| 1958-1959          | James Shepardson     |
| 1957-1958          | Joseph Fabry         |
| 1955-1957          | Walter Roberts       |
| 1954-1955          | Henry Butler         |

## ALBERT SCHWEITZER MEDAL

At this year's May Congregational Meeting, the Awards Committee and the Board of Trustees awarded the Albert Schweitzer Medal to **Cynthia Asprodites**.

Schweitzer Medals are awarded to recipients who have been supporters of Unitarian Universalist churches for at least fifteen years and of our church for five years; who have participated in a number of church functions "above and beyond the normal call of duty;" who have been church leaders; and who have participated in outreach activities.

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### **Cynthia Asprodites** by Kay Fairwell

Cynthia was raised in New Orleans in a devout Catholic family. As is true for many, she began to question the theology of the Roman Catholic Church as a young adult and drifted away. For many years, she resisted the notion of organized religion and was content to be "unchurched." That all changed when she began accompany her partner, Maryann, and their young daughter to church in the late 1980's. Over time, Cynthia's resistance to religion began to melt away. She allowed herself to acknowledge her spiritual yearnings, the religious impulse that had been long repressed, and began attending church more frequently. She found solace, renewal, spiritual sustenance during Sunday morning worship services. Her sense of belonging to this church community deepened, as did her involvement in church life.

Cynthia's active involvement began with Rev. Barbara and Bill Hamilton-Holway's tenure in the early 1990's. She served on the Committee on Ministry and the Sabbatical Committee. She became involved with the Welcoming Congregation Committee, Racial Wholeness Committee, and Safe Congregation Committee. She has served as a mentor in the Coming of Age program, and for a short while, on the Committee on Ministry for Religious Education. Stepping further into church leadership, Cynthia served on the Board of Trustees during a time of transition, when the board implemented policy-based governance, and later on the Coordinating Committee. At present, she serves on the Transition Team with our interim minister, Rev. Greg Ward. Cynthia is grateful for opportunities to work on behalf of UUCB and recently said that she receives more than she gives.

## ALBERT SCHWEITZER MEDALS

|                 |   |   |                            |
|-----------------|---|---|----------------------------|
| <b>Prior to</b> | Barbara Bridge                                    | <b>1995:</b>                            | Eileen Peck                |
| <b>1980:</b>    | Marion Cope                                       |   | Dick Boeke                 |
|                 | Raymond Cope                                      |   | Jopie Boeke                |
|                 | Walter Nelson                                     | <b>1996:</b>                            | Jane Luckham               |
|                 | Mazie New man                                     |   | Jeann StimeI               |
|                 | Frank Randall                                     | <b>1997:</b>                            | Lois Lynch                 |
|                 | Martha Randall                                    |   | Bob Moore                  |
|                 | David Ulrich                                      |   | Jean Moore                 |
| <b>1980:</b>    | New ell Nelson                                    | <b>1998:</b>                            | Karen Campbell             |
|                 | Lucille Parker                                    |   | Bob Sayre                  |
| <b>1981:</b>    | Homer Merrill                                     |   | Winnie Sayre               |
|                 | Grace Ulp   |   | Joan Sw ift                |
| <b>1982:</b>    | Elaine Morgan Clarke                              | <b>1999:</b>                            | Anne Greenw ood            |
|                 | Gw endolen Morgan Arata                           |   | Ira Nelken                 |
|                 | Leolyn Morgan Griffith<br>(for the Morgan Family) | <b>2000:</b>                            | John Tucker                |
|                 | Gertrude Beeson                                   |   | Maya Elmer                 |
|                 | Russell Beeson                                    |   | Ann Lane                   |
|                 | Joe Fabry   | <b>2001:</b>                            | Mary Pugh                  |
|                 | Judy Fabry  | <b>2002:</b>                            | Jay Hanks                  |
|                 | Eleanor Groszman                                  | <b>2002:</b>                            | Margaret Gudmundsson       |
|                 | Karl Groszman                                     | <b>2003:</b>                            | Jo Maxon                   |
|                 | Everett Hunting                                   |   | Marilyn Warren             |
|                 | Margaret Hunting                                  | <b>2004:</b>                            | Valerie Wolf               |
| <b>1983:</b>    | Lester Frank                                      | <b>2005:</b>                            | Jim Burneo                 |
|                 | Evelyn Johnson                                    | <b>2006:</b>                            | Dorothy Herzberg           |
|                 | Leevern Johnson                                   |   | Lucile Miles               |
|                 | Erda Labuhn                                       | <b>2007:</b>                            | Patrick C. Cullinane       |
|                 | Bill Ulp  |   | Lee Lawrence               |
|                 | Gordon White                                      | <b>2008:</b>                            | Susan Lankford             |
| <b>1984:</b>    | Phil Calkins                                      | <b>2009:</b>                            | Donna Davis                |
|                 | Ladd Griffith                                     | <b>2010:</b>                            | Kay Fairw ell              |
|                 | James Shepardson                                  | <b>2011:</b>                            | Walter Gorski              |
| <b>1985:</b>    | Donna Rolls                                       | <b>2012:</b>                            | Paul Worhach Hudson        |
| <b>1986:</b>    | Hyman Roudman                                     | <b>2013:</b>                            | John & Lynne Cahoon        |
| <b>1987:</b>    | Jeanne Loomer                                     | <b>2014:</b>                            | Abbot Foote                |
|                 | Flo Reeves  |   | Craig Scott                |
|                 | Ken Reeves  | <b>2015:</b>                            | Robin Cooper               |
| <b>1988:</b>    | Jeanne Griffith                                   |   | Marin Fischer              |
|                 | Jess Blackstone                                   |   | Hoa Voscott                |
| <b>1989:</b>    | Charles Shaw                                      |   |                            |
|                 | Jean Lipton                                       | <b>In recognition of loving service</b> |                            |
| <b>1990:</b>    | Ed Jackson  | Plaque in the Sanctuary                 |                            |
|                 | Vivian Jackson                                    |   | Barbara Morse              |
| <b>1991:</b>    | Ann McDonald                                      |   | Frances McDaniels          |
| <b>1992:</b>    | Ellen Schon                                       |   | Frank & Martha Randall     |
|                 | Gertrude Hall                                     |   | Mary Edith McGrew          |
| <b>1993:</b>    | Sheila Kennedy                                    |   | Maizie Grace Newman        |
| <b>1994:</b>    | Roger Thompson                                    |   | Walter Nelson              |
|                 | Marion Thompson                                   |   | William & Grace Ulp        |
|                 | Martha Helming                                    |   | Ladd Griffith              |
|                 |   |   | Patricia & Walter Ellis    |
|                 |   |   | Karl Ruppenthal & Jo Maxon |

## FLAMING CHALICE AWARDS

The Awards Committee and the Board of Trustees are pleased to present to the congregation three recipients of the Flaming Chalice Award: **Robin Cooper, Marin Fischer, and Hoa Voscott.**

The Flaming Chalice Awards are awarded in recognition of extraordinary service to our church community for at least five years, having been a supporter of the church, and having been active in one or more principal activities of the church during that time.

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### **Robin Cooper** by Susan Wansing

Robin has given service in many ways to UUCB over the past five years, especially in religious education. She started out by staffing the family welcome table one Sunday a month. Next she was recruited to be a teacher support person for the religious education teachers.

She has served on the RE and family ministry committee since Chris Holton-Jablonski's last year.

In our times of transition between RE ministers over the past two years, Robin was instrumental in making sure that there was continuity in summer RE programming and helped plan and facilitate the teacher orientation meetings in the fall. Her experience as a teacher shines through in supporting us, the RE teachers, in engaging and supporting the children.

When it was time to find a Director of family ministry, Robin served on the search committee that interviewed candidates and ultimately chose Merrin Clough.

A few years ago, Robin started running and facilitating the Parent Discussion Group every other Sunday morning. Many parents have attended over the years, and the group is now in its fourth year. This is my favorite part of church. Robin's preparation, thoughtfulness and curiosity lead to in depth and meaningful conversations in group. This allows a deepening of our relationships to each other and to our children. Thank you Robin!

### **Marin Fischer** by Lynne Cahoon

Marin Fisher was first attracted to UUCB by the Devout Atheists, and was soon put to work at the Snack Table by Lee Lawrence. She joined the church in 2005. Marin's family background is Jewish. She has acted as translator for our Seder dinners and offered Hebrew prayers.

Marin is an artist. Her beautiful rainbow prism hangs in the Social Hall over the Fireside Room doors. As a set designer, she worked on several Donna Davis productions. She created the effective trompe l'oeil woodwork for *The Felon's Daughter*, and the backgrounds for *Into the Woods*. She is a faithful member of the Aesthetics Committee, serving some time as the chair.

Marin is a musician, first joining the choir in 2008 to improve her breathing. Of course she got right to work joining the Music Committee, acting as a Recording Secretary, serving on the Events Subcommittee, and managing ticket sales for concerts. You have all heard Marin at Thursday Night Suppers announcing some coming musical attraction, right? Marin has also sung solos for Love Songs and Chocolate concerts. Now she is cashiering for the Thursday Night Suppers. I love the way you can always depend upon Marin. If ever I call to remind her of a meeting, her response is always, "I have it on my calendar." She makes commitments and then gets the job done!

It is my privilege and pleasure to present Marin Fisher with this Flaming Chalice award.

**Hoà Voscott** by Judy Sam

Hoà and his partner Ned joined UUCB early in 2010, following a 2 year search for a church. In his first Sharing the Journey, Hoà said that in UUCB he found “a strong and loving community, many opportunities for service, sermons that are inspiring and meaningful, and music that is celebratory and moving.”

Hoà’s family arrived in the states from South Vietnam, during the Viet Nam War. Hoà was 6, and his family practiced Buddhism. Suddenly he was introduced to Western religion, since a Presbyterian church both sponsored and helped them when they came to America. A little later Hoà attended a Methodist church and became active in that church until his teens. When he came out as a young gay man, the church told him that was unacceptable, sinful and wrong, prompting him to leave religion altogether. Later in his life he again sought spiritual growth, and eventually found UUCB. We’ve been so glad he did!

Remember Hoà saying that in UUCB he found “many opportunities for service”? He’s taken advantage of those opportunities to the fullest: He’s a member of the Altar Flower group, served on the Committee on Ministry, serves at the snack table every second Sunday, and will be making fabulous sandwiches for Partner Church needs whenever Anne Greenwood requests, and has helped with planning and running many of our big events. He has shared time, talents and treasure with love and enthusiasm, is a valuable member of our community, and a true gift as a friend to many of us.

## FLAMING CHALICE AWARDS

### Prior to 1980

Doris Clark  
Catherine Dewey  
Martha Randall  
Felice Zaikowsky

### 1980

Jean Lipton  
Walter Lipton  
Helen Lipton  
Ken Lipton

### 1981

Bonnie Allen  
Earl Saxton

### 1982

Grace Dilley,  
posthumously

### 1983

Maion Daggett  
Hyman Roudman  
Ellen Schon  
Whitney Woodhead

### 1984

Gertrude Hall  
Helen Houmann  
Cliff Nagel  
Estelle Nagel  
Sidney Williams

### 1985

Elizabeth DeVelbiss  
Althea Ippolito  
Bob Sayre  
Bruce Watkins

### 1986

Jo Maxon-Dadd  
Mac Lingo  
Ludie Green Isitt

### 1987

Scott Merrick  
Harriet Nelson  
Doug Pryne  
Esther Zane

### 1988

Cal Baze  
Edgar Farrow  
Geneva Gates  
Sheila Kennedy

### 1989

Mary Fleagle  
Jane Luckham  
Bob and Jean Moore

### 1990

Walt and Laura Safir  
Dorothy Gould  
Joan Swift  
Maion Modena

### 1991

Jon Ehlers  
Ann Lane  
Pat Dyck  
Martha Helming

### 1992

Orpha Gibson  
Anne Greenwood  
Jay Hanks  
Margaret Gudmundsson

### 1993

Maya Elmer  
Lawrence Berger  
Grace Gildersleeve  
Karen Campbell

### 1994

Ira Nelken  
Mary Pugh  
Dick Labuhn  
Terry Merrick

### 1995

John Tucker  
Winnie Sayre  
Norm Hutchings  
Frances Hanna

### 1996

Al Cohen  
Dorothy Herzberg  
Jean Hyde - dedined  
Minerva Mendoza-  
Friedman

### 1997

Ingeborg Neinhold  
Maryann Simpson  
Betty Tharpe  
Mark Woodbury

### 1998

Jim Bumeo  
Sally McCleery  
David Roberts  
Orel Wolters

### 1999

Beryl Bates  
Alan Connes  
Celia Karian  
Ruth Schlotthauer

### 2000

Kay Fairwell  
Betty Kipp  
Suzanne Lieban  
Jim Novosel

### 2001

John Cahoon  
Leslie Connes  
Patrick Cullinane  
Katherine Duke

### 2002

Lynne Cahoon  
Aileen Hohmann  
Malcolm Quint  
Charlotte Teeples

### 2003

Barbara Cullinane  
Eileen Dimmick  
Lemar Morrison  
Frederick Shaw

### 2004

Cynthia Asproditos  
Donna Davis  
Michèle Voillequé  
Paul Worhach

### 2005

Roger Dillahunty  
Linda Jackson  
Nan Yarbrough  
Linda Zittel

### 2006

Jay Bunker  
David Lingenfelter  
Sandra Pastermack  
Warren Zittel

### 2007

Abbot Foote  
Linda Laskowski  
Jan Setchko  
Eldon Wolf

### 2008

Ann Harlow  
Lynn Mahlmann  
Raymond Miles  
Connie Pyle

### 2009

Stephanie Ann Blythe  
Beth Glick-Rieman  
Bill Trampleasure

### 2010

Patrida Brucker  
Lynnette Delgado  
Donna Lerew  
Susan Thomson

### 2011

Sara Roberts  
Judy Sam  
Ray Westergard

### 2012

Maion Anderson  
Kathy Guameri  
Catherine McDonald  
Jim Milstead  
Lonnie Moseley  
Sandy Tremblay,  
posthumously

### 2013

Natalie DaSilva  
Jane Middleton  
Beth Pollard  
Betty Webster

### 2014

Christina Creveling  
Larry High  
Lisa Maynard  
Deborah Schmidt

### 2015

Robin Cooper  
Marin Fischer  
Hoa Voscott

## **SPECIAL GIFTS TO UUCB**

**Patricia Ellis for the Ellis Music Fund  
\$85,000**

**Wes Lucken for General Operations  
\$10,000**



# **BOARD OF TRUSTEES**

(as of 4/5/15)

Deborah Schmidt, President (first term)  
(2013-2016, first term)

Virginia Silver-Rimbach, Vice President (first term)  
(2014-2017; first term)

Jane Lundin, Secretary  
(appointed 3/15/12; maximum 6 year appointment; ex-officio)

Linda Laskowski, Treasurer  
(appointed 7/13; maximum 6 year appointment; ex-officio)

Tony Bushman  
(2015-2016; first term)

Jack Duggan  
(2015-2018, first term)

Jean Gleason  
(2014-2017; second term)

Richard Hanway  
(2015-2016; first term)

Lee Lawrence  
(2014-2017; first term)

Logan Stump-Vernon  
(2015-2018; first term)

Mitch Sukalski  
(2015-2018; first term)

# Interim Minister's Report

## OVERVIEW AND CONTEXT

I can say with great honesty and appreciation that the Unitarian Universalist Church of Berkeley is a congregation where a history of Truth, Justice and Love has faced many a challenge and is beginning to awaken with new energy, understanding and commitment.

I came in August to find a community that recently celebrated 120 years together. In that time, people here demonstrated resiliency, fortitude, determination and marshaled a strong core of committed leaders toward a new way of seeing the future. The spirit of this church – especially the commitment to being a center where making music, justice and education are all possible. incomplete sentence

At the start of this program year there was still some lingering sense of celebration as the congregation bid farewell to the Revs. Bill and Barbara Hamilton Holway after 18 years of ministry. Yet questions quickly arose as leaders began to recognize that it was going to require some significant adaptation to move from 2 ministers plus intern / field education ministers to a single minister. There were also some significant questions about what to do regarding a declining membership, an uncertain budget and some confusion around decision making authority with regards to both staff and lay leadership configurations.

## EFFORTS AND ACHIEVEMENTS FOR 2014-15

Holding 91 one-on-one relational meetings to understand the dynamics/energy of UUCB

Forming Transition Team of 8 people to help carry out Transition Education and Tasks

Holding six congregational conversations to share findings, understand energy and marshal leadership

Start Up

Where Did We Come From? [http://www.uucb.org/images/stories/documents/transition-team/20141012-uucb\\_history\\_milestones.pdf](http://www.uucb.org/images/stories/documents/transition-team/20141012-uucb_history_milestones.pdf)

Who Are We? [http://www.uucb.org/images/stories/documents/transition-team/20141109-UUCB\\_Who\\_Are\\_We-Conversation-Notes.pdf](http://www.uucb.org/images/stories/documents/transition-team/20141109-UUCB_Who_Are_We-Conversation-Notes.pdf)

Where Are We Going? [http://www.uucb.org/images/stories/documents/transition-team/20150111-uucb\\_where\\_are\\_we\\_going-notes-rev.pdf](http://www.uucb.org/images/stories/documents/transition-team/20150111-uucb_where_are_we_going-notes-rev.pdf)

Strategic Aims <http://www.uucb.org/uucb-transition-team/1991-congregational-conversation-5.html>

After Pastor Possibilities (Pending)

Understanding the importance of historical achievements: stance against the Levering Act; an RE program that once boasted over 400 children; an active drama group, theological diversity and education, a 110-pipe organ, a tremendous view and a history of being a teaching church.

Understanding some of the needs: clarity in organizational management and governance; stronger cohesion in staff supervision, feedback and coordination; better understanding of congregational process of decision making authority; developing leadership; coordination and collaboration among programs instead of parallel silo programs; focused plan of stronger partnerships with the larger community – including outreach and social justice; clearer understanding of membership and a broader, shared ministry of membership.

Holding Social Justice Summit with 36 people which led to design task force <http://www.uucb.org/uucb-transition-team/209-caring/1879-justice-summit-notes.html>

Holding Membership Summit of 21 people which led to formation of Membership Ministry Team and active strategies of energizing membership services <http://www.uucb.org/about-uucb/membership/1888-membership-summit-notes.html>

Starting Worship Associates Program

Starting Pastoral Associates Program with Rev. Jane Ramsey.

Reconfiguring and re-organizing staff team to free up time for the new minister, creating greater clarity of roles and responsibilities, accountability and partnership with lay leadership. It also creates some space within the new minister's limited discretionary attention to be able to attend to pastoral needs inside the congregation and Justice programs outside the congregation.

Revitalizing Stewardship Campaign with a face to face 'connector' program and creating incentives with energized financial commitment.

Exploring After Pastor issues – working to heal pain and confusion around news of former minister's misconduct.

Optimizing Governance structure, including developing a Program Council and empowering lay leadership, leading to stronger structure and greater transparency.

## **KEYS TO SUCCESS IN 2015 - 2016**

There are several areas that will help us build upon the significant investment of organizational and programmatic energy UUCB has experienced this past year:

Continue work on Governance and to coordinate lay programs with the program council, the Coordinating Team, the Staff and the Board for maximum collaboration and a shared vision.

Develop new leadership

Channel new energy into Membership to establish a palpably high energy on Sundays and through the week – especially in the first year or two of a new ministers' tenure (when there is high visibility to the community)

Employ RACI (Responsible / Accountable / Consulted / Informed) charts to clarify roles and responsibilities within the various areas of leadership systems, increasing the transparency of our leadership processes

Complete Comprehensive Safety Policy, which will inform and guide programs and systems around the church as to safe practices for children, adults, staff and the Board of Trustees

Implement Staffing Structure that is responsible, affordable and sustainable

Implement a new Personnel Program.

Continue to offer new Community Discussions that will help build trust and energy and increase the ways in which all members can participate, have their voices heard, address challenges and channel their energy out into the community.

Continue the work of a vision that unifies and successfully channels the energy of UUCB in a common direction

Establish a meaningful understanding of membership that includes leadership and financial commitment

## **THANK YOU**

Finally, I want to offer great thanks for allowing me to be part of your community and your lives. You are an exciting community with a great potential and it has been both personally and professionally rewarding to be with you.

# Committees & Programs

## Board of Trustees Authorized Committees (with contact):

|                      |                         |
|----------------------|-------------------------|
| Awards Committee     | Virginia Silver-Rimbach |
| Endowment Committee  | Anne Greenwood          |
| Nominating Committee | Virginia Silver-Rimbach |

## Coordinating Team Recognized Committees:

|  |                              |
|--|------------------------------|
| Aesthetics Committee                   | Lynne Cahoon                 |
| Appreciation Circle                    | Kay Fairwell                 |
| Community Ministry Committee           | Rev. Jane Ramsey             |
| Family Ministry Committee              | Kathy Guarneri & Liz Camara  |
| Freestone Retreat Committee            | Norie Clarke                 |
| Lawrence Lecture                       | John Cahoon                  |
| Membership Ministry Committee          | Paul Hudson & Lonnie Moseley |
| Music Committee                        | Ben Keeler                   |
| Transylvanian Partner Church Committee | Stephanie Ann Blythe         |
| World Peace Committee                  | Ingeborg Nienhold            |

## Liaisons:

|   |                  |
|---|------------------|
| CCISCO (Contra Costa Interfaith Supporting Community Organizations) | Rev. Craig Scott |
| GRIP (Greater Richmond Interfaith Program) Souper Center            | Ray Westergard   |
| Read-Aloud Volunteer Program  | Judy Sam         |
| UU Justice Ministry of California                                   | Lee Lawrence     |
| UU Service Committee  | Lee Lawrence     |
| Video Committee   | Mary Pugh        |

## Task Forces:

|   |   |
|---|---|
| Building Project Management Team              | John Cahoon, Larry Nagel, Dave Rockhold |
| Climate Core                                  | Austin Henderson                        |
| DIR Friends (Developing Indigenous Resources) | Frederick Shaw                          |
| FUNdraising Team                              | Ann Harlow                              |
| Good Neighbor                                 | Mary Ellen Morgan                       |
| Land Use Task Force                           | Linda Laskowski                         |
| Landscape                                     | Lynne Cahoon                            |
| Pathways                                      | Lynnette Delgado                        |
| Stewardship/Canvass                           | Anne Greenwood                          |
| Ushers: 9am Service                           | Stephanie Ann Blythe                    |
| 11am Service                                  | Beth Jerde                              |
| Wisdom Workshops & Classes                    | Lonnie Moseley                          |

## Activities:

|                                 |                      |
|---------------------------------|----------------------|
| Blended Voices                  | Jo Maxon             |
| Blue Mountain Center Meditation | Lois Schneider       |
| Channing Club                   | Marin Fischer        |
| Gamelan                         | Daniel Schmidt       |
| Handicrafters                   | Barbara Hilbourn     |
| Immigration Working Group       | Natalie DaSilva      |
| Men's Group                     | Tony Bushman         |
| Mist Tree Moon Circle           | Stephanie Ann Blythe |

Safety Policies  
Thursday Night Supper  
Walk & Talk Group  
Women's Meditation Group  
Worship Associates  
Write for Your Life Writing Group  
Yoga (Hatha)

Cynthia Asprodites  
Lisa Harrington  
Ann Harlow  
Kendra Smith  
Rev. Greg Ward  
Beth Glick-Rieman  
Phyllis Whiteman

**The following programs support and enrich our principle of diverse spiritual development:**

Chalice Circles  
Humanist Connection  
Personal Theology  
Summer Forum  
Thursday Vespers

Lisa Maynard  
Lee Lawrence  
Barbara Rockhold  
Dorothy Herzberg  
Rev. Greg Ward

**Additional UUCB Programs & Activities:**

Altar Flowers  
Applied UU Buddhism  
Caring Circle  
Chalice Circles Registration  
Chancel Choir (Luminescence)  
Chaplains  
Coordinating Team  
  
Freestone Reservations  
Simple Gifts Book Table  
Snack Table  
Young Adult Network  
Youth Group (Senior High) Advisors

Judy Sam  
Lynnette Delgado  
Lynnette Delgado  
Lisa Maynard  
Bryan Baker  
Rev. Jane Ramsey  
Beth Pollard, primary contact  
Ellen Fisher  
Anne Greenwood  
Jane Middleton  
Mary Ellen Morgan  
Greg Ward  
Lisa Harrington  
Kay Fairwell  
Ann Harlow  
Suzanne Yada  
James & Miquette Thompson

# **Activities, Committees, Liaisons, Programs, and Task Forces Reports**

## **Aesthetics Committee**

Lynne Cahoon, Chair, Christine Creveling, Marin Fischer, Ann Harlow, Barbara Hilborn, Aileen Holmann

The Aesthetics Committee was established in the belief that a clean, attractive, well-maintained church building, with carefully selected art, can enhance spiritual experience.

We meet monthly except August and December, on the first Thursday of the month at 4:30 PM. We assist facilities management with cleanup tasks, selection of rugs, paint colors, fabrics, and appropriate art. We are pleased with the new couch and chair covers in the Fireside Room. Many thanks to UUCB Crafters Group member, Lynn Sullivan, for the new pillow covers. We lobby for such improvements as will enhance the beauty of the church. We have been pleased this year to establish a connection with the Bay Area Heritage Quilters, who have agreed to display some of their quilts in the Fireside Room.

The Aesthetics Committee is open to anyone who cares for the appearance of the inside of the church buildings. We co-sponsor Work Parties with the Landscape Committee. If creating a little beauty in the world appeals to you, please join us.

## **Applied UU Buddhism Sangha**

Current members: Lois Atkinson, Lynnette Delgado, Mimi Freuhan, Jonathan Hofeld, Kay Fairwell, Lucile Miller, Fran Moulton, Barbara Norrish, Lee Olivier, Judy Sam DECEASED Sue Thomson and Martha Helming. EMERITUS Janelle and Rich Hansen. The group is limited to twelve who are interested in regular, long term participation. Two new members will join us soon.

The AUUB Sangha is much like an ongoing long term Chalice Circle whose members gather to be supportive of each other's spiritual growth. We read writings on Buddhism and discuss their relevance to our lives. We seek to apply Buddhist and UU values in our choices and interactions. We strive to become ever more mindful and compassionate.

We have been meeting weekly for two hours on Tuesdays since 2005, except during the summer and holidays. We begin meetings with a fifteen minute meditation. Then each member lights a candle and checks in. We reflect on our weekly homework reading, calling attention to passages especially meaningful or problematic for us, and we discuss the relevance of our reading to our lives. Also, we may comment on the relevance of other Buddhist and UU teachings to our experiences and choices. We aim to allow time for all who wish to share their relevant insights or dilemmas. Though we may give supportive feedback, we have agreed not to give unsolicited advice. The Sangha is a group fostering of spiritual growth and mindful, compassionate friendship. Participants are encouraged to meditate daily. Most of our members are active in other aspects of UUCB life and find insights gained in the Sangha relevant in their church roles.

We expect to continue meeting as long as members remain interested.

## **Appreciation Circle**

Kay Fairwell, Claire Baker, Lynne Cahoon, Barbara Daniell, Lisa Maynard, Fran Moulton, Barbara Norrish, and drop-in participants

The Appreciation Circle meets once a month to write cards of appreciation to members and friends of UUCB who have contributed to the life of UUCB.

The Appreciation Circle sent hundreds of cards this last year to those who participated in activities such as congregational conversations and meetings, fundraising, Family Ministry, work parties, musical performances, Sunday morning slideshow presenters, social justice activities, Worship Associates, the Transition Team, Board members, guest ministers, Sunday morning slide show presenters, etc.

The Appreciation Circle plans to cast a wider net, inviting more of the congregation to drop in on Appreciation Circle gatherings. Those who participate in the circle find it to be a rewarding, worshipful, and upbeat activity. Cards and stamps are provided.

## **Blended Voices**

Participants have included Fredrick & Roberta Shaw, Jane Lundin, Jo Maxon, Marion & Roger Thompson, Harold James, Ellen & Allen Fisher, Zoe Hargrave, Donna Lerew, John & Lynne Cahoon, Lynn Hammond, Jean Lipton, Anne Chapman, Margaret Gudmundsson, Elly Armer, Lois Atkinson, Karin Werner, David Milgrome, Fray Sorensen, Ann Harlow, Ann Riley, Terry Stokes, Jeanne Griffith, Claire Baker, Louise Sindler, Charley Sindler, Mary Muehlbach, Ray Nelson, Kevin O'Byrne, Jim Acock.

The group's mission statement is to deepen the connections within the congregation by sharing work and play in the practice of play-reading. On the first Sunday of every month we have gathered for a pot-luck dinner and a chance to be both actors and audience. We collect an offering of \$3 to \$5 to help defray expenses.

Accomplishments in the last year: We have all become more accomplished readers of plays and have created a more closely-knit community. We offered a public (church) play reading as a fundraiser about a year ago.

Plans for the future: We are in a transition period because Donna Davis, who has been running the group for 11 years, has stepped down from her leadership role. Currently, we are experimenting with revolving leadership and future plans.

## **UUCB Board of Trustees**

Deborah Schmidt, President; Virginia Silver-Rimbach, Vice-President; Tony Bushman, Jack Duggan, Jean Gleason, Richard Hanway, Lee Lawrence, Logan Stump-Vernon, Mitch Sukalski

Jane Lundin, secretary and Linda Laskowski, treasurer (members ex officio)

It is the Board's responsibility to embody the congregation's vision, mission, and goals in policies that enable us to achieve those ends.

A year ago the board's main focus was on saying goodbye to our long-term ministers, Barbara



and Bill Hamilton-Hollway, who retired in June, and on paving the way for the transition to our next settled ministry. After agreeing that a two-year interim would be optimal, we formed a task force to search for the best possible interim minister. We knew that UUCB needed someone grounded in organizational systems and were delighted to bring Reverend Greg Ward on board. Rev. Greg immediately focused our attention on a number of areas in governance and administration that required reevaluation and restructuring.

A big push toward transparency, visibility and trust-building motivated us to learn what it is to cast vision. In the process we revised our transparency policy and took charge of Sunday morning announcements, and we are learning to take advantage of opportunities to connect with the congregation and to clarify and articulate the visions that will carry us into the future. One such opportunity was the development of vision points for this year's very successful Stewardship Campaign.

After looking closely at our version of policy governance, we confirmed our commitment to its clear division between vision and action. But we knew we wanted to revitalize our monitoring. After a pair of very productive retreats in March and April, one of which was a joint retreat with the CT, we were inspired by the software world's Agile manifesto to pilot a new ends monitoring process, a creative, people-centered way of answering the question, "How well are we doing at achieving our goals?" We appointed a board member to work with a CT member and members of the congregation to monitor the Spiritual Home End, which states "People of all ages and backgrounds find a spiritual home in this supportive, affirming religious community." The Ends Team will develop ways of answering the questions: Who is really coming to UUCB? Do they feel they have found a spiritual home here?

Another of the gifts that Rev. Greg has brought us is firm and continual pressure in the direction of revitalized lay leadership. This is manifest in and supported by the movement toward trust and transparency, the staffing changes we are currently going through, and also the formation of a program council. We continue to support the work of the Program Council Design Team to creatively engage lay leadership, connecting congregants to our mission, to each other, and to the CT and board.

In the future, we will keep educating ourselves about the potential of policy governance, remaining open to modifications that suit us and let us function in the most effective, organic way. We plan to learn more about how to promote and support healthy leadership development and fundraising. Very recently, we celebrated the formation of our new search team and commissioned them to begin their vital process.

We will continue to support the Search Team in their important work of matching our community, in the most positive manifestation of its being and all the glorious messiness of its becoming, with a minister who can work hand-in-glove with us to carry our mission into the future.

### **Building Project Management Team**

John Cahoon, Larry Nagel, David Rockhold, Tom Tripp (Unpaid Consultant)

Our mission is to coordinate and oversee the building construction projects which are funded by the proceeds of the 2013 Capital Campaign. Our responsibilities include the following items:

- determining the scope of each project
- obtaining the necessary permits and approvals from Contra Costa County
- writing Request for Proposals (RFPs) for each project
- putting the projects out for bid

- awarding the bids
- scheduling the work on the various projects
- supervising the projects to ensure that each project is performed to the level of quality that everyone at UUCB expects

In 2014, our team has met with dozens of consultants, contractors, vendors, and architects. We hired the architectural firm Divine Associates in San Rafael to prepare plans for the terrace renovation and to guide us in all of the other projects. We hired the survey firm of Kister, Savio, and Rao to prepare a topographical survey of the campus. We then concentrated on three current projects:

**Tree Removal Project** We hired Tim Chiradelli, Consulting Arborist, to give us a professional opinion of the Monterey Pine and Eucalyptus trees on the campus. Tim identified 86 Monterey Pine and 6 Eucalyptus Trees that are in Fair/Poor condition and need to be removed. This information was included in a Planning Application that was submitted to the Contra Costa County Planning Division for a tree removal permit. We expect to issue a Request for Proposal (RFP) by the end of April, 2015. The estimated completion time is two weeks.

**Terrace Renovation Project** Our architect, Pat Cousens of Divine Associates, has completed comprehensive plans for the terrace renovation project and the plans have been presented at an information session. Pat has submitted the plans to the Contra Costa County Building Inspection and Permit Division to obtain a building permit for the project. We expect to issue a RFP by the end of April, 2015. The estimated completion time is three months.

**Roof Replacement Project** We have met with six roofing contractors to obtain estimates and learn about different roofing systems. Our plan is to decide on the best roofing system and issue an RFP by the end of May, 2015. The estimated completion time is 1 month.

**During Summer and Fall, 2015:**

We will treat the parking lots with a slurry seal, re-stripe the parking spaces, and paint the curbs red where no parking is allowed by order of the fire department.

The building will be repainted, resealed, re-caulked, and any rotting wood will be replaced.

The doors between the Atrium and the Social Hall will be replaced.

The broken concrete stair treads will be replaced.

We will repair the walkway from the parking lot around the music room to the meditation room and up to the Memorial Wall.

We will replace the chancel cork floor and remove the access panels in the chancel floor.

**Remaining Projects (Winter 2015 – Spring 2016):**

If there is money left, we will embark on the following projects:

Upgrade of the heating system

Cleaning the ductwork and under floor plenums

Upgrade of the electrical system

**Caring Circle**

Lynne Cahoon, Barbara Cullinane, Lynnette Delgado, Kay Fairwell, Barbara Norrish, Judy Sam. Lois Schneider, Dorothy Herzberg.

The Caring Circle coordinates short term help for members in need. We meet monthly to share news and plan support. We also share news by email, phone and at church. We reach out in various ways to congregants who are ill, grieving or overwhelmed by stresses. We phone, send

cards, deliver casseroles, sometimes offer rides and offer visits when desired. We coordinate sending Supercards signed by many church members, for joyous as well as somber occasions. Occasionally we are assisted by volunteers from the church community who sign up to deliver casseroles or make other supportive gestures for members

In addition to the tasks described above, we have begun reorganization to increase lay person care formerly given by Barbara Hamilton Holway. Some of us have begun training as Pastoral Associates who offer pastoral care and counseling beyond the scope of the Caring Circle.

We will continue clarifying our caring roles and plan to encourage more "helping hands" (formerly wider circle of caring) participation of congregants.

### **Chalice Circle Program**

Co-Coordinator: Kay Fairwell & Lisa Maynard

Registrar: Lenore Ralston

Chalice Circle Facilitators: Kay Fairwell, Lisa Maynard, Ann Harlow & Anne Wardell, Diana Smith, Victoria Lee, Jean Hyams & Cindy Maxim, Sara Roberts, Salene Schaffer & Aileen Hohmann

UUCB Chalice Circles exist to deepen our spirituality through a shared practice; connect across age, gender, ethnic, economic, and other differences; bring together the newer and the long-time members in our community; practice service from within a small community.

We continue to hear from Chalice Circle participants that their Circle experience is deeply meaningful to them. Participants often mention the importance of the small group setting in their search for the connections of community at UUCB. The practices of sharing personal stories and deep listening to others' stories, within the covenanted container of the Chalice Circle format, strengthen these connections and help participants to feel valued and supported. The Chalice Circle topics inspire conscious exploration and formulation of our own thoughts, beliefs and values. Circle participants also extend their interaction into a different setting as they have fun working together on service projects that benefit others.

The abbreviated 2014 Winter-Spring Chalice Circle season (after the Fall 2013 hiatus caused by the demands of the Capital Campaign) provided appreciated Chalice Circle experiences for members of four groups. With support from Interim Minister Rev. Greg Ward, the Chalice Circle program resumed in October 2014. We still struggle to find facilitators, but this season, with help in inspiring and recruiting facilitators from Rev. Greg, and the ongoing efforts of registrar Lenore Ralston, we have found a spot in a Chalice Circle for almost everyone who wished to participate. Exceptions resulted from the incompatibility of individual schedules with the schedule of Chalice Circles offered. We have eight successful Chalice Circles, and three additional potential facilitators whose available times did not match the needs of potential participants.

Ministerial support of the Chalice Circle program has proven again to be essential. This year, we have worked with Rev. Greg to provide materials (preparation questions and order of service) for each of the monthly church themes, in order to enhance the experience of communal spiritual exploration. We plan to continue this practice, and hope to contribute to the expansion of our shared worship and reflective experiences. During 2015-16, we are hoping to partner with Worship on at least one Sunday, in order to raise awareness of the Chalice Circle program and its relevance.

## **Climate Core: Community of Concern for Climate Change (C6)**

John Cahoon, Austin Henderson, John Tucker.

C6 aims to be a “place of engagement” with Climate Change, a set of practices to focus our concern on this horrendous problem, to understand it, to seek solutions, to add our voices to those of others seeking to take action before it is too late.

A very small administrative group has met regularly every week over breakfast, to drive the effort. A somewhat larger core of participants has met every few months times, to discuss directions and possible actions. A C6 Wiki has been maintained, and in the face of hacker attacks, reconstructed. C6 has been supportive of the efforts of The Lawrence Lecture in bringing John Englander to speak at UUCB. However, there has been decreasing participating. Therefore, as a part of the UUCB transition, we have decided to narrow our focus to an information exchange project. We have sought to find a place within the Social Justice (as Justice for the Environment) program.

Our primary focus for now is: *Climate Core Information Exchange*, an affiliate project within the Social Justice program. The Climate Core Information Exchange is intended to help UUCB members engage the struggle for a sustainable world. It will support UUCB members in understanding what is going on, finding other UUCB members of like mind and knowing about action on environmental justice that they can engage. We do not believe that UUCB should take action on its own, as we are too small, and not expert. However we do believe that we should support those who want to act, through helping them join with others in focused action. Therefore our mission is: To provide a central place at UUCB for aggregating, discussing, and disseminating information on climate change, including climate science, social impact of climate change, and climate action.\

## **Coordinating Team (CT)**

Anne Greenwood, Beth Pollard, Ellen Fisher, Jane Middleton, Business Administrator Mary Ellen Morgan, and Rev. Greg Ward.

As stated in UUCB’s Governance Manual, the Coordinating Team (CT) is appointed by the Board of Trustees to “coordinate the work of volunteers and staff to execute goals set by the Board and Congregation.” The CT operates within limitations set by the Board to ensure its work is ethical, legal, prudent and consistent with UU principles.

Following the Board of Trustees’ adoption of new Ends Statements (i.e. goals) in early 2014, the CT developed Operational Definitions – which are intended to guide our path to achieving these Ends. Our intention had been to next develop specific strategies, timeframes, etc., but the ministry change shifted our immediate focus to examining how UUCB functions and how we can improve – while also carrying out our responsibilities of oversight and reporting. One improvement already made is pulling together all of UUCB’s policies for the access and ease of our members.

We are continuing to work with the Board and others on creating an organizational structure for UUCB with active lay leadership, clear guidance and boundaries, and collaborative commitment for a strengthened church community. We eagerly anticipate the creation of a Program Council to partner with the CT around operations and goals, as well as other new groups within the church that will bring vibrancy to UUCB’s mission and Ends. The CT meetings, which are open to members, are from 3:30 to 5:30 pm on the first and third Wednesdays of the month.

## **Endowment Committee**

Anne Greenwood, Convener, Abbot Foote, Austin Henderson, Grace Ulp, Linda Laskowski, Treasurer *ex officio* Anne Chapman had to resign for health reasons

The UUCB Endowment Committee is responsible for insuring the implementation of the Endowment Policy dated January of 2014. It reports to and gets its authority from the UUCB Board of Trustees (BOT). The Endowment Committee is composed of at least three members recruited by the Coordinating Team (CT) and approved by the BOT. In addition, the current Treasurer serves *ex officio*. The committee meets approximately quarterly, and more often if needed.

This is our operating payout policy: The intent of the Endowment Fund is to provide a permanent source of income to support UUCB's work. The level of annual expenditure (%) from the Endowment Fund (the "Annual Amount") will be recommended by the Endowment Committee in consultation with the Coordinating Team, and adopted by the Board. The level of base payout will be 4% of the endowment investment of the previous 13 quarters ending December 31 of the year previous to the fiscal year of the expected payout, with an additional potential payout of from 0 to 1.5% based on the following:

- the endowment's rate of return for the past 3 years
- the Bay Area Consumer Price Index for the previous 12 months
- the potential use of the funds for "development expenditures"

Analogous to capital expenditures, these development expenditures are expected to provide a future return over several years in a way that justifies the expenditure. Specific projects will be identified by the CT, reviewed against the development criteria by the EC, and approved by the BOT. Example development expenditures might be: start-up costs for a new program or staff member, or hiring of consultants for a specified project. This policy was adopted by the Board at its February 2014 meeting.

Accomplishments in the last year: We received a new endowment gift from Grace Ulp for Building Maintenance and hope to encourage more gifts. The income from this fund is intended to contribute to a building reserve that will support major maintenance and building replacement that has not been funded in the operating budget.

Larry Nagel and Lenore Ralston have agreed to manage the Calkins Trusts on an ongoing basis, thus removing that duty from the committee.

Plans for the future: New members are currently being sought, as Anne Greenwood has termed out, and Linda Laskowski will be replaced by a new Board Treasurer, as yet unappointed. We no longer actively manage our endowment funds since we invested in the UUA Common Endowment Fund. Many members are hitting 70 ½ when required minimum distributions must be made. We have existing endowments that could be added to, or donors could even set up their own. Therefore, our biggest need is not financial expertise, but rather educating and marketing about long term stewardship and enabling legacy gifts to the church through the Maybeck Legacy Society.

## **Family Ministry Committee**

Co-chairs Liz Camara and Kathy Guarneri

The Family Ministry Committee is the support committee for the Director of Family Ministry, the religious education program for children and youth, and our community of families. In collaboration with the Director, the Committee helps to develop plans and policies to foster a rich and growing program that will prepare young Unitarian Universalists for a lifetime of spiritual and ethical exploration and growth. The Committee also works to build community among families and with the wider church by supporting our Director in connecting and meaningfully engaging people in the program. The Committee is invested in cultivating a sense of shared ministry within the program and with the wider church that fosters a multi-generational community of faith at the Unitarian Universalist Church of Berkeley.

#### Accomplishments in the last year:

The committee met monthly to help the Director of Family Ministry develop, reflect on, and refine programming choices and curricula based on annual committee goals. We reviewed and provided input on program policies & budget. We've encouraged the Board to develop comprehensive church wide safety policies.

Programs for Children & Youth included: Children's RE classes for preschool through 5<sup>th</sup> grade. Plus Youth Groups for middle and high school. The Coming of Age class for 7<sup>th</sup>-9<sup>th</sup> grades was offered in conjunction with the Pacific Central District, which coordinated regional retreats. Our Whole Lives sexuality education class for K-1<sup>st</sup> graders. Childcare was available on Sundays from 8:30am-1pm.

Volunteer support is among our most successful areas. Including: teacher support volunteers, weekly RE teacher reflection circles, two bi-annual volunteer trainings, and attendance at the Pot of Gold regional religious education conference.

Two ongoing Parent Groups continued this year, plus the monthly parent's night out.

We continue to facilitate and coordinate the Family Greeters to staff the Family Ministry welcome table. We also implemented a new 'Connection Card' welcoming and registration procedure.

Special events have included: Bring Your Weight in Food drive, cookies and socializing after the 5pm Christmas eve worship, Easter pancake breakfast, egg hunt, and activity fair, Field Day, two Family Retreats at Freestone, a monthly Tween Teen game night, families serve Dinner @ GRIP monthly, monthly family oriented vespers worship service at Thursday night dinner.

#### Plans for the future:

Continue to keep supporting the above events and collaborate with other committees at UUCB more such as out and in reach, music, caring circle.

We are excited to host the Pot of Gold RE conference at UUCB in the fall.

#### **Friends of DIR (Developing Indigenous Resources)**

An Non-Governmental Organization (NGO) founded by UUCB member Frederick Shaw working primarily in two slums in Chandigarh, India

W. Frederick Shaw, Founder of DIR; Linda Laskowski, Chair; Bob Sayre, Treasurer; Jim Gasperini, Secretary.

#### The purpose of UUCB Friends of DIR is to:

Formalize the relationship between UUCB and DIR.

Instigate and support efforts to raise funds for DIR.

Educate the UUCB membership about the efforts of DIR to promote social justice in the

wider world.

Accomplishments in the last year:

Met twice to strategize and plan fundraising efforts.

Assisted Frederick and Roberta Shaw at a fundraiser at UUCB January 31, 2015: *A Concert of Indian Music and Dance*.

Assisted the Shaws in selling DIR crafts at the UUA Annual Conference in Sacramento and at UUCB's Holiday Faire.

Sent sample DIR crafts in advance of the Sacramento meeting to congregations planning to attend, with the suggestion that they consider buying DIR crafts to sell at their churches.

Assisted Frederick with refinement and prioritization of the list of foundations most likely to award grants to DIR prepared last year.

Arranged presentations about DIR to gatherings of potential donors.

Nominated Frederick for the Holmes-Weatherly award.

Plans for the future are to continue to instigate and support fundraising and educational efforts for DIR.

### **FUNdraising Team**

Ann Harlow, Barbara Hilbourn, Salene Schaffer, Lisa Maynard, Karen Tripp (with help from many others)

The purpose of the Fundraising Team is to generate fundraising ideas as well as be a focal point for ideas from the congregation if assistance or support is needed. The Team implements these ideas by recruiting and working with other UUCB members and friends. It serves as a clearinghouse for fundraising ideas to insure various activities are not in conflict with each other, but will not require these ideas to go through them for approval. (Fundraising events must be approved by the Coordinating Team.)

Last May we organized a non-fundraiser, a farewell dinner and entertainment honoring Revs. Barbara and Bill Hamilton-Holway on their retirement. We also held a silent auction in the Social Hall on three Sundays in May, which raised about \$5500. In October we held a rummage sale that cleared out some items that had been in storage for years, along with new donations, raising about \$2400. The Holiday Fair on two Sundays in December, which included a silent auction, brought in another \$7700. Meanwhile, other ventures that have been under the auspices of the FUNdraising Team in the past continue to contribute to the General Fund: the weekly Snack Table, the Jewelry Table, eScrip and SHARES.

New leadership is needed, especially for any major single fundraising event, and ideally for a revived FUNdraising Team (we have not had regular meetings this past year). The Coordinating Team and Board have agreed to discuss the future of fundraising at UUCB. Detailed instructions and a database are available for future auctions, and reports have been kept about what has worked well and what could be improved. We also have on file additional ideas for fundraising projects.

### **Greater Richmond Interfaith Program (GRIP) Souper Center Lunch Program**

We have many loyal and hard-working volunteers, including Judy Abel, Marion Anderson, Marcia Bates, Liz Camara, Sidney Camara-Hurtado, Barbara Daniell, Leila DeSchepper, Natalie DaSilva, Nathan DaSilva, Gabriel and Regina Escobar, Rob Feraru, Ann Fletcher, Gabrielle Fuchs, Austin



& Lynne Henderson, John Hurtado, Elizabeth Hutchins, Lee Lawrence, Dan Lee, Diana McMullen, Larry Nagel, Maria Norall, Camille Parker, Lois and Peter Schneider, Carol Sheridan, Barbara Weisman, Delia Taylor, and Ray Westergard. Apologies to anyone omitted.

Statement of charge: To purchase, prepare, and serve lunch to 150 - 200 people who come to the GRIP Souper Center in Richmond on the fourth Tuesday of every month.

Accomplishments of the last year: We carried out the above charge every fourth Tuesday.

Plans for the future: To continue the program as it has been going in the past.

## **Humanist Connections**

Anne Chapman, Aileen Hohmann, Hope Carroll, Sterling Bunnell, Paul Ulbrich, Stuart Sugden, Mary Muehlbach, Ray Westergard, Nicky Karam and Salima, Kathy Rai, Alan Wong, Martha Kimmich, Ann Harlow, Aria Cahir, Norie Clarke, Kendra Smith, Eldon Wolf, Beth Jerde, David Bilik, Fran Moulton, Rodney Wong, Stan Klein, Denise and Harold Ogren, Sherry Fuzesy, David Milgrome, Dericka Eppelsheimer, Earl Williamson, Don Anderson, Dennis Kuby, Rev. Jay Atkinson and Ariel Summerlin, Seth Bunnell, Gabriel Escobar, Angie Harlow, Florence Winfall, Robert and Madeline Hall, Ray Nelson, Helene Knox, Kenneth Hensel, Sandy Nixon, and Lee Lawrence. In memoriam: Monica Riley, Peter Franklin, Akira Chiwaki, H.D. Moe, Sue Thomson, Laurel Hatch, Walter Kleine.

Humanist Connections explores human flourishing and the transcendent in the absence of the super-natural. Our discussion topics include issues relating to morality and ethics, human development, evolution, the nature of the universe, love, the capacities of the brain, free will, the latest scientific research and discoveries, and other topics of interest. We include humanists, agnostics, devout atheists, freethinkers, religious naturalists, interested theists, everyone. All are welcome and we are wheelchair accessible in the Safir Room every Sunday at 12:30 p.m. Topics and readings are selected by vote of those present on the first Sunday of the month for the following month. Your ideas and participation are welcome. Our goals include increasing our intellectual, moral, and spiritual engagement with key issues of our lives and of our society. Humanism is a democratic and ethical lifeway/philosophy which affirms that human beings have the right and responsibility to give meaning and shape to our own lives. It stands for the building of a more humane society through an ethics based on human, natural values in a spirit of reason and free inquiry. Our discussions help grow our souls.

This year our elected topics have focused on 2 major areas, Humanism (theism, ethics, humor, religious naturalism), and domestic policies for a more just world, including universal pre-school, the Common Core, education and school, the new Jim Crow and #Black Lives Matter, alternatives to capitalism, American class culture, Saul Alinsky's *Rules for Radicals*. We had additional forays into foreign policy, epigenesis, how the brain processes space and place, and facing death or immortality. Our most popular topic was Humor in early April, where we all told and enjoyed jokes. We are planning to repeat this topic, not just on April Fool's Day!

This year we have continued to recover from a series of losses of regular attendees with the deaths of Monica Riley, Peter Franklin, Akira Chiwaki, and H.D. Moe. We continue to miss each of them. We were also deeply saddened this year by the loss of Sue Thomson, Laurel Hatch and Walter Kleine. We thus were braced for the worst when we learned long term attendee Sterling Bunnell, M.D., was hospitalized at Alta Bates in December, and we are delighted that he has recovered and returned, making presentations and insightful comments as always, and bringing his son Seth Bunnell to our discussions. Sterling attributes his recovery and release from hospice

to "non-compliance" with medical orders, and to his attendance at Humanist Connections.

A major accomplishment of this year has been the consolidation of our sense of community, with many attending our Humanist potluck at 2 pm in the Social Hall. Our commitment to our meetings was heightened by the scheduling of Congregational Conversations once a month at our usual meeting time, meaning that we had to postpone one meeting every month until 2 pm. We realized how central our meetings were to our continued intellectual engagement, spiritual growth, and mutual emotional connection. This disruption made us aware of how much we value our continuity.

Plans for the future: A delightful new addition has been Salima Karam, our Humanist baby, born Feb 6, 2015. Her mom, Nicky, brings her every week and we are looking forward to a Humanist baby dedication. We are also planning to publicize our meetings and topics regularly in diverse media and papers, and engage in more social justice activities.

### **Immigration Justice Working Group (IJWG)**

Natalie DaSilva, Rev. Craig Scott, Jean Gleason, Larry Nagel, Beth Jerde.

Our mission statement calls us to educate, raise awareness, and engage in efforts aimed at changing immigration policies. We partner with other UU congregations, and other interfaith and civic engagement groups in the community.

The IJWG supported the Monthly Immigration Vigil for Those in Detention at the West County Detention Facility in Richmond, through attendance and participation by UUCB members; UUCB led the service in March of 2014. Sidney Hurtado-Camara and her mother, Liz Camara staffed the resource table at the vigil during 2014, as Sidney's Girl Scout Silver Award project was focused on immigration; this project was supervised by an IJWG member. IJWG members continued to partner with community organizations including the Interfaith Coalition for Immigrant Rights (ICIR) and the East Bay Interfaith Immigration Coalition (EBIIC); and IJWG members attended local meetings on issues including the New Sanctuary Covenant, the Post Release Accompaniment Project (assisting those released from detention), and rights for undocumented workers. Rev. Deborah Lee of ICIR came to UUCB to present information on the Post Release Accompaniment Program to IJWG members and other interested UUCB members.

At the beginning of 2014, IJWG members handed out TRUST Act cards to undocumented day laborers, informing them of their rights under the newly enacted TRUST Act. IJWG members took part in a direct action in April of 2014 protesting the continued deportation of undocumented immigrants in unprecedented numbers; one IJWG member was arrested for committing civil disobedience by blocking the intersection in front of the Federal Immigration Court in San Francisco, along with 20 other protesters, many of whom were undocumented. IJWG members, along with members from the Mt. Diablo UU Church in Walnut Creek, volunteered to visit detainees at the West County Detention Facility. IJWG members responded to specific and urgent requests by community organizations to call Immigration & Customs Enforcement (ICE) requesting the immediate release of detainees with extenuating circumstances (medical and family-related). The IJWG and its members donated approximately \$250 at the Holidays for food for families whose loved ones were in detention. The IJWG kept abreast of local, state, and national issues pertaining to immigration, and continued to keep the congregation informed through frequent articles in the Beacon.

Under the newly established Social Justice Council of UUCB, immigration justice work at UUCB will continue through the Immigration Justice Task Force as an affiliated project; to educate and

inform the congregation, and respond to needs in the community, state wide, and nationally, toward the goals of supporting undocumented immigrants in our community and bringing about compassionate and comprehensive immigration reform.

### **Land Use Task Force**

Susan Lankford, Abbot Foote, Candace Hyde-Wang, David Roberts, and Linda Laskowski

Our charge: 1) identify potential uses for the land currently not developed by the church, and their pros and cons, for the Coordinating Team, and ultimately the Board and Congregation, that will provide a significant revenue stream for UUCB, 2) investigate and recommend options for financial structure of the project, and 3) insure communication with all key stakeholders (CT, Board, Congregation, neighbors, etc.) as appropriate.

Accomplishments in the last year: We have done the preliminary work to enable us to move quickly should the congregation decide to develop the land in the future. We have two completed studies that are essential to any future development work: an active fault study and a digital topographical survey. We have done the research to determine what kind of development is most feasible, and have cost estimates for various development scenarios. We know what remaining surveys would be needed to file with the County to develop the land, how much they would cost, and specific information on the filing procedure

Plans for the future: The Land Use Task Force has put further work on hold pending a potential partnership with a school, and the fundraising efforts of a neighborhood group.

### **Landscape Committee**

Lynne Cahoon, Chair, Katherine Gavzy, Phil Maynard, Francine Mohn, Bob Moore, Lindsay Mugglestone, Joanne Wile, Don Wollwage, Facilities Manager, and Nan Yarborough.

Originally established in 2006, the Landscape Task Force was *to create a long term Master Plan for the grounds of UUCB. This plan would be implemented over several years, and would be in keeping with our values.* In 2010 the group was reformed as the Landscape Committee. It is an open committee. We welcome new members.

We are so pleased that the design concept of Lindsay Mugglestone is the basis of our patio, scheduled to be completed this year. We are all now having to consider the implications of a long-term drought, and the removal of dying and diseased Monterey Pines. We continue to plant gift and memorial trees that follow our established guidelines. The Landscape Committee cosponsors Work Parties with the Aesthetics Committee. If you enjoy gardening, or are inspired to pull weeds, please join us.

We are planning a drought conscious watering schedule for young trees and planting in the immediate vicinity of the church buildings. Further landscape planning will take place once the patio is completed, and the targeted trees have been removed.

### **Lawrence Lecture Committee**

John Cahoon, Chair, Mac Lingo, Mary Muehlbach, Dave Rockhold, Judy Sam, Mitch Sukalski

The primary intent of the Lawrence Lecture is to establish a public forum for the purpose of inquiring into the nature and relevancy of religion (either institutionally, philosophically, or as an ethical force) in a world of accelerating technological and social change, as well as sharpening human crisis and conflicting social values.

The Committee invited Oceanographer and consultant, John Englander to discuss the evidence and probable outcome of climate change as it relates to our rising sea level. The lecture occurred on September 28, 2014.

The Committee is currently evaluating possible speakers for a Fall lecture in 2015.

## **Membership Ministry Committee**

Lonnie Moseley (In-Reach), Paul Hudson (Outreach), Aileen Hohmann (Sunday Welcoming), Gail Simpson, Linda Laskowski, Jac Ross, Gwen White, Selene Fabiano, Lynne Henderson, Anna Fisher, Kay Fairwell, Mac Lingo, Barbara Norrish, Dorothy Hertzberg.

The Membership Ministry Committee makes the UU Church of Berkeley a welcoming and inclusive spiritual community. We reach out to strengthen UUCB's visible presence in the wider community. We reach within this community to guide newcomers along the path to membership, and nurture newcomers and members alike towards greater involvement and leadership.

**Inreach:** Helps newcomers and existing members deepen their connection to the people and programs of UUCB. **Outreach:** Identifies promising outreach groups and develops strategies and initiatives to effectively draw newcomers to UUCB.

The last several years have posed challenges. Membership declined from 426 in 2013 to 382 in 2014. We have experienced a long-term downward trend in newcomers, impacting the number of new members, with only 22 new members in 2014. Our attrition rate, at a steady 10% per year, spiked to over 15% last year, which may be attributable to transitions in ministry. But we believe that longer-term demographic and life-style trends in the Bay Area are posing significant challenges to church attendance and membership. These trends will undoubtedly affect how we "do church" and conceive of membership in faith communities.

When Lonnie and Paul assumed leadership of the MMC in 2013, a goal was set of 500 members by 2020. We believe 450 can still be achieved. This will require 250+ newcomers per year, an attrition rate of 9%, and a newcomers/members conversion rate of 20%. The MMC has developed priorities for addressing these challenges.

The **Inreach** team developed a new Member joining process called Membership Night on the 5<sup>th</sup> Thursday of each quarter. Newcomers with 3 or more visits are invited to dinner (paid for by UUCB), and to Membership night. At the end of the evening, all are invited to sign the membership book.

The **Outreach** Action team is leading a number of initiatives, including social media advertising, UU World magazine community distribution, participation in the new UUA branding curriculum, development of outreach videos, creation of a UUCB MeetUp webpage, leveraging Good Neighbor organization connections, an ongoing "Invite Your Friends" campaign, presence at the Solano Stroll and the El Cerrito MLK Day Parade, and outreach initiatives with Family Ministry.

The downward trend in newcomers was reversed in 2014, and was up to 196 for 2014 (from 165 in 2013). The first three months of 2015 suggest a total of over 250.

Plans for the future: The **Outreach** goal is 250+ first time annual visitors. **Inreach** annual goals are 50 new members and the loss of fewer than 35 members. An **Outreach** Strategy team has been convened, led by Gail Simpson. The work of the team will prioritize Action Team initiatives, and identify needs for new programs and worship that will attract and engage newcomers. Future outreach initiatives include a new outreach brochure, direct mailing of Pathways, and a focused "Outreach Month", culminating in a special "Invite Your Friends" Sunday worship.

The **Inreach** goal in 2015 is to create a "Buddy" system where new members are connected to a member who is trained to provide support and connection. New members will be able to identify six other UUCB'ers that they could call in an emergency. Membership Night will be continually refined. New member dinners with the Welcome Team will be again occurring. We will work with Rev. Jeremiah Kalendae to refine existing procedures and processes.

## **Men's Fellowship**

"Team Green": Bill Murphy, Dan Lee, Dave Rockhold, Don Wollwage, Gil Weisman, Jim Evans, Mac Lingo, Richard Hanway.

"Team Yellow": Bert Collins, Bob Adams, David Lingenfelter, Ira Nelkin, Ralph Nelson, Tom Tripp, Tony Bushman, Vern Muhr.

The charge of the Men's Fellowship is to create and support men's personal growth.

During the last year we have discussed the following topics and usually did some practical exercises related to the topic. We often do homework.

Nonviolent Communications, Compassionate Communication

Living your Values in your work

Your Father's and Your Life Map

Reconnecting with your father, acknowledging his impact on you, owning your need to heal emotional wounds, honoring the good times you had and good influences he had on you. Reclaiming your power in becoming your own person who takes responsibility for your life.

Thanking and Healing the Relationship with your Mother – Healing Meditation

Showing gratitude for the efforts your mother made in raising you, being honest and forthcoming about your feelings in both praise and disappointment. Asking your mother for something you have wanted from her. Healing some emotional wounds.

Experiencing Feelings through "Subconscious Art" work

Discover how to get to your deeper feelings and trick your censors from blocking your search.

Experiencing Feelings through Dialoguing / Journaling

Discover how to use your conscious mind in conjunction with your subconscious mind to reveal your inner wisdom.

Show ing Up - Peaceful Warrior Work

Discover how your heroes give you guidance. Discover your talents, and ways you already show up /are being a peaceful warrior.

Show ing Up - Show ing Up to Yourself

Discovering your own power, not being a victim. Changing self-limiting beliefs.

Finding Allies and Support

Discover who your supportive confidants are. How allies supplement your needs.

Networking- Learning How to Ask for Help in a Healthy Way

Discover it is common and okay to admit you are not totally self-sufficient.

Discover the power of being more interdependent through networking. Setting up networks

Discovering it is okay to ask for 100 % of what you want. How to ask for 100%.

How to train others to give you 100% of what you want.

Making Friendships Stronger

Who should you have as close friends? How can you create stronger friends?

Balancing Work, Family, Personal life and Play - Getting my act together

What changes should you make to have a better life at the personal level (physical, emotional, health)? What shifts should you be making in your family life? How can you get more fun in your life? What should you do to create balance in your work life and other parts of your life?

Increasing Your Fun and Joy Together - Summary of Fun Things To Do

Making fun a priority. Develop an action plan to have more fun.

Paying Attention to What Has Heart and Meaning

Discovering how we are healers. How do we become better healers of ourselves and others?

Plans for the future: Continue similar efforts. Accept more men into the groups.

### **Monday Morning Women's Meditation Group**

Kendra Smith, leader. No formal membership, 17 names on our roster; some come regularly, some occasionally.

This group provides support for a meditation practice (Vipassana or insight meditation, traditional).

Accomplishments this last year included continued appreciation for support in this spiritual practice.

Plans for the future are to continue. Also we have regularly had a weekend meditation retreat at a residential retreat center generously offered us by the Vedanta Society of No. California.

### **Music Committee**

Bryan Baker, Marin Fischer, Carol Hudson, Ben Keeler, Katya Kolesnikova, Jo Maxon, Jenni McLean, Jim Milstead, Daniel Schmidt, Deborah Schmidt, Gail Simpson, Michèle Voillequé, Mark Walstrom, Barry Zuckerman.

The Music Program at UUCB offers high-quality music designed to touch people intellectually, emotionally and spiritually. This is done through a variety of musical media including excellent keyboard instruments, the inspiring Gamelan Ensemble, our extremely talented music staff, Youth and Children's Choir, the adult choir Luminescence and guest musicians.

## Goals:

Provide beautiful and appropriate music within worship services to deepen and enhance the spiritual experience;

Educate members of the congregation about music as well as provide enjoyment by presenting pieces from a variety of periods and traditions during Sunday Worship Services.

Involve the congregation and surrounding community in annual programs such as the Messiah sing-along and Christmas Eve services which provide inspiring group singing experiences;

Present musical programs throughout the year for the congregation and surrounding community to raise funds for the UUCB General Fund;

Encourage members to embrace music through participation.

In the last year, the music committee has shepherded through a number of projects. We also like to shamelessly support some projects that our very talented music staff have put forth. Perhaps one of our brightest stars has been the Youth and Children's Choir. Through the leadership of Michèle Voillequé, the YCC has grown to an unprecedented size. We feel that the growth of YCC bodes well for our congregation as a whole and provides the youth and families with opportunities for growth and engagement. Luminessence, led by Dr. Bryan Baker, is as big and dedicated as ever. The choir provides over fifty congregants with direct involvement with our services, as well as a strong musical presence. Katya Kolesnikova, has provided us with wonderful piano, and organ music. She also gave a very well attended organ recital, and donated the proceeds to the church. Daniel Schmidt continues to lead our Gamelan Ensemble providing music for services as well as bringing new people to the church.

We are blessed to hear from a wide variety of musicians in our services, both from within our congregation, as well as those recruited from the outside. We continue with our Luminosity events concert series, which has had significantly in excess of a half a dozen performances this year, ranging from Love Songs and Chocolate, to the Messiah sing along. Our Brian Baker and friends concert has always been popular, as has been Muse Crossing. We hosted Music Arts Quintet this year as well who had never been here before, and like many of our performances, they brought many from the outside who also had never been up the hill before. The concert series has not been without sacrifice, both on the part of the musicians as well as the music committee who has helped put them on.

Going forth the music committee will collaborate more with other groups in the church. One new project that we hope to see come to fruition, is an Irish dance night, with food from our kitchen by Richie Dawkins, and Irish Dance Music by Susan Mashiyama. This brings in lots of new people from outside our community and we look forward to working with the membership committee to make it happen. We are working with projects with religious education and other groups as well. The music committee is excited that our community is evolving.

## **Nominating Committee**

Contact: Virginia Silver-Rimbach, Vice President of the Board of Trustees

The Nominating Committee identifies the best candidates for the Board of Trustees. We seek

candidates that reflect the diversity of our congregation, are able to focus on the goals of the board and congregation, able to express themselves authentically and with consideration for others, are committed to doing the work of a board member, and have an appreciation for leadership as sacred work

Accomplishments in the last year: Moved from being a Board of Trustees appointed committee, to one that has members affirmed by the congregation via the May Congregational Meeting.

### **Pastoral Associates Program**

Jane Ramsey, Carrie Knowles, Kay Fairwell, Barbara Cullinane, Marta Tobey, Mary Muehlbach, Patricia Brucker, Mac Lingo.

Our charge is based on the first Unitarian Universalist (UU) principle: to affirm the inherent worth and dignity of every person. Our goal is to provide a ministry of hope and caring so that no member of our congregation need be alone.

Our covenant to the congregation is to:

- visit the ill at home or in the hospital,
- support those going through a life crisis,
- maintain contact with those unable to attend church due to illness or disability,
- support friends and family involved in care giving,
- comfort the bereaved

The Pastoral Associates Program was developed and established this year. Much thought went into the recruitment involving the Minister and key members of the congregation. Rev. Jane Ramsey developed a training program after doing research on various other similar programs. The first group of Pastoral Associate Candidates were given a day long initial training with the training being done by Rev. Jane and Rev. Carrie Knowles. The new Pastoral Associates were formally introduced to the congregation and covenanted with the congregation to provide pastoral care. They received Chalice pins and Name tags identifying them as Pastoral Associates. Recruitment took place at this time for "Helping Hands", people who can volunteer to provide meals, rides or child care in times of crisis. 5 people signed up to offer their services.

Plans for the future: Basically we hope to familiarize the congregation with the services of the Pastoral Associates through more publicity and outreach and continue education for the Pastoral Associates. A flyer will be developed explaining the big picture of our caring community and how to access help when in need. The presence of the program will be incorporated into the UUCB web page with short biographies of the individual Pastoral Associates. The Pastoral Associates meet monthly and more training will be provided at these meetings. We will continue to recruit for "Helping Hands" as well as for future candidates for Pastoral Associates.

### **Personal Theology**

Personal Theology Committee: Barbara Rockhold, *Chair*; Gloria Merrill, *Treasurer*; Anne Wardell, *member*; Dave Rockhold, Dwight Merrill and Mac Lingo, *Audio Technicians*.

Attendees at the weekly speaker series this year averaged 59 per week, with the lowest number being 34 and the highest being 122. While the attendees vary from week to week, they are primarily UUCB members, with a smaller percent coming from outside the church.



The mission of the Personal Theology program is to offer opportunities for people to be introduced to new spiritual ideas, to gain wisdom from a variety of world religions and to discuss their beliefs about spiritual, ethical and theological issues. Through presentations by spiritual and theological leaders as well as church members, the program's goal is to inspire spiritual exploration, a search for truth and meaning and to encourage self-discovery. It aims to reflect UU values and offers attendees a venue for radical inquiry and free dialogue. The program meets weekly for approximately 37 Sundays a year, with a 40 to 45 minute presentation, followed by a question and comment period.

Accomplishments of the last year: The Personal Theology Committee has concluded the Fall and Spring 2015 semesters and has planned and scheduled the Fall 2015 semester.

With the loss of one of our committee members last year (Lois Gilbert) last year and then the loss this year of our leader, Martha Helming, I (Barbara Rockhold) brought Anne Wardell onto the committee and began training her in the methods of Personal Theology.

This spring, I prepared a five page "Personal Theology Committee Manual", which includes information about the program history, mission, finances, scheduling, and preparing for the Sunday morning presentation. This will make it easier for new committee members to gain an understanding of the program and how it operates.

This year I also began a campaign of advertising on social media through online venues such as *Patch* and *NextDoor* and on the UUCB Discuss forum. I believe this has increased attendance and brought in some new attendees.

Our committee has brought into the church many highly accomplished and informative speakers on a variety of topics of theological and spiritual interest. While some of the speakers request a small honorarium, donations have been able to accommodate those fees. This year, extra money was donated to Personal Theology for Martha Helming's memorial and the committee is purchasing some needed audio/visual equipment for the program. We also were able to leave a substantial amount of money in the account for UUCB.

We held an end-of-the-year Evaluation and Planning Session on our final week. I prepared a written survey so members could give their impressions of the program, which speakers were valuable and interesting to them and which were not. There is also space for them to list new topics they would like to see in the future and to offer ideas for potential new speakers.

Plans for the Future: The Personal Theology Committee has another Fall semester of distinguished speakers scheduled. We will begin searching for speakers for the Spring semester in August. I hope to bring a couple new members onto our committee and train them in the methods of scheduling presenters, preparing speakers for the presentation, advertising, finances, etc. We will continue to express UUCB values and principles and connect with other church members by inviting presenters from groups such as Humanist Connections, from regular, community and student ministers, from the partner church in Transylvania and from Starr King School for the Ministry.

### **Read-Aloud Volunteer Program volunteers from UUCB**

Judy Sam (chief contact person) and the following-- Jean Gleason, Terry Stokes, Ann Riley, Lynne Cahoon, Jean Griffith, Norie Clarke, Lois Schneider, Barbara Weisman, Marion Anderson

Read-Aloud continues the connection between the church and schools in the West Contra Costa

Unified School District that are in less served areas of Richmond and San Pablo. Bring both the love of books and reading to young students at these schools. Build one-on-one caring connections with the children, which foster their interests and curiosity about the stories, knowledge and adventure carried by books.

Accomplishments this last year: Continued to work towards an increase in the number of reading volunteers with the church, and partnered with the Writer Coach program, also using members as coaches for middle school and high school students in our district. The program won a share of a large community grant, allowing us to work with the Bring Me a Book countrywide program and giving us access to improved communication, books and training for parents so they can read to their children.

Future plans: Through membership in the Social Justice Council, amplify awareness of the program via monthly Pot-lucks, and presence of materials and occasional program participants at the Social Justice Table planned for the Atrium. Also continue our relationship with the church as host of both our annual Fall Orientations and our Spring Volunteer Appreciation events, both advertised in advance at the church.

## **Safety Policies**

Cynthia Asprodites, Jean Gleason, Liz Camara.

To date, UUCB does not have a comprehensive set of safety policies. As was stated in our March Congregational Conversation, the charge is to ensure that the congregation has adequate policies and procedures in place to protect the physical and emotional safety of the UUCB community (members and their children, staff, visitors). We need both policies and procedures that are adequate, clear, communicated to all concerned, and vigilantly enforced.

The plan is to have a **task force** working under the authority of the board to create a comprehensive set of safety policies.

We do have a core group of people interested in working on this task and we welcome others to join us moving forward. If you are or have expertise in any of these areas, please contact Jean Gleason or Cynthia Asprodites. We hope to have this task accomplished sometime in the fall.

## **Simple Gifts Book Table**

Kay Fairwell, Manager

Simple Gifts sells recycled and new books and other items selected on the basis of congregational interest, current church events, and availability. In addition to being a fundraising operation for UUCB, Simple Gifts strives to be a welcoming space for both newcomers and old timers.

Simple Gifts continued to offer books, greeting cards, CDs and books by our members, Standing on the Side of Love T-shirts, and other miscellaneous. This past year Simple Gifts was able to offer books that complemented the sermons and featured some of the speakers at Personal Theology.

Simple Gifts will be looking for a new manager and team as, after five years, Kay Fairwell will be retiring from the Book Table.

## **Social Justice Council**

Leadership team: Natalie DaSilva, Beth Jerde, Nancy Kelly, Lee Lawrence, Julie Rogers, Nancy Sam, Craig Scott, plus roughly 20 – 25 regular attendees

Statement of charge: To develop a framework for coordinating social justice projects at UUCB, establishing a process for congregational approval of “sponsored” projects, and creating a congregation-wide awareness and ownership of our social justice mission.

Accomplishments in the last year: The Design Team began meeting to recommend a format for a social justice council. It started a series of monthly potluck meetings, and this potluck group voted itself into existence as the Social Justice Council. The Council will meet regularly, and is open to active participation by all who wish to attend. It will coordinate social justice projects and report to the congregation about our social justice work. The SJ Council issued forms for applying for “sponsored” project status, and will review those applications and pass them on for congregational vote. The Council also agreed that the Design Team would remain in place as the Council’s Leadership Team until after the congregational meeting on May 17, 2015.

Plans for the future: The Social Justice Council will serve as the framework for coordinating social justice projects at UUCB and for informing the congregation about our social justice work. The council will invite applications for projects to be “sponsored” by the congregation; i.e., those that will be eligible to receive congregational resources, such as worship time, music, work with the RE program, and, as needed, funding. The Council will elect a Leadership Team to coordinate the Council’s activities for the coming church year. The council will encourage active participation by interested congregants in developing, planning, and coordinating our social justice projects. It will develop ways of working together with our children, youth, and their families on social justice projects, and it will create a system for project supporters to apply for and obtain congregational sponsorship. The Council will coordinate with and support other UUCB programs, including the Coordinating Team, worship, music, etc. It will work to build relationships among those who are engaged in our social justice planning and involvement: to socialize and to have fun even as we do the important work of social justice, including service, education, witness, and advocacy.

### **New Social Justice Council**

This year has seen creation of a Social Justice Council to coordinate our justice and service activities, and to communicate about them to the congregation. Recognizing that social justice and service work at UUCB historically has lacked cohesiveness and full congregational support, this effort has been directed toward creating a process to remedy this situation and bring about a stronger and more cohesive social justice program at UUCB. The mission of the Social Justice Council is to support and oversee the Social Justice program at UUCB in order to carry our faith-based vision of love, justice, and peace beyond our own walls; create opportunities to put our UU values into action to create a more just, sustainable, and inclusive world; engage the full, multi-generational congregation; and inspire and transform our community, our world, and ourselves.

The process began with a “Social Justice Summit” on December 6, 2014. Those gathered for the summit agreed to authorize a “Design Team” to lead the process forward, and also to begin a series of larger potluck gatherings to consider social justice concerns in a warm atmosphere of socializing and relationship building. The Design Team consisted of Natalie DaSilva, Beth Jerde, Nancy Kelly, Lee Lawrence, Julie Rogers, Judy Sam, and Rev. Craig Scott.

The potluck social justice gatherings proved to be so useful that those gathered at the March 11<sup>th</sup> meeting agreed, on the recommendation of the Design Team, to constitute the potluck meetings as the Social Justice Council. The Council will also include a designated Chair and Secretary, in order to facilitate consistency from meeting to meeting. Meetings will be open to all,

and all will be entitled to participate in decision-making. The group also agreed that the Design Team will continue as a leadership team until after the May 17<sup>th</sup> congregational meeting. The new Council also decided that an application process will take place for groups that want to seek approval by the congregation as a “sponsored” project, i.e., a project that will be entitled to congregational resources, such as worship and music time, coordination with Family Ministry/RE, funding, etc. “Affiliated” projects will continue as before, but without congregational sponsored status.

At the April 8<sup>th</sup> Potluck meeting, several project applications were considered by the Council. After much lively discussion, the Council decided that it would be best to present just one project to the congregation in this, our first year of operation. The project decided upon comes out of our affiliation with CCISCO, and its Ceasefire and Safe Return projects, and out of growing concern about continuing racism in light of killings and mass incarceration of young African-Americans, especially males. This project, entitled “Confronting Racism,” will be presented to the congregation for its approval at our annual meeting on May 17<sup>th</sup>. Elections for a new leadership team for the Social Justice Council will take place at the June Potluck meeting.

### **Stewardship Committee**

Anne Greenwood, convener, Bob Moore, Jo Maxon, Lisa Maynard, Marta Tobey, Salene Schaffer, Rev. Greg Ward  
with support from Ann Harlow, Beth Pollard, Jessica Clay (Starr King Student) and 40 “connectors.”

The Stewardship Committee is charged with conducting a pledge campaign to raise the funds for the yearly operating budget, approximately 50% of the income needed; and for

The theme for the current fiscal year ending 30 June 2015 is Gearing up for the Greater Good. 277 households pledged \$452,645 but the budget calls for \$460,000. We expect a shortfall of around \$15,000.

For FY2015-2016 we selected the theme “We’re Getting Ready...” and undertook the first face to face canvass in many years. The board developed 5 vision points that we use in our materials. There are many moving parts to such an effort, including stationery design (thank you, Salene and husband, Tim for the many hours and dollars you donated in this effort), event planning, letter writing, multiple mailings, thank you notes and follow up. Forty “connectors” were recruited and trained at 6 different sessions, led by Rev. Greg, Anne Greenwood and Jessica Clay. At the instigation of Linda Laskowski and the Financial Advisory Council a challenge pool was created to encourage a 20% or more increase in annual pledges.

Two events were held, one a gathering at Ellen and Allen Fisher’s house to acknowledge members who have shown extraordinary generosity and energy in the life of the church, plus an all church luncheon, complete with a skit featuring the AAA Energizer Bunnies – Anne Greenwood, Ann Harlow and Anne Wardell. The campaign began on March 1 with Rev. Greg’s excellent sermon and service, and as of this date May 1, 168 households have pledged \$479,878 (including the challenge pool of over \$25,000). 126 have increased their pledge, and 97 have increased by 20% or more. This far exceeds last year’s same time figure and there are more people yet to contact. We are extremely grateful for the congregation’s response thus far.

Plans for the future: Anne Greenwood is retiring from this position, which she has held for 5 years, in order to make room for new ideas, energy and direction. May those of you reading this respond enthusiastically to carry on this important and vital work.

## Summer Forum

Dorothy Herzberg, Mac Lingo, Carrie Knowles, Dwight Merrill, and Gloria Merrill

The Summer Forum provides speakers on Social Action activities locally, nationally and internationally from June through August.

Accomplishments this last year included fourteen weeks of speakers on Sunday mornings, June through August. These included professors, researchers, community activists and authors.

Summer Forum will continue to bring to UUCB a wide range of speakers and topics. Activists within the UUC community are always included in the program. Summer Forum tries to stay relevant, addressing topics and events immediately as they happen, such as the actions of ISIS, events in the Ukraine and experiences of a volunteer working in San Quentin.

## Transition Team

Rev. Greg Ward (chairperson), Cynthia Asprodites, Lynne Cahoon, Lynn Hammond, Karen Paull, Marsha Saxton, Gail Simpson, John Tucker

The UUCB Transition Team is a task force reporting to the Interim Minister and charged with helping UUCB to

- Understand / heal / celebrate / accept its past
- Identify / communicate / honor the hopes / fears / feelings and needs that are present
- Determine a realistic three year vision that describes the congregation we collectively commit to becoming
- Help the institution programmatically and organizationally evolve towards its vision.

The task force, originally championed by Bob Moore and Lynn Hammond, set about its initial work to

- Helped set the schedule for the Interim Minister in his first two months at UUCB and encourage leaders, members and stakeholders to meet with Rev. Greg to help him understand and acclimate to the diversity of issues, perspectives, needs, feelings within UUCB.
- Held the Start Up Conversation with Pacific Central District Executive, Josh Searle White to introduce and have a conversation with Rev. Greg
- Educated the congregation as to the role and function of the Transition Team
- Clarified the skills needed by prospective members of the team
- Invited people to express interest
- Interviewed prospective members with regards to interests, skills, availability and whether they can fulfill the diversity and process skills needed on the committee
- Found personnel for the two year team

By October 10, 2014, all the members of the Transition Team were selected and the work of the team began. Together, the team addressed the following:

- Met every month (sometimes twice a month) on the 2<sup>nd</sup> Thursday from 7:30 – 9:00. Meetings were not advertised and not 'open' due to the confidential nature of some of the subject matter, issues and conflicts being discussed.
- Helped Sponsor and integrate the findings of a three member team to attend the After Pastor Conference offered by the UUA in Denver, CO.
- Created a process to have lunch and conversation that seemed engaging and successful.

Held 6 conversations and averaged over 100 people per conversation.

- Where Did We Come From? [http://www.uucb.org/images/stories/documents/transition-team/20141012-uucb\\_history\\_milestones.pdf](http://www.uucb.org/images/stories/documents/transition-team/20141012-uucb_history_milestones.pdf)
  - Who Are We? [http://www.uucb.org/images/stories/documents/transition-team/20141109-UUCB\\_Who\\_Are\\_We-Conversation-Notes.pdf](http://www.uucb.org/images/stories/documents/transition-team/20141109-UUCB_Who_Are_We-Conversation-Notes.pdf)
  - Where Are We Going? [http://www.uucb.org/images/stories/documents/transition-team/20150111-uucb\\_where\\_are\\_we\\_going-notes-rev.pdf](http://www.uucb.org/images/stories/documents/transition-team/20150111-uucb_where_are_we_going-notes-rev.pdf)
  - Strategic Aims <http://www.uucb.org/uucb-transition-team/1991-congregational-conversation-5.html>
  - After Pastor Possibilities <http://uucb.org/uucb-transition-team.html>
- Attended retreat of the CT and Board to help align the vision with respect to issues on the horizon for the 2<sup>nd</sup> Transition year and coordinate with various ideas on optimizing structure, process, vision, etc.

## Ushers

Stephanie Ann Blythe, Bruce Sommers, John Tucker, Bob Moore, Kay Fairwell, Pat Malarkey, Ralph Nelson, Hoa Voscott, Ned Schaub, Mitch Sukalski, Larry High

Ray Westergard, Karen Tripp, Tom Tripp, Cheri Stalman, Lynne Henderson, Austin Henderson, Kathryn Jay, Larry Nagel, Beth Jerde

Greeting people at the door to the sanctuary is another point of **“WELCOME”** to those coming to the service.

Accomplishments this last year: Four new people signed up to usher. We work with Membership to supply information in the pew pockets for people to peruse. We schedule via DOODLE now. TRANSITION: Maryann Simpson stepped down in December; Beth Jerde now coordinates scheduling.

Plans for the future: Recruit new people to share this practice. Memorize more members' names in order to fully greet them.

## UUCB Affiliate of CCISCO (Contra Costa Interfaith Supporting Community Organization)

Craig Scott, Lee Lawrence, Helen Toy, Linda Laskowski, Jane Middleton, Gil and Barbara Weisman, Beth Jerde, Jane Eisenstark, Nancy Kelly, Ralph Nelson and Julie Rogers, Karen Paull, Norie Clarke, Anne Greenwood, and many more.

Statement of charge: To support CCISCO's community organizing efforts in West Contra Costa County, working together with other congregations to build relationships and to advocate for social justice within the larger community. CCISCO is the local affiliate of the national organization PICO (People Improving Communities through Organizing), an interfaith organization dedicated to building lasting relationships within local communities.

Accomplishments in the last year: In February, 2014, the congregation voted unanimously to enter into a formal affiliation with CCISCO. Even before that formal affiliation, UUCB members were working with CCISCO to ensure that State funding coming to Contra Costa County would be used for re-entry programs for the formerly incarcerated, rather than to increase the number of beds in the county jail. UUCB members also have participated in workshops organized by

CCISCO to help young undocumented people to draft and file applications for deportation deferment under the federal DACA program.

This past year, numerous UUCB members have participated in CCISCO's "Ceasefire" Program, which is designed to reduce neighborhood gun violence in Richmond. Each Friday evening, Ceasefire participants meet at a Richmond Church and march through the neighborhood, with a message of "alive and free." The program also includes "call-ins," in which at risk youth are invited to a community meeting of churches, community organizations, and law enforcement, to offer services to help them get their lives on track, and the "Safe Return Project." It should be noted that the Richmond homicide rate has fallen substantially in the last couple of years.

A number of UUCB members and friends have been active in supporting a community coalition around the proposed development of a campus of UC Berkeley and Lawrence Berkeley National Laboratories (known as the "Berkeley Global Campus at Richmond Bay"). The coalition is working to obtain binding "community benefits agreements," to ensure that local residents, including low-income and other disadvantaged people, benefit from creation of the campus, in terms of jobs and job training, small business opportunities, improvement of educational quality in Richmond, and housing relief.

Plans for the future: Our UUCB affiliate will continue to work closely with CCISCO on its various community-organizing projects. The focus may change as other community needs arise, but our work with CCISCO in connection with Ceasefire and the Richmond Bay Campus will continue. When and if the President's executive action to enable some undocumented people to obtain nondeportable status becomes effective, UUCB members will assist CCISCO in hosting workshops to assist with preparing and filing applications under the plan (the executive action is currently stalled by litigation). Possibilities exist for working with CCISCO and other community groups on local issues affecting low-income minority communities on economic issues, such as minimum wage legislation, housing assistance, and so forth. The future may also see greater involvement by UUCB members with the "Safe Return" project for reintegrating the formerly incarcerated into society, and a project to provide counseling and other relief for families affected by losses due to gun violence.

### **Worship Associates**

Rev. Greg Ward (chairperson), Elizabeth Hutchins, Natalie DaSilva, Kathryn Jay, Mary Muehlbach, Trevor Dawkins, Sidney Camara-Hurtado, Rev. Carolyn Colbert, Larry High

The Worship Associates Team is composed of 9 people who, together, present a diverse array of theological, philosophical and social perspectives, personal experiences, narrative styles and skills with creative and collaborative process. The Team assists Rev. Greg in conceiving, preparing and presenting Sunday worship. The Team addresses the logistical and creative tasks to ensure that worship is engaging, relevant, universal, diverse and transformational.

After the 3<sup>rd</sup> Congregational Conversation identified a need to expand leadership development and bring greater diversity into worship, Rev. Greg developed a design for the worship associates program, created an application process and chose 9 of the 16 applicants to serve.

The team meets once a month on the 1<sup>st</sup> Thursday of the month at 7:30 in the minister's office. Meetings are open upon request.

## Together, the Worship Associates

- Helped to create and use the worship calendar to coordinate the different elements (and leaders) to work together in creating a cohesive and well-planned service. The various elements coordinated include
  - Worship Leader
  - Worship Associate
  - Title of Service and Description
  - RE participant
  - Offering Coordination
  - Music Coordination
  - Visual Slide Coordination
  - Board Representative for Announcements
- The team held a retreat to learn the principles of Worship and plan, schedule and present 54 services between August 2014 and August 2015 and explored the art and practice of sermon writing for the services they planned and led by themselves.
- The team helped Rev. Greg plan and coordinate summer worship including having Worship Associates lead 5 of the 9 services in the summer
- The team helped to coordinate how the Worship Program would partner and promote the work of a variety of other programs in the church so as to use the energy of worship to cultivate excitement and involvement in other church programs.
- The team helped ensure a strong succession of quality worship services through the summer in the interim minister's absence.

### Plans for 2015-16:

- Recruit new Worship Associates to ensure that a thriving and diverse team continues
- Further develop and clarify Worship program collaboration with other programs
- Educate the congregation about the Worship Associates Program and general process for making worship decisions

## Yoga With Phyllis

Brigitte Bankay, Barbara Daniell, Ruth Dotzon, July Klyn, Judy Rogers, Barbara Weisman, Sharon, Ed Brewer.

The mission of this class is to provide a yoga class for the community.

The accomplishments in the last year: students are more flexible.

Plans for the future: to continue helping people feel better through yoga.