

UNITARIAN UNIVERSALIST CHURCH OF VENTURA

2015-16

# ANNUAL REPORT

PRESENTED AT THE ANNUAL MEETING

JUNE 12, 2016



*Unitarian Universalist Church of Ventura*

*5654 Ralston Street, Ventura, CA 93003*

*805-644-3898*

*[www.uuventura.org](http://www.uuventura.org)*

# IN MEMORIAM

BORGNY BROUGHTON

MAY 17, 1928 - JUNE 23, 2015

ROBERTA (BOBBY) BROMBERGER

January 21, 1931 – September 19, 2015

JOYCE COUTOUMANOS

April 16, 1923 – December 23, 2015

KATHRINE GOODING

August 27, 1930 - March 2, 2016

KAY FELTON

April 30, 1920 – May 13, 2016

## 2015-16 BOARD OF TRUSTEES

President ..... Carolyn Briggs

Vice President ..... Bryan Buck

Secretary ..... Joe Hutchins

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Trustee at Large ..... Gary Zinik

Annual Report produced  
by Carolyn Briggs & Gretchen Buck  
with assistance from Harriet McNamara and many others

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## FROM OUR INTERIM MINISTER

This year of interim ministry occurs within a specific framework: it occurred after a long and highly successful settled ministry. The parting of the congregation and minister was amicable, positive and accompanied by a sense that the time of departure was due and mutually acceptable to all parties. The Ventura congregation is unusually healthy, with a climate of civility, led by committed, mature lay leaders. This is a very positive framework, and suggests a very positive future for the congregation.

Over this interim year, there were several areas of engagement.

One area was the music program. My perception was that the music program of the church had been historically underdeveloped and its importance to worship underestimated. Efforts were made to launch a children's and youth choir and increase the hours of the Music Director.

Another area of engagement was the creation of a Membership Manager position from a previous staff position. This shift supports the long term growth of membership. This change was essential for the following reasons.

Study of decades of data regarding membership, attendance, and visitor attendance for the Ventura congregation indicates that there have been periods of spikes in attendance and visitor interest in the congregation but that this did not translate into statistically significant sustained gains in church membership. One reason for this is that there was no staff person dedicated to helping visitors transition into members, help new members integrate fully into the life of the congregation, and develop processes whereby the engagement of new members in the life of the congregation is supported and sustained over time. Furthermore, the spikes in attendance and visitor interest were connected with some major transition of the church, like a move to a new site or the beginning of a new ministry. The church will soon begin a new ministry. This will lead to a significant increase in church attendance and a heightened flow of visitors. Having a Membership Manager in place to seize the opportunities of this new situation, engage new members and deepen their commitment to Unitarian Universalism, is highly advantageous to the church.

Another area of engagement was the Religious Education program.

Over a period of months, information was gathered from all major stakeholders of the RE program, past and present, including a history of the RE program. The following conclusions were drawn from this study:

- *Leaders of the RE program felt estranged from church leadership.*
- *The RE program had a disorganized structure with confusion about basic roles and lines of responsibility and supervision among the key members of the leadership within the RE program.*
- *Over the last five years, church leadership had not found a way to include leaders in the RE program within the decision making structure of the larger church. The relationship between RE leadership and the Board and the Senior Minister, for example, did not feel collaborative and empowering to all parties.*
- *There was organizational fragmentation within the RE program as well as between the RE program and the adult church decision makers*

As I began to understand these things, and then communicated them to church leadership, it became clear that the Board and the RE leadership had different interpretations of their relationship. It seemed as though there had been little real communication between the general church leadership and the RE leadership.

These brief remarks do little to explain the full story of what I explored and found, but help give some idea of the situation.

In response, I had a series of conversations with leaders of the religious education program. This process culminated in a policy statement done collaboratively with the RE Committee, Rev. Carolyn Price, reviewed by the MOT, and approved by the Board. I think it is important to honor this document going forward if only for a platform for future policy development. It provides a framework for understanding the roles and relationships between the RE leaders, the Senior Minister and the Board.

I wish to stress that it is important, in my opinion, to pay attention to this relationship between the RE community of the church and the larger body of the church. The long term future of the church is connected to the extent to which new families can be brought into the church. That, in turn, is determined by the extent to which the RE program is running well, and provides an exciting and interesting learning environment for children and youth. For this to happen, it is essential that the RE program be fully integrated with the larger church family.

Another area of engagement was church finances.

The people who work on finances for the church have structured the budget so that there is a period of three years in which the church can operate on a solid financial footing.

There needs to be careful thought beginning now about what happens after this three-year period ends. Careful thought about the church's long term financial viability needs to become a regular part of church leadership thinking.

The church has been, and is now, precariously dependent upon a small number of very generous pledgers; if their generosity should decline or vanish tomorrow, the church would be in a very awkward place. Earlier in the year, I thought a greater balance of giving could be achieved during this year's stewardship drive. The distribution of giving has increased but still the church has a lopsided giving pattern. I do not see that changing soon.

Influences bigger than those within the church affect its finances.

Over the last ten years, I have seen a decline in the capacity of young families with children and many people who would be classified as 'middle class' to give financially to the church. There are societal forces at work that no one can control that are squeezing the middle class. Charitable giving is the first to lose in this process. I believe that with the high cost of living and high cost of housing in southern California this pattern is, if anything, intensified. What this means for the long term viability of UU congregations to remain fiscally strong is unknown. I wish to stress that there is great value in looking carefully at the way funding for the church is generated and sustained and by what means.

A significant change will occur, I believe, with the change in ministerial leadership regarding how decisions are made. The last settled minister had a certain leadership style that worked well for twelve years. It is highly unlikely that this particular leadership style will be duplicated with the next settled minister for the simple reason that no two ministers are alike. Quite a number of decisions were made from the top of the leadership pyramid that affected much of the activity of the church. During this interim period when this style of decision making from the past did not continue, I have witnessed a number of consequences. Decisions that had followed from a central source began to be made by a wider range of people. The leadership of the church needs to understand this change and prepare for it. There needs to be thinking and planning regarding who makes decisions about what, what decisions the minister should make, and which decisions are delegated to someone other than the minister.

The MOT will play, I believe, an important role in the upcoming year, as they work closely with the new settled minister to formulate policy. There are many decisions that have been made by executive decision that need instead to be decided by carefully crafted policy made by the MOT, working in close collaboration with the Senior Minister, and approved by the Board.

I am deeply grateful for the honor and privilege of serving this wonderful congregation this year.

*Rev. Ed Brock  
Interim Minister*

# FROM THE PRESIDENT OF THE BOARD OF TRUSTEES

It has been a privilege to serve as President of the Board of Trustees as I complete the second year of my second two-year term.

Late last church year (April 2015) calls were made to every member household to solicit nominees to serve on the Settled Minister Search Committee. At the Annual Meeting in June the congregation and Board of Trustees selected a Committee of Kent Brinkmeyer, Gretchen Buck, Janice Frank, David Henkel, Silvia Hutchins, Kitty Merrill, and Celia Ortenberg. In October we held a Ritual of Affirmation and Empowerment to recognize all that was being asked of these members individually and collectively, and to express our trust in them and in the process. And, while they have concluded their work, please, one more time, thank them for their service.

At the beginning of this church year we welcomed Rev. Ed Brock as our Interim Minister, and now, we are preparing to bid him farewell and Godspeed. The Board of Trustees named a Transition Team of Susan Bronn, David Frank, Neal Ortenberg, Pam Waldron, and Gary Zinik to work with Rev. Brock this church year. Please thank them for their service.

In February and March, we undertook our first stewardship campaign in many years. A recap of our Celebration Campaign appears in the Stewardship section of this report. Please, take the time to read about the people who worked on this campaign, and yes, please thank them for their service.

Following a fully scheduled Candidating Week at the end of April, at a Special Meeting on May 1 the congregation called Rev. Dana Worsnop as our next settled minister. Cheers!

This year Board of Trustees actions included: Appointment of Mark Gale to the Board to fill the vacancy created when Kitty Merrill, who was elected to the Board of Trustees at the June 2015 Annual Meeting, was selected to serve on the Settled Minister Search Committee; named a Transition Team to work with Rev. Ed; adopted a revised Policy and Procedures for Preventing and for Reporting Suspected Child Abuse and Neglect to conform with California law; adopted a Professional Expense Reimbursement Plan for certain employees of the church; and approved additional staff funding for a youth choir.

The Board spent time in discernment about staffing for Children's Religious Education. Member Joyce Faber is currently serving as the Interim Director of Religious Education (DRE) and plans for future staffing will be made after Rev. Dana has had the opportunity to settle in. The Board named an ad hoc Task Group to work on defining maintenance, major maintenance, and capital improvements, to recommend uses of the major maintenance fund and the scheduling of major projects. The Board approved the position description for, and Beverly Jordan as, Membership Manager. We have also filed a Chalice Lighters Grant Application seeking funds to support our professional ministry with the intention of supporting membership growth.

As you read through this Annual Report, may you be inspired to find ways to be involved in this community.

*In faith and in love,*

*Carolyn Briggs, President  
Board of Trustees*

## **SETTLED MINISTER SEARCH COMMITTEE**

For ten months, from July 2015 through April 2016, the seven members of the committee tasked with this most important work labored mightily, becoming a close-knit “covenant group” as we followed the UUA guidelines and procedures while always striving to hold the good of the entire congregation and the future of this church in our minds. We all felt very honored to be selected, and enjoyed bringing our individual gifts and talents to the process while learning new things and deepening our own faith in the process. We adopted toy binoculars as our identifiers at church, and worked to balance the need to keep the congregation informed on our progress with the confidentiality required once we began looking at potential candidates.

Because Rev. Jan had given us the gift of time to prepare for her departure, we were able to complete our search in a single church year rather than the two years which are now standard (although not without some anxiety on the part of committee members at the beginning of the process). The work of the committee included the following major tasks:

- Survey (online and on paper), modified from the UUA template and the results compiled for use by the Board as well as potential ministerial candidates.
- Focus Groups: Held at different locations and a variety of scheduled days and times to allow as many members as possible the opportunity to talk about their vision for a new minister and the future of the church.
- Congregational Record: A snapshot of numbers and information about UUCV, to be viewed by potential candidates who might be interested in our church.
- Packet: Everything that a potential candidate might want to know about our church, its history, facilities, governance, activities, and people, including as many photos and personal stories as possible. Also useful information about Ventura County and why we love living here so very much.
- Draft Ministerial Agreement: Outlining the financial and other commitments we make to and ask of our next settled minister.
- Pre-Candidate Selection: Of seventeen interested ministers, we had telephone interviews with nine and eventually chose three to invite for a personal visit and interview.
- Pre-Candidating Weekends: Three grueling rounds of fine dining in downtown Ventura, long question & answer sessions with the ministers, and early-morning Sunday trips to hear the ministers preach at a “neutral pulpit” in Southern California. This was followed by an intensive period of discernment and discussion as we had to choose one minister to be our selected Candidate, Rev. Dana Worsnop.
- Candidating Week: The last week of April, but scheduling started in February to let as many UUCV committees and other groups as possible choose a day and time to meet with the minister and plan that event, long before we knew who the candidate would be. The schedule, in both draft and final versions, was printed, published and emailed to members in advance, and of course it kept changing as the week went along. At least one member of the Search Committee attended almost every event, and we answered as many questions as possible along the way.
- Congregational Meeting: On May 1, 2016, the UUCV congregation voted overwhelmingly (96.5% in favor) to call Rev. Dana Worsnop as our new settled minister. The Search Committee was disbanded, but we remain a close-knit group and we look forward to helping our beloved community with this transition.

One thing that we heard again and again from members was that a sense of humor was an absolute requirement for our new minister. Laughter helped us keep our sanity through the search process, and the fact that our first phone conversation with Rev. Dana included a lot of laughing together was a very important, and significant, omen.

*Gretchen Buck  
for the 2015-16 Settled Minister Search Committee*



# ENRICHING OUR SHARED LIVES

## **WORSHIP**

Worship services were not the primary focus of my work as Interim Minister. My role in relationship to the worship services and worship associates program could best be defined as a place holder.

Having said that, a few remarks are in order.

A worship service, as I see it, has two primary goals. First, a worship service is a gateway and foyer between the pool of visitors and potential new members in the wider community outside the church and the interior life of the congregation. To this end, a worship service creates an inviting atmosphere which facilitates the best possible conditions for making the services interesting to the general public and welcoming for newcomers. Second, a worship service affirms the connections, spiritual hopes and aspirations, and social needs of the members of the congregation. The second function tends to stress what is familiar, routine, and traditional. The first function values novelty and experimentation in the effort to adjust to the needs of new members and visitors. There is tension between these two goals of worship. What a visitor looks for in a worship service can be very different than what a long term member of the congregation wants and expects from the worship service.

The following elements of novelty were introduced into the worship services in pursuit of balancing these two goals of the worship services.

First, there was an attempt to place a greater emphasis on the role and importance of music. I pursued this goal throughout the year in several ways and spoke about it in a variety of forums.

Second, I changed the way the sharing of joys and sorrows was done. One of the purposes of this change was to be more inclusive for anyone who might show up on a Sunday morning - not just long term members who have an insider's status.

Third, I framed many of my sermons as about spirituality to encourage greater acceptance of the term and how it might mean different things to different people.

Four, my general style of leading a worship service was different than what people were used to, in that it was less formal, a bit more spontaneous, and slightly changed the traditional role of worship associates.

These changes favored the attempts to be welcoming to visitors and new people vs. staying with what is routine, traditional and familiar to long term members.

A moving average of Sunday church attendance over the last two years indicates a favorable response of members, friends and visitors toward religious services during the interim year, suggesting efforts to being more welcoming created results.

How to balance the two goals of worship mentioned above is a valuable consideration as the church moves into the future.

*Rev. Ed Brock  
Interim Minister*

Worship Associates during this church year included Kitty Merrill, Neal Ortenberg, Celia Ortenberg, Chuck Samonsky, Tanner Linden-Akseven, Rena Pezzuto and Joe Hutchins.

## **CHILDREN'S RELIGIOUS EDUCATION**

Our Children's Religious Education program is in transition. When our Director of Religious Education (DRE) moved out of state at the end of the last church year, Lauren Copus, a member of our congregation, stepped in as Interim DRE June through March, when she then transitioned to other full-time employment. In April, Joyce Faber, also a member of our congregation and well-qualified, agreed to serve as Interim DRE. We plan to defer the search for a new DRE until after Rev. Dana has settled in and will be able to participate in the selection process.

We serve about 60 registered children and youth, with an average Sunday attendance of 30. The classes are divided by grade into Pre K and K-1, 2nd-3rd, 4th-6th, and 7th-10th or 11th. Child Care Aides sometimes assisted by volunteers from our congregation, care for the infants, toddlers and 2-3 year olds in the Nursery Room during and after church services.

Our RE classes are taught by small teams of church members who are trained and supported by our DRE, who selects curriculum from UU sources, and has used *Bible Stories*, Bibleodeon, *World Religions*, *Toolbox of Faith*, Shelter Rock and many others.

### **Curriculum**

Pre-K and K-1 children studied Unitarian Universalism, our UU Principles & self-discovery, exploring themselves, families, their church, wonders of nature, and religious holidays. Our 2<sup>nd</sup> and 3<sup>rd</sup> grades studied our UU Principles and how to use them in their lives. Grades 4 and 5 studied the Bible, and Jesus from a UU perspective, metaphorically, and how to use those wisdom teachings. Our 6<sup>th</sup> through 8<sup>th</sup> grades studied some of the major world religions, visiting local places of worship, discussing the differences and the unity in all the religions. The High School group discussed the theme-based sermon topic, guided by an adult teacher; however, this spring there have been no teens attending classes.

### **2015-16 Children's Religious Education Teachers and Volunteers**

*Pre-K through 1st grade:* Teachers Laurie Lemson, Cheryl Gilbert, Julie Ferrell; Aide Irma Sixbey

*Grades 2-3:* Teachers Cary Davis, Jamie King, Eric Smith; Substitute Teachers Diana Goodrow, Rena Pezzuto

*Grades 4-5:* Teachers Kappy Paulson, Nancy Tomhave; Substitute Teachers Jill Forman, Barbarella West, Jim Merrill

*Grades 6-8:* Teachers Helen Petroff, Dorothy Fast Horse, Sally Sibley King; Aide Barb Paarmann

*Teens:* Teachers evan austin, Vel Linden Akseven

Last year, we hosted an "Our Whole Lives" 3-day training weekend to prepare teachers to lead classes for grades K-1 and 4-6, attended by members of our church and other congregations. Our Whole Lives (OWL) trained members led two OWL classes this spring for grades K-3 and 5-8.

Highlights of the 2015 Summer RE program on the UU 7th Principle of caring for the earth:

- Buildings & Grounds Committee helped the children plant a succulent garden near the church entrance.
- Children took cuttings from the church rosemary and lavender bushes, wrapped them in bundles with decorative labels and, during social hour, offered the bundles to church members and guests in exchange for a small cash donation, collecting \$81.
- Our children chose to donate the money to the Santa Barbara Zoo to help support their programs for endangered animals. Kelly Garner of the Santa Barbara Zoo personally collected the children's donation, telling them more about how it would help the animals.
- A class about bees with a guest beekeeper.
- A social activism class with Wendy Lofland in which the children made their own environmental activism posters.
- Mark and Krista Mendelsohn had a class on making your own environmentally friendly cleaning products.
- A class with Mark Mendelsohn all about his work as an environmental biologist with the endangered Red-Legged Frogs.

The annual All-Church Campout in late summer was attended by families and some intrepid adults, with swimming, hiking, craft activities, campfires, singing, potlucks, sometimes stargazing, and ending with a Sunday Chapel Service.

The Religious Education Welcome BBQ on the 2<sup>nd</sup> Sunday in September kicked off the new church year with an Open House for parents and children to see their RE classrooms and meet their teachers.

On RE Sunday, the first Sunday in June, RE teachers and students plan and lead a special worship service called the "Celebration of the Learning Community" to share what the children have learned and done in their RE classes. This is followed by our annual All-Church Picnic.

Service Projects this year included: collecting pennies for a charity, collecting coins to go to "Guest at Your Table", making cards for patients in a convalescent hospital and joining with members of our congregation Caroling for them at Christmas. We collected clothes and toys for the Salvation Army Children's Christmas Project. Our teens helped with the annual Homeless Memorial for those homeless people who have died during the year, baking cookies and serving hot chocolate.

Religious Education Committee members are Erica Duffy, Chair, Vel Akseven, and Rena Pezzutto.

## **CHOIR**

This year's choir membership grew by four. In addition to regular monthly services in 2015, the choir sang for the installation of Rev. Madaleine (Maddie) Sifantus in Santa Paula, led a Christmas Eve family service, and in January of 2016 began to sing twice a month.

### **SOPRANOS**

Abby Austin  
Roseanna Bellino-  
Strickland  
Janice Dallas  
Erin Merrill  
Rita Napier-Newman  
Madeline Okano

### **ALTOS**

Susan Brinkmeyer  
Zina Kingshill  
Karina Lenik  
Shirlee Morton  
Kathy Swift  
Kathleen Shaffer

### **TENORS**

Christie Chalquest  
Janice Frank  
Jim Merrill  
Mary Nelson  
Ron Stewart

### **BASSES**

Dennis Ashly  
Kent Brinkmeyer  
HaroldDale Cartlidge  
Geoffrey Dann

*Carolyn Howard, Music Director*

## **ADULT PROGRAMS**

A variety of programs were offered during this church year, including:

- Open Mic Night, held about 4 times a year invites members and friends to share their talents. It's a chance to perform in front of a supportive and non-critical audience while providing a nice evening of entertainment and fellowship for members, friends and family.
- Friday Night Movies, every Friday evening watch a superb but little-known movie with a fun group while you enjoy popcorn and snacks.
- Women's Voices Discussion Group explores women's roles and issues using audio/video presentations with discussion.
- Circle Dinners give us a chance to get to know folks we may not yet have met at church, while sitting round the dinner table at someone's home enjoying conversation and shared food.
- Game Night Group gets together to play games like "Chinese Poker," Quiddler, Boggle, and Trivial Pursuit; the games chosen depend on the favorites of who shows up.
- Handicraft Circle brings knitting, crocheting, sewing, needlepoint, and more, includes conversation and maybe a cookie or two.

- Interweave, LGBTQQ & Friends is dedicated to the spiritual, well-being, and civil rights of Unitarian Universalists and others in the larger community who are lesbians, gay men, bisexuals, transgender, queer and questioning persons, and their heterosexual friends and allies.
- Humanist Seminar participants discuss assigned readings on the nature of social ethics, which would advance human welfare and on scientific methodology as the source of provisional truth about the universe and its denizens.
- UU Bridge Group plays friendly games of contract bridge and tries to accommodate different experience levels.
- Watercolor Painting sessions generally begin with a short lesson and demonstration, followed by unstructured time to paint, working from still-life arrangements and photos.
- Thursday Book Group is an open group that reads non-fiction and draws a diverse group of readers
- UUniques 50+ enjoys monthly potluck dinners and field trip outings and often include speakers that represent a cross section of professionals, generally affiliated with conversation, history of Ventura County or a non-profit group.

## ***SPIRITUAL JOURNEY GROUPS***

Our Spiritual Growth Program provides a way for this congregation to intentionally grow religious literacy and spiritual maturity together, in order to become the people we long to be. These programs include:

- “Friendship Sangha of the Heart” Buddhist Meditation
- CUUPS Ventura (Covenant of UU Pagans) celebrating earth-centered spirituality
- Men’s and women’s groups, including the Men’s 5<sup>th</sup> Tuesday Potlucks
- First Sunday monthly worship theme Chat with Beverly Jordan
- T’ai Chi Chih
- Covenant Groups, a new addition this year, offers the opportunity for participants to deepen their relationships with one another and with the church, and provide a forum for spiritual reflection.
- The Caregiver Support Group, another new addition, meets monthly and provides support for congregants who are currently in the role of Caregiver.

## ***CARING COMMITTEE***

Many thanks to our 2015-2016 Caring Committee members, Juliette Ashmoon, Corine Barksdale, Marcy Burns, Phoebe Higgins, Joan Larimore, Gina Norstedt, Barbara Paarmann, Rheina Rogart, Roseanna Bellino-Strickland and Diane Wamsley. As always, thanks to Sylvia Wikholm for her guidance and continued participation.

This year, the Committee assisted at the memorial service for Katherine Gooding by bringing food and cleaning up after.

The Committee helps at weddings as well as a variety of other church-related events. When needed, get-well cards and condolence cards are sent. We make phone calls to those in need and arrange for meals and rides as requested.

*Madelaine Okano*  
Caring Committee Coordinator

## **MEMBERSHIP COMMITTEE**

Following Rev. Jan Christian's departure in 2015, the committee became relatively self-sufficient, allowing tasks to overlap. With guidance from interim minister, the Rev. Ed Brock, and much-appreciated volunteer assistance from Beverly Jordan, Spiritual Life Coordinator, the committee continued to provide Greeters/Ushers for Sunday Services and Welcome Table attendants. A Visitors Information Table was created as an extension of the entry room Welcome Table to offer visitors UU pamphlets, visitor packets and a live person from the committee to answer questions or just chat. Beverly consistently followed up with the many visitors, either by email or phone conversation and kept records of their responses. DRE Lauren Copus was informed about families with children and youth.

In late fall 2015, a Pathway to Membership orientation class was staged by Beverly Jordan and Rev Ed Brock due to high visitor interest during the summer and early fall. Committee provided support and a light lunch and arranged for child care. After the beginning of 2016, it became evident that Beverly Jordan's skills and talents could best be used as the church's Membership Manager and she was hired to work in tandem with the Membership Committee, assisting with visitor follow-up, leading orientation classes and spearheading new member integration. Since that time, two Pathway to Membership classes were created during which visitors and prospective members gained a full overview of Unitarian Universalism, our church's history and its activities. Several church leaders were invited to share this information at these orientation classes.

For the first time, and with much success, the Membership Book and Pledge Cards were available for signatures at these classes. The result of the lengthy orientation period was that sixteen new members, including four families with children, were recognized and welcomed during the May 15, 2016 Worship Service. The Committee will continue to work cooperatively with Beverly Jordan until and beyond when the settled minister, the Rev Dana Worsnop, joins us in August. At the close of Candidating Week, the Committee had a most rewarding and productive meeting with Rev Dana and eagerly await her arrival to begin setting new goals for the new church year.

Membership Committee: Gudrun Eastham, Chair, Kathy Swift, Anne Escobedo, Orval Osborne, Marge Lorraine as returning members with Ray Vargas joining in 2016. Recently Marge Lorraine left the committee. Gary Zinik, Katie Turner and Barbarella West served on the Welcome Table team but didn't attend business meetings. Barbarella West recently left the Welcome Team.

*Gudrun Eastham, Membership Committee Chair*

## **LEADERSHIP DEVELOPMENT**

The 2015-2016 members of the Leadership Development Committee: Katie Turner, Chair; Gary Zinik, Kathy Swift, Kappy Paulson, and Stephanie Tiffany, members.

This year our committee:

- Interviewed board members whose terms were expiring to create a full picture of what board experience was like.
- Successfully filled all board and Leadership Development Committee slots before the 60-day deadline in our Bylaws.
- Worked with other committees on their leadership needs and discussed leadership opportunities with members of our congregation.
- Supported lay leadership by paying some fees associated with going to District and General assembly.
- Featured lay leaders in the leadership column in the On Common Grounds newsletter.

*Katie Turner, Leadership Development Chair*

## ***INTERIM MINISTER TRANSITION TEAM***

As described in the UUA *Transitional Ministry Handbook*, the role of the *Interim Minister Transition Team* "is to provide the Interim Minister with insight, organizational and facilitative talent, and willing hands as the ministry proceeds." The handbook recommends that the team consist of "five to seven members who are widely known and respected and well-acquainted with the congregation's history."

The UUCV Board of Trustees at its Aug 20, 2015 meeting named the following UUCV members to the Interim Minister Transition Team to serve during Rev. Ed Brock's term as the UUCV Interim Minister for the 2015-16 church year: Susan Bronn, David Frank, Neal Ortenberg, Pam Waldron, and Gary Zinik. The team met with Rev. Brock several times during the first few months of the 2015-16 church year and was available to meet with Rev. Brock as needed over the rest of this church year.

## ***NEWSLETTER***

On Common Ground, the 10-page newsletter of the UU church of Ventura is published monthly and available in full color on the church website.

We thank the many contributors to our monthly newsletter. Co-editors Shelah Wilgus and Tessa Weeks are ably assisted by proofreader Harriet McNamara. The newsletter is also available as hard copy upon request.

A small group of people take care of mailing the hard copy of the newsletter. They put them together, fold, stamp, label and take them to the Post Office. They are bossman Merle Oberg, Pat Oberg, Barb Paarmann, and Harriet McNamara.

*Shelah Wilgus*

## ***KITCHEN CABINET***

Our small "kitchen" is used by the congregation for potlucks, parties, rental affairs and for "coffee and conversation" after Sunday service.

Coffee, both regular and decaf and hot water for tea are served during social hour after Sunday service and we often feed more than 150 people.

Noah's Bagels continues to generously give us the bagels left at the end of their business day on Saturday. Brad Bernstein picks up the bagels from Noah's Saturday evening and delivers them to the church on Sunday morning. Dave Davis makes coffee early Sunday morning. The rest of the crew arrives at 9 or so to cut bagels, wash tables and serve. We are always glad to welcome volunteers.

The kitchen committee chair is Shelah Wilgus. Dave Davis, Tessa Weeks, Pam Waldron, Trina Hollander and Carol Simmons continue to provide invaluable support.

*Shelah Wilgus, Kitchen Cabinet Chair*

## ***BOOKSTORE***

The bookstore stocks books, UUCV T-shirts and hats, UU and *Standing on the Side of Love* T-shirts, coffee mugs, jewelry, bumper stickers and license plate frames, and donated items from the members such as mosaics and stained glass. The majority of the books are purchased through the UUA. When 12 or more books are purchased from Skinner House, UUCV receives a 40% discount. Prices listed at the bookstore are no more than 20% above cost. We also carry some books written by UUCV members, including Mitzi Chandler and Amada Perez.

In addition to the UUCV t-shirts in stock, Pam Waldron has offered to machine-embroider a chalice on items submitted by a member for a \$10-12 donation to the bookstore.

Books are also purchased through Amazon.com. A resale account has been set up so these purchases are not taxed. Tax is collected on all other items sold at the bookstore and will be paid to the California Board of Equalization annually.

The vision for the bookstore was to provide a service for the church community. Members and visitors can purchase books and other items and place special orders for materials not in stock. Staff members and lay leaders can also order books and other items needed for special events and classes, which are sold to the participants at cost.

The bookstore is open after church on Sunday mornings, staffed by four trained lead volunteers who handle all financial transactions and rotate being there on Sunday mornings. Assistants are present to ensure adequate coverage. The bookstore provides a useful and most welcome service to our church.

*Pam Waldron*

# REACHING OUT

## **SOCIAL ACTION COORDINATING COMMITTEE (SACC)**

SACC currently has three Action Groups through which it coordinates its social justice efforts: Lift Up Your Voice (to end homelessness), Seventh Principle (environmental justice), and Education (support for Will Rogers School).

We began the year by reviewing our 5-Year Plan and reaffirming our intention to have the congregation informed about, and celebrating, the social justice work in which we are involved and to make sure that all ages are involved in this work.

Goals for SACC for year three of the 5-Year Plan included putting together a Ventura County social justice/networking event or program, hosting a social action volunteer fair, creating events to educate the congregation about the root causes of injustice, and institutionalizing congregational behavior consistent with our green sanctuary application.

A few highlights for SACC's year include:

- Sponsored and hosted Ventura County Reproductive Rights Network "Write for your Rights" event, in which over 1,000 letters were written to government representatives
- Partnered with the Ventura Center for Spiritual Living to prepare and serve lunch once per month at Family to Family
- Filled City Hall with supporters of policies to encourage more low income housing
- Formed 15-20 percent of the attendees at the Ventura City Council's community forum on homelessness and how the city should address the issue
- Worked on a Preserve a Home project with Ventura Habitat for Humanity
- Started an ongoing program of documentary films on various social justice aspects
- Sponsored and hosted monthly meetings of the Ventura County Climate Hub
- Sponsored and hosted local PFLAG meetings
- Sponsored a talk by Elliott Adams on peace efforts in the Middle East
- Helped put together Sunday service on "Environmental Justice as a spiritual Practice"
- Raised funds for Will Rogers School to purchase shoes and clothes for needy students
- Provided bulletin board space to distribute information on other social justice efforts of interest to our congregants—especially human rights issues, LGBT issues, and women's issues.

2015-2016 members: Lety Ball (chair), Kent Brinkmeyer, Sue Brinkmeyer, Harold Cartlidge, Dorothy Fast Horse, Marylou Faris, Kitty Merrill, and Gryphon Seveney.

*Kent Brinkmeyer, SACC Chair*

## **LIFT UP YOUR VOICE!**

In the 2015-2016 church year, Lift Up Your Voice was active in a variety of projects:

- The Advocacy, Political Action and Events team called upon members of the congregation and community partners to show up, carry signs, and speak up at Planning Commission and City Council meetings a number of times during the year, in Ventura and in Oxnard.
- Participated in the candlelight vigil in Oxnard. Congregants advocated at meetings in Ventura and Oxnard support of affordable housing, sheltering options, and additional funding.
- Our minister was one of 30 clergy who signed a letter to the Ventura City Council asking council members to provide leadership in bringing the entire community together on joint efforts to end homelessness and in removing the barriers that have prevented action for many years. City Council scheduled a Workshop in April 2016 in response, and over 40 members of the congregation took part.



- Over 40 community members participated in our annual Take a Hungry Person to Lunch event, and, as a result, 50 individuals experiencing homelessness were able to share their stories and make some very real human connections while breaking bread together.
- Eight different communities of faith took part in our Annual Homeless Person's Memorial, and more than 70 members of the congregation attended and then joined in the silent march through downtown Ventura following the service.
- The Park Outreach and Circle of Love teams formed relationships with people who spent their days in our City parks or at the Promenade because they had nowhere else to go. They offered small items such as showers in a box (body wipes), socks, and bus passes, always with kind words, offers of assistance, and connections to services. On many occasions, individuals were connected to housing or sober living, driven to the DMV to get IDs, and cared for after hospital release or before medical procedures.
- The team continued to partner with Harbor Church and to provide a ride to the County One Stop Homeless Services Center for 5-10 people each Tuesday morning as well as a bus pass for people to return to their "homes."
- The One Stop team served at the One Stop Center in Ventura each Tuesday, welcoming those coming in for services, completing forms, providing IDs, and providing notary and translation services. Kappy Paulson took on the responsibility of recruiting and training volunteers from UUCV and the community as well.
- The Family to Family team continued its partnership with the Center for Spiritual Living to provide lunch to 150 or more homeless or housed but poor neighbors on the first Monday of each month.
- The Safe Sleep team enabled the occupants of ten to thirteen vehicles at a time to sleep in their cars in our church lot. They provided supervision that kept the lot safe, and the congregation provided through offerings a porta-potty for their use. LUYVV even provided a doggie-bag center for use by our guests with pets. And at Christmas, the congregation, as it has done in each of the past 5 years, donated funds so that LUYV could arrange for each of our Safe Sleep guests to spend the nights of Christmas Eve and Christmas day in a motel and enjoy hot meals at a nearby restaurant.
- The Riverhaven team continued its long tradition of providing meals on Monday each month for the residents of Riverhaven
- The two Photo Projects had a week-long run at a gallery in Camarillo and were part of workshops on homelessness sponsored by the Ventura County Women's Collaborative, the Faith Subcommittee of the Ventura Social Services Task Force, and Step-Up Ventura.
- Congregational Involvement was enhanced by regular articles in the UUCV newsletter, by pulpit announcements, table announcements, calendar reminders and by e-tree action calls. Special needs of people experiencing homelessness and special opportunities to be helpful were highlighted frequently in the UUCV This Week Volunteer Opportunities section.

The action teams that carried out these activities were made up of no fewer than 60 members of the congregation. Other congregants and friends participated by writing letters, showing up at City Hall, or attending the Homeless Persons' Memorial Service.

Members who served on the Lift Up Your Voice Steering Committee for at least part of the past year included Kent Brinkmeyer, Harold Cartlidge, Chris Chalquest, Janine Conahey, Dorothy Fast Horse, Rob Gibson, Tim Hill, Darryl Marquez, Nancy Mauthe, Neal Ortenberg, Kappy Paulson, Kathy Powell, and Christine Rutter.

*Susan Brinkmeyer, Interim Director.*

## ***INREACH OUTREACH***

The Inreach/Outreach Committee continued this year to facilitate the process by which the congregation's weekly Sunday offerings are donated to causes applying for funding via our UUCV's Social Justice grants. From July 5, 2015 through April 24, 2016 UUCV gave away a total of \$35,579.94 through its Inreach/Outreach program.

A total of 36 different causes will have benefitted from the generosity of the congregation by June 26, 2016: The BASC Foundation, Ventura Homeless Prevention Fund, California Youth Connection, One Family One Restaurant, UUCV Inreach/Outreach, California Coastal Horse Rescue, Citizens for Peaceful Resolutions, Assistance League of Ventura County, Ventura County Community Foundation, LUYV Safe Sleep Program Costs, School on Wheels, LUYV Park Outreach Team, CROP Walk to Fight Hunger, Casa Pacific/Kindle Family Connections, Ventura County One Stops, Camp de Benneville Pines Fire Relief Fund, Habitat for Humanity, Will Rogers Elementary, UUSC's Guest at Your Table program, VC Cool, Camarillo Hospice, UUCV's Safe Sleep Guests' Christmas, UUJMCA, City Center Transitional Living Center, Prototypes, Family to Family Action, River Haven Transitional Housing Community, West County Winter Warming Shelter, CLUE-VC, Heart 2 Heart, Ventura Homeless Prevention Partnership, San Buenaventura Women's Club, Royal Family Kids Camp, Laundry Love, Ventura Family YMCA, Community Roots Garden.

The 2015-16 members of the Inreach/Outreach Committee: Sue Brinkmeyer, Anne Escobedo, Sharon Kufeldt, Nancy Mitchell, Chris Rutter, Suzanne Olsen, Pam Waldron, Diane Wamsley and Shelah Wilgus.

*Anne Escobedo, for Inreach/Outreach*

## ***PUBLICITY***

This year, our website ([www.uuventura.org](http://www.uuventura.org)) received its first face-lift in about ten years. In November 2015, we converted from Joomla, adopting the UUA's 2015 WordPress theme. Using the UUA template guided expansion and adaptation of the site into a more visual site, which is mobile device compatible and user-friendly. Kitty Merrill updated material from the old site and developed additional site content, working extensively with staff and committee chairs to ensure accuracy. Consultant Frank Neilsen of EFN was hired for the technical side of the conversion to Word Press.

In addition, Publicity continued to work on alerting others to our events through both social and traditional media. These included major projects for Lift Up Your Voice (the Annual Homeless Memorial Service, a Homelessness Candlelight Vigil in Oxnard, Take a Homeless Person to Lunch day); the Sangha (Day of Mindfulness and Day of Wakefulness); and Religious Education (creating a publicity plan and developing flyers and other materials to publicize OWL classes), etc.

*Kitty Merrill*

## ***ASSOCIATION DISTRICT REPRESENTATIVE***

The role of the Pacific Southwest District (PSWD) Association District Representative – PSWD ADR – is essentially to be a two-way conduit of information between our congregation and the PSWD and UUA.

While many districts throughout the country have chosen to consolidate into regionally governed units – or in the example of the Southern Region, to relinquish self-governance entirely, the four districts of the Pacific Western Region, which covers half of the nation, have with one voice chosen to work in regional collaboration while maintaining individual district identities and governance. See the column on page 7 of the December, 2015 *On Common Ground* (newsletter) for a more complete explanation of the distinction between our regional *collaboration* and regionalization.

As PSWD ADR, Jim Merrill informs the congregation through newsletter articles of district and, association activities. He also responds to district requests for information about activities in our congregation. He welcomes questions about the district, the region, and the association. By pure coincidence, Jim Merrill is also the president of the PSWD Board of Trustees.

*Jim Merrill*

# CARING FOR OUR SPACE

## ***BUILDING AND GROUNDS COMMITTEE***

The Building and Grounds Committee (B&G) takes on many tasks including:

Coordinate Capital Improvements and Major Projects

Routine maintenance of the church building and surrounding grounds:

- Light repair work and construction
- Implementing projects as requested by the other committees or good ideas proposed by individual church members
- Respond to urgent calls for emergency services
- Advising the Board of Trustees regarding any long term maintenance or replacement needs of the building or grounds
- Reaching out to the congregation for skills the Committee members do not have
- Monitoring outside help hired to perform tasks the Committee or church members cannot perform
- Other jobs as requested

Some of our accomplishments during the year include the following:

- Maintain the grounds of the church including working with others to adopt areas of their particular interest such as Friendship Sangha of the Heart maintains the Meditation Path
- Painting the minister's office and helping Rev Ed Brock with him move
- Helped the Green Sanctuary transition from dumpster to individual trash cans so green waste and recycling can be properly disposed
- Helped with the Safe Sleep program when requested
- Unclogging the kitchen sink on a Sunday morning
- Hired a contractor to paint and restore the roll-up garage doors
- Upgrade the 35-year old irrigation system
- Moved the Music Library and helped set up Carolyn Howard's office
- Removed a tree that was interfering with the SCE transformer pad
- Thorough garage clean-up by disposing or rehoming unneeded items, furniture, e-waste, and hazardous waste
- On-going maintenance of 35-year old HVAC system
- Served as advisors for RE PlayYard Improvement Committee.
- Worked with the Board of Trustees on an Ad Hoc Committee to define Major Maintenance and how the money in the Major Maintenance Account can be allocated.

Members of the committee include Co-Chairs: Linda Pietrzak (paper pusher), Joyce Sattler (organizer of the monthly Work Parties), John Puccetti (project manager); Members: Bill Pertola (handyman extraordinaire), Dale Condra (historian and emergency responder), Geoff Dann (handyman with electrical specialty), Mike Duffy (HAVC genius), Mike Sixbey (woodworker and power tool fanatic), Merle Oberg (unpaid full-time irrigation specialist).

## **GREEN SANCTUARY**

This year, the 7th Principle Environmental Action Team:

- 1) Worked with the Kitchen Cabinet to expand use of reusable mugs and cutlery during coffee hour
- 2) Worked with Buildings & Grounds to change our trash system to one with separate bins for recycling, green waste and landfill
- 3) Worked with Safe Sleep to educate our guests so that much more gets recycled and less goes to the landfill
- 4) Supported RE program last summer, where our children learned that nearly all cleaning can be done with simply baking soda, lemon juice, vinegar, and olive oil.
- 5) Worked with our custodial staff (Janitek) to finally use only truly green cleaning products around the church. Baking soda, lemon juice, vinegar, and olive oil are the only products that Janitek now uses.
- 6) Secured a new partner in Santa Paula for our soft plastics recycling effort: Blanchard Community Library! Because Santa Paula is the only local municipality whose waste hauler recycles soft plastics, we have to deliver them from our bin in the church kitchen.
- 7) Continued our partnership with Ventura350 Climate Hub doing outreach and working on community issues, including opposition to oil trains, coastal power plants and support of transition to renewable energy options
- 8) Put on two environmental themed services.

*Kitty Merrill*

# GROWING OUR GIFTS

## **STEWARDSHIP**

After five years of using a monthly pledge renewal program, this year we conducted an annual pledge drive, christened as our Celebration Campaign. The primary drawback of the monthly pledge renewal program was that it severed the administration of pledge renewals from our reflections about the importance of church involvement to each of us when we renew our financial commitments.

Reverend Ed Brock, David Frank and David Smith designed and managed the Celebration Campaign. Stewardship coordinator David Henkel's efforts were diverted this year to the search for our settled minister. President Carolyn Briggs was available to members at all seven of these meetings and provided the light meals for attendees.

Jim Merrill provided publicity assistance for the campaign and Katie Turner managed a communications team that called and emailed members to invite them to these meetings in members' homes. She was assisted by Orval Osborne, Kathy Swift, Susan Bronn, Dave Davis, Maura Raffensperger and Kappy Paulson.

Gudrun Eastham and Beverly Jordan handled the reservations for the seven meetings. Members who were hosts to the celebration meetings in their homes were David and Janice Frank, Dennis Charles and Linda Pietrzak, Jim and Pam Waldron, Duane and Sylvia Wikholm, Kent and Sue Brinkmeyer, and Bryan and Gretchen Buck.

Below is a summary of our campaign as reported to your Board of Trustees:

### ***Celebration Campaign, April 12, 2016***

Both financial and community benefits need to be viewed in assessing our first stewardship campaign in five years. Among the community benefits are the marshalling of the volunteers to host meetings in their homes, to phone and email people, and to provide a space for us to gather. The most important community benefit was the sharing of each other's important stories.

The financial benefits are more complex. Fifty-nine pledgers increased their annual pledges by a total of \$1,726 per month, or \$20,710 per year. This was offset by a loss of a few larger pledges due to death, moving away, or other personal reasons. So, despite a successful campaign, our projected annual pledges for this next year went down. We estimate \$334,000 for annual pledges for 2016-2017 vs. \$360,000 for 2015-16.

New this year are "Bridge Pledges" made as one-time promises. They were suggested by Reverend Ed as a way to bridge the first three transition years with our new settled minister. As of April, 5, 2016, those onetime promises total \$129,000, to be used during the next three years.

Thus our total annual pledge amount went down due to circumstances beyond our control even though a significant number of our members and friends responded to the Celebration Campaign with increased annual pledges. Twenty-two of those monthly pledges increased by \$50 or more, and went as high as \$300.

- This was a very robust and satisfying campaign for its ability to focus our community on our shared values and aspirations and our commitments to do the best we can for each other and our larger community, even as the ground shifts beneath us.

*David Henkel and David Smith, Stewardship Co-Coordinators*

## ***FINANCE COMMITTEE***

There was much productive synergy between the finance committee and our church's stewardship coordinators this year. Without a Celebration Campaign we would not have had a balanced budget for our next church year beginning July 1, 2016. For more information on this synergy, see the Stewardship Annual Report, above.

The budget was prepared by a subcommittee consisting of Jim Waldron, Treasurer, David Frank, committee member, and David Smith, committee chairman. The result was reviewed by the remaining committee members, Dennis Charles, Ray Escobedo, and Jill Foreman. The result was a balanced budget for next year and preliminary budgets for two successive years that should sustain and grow our current programs and staff hours in support of our mission. For detailed budget information, please see the Annual Meeting information packet.

*David Smith, Finance Chair and Jim Waldron, Treasurer*

# FUNDING THE MISSION

## **RECOMMENDED 2015-2016 OPERATING BUDGET**

The Board is elected by the congregation to ensure wise stewardship of our resources in service of the congregation's mission and vision. We consider that a sacred trust and we consider the budget a moral document. The Board helps the congregation articulate its mission, vision and values and then looks to the Finance Committee and the Budget Subcommittee to work out the details. The Budget Subcommittee seeks input from all the Committees and reviews current expenditures, projected costs and anticipated revenues. Our Mission Statement, our current commitments and our proposed Five Year Plan provided the blueprint for this budget.

The budget is in a simplified format, which makes it easier to see the big picture and also helps us to be a bit greener in the size of the package we are sending out. The fund balances are on the back of the budget page. *Please note that the detailed budget with specific line item notes is available in the office. Our monthly reports are posted each month on the hallway bulletin board opposite the photocopy machine.*

Some of the details related to changes are below, but first the big picture and some background. This budget reflects an increase in anticipated income. This includes a 7% increase in pledges, a chalice lighter's grant proposal, and increased fundraising. Regular pledges were projected to drop this coming year due to loss of members due to death and moving away. This was partially offset by new members joining the church and by a successful pledge campaign. The Celebration Pledge Campaign led by David Smith and his energetic crew with the assistance of our Interim Minister Rev Ed Brock brought together small groups of members and friends to share stories of how the church is meaningful to their lives. Additionally, our Interim Minister, Rev. Ed Brock, led a separate campaign to raise Bridge Pledges. These were designed to increase available funding for a three-year transition period as we welcome a new Settled Minister. A total of \$129,000 has been pledged and 1/3 is used in this proposed budget. This has enabled us to maintain current staffing levels and to increase the Music Director position from ¼ time to ½ time. We have again been able to grow our professional staff and our programming and to donate our Sunday plate collections to the community due, in large part, to retiring our mortgage, making a move to solar power, and creating special funds.

Our overall financial health is excellent as indicated in our fund balances. We continue to maintain 4.5 months of reserves in our operating budget. The long term investment program that we began last year has weathered the recent down turn in the market and is stable.

The new solar electric system we installed has been in place for a year and has lowered our electric bill by 50% as expected.

### **Funding the Mission**

Despite a decrease in auction fundraising this past year we anticipate a significant increase in overall income due to increased membership and the Bridge Pledge mentioned above. This has given us a projected stable income base over the next three years.

### **Supporting Our Staff and Ministry**

The total in this major area of expense is the same as last year. Since the Social Security cost of living adjustment was 0.0% this year we have not increased hourly wages. Some upward adjustments in benefits and hours were made using UUA guidelines.

### **Caring for Our Space**

We continue to earmark savings for Long Term Maintenance at the rate of \$10,000 a year. The regular Buildings and Grounds budget has been increased.

### **Enriching Our Shared Lives**

There is a modest increase here.

### **Supporting Our Movement**

There is little change here.

### **Growing Our Gifts**

The small decrease here is due to onetime costs associated with updating the website last year and the search for a settled minister.

### **Reaching Out**

The increase here is due to requests by two committees.

### **Covering the Basics**

There is little change here.

**This budget was passed unanimously by the Board of Trustees and the Finance Committee and they ask your approval of this budget at our Annual Meeting on June 12<sup>th</sup> at 11:30 am.**



Recommended 2015-2016 Operating Budget

		Revised 2014-2015	Approved Budget 2015-2016	Approved Budget 2015-2016	Draft Budget 2016-2017
<b>Income</b>					
	<b>Pledge Collections</b>	\$ 358,432.56	\$ 360,000.00	\$ 360,000.00	\$ 385,790.00
	<b>Plate Donations</b>	\$ 720.00	\$ -	\$ -	\$ -
	<b>Other Donations</b>	\$ 8,450.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
	<b>FUNDRAISING</b>	\$ 21,814.00	\$ 21,800.00	\$ 21,800.00	\$ 28,350.00
	<b>Interest Income</b>	\$ 960.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
	<b>Other Income</b>	\$ 2,300.00	\$ 2,300.00	\$ 2,300.00	\$ 6,000.00
	<b>FUNDING THE MISSION</b>	\$ 392,676.56	\$ 392,100.00	\$ 392,100.00	\$ 428,140.00
<b>Expenses</b>					
	<b>SUPPORTING OUR STAFF &amp; MINISTRY</b>	\$ 317,479.90	\$ 330,652.29	\$ 338,738.78	\$ 338,457.34
	<b>CARING FOR OUR SPACE</b>	\$ 53,160.00	\$ 46,760.00	\$ 46,760.00	\$ 47,920.00
	<b>ENRICHING OUR SHARED LIVES</b>	\$ 18,150.00	\$ 16,750.00	\$ 17,150.00	\$ 19,350.00
	<b>SUPPORTING OUR MOVEMENT</b>	\$ 19,152.00	\$ 18,984.00	\$ 18,984.00	\$ 19,178.00
	<b>GROWING OUR GIFTS</b>	\$ 7,250.00	\$ 13,500.00	\$ 13,500.00	\$ 10,456.67
	<b>REACHING OUT</b>	\$ 4,100.00	\$ 3,200.00	\$ 3,200.00	\$ 4,000.00
	<b>COVERING THE BASICS</b>	\$ 13,000.00	\$ 12,800.00	\$ 12,800.00	\$ 12,800.00
	<b>Total Expense</b>	\$ 432,291.90	\$ 442,646.29	\$ 451,132.78	\$ 452,162.00
	<b>Surplus or (Deficit)</b>	\$ (39,615.34)	\$ (50,546.29)	\$ (59,032.78)	\$ (24,022.00)
	<b>Covered by Assistant Minister Fund</b>	\$ 17,390.13	\$ -	\$ -	\$ -
	<b>Covered by LUYV Fund for Director</b>	\$ 1,750.00	\$ -	\$ -	\$ -
	<b>Legacy Match+Special Funding for staffing</b>	\$ 19,375.21	\$ 53,086.02	\$ 53,086.02	\$ 23,730.57
	<b>Net Surplus or (Deficit)</b>	\$ 0.00	\$ 2,539.73	\$ (5,946.76)	\$ (291.43)
	<b>Not Part of the Operating Budget:</b>				
	Sunday Collections for Inreach/Outreach:	\$ 45,000.00	\$ 45,000.00	\$ 45,000.00	\$ 45,000.00

Fund Balances (as of April 30, 2016)

	<b>CCB-Checking</b>	<b>BOW3 – CD</b>	<b>LPL Financial</b>	<b>United Ch Fund</b>	<b>Total Funds</b>
<b>1031 - Checking Account</b>	\$ 64,270.00				\$ 64,270.00
<b>Endowment Fund</b>	\$ 2,723.00	\$ 5,136.00			\$ 7,859.00
<b>Investment Funds</b>			\$ 203,975.00	\$ 120,914.00	\$ 450,825.00
<b>Total</b>	\$ 66,993.00	\$ 5,136.00	\$ 203,975.00	\$ 120,914.00	\$ 522,954.00

2015-2016 Recommended Operating Budget (Detail)

	2014-2015 Approved Budget	Approved R1 2015-2016 Budget	2015-2016 R1 Notes	Draft Budget 2016-17	2016-2017 Notes
<b>Income</b>					
4000 · FUNDING THE MISSION					
4100 · CONTRIBUTIONS					
4110 · Pledge Collections	358,432.56	360,000.00	Pledges as of 3/31/2015 x 96%	342,790.00	decrease due to death + moves; partially offset by succesful pledge campaign 1/3 of 3-year total
_____ Bridge Pledge				43,000.00	
4120 · Plate Donations	2,700.00	0.00	no Wednesday service planned	0.00	
4190 · Other Donations	5,000.00	6,000.00		6,000.00	
Total 4100 · CONTRIBUTIONS	366,132.56	366,000.00		391,790.00	pledge increase of \$25,790
4200 · FUNDRAISING					
4210 · Auction	22,000.00	20,000.00		15,000.00	2015 experience
4220 · Other	3,600.00	1,800.00		3,350.00	concerts/public events- Sangha+Tai Chi
4290 · Grants	0.00	0.00		10,000.00	Chalice Lighters Grant
Total 4200 · FUNDRAISING	25,600.00	21,800.00		28,350.00	
4800 · FACILITIES USE OFFSET	5,000.00	2,300.00	current experience	6,000.00	2015 experience
4860 · Interest Income	2,000.00	2,000.00	current experience	2,000.00	
Total 4000 · FUNDING THE MISSION	398,732.56	392,100.00		428,140.00	increase of \$35,040
Total Income	398,732.56	392,100.00		428,140.00	
<b>Expense</b>					
5000 · SUPPORTING OUR STAFF & MINISTRY					
5100 · MINISTER					New Settled - starts August 1, 2016
5110 · Salary	53,320.00	13,330.00	July, Aug, Sept	46,566.67	11 months
Housing	36,000.00	9,000.00	July, Aug, Sept	33,000.00	11 months
5120 · Minister's Self Employ. Offset	6,832.98	1,708.25	July, Aug, Sept	6,086.85	11 months
5130 · Health Insurance & Reimbursement	15,706.00	3,926.50	July, Aug, Sept	14,247.75	med, dental, disability Insur
5140 · Pension	8,932.00	1,488.67	July, Aug	7,956.67	10 %
5150 · Professional Expenses	11,285.00	1,881.00	July, Aug	7,956.67	10 %
Total 5100 · MINISTER	132,075.98	31,341.41		115,814.60	11 months. Total open to reallocation
5170 - AFFILIATE MINISTER					
5176 - Professional Expenses		1,000.00	as requested	2,000.00	\$2,000 requested
5170 TOTAL 5170 - AFFILIATE MINISTER					
5190 ASSISTANT MINISTER					
5190 TOTAL ASSISTANT MINISTER	76,560.50	0.00		0.00	
5199 Intern Minister	0.00	0.00		0.00	
5160 Interim MINISTER					
5161 Salary		52,937.50	10.5 months of 2015-16 fiscal year mid Aug '15 thru June '16	4,812.50	As negotiated 1 month of 2016-17 fiscal yr
5162 Housing		34,650.00	division assumed, up to minister	3,150.00	
5163 Self Employ. Offset		6,700.44		609.13	
5164 Health Insurance		0.00	could be less depending upon age	0.00	included in salary
5165 Pension		8,758.75		796.25	
5166 Moving Expenses		8,235.00		0.00	
5167 Professional Expenses		7,548.75	10% of Salary + Housing	629.06	
5190 TOTAL INTERIM MINISTER		118,830.44		9,996.94	

2015-2016 Recommended Operating Budget (Detail)

	2014-2015 Approved Budget	Approved R1 2015-2016 Budget	2015-2016 R1 Notes	Draft Budget 2016-17	2016-2017 Notes
5200 · OFFICE MANAGER					
5210 · Auto Expense Allowance	150.00	150.00		150.00	
5220 · Office Manager	45,950.00	49,050.00	MOT recommendation	49,050.00	
5230 · Pension	4,595.00	4,905.00		4,905.00	
5240 · Health Insurance	1,300.00	1,300.00		1,300.00	
<b>Total 5200 · OFFICE MANAGER</b>	<b>51,995.00</b>	<b>55,405.00</b>		<b>55,405.00</b>	
5260 - Membership Manager			12 month 60% time temp. position		
5261 - Membership Manager		36,352.50	COLA of 1.7%, full year, 25hrs/wk	36,359.00	25hrs
5262 - Health Insurance		0.00	salary increased by \$3,300	0.00	included in salary
5263 - Pension		3,029.38	pension as of 9/2015	3,635.90	10%
5264 - Professional Expenses		1,000.00	full year	2,000.00	
<b>5260 TOTAL Membership Manager.</b>		<b>40,381.88</b>		<b>41,994.90</b>	
5300 · RELIGIOUS EDUCATION STAFF					
5310 · D.R.E. Salary	31,700.00	36,000.00	5th year, credentialed	40,466.40	30 hrs
5311 - D.R.E. Pension	3,170.00	3,600.00		4,046.64	10 %
5312 - D.R.E. Professional Expenses					
5330 - D.R.E. Health Insurance	4,500.00	4,950.00	10% increase assumed	4,950.00	
<b>Total D.R.E.</b>	<b>41,415.00</b>	<b>48,150.00</b>		<b>51,463.04</b>	
5320 · R.E. Aides Salaries	4,000.00	5,850.00	3 aides x 2.5 hrs x 52 wks x \$15/hr	5,850.00	3 aides x 2.5 hrs x 52 wks x \$15/hr
<b>Total 5300 · RELIGIOUS EDUCATION STAFF</b>	<b>45,415.00</b>	<b>54,000.00</b>		<b>57,313.04</b>	
5400 · OTHER STAFF SALARIES					
5420 · AV Tech	7,100.00	6,692.00	1.7% COLA; no Wednesdays	6,692.00	
5430 · Music Director Salary	15,000.00	14,238.00	1.7% COLA	29,087.20	20 hrs/wk
Music Director Pension				0.00	pension 10% beginning 2017-2018
Music Director Health				0.00	added to salary
Music Dir Professional Exp				1,800.00	as requested training and development
<b>Total Music Director</b>				<b>30,887.20</b>	
5440 · Temporary Staffing	0.00	0.00		0.00	
5450 - Accounting Consultant	2,500.00	2,500.00		2,600.00	
<b>Total 5400 · OTHER STAFF SALARIES</b>	<b>24,600.00</b>	<b>23,430.00</b>		<b>40,179.20</b>	
5500 · PAYROLL BENEFITS					
5510 · Employer Payroll Taxes	8,964.08	12,357.21	more hours/months, decreased rate	13,753.65	more hours, increased rate
5530 · Workers Compensation Insurance	2,000.00	2,000.00		2,000.00	
<b>Total 5500 · PAYROLL BENEFITS</b>	<b>10,964.08</b>	<b>14,357.21</b>		<b>15,753.65</b>	
<b>Total 5000 · SUPPORTING OUR STAFF &amp; MINISTRY</b>	<b>341,610.56</b>	<b>1,880.83</b>		<b>338,457.34</b>	
5600 · CARING FOR OUR SPACE					
5610 · Maintenance Reserves	10,000.00	10,000.00		10,000.00	
5620 · UTILITIES					
5621 · Electricity	10,000.00	7,500.00	solar	7,500.00	
5622 · Gas	250.00	390.00		500.00	
5623 · Water and Sewer	2,200.00	2,300.00		2,300.00	

2015-2016 Recommended Operating Budget (Detail)

	2014-2015 Approved Budget	Approved R1 2015-2016 Budget	2015-2016 R1 Notes	Draft Budget 2016-17	2016-2017 Notes
5624 · Trash Removal	1,900.00	1,900.00		1,900.00	
5625 · Telephone	2,600.00	3,000.00		3,000.00	
5626 - Website and office backup Internet	250.00	600.00		600.00	
<b>Total 5620 · UTILITIES</b>	<b>17,200.00</b>	<b>15,690.00</b>		<b>15,800.00</b>	
5630 · Janitorial	8,400.00	9,450.00		10,000.00	\$737 x 12 in 2016; increase in rate ?
5640 · Property & Liability Insurance	6,000.00	6,000.00		6,000.00	
5650 · B & G Routine Maintenance	3,000.00	3,500.00		4,000.00	budget request adjusted
5670 · Property Taxes	620.00	620.00		620.00	
5680 · Building Security	300.00	300.00		300.00	
5690 · Mortgage, Principal & Interest	0.00	0.00		0.00	
5695 - Mortgage Interest to Members	1,200.00	1,200.00		1,200.00	
<b>Total 5600 · CARING FOR OUR SPACE</b>	<b>46,720.00</b>	<b>46,760.00</b>		<b>47,920.00</b>	
5700 · ENRICHING OUR SHARED LIVES					
5710 · Worship	3,500.00	4,900.00	as requested	4,900.00	
5721 · R.E. Children's Programs	7,800.00	7,800.00		7,800.00	as requested
5722 · Adult Programs	100.00	100.00		100.00	
5724 · Adult Spiritual Growth Programs	100.00	100.00		100.00	
Sangha				300.00	\$300 for Sangha new line
Tai Chi				2,000.00	instructor for class \$40x50
5731 · Music	650.00	650.00		650.00	
5740 · Kitchen Cabinet/Hospitality	3,000.00	3,000.00	as requested	3,000.00	
5760 · Childcare-Special Events					
5770 · Health Ministry/Caring Committee	500.00	0.00		100.00	as requested
5790 · Personnel Committee	0.00	0.00		0.00	
5795 - Green Sanctuary	0.00	0.00		0.00	
<b>Total 5700 · ENRICHING OUR SHARED LIVES</b>	<b>16,150.00</b>	<b>16,750.00</b>		<b>19,350.00</b>	
5800 · SUPPORTING OUR MOVEMENT					
5810 · PSWD Dues	5,472.00	5,424.00	226 x \$24	5,798.00	223 x \$26
5820 · UUA Dues	13,680.00	13,560.00	226 x \$60	13,380.00	223 x \$60
<b>Total 5800 · SUPPORTING OUR MOVEMENT</b>	<b>19,152.00</b>	<b>18,984.00</b>		<b>19,178.00</b>	
5900 · GROWING OUR GIFTS					
5910 · Stewardship	1,500.00	500.00	as requested	500.00	
5920 · TRAINING					
5921 · Leadership Development	3,000.00	3,000.00	as requested	2,000.00	as requested
<b>Total 5920 · TRAINING</b>	<b>3,000.00</b>	<b>3,000.00</b>		<b>2,000.00</b>	
5930 · Sabbatical Fund	0.00	0.00		7,956.67	10% of S+H for sabbatical fund
5940 · Board Expenses	500.00	10,000.00	MOT + Search Min	0.00	One time expenses for minister search and transition shown below off budget
5950 · Endowment Committee	0.00	0.00		0.00	
<b>Total 5900 · GROWING OUR GIFTS</b>	<b>5,000.00</b>	<b>13,500.00</b>		<b>10,456.67</b>	

2015-2016 Recommended Operating Budget (Detail)

	2014-2015 Approved Budget	Approved R1 2015-2016 Budget	2015-2016 R1 Notes	Draft Budget 2016-17	2016-2017 Notes
6000 · REACHING OUT					
6010 · Public Relations	1,200.00	1,200.00		1,200.00	
6020 · Social Action	900.00	800.00	as requested	800.00	as requested
6030 · Membership	1,800.00	1,000.00	as requested	1,800.00	
6040 · UU Service Committee	200.00	200.00		200.00	
Total 6000 · REACHING OUT	4,100.00	3,200.00		4,000.00	
6100 · COVERING THE BASICS					
6110 · Photocopier Lease/Maintenance	5,000.00	5,000.00		5,000.00	
6120 · Postage	2,000.00	2,000.00		2,000.00	
6130 · Payroll Service	1,800.00	1,800.00		1,600.00	
6140 · Office Supplies	3,000.00	3,000.00		3,000.00	
6150 · Bank Charges	1,200.00	1,000.00	experience	1,200.00	
6190 · Contingency					
Total 6100 · COVERING THE BASICS	13,000.00	12,800.00		12,800.00	
Total Expense Regular Operating Budget	445,732.56	450,723.94		452,162.00	
Surplus or (Deficit)	(47,000.00)	(58,632.94)		(24,022.00)	
Covered by Assistant Minister Fund	40,000.00	0.00	\$22,385 remains in fund	0.00	\$22,385 remains in fund
Covered by LUYV Fund for Director	7,000.00	0.00		0.00	
Funds Available from Prior Year's Surplus	0.00	0.00		0.00	
Legacy Match money for staffing credit for DREsavings		53,086.02	from 2014-15 staffing fund	4,808.67	1/3 of \$14,426 available
credit for DRE savings payroll taxes				17,836.35	1/3 of credit for 3 years
Remaining Surplus or (Deficit)	0.00	(5,546.92)		1,085.56	1/3 of credit for 3 years
One time expenses for new settled minister - off budget from reserves					
Board+search committee				10,000.00	installation, etc. Likely to be less
Moving Expenses				10,000.00	settled minister moving expense as agreed.
Total one time expenses				20,000.00	Likely to be considerably less could be less by \$5,000-\$10,000

## *Unitarian Universalist Principles*

We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote

1. The inherent worth and dignity of every person;
2. Justice, equity and compassion in human relations;
3. Acceptance of one another and encouragement to spiritual growth in our congregations;
4. A free and responsible search for truth and meaning;
5. The right of conscience and the use of the democratic process within our congregations and in society at large;
6. The goal of world community with peace, liberty, and justice for all;
7. Respect for the interdependent web of all existence of which we are a part.

## Mission Statement

We, the members of the Unitarian Universalist Church of Ventura, united by our liberal religious tradition, seek truths and meaning, and commit to right action. We will nurture our congregation and carry our principles forth to better ourselves, our community and our planet. To these purposes we pledge our hearts and hands, our minds and means.



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