

**Olympia  
Unitarian Universalist  
Congregation**

**2005 Annual Report of Activities and  
Accomplishments**

**Presented to the congregation April 30, 2006**



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# **Introduction**

It may well be that we will look back on 2005 some day as a new beginning. For it was in that year that our determination and willingness to undertake the often back-breaking work of expanding our facilities began yet again. The “old-timers’ know that it was only twelve or thirteen years ago that our current facility at East End Street was designed and built, with great sacrifice and labor from the congregation. Now, the steady growth of our religious community, which began with a major spurt when we moved into the new building, has brought us to the brink of starting the process again. We have begun the transition from pastoral to program-sized church, and we need more room.

The reasons for our steady growth, despite the limitations of our current space, are manifest. At the top of the list of course, is the ever-increasing visibility and popularity of our minister, The Reverend Arthur Vaeni. But also, in keeping with our pastoral-to-program transition, our programs and committees, about which you will read in the following pages, can take more and more of the credit. On the front lines, of course, is the Social Justice Committee, providing an OUUC presence at events in our larger community and drawing new faces into the church for films and other activities. And the huge success of our new Share The Plate program brought us both great satisfaction and a new level of notoriety in the social justice and environmental protection communities. The brainchild of our Fundraising Committee, this process of splitting the collection between a worthy recipient and ourselves each Sunday discovered a spirit of generosity within us, putting over \$14,000 out into the community and a similar amount into our own coffers. This, combined with our responses to catastrophic events here (Louisiana) and abroad (the tsunami in Asia, flooding in Mexico, and others) and annual support of Out of the Woods, brought us to a new level of generosity of spirit and pocketbook. Our reach (and our visibility) was also increased by our church-partnering efforts, both in Kissolymos, Romania, and with the North Shore UU Society in Lacombe, Louisiana, and by the regional coordination work of the Partner Church Committee. Our choir membership swelled to an all-time high, continued to share their experiences in Romania with other congregations, and held their ever-popular public concerts. Our Religious Education programs grew with the addition of a strong adult RE effort and the redesign of offerings for children and youth. And on and on. You will find all this, and more, in the following pages.

The basic nature of the transition from a pastoral to a program-style church is a shift of the responsibility for organizational stability and direction from the minister to the lay leadership of the congregation. In 2005 and facilitated by the Committee on Ministry, the OUUC Leadership Team continued to implement and improve the annual assessment cycle of planning and review, and committees received training in goal-setting and budget development. The Leadership Team also met quarterly for coordination and training. To prepare ourselves for the work of expanding our facilities, ad hoc groups of lay leaders and staff participated in a workshop on pastoral-to-program transition and used what they had learned to help the Congregation become aware of its own vision and mission for change. Project committees sprang up to undertake the analysis of our space needs and the development of a five-year plan for facilities development. And to cap off this incredible year of spiritual, organizational and physical growth, the Congregation

stepped up to the challenge of the annual canvass and, perhaps for the first time in our history, fully funded the budget requested for staff and programs.

2005 was a year of which we can all be proud. Read on, Macduff!

Submitted by Tim Ransom  
Board President

## **Assessment of the Ministry**

The Assessment meeting with the Leadership Team revealed a strong, committed community within the OUUC, working solidly to carry out the congregation's mission to be a place where one can grow in mind and spirit, and to promote a loving, just, and sustainable world through service, learning, and action. The energy of individuals and the committees that focus their efforts can appear sometimes to be tenuously connected to each other, but from the vantage of the Assessment Meeting, it was clear that together, the individuals, the committees, and their efforts make the OUUC rich in service, learning, and action within our church community, in the Olympia area, and beyond.

While many committee tasks were identified in purpose as maintaining or sustaining actions, the Committee on Ministry believes that actions which maintain the health and strength of our current congregation also put in place the foundation for meeting each of the four 5-year congregational goals. Examples of note include:

Expanding the OUUC presence in the larger community.

- \*Assisted in the remodel of the Transylvanian Partner Church's medical care building.

- \*Through "Share the Plate" and other efforts, more than 10.4 percent of our income went to external contributions.

- \* Out of the Woods provided roughly 4,000 emergency shelter bed nights, constituting a vital component of the homeless services network.

- \*Approximately \$11,000 contributed to tsunami and Katrina relief.

Working to accommodate 500 people.

- \*Created a policy on conflict management, organized and trained a conflict management team.

- \*Committee created to develop a Safe Churches Policy.

- \*Worked with city to see how to maximize space on current site; costs and feasibility for several options on and off site.

Working toward \$350,000 annual operating budget.

- \*We are well on our way to achieving this goal, with \$322,000 as the anticipated in the 2006 budget.

Staffing and Fair Compensation.

- \*Substantial progress has been made toward meeting financial targets of the UUA fair compensation guidelines the DRE, Music Director, Church Administrator, and Minister.

It is clear that the ministry of the congregation taps into a well of compassion and responsibility. It is clear also that as a congregation, to maintain our level of commitment to the tasks we have undertaken, we must continue to grow in many ways – grow and mentor today’s members into church leaders, grow intrigued visitors into tomorrow’s active members, grow our children into adults who will also promote a loving, just and sustainable world, through service, learning, and action.

The aspirations of our community highlight an increasing need for each of us to carry out our covenant to enhance the health of the congregation with our time, talent, and energy. Failure to honor this commitment risks running the well of compassion and responsibility dry. The need is pressing for each person to participate in and expand the volunteer base of our community.

Finally, the Committee on Ministry took note that we must also be mindful of children as members of our congregation. We must be sure that families who enter our doors feel that all facets of our church are comfortable for them and their children to participate in, from the RE classes during Sunday service, to the other weekend, evening, and mid-week gatherings and functions that serve the membership and the larger community.

Grow in mind and spirit, and add your strength of mind and heart to carrying out our mission and the ministry of the OUUC.

Submitted by the Committee on Ministry

## **Parish Minister**

### Vision for My Ministry

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

### Mission of My Ministry

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

I identified five personal goals oriented toward expanding our Unitarian Universalist presence in the larger community; seven personal goals in support of creating a community that would require facilities to accommodate 500 people; two personal goals that would contribute to our attaining an operating budget of \$350,000 and finally, three personal goals focused on staffing.

Of those seventeen goals, it’s difficult for me to say which were the most significant, but I will provide information on these:

Pastoral Care Team: While I had identified the creation of a lay Pastoral Care Team (PCT) as a goal a while ago, I was able to act on it when my colleague, the Reverend Peg Morgan, offered a preliminary training for area congregations. Although scarcity of volunteers is a common theme in the congregation, recruitment for the PCT was relatively easy. Initially, the PCT is to be limited to five members until it becomes more apparent how it will work. Last spring the team participated in a day-long training session offered by Peg Morgan. In-house training continued through the remainder of the spring and summer. Team members -Margaret Knudson, Ron Hinson, Shelley Ferer, Sydne Cogburn and Nathaniel Jones- were affirmed by the congregation early last fall and have been providing pastoral care since then. The team and I continue to meet monthly for training and to review the congregation's pastoral care needs.

Policy on Conflict and Related Classes: The creation of a policy on conflict and the provision of congregational classes on listening and conflict resolution have been among my aspirations since the start of my ministry at OUUC. Before that could occur, however, the Committee on Minister (CoM) and I needed to create an infrastructure upon which to base such a policy and practice. Our attention went first to giving our congregation a sense of direction by establishing a goal setting/assessment process for the Leadership Team. We, then, helped the congregation create a covenant of right relations so we could establish a basis for our mutual expectations. Finally, in 2005 the CoM and I began work on the conflict policy which contains the charge for a Conflict Management Team (CMT). The policy was presented to and accepted by the Board late last spring. The CoM and I, then, began recruiting four members for the CMT, the Reverend Carol McKinley, Bruce Stewart, Linda Eschels and Joe Shorin. In the fall the CMT began determining how best to respond to their charge. Recognizing the need to create a common base of knowledge, they contracted with the Thurston County Dispute Resolution Center for a fourteen-hour training program that would take place in January, 2006. As a result, the goal of creating classes for the congregation on conflict resolution and listening was not met but will be carried over to 2006.

Adult Education: With an ad hoc group of members I created and facilitated a program on communication in the political realm that drew from George Lakoff's book, Don't Think of an Elephant. The program began in December, 2004, and continued for six sessions through March, 2005. There was good attendance from both the community and congregation. I facilitated the Membership Classes in January, April and September (co-facilitated). I facilitated a six-session "Thoreau as Spiritual Guide" class beginning in May. In the fall I facilitated a five session class, "Articulating Your UU Faith."

Development from Pastoral Church Model to Program Church Model: During 2004-5 our congregation's Learning Team (of which I was a member) received training from the Alban Institute in order to assess our congregation's development from a pastoral to program model church. A report was written for the congregation, then the Learning Team morphed into the Appreciative Inquiry Team. In the spring of 2005 it undertook an appreciative inquiry process that involved 90 members and friends from the congregation. From the participants' responses regarding their aspirations for the congregation, the Appreciative Inquiry Team extrapolated the congregation's vision. It

will be voted on as part of the Strategic Plan in 2006. Nonetheless, I am not entirely convinced our congregation as yet has a full understanding and commitment to its calling as a liberal religious congregation in Olympia.

**Social Justice Work in the Larger Community:** One of the larger projects in which I was involved was assuming responsibility for providing refreshments and lunches at five training sites in downtown Olympia for several hundred people for GLBT Equality Day February 14, sponsored by the Religious Coalition for Equality. Our congregation had a strong turnout for the noon rally and subsequent lobbying of our legislators in support of anti-discrimination legislation for people who GLBT. Later in the spring I played a small role in providing support to the gay and lesbian couples contesting Washington's Defense of Marriage Act (DOMA) on the day the case was heard by the state Supreme Court. Many members of our congregation participated in escorting the plaintiffs through a large crowd demonstrating in support of DOMA. In the fall I initiated with other colleagues in Olympia a plan for providing a religious service to be held at United Churches in response to the Supreme Court's decision on the case. No decision was rendered in 2005. In the summer I volunteered to be part of the steering committee of the Thurston County Chapter of the ACLU. In September I attended a day-long training in Seattle. My schedule didn't allow me to participate consistently, but I will be able to be more consistent in the coming months.

I wrote two Perspective columns for publication in *The Olympian*: One in April on Global Warming; another in September on Religion and the Constitution.

**Observations about the State of the Congregation's Health:** I greatly appreciate our lay leaders. We have many people who provide such extraordinary service to our congregation. It's one indication of our congregation's good health. Although, as I mentioned above, I am not sure that we are, as yet, entirely clear about our vision and mission in the larger community, I believe it is evolving. I feel we are clear, however, about our commitment to providing adequate space to welcome all those who need to be part of our liberal religious community. I value and appreciate the good work that has taken place and continues in order that we can create facilities that will allow us to welcome more people and to become a more significant presence in our larger community

Submitted by the Reverend Arthur Vaeni

# **Staff**

## **Administrator**

Major areas of church office administration include communication, information management, church finances and building management. Goals for 2005 addressed issues of publications, communication, rental policies, records storage and personnel.

To support our congregation in welcoming newcomers I reviewed some of our publications for subjective language. Changes were made to the letter sent to newcomers after their first visit to the church and to the standard welcome message in the order of service announcements. I looked at some options for a new display area for brochures and fliers. As the new name tag kiosk was being planned it became apparent that it would address some of our display needs.

In the area of communications I continued to work with the webmaster to add information to the church website. I also met with a representative of the finance committee to discuss the most effective times of the year to mail charitable giving statements and methods of communicating to those behind in their pledge payments. No changes were made in 2005, but are still under discussion. I gathered ideas for an educational brochure on charitable giving. I worked with the Communications Committee on standardization of all brochures.

After reviewing building use policies of other Unitarian Universalist churches I met with the board president to discuss encouraging the widest use our building in furthering our programs and serving the larger community. The discussion and assessment of our policies will continue.

Lack of storage space for church records became more apparent in 2005. I communicated with church leaders to determine the amount of church records being stored off-site. I determined that we do not currently have adequate storage space on-site.

Accomplishments in the area of personnel management included re-establishing the Church Administrator Support Team. I am very grateful to the members of the team – Janet Dawes, Mary Ellen Dawson, and Gail James for their availability, friendly assistance and ability to get the job done. I also developed a yearly review and evaluation process for the custodian and sexton.

Other accomplishments in 2005 include becoming familiar with a new program for electronic fund transfers, acquiring a donation of a satellite dish for internet access (yet to be installed), adding descriptions to events on the webpage calendar, and participating in discussions with other UU administrators via the church administrator list-serve.

A new computer was purchased and a new copier was leased. I thank Sharon Love and Barry Zickuhr for help in troubleshooting the usual problems with new equipment.

I attended regularly scheduled staff meetings as well as meetings with committees and the Leadership Team as needed throughout the year.

Submitted by Darlene Sarkela

## **Affiliated Minister, Hospice Chaplain**

In my work as a hospice chaplain at Providence Sound Home Care and Hospice, I visit patients and their families in their homes and in nursing facilities. I provide memorial services as a free service from providence Hospice. My goals are to bring comfort to those who suffer and to attend to the care and healing of the whole person. I am trained to actively listen. To those who cannot respond I read poetry, scripture and sometimes sing. Occasionally I am called to be with a family when a patient is dying. I attend weekly staff meetings to discuss the care of patients. I attend educational meetings and conferences to keep my skills current. I am sometimes called upon to lecture about my role as a chaplain.

I am on the Professional Consulting Committee for the Clinical Pastoral education program at St. Joseph's Medical Center in Tacoma. Clinical Pastoral Education is the program that trains chaplains.

I meet monthly with my mentor The Reverend Jim Anderson to discuss my ministry and growth as part of my journey toward Final Fellowship as a Unitarian Universalist minister. Jim is a Unitarian Universalist community minister who is the director of a program for feeding the homeless for Catholic Community Services in downtown Tacoma.

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

This past fall for ten weeks Jeanette Witcher and I taught a Building Your Own Theology class that was well attended. The class helped clarify the beliefs we have about life issues.

I attended a rally on the steps of the Washington State Capital in support of civil rights and equal marriage rights for gays, lesbians, bi-sexual and transgendered citizens. This year we achieved a victory with the inclusion of these citizens in our Washington State Civil Rights Act. Washington State became the nineteenth state to do so.

I accept responsibility for pastoral care emergencies when the senior minister is out of town. I have visited members of our church in this capacity.

In February I provided a sermon for the Tacoma Unitarian Universalist Congregation on "Love and Hospice Care" that was well received.

My greatest enjoyment is regularly attending worship services and being with all of you.

Submitted by Eric Ness

## **Associated Minister**

Weddings: I have performed nine weddings 1n 2005, six of them for homeless couples and three regular off site weddings.

Out of the Woods: I spent the entire year of 2005 as the executive director of Out the Woods. I was able to get agreements and memorandum of understand with the Thurston County Food Bank, and the Mega Foods super market. Out of the Woods continued to hold beds open for Safe Place people who are not at risk.

I helped to establish the OTW food program on a firmer basis, serving families with children on referral from the Food Bank.

I helped several people associated with the congregation to cope with mental health issues in their families.

I helped get a number of people in to the Emergency Room at St. Peters Hospital, including several who needed Psychiatric Ward stays.

I aided in the creation of a Buddhist group at OUUC.

Submitted by William A. Arensmeyer EdD

## **Director of Religious Education**

This was a challenging and exciting year in Religious Education!

In the spring of 2005, after taking input from parents and others interested in the children's and youth's programs, the Religious Education Committee made a brave and intelligent decision to experiment with two new models of Religious Education for preschool-fifth grade. One model, "Workshop Rotation," is a multi-intelligences model used in churches of all denominations across the United States. This model is the model we've been using at the 9:15am Sunday program during the 2005-2006 church year. The second model, "Spirit Play," is a Montessori-based model known as "Godly Play" in Christian churches. This model is being used at the 11:00am Sunday program during the 2005-2006 church year.

Both of these are *models* of religious education, *not curricula*, so we have been writing the programs as we use them. In partnership with the Religious Education Committee, I have been taking input from parents about these models, and will continue this experiment (perhaps with several modifications) through the 2006-2007 church year. At the conclusion of the 2006-2007 church year, decisions will be made about whether we will continue the use of the models indefinitely.

While we had not anticipated these changes to programming when we wrote goals in 2004, the changes stemmed from congregational goals and naturally became the shared focus of myself and the Religious Education Committee during 2005.

In addition, the following is a report on accomplishments directly resulting from the goals I wrote in 2004 for 2005:

- I worked collaboratively with the Religious Education Committee, Minister, and Music Director to create a music-based second service children's RE program in the winter of 2005. This program evolved over the spring and summer to become a Montessori-based program with large musical component.
- I created an experimental program of small group ministry for Church School teachers. While the program did not achieve sufficient participation for sustainability, interest was fairly high, which indicates a need. In the future, I hope to look further into this need and ways to meet it.
- I told a number of stories during the Story For All Ages portion of the worship service. In the fall and winter of 2005, these stories were related to the Workshop Rotation themes, thus illuminating for the congregation what we are doing in the children's programs.
- I assisted with and was present at community events, including Pride Day and Super Saturday. At Pride Day, I provided a "children's area" extension of the booth we shared with All Souls Unitarian Universalist Fellowship.
- I participated in the congregation's Learning Team and subsequently, the Appreciative Inquiry Team, as these teams worked to determine, among other things, our congregation's calling in the world.
- I provided input for the New Facilities committee about Religious Education space issues as it was requested.
- I became Chair Person of the Safe Congregation Policy Team, and this team continues to work on writing our Safe Congregation policy with an expected completion date in the summer of 2006.
- I advocated for fair compensation for nursery staff, and for the 2006 budget year, their wages were increased. I plan to continue with this effort of fair compensation by developing a recommended scale to be used as a guide by the Personnel Committee, Finance Committee, and Board in the fair compensation of nursery staff over time.
- I provided consultation to the personnel committee, as requested, in their determination of future staffing needs for the RE program.

Goals that are still in progress or that need more attention in the coming years include:

- Support the youth group in their goal to have a presence at community events including Pride Day.
- Support the children and youth in the development of an ethic of generosity.
  - Research viability and usefulness of providing the children with a way to participate in the weekly offering or in giving to the congregation or outside organizations; collaborate with the other staff on changes.
  - Explore with the children an ethic of generosity through children’s chapel sermons and/or programs such as Guest At Your Table.
  - Create a climate of openness about church finances, teaching the children—in age-appropriate ways—how the church operates financially.
- Provide consultation and advise the youth group and its adult volunteers in outreach, social action, and delegation (to Nicaragua) activities. The Nicaragua trip looked unlikely until early 2006, so this goal is being revisited.
- Assist the Religious Education Committee in its goal to transform the annual children’s social action project event into a well-supported and visible intergenerational event.

Submitted by Sierra-Marie Gerfao

## **Music Director**

(see Music Committee)

## **Committees**

### **Adult Education**

“The Adult Education Program of the OUUC is an endeavor to facilitate the search for truth and knowledge.” This mission statement appeared on the Fall 2003 Program Guide, the first produced by the Adult Education Committee formed in 2003 under Milton Bard’s leadership. This statement has been on the covers of all subsequent Program Guides.

About nomenclature, “Adult Education Committee” was the name adopted at its formation in early 2003. In various communications of the OUUC community, including the website, we are often referred to as the “Adult Religious Education Committee” or

the “Adult RE Committee.” Members of the Committee prefer to omit “Religious” from the title to indicate a broader educational mandate.

The Committee’s goals, objectives, and action plans for 2005 were essentially identical to those drafted in 2005 for 2006. They are stated below with comments about accomplishments:

(1) An Adult Education Program that meets the desires and needs of the OUUC is identified.

- (a) Conduct a survey of OUUC leaders, members, & friends.
- (b) Identify potential resources and facilitators.

The survey (a) is proposed for 2006, not for 2005. About (b), the increasing visibility of the Adult Education Program has prompted ad-hoc suggestions about topics and leaders for future classes. The Program Guide does include a section inviting proposals for classes, and we have advertised occasionally in the *Unitariana*.

(2) The OUUC Adult Education Program becomes a visible resource in the community.

- (a) Produce timely scheduling and publicity.

We believe we have been mostly successful in fulfilling this goal and activity. Various means of communication have been used, including the Program Guide, the OUUC website, *Unitariana*, and Sunday-Service announcements. We inserted a paid announcement in *The Olympian* about the “Identity Theft” class in December.

(3) The Adult Education Committee becomes fully functioning in arranging and supporting the Adult Education Program.

- (a) Develop optimal membership and leadership in the Committee.

Although the Committee has been effective in fulfilling most of the goals and in moving the Adult Education Program forward, we have struggled to maintain “optimal membership and leadership in the Committee.” The Committee started and ended the year with five members. We lost two members and gained two new members. The chairperson started in that role in December 2004. We do want to recruit new members to enhance our creativity in devising classes and in providing overall support of the program. We need yet to develop a process for the timely transfer of leadership.

- (b) Develop sustaining financial support.

We have been successful in maintaining our financial base, to produce and distribute the Program Guide, and for other advertising and publicity. There were some nominal costs for materials to support some classes. Payment of registration fees for enrollment in the classes has been the principle source of income, plus an allocation of \$75 as a line item in the OUUC annual budget. We ended 2005 in the black, with sufficient funds in the Reserve Account (from registration fees) to cover the production and mailing of the Program Guide for Winter-Spring 2006 in January.

- (c) Provide a steward to support each class.

Inspired by the model of Portland's First Unitarian Church, during Fall we initiated assigning committee members as "stewards", one for each class, to provide direct help for the leaders of the classes. We found that there is a learning process about when and how to help and when to stay out of the way. There does seem to be an ongoing utility in continuing this function.

- (4) Adult Education classes offered in 2006 reflect the best fit of time, space, supporting resources, and leaders available.

- (a) Identify monetary needs for budget-allocation and registration-fee support.

This was done successfully, as noted for Goal No.3.

- (b) Solicit proposals specifying topics and leaders for classes.
- (c) Match proposed classes with available space and time (scheduling).

These activities are primary reason for the Committee's existence. For the Winter-Spring program, fifty persons registered for nine classes although three were cancelled for under-enrollment or other reasons. For the Fall program, fifty-nine persons registered for twelve classes; two were cancelled for under-enrollment. Program Guides advertising the two sets of classes were mailed to the OUUC mailing list. Other copies were available at the OUUC office and in the foyer. Descriptions and scheduling of the classes for each period were also posted on the OUUC website.

During Fall 2005, the Committee arranged twelve classes and prepared the Winter-Spring 2006 Program Guide for distribution in early January 2006.

The Adult Education Program has grown each successive period since Fall 2003, for the variety of topics offered and the number of participants served. We also have increased our support for the leaders of classes, in terms of facilities, equipment, materials, and administrative matters (including the "class-stewards" assignments). For the Fall program, "Bible Studies – Old Testament" was the first class offered in the daytime and in a private home, representing successful variations from the usual evening scheduling at the church. Evaluations of classes, based on questionnaires distributed to the participants, were introduced during 2005. They have helped in suggesting improvements in future offerings.

The OUUC mission statement is: Our community is a place to grow in mind and spirit. We promote a loving, just, and sustainable world through service, learning and action. The program of the Adult Education Committee provides classes intended to support the participants' growing "in mind and spirit" and "learning" in the context of the mission statement. The titles and described content of the classes offered in 2005 bear that out. We believe that the Adult Education Program is contributing explicitly to the fulfillment of OUUC's intended mission by providing relevant intellectual and spiritual education to members and friends who elect to participate in the classes.

OUUC Adult Education Committee Members during 2005: Milton Bard (through January), Murray Cameron, Dita Hanson (started January), Tom Kerr (withdrew

November), Luci Phillips (started April), Winston Mullen, Pete Taylor (Chairperson since December 2004).

The success and growth of the OUUC Adult Education Program is an accomplishment resulting from the vision of Milton Bard, who initiated the Adult Education Committee early in 2003 and who was its Chairman through December 2004.

Submitted by Pete Taylor

## **Aesthetics**

Members: Pat McLachlan, Carol Murphy, John Murphy and Jan Sogge. Ron Hinson is not on the committee, but he works on aesthetics for OUUC by keeping the calendar for the artwork that is exhibited in the sanctuary, and he also helps the artists hang their work.

Goals: The committee facilitates and makes aesthetic decisions about plans, purchases and donations that affect the character, ambiance, safety, comfort and beauty of OUUC buildings, landscaping, publications and exhibits. The committee helps select products such as paint, carpet and furniture that are less toxic, more environmentally friendly, and more safe to the health of the congregation.

Objective: We help create a more aesthetically pleasing and healthy environment for the OUUC community.

Action Plans: Committee members are available to assist in aesthetic decisions when they arise.

Summary of Activities: This year committee members helped to select least toxic paint, and nontoxic carpet and pad, and colors for the OUUC nursery. They helped purchase these products at the Environmental Home center. They also helped repair and paint the furniture in the nursery. A committee member located a business that would clean the braided rugs in RE and nontoxic soap and transported the rugs to be cleaned.

The committee also has chosen the least toxic paint product and colors for the RE rooms and selected sturdier, adjustable tables for RE. We have also recommended colors and a least toxic paint product for the exterior of the OUUC building. These products are scheduled to be purchased in the near future.

Accomplishments toward Congregational Mission: We contribute towards the aesthetic environment of OUUC thereby making it a more pleasing, beautiful, comfortable and healthy environment.

Submitted by Pat McLachlan

## **Buildings and Grounds**

Mission: Maintain and enhance OUUC buildings, grounds and related mechanical systems.

2005 Goals: None formally stated. Ad hoc: to expand the B&G Committee to a reasonable size; to establish a “watch commander” system for emergency response; to develop B&G processes for planning (scheduling, budget, record-keeping and coordination), maintenance (staff and volunteers), communications (including guidelines for building users), committee development, volunteer management and special projects, including inventorying, prioritizing and undertaking critically-needed repair and maintenance to OUUC facilities;

Committee Members: Bill Arensmeyer, Jim Crabtree, Linda Crabtree, Karl Johnson, Nathaniel Jones, Joe Joy, Jim Lengenfelder, Tyra Lindquist, Darlene Sarkela, Jan Sogge, Tim Ransom (chair)

Activities: In 2005 the B&G Committee successfully expanded its membership from three to 11 members and established a regular meeting schedule. A ‘watch commander’ system of emergency response was put in place. The Committee addressed its ad hoc goals for planning by keeping regular meeting notes, developing budgets and goals (2006) and by coordinating with the Learning Team and other committees. It addressed its maintenance goal by holding maintenance work parties for the grounds. It addressed its communications goals through occasional newsletter columns and development of handbooks for users of the buildings, which will be published in 2006. Informed by a professional inspection of OUUC’s facilities, the Committee inventoried, prioritized and established a special budget request for special maintenance/repair items in the church and began soliciting bids and estimates for work to be done. One of the items, cleaning of the chairs in the sanctuary was completed; the others will be undertaken in 2006. Members of the Committee also provided oversight and assistance to the cleaning out and repair of the Annex this summer and fall. Member Jim Crabtree corrected the considerable electrical problems that were found in the building.

Accomplishments toward Congregational Mission: The activities of the Buildings and Grounds Committee for the most part further OUUC’s Five Year Goal of Sustaining: Sustain and improve the ways we maintain the well being of our congregation. Safe, comfortable and attractive facilities are essential to the Congregation’s wellbeing.

Submitted by Tim Ransom

## **Care and Concern**

Mission: To provide neighborly assistance to OUUC members and pledging friends in emergency situations when they are sick, injured, or distressed.

Members: Coordinators for this assistance are: Sally Brownfield, Mary-Walton Cameron, Luci Phillips, and Sandra Worthington. There is also a list of about 44 volunteers for specific tasks. Other church members and friends contacted by the coordinators lend their time and skills. As you can tell, at one time or another, most everyone becomes involved. We really, really need additional coordinators.

Activities: Luci Phillips is notified of an emergency or other concern. If a coordinator is needed, the family chooses a coordinator who will assess the type of help needed and solicit volunteers to provide this. Only after obtaining permission from the family will Luci notify the entire church body by e-mail of the problem, the contact person (coordinator), and other details.

Accomplishments: We promote a loving world within our church family. In service to others, volunteers grow in mind and spirit. During 2005, forty-nine e-mails were sent out to church members and friends informing them of crises in the lives of twenty-three households or updating the status of those crises. In keeping with our congregation's mission of loving through service and action, members responded with visitation, phone calls/cards, food, transportation, chores, and other kindness where need was apparent.

Submitted by Luci Phillips

## **Communications**

Mission: The Communications Committee supports the OUUC leadership team, committees and staff by helping to coordinate and enhance communications within the congregation and with the larger community.

Goals for 2005:

- Establish tools (such as templates for brochures, flyers and posters) to be used by committees and others with communication needs, both for better communicating with the OUUC membership and with the wider community.
- Support our community outreach by determining useful media channels that can be used to communicate with the wider community, and gathering the information needed to get messages out through these media.
- Explore and develop the use of television and radio to get the word out to the wider community – through the production and broadcast of some of our services and public service announcements.
- Continue the process of achieving consistency in the way we present ourselves as a congregation in our publications.

Activities: The committee's activities include the monthly publishing of the Unitariana newsletter, the maintenance of the OUUC website, the publishing of ads in the Daily Olympian and listings in the phonebook. The committee is also responsible for the maintenance of the sound system in the sanctuary and the recording of services for members and friends who request them.

The committee developed an editorial process to improve the consistency and balance of the Unitariana newsletter and has put in place a new editorial team to facilitate this process. The team will review submissions with the goal of assuring accuracy, balance of content, and consistency with OUUC's mission and policies. The establishment of the editorial team will provide the foundation for plans to redesign the format and look of the newsletter.

In collaboration with other OUUC committees, we operated our information booth at Super Saturday. Brochures about OUUC were available to the community and much interesting conversation took place.

The committee developed plans and received budget approval on various projects including preparing for video recording of sermons to be broadcast over community television, providing our message to people in the community who are unable to come to our services.

When an opportunity arose to purchase the video projector owned by the WWC, we made and received approval for a proposal to do this. Funding will come from the Communications budget, the Social Justice committee budget and a special fundraiser to be held in the near future. The projector is used by various groups and OUUC committees.

The new projects we envision will require additional people resources, and we have been working to recruit both new committee members and volunteers for a technical team which will be available to assist with media support needs for the congregation and its committees.

Accomplishments: Along with our ongoing work of publishing information for the benefit of the OUUC membership, we have made significant strides towards preparing for the communication needs as our congregation grows and expands into the community. We have laid the groundwork for the effective use of new media technology (website, video, podcasts) while continuing to support the traditional media and communication channels within the congregation.

Submitted by Riley McLaughlin

## **Finance**

The mission of the Finance Committee of the Olympia Unitarian Universalist Congregation is to provide financial oversight for the Congregation, ensuring that the Board of Trustees is informed of financial issues facing the Congregation, and that debts

are paid on time. The committee prepares the annual budget, based upon requests from other committees. Once the budget is implemented, the committee closely monitors expenses, and keeps committee chairs informed of their spending compared to the budget. Members of the Finance Committee also play a major role in organizing the annual auction.

Connection to the broader mission of the Congregation: the Finance Committee provides one important basis that the Congregation needs to survive in the community—a strong financial foundation. The committee members serve with integrity, with a focus on remaining solvent and ensuring that bills are paid on time.

Chair: Pam Davidson

Members: Peter Teets, (treasurer), Mary Welsh, Luci Phillips, Karol Erickson, Pam Davidson

Accomplishments for 2005:

- Assisted the Board in doing the final research and steps to transact a commercial bank loan in order to refinance congregational loans.
- Worked with Fund-raising committee and many other volunteers from the Congregation to hold the **2005 Mardi Gras Auction** in March 2005, raising \$15,170 exceeding the earnings from the previous year's auction!
- Assisted OUUC committees and the Board in creating the 2006 OUUC Budget.
- Reviewed and updated financial policies and made recommendations to the Board regarding a variety of issues.
- Reconciled and balanced all funds.
- Informed committee chairs and reserve account managers by providing them with monthly budget status reports.
- Continued to improve our internal controls for our accounting processes.
- At the end of the year, the committee hired the congregation's first paid bookkeeper in order to bring more consistency and integrity to the congregation's financial records and practices.

Information about the OUUC Mortgages

- ◇ In 1992, the OUUC borrowed \$500,000 from the UUA and our own congregation to build the main church. Since we were in need of space for Children's RE, in 1994 the church borrowed another \$100,000 from members to purchase the adjoining Bart and Gladys (B&G) annex and property.
- ◇ In 2005, we refinanced all of our loans into one commercial bank loan, and paid off the UUA loan and member loans.

Mortgage Balance as of December 31, 2005

- ◇ Key Bank Commercial Loan \$263,443

Submitted by Pam Davidson

## **Fund-raising**

Members: Melanie Ransom, Chair, Karol Erickson, Joe Shorin, Carol Allen, Evelyn Greenberg, Curtis Tanner

Committee Goals:

Achieve long-term financial sustainability for OUUC

- Live within the means we define for ourselves
- Increased compatibility between what we want to do and what we can do as determined by our financial resources
- Foster a sense of shared responsibility for the financial well-being of OUUC

Align congregational expenditures with our collective values

- Promote wider involvement in the annual budget process
- Gradually transfer responsibility for defining our financial needs from committees to church members
- Nurturing greater individual understanding of and support for the material needs of our spiritual community

Ensure the continued effectiveness of the Fund Raising Committee

- Improve our understanding of what makes the Committee work at its best – size, tenure, leadership
- Develop a succession plan for appropriate member turnover to avoid “burn out”

Outcomes:

Total pledges towards 2005 operating expenses: \$248,220.00

Total Share the Plate for internal: \$11,814.72

Total Auction Income: \$16,170

***Total \$ Raised in 2005 for operating expenses: \$276,204.72***

Total Books and Brownies: \$4017.00

Total Guest at Your Table: \$170.00

Total Katrina Relief: \$6079.00

Total Tsunami Relief: \$5580.00

Total Mexico Disaster Relief: \$873.00

Total Partner Church: \$2,226.80

Total Out of the Woods Christmas: \$1,300.00

Total Share the Plate for external: \$11,814.72

Total \$ Gifts: \$32,060.52 (10.4% of total fundraising)

Total Income: \$308,265.24

Total pledges towards 2006 operating expenses: \$287,637.00

Total in Endowment: \$12,278.90

Endowment 2005 Accomplishments:

1. Invested Endowment funds in UUA General Investment Fund
2. Fund balance as of December 31: Approx: \$12278.90 (note, we've not yet received our 4<sup>th</sup> quarter statement from the UUA. Above balance was estimated by adding \$1862 invested in November to 3<sup>rd</sup> quarter statement balance)
3. Recognized donors in Unitariana
4. Secured Board approval to invest 50% of future undesignated bequests to Endowment fund.

Endowment 2006 Goals:

1. Increase Committee membership to 5
2. Establish and implement quarterly meeting schedule
3. Establish regular and implement regular financial reporting schedule
4. Revise Endowment Policy
5. Develop marketing plan
6. Recognize donors

Submitted by Melanie Ransom

## **Leadership Team**

Committee members: The chair of all committees and affiliates of OUUC, chaired by the Vice President of the OUUC Board

Activities: The leadership team meets four times a year in addition to participating in the OUUC assessment and goal setting process. Very important communication happens at each of the quarterly meetings about what each committee is focusing on and accomplishing. Meetings are also an important opportunity for fellowship and learning, such as the discussion held after several congregation members went to the Michael Durrall seminar. Since much the leadership of the congregation is present for meetings of the leadership team, great value comes from the interaction of this group of individuals and the cross-fertilization of ideas.

Submitted by Melissa Denton

## **Membership**

Chair: Diana Finch,

Members: Linda Crabtree, Dita Hanson, Gail James, Tracee Karlson

Mission: To offer visitors an experience that invites interest, understanding and commitment.

Goals: It is our goal to warmly welcome visitors to our Sunday services by maintaining and staffing a welcome table in the foyer and then to follow up with a phone call, a letter and 3 issues of the Unitariana. We want to inform and orient potential members to Unitarian Universalism and to our Congregation with our formal classes and to recognize, celebrate and support those who make the decision and commitment to join OUUC.

Activities in 2005:

- Organize and conduct greeting and ushering on Sundays and at special events
- Training for new greeters and ushers
- Welcome newcomers and assist them in accessing information about OUUC
- Follow up calls our guests after their first visit
- Conduct Newcomer Orientation each month on 3<sup>rd</sup> Sunday
- Conduct Membership Classes in Fall, Winter and Spring quarters
- In 2005 we held several New member luncheons to offer a way for new arrivals to meet each other
- With Minister and Board Representative and Congregation, had welcoming ceremonies for 34 new members
- Coordination of construction of our new name kiosk
- Acquisition of digital camera

Accomplishments toward Congregational Mission: The Membership Committee activities welcome spiritual seekers to our Congregational home. We help to introduce them to our active community by providing a forum to address questions about Unitarian Universalism and OUUC. Our classes offer a deeper understanding of the work being done by OUUC and how each of them might join in a meaningful way.

Submitted by Diana Finch

## **Music**

Members: Denise Livingston, Chair, Celia Tobin, Sharon Love, Frances Tanaka, Sandra Worthington, Tim Ransom, liaison to Board, Troy Fisher (ex officio), Art Vaeni (ex officio)

Mission: The Mission of the OUUC Music Committee is to provide an experience of excellence in music at the personal, congregational and community level.

Expand Presence in Larger Community – public choir performances attracts people from the community as well as OUUC members.

1. January - Performed and recorded a concert in state capital rotunda, “Songs of Freedom.” Recorded and made copies of a CD of the concert and distribute free to congregation, increasing congregation’s knowledge of UU hymns and their participation in music during Sunday service.
2. February - Performed and presented information about the choir’s 2004 trip to Romania to the Partner Church Council regional meeting.
3. February - Participate in workshop and Sunday service Star King Scholar is brought to OUUC for a weekend.
4. March - Performed partner church service at two Sunday morning services at Saltwater Unitarian church.
5. June - Spring Concert “With a Poet’s Eye.” Including Hymn Sing-Along and reception.
6. November - Performed partner church program at West Seattle Unitarian Universalist Fellowship. Donated \$200 honorarium back to the Fellowship to support their music program.
7. December 2005 Concert – “Songs of the Season,” including Hymn Sing-Along and reception.

Establish UU ministry in the Wider Community - Partner Church Activities

1. Items 2, 3, 4 and 6 above also enhances OUUC Partner Church goals
2. November - When the minister of our Transylvania partner church visited, participated in Friday night gathering and entertainment and Sunday morning services, along with other activities

Increase Participation of Congregation and Enhance Quality of Sunday Services

1. Conducted Mother’s Day Sunday services with guest vocalists.
2. Music Director’s leading hymns, with the aid of the choir, before Sunday Services has enhanced congregation’s knowledge and enjoyment of hymnal and hymnal supplement.
3. November - Music Director performed an evening of piano music to raise money for the new hymnal supplements for the congregation.
4. Performed two Sundays a month January through December (excluding summer months); Set and published the annual choir schedule.
5. Several new members joined the choir in 2005. Maintain a choir roster with e-mail addressed to facilitate the sharing of choir related information.

Choir Reserve Account

6. Raised \$ 1117 through concerts in 2005
7. Used Choir Reserve account to produce a CD of hymns and distribute free to the congregation, pay for guest musicians and buy music.

## Music Committee 2005 Goals

1. Choir sing at Sunday services at least twice a month (excluding July and August).
2. Expand repertoire in complexity and style.
3. Set and publish annual choir schedule and calendar.
4. Maintain welcoming atmosphere for people who want to create music with us as well as listen to our music. Invite new members into choir on regular basis through the Sunday bulletin and the Unitariana.
5. As a way for the choir to show our appreciation to the congregation for their generous support, both financial and otherwise, implement a plan to help improve congregational singing and to encourage incorporation of hymns as part of congregation's spiritual life.
  - Create a CD of songs from the hymnal to distribute free to the congregation.
  - Hold three hymn-singing evenings throughout the year with spiritual and recreational focus.
6. Outreach to community:
  - Offer at least two free (donation only) concerts during the year and
  - Produce CD's of December and June choir concerts.
7. In support of Partner Church goals:
  - Prepare and present information about the choir's 2004 trip to Romania to the Partner Church Council regional meeting in January or February 2005.
  - Participate in workshop and Sunday service if Star King scholar is brought to OUUC for a weekend.

Submitted by Denise Livingston

## **Nominating**

Mission/Goals: maintain a qualified and committed Board of Trustees that will provide leadership to OUUC facilitating our community's growth.

Objectives: Recruit and nominate at least one willing individual to run for each available position on the board. Recruit members to fill vacancies on the nominating panel.

These objectives will be accomplished by March 1 and submitted to the board.

Members: Polly Taylor Chair, Nancy Mears, Curt Eschels, Gail Gosney Wrede, Barbara Tindal-Walker

Summary of 2005 activities/accomplishments:

Panel met in January 2005 to review vacancies and develop plan for recruiting.

Article was placed in Unitarianna and an announcement was included in the orders of service, to solicit interested members.

Panel members recruited slate of nominees for the board and for the nominating panel.

Slate of nominees submitted to board and to the congregation at the April 2005 annual meeting.

Board nominees submitted were Shelley Ferer, Peter Teets, Mary Walton Cameron, and Samantha Ritchie (one year term).

Nominating panel nominees submitted were Marianne McNabb and Eric Trimble. Congregation voted to accept both slates on April 29, 2005.

Submitted by Polly Taylor

## **Partner Church**

Vision: Promote World Peace

Mission: To foster world peace and understanding through the UUPC movement, we will develop friendships, offer support and maintain a connection with our partner church in Kissolymos, Romania.

Committee Members: Frances Tanaka and Tom Mumford (Co-chairs), Jo Ann Young, Mikel Young, Pat McLachlan, Nick Dawson and Arlene Colerick

Adjunct Members: David Hare, Sandra Worthington, Carol McKinley, Sharon Love

Goals:

1. Increase membership of committee from three to six.  
This was accomplished.
2. Fund institutional membership for OUUC to the national Partner Church Council.  
This was accomplished.
3. Help fund a Kissolymos project.

With the \$1681 that was donated on Partner Church Sunday, we were able to help buy the materials needed to convert an empty building in Kissolymos into a medical clinic for the villagers. The work was completed in the summer and a doctor now visits the village once a week to provide care for the people there, many of whom are quite elderly.

4. Provide scholarship money to Kissolymos students furthering their high school or college educations.

This was not accomplished in 2005, but will be addressed in 2006.

5. Host regional Partner Church Council meeting in March.

Thirty-five people from various UU churches in the Northwest attended the meeting. Registration fees took care of any expenses and provided the committee with an extra \$150 for its reserve fund. Guest speaker Rev. Csaba Todor, the Balazs scholar at the Starr King School for the Ministry was well received at the meeting and at Sunday services.

6. Assist the Aesthetic Committee in creating a permanent Partner Church display.

This was accomplished.

Other Activities:

1. The committee sponsored a visit by the Rev. Istvan Berei to Olympia in November. Money for his airfare was raised through a series of coffee house programs. While here Rev. Berei was able to meet with the staff, board, Social Justice Committee, the choir and many members of the congregation. He shared his pictures of the new medical clinic that our church had helped fund and preached a sermon on Sunday. With the committee and two members of the board, he helped draft a covenant between our two congregations.
2. Committee members met with Scott Bergford, from the Church of the Living Water to discuss our common experiences through our association with churches in Romania.
3. Began planning a 2006 trip to Kissolymos

Accomplishments toward Congregational Mission:

All of our activities were to promote a loving and just world by nurturing our friendship with the congregation in Kissolymos, Romania.

Submitted by Frances Tanaka

## **Personnel**

Committee members: Joe Dear, Linda Hart, Melissa Denton

Activities: The primary responsibility of the personnel committee is to make recommendations to the board about salary recommendations for OUUC employees and independent contractors. Our congregation has strongly endorsed the notion of fair and adequate pay for those who work for and with OUUC. Since we have budget constraints and various types of history with different paths of different individuals, real thought goes into these recommendations. We have looked to UUA guidelines as valuable input as to what salaries should be for an organization our size. The personnel committee also conducted part of a needs/preference assessment for future staffing and performed some work on a policy handbook to recommend to the board in the not-distant future.

Submitted by Melissa Denton

## **Religious Education**

Mission and Goals: To create, support, and implement opportunities for OUUC children and youth the explore religious ideas and develop spirituality guided by Unitarian

Universalist principles and history. The Religious Education Committee is the supporting body of the Religious Education program.

Committee Members: Tina Smith, Shawn Smith, Keri Johnson, Eric Trimble and Milt Harper

Activities: Provide regular and special religious education programs, events and opportunities for OUUC children and youth.

- Met at least monthly to complete tasks that support the RE program
- Sponsored annual Easter Egg hunt.
- Reviewed, selected and implemented new model of RE for preschool -5th.
- Sponsored Coming of Age program
- Supported the Our Whole Lives class for various age groups
- Conducted planning for 2006.
- Sponsored the annual Yule Play.

Accomplishments towards Mission: Committee focus over the past year has been to implement new model of RE for preschool to 5th. We chose the Rotation Workshop model for the 9:15 a.m. service and the Spirit Play model for the 11 a.m. service. These are seen as very different programs that serve the needs of many children. The hope is that families that do not care for one style will try the other. We are especially interested in promoting attendance at the 11 a.m. service since it is less crowded. The Rotation Workshop requires many more volunteers than our traditional model but the amount of time needed of the volunteer is much shorter. The Rotation Workshop and Spirit Play also require more props and decorating of classrooms. This can be a hardship in our multipurpose building.

The committee is conducting a survey and seeking feedback from parents on the new curriculum. The plan is to give the new approach at least two years to prove itself.

Also underway is planning to send youth to Nicaragua and to send the middle school class to Boston spring of 2007.

The committee has assumed partial responsibility for the nursery this year and has made a recommendation to the Board on child care for weekday evening meetings.

Our youth group continues to be active and well led.

Submitted by Eric Trimble

## **Social Justice**

Mission: "To establish and maintain a strong Unitarian Universalist presence in the state capital city by:

- coordinating and supporting the congregation's efforts to advocate, educate, and organize for social action while serving as witness to social injustice in our community and the world, and
- sponsoring and supporting groups organized to address these issues."

Goals for 2005:

- 1). Help blend social justice issues into the life of the congregation and the life of the community.
- 2). Provide information to members and attendees of the OUUC and other UU congregations about social justice work underway at the church.
- 3). Provide solidarity to other local social justice organizations, with member support, physical presence at events and/or financial support.
- 4). Strive to continually attract new members to participate in the activities of the committee to make it larger and more vibrant, through sharing information and active recruitment efforts.
- 5). Continue support of our Green Sanctuary sub-committee activities.
- 6). Keep abreast of and assist when necessary with UUSC Service Committee activities taking place within our congregation.

Members: Howard Rosenfeld, Jody Suhrbier, Polly Taylor, Leslie Romer, Don Lane, TJ Johnson

Activities:

Monthly Meetings

Regularly planning meetings are held the third Wednesday of every month, at 6:30 pm, at OUUC.

Main Issue Focus: Global Warming

The SJC adopted the Unitarian Universalist Association's (UUA) issue and action item of Global Warming. The committee supported and contributed to the work of the Green Sanctuary sub-committee, which included a comprehensive bibliography on Global Warming, monthly events through the first five months of 2005 to provide information on global warming and give participants an opportunity to share their beliefs and concerns on the issue, and an Earth Day worship service, which introduced Carbon Man, the embodiment of our excessive consumption of carbon emitters.

Film Series

The monthly film series focuses on issues of social, economic, and environmental justice. All films are held at OUUC and include an opportunity afterward for facilitated discussion. Flyers for the series are available around town, and notices are placed in various media outlets such as Green Pages, Works in Progress, Sitting Duck, and TCTV.

Community Coalition Work: Beyond Hiroshima & others

The committee helped shape a community coalition called Beyond Hiroshima, working to raise consciousness around the current state of nuclear proliferation in this country and across the globe. These activities culminated in a weeklong series of events in August, which was the 60<sup>th</sup> anniversary of the bombing of Hiroshima and Nagasaki.

SJC members who are also members of community groups such as Olympia Movement for Justice and Peace, Voices for Change, Alliance for Democracy, and the Thurston County Progressive Network, act as liaisons for group activity.

### Share the Plate

The committee took over responsibility for planning, researching, and following up with Share the Plate recipients for OUUC, where local nonprofit organizations are given donations via the weekly offering. A year-end celebration dinner was held with the previous year's recipients. Over 50 members of the congregation and community attended.

### Communicating with Congregation

The SJC has been regularly writing and submitting articles for inclusion in the Unitariana, as well as posting notices of events in the Sunday orders of service. Also, A social justice listserv has been maintained for those interested in keeping in touch on the many activities of the committee. Over 25 people are on the listserv.

### Accomplishments toward Congregational Mission:

In accordance with the congregation mission, "Our community is a place to grow in mind and spirit. We promote a loving, just and sustainable world through service, learning and action", the Social Justice Committee works to provide opportunities for congregation members to learn more about and take action on issues of social justice. We work to raise community awareness of our efforts in order to better work together and to help individuals identify OUUC as a spiritual home. Our activities directly promote a just, sustainable world, through service, learning and action.

Submitted by Jody Suhrbier

## Space

Mission: Research options for fulfilling our space and facility needs as defined by the Long Range Plan, Strategic Plan and prior space analysis documents and present information to the congregation so they can make a decision by April 2006 to expand by either adding onto our current building or moving to a new site.

2005 Goals: Locate and oversee appropriate professionals who can help us understand the ability of our present site to fulfill our space and facility needs. Incorporate the vision, benchmarks and final go or stay recommendation to the strategic plan and make presentations to the congregation.

Members: Wendy Tanner, Harmon Eaton, Kurt Rader, David Love, Warren Dawes and Dave Mackey

Activities: During the past year we have accomplished the following:

- 1.) Developed a 'maximum space potential' expansion plan and submitted it to the City of Olympia. The goal was to determine the maximum amount of expansion that could occur on our current property and to get information about the infrastructure (parking, sidewalks, turn lane, storm water retention) that we would have to develop as a result of the expansion.
- 2.) Developed a website with links to other websites, meeting notes, materials and resources for use for our committee, to keep the congregation informed of our progress and to keep materials available for future space expansion activities.
- 3.) Two presentations to the congregations, one between services and one during an evening meeting about the goals of the SPACE committee and progress to date.

Accomplishments toward Congregational Mission:

The space we have currently limits the number of people that can attend OUUC. It is cramped and not conducive to developing community. Evaluating expansion options and preparing for growth will help our congregations to provide a place of worship for more people in our community and a more flexible and functional space for current Members.

Submitted by Wendy Tanner

## **Worship Arts**

Mission: Support and provide meaningful worship services for the congregation to help find a clearer understanding of our religious faith, to enrich lives, and to better convey our congregation's mission to the larger community.

Goals:

- 1) Create organizational guidelines for WAC – a) committee size, b) succession, c) covenant of expectations, d) training plan
- 2) Develop skills to become more effective celebrants
- 3) Create a variety of meaningful services with guest speakers (~22 each year)

Committee Members: Ann Yeo, Art Vaeni, Barry Zickuhr, Ginny Taylor, Lynn Lumpkin, Marigem Emde, Nathaniel Jones (chair), Penny Chatfield, Troy Fisher, Wendy Tanner

Activities: During the past year our monthly meetings have been devoted to:

- 1.) Discussion of the celebrant role, sharing our experiences and what we can learn from each other. How can we continue to improve our effectiveness as celebrants? The service

schedule is usually planned 2-3 months in advance. Each meeting we sign up to be celebrants for upcoming services.

2.) Creation of services with guest speakers (about 22 Sundays per year). This includes communication with the speakers – sometimes long distance a few months in advance and sometimes with members of the Olympia community or from our congregation and conferring on selection of all the elements of the service, plus meeting publicity deadlines. Being a celebrant with a guest speaker requires the experience of being celebrant with our minister plus assuming a considerable number of additional responsibilities.

3.) We have discussed guidelines for the organization of the Worship Arts Committee. By the nature of our responsibilities and our need for training, we must be of a limited size. How do we provide for turnover to include newcomers who want the celebrant experience? What do we agree are our expectations of membership?

Accomplishments toward Congregational Mission: The activities of the Worship Arts Committee for the most part further OUUC's Five Year Goals of:

- 1) Expand the OUUC presence in the larger community to better articulate and demonstrate UU principles and to enlarge and diversify our membership.
- 2) Sustain and improve the ways we maintain the well being of our congregation.

Submitted by Nathaniel Jones

## **Youth Adult Committee**

The mission of the YAC is to plan and support youth programming, including the congregation's high school youth group, YRUU.

Connection to the broader mission of the Congregation: the YAC supports the ongoing inclusion of high school youth in congregational activities as they move from the typical RE program into young adulthood.

Youth co-Chair: Hallie McLean, Adult co-chair: currently vacant

Members: Ann Colowick (adult), Wil Wrede, Treasurer (youth), Matt Clark (youth), Hallie McLean (youth), Eric Trimble (RE Committee/YAC Liaison), and Sierra-Marie Gerfao (non-voting adult).

The YAC meets on the third Sunday of every month, at 12:15 p.m.

Assisted and supported the High School Youth Group in the following accomplishments for 2005:

- Cooked and served dinner on a monthly basis at Bread and Roses.

- Made and sold pies to the Congregation, with profits donated going to fund future YRUU trip.
- Acquired three adult sponsors for YRUU: Gina Gerfao (ongoing from previous year), Riley McLaughlin, and Jana McKinley.
- Did some additional planning for a future trip to Nicaragua.
- Helped maintain the number of active youth attending YRUU to about a dozen.
- Co-coordinated, with the Tacoma YRUU Youth Group, a youth conference held in October 2005. About 230 youth and their sponsors attended. The conference was held at the CISPUS Environmental Learning Center, in Randle, Washington.
- Attended several youth conferences in Seattle, Portland, and other locations.
- Started monthly Friday Night Family Movie Nights at the church.

Submitted by Hallie McLean

## **Affiliated Groups**

### **Green Sanctuary**

Mission: Implement the UUA environmental program at OUUC

Goals: Carry out a Global Warming Study, as part of the UUA Study and Action Item for 2004-6. Address invasive plant species on the OUUC properties.

Members: Leslie Romer, Howard Rosenfeld, Jody Suhrbier, Polly Taylor, Mik Scully, TJ Johnson

Activities: The committee developed and distributed a comprehensive bibliography on Global Warming, expanding on information provided at the Seventh Principle Project website. It planned and presented monthly events through the first five months of 2005 to provide information on global warming and give participants an opportunity to share their beliefs and concerns on the issue. Members of the committee planned and presented an Earth Day worship service which introduced Carbon Man, the embodiment of our excessive consumption of carbon emitters.

We designed and distributed an “OUUC Ivy Puller Survey” to recruit ivy pulling workparty participants and held several workparties to remove ivy and other invasive plants from OUUC properties.

Accomplishments toward Congregational Mission:

The Green Sanctuary Program Committee provided opportunities for individuals to grow in mind and spirit. The Global Warming events were equally attended by OUUC members and members of the community, thus increasing OUUC’s visibility in the

community. The Committee works to promote a sustainable world through the members' individual lifestyle choices, and in the way the congregation manages and maintains its facilities.

Submitted by Leslie Romer

## **MUG**

Contact: Jim Lengenfelder

Mighty Unitarian Guys meets every Thursday for conversation and comradery. Other Mighty Unitarian Guys are invited to participate in these informal coffee discussions. Mug meets at Traditions Café.

Submitted by Jim Lengenfelder

## **OlyCUUPS**

Mission and Goals: OlyCUUPS meets monthly for the expression and study of Earth-based spirituality loosely based on the Celtic European calendar and traditions. We observe the Solstices and Equinoxes, as well as the Earth Sabbats of Imbolc (Candlemas), Beltane, Lamas, and Samhain (All Hallow's Eve). Our monthly circles serve the purpose of planning our celebrations, building community between members and fostering good relationships with the larger OUUC Community.

Committee Members: Current members and regular attendees include Les and Julia Kreger, Neil and Mary Marsh, Karen Jackson, Mik Scully, Sean and Peggy Sue King, Triskell Young, Ray Simkins and Darlene Muhly. The Liaison is shared by Peggy Sue King, Karen Jackson, and to a lesser extent Mary Marsh. Purse Warden is Les Kreger and Secretary is Mary Marsh. Peggy Sue King maintains our e-mail list. Juliana McCorison is our webmistress. Of the group of regular attendees, two thirds are members of the Olympia Unitarian Universalist Congregation in addition to OlyCUUPS members and participants. Our current e-mail mailing list includes approximately 30 additional names at this time. Each meeting generally has one to four new visitors.

Activities: OlyCUUPS held monthly circles to take care of organizational business, plan upcoming rituals and celebrations and participate in Earth based spirituality traditions of making corn dollies, Bridget's crosses, cards, flower vases, journals, cards and decorating eggs. We observed Imbolc by a public blessing of the artesian well in the Diamond Parking lot on 4<sup>th</sup> in downtown Olympia in February, celebrated the holidays of Ostara, and Mabon in the OUUC Sanctuary. The Summer Solstice and Lammass Sabbats were held at Bigelow Park in Olympia. A remembrance ritual for our beloved dead was held in October to observe Samhain (All Hallow's Eve) also in the OUUC sanctuary. We once more decorated the sanctuary for the winter holidays and gave the annual Greening of the Sanctuary Sunday Service in December. For the 11<sup>th</sup> year in a row, we held a

Winter Solstice Ritual co-hosted by OlyCUUPs and the Rev. Art Vaeni that was enthusiastically attended.

Accomplishments toward Congregational Mission: We continue to make our activities more easily accessed through the information in the Church foyer and to a lesser extent the Unitariana, our web site and the church web site as well as CUUPs National. We are always welcoming new people and our attendance at our monthly Circles is up sufficiently that our meeting room is beginning to become cramped. Our meetings are a time for singing and prayer as well as business and hands-on activities.

Goals for 2006:

1. Regain control of the domain name OlyCUUPs.org, relocate our domain to a new server and get our web page updated, and out there. Once this is done we will update with the links to the church web page and CUUPs national.
2. Begin to have better follow-up with visitors, so they will feel welcomed and wanted. Have a mechanism in place for follow-up with visitors who do not have Internet access.
3. Develop a mechanism for outreach to Evergreen State College.
4. Consider group "field trips" to other Community events in the Pagan/Wiccan community such as classes, Summer Solstice Parade in the Fremont District in Seattle as a group.
5. Continue participation in the larger Olympia Unitarian Universalist Congregation through both individual participation and group representation at Council on Committee Planning meetings and other events.
6. Have fun, explore mystery, give and receive support to one another.

Submitted by Mary Marsh

## **Out of the Woods Shelter**

OUT OF THE WOODS (OTW)  
an OUUC "Hands On" Social Action Program since 1996  
with separate 501©3 financial status to encourage grants and donations  
2005 Annual Report

*Insure the worth and dignity of all people by providing a safe and warm shelter to homeless women and families with children and healthy food for the hungry*

Goal:

1. Core Mission: Provide shelter of "last resort" demonstrating the openness of UU principles in action
  - to those who may not qualify at other "faith-based" shelters
  - to those women who do not qualify for Safe Place
2. Support OUUC Mission by being a significant program that directly supports our larger community

- accommodate multiple space usage - primarily at annex while not being used by church activities

- support the church program formalized under the staff title Associated Minister for Community Advocacy

Current Volunteer Staff:

Bill Arensmeyer (Executive Director), Kay Engel (Outreach), Scott & Robin Haberman (Shelter Hosts)

Current Board: Wim Verhoef (Chair), Karen Jackson (Secretary), Fred Kellogg (Treasurer), Dr. John Kooiker

Selena Kilmoyer, Lynn Walsten, Denise Ruby, Mary-Walton Cameron (OUUC Board Liaison)

Thank You to 2005 Board Members: Erin Ogden (co-Treasurer)

Thank You to 2005 TESC Intern: Afton MacMillan-Blide

Thank You to all the Emergency Shelter Hosts and Volunteers and Donors!

Ruth Abad, Eileen Blake, Bab & Carol Allen, Jane Brody, Rod & Debbie Campbell, Rod Campbell Jr., Carlene Cloud, Linda Crabtree, Melissa Denton, Kay Engel, Curtis Eschels, Molly Gibbs, Ron Hinson, Karen & Jack Jackson, Gail James, Bob Jacobs, Karl Johnson, Fred Kellogg, Selena Kilmoyer, John Kooiker, Don Lane, Riley MacLaughlin, Tom Mumford, Eric Ness, Tim Ransom, Samantha Richey, Howard Rosenfeld, Jan Sogge, Shelley Spalding & son, Kelley Thompson, Art Vaeni, Wim Verhoef, Eunice Walker, Windsor Wilder, Sandra & Gary Worthington, Laura Wright, Ann Yeo, Mark Swanson, Mary Jane & Bob Allison, Jane Wilson, Bob & Ann Kirchoff, Frances Tanaka, George & Helen Lanning, Rebecca Liebman, Arlo Michael Murray, Jeff Powney, Terra Hegy, Dorothy Nelson, Robert Allen, Dee Corwin, Albert Hinson, and others ...

Intentions & Results for 2005:

- Continue focus on core mission

Results: - 2004 bed nights for children

- 1520 bed nights for adults

- 647 food coupons

- Help clients to make contact with community resources for “next steps”

Results: - TESC Academic Intern provided 192 hours of Client Consultation and Referral Services

- Increase communication and cooperation with community programs

Results: - Board Chair started monthly attendance at Thurston County Housing Task Force

- Continue to work on strengthening board and staff

Results: - Dismissed previous Shelter Hosts and OUUC Sexton due non-performance of duties and failure to abide by shelter rules - Current hosts are actively involved and motivated to support our mission

Results: - OTW Shelter Host and OUUC Sexton no longer same person - able to solve problems more quickly

Difficulties & Obstacles:

- Problems inherent in dealing with an “at-risk” population with high demand for our services

- OPD delivering clients late at night

- saying “No” when appropriate in the best judgment of shelter hosts with advice of executive director

Intentions for 2006:

- Continue focus on core mission
- provide Emergency Shelter and Food Coupons as well as other emergency support on a case-by-case basis within the limits of OTW resources
- Help clients to make contact with community resources for “next steps”
- continue use of TESC Academic Interns
- Continue to work on strengthening board and staff
- on-the-job training for new treasurer and financial processes for staff
- shelter host expense reimbursement only
- Increase communication and cooperation with community programs
- continue involvement in Housing Task Force
- possibility of HB5123 (Dream-the-Dream) funding
- Review and update OTW & OUUC Memorandum of Understanding according to planned two-year cycle - due May 2006

#### OTW Financial Statement for 2005

##### INCOME

•	Individual Contributions	\$4,000
	• Grants - FEMA, PRIDE:	\$4,100
	• Organizations - CWS/CROP	\$1,300
	• Organizations - WA St Empl CFC, L&I Soc Svc, Alt Giving, others	
	\$1,000	
	• Books and Brownies	\$1,200
•	OUUC Christmas Eve Service	\$1,300

##### EXPENSES

•	Direct Support - Emergency Shelter - Rent	\$2,400
•	Direct Support - Food Coupons	\$9,596
•	Direct Support - Transportation, Rent, & Medical Assistance	
	\$1,722	
•	Direct Support - Shelter Operating Expenses	\$1,495
•	Direct Support - Staff - Intern	\$1,600
•	Administrative Expenses	\$1,283

Note: Income and Expenses do not equal. OTW received an automobile donation in 2004 and used the proceeds primarily for additional food coupons during 2004 and 2005.

##### OTHER SUPPORT

- Use of OUUC Annex for shelter space, use of office and storage space, use of main building for winter overflow shelter space
- Mega Foods donation of Food coupons over amount purchased
- Inclusion in OUUC insurance policy

Submitted by Wim Verhoef

## **PUG**

Mission and Goals: Community building – to be real, to be human, to love one another

Members: a group of women who get together to have a cup of coffee/tea/whatever, once a week.

Activities: Get together for coffee and conversation once a week, on Wednesday morning at 10:30 am at the Bud Bay Coffee Company

Accomplishments toward congregational mission: Ministry of sharing and caring

Submitted by Glenis Bard

## **Triangles**

The Triangles contact at All Souls Unitarian Universalist Community is Eileen Blake; at the Olympia Unitarian Universalist Congregation contacts are Laurie Fordham , Terry Waldron and Kay Engel. Charmagne Freeman writes and sends a monthly calendar of events via e-mail or U.S. mail.

Triangles goals are to provide emotional, spiritual and social support to persons in the BGLT community.

A potluck is held the third Saturday of the month usually at OUUC and a breakfast the second Sunday of the month. These activities give people an opportunity to get together and to welcome new people in the community.

Triangles members participate in peace and justice activities in the Crop Walk, Ms Walk and Gay Pride Parade. OUUC and ASUUC were under the same “roof” at Pride Day disseminating UU literature, talking with people and providing a changing station for infants. A fund-raising dance for Stonewall Youth was held in February. Triangles has contributed funds to Out of the Woods to provide housing (a motel room) for a battered gay man.

Submitted by Kay Engel

# **Events**

## **Auction**

Mission/Goals – To put on the OUUC annual auction the last Saturday in March, 2005.

Committee – Sharon Love, Linda Crabtree, Pam Davidson, Curtis Tanner, Stephanie Johnson, Leslie Romer, Emily Ray, Barry Zickhur, and many more!

Activities – Plan, coordinate and execute the auction and gala on March 26, 2005: dinner, silent and live item auctions.

Accomplishments – Provide a community-building social event for the congregation in addition to raising money to help sustain the organization.

Submitted by Stephanie Johnson

## **All-Church Retreat**

Activities: Plan, advertise, and implement All-Church Retreat

Congregational Mission: Making connections with new and old friends in the church community.

Submitted by Susan Southwick

## **Women's Retreat**

Mission and Goals: To organize a retreat weekend for Unitarian Universalist women that reinforces and revitalizes their life choices.

Committee members: Karen Jackson, Mary Ellen Dawson, Janice Holz, Leslie Johnson, Carlene Cloud

Activities: The 2005 Retreat was March 11,12, 13 at Camp Seymour. We had crafts, massage, singing, meditations, canoeing, climbing wall, archery and quality together time.

Accomplishments toward congregational mission: The Women's Retreat is an opportunity to recharge our batteries and connect with Unitarian Universalist women from area Unitarian Universalist congregations.

Submitted by Karen Jackson