



UNITARIAN UNIVERSALIST COMMUNITY CHURCH *of Santa Monica*



REPORT ON PROGRAMS

Fiscal Year

July 1, 2019 – June 30, 2020

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REPORT ON PROGRAMS

2019-20

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LEADERSHIP

2019-2020 BOARD OF DIRECTORS NOMINEES

President Jacki Weber
Vice President..... Beth Brownlie
Secretary..... Norm Richey
Treasurer Vilma Ortiz
Past President Ron Crane
Member at Large..... Nina Emerson, Larry Wiener
Member at Large..... Eileen McCormack
Member at Large..... Barbara Andres
Member at Large..... Abby Arnold

2020-2021 BOARD OF DIRECTORS NOMINEES

President Beth Brownlie
Vice President..... Eileen McCormack
Secretary..... Larry Weiner
Treasurer Vilma Ortiz
Past President Jacki Weber
Member at Large..... Abby Arnold
Member at Large..... Norm Richey
Member at Large..... Roberta Frye
Member at Large..... Mike Monte

STAFF

Developmental Minister Rev. Jeremiah Kalendae
Minister Emerita Rev. Judith E. Meyer
Minister Emeritus..... Rev. Ernest D. Pipes
Director of Religious
Exploration.....Cleo Anderson
Religious Exploration Staff Teri Lucas
Director of Music.....Saunder Choi
Accompanist.....Ryan Humphrey
Choir Section Leaders..... Jyvonne Haskin, Chloe Vaught,
Michael Miersma
Church AdministratorNurit Gordon
Administrative and Financial
AssistantCyndee Hayes
Communications & Volunteers
CoordinatorSibylla Nash
SextonsKevin Roller and Thomas Ahern

NOMINATING COMMITTEE

2019-2020

Pat Gomez
Barbara Kernochan
Alison Kendall
Linda van Ligten
Nalani Santiago
Kikanza Nuri-Robins

2020-2021

Pat Gomez
Barbara Kernochan
Karl Lisovsky
Chela Metzger
Sheila Cummins
Natalie Kahn



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.



UNITARIAN UNIVERSALIST COMMUNITY CHURCH OF SANTA MONICA

Annual Report on Programs 2019-2020

DEVELOPMENTAL MINISTER REV. JEREMIAH KALENDÆ



What a truly transformative church year we have been through together! We thrived as a congregation, continued important developmental work, and responded to a multitude of unprecedented challenges with courage, perseverance, and grace. I am so proud of this community and grateful to serve alongside you in this developmental ministry. When I arrived ten months ago, in my first report to the board of directors, I shared what I believed were three additional dimensions to our ministry together that would be of critical importance in the years before us. The first was prioritizing, creating a culture of sustainability, and regeneratively as a congregation. We would need to learn to practice being in community together in ways that were spacious and restorative to foster congregational healing, vitality, and wholeness.

The second was a recognition that we would need to deepen our commitments to intersectional anti-racism and anti-oppression work. We began this work at the grassroots levels by discussing and adding anti-racism and anti-oppression work to many of our group covenants. I am happy to report in every one of the multiple groups and committees where we discussed the importance of this work; it was received with unanimous support.

The third priority was that we would need to practice hospitality in new and inclusive ways that invited us to appreciate the rich spiritual and philosophical diversity of our liberal religious tradition. We launched our Faith Forward membership program and expanded our worship programming to include more embodied multireligious learning. It is clear to me that ten months later, these priorities are more important than ever. We've had to constantly adapt to quickly changing circumstances in a global pandemic, summoned to respond to the calls for racial justice, and to reimagine church and how we create an inclusive beloved community when physical distancing is necessary to protect everyone's health and well-being. These priorities are interwoven with many of the achievements of this past year and will continue to inform our work as we co-create the church of the future.

Our board of directors, with the wise and determined leadership of Jacki Weber and Beth Brownlie, led us through the multitude of challenges this year brought to our doorstep. In addition to Jacki and Beth, I want to name Ron Crane, Vilma Ortiz, Norm Richey, Eileen McCormack, Abby Arnold, Barbara Andres, and Larry Weiner. I am so grateful to be serving alongside such a dedicated and truly wonderful group of congregational leaders. With their leadership, we developed a multi-year plan for developmental ministry. We embraced sustainability and regenerativity as practices for our time. We deepened our anti-racism and anti-oppression commitments and launched a more intentional path to membership and a broader cultural embrace. We continued to move towards optimal financial health and

completed a very successful stewardship campaign during the pandemic. With the extraordinary financial leadership of our Treasurer, Vilma Ortiz, we prepared a modest budget that prioritized our staff's well-being, essential investments in our community, and institutional financial health and sustainability. We responded quickly and competently to the pandemic. We transitioned our entire community, in every way possible, to online venues as we kept the church open even when we had to close the doors to our beloved sanctuary. I really want to uplift and celebrate these leaders of our congregation. I hope you feel blessed or at least know how lucky you are to have such amazing leaders at the helm of this congregation.

Ours is a shared ministry that means our success depends upon a multitude of staff and congregational leaders fulfilling their professional roles and ministries. I am so grateful for our staff and want to specifically lift up our senior members—Nurit Gordon, Cleo Anderson, and Saunder Choi—for the skill, resilience, flexibility, and commitment they each demonstrated in this unprecedented year. Nurit has provided a great deal of institutional knowledge, insight, and stability through the multitude of changes the congregation has undergone in recent years. Cleo has been here for less than a year. She has dove into the work of learning from you and reimagining religious exploration and then having to reimagine it again—in ways most of us never dreamed of—as we co-create online spaces for UU religious learning. Saunder has not only blessed us with his many musical gifts but also brought the



technical knowledge and leadership skills to help us create such powerful online worship in the midst of a crisis. I am deeply grateful to have such a committed team of professional staff and to have the amazing support of Ryan Humphrey, Cyndee Hayes, Sibylla Nash, Teri Lucas, Thom Ahern, and Kevin Roller. Thank you for your passionate commitment to the members and friends of this congregation and our shared liberal religious mission in the world.

Our members and friends are the foundational strength of this community. I would like to thank each of you for your contributions to our vibrant congregational life. From serving on the many committees of the church to creating fellowship with others in the many groups of the church and giving generously to provide for our solid financial foundation, we are all so grateful. I especially want to acknowledge the hard work of Pat Gomez and our outstanding nominating committee. They've worked diligently to expand and diversify the leadership of our community. I also want to thank our amazing COVID-19 Steering Committee and Pastoral Task Force for their exemplary leadership in extraordinarily complex and stressful times. Kikanza Nuri-Robins, Linda Van Ligten, and Bettye Barlcay have marshaled our pastoral capacities like never before in the history of our community.

Additionally, our Healthy Congregations team, with the

leadership of Audrey Lyness, helped transform this community from being not only a liberal religious congregation but also a beloved community where we practice “what it means to be human” with each other and the larger world. I wish I could name the dozens of leaders, committees, and groups of this congregation who have given so much of themselves in service to this community. We are grateful.

One important ongoing congregational initiative of this past year was our reflection on the “8 Elements of Congregational Ministries.” We adopted this model to consider how we are all responsible for the ministries of this church. It is intended to help us think holistically about how every group in the church shares the church’s larger mission and exemplifies the essential functions of a religious community. These eight elements include: Spirituality, Fellowship, Religious Education, Pastoral Care, Leadership Development, Anti-Racism, and Anti-Oppression / Social Justice, Invitation, and Stewardship. Our shared ministry will become more important than ever as we practice physical distancing for an extended time and continue to create beloved community and a home for the liberal spirit in new contexts with new challenges and opportunities. If there was ever a time to really live into Unitarian Universalism as the “ministry of all the people,” this is it!

Our worship underwent significant evolutions this year. As an aspect of building community, we transitioned to one service, and this allowed us to be together as one unified community for the first time in many years. We made changes to the order of the service, created a time to greet your neighbor, added a mindfulness prayer and silent meditation, created a now essential text-to-give option, and increased our generous congregations contributions to such worthy partners as the Downtown Women’s Shelter, the Trans Lifeline, UU the Vote, and the NAACP. We reignited Theme-based ministry and brought that into our worship planning, publications, and group activities. Some of the spiritual themes we considered together as a community this church year included: Wisdom, Liberation, Resilience, Thresholds, and Awe. After six and a half months of regular Sunday morning worship, the pandemic hit, and we had to transition to creating online worship quickly. In all, we have created 48 services in a ten-month period of time. A special thanks to Kikanza Nuri-Robins and Dorothy Steinickei, Co-Chairs



of our Worship Associates programs and each of our Worship Associates, the members of our choir, our choral section leaders, and our behind-the-scenes tech gurus—Liz Fuller, Pam Teplitz, and Jacki Weber for all they brought to uplift our spirits and care for this community on Sunday mornings. We are currently discussing how we might better bring anti-racist and anti-oppressive elements in our liturgy to honor the indigenous lands upon which we gather and the ongoing work to dismantle white supremacy culture and racism in our lives and in our society.

Our community also experienced many losses of beloved members and friends this year. I would like to take a few moments to hold them and their families and friends in our hearts as we remember that mighty cloud of witnesses that surrounds and embraces this community. These beloved members and friends joined the ancestors in the last year:

- GERALYN LAMBSON
- JAMES MORISON
- CAROL SERLING
- SHEILA BJORNIE
- JOANNE BROWNLIE
- DAYLA McDONALD
- STUART MOORE

Because they are remembered: they live.

Lastly, I would like to report not just on some of our many



achievements but also chart a course for where we are headed in the new church year, which begins in September. We have to begin creating the church of the future. We know there is no going back to exactly what was so we have to embrace our present circumstances as an opportunity for creativity and dream the church of the future into being. As we plan for the next church year, these are some of the broad goals for our ministry together:

1) We will continue to create dynamic worship and interactivity on Sunday mornings. We are prepared to continue to create our virtual sanctuary as long as it is necessary to protect our members and staff’s health. Our COVID-19 Steering Committee will continue to discern when we can return to the sanctuary in the next church year. We are mindful that it may not be until late spring.

2) We will continue to center sustainability and regenerativity, intersectional anti-racism and anti-oppression commitments, and hospitality and inclusion as vital to our developmental work, membership growth, and spiritual well-being. We will be mindful that intersectional anti-racism/anti-oppression commitments include climate, water, and environmental justice.

3) We will continue to build beloved community by attending to the social fabric of our congregational life while physically distanced through a new small groups ministry program and by continuing to create and support online forums and platforms for our togetherness. We had great success with our online Meditation Groups, Community Connections, and the Coffee and Tea House, and we hope to expand such offerings in autumn.

4) We will continue to expand our religious exploration and education opportunities for all ages as we learn how best to meet emerging needs in new online contexts for lifespan religious learning.



5) We will continue to develop and expand our pastoral care capacities to meet the needs of our community and provide more comprehensive pastoral coverage.

6) We will enter into an intentional period of mission and vision discernment as we begin modernizing our bylaws in the new year.

7) We will continue to create a culture of abundance and gratitude where we celebrate the many gifts and resources of this community and we remember that we already have what it takes to create a bright future for all.

In my written annual report, I will include some more details around the achievements of the past year, so I hope you'll check that out when you receive it in the coming days. I wanted to hold this verbal report in a spirit of brevity, thankfulness, and hope. I love you, and I hope our summers are rejuvenating and help us prepare for the year to come.

MAJOR ACTIVITIES SUMMARY (PRIOR TO PANDEMIC SHUTDOWN - FIRST 6.5 MONTHS)

- Orientation Period
- Transitioned to One Service
- Worship Evolved (Welcome then Announcements, Time to Greet Your Neighbor, Offertory to End, 50/50 Split, etc.)
- Theme-based Ministry Reinitiated
- On-boarding a New DRE
- Camp de Benneville Pines Activities, Workshops, and Worship
- Created Monthly All Staff Meeting
- 8 Elements of Effective Congregational Ministries Initiated
- Stewardship Design Team (Social and Artistic Dimensions - Silent and Public Phases)
- Congregational Video Project (Delayed until Fall 2020)
- Budget and Developmental Goals (50/50 Split, CoA Raises, Staff Appreciation Funds, Gave more to UUA, Reduced Deficit Spending)
 - Pastorally Responded to Wildfires
 - Board Retreat Leader Developmental Activities
 - Compassionate Meals Outreach: UU Animal Ministry and We Are Uno Street Outreach (Temporary Suspended)
 - Interfaith Vigil Responding to gun violence at St. Monica's Catholic Church
 - Expanded Pastoral Associates Program - Introduced New Model
 - Adult Religious Education - Holistic Model/Approach Introduced

- Faith Forward New Membership Program Launched
- Health and Safety Taskforce Launched
- Communications Staff Transition
- Staff Holiday Party and Appreciation Gatherings
- Website Development Work
- Taught 2-Class ARE Prayer Beads Course
- Celebrations of Life / Memorials Planning
- Newsletter Articles and Pastoral Letters

MAJOR ACTIVITIES SUMMARY (FOLLOWING PANDEMIC SHUTDOWN - 3.5 MONTHS)

- Created Weekly Live-Streamed Worship
- COVID-19 Steering Committee Established
- Pastoral Taskforce & Chalice Companions Established
- COVID-19 Messages from the Minister and President
- Online UUSM Congregational Presence Created
- Zoom Accounts for Church Meetings
- Weekly Coffee and Tea House with the Minister
- Online Meditation Groups
- Community Connections Groups
- Successful Stewardship Campaign
- Music Director Made ½ Time with Benefits
- Received PPP Loan
- Received Spirit Level Grant Loan
- Newsletter Articles and Pastoral Letters
- General Assembly Attendance
- Social Media Communications Plan
- Black Lives Matter Protests Presence
- Transitioned Annual Meeting Online



GENEROUS CONGREGATIONS (SEPT. 12 - JUNE 2020)

- Clergy and Laity United for Economic Justice (CLUE)
- Camp deBenneville Pines
- UU Justice Ministry of CA
- Minister's Discretionary Fund (Christmas Services)
- UUSC Hurricane Dorian Victims
- Downtown Women's Center
- UUA COVID-19 Fund (2 Months)
- UU The Vote
- NAACP Legal Defense and Education Fund

PRESIDENT JACKI WEBER

Good afternoon! I am pleased to deliver this report of your board of directors.

What a year!

I hope this message finds you and your loved ones healthy and well. I hope that, in this quarantine season, you are finding space to discover something new for yourself... that you are able to make lemonade from lemons or sourdough bread from bacteria.

It's strange to me, today, that there was a time "before,"...that a year ago, the rhythm of life and our church community was so different.

After last year's annual meeting, we bade Reverend Greg Ward and DRE Kathleen Hogue farewell and began a new fiscal year anticipating tremendous change. In August, we would welcome a new minister and a new director of religious education and a host of new programs.

Fall came: Reverend Jeremiah Kalendae brought a new kind of leadership to the church. One that encouraged the congregation to nurture deeper connections to spirit, a stronger sense of shared leadership, and a full embrace of the anti-racist/anti-oppression work that we are called to undertake as Unitarian Universalists.

We began thinking in coalition, as everyone who makes Sunday so special worked together in partnership with a new Congregational Health and Safety Committee to coordinate Sunday worship in a welcoming and safe way.

A new membership program, Faith Forward, brought together the many aspects of the congregation to ground the community in Unitarian Universalist values and UUSM life.

Our stewardship and budget-building efforts produced a conservative budget for the coming fiscal year, with the smallest deficit budget in a very long time.

In March came coronavirus. We live-streamed our very first online-only worship. A COVID-19 task force fashioned a pastoral care program appropriate to our new reality. And an amazing group of leaders pulled together in unprecedented ways.

Then came the eruption of the volcano of systemic racism and white supremacy in the form of the videos of the murders of Ahmaud Arbery and George Floyd.

What is evident today is that we are all called to active anti-racist work the likes we have not undertaken as a congregation in a generation. More on that later.

Here is where I will stop. And breathe.

I want to acknowledge the incredible commitment to progress and effort to move forward together as a congregation over the last four years.

I also want to bring to mind the exceptional people in this community who have walked in leadership through this year:

- Our board of directors - helmed by the visionary Vice President Beth Brownlie, unflappable Secretary Norm Richey, and incredible Treasurer Vilma Ortiz. Deep gratitude to past-president Ron Crane for his wisdom, curiosity, and kind heart.

- Our worship associates who began the year creating transformative worship with Reverend Jeremiah and then upped their game when we went online in March.

- The communications team that transformed its tech game to not only produce a great online newsletter but helped bring our live streamed services to Facebook, YouTube, and our website, complete with virtual coffee hour.

- Our Children and Youth RE leaders and volunteers, our Sunday hosts like greeters, ushers, and coffee committee members, and a membership committee continually trying new things to bring and hold our congregation members closer to the fold.

- The leaders in small group ministries like Heart-to-Heart groups, choir, the Green Committee, Peace and Social Justice, Hunger Task Force, and the new UU Animal Ministry.

CARE-ring and pastoral care associates, the many administrative committees that do very unglamorous but important work to help the congregation run smoothly - communications, and finance, investment, nominating, and personnel committees.

- Special thanks to Rev. Kikanza who aided last summer while we were in ministerial transition, and again this spring to support pastoral care.

- And finally, thank you to an outstanding staff: Rev. Jeremiah, DRE Cleo Anderson, Music Director Saunder Choi (who sings, conducts, arranges, and produces our videos!) Also, Nurit Gordon, Cyndee Hayes, and Sibylla Nash.

We have accomplished so much and as we have adopted the "8 Elements of Effective Congregational Ministry" introduced by Rev. Jeremiah, hopefully, we have had more fun doing it while growing our spirits and increasingly embodying the reality that we belong to each other.

Now we rest.

It has been an honor and a privilege to serve as your president for the past two years.

I am excited to welcome new leadership to the board and the nominating committee at this meeting. I look forward to exploring what we can accomplish when we emerge from summer break rested and refreshed and ready to take on the next set of challenges in the coming year.

May it be so!

Peace and blessings to you.





TREASURER VILMA ORTIZ

GREETINGS!

We are in the middle of a global pandemic and economic shutdown, which has implications for our community, including not being able to meet together.

We—the Board, Finance Committee, Minister, and I—worked diligently to prepare next year’s budget. Yet, because of the economic uncertainty around us, we recognize that the budget may change over the next year.

The budget summary is included in this packet. The full budget can be found at <https://tinyurl.com/uu2020budget>

FINANCIAL IMPACT:

The health/economic crisis has impacted our church finances in many ways including:

No rental income for three months which equals about \$25,000.

Cancellation of our largest fundraiser, Dining for Dollars, which equals about \$30,000.

STILL, THERE IS GOOD NEWS:

Church members, that means YOU, are giving generously.

April pledge income, at \$33,000, was higher than in January-March.

We have received other contributions from you—more than \$5,000 in April.

Our Stewardship Campaign has secured commitments of \$365,000 for next year.

Church leaders have secured additional resources for our community:

For this year, we applied for and received a loan/grant from the Paycheck Protection Plan (PPP). It provides funds for 2.5 months of payroll expenses of \$70,000. It was provided in the form of a loan but will be forgiven if we continue to employ our staff.

For next year, the Church has received a \$10,000 grant from the Spirit Level Foundation (provided to UU Churches).

BOTTOM LINE FOR 2019-2020 BUDGET:

We started this year expecting a deficit of \$22,000.

Currently, we have a deficit of \$45,000 and expect it to be \$55,000 at the end of June.

After paying for 2.5 months of payroll with the PPP loan/grant, we expect to end 2019-2020 with a positive net income of \$15,000.

BOTTOM LINE FOR 2020-2021 BUDGET:

We expect that our rental income and fundraising events will be lower due to the current crisis.

We will have additional income from the carry-forward funds from this year (\$15,000) and the Spirit grant (\$10,000).

We expect to end the 2020-2021 year with a deficit of \$26,000.

This deficit will be covered from the Deficit Reserve (with \$38,000). If additional funds, the Emergency Reserve (with \$96,000) will be used.

CLOSING COMMENTS:

Contact me if you have questions about the budget and/or financial situation of the Church. I can be reached at vilma@soc.ucla.edu or (310) 717-2328.

If your financial situation changes and you need to change your pledge, let us know; this helps us plan better. More importantly, we want to support you!

DIRECTOR OF RELIGIOUS EDUCATION CLEO ANDERSON

PURPOSE

1) To plan, facilitate, and support the Children and Youth Religious Education program.

2) Members: Sabina Mayo (Chair), Beth Brownlie, Nick Henning, Nalani Santiago, Teri Lucas

3) The committee’s goal this year was to evaluate the effectiveness of past programming and fine-tune the long-term goals we have for RE participants.

4) Plan activities that support the long-term goals we’ve established this year. Implement anti-racist work into lesson plans and foster inter-generational connection.

5) General RE - We moved to a one-room schoolhouse model. This allowed bonding across the groups and many lessons on how to adapt activities for everyone’s enjoyment. We learned about specific holidays like Holi, Yom Kippur, and Yule. We did a bit of cooking and crafting. We also held our first Sunday Morning Cartoons event. We viewed She-Ra and had all the breakfast cereal.



EVENTS

• OWL: OWL took place and had a full class with 100% youth and parent participation. We also started planning for Adult OWL and hosting training for more facilitators for all age groups.

• COMING OF AGE: We started the program nice and strong work, a class of eight, and an excellent team of facilitators. When the COVID-19 shelter-in-place started, the group continued, but the youth came to the facilitators and said they weren’t getting what they needed from the digital format. They requested to table the program until it was possible to meet in person. And it was agreed upon to honor that request.

• CHRISTMAS: We had our first pick up pageant. We cast and costumed the show as we went along. It was quite the wild ride with fun laughs and small children stealing the show.

- **TABLED PROGRAMMING:** Due to the COVID-19 shutdown, all of our Spring and Summer programming was cancelled.
 - **LIFE IN UVILLE** - Our Dungeons and Dragons program for 5th grade and above.
 - **INTER-GENERATIONAL BOOK CLUB:** We planned to do a multi-week book club focusing on the book, "7 Necessary Sins for Women and Girls."
 - **SUMMER CAMP:** We planned to host a day camp and hire teens from the church to act as paid counselors.
- OWL K-1: The first orientation had taken place just before the shutdown. We plan to resume the program as soon as it's safe.

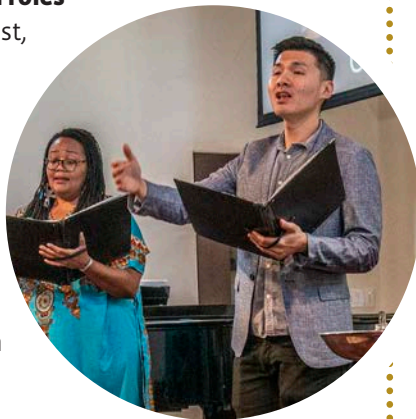
DIRECTOR OF MUSIC SAUNDER CHOI

PURPOSE OF COMMITTEE

To provide and program music for Sunday services, special services, and concerts.

Committee members names and roles

- Ryan Humphrey, Accompanist, and Organist
- Adrien Redford - Bass Section Leader
- Jyonne Haskin - Alto Section Leader
- Colleen Keene, Chloe Vaught, and Rebecca Tomasko - Soprano Section Leaders
- Gabriel Paredes and Christopher Jobst - Tenor Section Leaders
- Music Committee (separate report)



The music committee is responsible for the music fund and providing support to the Music Program in terms of logistics, etc.

GOALS FOR 2019-2020

STAFFING STABILITY

There were many adjustments and changes this year due to several factors, including CA AB-5 (effective January 2020), and COVID-19.

- James Hayden, Choir Section Leader, announced he was not renewing his contract with UUSM in July 2019.
- UUSM hired Adrien Redford in September 2019 after a search.
- Colleen Keene announced her resignation in late-December 2019 as a response to the CA AB-5 bill and a change of lifestyle without church work.
- Gabriel Paredes announced his resignation as a response to the CA AB-5 bill.
- UUSM hired Chloe Vaught and Christopher Jobst on January 2020 as replacement section leaders.
- Adrien Redford and Jyonne Haskin were switched to W2 contracts on January 2020 as per the CA AB-5 bill.
- Adrien Redford announced his resignation in March 2020 due to the COVID-19 crisis and moving back to Nevada.

MUSIC EVENTS

- Will Todd Service of Remembrance (October 2019)
- Successful music service featuring Will Todd's Footprints Choral Suite
- Christmas Eve Services
- Hindustani Music Service featuring Gayaatri and Raj Kaundiya (February 2020)
- Ramazan Service featuring guest musician Fahad Siadat
- Good Friday Tenebrae concert
- Scheduled for April 2020; postponed due to COVID-19
- Dining for Dollars (A Villains Review)
- Scheduled for June 2020; canceled due to COVID-19
- A temporary increase from 15 to 19 hours for DOM due to additional video editing work for COVID-19 online worship videos.

GOALS FOR 2020-2021

- Adjust to post-COVID-19 lockdown
- Determine how to facilitate socially distanced rehearsals
- Switch rehearsals to the sanctuary or a space large enough to accommodate social distancing requirements
- Gradually easing into normal rehearsal/singing schedule (perhaps starting with a once a month meeting, then twice a month, until we can return to a weekly schedule)
 - Tenebrae Service in lieu of Fall Requiem
- Grow the music program by including more participation by congregation members and guest UU musicians
- Christmas Eve Services



CHURCH ADMINISTRATOR NURIT GORDON

We were fully energized at the start of the church year as we welcomed a new Minister, a new Director of Religious Exploration, and a new Communications Coordinator.

By the time we all got familiar with each other and into a routine, we had to face all the changes that came with the Covid-19 virus and the Stay-at-Home order. We were quick to adapt and make changes to office and work habits, turned to virtual services, Zoom meetings, and being completely alone at the office. We had a successful pledge campaign, different from all other years, thanks to the hard work of members and staff.

It is challenging to compare our budget VS actuals this year due to the changes from Covid-19. Pledge income was lower than



budgeted, but net income was compensated by higher rental income and non-pledge contributions until March 2020.

Dining for Dollars, our largest fundraising effort of the year was canceled, and so were rentals as of March 2020.

We turned to text giving, which yielded income from GC, pledges, and non-pledge gifts. People showed generosity as we received non-pledge contributions and contributions from visitors and guests once we started online services.

We started using the text app in October for GCC only but added pledges and identified contributions in February.

I started working on the 2020-21 budget in November 2019, and after 23 drafts and many revisions due to Covid-19 changes, the budget is ready for review and approval at the Annual Meeting.

Members who pledged to the Sustainability Fund keep making contributions. At the end of this Fiscal Year, we will transfer \$27,160 as budgeted. This will leave us with \$1,700 in the fund and about \$25,000 pledges to be fulfilled in the future.

We had a successful pledge drive, considering everything that was going on with Covid-19. We have about \$355,000 pledged, which includes 72 members who increased their pledges this year.

We had to make some changes this year due to new labor laws and Covid-19 restrictions. We had to reclassify work status for the Choir Section Leaders from independent contractors to employees. We also had to work from home. Most staff members now work from home with the exception of Cyndee and myself. We work at the office three times a week and twice a week from home. The Sextons come in once a week each.

We were lucky to apply for and receive the Paycheck Protection Loan, which enables us to keep paying our staff members even with the loss of income due to Covid-19.

All facility projects are on hold now: the new front door (thanks to a generous contribution from one of our members), the new sign on the corner of Arizona and 18th, and the Arizona door and lobby refitting.

On the other hand, we were able to accomplish quite a few things this year: the cottage was painted by members and volunteers, we repaired the Forbes glass doors, installed a new water heater in the Forbes women's bathroom, trees were trimmed, carpets cleaned and the fire alarm and sprinklers tested. One of our members installed hand sanitizers in Forbes



Hall, and when we can purchase more, we will do the same in the cottage.

We had to purchase a few computers this year, for our Minister, Finance Assistant and Communications Coordinator. We stepped away from using a server, which put us at risk of losing documents, and now fully operate using shared Google drives, reducing the risk of lost data. We also started using a few of our data programs online.

We purchased two new large screen TVs. We now have three large screen TVs, including one that was donated, located in the cottage, Forbes Hall, and Forbes Classroom. We also have a dedicated laptop for Sunday Services.

The Annual Meeting preparations have been taking longer this year since we are unable to meet in person as we do every year. Everything needs to be done differently, including the content of the packet, voting, and the meeting itself, which will have to be virtual. Those changes required weeks of labor from members and staff as we had to adapt to new ways of conducting church business meetings.

Overall, this was a year of changes, challenges and adjustments, both with new staff and the Stay-at-Home order. We are doing well, as a team, having a few staff meetings throughout the month, and working with members.

WORSHIP ASSOCIATES

Sunday worship is the heart of how we come together as a faith community. Worship at the Unitarian Universalist Community Church of Santa Monica is led by a diverse team of clergy, professionals, and volunteers. The purpose of worship is to connect with a sense of transcendence and transformation. By coming together, we build community, center ourselves, and nourish our spirits.

Worship Associates work as a group and individually to help plan and present Sunday worship each week. Each Worship Associate signs on for a three-year term during which we learn the elements of worship and add our voice to our congregational service each Sunday. The committee meets each month and plans services well in advance using monthly liturgical themes. We emphasize the Seven Principles based on the Six Sources, incorporating a variety of traditions, cultures, and voices into our Unitarian Universalist worship experience.

New Worship Associates are mentored, trained, and supported, so no previous experience is necessary, but there are qualifications and skills that are strongly desired. Worship Associates speak as allies and advocates, or as members of historically oppressed and underrepresented communities. They have a heart for social justice and can experience empathy with people of differing views. Unitarian Universalism as a faith is committed to challenging traditional assumptions about who has power and who has a voice.

Worship Associates partner with the Minister and Musicians to create meaningful worship experiences each Sunday that reflect the breadth of spiritual traditions found in our community and in the world.

ADULT PROGRAMS COMMITTEE

Beverly Shoenberger, Adult Programs Committee Chair

MEMBERS: James Witker, Sarah Robson (Newsletter), Mark Berlin, Teri Lucas (Administrative Support), Beth Rendeiro (Minutes), and visiting Committee Member: Sunni Pavlovic (Agenda)

COMMITTEE PURPOSE

OUR PURPOSE is to offer a balanced slate of programs for personal and spiritual exploration for adults in our congregation.

OUR SPECIFIC PURPOSES

- 1) Offer a broader and more holistic range of content that includes body, mind, heart, and spirit.
- 2) Expand our group of facilitators.
- 3) Increase participation.
- 4) Explore Rev. Greg and Rev. Jeremiah's advice that we become the "overarching umbrella" for all adult programming in the church.



The first three objectives were met, as evidenced by the following programs that we sponsored:

- ADVANCE HEALTH CARE DIRECTIVE - 24 participants, with Joyce Holman, 2 sessions, September and October 2019
- AN ENJOYABLE DIVE INTO WHO AND WHAT WE ARE - 4-6 participants, with Bill Blake, ongoing semi-monthly
- "HOW TO BE LESS STUPID ABOUT RACE" - 16 participants, with Audrey Lyness and Laura Matthews, 2 Sessions, May 2019
- HUMANIST VOICES - David Bumbaugh's "The Unfinished Dream/The Marketing of Liberal Religion" - 23 participants, with James Witker, 2 Sessions, July 2019
- INTERNATIONAL FOLK DANCING - 12-16 participants, sponsored by Ellen Levy, ongoing monthly
- LESSONS OF LOSS - 8 to 12 participants, with Leon Henderson-McLennan, 4 Sessions, March-April 2020 - on Zoom
- OPEN MEDITATION - 6 to 12 participants, with Bev Shoenberger and Carol Ring, ongoing 2-3 times a week on Zoom
- PRAYER BEAD WORKSHOP - 37 participants, with Rev. Jeremiah Kalendae and Bettye Barclay, 2 Sessions, February 2020
- ESOTERIC SPIRITUALITY: The Diamond Approach - 25 participants, with Vince Draddy, Feb. 2020
- THE HATE U GIVE - 12 participants, with Audrey Lyness and Melinda Ewen, 1 session, August 2019
- ESOTERIC SPIRITUALITY: Teachings of G.I Gurdjieff - 25 participants, with Peter Stathis, Oct. 2019

COLLAGE GROUP with Stan Bemis - Monthly until March 2020



Our fourth objective was to explore Rev. Greg and Rev. Jeremiah's advice that we become the "overarching umbrella" for all adult programming in the church, including all independent offerings as well as those programs and events developed/ sponsored by other committees. This past year included:

- Atheists, Agnostics, Humanists, and Secularists (AAHS)
- Disability Support Group
- Parent's Group
- Men's Group
- Science Non-Fiction Book Group
- Heart to Heart small Group Ministry
- Stewardship's Book Group
- Membership's "Faith Forward" Series
- Healthy Congregations' "Healthy Conversations" Series
- Faith in Action's programs and events for social justice and the environment.

Our Committee found three advantages to this structural change: (1) We could serve as a central hub for marketing, possibly producing a single booklet with everything listed in one place. (2) We could keep an eye on the overall balance of programming for adults, seeing that the needs of body, mind, heart, and spirit are being addressed. (3) We could serve as a resource for other committees who need support and information. We began moving in this direction.

Rev. Greg and Rev. Jeremiah were both clear that Adult Programs would not be taking on any responsibility for or power over the programs of the other committees. This highlights the two possible downsides of this change: possible confusion on the part of the congregation about whether we are taking any control of other programs (we are not) and whether there might be an increase in work that could overwhelm the limited resources of our own Committee. This has yet to be seen. We could use more members who want to support our purpose!



OBJECTIVES FOR THE COMING YEAR:

The Adult Programs Committee will continue to develop programming on Zoom for the time being. We will also be taking our next steps in exploring and implementing being a central hub, a term we are using instead of an "overarching umbrella," as we aren't "over" anyone else. In addition, our Chair, Bev

Shoenberger, will be leaving the Committee after almost five years, so we will be looking at our organizational and decision-making structures.



NOMINATING COMMITTEE

Pat Gomez, Nominating Committee Chair

Committee members: Alison Kendall, Barbara Kernochan, Karl Lisovsky, Nalani Santiago, Linda van Ligten

The Nominating Committee consists of six members, each serving a three-year term. In most years, two members rotate off the committee, and two new members are elected to the committee. Committee members elect the Chair of the Committee.

The responsibilities of the Committee include identifying potential leadership candidates from among the voting members of the congregation and putting together a slate of candidates to fill open positions on the Board of Directors and the Nominating Committee. Nominees are elected at the annual meeting.

The Nominating Committee is also responsible for filling positions on the Board and Nominating Committees that may be vacated during the church year, and to recommend qualified church members to serve on the Personnel, Investment, and Finance Committees as positions are vacated.

In any year that a ministerial search committee is to be formed, the Nominating Committee is responsible for putting together a full slate of candidates for election.

During this past church year, the Nominating Committee has continued its focus to help our community build a strong pool of potential leaders to ensure our congregation can live up to our Mission Statement. In addition, the committee found members to fill Board, Nominating, Personnel, Financial, and Investment Committee positions that were vacated throughout the church year.

FACILITIES DEVELOPMENT AND MAINTENANCE COMMITTEE (FDMC)

COMMITTEE PURPOSE

FDMC supports the vision and mission of UUSM. FDMC's objective is to create and maintain a healthy, safe, attractive, and accommodating campus for staff, members, and visitors. FDMC's role is to provide budget planning, direction, oversight, and coordination of all operations, maintenance, repair, and capital projects impacting the buildings, grounds, and furnishings.

For further detail, refer to the committee charter and RACI chart.

COMMITTEE MEMBERS & ROLES

Co-Chairs: Brad Hutchinson, John Zinner

Board Liaison: Beth Brownlie

Staff Liaison: Nurit Gordon, UUSM Administrator

Members: John Hart, Chela Metzger, Sherman Neusom, Bryan Oakes, Steve White

Other UUSM members assist with specific projects

CURRENT FISCAL YEAR ACCOMPLISHMENTS

Installation of new Sanctuary front door and mailbox; ongoing installation of replacement side windows; funded by member Bonnie Brae

Continued planning Forbes Hall Arizona entrance subsidence/structural repair

Continued work on the third phase of the Sanctuary and campus lighting project

NEXT FISCAL YEAR OBJECTIVES

- Complete sanctuary front door and side windows replacement
- Complete third phase of sanctuary and campus lighting
- Design and install new Arizona & 18th corner sign
- Finalize scope and estimate price for the Forbes Hall Arizona entrance subsidence/structural repair
- Complete the first draft of campus operations and maintenance procedures manual
- Finalize a list of all durable equipment and facilities, including their projected life span, the best time to replace, and the expected replacement cost
- Practice eight elements of effective congregational ministries





MEMBERSHIP COMMITTEE

Norm Richey, Membership Committee Co-chair

The Membership Committee is one of the most important committees in our UU Church Community. A committed and participatory membership is the lifeblood of any congregation.

MISSION

- Welcome and reach out to new visitors,
- help and facilitate visitors becoming members
- integrate new members into the life of the congregation,
- cherish, nurture, and support existing members, and actively seek potential new members.

An important goal of the Membership Committee is to ensure that all members have the best possible experience as they explore and participate in UU Congregational life. The Committee works closely with the Minister, the Board of Directors, the office staff, and other committees in order to fulfill its mission.

ACTIVITIES

An important arm of the Membership Committee is the GREETER TEAM AND VISITOR / NEW MEMBER WELCOMING TABLE under the excellent coordination of Barbara Gibbs. The responsibilities of the Greeter Team are to greet and welcome visitors and answer any questions or inquiries, providing directions as needed, and inviting visitors to fill out and wear visitor name tags. In addition, visitors are invited to fill out information, which includes signing up to receive Thursday announcements electronically, as well as the online monthly newsletter.

Greeters make a commitment to serve for the half-hour preceding each Sunday morning worship service, one or two persons for each service. The following and current team served at one service each month: Kim and Barbara Andres, Katie Malich, Roberta Frye, David Olson, Wendi Gladstone, Michael Young, Steve Young, Denise Helton, Dwight Flowers, Audrey Lyness, Bryan Cahill, Barbara Gibbs, and substitutes Karen Patch, Patricia Wright, and Beverly Alison.

The Welcome Table volunteers serve at the Welcome Table following each Sunday morning service (on the patio or inside Forbes' Hall). Its members are Carol Ring, Kim and Barbara Andres, Maria Scremin, Sheila Cummins, and Wendi Gladstone. One or two of the above are at the table for 30-40 minutes following each service. Carol Ring is in charge of gathering/ordering/creating visitor packets to pass out at the table each

Sunday. This includes information about UUSM in particular, as well as pamphlets about Unitarian Universalist in general, which is ordered from UUA. New member applications are distributed from this table when requested.

The Membership Committee coordinated a NEW MEMBER WELCOMING CEREMONY during Sunday Service on June 16, 2019, which welcomed six new members: Leo Foster, Suzanne Rainey, Sharon Harrell and husband John Oliver, Erick Paesel, wife Shona Gupta and their 11-year-old son, Kiran. Linda van Ligten coordinated gift bags in which each new member received a gift of a chalice handmade by our potter, Ellen Levy. We are in the process of planning another New Member Ceremony soon after the church reopens.



ACCOMPLISHMENTS

The Committee is excited about two significant accomplishments this year. First, moving our once-per-month VISITOR MEET-UP TO MEET EVERY SUNDAY AFTER SERVICE. This change began last June. As a result, the number of new visitors to the meetings has increased with many of them expressing an interest in our church community. We now have a "database" of visitors who have attended Visitor Meet-Up. Cheryl Sims took on coordination of facilitators for Visitor Meet-Up. The Facilitators Team included Cheryl and husband Mark Berlin, Sharon Harrell and husband John Oliver, Sarah Robson, Barbara Gibbs, and Norm Richey.

Second, with Board approval, and with excitement, we purchased and implemented the FAITH FORWARD – INQUIRERS SERIES. A Task Group consisting of Sharon Harrell, Barbara Gibbs, Carol Ring, and Norm Richey worked on preparing and implementing the program. The Inquirers Series began on Sunday, October 13, 2019, and continued for nine successive Sundays. We now have a series of sessions that address, in more detail, various aspects of being a Unitarian Universalist church member in general, and also specifically, as it relates to our church here in Santa Monica. Before this program, we had no classes or programs to refer to new visitors. Now we have Faith



Forward. New visitors, new members, and seasoned members can all learn from this program. An email is sent to all visitors who have attended Visitor Meet-Up, and also to new members, announcing each Faith Forward Inquirers Series for that Sunday.

The nine one-hour sessions are:

- UU History
- Principles & Sources
- Campus Tour & Orientation
- Faith Development for Children, Youth & Adults; The OWL program
- Worship & Liturgical Year
- Faith in Action & Community Service
- Pastoral Care, Care Ring & Heart to Heart
- Q & A with the Minister
- Steps to Membership

The Membership Committee sincerely thanks all members who facilitated sessions: Sharon Harrell and John Oliver, Beth Brownlie and Brian Oakes, Cleo Anderson, Beth Rendeiro, Abby



are “seeking” a community to find us here at UUSM and to feel welcomed, especially younger adults and families who will be this church’s future.

Membership Committee members this year include Barbara Gibbs, Carol Ring, Linda van Ligten, Sarah Robson, Cheryl Sims, Mark Berlin, Sharon Harrell, Cynthia Cottam, Co-Chair, and Norm Richey, Co-Chair.



Arnold, Sarah Mae Harper, Ron Crane, Linda van Ligten, Cheryl Sims and Mark Berlin, Rev. Jeremiah, and Barbara Gibbs.

A second round of the Inquirers Series began on February 9th of this year and proceeded through four sessions but had to be discontinued when the Church closed due to Covid-19. It is noteworthy that during those first four sessions, participation was greater than during the first round of the series. That is good news!

The Faith Forward Program consists of the Inquirer Series but also several other UU relevant classes. We hope to offer an additional class to members this coming year.

When members resign from Church Membership, Norm Richey contacts the member for an exit interview either by email, phone or in person, to not only understand the reasons why someone has left but to also make sure they know the door is always open for them to return to visit or be reinstated as members. Our present membership as of June 5th is 277.

As most know, our church population is aging. It is a critical task not only of the Membership Committee this coming year, but of every member of our community to support and assist in the goal of growing church membership with people who are attracted and committed to our vision, mission, and values, along with our social justice programs. We welcome those who



*Love
and
Justice*

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REPORT ON PROGRAMS

2019-20

