



UNITARIAN UNIVERSALIST
COMMUNITY CHURCH
of Santa Monica



REPORT ON PROGRAMS

Fiscal Year

July 1, 2014 – June 30, 2015

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REPORT ON PROGRAMS

2014-15

TABLE OF CONTENTS

Leadership, Membership, UUA.....	4
Report on Ministry	5
President’s Report.....	5
Finance Committee.....	6
Stewardship Committee.....	7
Personnel Committee.....	7
Committee on Ministry	8
Director of Religious Education	8
Administrator Report.....	9
Communications & Volunteer Coordinator	9
Faith in Action Commission	10
• Peace and Social Justice Committee.....	10
• Interweave	11
• Second Sunday Cinema.....	11
• Hunger Task Force.....	11
• Green Living Committee.....	12
Facilities Development Committee.....	12
Lifespan Religious Exploration.....	12-13
Small Group Ministry: Heart to Heart Circles	14
AAHS Committee	14
Membership Committee.....	15
Music Committee.....	16
Coffee Hour Committee	16
Dining for Dollars Committee	17
Art Wall.....	17
fUUsion.....	17
Women’s Alliance	17
Pipes Lecture Committee	17
CareNet.....	18
Caregivers’ Support Group	18
Book S*g*tore	18
Knitters and Friends.....	18
Quilters Group.....	18
Empty Bowls Santa Monica.....	18
Newsletter	19



LEADERSHIP

BOARD OF DIRECTORS

2014-2015

President	Patricia Wright
Vice President.....	Barbara Gibbs
Secretary.....	Leonard Cachola
Treasurer.....	Kit Shaw
Past President	Cynthia Cottam
Member at Large	Pat Gomez
Member at Large	Rebecca Crawford
Member at Large	Emily Hero
Member at Large	Beth Brownlie

2015-2016

President	Patricia Wright
Vice President.....	Dan Nannini
Secretary.....	Leonard Cachola
Treasurer.....	Kimberly Miller
Past President	Cynthia Cottam
Member at Large	Joe Engleman
Member at Large	Rebecca Crawford
Member at Large	Emily Hero
Member at Large	Beth Brownlie

STAFF

Minister	Rev. Rebecca Benefiel Bijur
Minister Emeritus	Rev. Ernie Pipes
Minister Emerita	Rev. Judith Meyer
Director of Religious Exploration	Catherine Farmer Loya
Intern Minister	Nica Eaton-Guinn
Church Administrator	Nurit Gordon
Admin & Finance Assistant	Nancy Thompson
Communications & Volunteers coordinator	Jackie Schwab
Director of Music	DeReau Farrar
Church Accompanist	Daniel Gledhill
Weekday Sexton.....	Kevin Roller
Sunday and Rental Sexton.....	Thomas Ahern
Preschool Teacher	Roxanne Coleman-Bell
Sunday Nursery Teacher.....	ZaNyaa Lee

NOMINATING COMMITTEE

2014-2015

Jerry Gates
Teri Bond
Stephen Young
Wendi Gladstone
Beth Rendeiro
Gretchen Goetz

2015-2016

Rick Rhoads
Bob Dietz
James Witker
Gretchen Goetz
Wendi Gladstone
Beth Rendeiro

MEMBERSHIP

To become a member of the Church a person shall:

- Sign a statement of intent to participate as a member in the community life of the Church.
- Reside within the Pacific Southwest District (PSWD) of the Unitarian Universalist

Association.

- Be at least 16 years of age or have successfully completed the Church's Coming of Age

Program.

- Make a financial contribution of record, or a pledge to do so, to the Church.

Anyone who has been a member of the Church for 40 days is eligible to vote at church business meetings.

Written resignation, failure to make a financial contribution, or moving away from the PSWD area, causes membership to be discontinued.

A "Friend" plays an active role in our community, supports the Church financially, but has chosen not to assume official church membership.



UNITARIAN UNIVERSALIST ASSOCIATION (UUA)

This church is a member of the Unitarian Universalist Association, a voluntary association of autonomous, self-governing local churches and fellowships, and of the Pacific Southwest District of that association. Information and contact with UUA offices and resources can be obtained at www.uua.org.



REPORT ON MINISTRY UU COMMUNITY CHURCH OF SANTA MONICA

Rev. Rebecca Benefiel Bijur

*Love generously
Seek truth
Serve the world*

As we began the church year together last August, your Board and staff leaders and I had a chance to put the essence of our mission, vision, and values into a few short statements: *Love generously, Seek truth, and Serve the world*. It is with these phrases our worship leaders now welcome us on Sunday, reminding us that this is why we gather, and that this is the kind of community we want to be.

As your minister, I am honored to lead rites of passage in our church. This fall, I celebrated the wedding of Manny Trujillo and Manuel Fonseca, who translated the service into Spanish for their families, so that I could joyfully pronounce them *marido y marido* at the conclusion of their festive ceremony. We also gathered together in our sanctuary with sadness and gratitude to celebrate the lives of Sylvia Berke-Foster, Frances Spencer, Jim MacQueen, and Lyn Armondo.

After ten years without a student minister, we welcomed Intern Minister Nica Eaton-Guinn to our congregation this year, and became a Teaching Congregation once again. Thank you to Barbara Kernochan (Chair) and all those who served on our Internship Committee for their enthusiasm and leadership for this two-year process, which included securing a grant of \$7,500 from the Unitarian Universalist Association to support the internship in our congregation. It has been a pleasure to work with Nica as she has immersed herself in the life of the congregation, explored her call as a UU minister, and served our community in the many roles of ministry, from spiritual counselor and preacher to RE teacher and administrator. Nica will be staying on with us for just a few more months, as our part-time Summer Minister while I am on maternity leave, and after that her time with UU Santa Monica will come to an end. Wherever her ministry takes her, I know she will continue to bless the world with her many gifts.

In October, four members of our Board of Directors reached out to Turning Point, a 55-bed shelter for homeless women and men here in Santa Monica, to tour their facility and share a simple meal. From July 1 to March 30 we sent over \$11,000 – 60% of our non-pledge offering each Sunday, and 100% of our offering for three Christmas Eve services -- to organizations in Los Angeles and throughout the nation to feed the hungry, house the homeless, shelter the migrant, protect the children, comfort the grieving, visit the prisoner, walk with the worker, and share the life-saving

ministries of Unitarian Universalism. Here are the organizations we supported: Clergy and Laity United for Economic Justice (CLUE-LA), Step Up on Second, Camp de Benneville Pines, the Central American Resource Center (CARECEN), Urban Partners LA, Our House Grief Support, OPCC (Ocean Park Community Center), UU Service Committee, Black Lives Matter, Westside Food Bank, Friends of Orange County Detainees, UU Animal Ministry, Court Appointed Special Advocates of Los Angeles (CASA). It is your generosity that allows us to live our values by supporting these organizations and the many, many people whose lives are transformed by this good work. I am grateful to you.

A focus of leadership this year has been exploring ways to clarify authority and accountability among our Board of Directors, minister, staff and volunteers by investigating policy-style governance. We have also moved forward in investigating Compassionate Communication (also called Nonviolent Communication) as a strategy for improving our skills in navigating diversity, difference and conflict as a community, and particularly as leaders in our church. Our Committee on Ministry (Sue Stoyanoff and Tom Peters, Co-Chairs, Kris Langabeer, Alan Brunell) joined this effort, and also recruited and hired our Summer Minister Nica Eaton-Guinn and our Sabbatical Minister Rev. Tera Little to serve our congregation while I am on sabbatical in fall 2015. This leadership team also collected survey data and published a comprehensive report on the opportunities and challenges of community building efforts at our church. The full report is available on the church website at <http://www.uusm.org/uusm-congregational-survey-on-community-building-within-our-congregation>.

Finally, it's been a pleasure to work closely with our Pledge Team, chaired by Teri Bond, to integrate stewardship and fundraising into our life together, particularly by relying on the strong leadership already demonstrated by our Board of Directors, Finance Committee, and Nominating Committee. Your president, board members, and I have also gained additional skills in fundraising and governance by attending trainings with grassroots fundraiser and activist Kim Klein, and the three-day intensive Annenberg Alchemy Leadership Seminar.

As you know, I believe Unitarian Universalism and UU ministry are radical experiments in courageous hope and fierce love. As we call one another into the big tent faith of this covenanted community, and pledge ourselves to “walk together in all ways,” we build lives of meaning and purpose and further a world of beauty, peace, and healing. This is our shared ministry, and this is why we gather week in and week out at our beautiful campus at 18th and Arizona: to *Love generously, Seek truth, and Serve the world*.

PRESIDENT'S REPORT

Patricia Wright

The year has flown and I am grateful to the Board members and staff who worked with me this year. I am also grateful for the opportunity to work closely with our Minister and Administrator. I like to think that our Board meetings were productive and even fun, though challenging too. I have divided my report into the year's highlights, plans for FY 15-16, some of my reflections on the year, and yes the challenges ahead.

HIGHLIGHTS:

I attended my first General Assembly, held in Providence, RI from June 25-29, 2014. There was a wealth of activity and resources to tap, and that is where I learned about the book *Governance and Ministry* by Dan Hotchkiss, which has been the educational guide for the Board and members of the congregation to learn

about Policy Governance. I have and will continue to gift copies to anyone who would like one, just let me know. Policy Governance is widespread in UU congregations and the UUA. I am pleased that the Board approved moving forward with a thorough investigation as to the meaning, desired outcomes, and potential structure of a governance change for our congregation.

We held the Board Retreat in early September. The Rev. Dr. Ken Brown from PSWD led us in a mini-workshop on Policy Governance and Roger Sorrow, a Nonviolent Communication (NVC) facilitator, led us in a mini-workshop on NVC. Roger came to us via Mary Mackenzie whose own schedule conflicted with our retreat but Mary, a highly skilled NVC facilitator and co-founder of NVC Academy, met with the Board and Committee on Ministry on another occasion to discuss bringing NVC to our congregation and to plan a World Café on October 3, 2015. This daylong event will be open to the congregation. A World Café is a structured dialog that engages people in questions that matter. Save the date!

Out of our retreat came our mission articulated as “Love generously, Seek truth, Serve the world.” We aspire to our mission and to the Board’s commitment to it.

The Committee on Money (CoS) convened in November and presented the results of its research and recommendations on five points in a report to the Board and the congregation. The Board will be considering the recommendations in the coming months and holding meetings with the congregation for discussion, consideration, and action.

The Board was pleased to give AAHS the go-ahead to design and execute a Humanist banner, to reside in the sanctuary along with the other banners. Lively discussion regarding the banners in general was had.

It is difficult to do a job or perform a service when you do not know the expectations. I learned many things from attending the Annenberg Alchemy Leadership Seminar and one was the need to clearly define board members’ roles and responsibilities. Our Board began with the version provided by Annenberg, then iterated amongst ourselves and with the Nominating Committee to arrive at a version that we feel is representative of expectations for the UUCSM Board.

I met Nica Eaton-Guinn, our Intern Minister and now Summer Minister, at the UUA General Assembly (GA) last year. For a while she spent overnights at our house to ease her commute from Santa Barbara. It was a pleasure to work with her and to celebrate her graduation from divinity school and her entrance into the ministry.

The Green Committee and the “Garden of Eternity” committee have put into motion plans to develop the Arizona Garden area and to incorporate a memorial garden where church members who have died may be remembered. The Board endorsed the Arizona Garden Project design, installation and fundraising proposal, and approved its placement on the Agenda for the May Annual Meeting for approval by the congregation.

PLANS FOR THE COMING FY:

- GA 2015 – “Ponderings on Tap,” an end-of-day gathering to relax and gather ideas to bring home to our congregation. In addition to the YRUU group and chaperones, at least 10 members of our congregation will be attending GA in Portland, OR.

- A UU Booth at the Gay Pride Parade/Festival 2016

- World Café on Oct. 3

- July 11/12, 2015 weekend with the Rev. Dr. Ken Brown from PSWD - Saturday workshop on “Choosing a Future for Governance in the 21st Century for UUs.” Come for a discussion about how we choose Governance and how it impacts our organization and mission. Sunday sermon titled “Choosing a Future for Unitarian Universalism in the 21st Century”

- Congregational meetings for discussion, consideration, and action on CoS recommendations

- Welcoming and working with the Summer Minister and the Sabbatical Minister

- Looking forward to Rev. Bijur’s month with us in September 2015 and her return after sabbatical in January 2016

REFLECTIONS:

At a D4S event that I attended, a church member asked me about my experience as President. I surprised myself with how much I had to say that was positive and meaningful. It is an opportunity to get to know a lot of people, to be in touch with all aspects of the church, and also to get to know yourself better. You have an opportunity to make a difference. As a representative of the church you meet people and organizations outside of the church – dinner at Turning Point, Annual Awards Breakfast of the Westside Shelter and Hunger Coalition, celebration at Step Up on Second, and more. I have also learned a lot about non-profits, how they operate, and the challenges they face. But for the church I had little experience with non-profits before.

CHALLENGES AHEAD AND GOALS:

Membership growth and retention are huge factors in the success of our church. Currently our membership is slowly declining; the changing face of religion with the old ways disappearing is a factor.

Fundraising with emphasis on pledges is critical. We need to integrate fundraising into the culture of the Board and work with the Finance committee on fundraising.

Peaceful living and building relationships within our pluralism is our vision and our goal.



FINANCE COMMITTEE

Kit Shaw

DISCUSSION OF CURRENT FINANCIAL RESULTS (AS OF MARCH 2015) AND NEXT FISCAL YEAR BUDGET (JULY 2015-JUNE 2016)

At the 2014 annual meeting, the congregation approved a very large deficit budget of -\$72,092 for the July 2014-June 2015 fiscal year. Expenses for the current fiscal year have remained largely as budgeted. However, projected income (includes pledges, rentals, Dining for Dollars, Sunday Collection, other contributions) is more than \$25,000 short, predominantly due to unfulfilled pledges. In calendar year 2014, -\$23,000 in pledges went unfulfilled. As of this writing (accounting ending March 2014), the actual deficit stands at -\$45,957. The significant increase in rental income (from the church renting out its space to other groups) has helped the income line substantially. However, because our space is limited, we cannot expect/depend on this source of income to grow.

For the upcoming fiscal year (2015-2016), the Finance Committee presented to the board another deficit budget that is anticipated to be -\$52,616. Increases to the next fiscal year budget include 1.7% cost of living wage increase and up to 1.3% merit raise to the staff. The Director of Religious Education received an additional 1%

raise to align with UUA guidelines for her credentials. These raises were reviewed and recommended by the Personnel Committee. Other increases to the fiscal budget include “buying in” to the State of California’s Employment Development Department (EDD) insurance, or unemployment insurance. Previously, the church was self-insured (budgeted at \$1600 per year), but after a review of the risks by church member Kim Miller, it was recommended that the church begin contributing to the state plan to decrease the church’s exposure. The first 2-3 years will cost more to “buy in” (a total of \$3332 per year or an additional \$1732 on top of \$1600 already budgeted) and then the cost will decrease to \$1372 per year (or \$228 less than has been previously budgeted). Other areas of increase to the budget include an increase to PSWD (Pacific Southwest District) dues, such that we are now 100% fair share, and an increase to the UUA, such that we are 89% of fair share. The church’s goal is to be 100% fair share to the UUA. In the past few years, we have been moving in that direction (66% in 2013-2014 fiscal year, 72% in the current fiscal year). Also, higher costs for building maintenance and cleaning have been budgeted, as a result of increased use of the church space for rentals. Pledge income has been estimated to be ~\$389,000, which is based on an average of pledges received over the last 3 fiscal years. Pledges for the 2015 calendar (January – December) year, which overlaps the next fiscal year budget by 6 months (July to December 2015) are \$394,518. As in previous years, there was much debate during the budgeting process over the size of the deficit that the church could sustain. The biggest area of concern was staff salaries, since they represent the majority of the budget (typically 77-80%). The committee heard from many concerned members of the congregation with different opinions about staff salaries. In the end, the majority of the committee felt that the staff should not be penalized for the shortfall in pledges, given the current financial standing of the church.

Last year, I reported on 2 large bequests the church received from Andrew Still’s and Judy Federick’s Estates, including the church’s 17% ownership of property that was passed to Judy through Jim Weinberg’s estate. Last year, the church’s share of this property was sold (negotiated by Robert Kory on the church’s behalf). From this sale, the church received \$125,000 in July 2014 (which is in addition to the initial \$134,444 from Judy’s estate the previous year). As of accounting ending March 2015, unrestricted funds are \$660,839, of which up to \$80,000 has already been earmarked for electrical upgrade in the sanctuary and an additional ~\$72,000 to go towards the deficit budget for the current fiscal year (the final number will not be known until June 30, 2015). A deficit budget of \$52,616 has been proposed for the next fiscal year. As expected, there has been much concern over year-to-year deficit spending. The Committee on Money, which was established at last year’s annual meeting, has begun to address these concerns. They will report at the annual meeting.

STEWARDSHIP COMMITTEE

Teri Bond, chair

CREATE A CULTURE OF GIVING: The Stewardship Team enthusiastically led the 2015 Commitment Campaign with the obvious goal of raising funds to operate the church but also to create a culture of sustainable giving. Our official close of the campaign was at the end of February, 2015; however, we continued fundraising (as we always do) and as of April 29, 2015, we’re excited to report that, thanks to the generosity of our members and friends, our pledge total is \$394,518, which is close to 90% of our ambitious goal of securing \$450,000 in pledges. Our total includes increased

support from 55 households and new gifts from 10 households, meaning that 23% of those who participated in the campaign this year increased their giving to the church. However, at this point that generosity has not been able to achieve our goal. To close the gap, we will rely on a combination of additional fundraising, unanticipated and unsolicited gifts, increased rental income, and contributions from our reserves.

One of the most important things we learned was that about 40% of our donors respond to the fall campaign materials, and 60% do not respond and become automatic renewals in the new year. We recommend shaping a campaign around this observation, and focusing on increased giving.

This year’s team was strengthened by volunteers who were concurrently serving on our Board of Directors, Finance Committee and Nominating Committee, as well as in close partnership with our Minister, which led to improved communication and a stronger campaign. We appreciate the continued leadership of the Board of Directors with fundraising efforts including calls to early pledgers to express gratitude and say thank you.

We invite your participation in this important effort and value your creative ideas about how to keep a healthy flow of funds to support our ongoing vitality and the innovative programs we offer our community and the many visitors we continue to attract throughout the year.

Your 2015 Commitment Campaign Team: Abby Arnold, Finance Committee; Rebecca Benefiel Bijur, Minister; Teri Bond, Chair; Barbara Gibbs, Vice President; Gretchen Goetz, Nominating Committee; Kit Shaw, Treasurer; Patricia Wright, President



PERSONNEL COMMITTEE

Rev. Rebecca Benefiel Bijur

Members: Denise Helton, Chair; Garland Allan; Barbara Kernochan.

The Personnel Committee meets on a regular basis to address the personnel issues and challenges that arise during the year. On the administrative front, it was a stable year with only one open position. After completing our recruitment process last spring, we welcomed Jackie Schwab to the position of Communications and Volunteer Coordinator. In ministry, we worked with the Committee on Ministry to hire our part-time Summer Minister, Nica Eaton-Guinn, and part-time Acting Minister, Rev. Tera Little, who will be serving our congregation during Rev. Bijur’s maternity leave and sabbatical leave in the coming year. We also reviewed and updated Job Descriptions for our Sunday and Weekday Sextons.

Throughout, we have worked closely with Rev. Bijur on all employment-related issues, with a commitment to fairness, clarity and standardization regarding policies and procedures. As the year comes to a close, our committee comprises the following members: Garland Alan, Barbara Kernochan, and Denise Helton, who serves as Chair, with Rev. Bijur as a regular non-voting participant.

COMMITTEE ON MINISTRY

Rev. Rebecca Benefiel Bijur, Alan Brunell, Kris Langabeer, Tom Peters, and Sue Stoyanoff

We began the church year by welcoming new members Tom Peters and Sue Stoyanoff to the Committee on Ministry (CoM).

As part of our mission to evaluate the ministry of our church, the CoM developed a plan for ongoing conversations in the church regarding several topics that are part of the church's ministry and mission. We hope to achieve three outcomes from these conversations: (1) a culture of open, honest communication in a loving, supportive community, (2) a channel for continuing the ongoing dialogue and planning about what the church is doing well, what it can do better, and what it should be doing that now it is not, and (3) a proactive approach to the CoM.

To begin this conversation, we conducted an informal survey of our congregants during the fall and winter by exploring community building within our congregation. Our overarching question was, "How well are we walking together as a congregation?" Two themes emerged: (1) We value our social events, which deepen our sense of community and belonging. (2) We feel a need to learn ways to resolve conflict in a constructive, compassionate manner so all are welcome and valued. Thus we seem to be doing well with regard to social support, and we need to work on conflict resolution. This is an area of concern to the CoM and the Board, and work is being done to seek ways to facilitate open, compassionate communication in our church community. (The results of our report were presented in the April 2015 church newsletter and are available on the church website.)

Our second major task during this church year was our search for candidates to fill the Acting Minister position during Rebecca's summer family leave and during her fall and winter sabbatical leave. In consultation with the Board, we identified desirable qualities for a person or persons to fill those positions and identified potential candidates. We thank the Personnel Committee for their work to finalize contracts with our successful candidates. We are delighted to have hired two outstanding people for those positions. Nica Eaton-Guinn, our Intern Minister, will serve as our Acting Minister during the summer from June through August, and Reverend Tera Little will serve during Rebecca's sabbatical leave from October through December.

The CoM works to develop an open, respectful relationship with our church community and to facilitate the fulfillment of our church's ministry. We welcome open communication with all of our church members. In addition to speaking with any of us by phone or after services on Sunday, you may reach us by email at committeeministry@uusm.org.

DIRECTOR OF RELIGIOUS EXPLORATION (DRE)

Catherine Farmer Loya

What a year we have had, with many new beginnings and opportunities to grow. This year has been very focused on curriculum development; for the first time, all of the regular Sunday morning RE programs we offer from kindergarten through high school have been developed right here at UUSM, including the Spirit Seekers K-2nd class developed by Sabina Mayo-Smith, the science-based UUniverse Story class for 3rd-5th graders developed by Ian Dodd and Margot Page, Interfaith Quest for 6th-7th grades, developed by Nalani Santiago-Kalmanson, Sabina Mayo-Smith



and myself, and the continuation of our UUSM Coming of Age program. We will continue these classes in the 2015-16 year, with a continuation of the curricula for K-7th, and a significant revision in the works for Coming of Age. Our YRUU program for high school youth is the biggest and most vibrant we've ever had, with 16-18 youth regularly attending on Sundays, increased engagement with the congregation and in worship, and two youth trips with 16 youth participating.

I continue to believe that we (along with the vast majority of other congregations) are experiencing a broad shift in the way that families "do church," with more sporadic attendance across the board (regularly attending families often come 1-2 times per month, rather than 3-4 as once was typical) and reduced availability of volunteers to take on significant preparation and leadership roles. I look forward to continuing to adapt our programs and our ministry to families in a way that takes into account the realities of family life in 2015, and makes good use of the time and talent of our members. In the next year, we will be differentiating our 9:00 and 11:00 RE programs more fully than in the past, with age-specific classes for all ages at 9:00 and at 11:00. We will launch a multi-age, experiential workshop-based program, as well as offering our special opt-in programs including Our Whole Lives, Coming of Age, and more. This expands the range of opportunities for young people in our church community, and will bring new vibrancy to our 11:00 program.

My role in Sunday morning worship this year included collaboration with Rev. Bijur on Intergenerational services for Ingathering, Day of the Dead, the Winter Pageant and our first-ever Blessing of the Animals, a family-focused Christmas Eve service as well as our traditional 6pm service, and leading the adult worship service in February while Rebecca visited RE classes. I have enjoyed the opportunity to spend some time in worship with the full congregation, and look forward to more opportunities to do so in future years. In June we'll celebrate LRE Sunday with a special focus on celebrating transitions and growth in our spiritual lives, including the Bridging of our high school seniors, and a recognition of all of the volunteers who make our lifespan RE programs possible.

This year, 113 children and youth enrolled in our Sunday morning RE programs, led by 32 teachers/advisors, 2 staff members (nursery and preschool) and many additional volunteer assistants and helpers. For more details about Sunday morning RE classes for children and youth as well as our adult programs offered, see the Lifespan RE Committee report.

Our Whole Lives is a very important element of our educational ministry, and I am very proud that we are a congregation that offers five levels of the O.W.L. lifespan sexuality education program! This is thanks to the long-term dedication and organization of O.W.L. coordinator Beth Rendeiro. This year, we offered 8th-9th Grade O.W.L. with 14 participants, and as of this report are crafting a modified 10th-12th grade O.W.L. program for our high school youth. These classes call for a special commitment of time from teachers,

participants and their families. Next year, we will offer the 5th-6th Grade O.W.L., Kindergarten-1st Grade O.W.L., and Adult O.W.L. classes.

The nature of the DRE position necessitates an overlapping of many tasks with various people in our congregation to create and run our RE program, and to provide leadership in our community. I am so grateful to the many UUSM members who give their time and passion in support in our lifespan RE programs. It is a gift to serve as the Director of Religious Education in a congregation that is so vibrant, and so willing to try new things. I look forward to many more years of "Loving Generously, Seeking Truth, and Serving the World" together.



ADMINISTRATOR REPORT

Nurit Gordon, Church Administrator

It has been a pleasure working with our very capable office team and all other staff and volunteers in the past year.

Jackie Schwab, who is our Communications and Volunteers Coordinator, has been doing great work on the Order of Service and the Announcements, which transformed in the past year into a new colorful look. Nancy Thompson continues to be a great asset at the office, handling the membership data and attending to our many rentals. Our Sextons and cleaning crew help keep our facility clean and functioning and it has been a good experience working with everybody.

FINANCE: The End-of-Year financial reports in July yielded a net income which was better than anticipated (-18,606 versus the -25,407 budgeted)

As of April 30, our calendar year 2015 pledge commitments are at \$394,518 and actual payments are at \$133,619. The pledge commitments keep changing as we gain or lose members, and when members increase or decrease their pledge commitments and payments.

We had quite a few fundraising events at the church this year. The Interweave Picnic raised funds for two of our members in need and the Empty Bowls Fundraiser raised funds for the West Side Food Bank and the St. Joseph Center. The November Craft Fair generated income to the church while supporting the artists, as well. We also had our Thanksgiving Feast and the annual Knitters and Friends sale, where our members sell their craft and work.

Dining for Dollars collected more income than anticipated thanks to the hardworking Dining for Dollars Committee, with a little help from the office.

We received a contribution of \$6585 towards the Building Fund from one of our members and \$5111 from the Judy Federick Estate.

We have a significant increase in our rental groups, mainly 12-step groups who meet either in the Cottage or Forbes. We always keep in mind that church activities are a priority and ensure that there are no conflicts with use of space. Many of the groups meet early in the morning.

PERSONNEL: This year we welcomed Nica Eaton Guinn, who served as the Intern Minister at the Church. It was a pleasure

knowing her and working with her. We turned Forbes classroom #3 into an office for her which she shared with other church groups as they needed the space.

This year I worked, together with the Personnel Committee to revise and update all of the staff's job descriptions and created a revised tasks list for our sextons to match our needs.

This coming year we will change our unemployment insurance from self-paid insurance to tax-rated. This is based on one of our member's research and her report to the Finance Committee and the Board. The Finance Committee approved a change in our unemployment insurance practices. Starting July 2015 our status will change from self-insured to tax-rated.

FACILITY: We keep maintaining and improving our facility. New credenzas and desks were purchased for the Forbes classrooms, as well as a desk for the Director of Religious Education. New shades were installed in Forbes Hall and in the classrooms and offices. The Audio-Video project was managed by members with some assistance, mainly in purchasing, from the office. New speakers were purchased and installed as well as a projector and screen for future use in the Sanctuary. Our sextons were trained to use the new system and the Sunday sexton operates the sound console during the services to ensure there are no interruptions to the services. Our sound system has improved and works much better now

We installed a new lighting tract at the alcove and currently we are planning to start with phase 1 of the lighting project in the sanctuary which includes setting up the infrastructure for the wiring and future installation of fixtures.

We keep our annual maintenance schedule for items such as fire extinguisher refills, backflow certificate, tree trimming, rug and upholstery cleaning, etc. to make sure our facility is always clean and functioning.

The Choir moved to Forbes 2 and made it their permanent home for rehearsals on Thursdays.

MISCELLANEOUS: Our website is still a work in progress. Our website developer is working on a website upgrade and bug cleaning. She is also rebuilding the technical framework of our site from the ground up while making sure none of the existing data or functionality is lost.

I am currently gathering all office procedures and policies into one document which will cover all areas of the administration and the process for each item.

COMMUNICATIONS & VOLUNTEER COORDINATOR

Jacqueline Schwab

I am very proud to be nearing the end of my first year working here at UU Santa Monica. It has been a wonderful experience to meet the staff, volunteers and members, and to help coordinate activity announcements so that everyone is aware of all of the wonderful programs we offer here.

My current schedule has me at the church offices on Thursdays and Fridays. On Thursday I mainly focus on creating and sending out the weekly e-newsletter, which is now emailed each week to over 1,000 recipients: members, and also visitors who have stopped by and added their contact information to our database. I am happy to report that during this past year we were able to transition from a text-only weekly email to an email that incorporates colors, graphics and design. Our new email platform not only looks great, it also enables us to keep better track of how effective our

communication is via certain analytics.

On Fridays my main duty is to print out the Order of Service for Sunday services. Over the past year this document has transitioned into one that is more uniform in the way it delivers information - making it easier to understand what is happening, when and where, and who to contact with questions. I have also helped create more uniform ½ page flyers. In the future we plan to do even more to ensure the efficiency of creating the Order of Service and delivering the information.

Smaller tasks I take part in (though by no means less important) include coordinating the Sunday volunteer positions and sending out a weekly reminder, creating additional posters and documents for various special events, helping to promote the monthly Art Wall, and figuring out new and/or better ways to effectively communicate our activities to UUSM members and people in the wider community. We are currently developing different ways to communicate via social media platforms and an online presence — and always looking to expand interest!

I anticipate the coming year will bring still better changes and updates to the way that we communicate, I am very pleased to be part of the process of promoting the church and all of our amazing programs!

FAITH IN ACTION COMMISSION

Rick Rhoads and James Witker, Co-chairs

INCLUDES: THE PEACE & SOCIAL JUSTICE COMMITTEE, INTERWEAVE, SECOND SUNDAY CINEMA, THE HUNGER TASK FORCE, AND THE GREEN LIVING COMMITTEE



PEACE & SOCIAL JUSTICE COMMITTEE (PSJ)

Cathie Gentile and Peggy Rhoads

The Peace and Social Justice Committee continues its work in the congregation to support those in our church and the community around us who oppose racism, immigration detention and deportation, mass incarceration, and oppression of ethnic and religious minorities. We have begun a collaboration with the Green Committee to oppose fracking and other corporate insults to the climate that degrade our planet. We are unilaterally opposed to the escalation of war in the Middle East.

Following is a calendar of the events that we supported or helped to support in the previous fiscal year: July 2014 to April 2015:

JULY 27. Arts and Edibles Fair raised funds for co-sponsors, FIA and Adult Religious Education, through sale of arts, crafts, and food.

AUGUST 5. CIVIC (Community Initiatives for Visiting Immigrants in Confinement) presentation of videos and audio recordings of immigrants in detention, co-sponsored by FIA.

SEPTEMBER 14. Presentation by Angela Sanbrano, president

of the board of the Central American Resource Center (CARECEN) at 11:00 AM service on needs of Central American children who migrated unaccompanied to the US and efforts of CARECEN on their behalf. The non-pledge offering of the Sunday collections for the month of September went to CARECEN to support legal representation and other services for unaccompanied children immigrants.

SEPTEMBER 14. Second Sunday Supper sponsored by FIA, attended by former immigrant detainee Maynor and his two children. Members of PSJ Peggy Rhoads, Roberta Frye, and Carrie Lauer supported Maynor and his family through immigration hearings that finally resulted in his release in August. Members of the congregation have been visiting immigrants in detention on an ongoing basis in collaboration with Friends of Orange County Detainees and CIVIC.

SEPTEMBER 27. Reading of *If the Shu Fits*, play on solitary confinement written by Andy Griggs, co-sponsored by FIA and Santa Monica Committee for Racial Justice. Organized by Diana Spears and directed by Morna Martell, the performance was followed by a discussion with Andy Griggs and panel with representatives from CURB, Justice Not Jails and PSJ as well as a former detainee in solitary confinement and family members of prisoners.

NOVEMBER 16. One-man play, *To Begin the World Again: The Life of Thomas Paine*, presented by Ian Ruskin, drawing on the works of Paine, including *Common Sense*, and *Age of Reason*, among others.

NOVEMBER 22. PSJ presented introduction for annual Thanksgiving feast.

NOVEMBER 24-25. Members of the UUSM congregation joined the Committee for Racial Justice, the NAACP, Pico Youth and Family Center and others in two demonstrations at Santa Monica City Hall to protest the lack of an indictment in the killing of Michael Brown by Ferguson, Missouri Police Officer Darren Wilson, and the failure to indict the NYPD policeman who killed Eric Garner in a choke hold. The demonstration called for an end to racial profiling and use of excessive force by police. We began circulating a petition requesting the Santa Monica Human Rights Commission to set up a mechanism to allow people to report incidents of harassment by local police.

JANUARY 18. Trudy Goodwin and Bob Gordh from the Committee on Racial Justice (CRJ) took part in the annual Martin Luther King Jr. program at UUSM. Trudy spoke of the need for continuing protests against police brutality and murder. Bob presented the need for reparations for African-Americans, whose history continues to be one of racist persecution. Bob returned to UUSM to explain how those reparations can be accomplished.

FEBRUARY. The Third Annual Ingathering of Clergy and Laity United for Economic Justice (CLUE) took place Feb. 25. James Witker, Rick Rhoads, Roberta Frye, Cathie Gentile and Peggy Rhoads represented UUSM as part of our continuing commitment to CLUE to support car wash workers, hotel workers, ironworkers and fast food workers in their struggle to obtain a living wage and benefits.

Members of the Peace and Social Justice Committee joined the picket line with congregant Resa Foreman, who was on strike with the National Union of Healthcare Workers protesting understaffing and its effect on patient care at Kaiser Health Systems.

UUSM congregants and friends joined us in a second “Valentine Cards for Immigrant Detainees” event. Around 30 cards were sent, which engendered excitement at detention centers and responses from those who received cards.

MARCH 1. Beverly Huff and Tricia Aynes from the Friends of Orange County Detainees (FOCD) spoke at the Sunday service to give more detail about FOCD’s program to visit detainees in the three Orange County detention centers. The Generous Congregation portion of the March offerings went to FOCD. Beverly and Sheryl

conducted an orientation afterward for UUSM members who want to visit detainees.

APRIL MONTHLY MEETING: Subjects under discussion:

- Should the church might pass a congregational resolution on the moral imperative to put a price on carbon production to save the world (fight global warming). This could be a model resolution to bring to GA in Portland.
- Some police officers in Santa Monica are known for their harassment of the homeless. Should we push for public Suggestion or Complaint Boxes? Also, citation records are public and can reveal much about police activities. Should someone be looking at these records?

INTERWEAVE

Janet Goodwin

In one of its signature events, Interweave brought approximately 70 marchers to the LA Pride Parade last June, over 50 of whom came by chartered bus directly from UUCCSM after the 9AM service. We also co-sponsored the Annual Interweave & Women's Alliance All-Church Picnic in July and donated the proceeds to Common Ground. The Coming Out Day service in October featured Liam Mina, a member of our church, who told their story of being transgender and clarified some common misconceptions (including pronoun use). Our musical guest, Jennifer Leitham, also spoke movingly of her experiences being transgender in the jazz world. Our generous congregation donation went to Camp Aranu'tiq, a special camp for transgender and gender questioning kids, where Liam has worked several summers as a counselor. Janet Goodwin and Melinda Ewen have taken over as hosts of a monthly chat group for bisexual adults and allies (amBi). Interweave continues to advocate strongly in favor of placing a sign or banner at the front of the church acknowledging that UUCCSM is a Welcoming Congregation.

SECOND SUNDAY CINEMA

James Witker

Second Sunday Cinema was born in June 2014, mainly as an initiative of the Peace & Social Justice Committee (PSJ), with a screening of *Occupy Love*, about the Occupy movement. Subsequent screenings have included *Which Way Home*, a timely film about children from Central America trying to migrate to the US; *Inequality for All*, featuring former Secretary of Labor and current Berkeley economics professor Robert Reich; *Oh Freedom After While*, about a Depression-era struggle for economic justice by black and white sharecroppers in Missouri; *Occupation 101*, about the suffering of Palestinians in Gaza under the Israeli occupation, and *Bidder 70*, the story of UU climate activist and current seminarian Tim DeChristopher's bold act of civil disobedience that saved public lands from oil and gas drilling in Utah.

The films begin about 7:30 following Second Sunday Suppers, except when there is a Spotlight (talent show). Screenings have averaged between 15-30 attendees. Most films require a public screening license and fee (even if done not-for-profit); we solicit donations to cover the costs. The donations have not always covered the screening fee (often approximately \$100), and we have made up the difference from the FIA budget. The most recent screening, *Bidder 70*, was a joint effort of PSJ and the Green Committee and was more highly publicized, resulting in attendance of approximately 45 people and donations of \$123.

The highlight of the screening series has been the post-film discussions. Audience members—UUSM congregants and guests from the wider community—weigh in with their responses to the films. The conversations have been lively and informative.

We feel that these screenings have been a worthwhile contribution to congregational life and have enhanced the communal experience of Second Sunday Suppers. One challenge has been the limited picture and sound quality of the church's current projections system and the sanctuary lighting, which has a mind of its own. We look forward to the completion of electrical and A/V upgrades that will enhance this experience and, hopefully, help us to attract more visitors from the outside community — thus introducing them to and involving them in our church.



HUNGER TASK FORCE

Rhonda Peacock

STEP UP ON 2ND

Each month volunteers serve an afternoon meal to the clients at Step Up on 2nd. Step Up on Second involves individuals with severe and persistent mental illness in developing opportunities to reintegrate into the community. Step Up on Second is dedicated to long-term support of people in recovery and their families, offering quality housing, educational, social and work experience.

Right now we are serving a favorite menu: lasagna, meatballs, green salad, steamed fresh vegetable, rolls and dessert. Step Up clients are happy to see us each month, always thanking us for coming and telling us they look forward to our coming each month. For some, our meal is the favorite meal of the month.

We have 5-7 volunteers each month to help serve meals to anywhere from 50-60 people. In December 2014, 21 people committed to pitching in throughout the year — by doing the shopping or by serving the meal. The goal for the future is to create awareness in the church community for the program.

The budget is kept as close to \$200/month as possible. Volunteers have also contributed food items which has allowed us to serve fresh green beans (a welcome break from broccoli!). This puts each meal to just over \$3 a person. We are very happy to be able to participate at Step Up and to be able to continue this practice our church has been doing since 2001. Rhonda Peacock stepped aside in Dec 2014 from coordinating the volunteers for Step Up and Julie LaRue is now taking on this task.

LUNCHES FOR BUNCHES

The Lunches for Bunches program is now beginning its 3rd year at UUCCSM. Each month we gather together in the courtyard, form an assembly line of sorts and create 100 sack lunches for the clients at OPCC. Lunches consist of a turkey and cheese sandwich, a bag of chips, a granola bar, a piece of fresh fruit, mustard & mayonnaise condiments, a small bottle of water, and a small piece of candy. Typically we deliver to their Turning Point facility (on 16th Street), but in January 2015 the lunches went instead to their Safe Haven

facility (on Cloverfield). Two other exceptions to the above: for February and April 2015 we distributed the 100 sack lunches directly to homeless men and women on the streets of Santa Monica, and in Downtown L.A.'s skid row. This latter effort was led by Geno Monteiro, who always insists that at least a few of our sacked sandwiches be peanut butter and jelly (rather than coldcuts). Geno says that there's always a request for good ol' pb&j.

In any given month, anywhere between 8 to 15 UUCCSM members participate in the preparation and packaging of our sack lunches. Over the course of the year, perhaps 50 to 75 different UUCCSM members, friends and visitors have chipped in with this effort at least once: folks of all different ages and abilities, taking delight in the opportunity to work together to fill the stomachs of hungry people whom we'll probably never meet or see. What a great way to spend a part of a Sunday! As such, I truly believe that our Lunches for Bunches program benefits UUCCSM at least as much as it benefits the community we serve, and I'm excited to continue L4B into 2015-16.

Patrick Meighan, chair (Rhonda Peacock stepped aside from coordinating L4B in October 2014 and Patrick is now coordinating.)

OPCC is one of the agencies in the Westside Hunger and Shelter Coalition, of which our church is a part. OPCC empowers people to rebuild their lives. The agency's programs are designed to remove barriers to access the resources individuals need to ensure their survival, end their victimization and improve their quality of life. The programs at OPCC have been successful; over the past 3 years OPCC has placed 996 people into permanent housing, 95% of whom remain housed.

Monies for the meals at Step Up and Lunches for Bunches are funded by the Hunger Fund. This fund is not part of the annual church budget and exists from donations earmarked to the fund.

GREEN LIVING COMMITTEE

Alison Kendall, chair

The Green Committee met through the year, with subcommittees working on specific projects. Major projects included planning a Memorial Garden along Arizona Avenue and hosting a November Town Hall Meeting to collect sustainable planting, hardscape and activity suggestions. The Green Committee worked with the Garden for Eternity Committee to develop a fundraising concept with engraved bricks for donations of \$500 or more by friends or family members. Committee Chair Alison Kendall donated landscape design services and applied for a Spirit Level Grant for \$10,000 to match the brick donations. Green Living announcements in the Newsletter, battery recycling, collection of Good Neighbor Traffic Survey data in October 2014, a Church Solar Photo Voltaic Panel Feasibility Study and a Beach Cleanup in May are among this year's activities. Interested members are invited to contact Alison Kendall at alison@kendallplanning.com and to join the green@uusm.org mailing list.

FACILITIES DEVELOPMENT COMMITTEE (FDC)

Bryan Oakes and Beth Brownlie, co-chairs

• The FDC strives to continue the efforts of the New Building Committee which was responsible for the renovation of Forbes Hall in 2009/2010.

• Active Members include: Rev. Rebecca Benefiel Bijur, Cynthia Cottam, Administrator Nurit Gordon, Karl Lisovsky, Brad Hutchinson, Beth Brownlie and Bryan Oakes.

• We continue to add details and features and make the New Forbes Hall completely functional and safe for all Community Members and Staff.

• We provide expert opinions on measures to be taken to complete small building projects.

• We advise the Church Community and Staff on sustainable on building/repairs on the Facilities.

• We research and then propose sustainability goals for the Church community and help staff, members and the Community as a whole attain those goals.

• We meet twice monthly.

PROJECTS THIS YEAR:

• We prepared drawings and procured three bids for the Sanctuary Lighting Upgrade (SoUL) Project. We selected an electrician and will begin Phase 1 in May. Phase 2 to begin in July.

• We fixed the water intrusion at Forbes Hall Entry with window repairs and roof replacement in this area. Gutters were added to the South side of the Sanctuary Building Office. We added screens to all gutters campus-wide to prevent them getting clogged.

• We added a linoleum piece at the Forbes Hall folding glass doors, eliminating a trip hazard in this area.

• We added shades at Forbes Hall, 1st floor and at Classrooms 1,2,3 in Forbes Hall. We repaired/replaced wooden shades at the Cottage Classrooms.

• We have some repainting projects — the wood fence at the Cottage, low stucco walls at Sanctuary, and Forbes Hall Entry and 1st Floor.

• Lighting in the Sanctuary Foyer was added.

• We added storage console/cabinets to all classrooms of Forbes Hall. The carpets were cleaned in the classrooms.

• We added a larger, functional desk to the RE Director's office.

• We had the shade structure cleaned and repaired.

LIFESPAN RELIGIOUS EXPLORATION COMMITTEE

Catherine Farmer Loya

Religious exploration is a lifelong learning process, and the Lifespan Religious Exploration committee oversees program offerings designed to appeal to UUSM members and visitors of all ages. Members of the LRE committee belong to one of three subcommittees (Children, Youth, and Adult). Under the direction and guidance of Catherine Farmer Loya, our Director of Religious Education, we meet once a month to brainstorm, plan, and organize programs.

Our visibility in the church continues to be enhanced by the presence of a weekly table in Forbes Hall staffed by committee members who answer questions about our programs and help with registration for classes. It's also a place where members of the congregation can voice opinions and make suggestions for new activities. Please continue reading for more details about the Children, Youth, and Adult Subcommittees.



LIFESPAN RE: CHILDREN'S SUBCOMMITTEE

Sabina Mayo-Smith, JoAn Peters and Kim Santiago-Kalmanson

The 2014-15 program year has been one of growth and exploration for the children's RE program, with new or revised curricula in most of our classes. The program is made possible by more than 40 UUSM members who volunteer their time as teachers, assistants, event helpers, committee members and more.

Our nursery continues to provide extremely high-quality care for infants, toddlers and young children up to age 3, thanks to the leadership of nursery supervisor ZaNyaa Lee. Preschoolers took part in a curriculum called "Chalice Children" with staff preschool teacher Roxanne Coleman-Bell. Kindergarten-2nd graders took part in a curriculum written by UUSM member Sabina Mayo-Smith, which focused on exploring Sacred Stories from many world religion, and helping children make meaning of their lives, grow a strong UU identity, and create a spiritual community together that honors multiple learning styles and celebrates beauty in diversity. And we were delighted to bring the return of the "UUniverse Story" curriculum for 3rd-5th grades, developed by UUCCSM members Ian Dodd and Margot Page, a hands-on, science-based curriculum organized around the overarching question, "How do we know what we know?" Class sessions took participants outward and into the very very big world of cosmology, taking a look at the Big Bang and the origins of the Universe, the ways we are connected with stars and planets and all that we see when we look beyond the confines of our own earth.

We also offered six Faith in Action Sundays this year, engaging children and youth in acts of service to the larger community. Projects included celebrating World Water Day, sponsoring a month-long Supper Bowl Sundays campaign to raise awareness and funds for the Westside Food Bank, and offsite trips included visits to the Turning Point transitional housing shelter to prepare sack lunches for the residents as well as an upcoming beach cleanup trip. We also compiled nearly 100 hygiene kits for donation to OPCC's Shwashlock facility, which provides showers, washers and lockers for those in our Santa Monica community who are homeless.

This spring the Subcommittee sponsored a special training for teachers to introduce tools and sensory strategies to help young people learn how to self-regulate (so their engines are running "just right" for being in the classroom community together). We will be integrating this program into our teacher training and the first weeks of the elementary RE classes in the next year.

We are looking forward to a new experiment with our 11:00 RE program in the upcoming 2015-16 program year. Our program enrollment continues to shift more heavily toward the 9:00 service, and our experience this year has inspired us to craft a new program to try out next year, focused on exploring the church's ministry themes and our UU Principles and Sources. This program will be

intentionally multi-age, with the sharing of central stories and an array of workshop choices (engaging multiple learning styles and interests) for young people to explore the theme of the day more deeply.

LIFESPAN RE: YOUTH SUBCOMMITTEE

Nalani Santiago-Kalmanson, Liza Cranis, Vicky Foxworth, Alyssa Wood and YRUU Representative Jake Brunell

On Sunday mornings this year, our 6th & 7th graders took part in a new program called "Interfaith Quest," which takes participants outside of our own walls to learn about the world's religions through building relationships with youth from other religious traditions. Beginning with a focus on our own UU faith tradition, the focus for the rest of the year was on Abrahamic faiths, including Judaism, Christianity and Islam. The program will continue in 2015-16 with a focus on Asian, indigenous and earth-based religions, as well as humanism and atheism.

The Coming of Age program for 8th graders provided opportunities for youth to learn who they are and where they are on their spiritual journey, celebrate their gifts, learn about our church and how it works, and articulate their own personal beliefs within the context of our UU faith. The program culminates on Coming of Age Sunday, May 17, with the presentation of the youth's credo statements to the congregation and a special Coming of Age ceremony in a worship service of their own design. Looking forward, we are moving toward offering a Coming of Age program model that mirrors the structure of the Our Whole Lives program, with an opt-in class for 8th-9th graders offered during the 11:00 service, in addition to the regular Sunday morning curricula offered at 9:00.

The YRUU (Young Religious Unitarian Universalists) group for 9th-12th graders engaged teens in exploring what it means to be young and UU, how our UU principles inform how we live our lives, and what power young UU's have to change the world. YRUU also took part in social justice projects, social gatherings, and led a Sunday worship service for the congregation in March. Our large and incredibly vibrant group is busy this spring with preparation for this year's youth trips, with 5 youth attending the UU-United Nations Office Spring Seminar on International Criminal Justice in April, and nearly a dozen heading to the UU General Assembly in Portland, OR this June.

LIFESPAN RE: ADULT SUBCOMMITTEE

Eric Huang, Natalie Kahn, Carrie Lauer, Karen Hsu Patterson, Dan Patterson, James Witker

The Adult Programs Subcommittee has worked hard this year to offer a wide array of classes and programs for adults at UUSM, as well as develop a standardized process and documentation for course proposal submission, review, support and evaluation. We now have Course Proposal and Course Facilitator packets, a leadership covenant for facilitators, and an online course evaluation form.

Among the programs offered this year were a number of popular workshop series. Dan Patterson and Carrie Lauer facilitated *Owning Your Religious Past*. Rick Rhoads led a course on Marxism for UUs. Rima Snyder offered a Poetry class. We had two meditation-focused courses, led by Bettye Barclay and Bill Blake. And our Intern Minister Nica Eaton-Guinn led the *Building Your Own Theology* class this

spring.

Ongoing programs include “Neighboring Faiths for Adults” visits, monthly themed Patio Chats led by Leon Henderson-MacLennan and Natalie Kahn, as well as twice-monthly Wednesday Night Writers.

We continue to develop collaborative relationships with other groups and committees at UUSM. We hope to continue to strengthen the bonds of community within our congregation with these kinds of partnerships moving forward.

We look to the congregation for suggestions for future workshops, activities and events. Stop by the LRE Table in Forbes Hall on any Sunday, or contact one of our committee members listed above.

SMALL GROUP MINISTRY: HEART TO HEART CIRCLES

Rhonda Peacock

Small Group Ministry is a program for participants to meet together once a month to practice deep listening and sharing from the heart. Each month there is a different topic with readings and questions to guide the participants as they reflect on the topic and what it means to them. It is a time when space is given to be heard and to listen. Topics follow the monthly sermon themes, with some exceptions.

In February 2014 we began our 2nd year of the program with 73 participants in 7 groups. About 1/3 were returning participants and 2/3 were new to the program. Session topics for 2014 were: Listening, Prayer, Sacrifice, Salvation, Wonder, Shadow, Imagination, Sabbath, Love, Loss, Money, and Hope. Each group does 2 service projects, one for the church and one for the wider community. Service projects for the church included hosting Second Sunday Suppers, making cookies for coffee hour, building an outdoor labyrinth, organizing office space, serving brunch at the annual meeting; community projects included serving meals at Step Up on 2nd, serving meals at Turning Point, food sorting at the Westside Food Bank. Facilitators for the 2014 session: Rev. Rebecca, Amelia Montiero, Amy Thiel, Pat Gomez, Carrie Lauer, Laura Matthews, Geno Montiero, Phil Bonacich, Margot Page, Rhonda Peacock and Betty Barclay. The 2014 year ended with 86% of those who began the program.

2014 participants completed a survey regarding the program, along with suggestions of how they would improve the program. Overall, participants reported that they were better listeners and felt closer to others as a result of Small Group Ministry. Survey respondents also noted that Small Group Ministry reminded them that everyone has struggles, and that we have “similar experiences of pain, loss, and love” that can ground our connections to one another. One participant wrote, “I feel stronger about my belief in all our principles. It has made me want to do better myself.” Another wrote, “It is different than a discussion group. It is a good way to deepen connection. It allows for and encourages reflection of a sort we don’t usually participate in.” One person commented: “It helped me realize I was more spiritual than I thought.” Another wrote: “It’s helped me build stronger relationships with real, living people.” Another commented, “Topics are a springboard to immerse in introspection.” Constructive criticism related mostly to attendance, which continued to be a challenge in the 2014 session for all groups. Some participants did not like the religious language used in the monthly themes, while others welcomed the chance to explore beyond traditional definitions.

For the 2015 session, Small Group Ministry changed its name to

Heart to Heart Circles. The name change was motivated to clarify what it is that goes on in a Small Group Ministry meeting, which is sharing from one’s heart and listening with an open heart to others. February 2015 began with 65 participants in 6 groups with 46% of participants returning to the program from last year, and 54% being new to the program. Facilitators for the 2015 session: Rev. Rebecca, Catherine Farmer Loya, Pat Gomez, Carrie Lauer, Phil Bonacich, JoAn Peters, Kevin Squire, Margot Page, Rhonda Peacock and Betty Barclay. The H2H Planning Team is: Rev. Rebecca, Catherine Farmer Loya, Rhonda Peacock, Betty Barclay.



AAHS COMMITTEE

Mark Warkentin, James Witker, Steve White

AAHS was founded in the fall of 2011 in response to the perception by Len Harris and other long-time members of the church of the need for a “theism-free” organization.

AAHS (Agnostics, Atheists, Humanists & Secularists) has become a dynamic group within the diverse “big tent” of UUCSM. AAHS provides a forum for discussion of important issues of our times (see list below) and has hosted several church events. We provide a welcoming and supportive group for visitors, newcomers and those outside our congregation who have come out as “god-free” and are seeking a welcoming community of like-minded individuals. We welcome those who may have been ostracized from their families and communities after they took a stand on their rejection of belief in gods.

More than 25% of the church membership has signed up for the AAHS mailing list over the last two years.

AAHS outreach using social media has grown over the last two years and has added many dozens more.

- The AAHS mailing list has steadily grown from the original 98 in November 2013 to 147 as of April 2015.

- Our Meetup mailing list (which reaches out to the community outside our congregation) has 276 members.

- Our Facebook AAHS group has 47 members. Monthly meetings usually attract 20-30 attendees. Over the past year, topics of discussion have included:

- Guest speaker Dr. Charles Marcus on consciousness and meditation

- What are the biological/psychological drivers of religious belief?

- Discussion/debate (2 meetings) about Islamic terrorism (ISIS and Charlie Hebdo attacks) in the news and how to understand the role of religious beliefs vs. political factors

- Screening/discussion of *Pandora’s Promise*, a documentary exploring the evidence for nuclear energy in facing the climate change challenge

- Secular movements in a post-“New Atheism” era, being more inclusive and more diverse

- Responses to the February 2015 monthly ministry theme of

“God,” which was well attended, including by Rev. Rebecca and Catherine Farmer Loya, our Director of Religious Education.

- What kind of activism should atheists/agnostics/humanists be involved in and what are effective efforts/campaigns?

- Mark Warkentin, AAHS member and Scientologist discussed his 37-years of Scientology experiences, prompted by the recent widely seen HBO Documentary “Going Clear.”

AAHS has supported the church community in the following ways:

- AAHS hosted a June 2014 D4\$ Event, “Pastafarian Pirate Feast” with approximately 25 attendees, which raised more than \$600 for the congregation.

- AAHS spearheaded a petition campaign to get congregational support to add a humanist banner to the parade of banners in the Sanctuary. In response, in fall 2014, the Board approved adding a humanist banner, which is now in process.

- AAHS hosted a well-attended event for author Buzzy Jackson and her new book, “The Inspirational Atheist.”

- AAHS responded to a call from Seth Andrews, host of the popular podcast/radio program “The Thinking Atheist”, seeking guests for his episode on Unitarianism, by introducing him to Rev. Bijur, who became a guest on the show.

- AAHS recently hosted the April 2015 Second Sunday Supper for about 60 guests, with 16 AAHS supporters contributing toward the main course and volunteering for setup and/or cleanup. AAHS thanks Ian Dodd, Margot Page, James Witker, Leonard Cachola, Steve White, Mark Warkentin, Marjorie Annapav, Len Harris, Carmen Drum, Lloyd Drum, Hildreth Simmons, Sarah Harper, Hugo Contreras, Patrick Tape, Ron Crane and John Fels for their contributions and service.

After nearly 5 years as one of the unofficial leaders, Ian Dodd has decided to take a more back-seat role starting in summer 2015. AAHS welcomes long-time UUCCSM member Steve White to share the leadership with Mark Warkentin and James Witker going forward.

AAHS welcomes all who want to connect with like-minded people and who share our interests and our curiosity about the diverse world of free ideas and issues.



MEMBERSHIP COMMITTEE

Beth Rendeiro, Chair

Committee Members: Carol Ring, Kris Langabeer, Linda van Ligten, Amy Brunell

Recent addition: Steve White, who is incoming chair.

Barbara Gibbs, Wendi Gladstone, Margot Page and Susan Stahl - support members

The Membership Committee meets monthly to refine its goals and make action plans to reach those goals. Current membership stands at 330. We welcomed 25 new members into our congregation between April 2014 and April 2015, including five former members who were reinstated.

This church year the Membership Committee made a full commitment to the connect step of the membership model described as: Come, Connect, Commit, Covenant. This was facilitated by our close work with the Greeters’ (before the service) and Visitors’ (after the service) Tables, both ably overseen and scheduled by our former chair Barbara Gibbs. Our welcome work would be incomplete without Barbara’s talents and efforts on behalf of newcomers. We also renewed our efforts to actively meet and greet anyone and everyone we saw with a visitor’s badge during coffee hour. Every effort was made to personally call or meet with new members and invite them to church events, guide them to the LRE table to avail themselves of all opportunities, link them with fUUsion and make ourselves available as resources.

Every first Sunday of the month Kris Langabeer coordinates and facilitates the Newcomer Orientation, a welcoming one-hour meeting for any visitors or newcomers who would like to learn more about UUCCSM. These orientations involve two membership committee members, one board member, Rev. Rebecca, DRE Catherine, Director of Music DeReau and Linda van Ligten’s light lunches. They are a popular vehicle for connecting newcomers with our community.

Kris is stepping down from this role and off the committee. We appreciate the excellent job she has done coordinating this monthly offering. Steve White will become the Newcomer Orientation coordinator as well as the new chair of the Membership Committee. Thank you, Steve!

Below are the programs initiated by the Membership Committee oriented toward connection:

- **SUNDAY MORNING PRE-SERVICE GREETERS PROGRAM**, Barbara Gibbs. This 20-member team rotated on a once-a-month basis (1-3 at each service). Visitors were greeted as they arrived on campus and asked to sign a visitor’s page, which was then turned in to the office. From this page, visitors were added to both the newsletter and Thursday announcement email lists. Individual guest bags for child visitors were available at this table.

- **SUNDAY MORNING WELCOME CENTER TABLE**, Barbara Gibbs, for meeting/greeting/informing visitors during the post-service coffee hours (in Forbes Hall or adjacent lower patio). This table is staffed by committee members. Informative Welcome Bags, assembled by Carol Ring, were provided for inquiring visitors.

- **SECOND SUNDAY SUPPERS**, Beth Rendeiro, has been part of the Membership Committee’s work. The main work involves recruiting hosts for each month’s dinner and providing them with the necessary information to run a successful Supper. We implemented a goal of name tags for all attendees as well as specifically inviting, welcoming and integrating newcomers and newer members into the monthly suppers.

- **NEWCOMER ORIENTATION**, Kris Langabeer, and co-hosted by a committee member, following the 2nd service on the first Sunday of each month. Child care was provided by our paid Nursery teacher.

- **NEW MEMBER BULLETIN BOARD**, Carol Ring/Wendi Gladstone, is something new in Forbes Hall. Check it out! The goal of the board is to celebrate each new member’s addition to the community and facilitate connection between new members and established members by providing a photo and short bio of our newest friends. Charles and Christine Haskell are responsible for the excellent and beautiful photographs taken of every new member who wishes to have one. We appreciate their contribution to the work of connection.

- **NEW MEMBER RECOGNITION SERVICE AND RECEPTION** (held on May 3) was coordinated and implemented by the committee, the intern minister and the minister. Each new member receives a

welcome bag and public acknowledgement from the congregation.

• **NEW MEMBER PATIO SUPPER** was hosted by the committee and held at a committee member's home for the fourth consecutive summer. The goal was to bring new members together with the committee, the minister and other invited guests in order to build connection.

• **SUNDAY MORNING COFFEE HOUR**, chaired by Nancy Howell, falls loosely under the Membership umbrella, and as such we supported the important services provided by Nancy and her service team. We appreciate committee member Linda Van Ligten's participation as a coffee host.

With our goal to increase membership by actively welcoming and engaging all visitors, newcomers and members we are recruiting YOU for the Membership Committee. We'd like to become even more engaged in outreach, follow-through and support of newcomers and long-time members alike but to do so will require more committee members. We hope YOU will consider becoming involved with this important work and contact incoming chair Steve White at: SteveWhite46cc@gmail.com.



MUSIC COMMITTEE

DeReau Farrar

In the spirit of program diversity, we opened the church year with a broad and terrific assortment of guest musicians over the summer months, including Paul Meier, Ohannon, The New Historians, Jared Anderson, a gamelan/gender duo, The Whyman Project, Gertrude Bradley and others, including church members Leslie Beauvais and Joe Engleman, and church friend Lynn Angebrannt.

Then, to prepare ourselves for the year, our choir met at Live Oak Unitarian Universalist Fellowship in Goleta for its annual retreat. In addition to taking a first glance at some of the year's music with guest conductor and lecturer, Donald Brinegar (Donald Brinegar Singers, Donald Brinegar Choral Series, University of Southern California, California State University Los Angeles, Pasadena City College), we were also led in a rhythm workshop by Richard Scher, and spent some time working on a covenant with each other.

At the start of the program year, we welcomed Colleen Keene to our choir as Soprano Section Leader and moved into our new rehearsal space in Forbes Room #2. This has worked incredibly well toward providing a dedicated and controlled environment to house and from which run music programs, but has also allowed for the transition time between Sunday morning services to run more smoothly. Director of Lifespan Religious Education Catherine Farmer Loya and I have made a commitment to keep an eye out for each other's programs, allowing the space to remain flexible enough that it can best serve the community needs of the moment.

Autumn highlights included hosting world-class jazz bassist

Jennifer Leitham for our Coming Out Sunday services, and introducing a solemn Remembrance Vespers service to honor the recently dead in and around our community. This year's Vespers was set to Gabriel Faure's *Requiem in D Minor* with Roger Daggy on organ, and included a sung litany of the names of the remembered.

Over the winter, we strengthened some of our traditional programs, particularly the Winter Solstice Vespers and the Christmas Eve Families Service at 4pm. The Winter Solstice Service was hosted beautifully by Rima Snyder and Judith Martin-Straw, and included music by Lynn Angebrannt and Karen Hsu Patterson. Like the Remembrance Vespers service, it garnered record attendance and participation. The Christmas Eve Families Service was moved to Forbes Hall, and to 4pm, allowing for a more intimate, participatory setting. We explored interactive carols-singing with percussion instruments and welcomed guest musician Scott Thomas to help lead us. We continued with our international choral music tradition at the 6pm service and presented an a cappella octet performance of Francis Poulenc's *Quatre Motets pour le Temps de Noël* at the more contemplative 8pm service. This year's 3rd Annual MLK Choral Festival was hosted at the Unitarian Universalist Church of Long Beach and featured a combined choir performance of *Ain't No Stopping Us Now*, arranged by our very own Bass Section Leader James Hayden.

This spring, we observed Easter with a double reeds woodwind quartet (two oboes, english horn, and bassoon) and our choir. Looking forward, we hope to introduce a contemporary worship band at the end of May and present a Dining for Dollars concert of Motown favorites. We will continue, as has become our tradition, to meet for four consecutive Thursday evenings at the end of the church year for HymnSing — a time for all interested members of our community and others to journey through our hymnals together.

COFFEE HOUR COMMITTEE

Nancy Howell

The coffee committee volunteers have continued to enjoy serving coffee, tea and cookies to the congregation after each church service. We also provide coffee service for special events. We are proud to continue being more aware of our environment. We serve coffee and tea in ceramic cups. Coffee grounds are put into the compost bin. We serve sugar from a container rather than individually wrapped packages. We serve only fair traded coffee. We use cloth tablecloths rather than paper. Our napkins are made of recycled paper.

As coordinator, I would like express my appreciation for a great group of dedicated people on this committee. They are as follows:

Robert and Phyllis Kory, Sheila Bjornlie, Leah Moore, Kit Shaw, Alicia Van Ooyen, Karen Canady, Jennifer Westbay, Linda van Ligten, Karen Hsu Patterson, Jennifer Westbay, Pam Teplitz, Peggy Rhoads, Sanna Egan, Resa Foreman, Sylvia Young, Sheila Cummins, Jila Tayefehnowrooz, Jonathan Bijur, and Linda Marten. Deidre Dietel and Joanne Brownlie have recently joined our group. Patrick Meighan and Kirk Attebury have been members this past year and are now serving in other ways.

Our committee appreciates the numerous people who have donated cookies this past year, particularly those who have purchased Girl Scout cookies and have donated them to us.

Our goal for the next year is to remain flexible and continue the great coffee service.

We would invite anyone interested to join our volunteer group. It is an enjoyable way to meet and greet the people in our church.

DINING FOR DOLLARS COMMITTEE

Chair: Farrokh Allen. Other members: Melinda Ewen, Sue Moore, Sheila Cummins, Nancy Howell, Barbara Gibbs

The committee began meeting in the fall and continued meeting through April, with continued tasks ongoing. Our efforts resulted in 67 events and/or items for bidding and the silent auction took place on two Sundays in February, from 10am to 1pm. The net income from the Dining for Dollars was \$33,090 which is a bit higher than the \$32,000 budgeted. The D4\$ events were all scheduled from late February 2015 through the end of this calendar year.



ART WALL

Beverly Alison

We were very proud, this past year to show the work of JoAnn Damron Rodriguez, Vera Arutyunyan, Bonnie Lambert, Sara Hage, and Robert Soffian. We went from exciting dreamwork (Damron) to abstract bedsteads (Soffian), from local scenes to international fantasies. What a visual joy and intellectual challenge we have experienced this year!

We look forward to another exciting, stimulating and thought provoking year. Come join us for the fun, and thanks for your support.

Committee Members: Beverly Alison, Carol Ring, Bob Dietz

fUUSION

Karen Hsu Patterson

fUUsion is a welcoming way to introduce new young adults — and potential members — aged 18-35+ to UUSM. Our email listserv has approximately 140 members, and our Facebook page has over 100 “likes” and supporters. fUUsion also has a Meetup page, aimed at reaching out to young adults who may not yet be familiar with Unitarian Unitarianism.

fUUsion aims to host and sponsor social events, spiritual events, and service projects. While most events are aimed at younger adults at UUSM, several have been open to the wider UUSM community as well.

Social activities included group lunches after Sunday services, movie nights, and potlucks. fUUsion hosted Second Sunday Supper in March 2015. fUUsion members have made connections with various religious communities in the greater Los Angeles region in the spirit of interfaith outreach and dialogue. fUUsion greets visitors for the 11:00am service in months with a 5th Sunday. fUUsion members continue to support and serve UUSM through

committee work, and are a vibrant part of the UUSM community.

In addition, fUUsion is active in the Pacific Southwest District (PSWD). fUUsion members attended and helped to staff the annual PSWD Young Adult weekend at Camp de Benneville Pines (September 2014).

Future plans include connecting with other UU young adults in the greater Los Angeles region, and continued outreach efforts through coffee hour, flyers, Facebook, Meetup, and our listserv.

fUUsion continues to be a vital community for growing and nurturing connection and friendship among the UU young adult community, and beyond.

THE WOMEN'S ALLIANCE

Joyce Holmen, President

In 1927 our church and our Women's Alliance were founded. Over the decades we, as an affiliated organization, have helped continue the living tradition by providing ordinary and extraordinary opportunities for leadership training, interesting programs, fundraising, worship, friendship, good food, community outreach, feminist history, and personal growth; and we stayed connected to the UU Women's Federation, which used to be a membership association and now operates as a grant-giving organization (check it out at www.uuwf.org).

Our 2014 “Year of Living Musically” programs were well received. How could a women's group at church meet your needs for companionship, enrichment, service, music, balance, and fun? The Women's Alliance co-hosts with Interweave a festive annual picnic, welcoming folks of all ages. This year's picnic will be on July 19, so we hope to see you then.

PIPES LECTURE COMMITTEE

Patrick McGuire, Chair

This past October the Pipes Lecture Committee was pleased to present Sandy Banks of the *Los Angeles Times* as our guest speaker. She spoke about the issues facing the foster care system in Los Angeles County, including details concerning specific cases she had encountered in her reporting.

The event was well attended by both church members and the general public. Reverend Emeritus Ernie Pipes was also present; those assembled saluted him before Ms. Banks' presentation.

It is expected that we will host an equally significant figure this coming autumn. The fund was established for the sole purpose of honoring Rev. Pipes through speakers of note, and as protectors of the fund the current committee will continue to see to it that the moneys in that account are used only for this special, unique purpose.

The 25th anniversary of the committee's founding will be in 2016. Stay tuned for details of special plans! For information about the committee or to participate, please contact Patrick McGuire, chair, at pmcguire@ucla.edu. Thank you!

CARENET

Karl Lisovsky

CareNet continues its service to the UUCCSM congregation unchanged from last and previous years. A group of 19 church members are on an email distribution list, and these people receive an email from the CareNet coordinator (Karl Lisovsky, for the past few years), who in turn gets requests for help either from people in need or from someone who notices a need in a church member. This year, as in previous years, we have given rides to people who needed one (to a doctor or to get food at a food bank or a store); we have sent out thoughtful sympathy and get-well and well-wishing cards to members; we have even bought several loads of groceries for one individual.

CareNet gets relatively few requests given the need that probably exists; it seems that many people don't know about it. This could be, in part, because it rarely gets space in the Order of Service. It is likely that CareNet will evolve somewhat this year, given some new visioning and energy that has surfaced.

CAREGIVERS' SUPPORT GROUP

Joyce Holmen, Helen Brown

Caregivers find themselves responsible for a host of medical, social, personal, legal, and practical details to keep a loved one safe and as healthy and happy as possible. It's difficult to do that. Caregivers provide comfort and explanations and reassurance, make appointments, decide when to call 911, learn to reassemble hearing aids and to adjust walkers, do complex medication management as well as laundry, prepare food and encourage a loved one to eat it, shop all over to find special things that make a difference, make transportation arrangements for someone with a disability, adjust to psychological factors and relationship changes, manage money and insurance paperwork and plumbing and yardwork, handle oxygen equipment, get the taxes prepared and paid, and valiantly try to do the endless lists of tasks that need to be done, often for years, often with little respite. If compassion is a muscle, then caregivers exercise it a whole lot. According to the Dalai Lama, "Love and compassion are necessities, not luxuries. Without them humanity cannot survive."

Have you somehow become a caregiver? Being responsible for providing care for a chronically ill family member or friend can be alternately depressing, isolating, rewarding, frustrating, and overwhelming. A group of people with experiences similar to yours might help you both deal with day-to-day problems and maintain your own life and health. Need to cope with round-the-clock care for a spouse or parent, part-time care, moving, monitoring things long-distance, or stepping forward in a crisis? Members of our Caregivers' Support Group have developed expertise in taking care of loved ones with various situations including Parkinson's, Alzheimer's, diabetes, cancer, depression, heart problems -- at home, in assisted living or rehab or a nursing home, and in hospice care.

Our small, encouraging group has been meeting for 15 years, with people coming and going as their needs change. Of course, our minister checks in with us occasionally with her kind and wise presence. We hope to keep being available for caregivers in our church community. Meetings are on the 3rd Tuesday morning of the month, but we invite you to talk with us whether you can attend meetings or not.

BOOK STORE

Nancy Babbitt

Even though the trend is digital these days, Forbes Hall still has book shelves where we display many donated books in broad categories. People can either buy a book for as little as a dollar or borrow a book, indicating their name and phone number in our Sign-up Book.

Browsing books during coffee hour seems to be enjoyed by many people, and all money collected is donated to the church's Building Fund.

KNITTERS AND FRIENDS

Karen Patch

Knitters and Friends continue to enjoy fellowship between services. We had our annual Holiday Bazaar in December where we raised money for the congregation. Very active with our Prayer Shawl Ministry-providing items for Rebecca to take on pastoral visits.



QUILTERS GROUP

Emmy Cresciman, Joyce Holmen

A couple of years ago we got the notion to make crazy quilts using the fabric from neckties. We put a note in the newsletter and received bags from many of you - thanks! Out of that our small group learned how to work with such delicate fabrics, and you saw our beautiful crazy quilt pillows at the Knitters and Friends sale in December. We've also collaborated to make a couple of cotton quilts now, and enjoy playing with fabrics and learning new skills. Experienced and new stitchers of all ages are welcome to try out our Saturday group.

EMPTY BOWLS SANTA MONICA

Betty Barclay

At the event on March 7, 2015, we raised over \$2600 to benefit Westside Food Bank and the Bread and Roses Café at St. Joseph Center.

Soup, bread and other donations were made by Whole Foods, Santa Monica Seafood, Back on the Beach Café, 3 Vines Chef Service, Trader Joe's, Panera, Fromins, Earth Wind and Flour and Albertson's. Chef D Brandon Walker from St. Joseph Center was back again this year. We also had soup made by Karl Lisovsky, Bryan Oakes and Eric Stultz.

We received handmade bowls for the event from many different potters in our communities.

People from the wider community who attended last year were back with friends this year. Several people who heard about the event sent donations to support it even if they were unable to attend.

In addition to volunteers from our congregation we had members from the community who came to help. These volunteers helped to make the day a success with help setting up, serving and at the bowl table.

Committee members were Bettye Barclay, Bob Dietz, Gena Garrett, Rhonda Peacock, Ellen Levy and Rima Snyder.

NEWSLETTER

Charles Haskell

Charles Haskell, editor-in-chief (July 2011 to June 2015)

Editors: Laura Eklund, Elizabeth Fuller, Joyce Holmen, Rick Rhoads, Rima Snyder, Jennifer Westbay, and Calendar: Laura Eklund
Art Directors: Charles Haskell, Wendell Pascual, Carol Ring, and Pam Teplitz

Photographers: Charles Haskell, Carol Ring

Distribution: Elizabeth Fuller (electronic edition) and Peggy Kharraz (paper edition)

Staff changes in 2014-2015: Wendell Pascual joined the team as a graphic designer. Rick Rhoads joined our editorial group to provide “kicker headlines.” We welcome them both to our newsletter team.

CHARGE: The primary function of the newsletter is to inform the congregation and visitors of church issues, programs, and activities. The Newsletter Team is responsible for production of the newsletter, including making reasonable discretionary decisions relating to content and design. The team chooses its own editor-in-chief to serve for each church year (July to June), subject to approval for a two-year term by the board of directors. Space and emphasis in the newsletter is allocated according to priorities that are available on request. All newsletter items should be emailed to newsletter@uusm.org by noon on the 15th of the month. Articles received by this deadline are published, provided they are considered appropriate material for the newsletter. Articles received after the deadline may or may not be published, depending on available space and whether the material can be added to the issue without disrupting our publication schedule. The editor-in-chief may edit material for length, style, grammar, etc., and refuse material that is not appropriate. Any questions or problems concerning the newsletter should be addressed to the editor-in-chief. All material published is copyrighted and is the property of the church.



Design & photography: Carol Ring

***Love generously
Seek truth
Serve the world***

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REPORT ON PROGRAMS 2014-15

