

OCUC

2008

Annual

Meeting Agenda

and Committee Reports



Notes



Saturday, June 14, 2008, 4:00 p.m.

Seeking Truth, Building Just Communities, Caring for One Another

1. Call to order, quorum check
2. Approval of minutes from Congregational meeting
 - June 9, 2007
 - October 14, 2007
 - January 27, 2008
 - April 13, 2008
3. Awards
4. Adoption of 2008–2009 Budget
5. Vote on continuing dialogue with Tapestry
6. Election of Officers, Trustees, Stewards, & Nominators
7. Other business
8. Adjournment

Call to Order

Having reached a quorum, Sandra Kulczyk, President, calls the meeting to order at 4:13 p.m. and designates Maurice Giss as Acting Parliamentarian.

Approval of Minutes

The following amendments are made to the minutes of June 10, 2006:

Page 1, Para. 5, spelling correction of Cover to Clover.

Page 2, Para. 7, spelling correction of Winette to Winnett.

Slate of Nominees (included in the 2006 Annual Report, but not specifically in the minutes of 6-10-2006): change Paul Carey to Randy Kokal.

Minutes are approved as amended.

Adoption of 2007–2008 Budget:

Scott Armstrong, Vice President-Elect of Finances, presented financial background for the current budget. Facing a \$40,000 potential deficit, the congregation raised \$20,000 in supplemental funds through increased pledges and a successful auction. However, this leaves \$20,000–\$25,000 potential budget deficit for 2007–08 due to increases in costs (fair share, intern fund, and programs). A \$10,000 Spirit Level grant is available (one-time only) from the Unitarian Universalist Association, but is earmarked for specific program development and cannot be used as general funds for operating expenses. Scott proposed some possible scenarios to decrease the deficit, including postponing the intern fund for 1–2 years and then cycling it back in.

1st Motion:

Richard Carter moved that the budget be adopted as presented. Richard Scoby seconded the motion. A lengthy discus-

sion ensued about other ways to increase operating funds, including merging with Tapestry, moving to another location, property value of present site, increasing scrip program, and/or establishing definitive pledge amounts. Other suggestions were made for balancing the budget, including increasing income estimates for the auctions, scrip purchases, and pledges; borrowing from ourselves (individual notes); creating a 5-year financial plan to eliminate deficit spending and monitor income more accurately; and/or dividing up the current deficit among our pledge units and requesting this additional amount from each.

1st Amendment:

Charlie Reed moved that we request \$60 from each of our 200 members/friends to raise \$12,000 and balance the budget. John Cazier seconded the motion. Discussion ensued regarding the inequity of this proposal to single pledge units and households with limited income. Charles Gordon called for the vote. Amendment failed.

2nd Amendment:

Scott Armstrong moved that income line items be increased for Scrip by \$3,000 and for Auctions by \$9,000. Bob Loeschen seconded the motion. Discussion ensued in which the immediate need for a balanced budget was questioned; re-evaluating the budget in 4-6 months; re-evaluating the budget in an unnamed time frame; and reinstating asking for coffee donations.

Amended 2nd Amendment:

Scott amended his original proposal to: "Increase income line items for Scrip by \$6,000 and for Auctions by \$6,000, with a congregational meeting to be called for

October 13, 2007 to re-evaluate our financial situation at that time.” Bob Loeschen upheld his second for this amended version. Clover Behrend called for the question. The 2nd amendment as amended passed.

Election of Officers, Trustees, Stewards, Nominators:

Marcia Hackett, Chair, thanked all members of the Committee of Nominators. The new slate for 2007-08 is Nancy Loughrey, President; Scott Armstrong, Vice President of Finances; Cynthia Berger, Vice President of Programs; Barbara Doshier, Recorder; Richard Carter, Treasurer; Charles Gordon, Bursar; Maurice Giss, Trustee for 2007-08; Eva Lu Noriega, Trustee for 2007-08; Dale Osborne, Trustee for 2007-10, and Summer Dada, Trustee for 2007-10; Bob Loeschen, Steward, 2007-09; Bob Kreuter, Steward 2007-2010; Susan Rathman, Nominator for 2007-10, and Suzi Cassidy, Nominator, 2007-10. Marcia Hackett moved that this slate be approved. Motion passed.

Open Dialogue with Tapestry:

Sandra Kulczyk opened the floor for discussion. Issues of concern are that discussion is premature and that a merger would result in fewer resources, not more. There is also support given to a merger possibly creating even more than expected. Sandra clarified the discussion by stating that today’s vote is not whether or not to merge with Tapestry, but rather to open or not open a dialogue in which all of these issues can be discussed. Charles Gordon moved to approve opening a dialogue with Tapestry to explore collaboration options. Eva Lu Noriega seconded the motion. Further discussion ensued with questions about Tapestry and

information provided as available. Others offered significant events such as joint youth programs, a history of sharing our facilities with other denominations, and an informal conversation by the Rev. Karen Stoyanoff with Tapestry’s minister, the Rev. John Milspaugh that all lend support to further exploration of possible collaboration options. The vote was called and passed, with two opposed.

Adjournment:

Seeing that there was no further business, this meeting was adjourned at 5:32 p.m. by Sandra Kulczyk, President.

Respectfully submitted,

Lynn Scoby, VP Programs and
Acting Recorder

Congregational Meeting Minutes Sunday, January 27, 2008

Item	Discussion	Action
<p>Calling to Order: President Nancy Loughrey</p>	<p>This Congregational Meeting was first determined to meet the requirement for a quorum. A quorum of 47 attendees was counted at 12:45, as added members were still arriving. (The current membership is somewhere between 200-230; 20% of 230 is 46.)</p>	<p>The meeting was called to order at 12:40 pm, Sunday 27 January 2008.</p>
<p>Financial Issue: President Nancy Loughrey</p> <p>Motion #1: Motion: Dale Osborne Second: Cynthia Berger</p>	<p>Budget summaries were circulated to the attendees as context for the proposal to authorize up to \$20K in congregational bonds to address the projected deficit in the 2007-08 budget, including the carry-forward deficit from 2006-07.</p> <p>The proposed reductions in expenditures in the current budget were discussed, with a special concern for the RE program. A 'congregational bond' was explained as borrowing at a specific rate of interest (5% on currently held bonds) from a congregational member. There was a discussion and reaffirmation of the shared plate.</p>	<p>Motion #1: To authorize the borrowing of up to \$20K in congregational bonds to address the deficit within the context of proposed balanced budget for 07-08. After discussion, the motion passed with 3 abstentions and 0 no votes.</p>

<p>Tapestry Motion Nancy Loughrey Motion #2: Motion: Karen Anderson Second: Cynthia Berger</p>	<p>The Tapestry Task Force representatives and President Loughrey answered questions about the process and timing. The first authorization was to explore collaboration, including possible merger, shared space, or program collaboration. The current motion commits to a serious investigation of a merger. An actual merger decision will require another vote of the congregation.</p> <p>A lively discussion occurred, including: status of the space search, extension of current parking arrangements, spatial location of congregants, whether a merger is the best way to expand UU-ism in Orange County, relationship to the long-range plan, advantages of program in larger congregations, advantages of intimacy in smaller congregations.</p>	<p>Motion #2: This Congregation commits to deeply exploring a merger between OCUUC and Tapestry.</p> <p>The motion passed with 3 abstentions and 2 negative votes.</p>
<p>UU Business</p>		
<p>UU Study Questions Charlie Reed</p>	<p>The descriptions for two possible Study Questions were circulated and voted on by paper ballot: Ethical Eating: Food and Environmental Justice Nuclear Disarmament</p>	<p>The ballot results were: For the Ethical Eating (39 yes, 2 no, 0 abstain). For Nuclear Disarmament (35 yes, 5 no, 6 abstain). Both Study Questions will be recommended.</p>
<p>Adjournment</p>	<p>Nancy Loughrey closed the meeting.</p>	<p>The meeting adjourned at 1:54 pm.</p>

Respectfully submitted,
Barbara Anne Doshier, Recorder

Congregational Meeting Minutes Sunday, April 13, 2008

Call To Order:

Nancy Loughrey called the meeting to order at 12:54 p.m.

Declaration of Quorum (20%)

20% quorum reached at 12:55 PM

Nancy Loughrey read aloud the mission of the Task Force .

Mickey Jackson, Co-Chair of the Task Force, delivered report on activities to date by the Task Force.

Nick Simon, Co-Chair of the Site Committee delivered his report (citing the Site Committee report that was available as a handout)

Scott Armstrong reported on the financial aspects of the proposal, basically that merging OCUUC and Tapestry would not by definition result in any budget challenges automatically being resolved, but that he was comfortable with the basic viability of a combined congregation having adequate resources to operate.

Amendment of Bylaws for this meeting only.

Eva Lu Goodwin-Noriega moved that the bylaws be amended for the special congregational meeting (see attachment on amendment).

Scott Armstrong seconded the motion.

No discussion of note. The motion passed.

Based on the approved bylaws amendment, the increased quorum (40%) was obtained with _____ members being present.

Consideration of Rules of Procedure

Nancy Loughrey introduces proposal to adopt the Rules of Procedure for the special congregational meeting (see attached).

Marilyn Giss moves that they be adopted.

Bob Loeschen seconds the motion.

Discussion:

Ken Small proposes that there be no limitation on discussion of the motions (1, 2, 3 of the agenda). Nancy Loughrey explains that if more time is needed, an extension can be moved.

Vote is called for and motion passes (with one opposed vote).

Motions

Nancy Loughrey introduces motions section with announcement that Motion 3 be tabled due to the need for more data to be presented to the congregation. That being said, only Motions 1 and 2 were to be considered at this meeting.

Motion 1: Moved that Orange Coast Unitarian Universalist Church commit to merge with Tapestry, a Unitarian Universalist Congregation, contingent upon finding an acceptable site. Board recommendation: approve as presented.

Mickey Jackson so moves.

Marilyn Giss seconds the motion.

Discussion:

Pro Discussion Points (as presented at the Pro microphone):

Point was made that the data and experience from UUA Board Growth Committee shows that only largest congregations really grow. Reducing the number of overall congregations in Orange County will not hurt growth of UU movement (last point made in response to a Con point).

Point was made that the proposal is to help both UUs now in Orange County but future UUs who could more easily find a home.

Point was made that as a member of Ways and Means, with more people fundraising would be easier.

Point was made (as a response to a Con point) that the merger would only go through if an acceptable site was found. That this was a step-by-step process and

this was only the beginning step.

Point was made that as UU with experience of attending 25 UU congregations, length of driving was not a main point (point made in response to a Con point). Next point is that with a smaller scale church, economics work against growth (such as finding an affordably priced building for just OCUUC). There would be more services and programs.

Point was made that to really grow, a critical mass of members are needed.

Point was made that Site Committee should look into sites at the Great Park and that speaker supported the motion.

Point was made that in order to raise a lot more funds for more building, OCUUC has to take the first step and approve the motion (response to a Con point).

Con Discussion Points (as presented at the Con microphone):

Point was made that one does not move to a destination without a destination, Also, we need more UU congregations, not less. Last point is the environmental problems of using more gas to drive further to a new site.

Point was made that many OCUUC members live very close to present site (in Costa Mesa and Huntington Beach) and a move much further away will result in losing a lot of these members and that many UUs will be unserved.

Point was made that it is a basic principle that choice of UU congregations should not be curtailed where more potential UUs could find a congregation that is closer to them in Orange County. OCUUC can grow a lot on its own.

Point was made that the merged congregations would not have enough resources to obtain a large enough building when it would cost close to 8 million dollars, not what the report indicated.

Point was made that there was not a

good fit with kids in the RE programs.

Information/Clarification Points (as presented at the Information/Clarification microphone):

Point was made there was no joint meeting with the Social Action groups of OCUUC and Tapestry.

Question was asked if we really need to move to grow?

Question was asked if the membership numbers included the children? Answer no.

Question was asked if Tapestry was voting today? Answer: yes.

Point was made how do we know we need to look at Irvine? Answer: map indicates central point for both congregations is Irvine.

Question was asked if present OCUUC building could be re-modeled? Answer: not really, site too small and parking situation is too unstable.

Question was asked, what if site selection gets to be a problem, won't process unravel? Answer: this vote is not legally binding OCUUC to merge, that would come later.

Point was made to keep a financial reserve until both congregations were merged, with a token combined account to show we were a combined group.

Point was made that more space was needed to account for children in sanctuary than guidelines presently accounted for.

Question was asked about numbers, was this total members? Answer: no, based on average attendance.

Question was asked about whether merger inquiries were made to Anaheim congregation? Answer: no, Tapestry was determined to have the closest fit to OCUUC in terms of values and programs.

Question was asked whether we could just park further and walk in.

Congregational Meeting Minutes Sunday, April 13, 2008

April 13, 2008 (Continued)

Is there any liability on listing OCUUC facility and then pulling back? (Answer: no)

Extension of discussion was moved and approved for five minutes at 1:15 p.m. Vote was called for at 1:25 p.m. While vote was being counted, more questions and comments of clarification were made (see microphone three questions). Vote was tabulated with 79 yes votes and initially, motion was declared as passing. Question was asked how many total votes? Committee needed to go back and check. While count was being conducted, questions to next steps regarding whether all had voted, parliamentary interpretations were made, and what next steps if vote was not valid were held. There was some confusion over how many total members were present for the meeting, but it was finally determined to be 101. Given the meeting's special bylaws change requiring an 80% positive vote, the vote was declared to be fair and valid with the motion failing as the vote was 79 yes, 21 no, falling short of the minimum.

The second motion was moved by Randy Kokal and seconded by _____. There was no discussion called for. Motion was defeated.

Meeting was adjourned at 2:30 p.m.

We have had several tough years in a row financially. In 2006–2007 we had an \$18,490 shortfall. This was despite a great supplemental pledge from the congregation of \$23,978 in response to the call to deal with the financial problems. In 2007–2008 we have borrowed an additional \$18,000 from members and friends to temporarily solve the net effect of several years of deficits. We now have \$105,000 of member debt.

We have a structural cost problem in the church. The staff levels and programs to which we have become accustomed are not covered by a stable income flow. For the 2007–2008 budget, we budgeted \$33,017 of increases in non-pledge income, primarily in the two auctions and scrip sales and a \$10,000 one-time grant. At mid-year, we recognized that we were not going to raise most of this additional money and revised the income budget downward and asked for expense cuts.

Because we did better than expected in income, and made draconian cuts in expenses in Music, Religious Education, Building Repair, and other programs, we actually expect to have close to a \$15,000 surplus for 2007–2008. But the structural problem has not gone away. Many of the cuts cannot be sustained. Building maintenance cannot be done for \$700 per year over the long term. With fewer members, the 2008–2009 pledge income will likely be lower. We still have not reached our committed goal to be a fair compensation congregation. We want to support an intern again sometime in the future.

At one level we are in fantastic shape financially with a very valuable property, a substantial endowment, and only \$105,000 of debt. But the property is a non-earning asset except for \$13,000 of building rental. The endowment has been contributing more to the operating budget

than can probably be sustained over the long term.

From 2000–2001 to the 2007–2008 Budget, we have raised members 19% and pledges 44% to \$205,000, but compensation is up 68% to \$217,000. With recent attrition, we are now only up 2% in members from 2000–2001 to 2008–2009. This year's surplus will help next year. But in 2009–2010 and beyond as a congregation, we are going to need to decide whether to raise pledges, find unsuspected funding sources, or pull back on our vision and reduce staff support.

Moving the church, as we are contemplating, would eventually have significant financial effects in many areas that we are still trying to understand. With increased members and pledges, from a move, would come increased operating costs and rising expectations about staff and programs. The net effect on the operating budget is far from clear yet.

May we continue to have the financial strength to be a force in Orange County for ourselves and our faith.

Respectfully,
Scott Armstrong
Vice President Finance

2008 – 2009 Operating Budget

OCUUC 2007A/2008 Estimate								
		2007 Actual	Budget 2008	Fav (unfav) Variance	Percent Variance	Estimate 2008	Fav (unfav) Vari- ance	% Vari- ance
	INCOME							
1	Pledges	\$186,000	\$206,000	\$20,000	10.8%			
2	New Memb/Prior Year	\$512	\$1,000	\$489	95.5%			
3	Subtotal pledges	\$186,512	\$207,000	\$20,489	11.0%			
4	Collectibility factor	95.0%	95.0%					
5	Supplemental pledges	\$23,978		-\$23,978	-100.0%			
6	Net Pledges	\$201,164	\$196,650	-\$4,514	-2.2%	\$196,650	\$0	0.0%
7	Contributions	\$6,452	\$7,000	\$548	8.5%	\$14,000	\$7,000	100.0%
8	Plate	\$21,964	\$27,400	\$5,436	24.7%	\$18,000	-\$9,400	-34.3%
9	Endowment	\$22,744	\$23,344	\$600	2.6%	\$23,344	\$0	0.0%
10	Building rent	\$13,480	\$14,000	\$520	3.9%	\$13,000	-\$1,000	-7.1%
11	ATM donations	\$2,400	\$1,200	-\$1,200	-50.0%	\$1,200	\$0	0.0%
12	Fall Auction	\$7,468	\$17,000	\$9,532	127.6%	\$13,000	-\$4,000	-23.5%
13	Spring Auction	\$6,583	\$14,000	\$7,417	112.7%	\$7,000	-\$7,000	-50.0%
14	Spring Auction Prior	\$2,200	\$3,000	\$800	36.4%	\$8,150	\$5,150	171.7%
15	Other Fundraisers	\$1,008	\$1,200	\$192	19.1%	\$1,600	\$400	33.3%
16	Scrip sales	\$7,300	\$13,000	\$5,700	78.1%	\$8,000	-\$5,000	-38.5%
17	Luncheons	\$0	\$0	\$0	0.0%	\$0	\$0	0.0%
18	Misc. Income	\$870	\$100	-\$770	-88.5%	\$701	\$601	601.0%
19	Concert & Other Music	\$11,350	\$7,000	-\$4,350	-38.3%	\$8,600	\$1,600	22.9%
20	Concert Expense	-\$9,595	-\$6,000	\$3,595	-37.5%	-\$6,000	\$0	0.0%
21	Net Concert Rev.	\$1,755	\$1,000	-\$755	-43.0%	\$2,600	\$1,600	160.0%
22	Grant	\$0	\$10,000	\$10,000	0.0%	\$5,000	-\$5,000	-50.0%
23	Intern Holding	\$5,003	\$0	-\$5,003	-100.0%	\$0	\$0	0.0%
24	Other Misc. Income	\$0	\$0	\$0	0.0%	\$0	\$0	0.0%
25	Grand Total	\$301,146	\$328,894	\$27,748	9.2%	\$312,245	-\$16,649	-5.1%
26	Memo: Nonpledge	\$99,227	\$132,244	\$33,017	33.3%	\$115,595	-\$16,649	-12.6%
27								
28	EXPENSES							
30	Minister	\$74,050	\$71,572	\$2,478	3.3%	\$71,572	\$0	0.0%
31	Minister Health	\$5,814	\$5,000	\$814	14.0%	\$5,000	\$0	0.0%
32	Minister Professional	\$4,000	\$4,000	\$0	0.0%	\$4,000	\$0	0.0%
33	Minister Sabbatical	\$0	\$0	\$0	0.0%	\$0	\$0	0.0%

2008-2009 Operating Budget

		2007 Actual	Budget 2008	Fav (unfav) Variance	Percent Variance	Estimate 2008	Fav (unfav) Vari- ance	% Vari- ance
34	Minister Subtotal	\$83,864	\$80,572	\$3,292	3.9%	\$80,572	\$0	0.0%
35	DRE	\$27,720	\$29,788	-\$2,068	-7.5%	\$25,000	\$4,788	16.1%
36	DRE Health	\$1,200	\$1,200	\$0	0.0%	\$1,200	\$0	0.0%
37	DRE Professional	\$1,908	\$800	\$1,108	58.1%	\$800	\$0	0.0%
38	Admin	\$24,375	\$25,106	-\$731	-3.0%	\$25,106	\$0	0.0%
39	Admin Health	\$1,200	\$1,200	\$0	0.0%	\$1,200	\$0	0.0%
40	Intern	\$13,067	\$0	\$13,067	100.0%	\$0	\$0	0.0%
41	Music Director	\$21,000	\$21,630	-\$630	-3.0%	\$21,630	\$0	0.0%
42	Music Director Health	\$1,200	\$1,200	\$0	0.0%	\$1,200	\$0	0.0%
43	Music Director (Prof)	\$527	\$1,700	-\$1,173	-222.6%	\$1,700	\$0	0.0%
44	Choir Director	\$12,038	\$10,300	\$1,738	14.4%	\$10,300	\$0	0.0%
45	Associate Pianist	\$0	\$370	-\$370	0.0%	\$0	\$370	100.0%
46	Sunday Nursery	\$1,754	\$2,000	-\$246	-14.0%	\$3,000	-\$1,000	-50.0%
47	Playground Supervisor	\$695	\$800	-\$105	-15.1%	\$400	\$400	50.0%
48	Child Care	\$2,903	\$2,700	\$203	7.0%	\$2,500	\$200	7.4%
49	Bookkeeper	\$11,056	\$8,160	\$2,896	26.2%	\$12,000	-\$3,840	-47.1%
50	Sexton	\$13,345	\$12,990	\$355	2.7%	\$12,990	\$0	0.0%
51	Sexton Health	\$1,100	\$1,100	\$0	0.0%	\$1,100	\$0	0.0%
52	Youth Advisor	\$3,600	\$3,600	\$0	0.0%	\$2,000	\$1,600	44.4%
53	Volunteer Coordinator		\$3,600	-\$3,600	0.0%	\$1,800	\$1,800	50.0%
54	Young Adult Coord		\$1,500	-\$1,500	0.0%	\$1,000	\$500	33.3%
55	Payroll Tax	\$9,057	\$8,800	\$257	2.8%	\$8,000	\$800	9.1%
56	Comp Insurance	\$2,794	\$3,200	-\$406	-14.5%	\$2,800	\$400	12.5%
57	Subtotal personnel	\$234,403	\$222,316	\$12,087	5.2%	\$216,298	\$6,018	2.7%
58	Memo:Without Intern	\$221,336	\$222,316	-\$980	-0.4%	\$216,298	\$6,018	2.7%
59								
60	Sabbatical Reser/Intern	-\$8,199		-\$8,199	-100.0%	\$0	\$0	0.0%
61								
62	Copying	\$5,126	\$4,800	\$326	6.4%	\$5,000	-\$200	-4.2%
63	Postage	\$1,578	\$1,750	-\$172	-10.9%	\$1,200	\$550	31.4%
64	Telephone	\$1,882	\$1,850	\$32	1.7%	\$2,200	-\$350	-18.9%
65	Supplies/misc	\$2,182	\$2,300	-\$118	-5.4%	\$1,400	\$900	39.1%
66	Subtotal office	\$10,768	\$10,700	\$68	0.6%	\$9,800	\$900	8.4%
67								
68	Insurance	\$2,874	\$3,500	-\$626	-21.8%	\$3,700	-\$200	-5.7%

2008 – 2009 Operating Budget

		2007 Actual	Budget 2008	Fav (unfav) Variance	Percent Variance	Estimate 2008	Fav (unfav) Vari- ance	% Vari- ance
69	Repair and Maint.	\$6,293	\$6,500	-\$207	-3.3%	\$700	\$5,800	89.2%
70	Utilities	\$9,359	\$10,100	-\$741	-7.9%	\$8,600	\$1,500	14.9%
71	Janitor Supplies	\$1,011	\$700	\$311	30.8%	\$500	\$200	28.6%
72	Landscape	\$1,800	\$1,800	\$0	0.0%	\$1,800	\$0	0.0%
73	Carpet cleaning	\$0	\$0	\$0	0.0%	\$0	\$0	0.0%
74	Parking Fees	\$2,320	\$3,800	-\$1,480	-63.8%	\$5,200	-\$1,400	-36.8%
75	Property Taxes	\$462	\$471	-\$9	-2.0%	\$823	-\$352	-74.6%
76	Subtotal building	\$24,119	\$26,871	-\$2,752	-11.4%	\$21,323	\$5,548	20.6%
77								
78	Children RE	\$3,468	\$5,500	-\$2,032	-58.6%	\$2,000	\$3,500	63.6%
79	Adult RE	\$49	\$500	-\$451	-920.4%	\$0	\$500	100.0%
80	Sunday Services	\$1,118	\$3,000	-\$1,882	-168.3%	\$4,000	-\$1,000	-33.3%
81	Music	\$9,406	\$9,300	\$106	1.1%	\$5,000	\$4,300	46.2%
82	Membership	\$303	\$500	-\$197	-65.0%	\$77	\$423	84.6%
83	Hospitality	\$92	\$200	-\$108	-117.4%	\$200	\$0	0.0%
84	Caring	\$1,740	\$2,300	-\$560	-32.2%	\$1,100	\$1,200	52.2%
85	SOS	\$0	\$50	-\$50	0.0%	\$0	\$50	100.0%
86	Interfaith	\$100	\$150	-\$50	-50.0%	\$50	\$100	66.7%
87	Green Sanctuary	\$0	\$300	-\$300	0.0%	\$0	\$300	100.0%
88	Cuups	\$350	\$400	-\$50	-14.3%	\$0	\$400	100.0%
89	UUSC	\$0	\$200	-\$200	0.0%	\$0	\$200	100.0%
90	Sharing plate	\$10,982	\$13,700	-\$2,718	-24.7%	\$9,000	\$4,700	34.3%
91	Publicity	\$4,136	\$4,015	\$121	2.9%	\$4,015	\$0	0.0%
92	Social Committee	\$126	\$400	-\$274	-217.5%	\$300	\$100	25.0%
93	Youth Programs	\$224	\$1,000	-\$776	-346.4%	\$0	\$1,000	100.0%
94	Young Adult Programs	\$0	\$1,800	-\$1,800	0.0%	\$100	\$1,700	94.4%
95	Community Service	\$0	\$200	-\$200	0.0%	\$0	\$200	100.0%
96	Subtotal programs	\$32,094	\$43,515	-\$11,421	-35.6%	\$25,842	\$17,673	40.6%
97								
98	Debt Service	\$4,750	\$4,750	\$0	0.0%	\$4,250	\$500	10.5%
99								
100	Board expenses	\$620	\$500	\$120	19.4%	\$600	-\$100	-20.0%
101	Leadership Develop.	\$162	\$500	-\$338	-208.6%	\$100	\$400	80.0%
102	Building Appraisal	\$1,800	\$0	\$1,800	100.0%	\$0	\$0	0.0%
103	Delegate Fees	\$0	\$0	\$0	0.0%	\$0	\$0	0.0%

2008-2009 Operating Budget

		2007 Actual	Budget 2008	Fav (unfav) Variance	Percent Variance	Estimate 2008	Fav (unfav) Vari- ance	% Vari- ance
104	Staff Luncheon	\$254	\$100	\$154	60.6%	\$580	-\$480	-480.0%
105	Subtotal Leadership	\$2,836	\$1,100	\$1,736	61.2%	\$1,280	-\$180	-16.4%
106								
107	UUA/PSWD	\$17,928	\$17,430	\$498	2.8%	\$17,430	\$0	0.0%
108								
109	Canvass	\$0	\$1,000	-\$1,000	0.0%	\$400	\$600	60.0%
110	Bank	\$887	\$600	\$287	32.4%	\$325	\$275	45.8%
111	Computers	\$50	\$200	-\$150	-300.0%	\$0	\$200	100.0%
112	Contingency	\$0	\$412	-\$412	0.0%	\$0	\$412	100.0%
113	Subtotal Misc.	\$937	\$2,212	-\$1,275	-136.1%	\$725	\$1,487	67.2%
114								
115	Total Expense	\$319,636	\$328,894	-\$9,258	-2.9%	\$296,948	\$31,946	9.7%
116	Total Income	\$301,146	\$328,894	\$27,748	9.2%	\$312,245	-\$16,649	-5.1%
117	SHORTFALL	-\$18,490	\$0			\$15,297		

Balance Sheet

Orange Coast Unitarian Universalist Church
Balance Sheet (UNAUDITED)
 GENERAL FUND 01, April 2008

05/05/2008 04:27 PM

Page: 1

	<u>Current Year</u>	<u>Previous Year</u>
ASSETS		
CURRENT ASSETS		
CASH		
CHECKING & PETTY CASH		
GF Petty Cash	\$100.00	\$100.00
GF - WFCKg Closed	0.00	119.00
GF - Wells Fargo Checking	49,761.74	3,401.29
Subtotal Checking & Petty Cash	49,861.74	3,620.29
SAVINGS ACCOUNTS		
GF - Money Market Acct.	6,038.81	15,209.74
Subtotal Cash	55,900.55	18,830.03
Subtotal Current Assets	55,900.55	18,830.03
PROPERTY AND EQUIPMENT		
Land	39,507.00	39,507.00
Buildings	377,569.00	377,569.00
COMPANY IS COMING		
Completion of CIC	24,974.12	24,974.12
Chalice Lighter Grant	(10,000.00)	(10,000.00)
Subtotal Company Is Coming	14,974.12	14,974.12
Furniture	11,043.00	11,043.00
Subtotal Property And Equipment	443,093.12	443,093.12
TOTAL ASSETS	\$498,993.67	\$461,923.15

Orange Coast Unitarian Universalist Church
Balance Sheet (UNAUDITED)
 GENERAL FUND 01, April 2008

05/05/2008 04:27 PM

Page: 2

	<u>Current Year</u>	<u>Previous Year</u>
LIABILITIES		
CURRENT LIABILITIES		
EMPLOYEE HOLDING		
Holding Intern Minister	(\$3.00)	\$200.04
HEALTH REIMB. ACCOUNTS		
Minister HRA	596.39	2,875.39
DRE HRA Katherine Martin	2,534.51	1,838.00
Administrator HRA	(10.03)	(10.03)
Music Director HRA	16.48	(83.44)
Sexton HRA	1,391.64	916.70
Subtotal Health Reimb. Accounts	4,528.99	5,536.62
Subtotal Employee Holding	4,525.99	5,736.66
HOLDING ACCOUNTS		
Bookstore - Books	1,187.56	1,142.30
Bookstore - Coffee	589.81	186.01
deBenneville Holding	1,966.00	(750.00)
DESIGNATED CONTRIBUTIONS		
Davia Patio Plaque	210.00	210.00
Church Bond Holding	50,000.00	0.00
Endowment Holding	17,267.40	2,267.40
Funds In Transit	0.00	116.00
Steinway Maintenance Fund	2,556.98	2,556.98
TV Maintenance Holding	66.00	0.00
Fire Relief-Holding	2,543.00	0.00
Children's Offering Hold.	290.37	290.37
FIA Holding	60.00	0.00
Renter's Deposits Holding	500.00	500.00
50/50/50 Holding	0.00	2,838.88
BYO Theology Holding	0.00	313.00
Youth Funds Holding	67.06	67.06
Holding PlateContribution	738.00	1,678.00
MIA-Guatemala Holding	6,046.58	136.28
Emergency Kit Holding	0.00	80.00
Music Com - CD Holding	522.30	0.00
Lunch Reimbursmnt Holding	392.00	0.00
Subtotal Holding Accounts	85,003.06	11,632.28
NEXT YEAR PLEDGES		
Next Year's Pledges	0.00	3,480.00
Subtotal Current Liabilities	89,529.05	20,848.94

Balance Sheet

Orange Coast Unitarian Universalist Church
Balance Sheet (UNAUDITED)
GENERAL FUND 01, April 2008

05/05/2008 04:27 PM

Page: 3

	<u>Current Year</u>	<u>Previous Year</u>
LONG TERM LIABILITIES		
MORTGAGES		
Member Notes Payable	55,000.00	95,000.00
TOTAL LIABILITIES	144,529.05	115,848.94
FUND BALANCE		
Fund Balance	\$354,441.62	\$346,074.21
TOTAL FUND BALANCE	354,441.62	346,074.21
TOTAL LIABILITIES AND FUND BALANCE	\$498,970.67	\$461,923.15

Orange Coast Unitarian Universalist Church
Income and Expense Statement (UNAUDITED)
 GENERAL FUND 01, April 2008

05/05/2008 04:32 PM

Page: 1

	Current Period	Year to Date	YTD Budget	YTD Budget Diff	YTD Prior Year	Annual Budget
INCOME						
PLEDGES						
PLEDGES AT BEG. OF YEAR						
Ongoing CY Pledges	\$12,679.00	\$169,954.50	\$163,875.00	\$6,079.50	\$167,035.65	\$196,650.00
Collected on PY Pledges	0.00	2,015.50	0.00	2,015.50	7,770.50	0.00
Subtotal Pledges At Beg. Of Year	12,679.00	171,970.00	163,875.00	8,095.00	174,806.15	196,650.00
Subtotal Pledges	12,679.00	171,970.00	163,875.00	8,095.00	174,806.15	196,650.00
OTHER INCOME						
CONTRIBUTIONS & PLATE						
Contributions	1,883.00	10,817.93	5,833.30	4,984.63	5,807.00	7,000.00
Plate	1,645.00	15,351.50	22,833.30	(7,481.80)	9,768.59	27,400.00
Subtotal Contributions & Plate	3,528.00	26,169.43	28,666.60	(2,497.17)	15,575.59	34,400.00
TRANSFER FROM OTHER FUNDS						
Transfer from Endowment	2,792.00	17,848.08	19,453.30	(1,605.22)	19,796.67	23,344.00
Transfer from ATM	0.00	0.00	1,000.00	(1,000.00)	2,400.00	1,200.00
Transfer from Scrip	0.00	5,000.00	10,833.30	(5,833.30)	6,300.00	13,000.00
Subtotal Transfer From Other Funds	2,792.00	22,848.08	31,286.60	(8,438.52)	28,496.67	37,544.00
BUILDING RENT						
Building Rent	1,315.00	10,970.00	11,666.70	(696.70)	11,320.00	14,000.00
Subtotal Other Income	7,635.00	59,987.51	71,619.90	(11,632.39)	55,392.26	85,944.00
FUNDRAISING						
Fall Auction prior years	0.00	0.00	0.00	0.00	189.00	0.00
Fall Auction Current Year	10.00	540.00	14,166.70	(13,626.70)	7,011.85	17,000.00
Spring Auction Prior Year	35.00	8,150.00	2,500.00	5,650.00	2,139.00	3,000.00
Spring Auction Current Ye	0.00	0.00	11,666.70	(11,666.70)	0.00	14,000.00
Winter Auction Current Ye	1,527.00	11,247.98	0.00	11,247.98	0.00	0.00
Other Fund Raisers	0.00	826.00	1,000.00	(174.00)	1,008.00	1,200.00
MUSIC PERFORMANCE						
Music Fundraising	61.00	727.00	0.00	727.00	611.00	0.00
Concert Series	1,041.00	8,580.00	833.30	7,746.70	10,645.48	1,000.00
Subtotal Music Performance	1,102.00	9,307.00	833.30	8,473.70	11,256.48	1,000.00
Subtotal Fundraising	2,674.00	30,070.98	30,166.70	(95.72)	21,604.33	36,200.00
MISCELLANEOUS INCOME						
Transfer - Intern Holding	0.00	0.00	83.30	(83.30)	4,800.00	100.00
San Deigo Grant	0.00	0.00	8,333.30	(8,333.30)	0.00	10,000.00
Interest GF MMA & Weekend	32.18	540.98	0.00	540.98	180.15	0.00
Dividend - Insurance	0.00	160.00	0.00	160.00	0.00	0.00
Other Miscellaneous Incom	2,838.88	2,838.88	0.00	2,838.88	0.00	0.00
Subtotal Miscellaneous Income	2,871.06	3,539.86	8,416.60	(4,876.74)	4,980.15	10,100.00
TOTAL INCOME	25,859.06	265,568.35	274,078.20	(8,509.85)	256,782.89	328,894.00

Income and Expense Statement

Orange Coast Unitarian Universalist Church
Income and Expense Statement (UNAUDITED)
 GENERAL FUND 01, April 2008

05/05/2008 04:32 PM

Page: 2

	Current Period	Year to Date	YTD Budget	YTD Budget Diff	YTD Prior Year	Annual Budget
EXPENSES						
PERSONNEL						
MINISTER						
Minister Salary	\$2,626.67	\$26,266.70	\$26,266.70	\$0.00	\$28,375.00	\$31,520.00
Minister Housing	3,333.34	33,333.40	33,333.30	0.10	33,333.40	40,000.00
Minister Health Ins.	296.00	2,664.00	2,960.00	(296.00)	3,722.00	3,552.00
Min. Health Reimb. Arr.	125.00	1,250.00	1,250.00	0.00	1,829.00	1,500.00
Subtotal Minister	6,381.01	63,514.10	63,810.00	(295.90)	67,259.40	76,572.00
Minister Professional Exp	0.00	197.31	3,333.30	(3,135.99)	792.98	4,000.00
Min. Sabbatical Reserve	0.00	0.00	0.00	0.00	(8,199.44)	0.00
DIR. RELIGIOUS EDUCATION						
DRE Salary	1,431.00	21,221.72	23,793.30	(2,571.58)	23,100.00	28,552.00
DRE Health Reimb. Arr.	0.00	824.00	1,030.00	(206.00)	1,000.00	1,236.00
Subtotal Dir. Religious Education	1,431.00	22,045.72	24,823.30	(2,777.58)	24,100.00	29,788.00
DRE Professional Expense	0.00	12.00	1,666.70	(1,654.70)	937.88	2,000.00
ADMINISTRATOR						
Administrator	2,092.18	20,921.80	20,921.90	(0.10)	20,410.52	25,106.25
Admin Health Reimb. Arr.	100.00	1,000.00	1,000.00	0.00	1,000.00	1,200.00
Subtotal Administrator	2,192.18	21,921.80	21,921.90	(0.10)	21,410.52	26,306.25
Intern	0.00	0.00	0.00	0.00	10,467.00	0.00
Volunteer Coordinator	300.00	1,200.00	3,000.00	(1,800.00)	0.00	3,600.00
Music Director	1,802.50	18,025.00	18,025.00	0.00	17,500.00	21,630.00
Music Dir Health Reimb	91.66	916.60	916.70	(0.10)	916.60	1,100.00
Music Dir Professional	0.00	588.35	1,500.00	(911.65)	0.00	1,800.00
Chior Director 40%	75.00	3,425.00	3,370.90	54.10	0.00	4,120.00
Choir Director 60%	711.82	5,356.38	5,056.36	300.02	10,037.91	6,180.00
Choir Dir Professional	0.00	0.00	296.00	(296.00)	0.00	370.00
Sunday Nursery	292.80	2,849.99	1,666.70	1,183.29	1,346.88	2,000.00
Playground Supervisor	72.50	295.00	666.70	(371.70)	555.00	800.00
Child Care	225.00	1,966.80	2,250.00	(283.20)	2,470.70	2,700.00
Bookkeeper	973.26	9,693.79	6,800.00	2,893.79	9,693.09	8,160.00
Youth Advisor	300.00	1,350.00	3,000.00	(1,650.00)	3,000.00	3,600.00
Young Adult Coordinator	150.00	150.00	1,250.00	(1,100.00)	0.00	1,500.00
SEXTON						
Sexton	1,091.21	10,544.18	10,825.00	(280.82)	11,251.98	12,990.00
Sexton Health Reimb. Arr.	91.66	916.60	916.70	(0.10)	916.70	1,100.00
Subtotal Sexton	1,182.87	11,460.78	11,741.70	(280.92)	12,168.68	14,090.00
Payroll Taxes	647.91	6,425.94	7,333.30	(907.36)	7,504.72	8,800.00
Workers Comp. Ins.	0.00	2,163.29	2,666.70	(503.41)	2,385.55	3,200.00
Community Sharing (Plate)	907.00	7,158.50	11,416.70	(4,258.20)	0.00	13,700.00
Subtotal Personnel	17,736.51	180,716.35	196,511.96	(15,795.61)	184,347.47	236,016.25

Income and Expense Statement

Orange Coast Unitarian Universalist Church
Income and Expense Statement (UNAUDITED)
 GENERAL FUND 01, April 2008

05/05/2008 04:32 PM

Page: 3

	Current Period	Year to Date	YTD Budget	YTD Budget Diff	YTD Prior Year	Annual Budget
OFFICE						
Copying	409.53	3,805.71	4,000.00	(194.29)	3,989.64	4,800.00
Postage	0.00	1,052.51	1,458.30	(405.79)	1,244.85	1,750.00
Telephone, Internet	208.01	1,770.78	1,541.70	229.08	1,524.23	1,850.00
Office Supplies	122.72	1,195.51	1,916.70	(721.19)	1,860.08	2,300.00
Subtotal Office	740.26	7,824.51	8,916.70	(1,092.19)	8,618.80	10,700.00
BUILDING						
Insurance	0.00	3,696.29	2,916.70	779.59	1,996.14	3,500.00
Repairs & Maintenance	0.00	639.98	5,416.70	(4,776.72)	6,412.63	6,500.00
UTILITIES						
Electricity	293.55	3,459.67	8,416.70	(4,957.03)	4,333.97	10,100.00
Gas	95.70	1,046.28	0.00	1,046.28	1,181.28	0.00
Trash	113.76	1,081.20	0.00	1,081.20	797.70	0.00
Water	0.00	677.67	0.00	677.67	1,170.24	0.00
ADT Security	0.00	532.65	0.00	532.65	666.24	0.00
Subtotal Utilities	503.01	6,797.47	8,416.70	(1,619.23)	8,149.43	10,100.00
Janitor Supplies	211.97	407.09	583.30	(176.21)	434.41	700.00
Property Taxes	0.00	822.88	392.50	430.38	267.74	471.00
Landscape Maintenance	150.00	1,500.00	1,500.00	0.00	1,500.00	1,800.00
Parking Fees	0.00	4,810.00	3,166.70	1,643.30	2,320.00	3,800.00
Subtotal Building	864.98	18,673.71	22,392.60	(3,718.89)	21,080.35	26,871.00
PROGRAMS						
CHILDREN'S RELIGIOUS ED. MATERIALS & SUPPLIES						
Classroom	0.00	222.31	83.30	139.01	142.39	100.00
Curricula/Library	0.00	194.45	416.70	(222.25)	514.23	500.00
Office	0.00	166.60	125.00	41.60	222.59	150.00
Supplementary Materials	0.00	90.94	375.00	(284.06)	217.99	450.00
Publicity/Information	0.00	28.78	41.70	(12.92)	6.66	50.00
Snacks	0.00	214.12	250.00	(35.88)	254.05	300.00
Subtotal Materials & Supplies	0.00	917.20	1,291.70	(374.50)	1,357.91	1,550.00
PERSONNEL						
Visioning Process	0.00	0.00	125.00	(125.00)	0.00	150.00
Childcare	0.00	238.03	208.30	29.73	115.00	250.00
CREC Retreat	0.00	139.93	125.00	14.93	0.00	150.00
Teacher Training	0.00	0.00	166.70	(166.70)	132.02	200.00
Leadership Dev. Schol.	0.00	225.00	416.70	(191.70)	0.00	500.00
Subtotal Personnel	0.00	602.96	1,041.70	(438.74)	247.02	1,250.00

Income and Expense Statement

Orange Coast Unitarian Universalist Church
Income and Expense Statement (UNAUDITED)
 GENERAL FUND 01, April 2008

05/05/2008 04:32 PM

Page: 4

	Current Period	Year to Date	YTD Budget	YTD Budget Diff	YTD Prior Year	Annual Budget
SPECIAL PROJECTS						
Volunteer Appreciation	0.00	26.91	208.30	(181.39)	7.01	250.00
Youth Scholarships	0.00	0.00	583.30	(583.30)	0.00	700.00
Enrichment Programs	0.00	235.60	500.00	(264.40)	219.35	600.00
Subtotal Special Projects	0.00	262.51	1,291.60	(1,029.09)	226.36	1,550.00
OWL Program	0.00	205.40	958.30	(752.90)	630.00	1,150.00
Subtotal Children's Religious Ed.	0.00	1,988.07	4,583.30	(2,595.23)	2,461.29	5,500.00
Adult Programs	0.00	0.00	416.70	(416.70)	362.00	500.00
Sunday Services	250.00	3,659.32	2,500.00	1,159.32	909.51	3,000.00
MUSIC						
Choir Music & Lic. Fees	141.20	795.99	750.00	45.99	959.75	900.00
Equipment	0.00	59.15	250.00	(190.85)	268.58	300.00
Piano Tuning & Maint.	0.00	340.00	500.00	(160.00)	473.00	600.00
Music Prof. Exp.	0.00	(10.00)	0.00	(10.00)	673.26	0.00
Special Events, Retreats	0.00	0.00	208.30	(208.30)	209.06	250.00
Child Care	0.00	0.00	500.00	(500.00)	100.00	600.00
Sunday Guest Musicians	125.00	4,049.99	5,416.70	(1,366.71)	5,350.00	6,500.00
Supplies	0.00	531.86	125.00	406.86	54.48	150.00
In House Concerts	565.00	5,702.08	0.00	5,702.08	9,595.25	0.00
Subtotal Music	831.20	11,469.07	7,750.00	3,719.07	17,683.38	9,300.00
Membership	0.00	76.82	416.70	(339.88)	302.85	500.00
Hospitality	0.00	186.98	166.70	20.28	92.05	200.00
Caring	50.00	948.00	1,916.70	(968.70)	1,414.57	2,300.00
SOS	0.00	0.00	41.70	(41.70)	0.00	50.00
Interfaith Council	0.00	50.00	125.00	(75.00)	100.00	150.00
Green Sanctuary	0.00	0.00	250.00	(250.00)	0.00	300.00
CUUPS	0.00	0.00	333.30	(333.30)	200.00	400.00
UUSC	0.00	0.00	166.70	(166.70)	0.00	200.00
Publicity Committee	350.00	3,526.24	3,345.80	180.44	3,436.00	4,015.00
Social Committee	0.00	236.05	333.30	(97.25)	125.64	400.00
Youth Programs/YUURT	0.00	0.00	833.30	(833.30)	223.53	1,000.00
Young Adult Programs	53.42	53.42	1,500.00	(1,446.58)	0.00	1,800.00
Community Service	0.00	0.00	166.70	(166.70)	0.00	200.00
Subtotal Programs	1,534.62	22,193.97	24,845.90	(2,651.93)	27,310.82	29,815.00
MISCELLANEOUS						
DEBT SERVICE						
Interest on Mortgages	49.95	4,532.06	4,750.00	(217.94)	4,750.00	4,750.00
Debt Retirement	0.00	10,000.00	0.00	10,000.00	0.00	0.00
Subtotal Debt Service	49.95	14,532.06	4,750.00	9,782.06	4,750.00	4,750.00
LEADERSHIP EXPENSES						
Board Expenses	0.00	448.65	416.70	31.95	620.00	500.00
Leadership Development	0.00	50.00	416.70	(366.70)	162.20	500.00
Staff Luncheon	0.00	580.09	83.30	496.79	253.66	100.00
Long Range Planning	0.00	0.00	0.00	0.00	1,800.00	0.00
Subtotal Leadership Expenses	0.00	1,078.74	916.70	162.04	2,835.86	1,100.00

Income and Expense Statement

Orange Coast Unitarian Universalist Church
Income and Expense Statement (UNAUDITED)
 GENERAL FUND 01, April 2008

05/05/2008 04:32 PM

Page: 5

	Current Period	Year to Date	YTD Budget	YTD Budget Diff	YTD Prior Year	Annual Budget
UUA-PSWD DUES						
UUA Dues	0.00	9,639.00	10,997.50	(1,358.50)	7,698.25	13,197.00
PSWD Dues	0.00	3,174.75	3,527.50	(352.75)	2,365.50	4,233.00
Subtotal Uua-pswd Dues	0.00	12,813.75	14,525.00	(1,711.25)	10,063.75	17,430.00
FINANCE EXPENSES						
Canvass	0.00	0.00	833.30	(833.30)	0.00	1,000.00
Bank	30.10	294.52	500.00	(205.48)	891.57	600.00
Computers	0.00	0.00	166.70	(166.70)	49.99	200.00
Contingency	0.00	0.00	343.30	(343.30)	200.00	412.00
Subtotal Finance Expenses	30.10	294.52	1,843.30	(1,548.78)	1,141.56	2,212.00
Subtotal Miscellaneous	80.05	28,719.07	22,035.00	6,684.07	18,791.17	25,492.00
TOTAL EXPENSES	20,956.42	258,127.61	274,702.16	(16,574.55)	260,148.61	328,894.25
EXCESS INCOME\EXPENSES	\$4,902.64	\$7,440.74	(\$623.96)	\$8,064.70	(\$3,365.72)	(\$0.25)

The Nominating Committee will nominate the following candidates at the Congregational Meeting on June 14, 2008, for terms beginning July 1, 2008.

Officers (1-year term until 2009)

President: **Nancy Loughrey**
 VP Programs: **Cynthia Berger**
 VP Finance: **Barbara Davia**
 Recorder: **Dale Osborne**
 Treasurer: **Jay Miller**
 Bursar: **Charles Gordon**

Trustees (3-year terms until:)

Earl Hardenbrook 2011 (new 3-year term)
Mary Paliescheskey Lundholm 2011 (new 3-year term)
Eva Lu Goodwin Noriega 2010 (finish D. Osborne’s term)
 Summer Bayati-Dadah . . . 2010
 Karen Anderson 2009
 Paul Gethard 2009
 Randy Kokal 2009

Nominators (3-year terms until:)

Pat McCully 2011 (new 3-year term)
Molly Rossow 2011 (new 3-year term)
 Dan Lettieri 2010
 Suzi Cassidy 2010
Ross Miyashiro 2009 (finish J. Jepson’s term)
 Rachel Smith 2009

Stewards (3-year terms until:)

Sandra Kirkpatrick 2011 (new 3-year term)
 Bob Krueter 2010
 Bob Loeschen 2009 (finish S. Armstrong’s term)

*Under the terms of our bylaws, officers serve 1-year terms and may serve two consecutive years in the same office. Subsequently, an officer can be elected to serve in another office. All other elected officials of the church serve 3-year terms. This list shows the year each term expires. All those who are “continuing” have already been elected. Candidates for election are shown in **bold type**.*

Respectfully submitted,
 The Committee of Nominators
Suzi Cassidy, chair
Marcia Hackett
Earl Hardenbrook
Jane Jepson
Dan Lettieri
Rachel Smith

Annual Reports

Reason for existence: seek answers to lingering questions regarding the 2001 9/11 attacks (unchanged).

List of members: Dan Noël

Accomplishments in finishing year:

- Screened “Ripple Effect,” one of the best movies on 9/11, with an introductory presentation framing it within a religious liberal perspective.
- Two patio actions: signature collection on petitions and distribution of leaflets, cards, & DVDs.
- A few e-mails to a list of 12 people on OCUUC’s roster.

Plans for next year: same, more intense.

Four organizations are affiliated with the Faith-in-Action Council because members of the congregation are also members of these organizations. They meet in places other than OCUUC, but they share issues with F-I-A They are the American Civil Liberties Union (ACLU), Americans United for Separation of Church and State (AU), Amnesty International (AI), and Parents, Families and Friends of Lesbians and Gays (PFLAG).

Birdie Reed is president of the **ACLU Orange County chapter** which meets every third Tuesday at the Irvine Ranch Water District offices. Rev. Karen Stoyanoff and Birdie are on the board of the Southern California affiliate of ACLU. Karen is chair of the ACLU Church & State Committee and Birdie & Charlie Reed are members. Many other members of the congregation are members of ACLU. ACLU defends the First Amendment of the US Constitution by means of lawsuits and lobbying.

Americans United meets every second Saturday at the Irvine Ranch Water District offices. Birdie & Charlie Reed and others from OCUUC have attended meetings. Rev. Karen Stoyanoff was a speaker at one of the meetings during the past year. AU concentrates on the separation of religion and government.

Amnesty International Huntington Beach meets every last Monday of the month at St. Simon & St. Jude in Huntington Beach. Birdie & Charlie Reed are members. Jacques Kilchoer is a member of the Irvine chapter and hosts a monthly letter-writing campaign on the OCUUC patio. AI works for the freedom of political prisoners around the world through publicity of individual cases..

The **Orange County chapter of PFLAG** meets every first Monday in Orange. A. J. Blackwood and Charlie Reed are on the board, as is our former intern, Kent Goss. Clover Behrend, Paul Gethard, Birdie Reed and Lucy Waters are all members. Charlie and Birdie are members of the PFLAG Speakers' Bureau. PFLAG sent us a panel of speakers to help us when OCUUC was going through the process of becoming a Welcoming Congregation. PFLAG promotes acceptance of gay, lesbian, bisexual and transgender individuals through support, education, and advocacy.

Respectfully submitted
Birdie & Charlie Reed

The ATM has existed for 15 years. During that time we have provided nutritional frozen meals for innumerable clients suffering with HIV/AIDS. The members of the ATM steering Committee are: Tom Loughrey, treasurer; Mary & Ted Lundholm, cooking coordinators; Birdie & Charlie Reed, conveners and delivery coordinators; Paul Gethard and Bob Leidner; Birdie also serves as CHOC coordinator. It meets monthly, on the 3rd or 4th Thursday evening. Meetings are open to all.

Meal preparation sessions are held the second Saturday of every month in the morning. Volunteers are always welcome. Most clients receive meals every week or every two weeks. Delivery drivers are also welcome. We also provide supermarket scrip, birthday and Christmas presents for children with HIV/AIDS from CHOC.

These presents are provided through the generosity of Bob Leidner and the MCC church.

Although we can accommodate 15 clients, we currently have only 8. This generally represents clients becoming healthier and able to leave the program. We don't know if this is happening all over Orange County. We get our clients from Orange County Shanti which finances the meals with county-monitored federal Ryan White funds.

Respectfully submitted,
Charlie & Birdie Reed

Mission Statement: A small group of art lovers enticing church members with fun art to color their souls.

We're giving herein a little history into the previous calendar year due to the fact that the Artists Arise group was first formed in early 2007 but no report was made in the past fiscal year.

In November 2006, Sandra Kulczyk, then President of the Board, requested Barbara Marquet to form an art group which was given a wall in the Social Hall for displays. Barbara published this information and set up a meeting for interested parties. Joan Miller, Mary Paliescheskey Lundholm and Vera Viana-Asper attended this meeting, where the group was formed, given a name and the first plans and activities were discussed. We decided each of us would work as Coordinator for three consecutive months.

Our first show, First Annual Postcard Show, opened in March of 2007 with a reception for church members and guests.

These activities followed:

- 1) a workshop for children which resulted in a Children's Show created with recyclables;
- 2) a paper collage workshop for adults entitled Aspirations, Inspirations, Dreams, the works from which were shown as our third show with the same title;
- 3) the Art & Crafts Holiday Sale was held for three consecutive week-ends late November/early December after the second service; all members who wished to sell their art and crafts were invited to display their work. The Sale was a fund-raiser for the church, and for Artists Arise, with 50% of sales going to participating artists, 25% to OCUUC, 25% to AA.
- 4) We Couldn't Find the Artists so We Hung Their Show is currently on display with individual works by the four women who started the group.

We have no official financing from the church. At first, we each contributed with whatever was needed for workshops and

shows from our individual studios and/or pockets. In the Arts & Crafts Holiday Sale we raised over \$326 for OCUUC and AA. Subsequently we covered our wall with carpet (no need to cover holes and re-paint), which cost \$130.54, and we have \$192 remaining for expenses.

Barbara Marquet and Joan Miller have resigned, Mary and Vera have become Co-ordinators. We are grateful for the work and participation of Barbara and Joan, for their exciting ideas, creative energy, and dynamic input in making Artists Arise a reality.

Thank you Barbara and Joan!!!

Mary and Vera have the following plans and goals for the coming months:-

- 1) the iPod Art Workshop, a Collaborative Musical Chairs Workshop for adults, which will be followed by one for children.

We are hoping that the work created in these collaborations will result in future shows displaying what our budding

artists have created during these collaboration processes.

- 2) Painting in the Park - we'll go across the street to make paintings of our beloved church building. We hope that the work created

may be turned into loving and living remembrances of the wonderful years spent in our little church on top of the hill.

- 3) Shows of the work by individual artists-members.

- 4) The Second Annual Art & Crafts Holiday Sale, fund raiser and source of unique holiday gifts for our church community.

- 5) Our goals are to make art an integral part of OCUUC, involve the congregation in workshops, in the making of art and crafts, present a variety of shows to display the creativity of our members, and a holiday sale as a fundraiser.

Respectfully yours,

*Mary Paliescheskey Lundholm and
Vera Viana-Asper*

This past year we have attempted to re-vitalize the position of ADR (Association District Representative). The job is defined as communication, education, catalyst, and support.

The ADR facilitates communication between the congregation and the Unitarian Universalist Association (UUA), and between the congregation and the Pacific Southwest District (PSWD) by means of e-mail, newsletter, and other methods. The ADR educates the congregation about the resources of the UUA and the PSWD. The ADR acts as a catalyst encouraging members of the congregation to participate in General Assembly, District Assembly, and other UUAA/PSWD events. The ADR works and networks with other ADRs to accomplish the above activities.

In 2007–2008 we have defined and described our role. We have publicized and reported on GA and DA. We have published a calendar of PSWD and UUA events to keep the congregation informed.

We participated in Association Sunday's fundraiser for the "Now Is The Time" campaign and publicized the UUA advertising campaign that it funded. We worked to expedite the congregation's annual report to the UUA so we could vote on this year's Congregational Study Action Issue for presentation at GA. We have also reported information about the UUA of interest to the congregation such as the status of UUA affiliate and associate organizations.

Next year we plan to improve our communication between the congregation and the UUA/PSWD. We will work to more fully inform the congregation about the larger Unitarian Universalist movement.

Respectfully submitted,
Birdie and Charlie Reed

At its retreat last summer, the Board adopted goals of leading the process of decision making on our church home, creating an engaged congregation, and improving communication within and among the congregation.

A lot of our progress on all three goals was embodied in our process of deciding what to do about a new church home, and concurrently, deciding whether to merge with Tapestry. I do think we have made good progress on all three goals, although admittedly it is difficult to quantify.

The Boards of the two congregations met in July and decided to form a Task Force to explore the possibilities of working together to solve each congregation's space needs. The Exploratory Task Force was formed with six original members from each congregation. Those were Mickey Jackson and Rayna Hamre, co-chairs, Karen Anderson, Amanda Horack, Joan Kreuter, and Dale Osborne. These people worked diligently to pull together a lot of background information about the two congregations and how they might work together as a merged congregation. Since the vote on April 13 to commit to merge with Tapestry subject to finding an acceptable site did not pass by the margin we required of ourselves, this task force has ended. However, I want to personally thank each one of them for all their energy and wisdom. They really did an outstanding job, particularly in analyzing the similarities and differences in the congregations.

We have not yet made a decision on how we might approach a building change, but we have made a great deal of progress in our discussions. We have identified many of the issues to consider, and developed a lot of background information that will be very useful. We have also identified issues on which we wish we had more information. They will become an important part of how we plan to move forward.

Throughout this process, I do think we have done a pretty good job of talking with each other and keeping our process consistent with our principles. I have tried very hard to keep the process as fair and open as possible, and think that the congregation has responded favorably to it. I have made no secret of my disappointment with results of the April 13 vote. However, now that seven weeks have passed, I see that we had not gathered enough information and allowed enough discussion for a clear vote. I do hope that the outcome of the next vote, whatever it is, will be a stronger decision with more congregational support.

Throughout this process, the engagement of the congregation has been one of our challenges. The highest number we had at any meeting was 101. That is not half our membership. I know the Board is not satisfied with that response. Lack of engagement is reflected in many areas of church life. I expect it will be one of our goals for next year, too.

Communication is always a challenge in any large group. I am continually amazed at the inconsistency of how information travels, on both favorably and unfavorably. We have been challenged in finding the most effective way to get information to everyone. In my experience, this is always a goal for every Board, and we are never done or satisfied, nor should we be.

In addition to the goals of the Board, recruitment has been a significant focus for me as President this year. We have had five Search committees: Volunteer Coordinator, Young Adult Coordinator, Youth Advisor, Director of Religious Education, and a committee to consider the restructuring of the Music Director position. Those committees, as well as the Exploratory Task Force and its subcommittees, are all appointed by the President. It has taken significant energy on all our parts. To those of you who have agreed to serve, thank you! It takes a lot of Unitarian Universalists to be a congregation! It is only through each of our energies and commitment that Orange Coast Unitarian Universalist Church continues to exist.

I would especially like to thank each Board member for their commitment and participation. Our meetings have been well attended, thoughtful, and I think each member would be impressed with the caring and wisdom that is so often evident. We didn't always agree, but we always kept our principles, purpose, mis-

sion, vision, and goals in front of us to guide us. Thank you. I appreciate each of you, and I speak for the congregation in thanking you.

Special recognition goes to Scott Armstrong, Barbara Doshier, and Maurice Giss who are finishing their current tenure on the Board. They have all been on the Board for multiple years, and we will miss them. Thank you for all you have done.

I also want to thank our wonderful staff for all they do. They are the backbone of making all that we do happen, and we all do appreciate their efforts. In particular, I appreciate their willingness to work and support the work of the Board, their flexibility, and their skill in making the best possible church, sometimes under less than perfect conditions. Thank you.

This has been a fascinating, exciting, and difficult year, as it had to be. As we move into next year, I look forward to being in community and building that community with each of you.

In caring and faith,
Nancy Loughrey

There are two aspects of the bookstore: sales of books from the UUA bookstore and sales of the UUSC partner Equal Exchange products including coffee, tea, cocoa, and chocolate bars. The profit from books funds pamphlets and expansion of the free and responsible search for truth and meaning. The profit from Equal Exchange products goes into reserve for UUSC projects.

Table display of books on Sunday morning attempt to reflect the sermon topic.

Dolly Doran continues to help sell the products. This year we have added Maureen McConaghy who helps with set up and Marci Carey and Iris Kaufman to the

store staff. Marci and Dolly regularly staff the third Sunday. Charlie Reed continues to do the ordering of both bookstore and Equal Exchange merchandise. I wish to thank the youth and adults who pitch in to help with set up.

Respectfully submitted,
Birdie Reed

Mission

To provide a quality and safe environment for our congregational members and to maintain the structural integrity of the church grounds.

Building & Grounds Committee Members

Committee Chair:

Richard Gotcher

Committee Board:

Gayle Carter

Paul Gethard

Robert Loeschen

Jim Nakao

Status

Over the past six months, the Building & Grounds Committee has dedicated itself toward maintaining the general condition of the church grounds while managing financial awareness in anticipation of a possible merger with Tapestry. Though this process somewhat limited the Committee's overall function, several objectives were realized that helped in attaining the overall goal of the committee.

Projects

No working parties were organized during this time as specific projects were defined that required skilled labor. The goals that were attained during this period are as follows:

- The water sprinkler system was mapped and plumbed as needed.
- The back door near Sarah Jones's office was replaced.
- New solar-powered lighting was put in place near the stairwell that leads down to the parking lot.
- The locks were changed on the storage sheds to deter theft.
- A credit account was set up through Home Depot for the Sexton, the President, the B&G Committee Chair, as well as for Mr. Loeschen and Mr. Gethard in their capacity as B&G Committee members.

Finances

The initial budget for the Building & Grounds Committee was set at \$5000. This funding was rescinded in anticipation of a merger with Tapestry. The overall expenditures for this period are as follows:

- \$394 for carpet cleaning

Donations during this period are as follows:

- \$75 for toiletries
- \$20 for isopropyl alcohol for the chalice
- \$40 for solar lighting

Acknowledgements

The committee board is comprised of senior staff members who have been involved in several aspects of church governance. Their dedication and steadfastness have provided excellence in leadership. In reflection of this, the Committee Chair recommends that these members be recognized for their dedication.

Goals for July 2008–June 2009

With the uncertainty of a Tapestry merger, plans for the upcoming year will be speculative at best. The financial budget will likely be set at \$4000 in order to continue the ongoing maintenance of the building and grounds.

Goals have been set to repaint the kitchen, to replace the broken closet doors opposite the restrooms, and to replace the pin-up cork board.

Safety requests will be paramount. Financial considerations, however, will affect whether to act upon all other types of requests.

The Caring Ministry is entering its seventh year with its mission to provide a network of support for individual and community well-being, nurturing the health of body, mind, and spirit. Our three arms include the Helping Hands, the Pastoral Care Associates, and the Health Ministry/Congregation Nurse. The Congregation Nurse, Adair Small, serves as a general coordinator with Rev. Karen Stoyanoff in charge of the Pastoral Care arm, and a team of folks working as Helping Hands. Joan Parry and Barbara Marquet have continued their roles in organizing assistance. We are especially grateful to Vera Viana-Asper who has taken over coordinating the staffing of the Patio Table on Sundays! Regulars have included Elizabeth Alexander, Barbara Marquet, Joan Parry and Pat Robitaille. We welcome new volunteers Dick and Frances Binnix! While mentioning names, I want to give special thanks to Marilyn Giss for her help with the flu vaccine clinic and to Kathryn Matthews both for that and her assistance with blood pressures.

Every Sunday our table on the patio has health-related information, sign-up sheets for folks who may need rides or other assistance and greeting cards to send as appropriate. We also collect durable medical equipment donations which are stored in the attic and made available on loan to the congregation. During Joys and Sorrows in the Sunday service, we act as a conduit for members to alert fellow congregants of health crises and needs they may have.

Currently we sponsor one twice weekly walking group in Irvine. Most months we hold blood pressure screenings and see 4-5 people there. We would like to increase those numbers!

OCUUC hosted its fourth Blood Drive

with the donation of 21 pints through Orange County Blood Services. Thanks to our partnership with Hoag Hospital we certified 16 folks in First Aid and gave 100 flu shots at no cost to participants. To give you an idea of what this does for our congregation monetarily, we contribute \$600 per year to Hoag, yet they pay \$110 per vial of vaccine. We used 10 vials or \$1100 worth this year. Hoag pays the First Aid instructor and pays for one continuing education conference per year for your Congregation Nurse as well as providing resource information and materials and networking opportunities. This year Hoag also provided four sessions in our Pastoral Care Associates Class Series led by Patrice Emenaker, MA.

This training was the important accomplishment of the Ministry this year. It is our second since Rev. Karen Stoyanoff began the program in 2002 and we were long overdue for a refresher and new blood! We welcome those who completed the course: Clover Behrend-Gethard, Gayle Carter, Paul Gethard, Ted Lundholm, Barbara Ray, Pat Robitaille, Bill and Sharon Stoker, and Vera Viana-Asper. Shirley Thorne, Joan Parry, Judith Stamper, and Adair Small were the "refreshees". You will note that a box listing those who feel ready to serve as Pastoral Associates with a description of their role is published in each Reach. Karen Stoyanoff works closely with us and we continue to meet to refine our skills.

The role of your volunteer Congregation Nurse has changed significantly over the last year. I regret that I am not physically present as much as before, but am amazed by how email and my cell phone manage to keep me in touch. I am fortunate to be able to actually live part-time in Chicago and enjoy my grandson without leaving you! It does mean that I do fewer

home, hospital and nursing home visits, but I am still able to write my *REACH* column and to provide a significant amount of services in the areas of health & nutrition education, medical equipment loan, first aid, emotional support, counseling, screenings, advocacy, research, referral, transportation and coordination of care. This year I have been able to attend the Jesus Seminar in Santa Rosa to enrich both my mind and spirit and, as this goes to press, I am off to medical conferences in Boston; Women's Health Over 40 and Dermatology. I look forward to sharing that information over the next year.

Our budget is small with the primary expenses going to Hoag (\$600) and to reimburse your nurse (\$1200). This has made a big difference the last 2 years, covering my liability insurance, mileage, professional memberships, literature and some of my continuing education expenses.

In the next year we would like to increase our pool of Table Volunteers. It is a wonderful way to meet people and share much of what makes this community special. Those of us in the Caring Ministry recognize that we are part of an amazing Caring community truly living our motto which ends "caring for one another." That is what makes all the work we do so worthwhile.

Joan Parry, for the Caring Ministry
Adair Small, Congregation Nurse

Mission Statement: The mission of the Religious Education Committee is to provide a program for children and youth that nurtures them as they grow ethically and spiritually on their personal journeys of faith.

Members:

- Mary Paliescheskey-Lundholm Chair
- Summer Dadah Board Liaison
- Jacques Kilchoer Recorder
- Shannon Verkruijsse Treasurer
- Wim Verkruijsse
- Merri Lee Wooton
- DREs
- Katherine Martin
- Kent Doss
- Christine Daukas, current

Committee Health

The CREC is a vibrant and healthy group. There is a lot of energy and willingness to work hard for our children. With all the changes in committee membership that occurred this year, we may have issues with our rotation. Normally, the CREC has three year terms with several old members leaving and several new members coming on. In three years time, most of the current committee will be finishing their terms which might leave us without experienced membership to steer the committee. This topic will need to be watched next year.

Year 2007–2008 Curriculum:

Summer 2007

Harry Potter Summer was a huge success. We had record numbers of children attending the summer program. In fact, children were insisting that their parents bring them to church the next Sunday. We had requests for missed lessons and supplies when children missed a service. The level of commitment and excitement by the parents and congregation members was incredible. We had volunteers who didn't have children in the program.

Word of our success has spread through the UUA community. Requests for lesson plans have come to us from other congregations. Many thanks go to our headmistress, Jennifer Abt.

The OCUUC School of Witchcraft and Wizardry took a huge amount of effort and coordination. The energy in the program at that time was huge. Such a level of commitment from congregation members is hard to maintain. It worked for the summer. Then things went back to normal.

Fall 2007

This year our curriculum was the six sources. Since no comprehensive curriculum existed, Katherine created it. Not all the lessons were completed when she left us so members of the volunteer teachers took over the curriculum development. The curriculum was well received and very tailored to our students needs. We now have an excellent sources curriculum available.

Our Whole Lives

We had OWL in cooperation with Tapestry. Half the classes were at OCUUC and half were at Tapestry. This OWL Level was for grades 4–6. It is a huge commitment from the volunteer teachers to run this intensive program.

We did not have Mid-High OWL as planned due to the shortage of trained teachers and the amount of time needed for this program. It's a long one and requires an immense commitment from the teachers since we need the same ones for this lengthy program. There cannot be substitute teachers because of the intimacy of the subject matter.

Events

IG Sundays

We had several IG Sundays that the CREC was responsible for creating. As part of a plan to keep the services inter-

esting to all generations, we planned services that were visual and contained many actors and a continuous story line throughout the service. (Information on this aspect of IG services was from the Renaissance Module that Katherine Martin taught at DeBenniville Pines which was attended by Mary Lundholm.)

Don't hold me to it...but I remember the monk in the tree service (World Religions Day) and the Lorax service (Earth Day) as IG Sundays. Forgive me if I've forgotten one.

The IG Services are fun and entertaining. I personally enjoyed the Lorax service because the children were a part of the process. It was wonderful to see their enthusiasm for their roles. Merri Lee Wooton had wonderful props for the children. I think that kept their attention even better than the skit like service.

These services are labor intensive and require props. This was not an official part of our budget for the year. We will need to have additional funds available to provide additional IG services for the coming year. For example, the Lorax was funded by donations from the members of the cast. No funds were available for the supplies and props.

Astronomy Night

As part of the sources curriculum, we celebrated the wonder of the world. This part of the Sunday lessons was supplemented with an evening visit from the Orange County Astronomy Club. The event was open to all members of the congregation. The astronomers brought their impressive telescopes and set them up in the parking lot. Cookies were shared by all as we viewed the wonders of the heavens. It was a very successful evening. All the telescopes were standing at the end of the evening which is a tribute to the cooperation our excited chil-

dren showed in following the safety rules in a pitch black parking lot. I'm so glad that Paul Gethard came so that we had someone who knew how to get most of our lights turned off! It's easier to see the stars that way.

Guest at Your Table

To kick off the annual Guest at your Table fund raising event, CREC sponsored a potluck/educational program. Everyone in the congregation was invited. We all shared food and our tables. Then the program continued into the evening with educational activities. Each age group had volunteer program leaders. Anyone could attend any educational event. Every effort was made to make the event enjoyable and educational for congregation members without children. There were panel discussions led by volunteers.

The activities included "The Earth's Water Belongs to Everyone", "Being Called to do Good: Putting Faith into Action", "Sharing Common Values: Universal Declaration of Human Rights", "Economic Justice and Immigration", and "Coffee Cup Pyramid".

Holiday Craft Night

Once again Wendy Lettieri prepared an amazing amount of activities for our annual ornament making night. We had a light dinner. While the social hall was being transformed into craft central, Christmas carols were being sung in the sanctuary. Our deepest thanks go to those members of the OCUUC choir who attended and acted as song leaders for the event. After the craft supplies were placed, ornaments were made for the annual tree decoration.

Easter Egg Hunt

Well, the annual Easter Egg Hunt happened in all its sad competitive glory. Many thanks go Summer Dadah and Merri Lee Wooton who organized the

hunt. They purchased the supplies and packed the eggs. This year Summer had the marvelous suggestion of having the senior high class hide the eggs. This made the event enjoyable for the older group. They stayed and watched the little ones run around finding them. This plan is a keeper. I love it when we have all the children interested in participating.

The main problem with this event is determining a way to make it 'fair'. There are usually children without eggs or too many eggs and all that. Better communication between classroom teachers is needed to make sure that the classrooms are let out at the same time....Boy did I miss Katherine on that day...Next year they will all gather in the social hall and be let out in a fair manner. This year children just ran out of the classrooms and by the time MidHigh came up from Gillan there were no eggs left.

CREC Members

We had many changes on the CREC committee this year. Barbara Davia needed to step down as chair so Mary Lundholm took over that post. Barbara Berrocal and Tina Herod had to leave us for personal reasons. I'm amazed at how well we all pulled together and got the work done. We added Wim and Shannon Verkruijse and MerriLee Wooton to round out the committee.

Volunteer Teachers

We have over 25 volunteer teachers in our program. This is a good number to run the program. We are always looking for fresh faces to volunteer as a teacher or as an assistant. If you don't feel like a full commitment, we also are in need of substitutes. Volunteers are the heart of our program. RE couldn't function without this vital part of our program.

DRE Changes

This year saw us through a number of

changes in Director of Religious Education. Katherine Martin retired to travel with her husband. Since we hadn't completed the search process when she left, Kent Doss graciously agreed to see us through that time. We have completed the search and hired Christine Daukas as our Interim DRE.

Budget

While we didn't use the full budgeted amount from last year, we will need to have an increase in budget for 2008-2009. There are things that didn't happen as they should have with the changes in the committee and DRE situations.

We need to send volunteer teachers to OWL training. There are two trainings scheduled for this year. Adult OWL will be in July and Keith Jenkins and Mary Lundholm have volunteered to lead the Adult OWL classes for OCUUC. There is a second training for elementary OWL and volunteers will need to be recruited.

In addition, our snack budget was not enough to cover the food needs for our increased class sizes. Also, the time change of service has required a larger snack for the children since they are in class over the lunch hour.

The playground supervisors' program has been revitalized. Our playground is safer under the supervision of our senior high students. This is an excellent program that gives our senior high students work experience as well as providing a safer environment for our children to play. Katherine started this program to encourage parents to mix with the rest of the congregation after service. Prior to this program, the parents only interacted with other parents at the playground. The actual cost of this program was not placed into last years budget so we were under funded in this category.

There were several items in the budget

of last year that didn't happen as planned. I believe that this was due to the confusion created by the changing DRE and CREC chairs. No one knew what was supposed to happen or when it was supposed to happen. This will be corrected for the next year. For example, the Visioning Process fell through this crack. Periodic meetings are to be scheduled with the parents in order to gain feedback on ways to improve the program.

Next Year 2008–2009

Next year promises to be just as full of fun and adventure as this past year. We will start the fiscal year with our summer program: UU World Travelers. The lesson roster has filled up and we have many members of the congregation signed up to share what they have learned on their travels. We are still in the process of developing the lesson plan. Assistants to help the children with activities and to keep some order still need to be recruited and scheduled.

In the fall, we will start our regular scheduled curriculum. This year, the children will be learning about world religions. The calendar and list of religions still need to be finalized, but some religions under consideration for inclusion are Christianity, Judaism, Buddhism, Hindu, Jain, Baha'i, Wicca, and Islam. Our library has many sample lesson plans. However, they are beginning to show their age and need to be updated. This will take some creativity and supplies. Our new DRE, Christine, will be very busy assisting the CREC with curriculum and planning process.

We will be sending several adults for training to be Our Whole Lives facilitators. Volunteers need to be recruited to take the trainings and facilitate the program. We have OWL sessions to plan and teach.

CREC will plan and implement several

IG services and events. As usual we will have Holiday Craft night. Plans are in the works for a Parent's Night Out evening which is envisioned to be a babysitting coop sort of arrangement. Game Nights and Potlucks are always popular. CREC will be having several Saturday night events for all church members throughout the year.

RE hopes to see many members of the congregation at our events. We'd love to see more intergenerational interaction. If you have suggestions for an IG event for a Saturday night, let someone on the committee know. We are always looking for fun ways to gather together in community.

Submitted by

Mary Paliescheskey-Lundholm

Children's Religious Education Budget

Materials and Supplies	Last year	Requested 2008/2009	Change	Reason
Classroom	100	100		
Curricula/Library	500	500		
Office	150	150		
Supplementary materials	450	450		
Publicity	50	50		
Snacks	300	600	300	Additional children and change in time of service
Subtotal	1550	1850		
Personnel				
Visioning process	150	150		
Childcare	250	1810	1560	Changed to reflect cost of playground supervision at second service
CREC Retreat	150	150		
Teacher Training	200	200		
Leadership Dev School	500	500		
Subtotal	1250	2810		
Special Projects				
Volunteer appreciation	250	250		
Youth scholarships	700	700		
Enrichment programs	600	600		
Subtotal	1550	1550		
OWL	900	900		
YUURT	250	250		
Total	\$5,500	\$7,360	\$1,860	

Our mission is to assist impoverished young Nicaraguan girls to pursue an education. Círculo de Amigas finds sponsors who will support the girls as far as they are able to go. At present we have more than 100 girls at varying stages from preschool thru University. Eighteen of these youngsters are sponsored by our own UUsers from this congregation, as well as several Arizona UUsers.

Our program includes health care at our modest clinic, psych counseling, library services, and computer classes. Our great-

est accomplishment this year is the inauguration of a student dormitory in León, the University capital of Nicaragua. There are currently 8 students in residence. Our next newsletter will feature these young women telling us of their study plans, with photos and a brief biography of each.

Pat McCully

During the past year, by sharing one-half of the Sunday's plate donations, some \$10,000 was designated to help support the important work of twelve non-profit organizations that serve the needs of Orange County residents. All recipients were nominated by members and friends of OCUUC. This program is just another way we strive to build community and broadcast our real intent to improve the quality of life. There are hundreds of deserving groups that need our assistance. As we continue to share, we act to live out our principles and to farther the Faith In Action goal "...of service and outreach that makes OCUUC visible and respected in Orange County...."

2007–2008 Recipients

Project Independence
The Sea & Sage Audubon Society
Families Forward
UCCE Master Gardeners—OC
Camino Health Center
Taller San Jose

Pacific Marine Mammal Center
Global Angels
Second Harvest Food Bank
OC Children's Therapeutic Arts Center
Orange Coast Youth Campership Program
Braille Institute Center OC

Respectively Submitted:

Dan Lettieri
Kathleen McFarlin
Davis Lettieri
Maurice Giss

Committee Goals: The goals of the Concert Series Committee are to:

- *Create unique concert series, with full slate of artists and marketing*
- *Maintain a financially sound concert series*
- *Provide an opportunity to strengthen the church community and an avenue for outreach*

What a fantastic third year the Concert Series had! We had a slate of fabulous artists and netted over \$1,200. We continue to be encouraged by the progress the Concert Series has made: we have a reputation for providing an inviting venue for both concert attendees and artists, an established logo, a defined marketing approach, repeat concert-goers, positive net proceeds and a dedicated committee. We look forward to building on our successes for the upcoming fiscal year.

In the 2007–2008 year, the Committee hosted four concerts: Zydeco, Three Flutes, Paul Michael Smith Tribute to Paul Robeson, and emma’s revolution. The 2007–2008 Committee members were: Suzi Cassidy, Dan Lettieri, Kathleen McFarlin, Jay Miller, Marquita Miller, Molly Rossnow, Beth Nakao, and Mary Beth Broeren. All concerts were favorably received and we are indebted to the many other volunteers that assist on concert nights to make each one a success, and lots of fun.

Due to strong season ticket sales and a focused effort to keep expenses to a minimum, the Concert Series has a positive “fund balance” this fiscal year of just over \$1,200. This is a 50 percent increase over the 2006–2007 concert series net proceeds. We hope that the Finance Board will allow the Concert Series to have a dedicated fund, so that 80 percent of these monies can be used as seed money for the 2008–2009 Concert Series.

As an avenue for outreach, we know

that the Concert Series is a success.

Through on-line purchases, we have feedback about the high quality of our performers, the intimate venue, and reasonable purchase price. We also have concert attendees who have asked to be put on our mailing list for the next Concert Series. We are confident that we can continue to build on these experiences. The Committee also believes that the Concert Series serves a useful role in strengthening the OCUUC community.

If you have any questions or comments regarding the Concert Series, please contact any one of the members, including the 2008–2009 Committee Chair Molly Rossnow.

We look forward to seeing everyone in the upcoming season,

Mary Beth Broeren

2006–2008 Committee Chair

CUUPS has gone through a major transition this year. We changed from a monthly meeting, topic-driven format (that has served the group well for over 12 years) to a twice-a-year ritual event schedule.

Under the direction of Beth Nakao, we assisted with the production of the Winter Solstice Singing Ritual in December. The ritual was very successful. We felt that conserving and redirecting our small leadership pool energies to the larger twice a year Solstice events would be beneficial for CUUPS participants and OCUUC. This format is flexible and still allows us to add special events or discussions throughout the year.

Many thanks to Marci Carey who has served as our communications liaison and William Blumberg who has served as programming coordinator and co-coordinator for several years. We also had a strong volunteer base that included Bill and Shannon Stoker, Summer Dadah, Mary Lundholm, Merrie Lee Wooten, Shade, Paul Carey, Angela Pearson, and many others.

Respectfully Submitted,
Rayna Hamre
CUUPS Chair 2007–2008

Reason for existence: study and act on most egregious aspect of criminal justice and incarceration in California.

List of members: Dan Noël

Accomplishments in finishing year:

- A very moving service on the Death Penalty during Amnesty International's National Weekend of Faith in Action Against the Death Penalty.
- A few e-mails to a heritage list of 30 people, many of them outside OCUUC.
- A proposal to this list to formally dismantle the group, which received little feedback.

Plans for next year:

- Formally dismantle the group unless somebody is willing to reactivate it.
- Attempt to give it a new birth as a UUDPR (UUs for Drug Policy Reform) group.

OCUUC/Tapestry retreat at Camp de Benneville Pines

Committee members:

Wendy Lettieri—chair

Jeanne Criss

Connie Pursell—contact for Tapestry

The purpose of this committee is to plan the program, publicize, and register participants from both OCUUC and Tapestry for a retreat weekend at Camp de Benneville Pines scheduled for October 10–12, 2008.

Progress to date: One meeting was held in March 2008 to discuss how to begin the planning process. Those in attendance at this meeting were Connie Pursell (Tapestry), Wendy Lettieri and Cynthia Berger (OCUUC). We discussed how planning proceeded in the past. Connie volunteered to create a “save the date” flier to be posted at both churches (accomplished). She will also pursue finding other volunteers from Tapestry to work on planning. Wendy was assigned the task of contacting the camp to obtain a contract for the weekend that will be signed by the church board (accomplished) and put-

ting a notice announcing the event on the OCUUC website (not yet accomplished). Another planning meeting is to take place in early July to decide what type of program we would like to have and assign tasks for the future. Marci Carey will be helping to find volunteers from OCUUC to participate in the areas of publicity, program, and registration. Due to an upcoming move, Wendy Lettieri will be stepping down as chair of this committee.

It is hoped that this weekend will be an opportunity to increase our circle of friends, create community, and have fun in the beautiful setting of Camp de Benneville Pines.

Submitted by *Wendy Lettieri*

May 31, 2008

Reason for existence: Coordinate OCUUC's efforts in social action and community outreach.

List of members: Amanda Horack; Birdie Reed; Charlie Reed; Cynthia Berger; Dan Noël; Eva Goodwin-Noriega; Gus Mau; Jacques Kilchör; Judith Stamper; Karen Anderson; Ken Arnold; Laura Ramage; Nick Simon; Pat McCully; Summer Dadah.

Coordinator: *Dan Noël*

Accomplishments of OCUUC and the FIA in support of specific social issues & public witness:

Equal Marriage:

We participated in the **successful and momentous movement to permit same sex marriage in California**. (As you may know the State Supreme Court has just overturned the ban on Same Sex marriages and labeled the ban unconstitutional.)

- Worked with to Let California Ring to support the Freedom of Marriage for all movement in California. Held signature drives for their petitions.
- Held a vigil in October as part of the "7 Straight Nights."
- Screened *For the Bible Tells Me So* in March.
- Our Minister, Karen Stoyanoff, was one of over 400 clergy and groups that joined in signing the Interfaith Amicus Brief the UU Legislative Ministry submitted to the Supreme Court in support of Marriage for All.
- Contributed to the May celebration of California's legalization of same-sex marriage.

- Signed up volunteers to report to Let California Ring signature-gathering events to oppose the initiative to make gay marriage unconstitutional in California.

- Encouraged members to become active to prevent the passage of the Anti-Same Sex Marriage Initiative this coming November.

Green Sanctuary:

- Supported a few members who want to restart it
- Arranged the agreement that Tapestry's Green Sanctuary and OCUUC's minister will put together a service in the hope of restarting the Green Sanctuary at OCUUC.

- Recommended that OCUUC not endorse OC Interfaith Coalition for the Environment's "Creation Protection Agreement" due to its sectarian tone.

Other initiatives:

As a commitment to OCUUC's neighboring community within the Orange County area, the congregation contributes half of the weekly offering plate (all cash and checks not earmarked for pledges) each week from both of the Sunday services.

Collect and provide donations to SOS (Share Our Selves) families three times a year through Adopt a Family for the Holidays in December, Mother's Day donations for mothers and babies, and Back to School needs of school children in August.

Coordinated actions for a service against the death penalty in October within the scope of Amnesty International's National Weekend of Faith in Action

Gathered a large contingent of OCUUC members for the 3-15 Peace March in Huntington Beach.

Enriched Mother's Day service with Julia Ward Howe's proclamation; thanks to Laura Ramage.

Gathered OCUUC members for the May AIDS Walk in Anaheim.

A contingent of OCUUC members attended the Long Beach Pride Walk in May.

New Sanctuary Movement: visited and provided some indirect help to Guatemalan refugee in Presbyterian Church in LA.

Joint participation with the Tapestry Congregation to provide a booth at the World Religions Tent of the "Irvine Global Village" event in Irvine in September.

ATM continues to hold monthly cook sessions to prepare and deliver nutritional frozen meals for clients suffering with HIV/AIDS.

Got neighboring UU churches interested in ATM.

Distributed leaflets about Healthcare For All at screening of the Movie, "Sicko".

Collected donations for UUSC through the "Guest at your Table" drive.

Held a special collection in September for Circulo De Amigos, a nonprofit organization begun by OCUUC church member Pat McCully dedicated to improving health; stimulating minds; building homes; empowering communities in Nicaragua. We also celebrate with Pat the long desired transition to a new Executive Director after Pat's many years of dedicated service.

Provided guidance and support to various actions of our affiliated groups, mostly for UUSC, CUULM, the new Peace Study & Action group, Amnesty International and the ACLU.

Accepted PFLAG as an affiliate member, joining ACLU, Amnesty International, and Americans United for Separation of Church and State.

Continued selling energy efficient light bulbs at the faith in Action table, which provides space for petitions and information of timely importance

Built a good relationship with the Social Action Council of Tapestry Congregation.

Begun to reach out to other UU Congregations for future collaboration.

The Flower Committee promotes the donation of flowers to be used in the Sunday services. At the Committee Fair in the fall, I set up a table and encouraged people to sign up to bring flowers.

Since October 2007, 16 people have contributed or signed up to bring Sunday flowers. I filled in on a few more Sundays with some plants or simple arrangements.

I remind the donors who sign up with a phone call or e-mail to let Sarah know if they wish to have a dedication in the Order of Service. There have been small advertisements about donating flowers in the Reach and Order of Service, but personal contact has been the most effective way to obtain donations. This has been a low-key effort and I hope to recruit other interested “flower people” to help.

Gayle Carter

One of our primary goals this year has been to rejuvenate the Pathways program for prospective members and friends. This program introduces people who are new to OCUUC to some of the history of Unitarian Universalism and Orange Coast along with introductions to key leadership. It is done over about a three-hour time frame including a light meal so as to provide plenty of opportunity for questions and answers as well as a time for discussion on just what it means to be a member. These programs have been used effectively in the past and seem to be appreciated. We have done three of them this year and plan to do at least the same number next year.

In the fall, the membership rolls were scrubbed very carefully as we prepared discussions with Tapestry for a possible merger. We wanted to have a very clean record of membership as we had our discussions. We reported 203 members to the UUA as our reported number for the year. While this number is quite a bit lower than we have reported in recent years it also represents a much more accurate number. Current membership is now 212.

In addition to measuring membership we have at least as much interest in measuring activity, which may be an

even better indicator of involvement at OCUUC. We track weekly attendance in both services and typical adult attendance runs between 130 and 140 each week on Sunday morning. As you may see by the number of children at the front of church during the second service, we have a growing and enthusiastic presence of young people as well each week.

Membership staffs a greeters table each week to help make a welcoming presence to all and we have recently become more proactive in reaching out to visitors to help answer any questions they may have or simply extend our welcome.

Membership meets the second Monday of each month and the meeting is open to all. Please feel free to contact us with any questions or concerns.

Your membership Committee,

Kathleen McFarlin

Rachel Smith

Paul Gethard

Jane Jepson

Sandy Kirkpatrick

Tom Loughrey, Chair

Another exciting year is coming to a close for OCUUC. This year, in addition to preaching, counseling, committee work, and general administrative work, I have continued to work on extending our influence in the larger community. I continue to be active in community events. I am continuing as a member of the Affiliate Board of the ACLU. I am also continuing as a member of the Huntington Beach Rotary Club and as a Board member of the Newport Mesa Irvine Interfaith Council. I am co-chair of the Board for the Immortal Chaplains Foundation—work that is very dear to my heart. I have added a new organization to my growing list, which is the steering committee of the Orange County Hate Crime Victims Assistance Program. Within the denomination I am a member of the Leadership Resources Council for the PSWD and am once again a member of the executive committee for the district UUMA Chapter. At the continental level I am a member of the UUA President's Council, and one of the organizers of the President's Roundtable in Orange County. I serve as a member of the Executive Board of Trustees for Meadville Lombard Theological School. I will be attending General Assembly in Fort Lauderdale at the end of this month.

My most important work, however, has been here at OCUUC. We have had some difficulties to surmount this year, but it is still true that most of what has happened is very positive. I served on the Joint Taskforce that explored collaboration with Tapestry. And while I am disappointed that our vote to commit to merger failed, I believe that the work preceding it was a benefit to both congregations. As we move forward in the coming months we will be considering what growth means for us, and how that is best brought into being. We need to continue communicat-

ing with one another and sharing both our thoughts and our concerns. I continue to work with the Worship Associates, the Covenant Group program, and the Pastoral Care Lay Ministry. I also participate in our "Pathways to Membership" programs and consult with the Membership Committee.

Those are just some of the highlights of the past year—it would not be possible to catalogue all the exciting and vital programs that are part of this community. I am delighted with the new members who have joined us and saddened as some move on to other locations and cannot continue to be part of our community.

One of the great blessings of my life is the wonderful staff, the dedicated board, and the creative and hard-working committees of this church. They are responsible for much of the real work of this community and I am fortunate to share the larger ministry of this church with all of you. I believe we continue to build a supportive community and honor our faith tradition.

Let us all continue to go shining,
Karen Stoyanoff,
Minister

Mission Statement: The Multimedia Committee is responsible for maintaining and coordinating the operation of the church's sound equipment and projector for Sunday services and special events.

Projector:

- Coordinate the design of slideshow presentation(s) of lyrics and/or visual presentations from Minister, Music Director, or Director of Religious Education as needed.
- Work with Minister, Music Director, and Choir Director to coordinate when the screen will come up/down in the service
- Recruit and train volunteers to run the laptop, projector, and screen for slideshows at both services, as well as for special events, memorial services, and movies (as needed)
- Make sure projector equipment and screen are working well; request repairs and upgrades through Buildings & Grounds
- Maintain the church laptop; update and upgrade as needed

Sound System:

- Find sub when Sexton is sick or on vacation. (Sexton currently sets up and runs sound on Sunday mornings).
- Recruit and train sound crew volunteers for special events.
- Make sure sound equipment is working well; request repairs and upgrades through Buildings & Grounds, Music, and/or (someday) the Multimedia Committee budget
- Monitor sound quality during services and special events, and suggest improvements to sound crew, staff, Music, Worship, and/or Buildings & Grounds

List of committee chairs and members:

Committee Co-Chairs: Paul Carey and Wim Verkruijsse

Committee Members: Dave Hardenbrook, Michelle Catlett, Ted Lundholm, Eric Noelle.

Overall health of committee: Moderate to Good. MM Committee has participated in two services. Still need to get meeting schedule organized and assignments/training off the ground for all committee members.

Goals, plans, and hopes for coming year: Train all committee members and do complete inventory of equipment and ensure all is in working order.

The year could be best described as a year of changes, challenges, and growth.

The year actually started at the end of the previous season with the passing of Colleen Anderson and the need for a new chair of the Music Committee. Ted Lundholm was asked to chair and accepted. With no previous experience with the music committee, the new chair relied heavily on the existing members and Beth to make it through the year. Bob Lovell joined the committee in the beginning of the year and had to opt out due to health issues. Near the mid point Mike Harmonos joined the committee.

Near the beginning of the new season, the previous choir director accepted a different position, closer to her home in Claremont, which left the committee scrambling. A search committee was formed to find a new director. Beth Nakao expressed a desire to direct the choir. She felt that she would be able to meet the needs of the choir director position.

Due to her lack of experience as a director, there was a long debate about whether she would be a good fit in the position. However, due to her dedication to the mission of the church along with her work ethics as music director, it was decided that she be given the opportunity to direct the choir. The Board suggested that the position be an interim trial giving her the opportunity to prove herself and to improve in areas that may be weak before making a decision whether or not to make her the permanent choir director. Considering the high visibility of the position and the part that the music program plays in the congregation, the board decision did not come as a big surprise. The Music committee feels that Beth's dedication and progress warrants that she be offered the position as full time director

(See page 56).

Highlights

At the beginning of the year, Beth shared her vision to create a music CD that could be used to teach the youth UU songs and could be used as an ongoing fund raiser for the church. An anonymous donor provided funding that made the project possible. The committee was able to pay her back after sales had begun. Beth compiled a list of songs and gathered a group of performers. David Diiorio produced and edited the CD which gave it a professional sound. With modest advertising and sales at OCUUC, the CD sales began to show a small profit. With the addition of the CD being placed on line and CDs being sold at the upcoming General Assembly in June, 2008 and in the UU book store, we are hoping to see even greater return in the near future.

The Music committee raised money for the church with several fund raising events. Our first event was No Talent Night which the committee revised and renamed to Open Mic Night with a slight change to the format. We felt that the new format was successful and with greater promotion next year it will be even bigger. In addition, we offered singing Valentines that sold at the fall auction.

Additional Highlights

The children's choir had an increased number of children this year and showed a vast improvement from the first part of the year and the last performance.

Beth coordinated with CUUPs to put on Winter solstice music and reading service that was a success based on comments from those that attended.

In coordination with CUUPs we are in the process of putting together a Summer solstice program.

The choir hosted a choir celebration that consisted of five other UU churches

from throughout Southern California. Our only regret was that due to the number of performers and the size of the church we were not able to open it up to the church.

While Beth was back East at a conference she was able to schedule a concert with Hal Walker, an extraordinary harmonica player, and we were able to put together a concert and barbeque that was well attended.

Financial

The Music committee and the Music program have come in under budget for FY 07–08. With the changes in hiring an accompanist and Beth taking on double duties as music director and Choir director, the program reduced its overall financial impact.

The exact number is pending review with Lettie. The last statement she sent to us showed costs from the concert series, which shows the Music committee as going over budget.

Committee Members

Committee Chair: Ted Lundholm

Committee members: Dave Hardenbrook; Earl Hardenbrook; Mike Harmonos; Sheri Loeschen; Beth Nakao; Susan Shaw.

Committee Health

The overall health of the committee is consistent with several long-time members that have been the mainstay of the committee. However I feel that we should get new members in the committee in the coming year to allow the long-time committee members a chance to get involved in other areas.

Next year

Ministry

Next year the committee is hoping to get more involved in the ministry part of music ministry and form a small group of singers that can perform one or two times during the year at a hospital or retirement

home.

Children’s choir

Grow the children’s choir and get more families involved with the music program.

Accompanist

Our hope is to hire an accompanist that compliments the current music program allowing the music program at OCUUC to grow.

Community

Shared Song, Communal Memory

The choir has a small group that meets once a month to sing whatever the group decides to sing that we. The hope is to start something similar that with the congregation as a community builder. The idea came for an article in the New York Times that was sent by Beth about several UU congregations doing it in their churches (See the article on our web site—ocuuc.org/activities/adult_choir.php—for the link).

Events and activities:

- (Dec) We hope to get some carolers together this year to sing for shut-ins.
- (Feb) Offer singing Valentines.
- (Mar) Possible date for Open Mic Night
- (June) Final Choir performance
- (TBD) This year we talked about doing singing at different churches and having them sing at ours. We will be looking into this more thoroughly once we have a piano player full-time.
- (TBD) Sing outreach.
- Shared Song, Communal Memory (TBD)

The music committee met on May 18, 2008, to discuss Beth Nakao's position of interim Choir director and our recommendation that her position be changed to a permanent choir director position. We were unanimous in our recommendation with some of the most compelling reason stated below.

Earl felt that the choir had a richer sound now then under the two previous directors. He felt the choir has a spirit that was not present under the previous directors. It was commented that some members of the choir felt that Niké grew the choir technically, but under Beth's direction the choir has developed a soul.

Many of the choir members feel that individually and as a group we have grown, beyond just musically. Beth has instilled confidence allowing us to go beyond what we thought we were capable in the beginning of the year. There

are several new members that had never sung before and Beth has encouraged them to join the choir. I, for one, joined last year because of encouragement from Beth, and have progressed far beyond were I thought I could (never having sung in a group before and thinking I couldn't sing).

Beth has shared her vision of making the choir more of a ministry group, which is in line with the mission of the church. This year was a growth year for many of us, with many challenges that we feel would not have been met with someone that did not share the same vision and dedication the she has displayed over the past year. It is her vision and dedication that we feel would be most beneficial to the well being of the music program and its growth into a ministry program.

Ted Lundholm

Music Committee Chair

Draft budget 2008–2009

01-7032	Choir Music & Lic. Fees	1,000.00
01-7033	Equipment	250.00
01-7034	Piano Tuning & Maint.	600.00
01-5252	Music Prof. Exp.	—
01-7036	Special Events, Retreats	200.00
01-7037	Child Care	100.00
01-7038	Sunday Guest Musicians	6,000.00
01-7039	Supplies	150.00
		8,300.00

Mission and Vision Statement

The Personnel Committee of OCUUC will promote professional, fair, and balanced personnel policies and procedures in working with church members, employee supervisors, and staff. We will balance the need to protect confidentiality with seeking openness in our actions. We will meet statutory requirements and follow UU principles at all times.

Goals

The Committee’s goals include providing guidance and assistance in conducting employee-related activities such as hiring new employees and employee performance evaluations. These goals include tasks such as:

- Ensuring that fair labor laws are practiced at all times;
- Ensuring that all job descriptions are up-to-date;
- Reviewing new job descriptions and job contracts and making recommendations to the OCUUC Board as needed;
- Facilitating the hiring of new employees;
- Contributing to the orienting of new employees to the operations of OCUUC and to the benefits they enjoy as employees;
- Coordinating regular performance evaluations for all employees;
- Maintaining up-to-date salary information for all employee positions;
- Serving as a resource for employee-related questions as they arise.

Purpose

The purpose of the committee is to help support the church’s process of hiring, evaluating, supporting and separation of church employees.

Committee Members

- Ross Miyashiro
- Sandra Kirkpatrick

Overall Health of the Committee

The committee is still giving birth to a new edition of the committee. The members have not yet coordinated the meeting time and dates and we’ve fuddled through the first few months. Ross and Sandra intend to become more coordinated as we learn about the committee, how the church personnel policies work, and how the committee interacts in church processes.

The committee has not yet interfaced with the various other committees when the evaluation of its employees has run its process. For example, we never received the evaluation for the personnel file for the Sexton, David Nunez.

Past Fiscal Year (July 1, 2007–June 30, 2008)

This committee just started around mid-March and the members were given a one meeting introduction into the committee.

Accomplishments: We produced, gave, and analyzed, and scored a survey to the choir on the evaluation of the Interim Choir Director. We coordinated the evaluation process of the Music/Interim Choir Director through the complete process.

Coming Fiscal Year (July 1, 2008–June 30, 2009)

Goals, plans and hopes for coming year: We hope to review the personnel policies and update them and reformat the current document. We hope to review and update all position descriptions, we hope to begin to put together an orientation program for new employees, we hope to build some type of exit interview for employees who are leaving, and finally, but first we hope to review, update, and possibly revise the mission, vision, and goals of the committee.

Recruitment Assistance and/or members for the coming year: We believe we need at least one more member to support the committee and its responsibilities.

Purpose

“Programs” is the collective body of all OCUUC Committees and Groups, and it is the responsibility of your VP Programs—along with your Board Members, Committee Chairs and Committee Members—to ensure their vitality and accessibility.

Sounds simple enough until you realize the breadth and dynamic nature of our committees. All said and told, we have somewhere in the neighborhood of 50 committees and groups, so I’ll give you the high level here, and you can learn much more about each committee from their annual report.

Our committees and groups are organized and led as outlined below. This information is also posted in a “Who’s Who” format on www.ocuuc.org/memarea. I apologize in advance for any errors and welcome your corrections. Also note, this represents leadership for the 2007-2008 church year, and I will update the “Who’s Who” with the incoming leaders for 2008-2009:

Finance Council

VP Finance: Scott Armstrong

- Bookkeeper: Lettie Rodriguez

Bursar: Charles Gordon

Treasurer: Jay Miller

Stewards: John Cazier (3 voting members)

Canvass: Shared by Finance Council

Ways & Means: Bill & Shannon Stoker

- Fundraisers: Bill & Shannon Stoker
- SCRIP: Scott Armstrong, Charles Gordon
- Auction: Scott Armstrong, Judith Stamper
- Bookstore & Coffee: Birdie Reed

Ministries

Board Liaison: Paul Gethard

Committees on Ministry

- Minister:

- Intern Minister: inactive
- Music Ministry: Marilyn Giss
- RE: recruitment underway

Worship Ministries

- Worship Associates: Margaret Armstrong
- Ushers: Paul Gethard
- Coffee: Jeanne Egasse, Eva Lu Goodwin-Noriega
- Flowers: Gayle Carter
- Music/Choir/Guest Artist: Ted Lundholm

Personnel & Operations

Board Liaison: Randy Kokal

Buildings & Grounds: Richard Gotcher

- Sexton: David Nuñez

Multimedia: Paul Carey, Wim Verkruijse

Nominating: Suzi Cassidy

Personnel: Sandy Kirkpatrick, Ross

Miyashiro

Historian: open

Librarian: Judith Stamper

ADR: Charlie & Birdie Reed

Tapestry Exploratory Task Force (ETF):

Mickey Jackson (OCUUC) and Jim Semelroth (Tapestry)

Marketing, Communications & Outreach

Board Liaison: Dale Osborne

- Marketing: Michelle Catlett

Caring for One Another

Board Liaison: Maurice Giss

Membership: Tom Loughrey

Caring Ministry: Shared

- Congregation Nurse: Adair Small
 - Helping Hands: Joan Parry, Barbara Marquet
 - Pastoral Care: Karen Stoyanoff
- Covenant Groups: Judith Stamper
 Recognition: Cynthia Berger
 Camp de Benneville: Wendy Lettieri
 Gatherings: Judith Stamper
 Concerts: Mary Beth Broeren

Seeking Truth

Liaison: Summer Dadah

Committees for RE & Programs

- Children (under 18) & Youth (high school): Mary Lundholm
- Young Adult (18-35) & Adults: open
- RE Classes
- Pre-K
- K-2nd
- 3rd – 5th
- Mid-high
- Senior-high
- Building Your Own Theology (BYOT): Karen Stoyanoff, Summer Dadah

Programs for All Ages: open

- Artists Arise: Vera Viana-Asper
- Book Group: Mickey Jackson
- CUUPS: Rayna Hamre
- Donut Fundraiser (Young Adults): AJ Blackwood
- LUUnch BUUnch (Young Adults): AJ Blackwood
- Men's Group: inactive
- Movies with the Minister: Rob Fetter
- Our Whole Lives (OWL): Keith Jenkins & Mary Lundholm
- Walking Groups:
- Adair Small
- Mickey Jackson & Jay Miller
- Women's Group: Lili Laksberger

Building Just Communities (Faith-In-Action)

Board Liaisons: Karen Anderson, Eva Lu Goodwin-Noriega

- Faith-In-Action Council: Dan Noël
- 911 TrUUth: Dan Noël
- AIDS Team Ministry: Shared
 - Charlie and Birdie Reed, delivery coordinators
 - Ted and Mary Lundholm, food prep coordinators
- California Legislative Ministry: Summer Dadah
- Circulo de Amigas: Dawn Tripp (w/ Pat McCully)
- Community Services: Maurice Giss

- Interfaith: Karen Stoyanoff
- Peace Studies and Action Group: Ken Arnold
- SOS: Judith Stamper
- Tapestry Social Action Liaison: Amanda Horack
- UU Service Committee: Nick Simon

Programs Overall Health

So, how are we doing? I would say the overall health of our programs, groups and committees is “good but in need of some fresh blood” with greatest need noted in “Recruiting”, below. For a full committee-by-committee report, please read all of the committee reports within this annual report, and also see the Liaison Scorecard Report posted to *www.occuuc.org/memarea* (or contact me and I'll walk you through an update).

Recruiting New Committee Members!

We have a dire need for chairs on the following committees and for members on many others: Adult RE, Young Adult RE, Adult Programs, de Benneville, RE Ministerial Committee, Recognition, Earth Ministries, Historian and Librarian.

Want to help but don't know where to go? Afraid you'll be “sucked in” and over committed? Please see Marci Carey, our Volunteer Coordinator, or me. I promise we will spend time with you to ensure you are matched with a volunteer task and commitment level that works for you.

Financial

Two requests for budget came up that I recall. Faith-in-Action Council asked for and received \$250 line item for various administrative expenses, and Covenant Groups asked for and received the authority to hire and pay for child care for their meetings that do not take place on-site at OCCUUC.

During our various congregational meetings throughout the year, we were advised that we were facing a seri-

ous budget deficit and our committees responded by cutting expenses wherever possible, with particular creativity from the Music Committee, with thanks from the Board.

Finally, congratulations to MIA (Mujeres Iniciando en las Americas), a group under the Faith-in-Action Council umbrella, who recently received their 501(c)3 status.

Goals and Hopes for Next Year

1. Work with our Volunteer Coordinator Marci Carey to recruit and fill all open committee chair positions and help the chairs recruit and fill all member openings.
2. Document and post the “Committee Chairs Roles and Responsibilities” and create a “Committee Chair Handbook” in order to set expectations, properly orient incoming chairs and provide the Volunteer Coordinator with some “recruiting brochures”.
3. Work with committee chairs and liaisons to complete the Program Guide started by Lynn Scoby (defines each committee/group’s purpose) and redundantly post them to ocuuc.org.
4. Test a new format for the Programs Council to be less around monitoring, coordinating and resolving conflict (per bylaws) and more around helping incoming chairs and members understand how to be effective, brainstorming ways we can improve outreach, and ensuring that we work with our Volunteer Coordinator Marci Carey to recruit and train new members before burn out sets in for existing members, and celebrate our successes (per feedback).
5. Work with the Recognition Committee to create and test a Volunteer Appreciation Day.
6. Maintain the following documents

already in place and posted to ocuuc.org/memarea:

- Liaison Scorecard Report
 - Who’s Who
 - Trustee Roles and Responsibilities
7. Continue to document and the roles and responsibilities for VP Programs and transition my job to the incoming 2009–2010 VP Programs.

A Note of Thanks: “It takes a village...”

This was my first year as your VP Programs following Lynn Scoby’s two year run, and also following what has been about a three-year migration of sorts of many of our congregation’s longest tenured members: some capitalizing on the California real estate market, others fulfilling lifelong dreams of making their home in a new and special place, and still others just moving on as we do in life. As we said goodbye to those folks, we welcomed as many newcomers who have willingly jumped into the holes and roles vacated by those we miss so much.

This change has been equally invigorating and challenging for program chairs and members alike. Invigorating because with new people comes innovative ideas, fresh perspective and rejuvenation. Typically, it would also give the tenured members a break; however, in the case of flat growth, our tenured members have bucked up to continuing programs duty and helped initiate our newer members. Hats off to the tenured members for their endurance, and to the newer members for moving forward in roles where duties and expectations may or may not have been well defined or understood when they stepped in.

And thanks to our fantastic staff, who also saw a great deal of change this year, and bent over backwards to help our committees succeed. I personally rely most upon Sarah Jones and Marci Carey.

I have always started with Sarah, and she has always helped: historian, office manager, resource extraordinaire. As for Marci, she joined our staff January 2008 as Membership/Inclusion/Volunteer/Covenant Coordinator, and works tirelessly to recruit and maintain the health of our committees. Sexton David Nuñez is everywhere: buildings, grounds and patios, audio visual, you name it and he happily helps. Youth Advisor Summer Dadah and Young Adult Coordinator AJ Blackwood were both “doing their jobs” long before they were paid or recognized for it (January 2008 for Summer and May 2008 for AJ). Beth Nakao is the soundtrack for our programs, including “7 Straight Nights” vigil last fall, “How Many More” soundtrack for Justice Sunday, and on and on. Christine Daukas and our former DRE (Director of Religious Education) Katherine Martin drive our religious education programs and set up an exceptional child care program so parents can fully participate in any committee or group they choose. Adair Small (and her Caring Ministry posse) jump in to ensure we’re healthy and connected, and cover for those rare, unfortunate injuries and set-backs. Richard Scoby as *REACH* Editor and Webmaster has covered not just his “day job” but also for our marketing committee until their reformation earlier this year. Last, not least, Karen Stoyanoff honored us by modifying her orders of service and sermons themselves to bring programs into the pulpit.

Finally, for those of you who haven’t participated in a board meeting, I can’t begin to explain the level of involvement we’ve had in supporting our programs. We welcome you to attend any monthly board meeting (third Tuesdays @ 7:15 p.m. in Social Hall), or to review the board minutes, which (you guessed it) are

posted on www.ocuuc.org/memarea:

- President: Nancy Loughrey
- VP Finance: Scott Armstrong
- VP Programs: Cynthia Berger
- Recorder: Barbara Doshier
- Treasurer: Jay Miller
- Trustee: Dale Osborne
- Trustee: Eva Lu Goodwin-Noriega
- Trustee: Karen Anderson
- Trustee: Maurice Giss
- Trustee: Paul Gethard
- Trustee: Randy Kokal
- Trustee: Summer Dadah

It takes a village to, according to our bylaws, “facilitate the operation of all Church Groups and to foster communication and cooperation among them”. Thanks to all of our “Village People” for doing just that! I look forward to working with you in the year ahead...

Respectfully submitted,
Cynthia Berger
 VP Programs

Purpose

The Recognition Committee was started in 2002 to recognize volunteers and we have since recognized several hundred! We do this with two wonderful programs: Shining Star and Unsung UU.

Shining Star Program

The Shining Star program is a monthly program where we recognize OCUUC Members, Friends and Guests who have volunteered within our church or the community at large to seek truth, build just communities, and care for one another. Monthly (or thereabouts) we recognize our Shining Stars with a certificate and much appreciation during our Sunday services. Any Member, Guest or Friend can nominate or receive a Shining Star. If you have been impressed by the contributions of an OCUUC Shining Star, please submit your Shining Star nomination into the silver Shining Star box in the Social Hall or by e-mail to info@ocuuc.org.

Please provide the following information:

- Name of Nominee
- Approximate date of the recognized action
- Specific description of what the Nominee has done that qualifies him/her for nomination:
- Name of Nominator (preferred in case we need clarification)

I am pleased to acknowledge and thank our Shining Stars for the past church year:

- Adam Goldman
- Alexandra Berrocal
- Amanda Horack
- Barbara Berrocal
- Barbara Morihiro
- Beth Nakao
- Bill Stoker
- Birdie Reed
- Bob Loeschen
- Brandon Lundholm
- Brie Wooten

- Brigid Pukszta
- Bryan Lundholm
- Charles Gordon
- Claire Pukszta
- Dan Lettieri
- Dan Noël
- Dave Hardenbrook
- David Nuñez
- Davis Lettieri
- Devin Dadah
- Jacob Matthews
- Jacques Kilchoer
- Jake Kline
- Jan Steury
- Jane Jepson
- Jay Miller
- Jeanne Criss
- Jeannette Hunker (Tapestry)
- Joel Kilchoer
- Judith Stamper
- Karen Anderson
- Katherine Martin
- Ken Small
- Kent Doss
- Marci Carey
- Marquita Miller
- Mary Beth Broeren
- Mary Paliescheskey Lundholm
- Merrie Lee Wooten
- Michael Lundholm
- Mickey Jackson
- Mike Harmanos
- Mike Scott
- Molly Rossow
- Nancy Loughrey
- Naomi Blackwood
- Nick Simon
- Patrice Ememaker, M.A. (Santa Ana)
- Paul Gethard
- Rachel Smith
- Rayna Hamre
- Scott Armstrong
- Shannon Stoker
- Sheri Loeschen
- Steve Hamre

- Steve Morihiro
- Summer Dadah
- Susan Shaw
- Suzi Cassidy
- Ted Lundholm
- Tim Gotcher
- Tina Herod
- Vera Viana-Asper
- Wendy Lettieri

- 1989 Kathi Toppen
- 1988 Michael Blyden
- 1987 Alice Forney
- 1986 Harry Burkholder
- 1985 Alvin & Eula Daniels
- 1984 Robert Gillan

Unsung UU

Unsung UU is a long-cherished tradition where we annually honor a member of our church by engraving their name on our Unsung UU plaque and with thanks and recognition at our Annual Meeting. In the spirit of an unsung hero, this is a person we want to recognize for “behind the scenes” facilitating church operations, helping others when called upon, and finding ways to build stronger community. As I write this, we are in the midst of collecting nominations and there are so many heroes and heroines among us. I can’t wait to find out who it will be, and to recognize and congratulate our 2008 Unsung UU at the June 14 Annual Meeting! Until then, hats off to our past Unsung UUs:

- 2007 Colleen Anderson
- 2006 Joan Parry
- 2005 Cynthia Berger
- 2004 Karen Urbano
- 2003 Bruce Hemphill
- 2002 Anna Egasse
- 2001 Judith Stamper
- 2000 Pat Mallette
- 1999 Craig Sperry
- 1998 Margaret Armstrong
- 1997 Dorothy White
- 1996 Richard Carter
- 1994 Stephen Hamre
- 1993 Eugene Barmore
- 1992 Gayle Carter
- 1991 Margaret Randall
- 1990 Donald Skinner

Committee Chair and Members

As I understand it, this committee has at least for the past several years been run by VP Programs as an adjunct to their job, and I followed that tradition this year.

Health of Committee

I would say the overall health of this committee is “fair but struggling”. It took me a few months into my VP Programs term to focus on Recognition because I was getting my arms around VP Programs duties. I was finally able to breathe new life into the Shining Star program, and it was so well received, we had “constellations” for a few months. But consistency has been hard to maintain with just one person and competing VP Programs duties. So, it’s my recommendation for the coming year that we grow the committee to at least two or three members and that the committee be chaired (or co-chaired) by someone other than VP Programs.

Recruiting New Committee Members!

Please see Marci Carey, our Volunteer Coordinator, or me to join the Recognition Committee. It’s such a heartwarming and fun job—truly a labor of love. I’ve built some templates and such, so it should require no more than one to two team hours—consistently—per month, and quarterly meetings should be plenty, with e-mail communications more frequently. A representative will also present the Shining Stars one time monthly at both services, and work with the President and VP Programs to present the Unsung UU award at the June Annual Meeting.

Financial

Expenses related to the Recognition

Committee are nominal (color ink, paper, trophy engraving) and I've just picked them up myself, but I'm confident these expenses could be reimbursed from the church budget as needed.

Goals and Hopes for Next Year

Recruit two or three committee members, including a chair (or co-chair) and pass the baton.

Clean out desk in Social Hall where the Shining Star and Unsung UU submission boxes and forms reside so they remain top of mind and accessible.

Consistent outreach for Shining Star submissions (word of mouth, REACH articles, Order of Service announcements, ocuuc.org).

Consistent monthly recognition of Shining Stars.

Outreach for Unsung UUs in April and May 2009 (word of mouth, REACH articles, Order of Service announcements, ocuuc.org)

Bring Unsung UU nominations and recommendation to board for discussion and selection during May or June board meeting.

Present Unsung UU Award to recipient during 2009 Annual Meeting.

Work with VP Programs, Marketing Committee and Webmaster to update information about Recognition Committee in a Program Guide and/or on ocuuc.org.

Test a Volunteer Appreciation Day as either a complement to, or replacement of

the semi-annual Committee Fair, which is managed by VP Programs.

Respectfully submitted,

Cynthia Berger

Chair, Recognition Committee

The SOS committee coordinates collections that help support Share Our Selves, a group in Costa Mesa that helps care for people in need. OCUUC members and friends have been donating to SOS for many years.

We conduct three collections a year: baby items during May, school supplies during August, and our largest project, gifts and food for families during the winter holidays.

During the 2007 Adopt a Family project we adopted 12 families from SOS, one from Children's Hospital of Orange County and one from a local elementary school where one of our members works. Approximately 50 members participated in gathering gifts for the families and raising money for grocery scrip so the families could celebrate a happy holiday. Others came to church to organize and wrap gifts and deliver the donations to the SOS col-

lection site. These projects have become a beloved tradition for many of OCUUC's members. 2008 will be the 10th year of the Adopt a Family project and we hope many more people will want to participate.

The SOS committee consists of Judith Stamper, Birdie Reed and Jan Steury. We would welcome anyone who would be willing to help with donations during any of the three yearly projects.

The SOS committee operates on a \$100 annual budget, which is spent on stationery and postage.

Judith Stamper

The Stewards Committee manage OCUUC's Endowment Fund. The By-Laws charge the Stewards with managing the Endowment Fund so as to preserve its inflation-adjusted value.

OCUUC's Endowment Fund (current value approximately \$545,000) is now invested half in a low-cost, conservative balanced index fund, and half in UUA's General Endowment (socially responsible investments) Fund.

During the 2007/2008 fiscal year distributions from the Endowment Fund will have contributed about \$22,000 to OCUUC's operating costs. Investment returns have been relatively high and inflation rates relatively low during recent years. However, near-term future expect-

tations of reduced returns and increased inflation will challenge the Committee's efforts to preserve the inflation-adjusted value of the Fund.

Committee chair John Cazier's term ends this month; Bob Loeschen's in 2009; Bob Kreuter's in 2010. Sandra Kirkpatrick has been nominated for the term ending 2011.

John Cazier

During the past program year, the Worship Associates Group has met monthly to ensure high quality Sunday morning programming, and to provide individual committee members the opportunity to explore opportunities for preaching and worship-making to deepen their own religious growth experiences.

We have been delighted to welcome new members Marilyn Giss, Shannon Stoker, Bill Stoker, and Summer Dadah to the stalwart group of “old timers” comprised of Marcia Hackett, Rayna Hamre, Dave Carlson, A. J. Blackwood, and Margaret Armstrong. The energy and enthusiasm of these combined personalities, gently guided and coached by Rev. Dr. Karen Stoyanoff, have (we believe) benefited both the individual members, and the church community as a whole.

Our congregation is home to a large number of seminarians and recent seminary graduates—A. J. Blackwood, Rayna Hamre, Angela Henderson, Summer Dadah, Kent Doss, and Dale Osborne. In partial fulfillment of our role as a teaching congregation, it has been a true pleasure to offer these individuals an opportunity to take our pulpit on Sunday mornings to develop and refine their preaching skills. For their part, they are to be commended for rising to the challenge.

A highlight of our experience together is the phenomenal input and creativity of our Music Director, Beth Nakao. She has taken on sole responsibility for both “in-house” and outside performers/performances, (as well as Music Sunday in May) and has done a laudable job of integrating the musical and audio-visual components with each week’s sermon theme. Many, many thanks Beth for your loving input and professional service.

Our sexton, David Nuñez, has done

a great job of running the sound board, and dealing with the “logistics” (chalice fuel, microphones, hymnal distribution, etc.) each Sunday morning. Our church administrator, Sarah Jones, has been her usual capable and competent professional self at juggling the logistics (and sometimes late submissions) for two orders of service each week. Katherine Martin, Kent Doss, Christine Daukus, and the Religious Education Committee members are to be complimented for presenting “Time for All Ages” selections that reflect each week’s theme and provide a basis for family “car talk” on the drive home.

This past year has presented some unique situations stemming from the joint service with the Tapestry congregation, and the need to find a greater than usual number of guest speakers due to Rev. Stoyanoff’s medical leave during the first quarter of 2008. We have managed to discharge our responsibilities within the parameters of our budget allowance, but it has been a challenge and a stretch. We welcome comments and suggestions from congregants at any time, but are particularly open to ideas about how to provide champagne programming on a beer budget.

Respectfully submitted,
Margaret Armstrong
Chairperson

Prior to my serving as Youth Advisor, the youth were fortunate to have been supported by many Advisors, led by Rayna Hamre. I want to give special recognition to Rayna who took on this volunteer position while the search committee was busy finding a new Youth Advisor to fill this need.

When I came into the position, I found that 2007–2008 goals were developed by the youth. I have worked hard to implement those goals during the past few months. One goal was implemented through the creation of a Youth Recycling Program. In this capacity, the youth have been able to serve the church community as well as the world by providing a recycling service for positive impact on the environment, and then by donating the proceeds to the church. This helps them to fulfill a need for participating in social justice work while servicing the church community.

Another goal has been to work with more adults within the congregation. To that end, more Advisors were recruited for our Sunday morning Youth Group meetings during second service. I am happy to announce that there are now two Advisors every Sunday morning! Special recognition must go to our Volunteer Coordinator, Marci Carey, who helped make this happen.

Further, the Youth Group has been included in various services, worked on special projects with other groups, and hosted a table on the patio in order to demonstrate a presence within the OCUUC community.

Another goal was to connect with other UU youth since YUURT had been on hiatus from the previous year. In line with the church goal of increasing interactions with Tapestry church, the youth group sponsored a movie night. There were 21 youth ages 12–18 and 20 parents and Advisors present. The youth interacted with Tapestry youth in the Social Hall, while the Tapestry and OCUUC parents interacted in Gillan 3. It was a successful event, and more plans are in the works for summertime fun with Tapestry and other congregations. Possibly, YUURT will resurface in the near future as a result.

My personal goal of developing future leaders was realized with youth participation in services, congregational meetings, District Assembly, other OCUUC groups, and through encouraging our youth to mentor the younger UUs within our community. We hope to be implementing a formal mentoring program in the upcoming year.

Youth were also empowered through being educated about UU identity. Two youth demonstrated their UU identity by writing an article in the REACH, and others demonstrated this identity through leadership positions reflecting UU ideals within the school/community environment. As an advisor, I have encouraged dialogue about our UU identity and how to connect it to the greater community and world. I believe that these youth have demonstrated their ability to do this well. They are excellent leaders!

No youth program is ever successful without the help of others. We are fortunate in that we have wonderful advisors that truly enjoy being with the youth. I would like to thank the Youth Advisors, past and present, who served this past year: Rayna Hamre, AJ Blackwood, Ross Miyashiro, Walter Piper, Maurice Giss, Wendy Lettieri, Elizabeth Alexander, Barbara Berrocal, Karen Anderson, Randy Kokal, Tina Herod, Paul Carey, Amanda

Horack, and Jeanne Egasse; and a special thank you to Merrie Lee Wooten who has done a lot to serve the youth this past year! Also, thank you to all of the parents who have supported the youth in church activities, at school, at home and in the community. We could not have achieved all that we have without your support!

Finally, thank you to the OCUUC community for supporting the development and empowerment of our youth. It has been a pleasure and an honor to serve you and our youth as Youth Advisor. Thank you for supporting me in this endeavor.

Peace and blessings,
Summer Bayati-Dadah,
Youth Advisor

Notes

