



First  
Unitarian Universalist  
Church of San Diego

## ANNUAL REPORT 2018 to 2019

This document captures the activities of this  
UU Congregation between July 2018 and June 2019.

**Our Mission is to create community, to nurture spiritual  
growth, and to act on our values to help heal the world.**



[www.firstuusandiego.org](http://www.firstuusandiego.org)

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# Journey Toward Wholeness

## **Journey Toward Wholeness (JTW):**

### ***Becoming an Inclusive, Anti-Racist, Anti-Oppressive Congregation***

Summer 2018's Town Hall meeting stunned many of us when People of Color (POC) shared the deep hurt they'd experienced in this, their spiritual home. Since then, becoming a more radically inclusive, anti-racist, anti-oppressive congregation has come to the front and center of the work of the Board, staff, and the Journey Toward Wholeness team. This work goes beyond the organizational structure, challenging each of us in this faith community to live our values and become involved in the learning and reflection necessary to promote and champion a truly inclusive culture that will support an authentic and diverse community.



Rooted in decades of efforts by lay leadership within First UU, JTW is newly re-energized and refocused, with an elected core team voted in by the Board of Trustees in September 2018. The group's vision continues to be one of radical welcoming—striving for an unending practice of inclusion and intersectional justice for those marginalized. This includes those within our community or those who have yet to find

their true home at First UU, and whose voice and truth both warrant and need amplification and support in line with our Unitarian Universalist principles. Current JTW Core Team Members are Alpa Patel, Ben Fowler, Isaac Castro (Chair), Jan Garbosky, Maggie Marshall, and Steve Howard. Former members whose dedication is reflected in the team's work are Alex Mack, Honor Bell III, and Kendric Hornsby.

The team's mission is to dismantle systems of oppression of all types in ourselves as well as the congregation, and, in doing so move towards growing and sustaining a truly inclusive culture and community. We commit to facilitating growth and progress through efforts that will undoubtedly invite vulnerability. Through efforts that ask us all to lean into tough and yet meaningful conversations, we'll reflect on our own actions, words,



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# Journey Toward Wholeness

and beliefs. By doing so, we can deepen connections and remove barriers to fostering a spirit of true beloved community that allows for a diverse and inclusive church community aligned to our aspirations.

Along with the Board and ministers, JTW members have been assessing how unconscious bias and racism (and other oppressions) manifest within the structure of our community—in how it's governed and how it operates—with the overall goal of true inclusion. The leads for each area have also worked with staff and Ministry Team lay leaders to assess actions and activities using an anti-racism/anti-oppression/dismantling white supremacy lens.

## Focus Area Tasks/Accomplishments:

### Finances:

- Discussions with ministers and the Board about Ministry Teams using an anti-racism/anti-oppression lens to assess activities and communications and use funds within their budgets to address inequities and raise awareness with the groups within their team.
- Implemented a focused Martin Luther King, Jr. Service Generosity Offering Advance Giver/Challenge and surpassing the \$10,000 goal to fund three Beloved Conversations sessions between Spring 2019 and Spring 2020.
- Submitted a request for a line item budget to support congregation-wide activities and programs.

### Worship and Music:

- Worked with Minister of Music and Worship Arts to increase lay participation, especially by people of color (POC), in worship planning and in leading worship.
- Updating of the Welcome Words.
- Designed flower displays and dedications/write-ups to reflect diverse cultures/traditions and POC — both national figures and those within our faith community.



### Policy:

- Proposed policy to help ensure inclusivity in hiring and evaluating staff including job descriptions, recruiting, interviewing, and performance reviews.

### Building and Deepening Relationships (within the congregation and in the greater community):



- Led workshops and gave presentations on implicit biases, inclusion, and microaggressions to Lay Ministers and the Good Relations Committee.
- Coordinating with the Parents Group to give a presentation on JTW, the work we are doing, and how it can be integrated into their group.
- Outreach to San Diego's Muslim community via handwritten notes/emails from the Women's Retreat and children and adults from the Hillcrest and South campuses. The gift album of notes, prayers, and heart-centered deep sentiments are being presented to a local mosque leader by Rev. Kathleen and Jan Carpenter-Tucker.

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# Journey Toward Wholeness

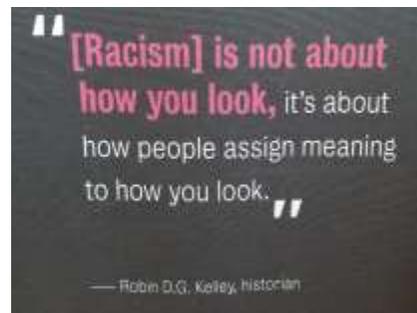
**Education:**

In addition to planning fifth Tuesday meetings with Board, two major initiatives have been implemented to:

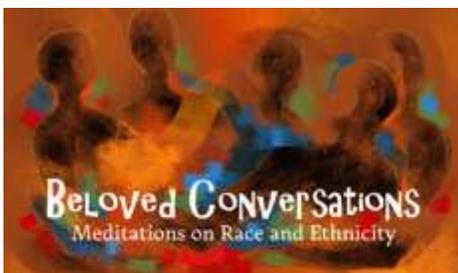
- develop a cadre of congregational leaders to help in this work,
- develop a common language and understanding of racism and its manifestations, and
- engage in deep, relationship-building conversations.

**Race: Are We So Different?**

Between November 2018 and May 2019, 94 staff and lay leaders have participated in a guided tour of the Museum of Man’s “Race: Are We So Different?” exhibit and a workshop on Implicit Bias and Micro-Aggressions as well as attending a pre-tour activity at the Hillcrest campus.



**Beloved Conversations: Meditations on Race and Ethnicity**



Developed by Dr. Mark Hicks of the Fahs Collaborative at Meadville Lombard Theological School, 31 First UU members participated in the first of three Beloved Conversations sessions. Using a small-group format, participants explored the role of race and ethnicity in their individual lives and in the congregation. The program includes a 1.5 day Retreat Weekend led by a trained Beloved Conversations Leader. Participants then meet for eight (weekly) 2-hour small group seminars led by First UU facilitators.

A third initiative has been an occasional series “On Microaggressions” published in First UU’s newsletter *The Window*. Microaggressions are what we heard about at last summer’s Town Hall meeting that have negatively impacted the experience of our First UU POC brothers and sisters. To date, six mini-articles have been published to help non-People of Color gain an understanding of the impact of our words and actions.

## Rev. Kathleen Owens, Lead Minister

Dear Members and Friends of our Congregation,

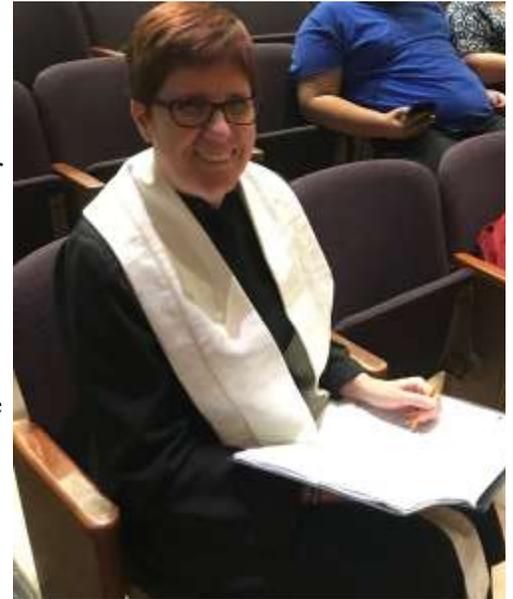
Recently in a staff meeting, as we discussed highlights from this past year. I told the staff that my highlights included many, but to name a few: our Easter Earth Day Celebration, the staff work we've been doing around Inclusivity and the creation of our Staff Covenant, and working together with newer members on hiring teams that have built relationships.

The Easter Earth Day Celebration was a truly multigenerational service that included many elements: a jubilant celebration procession with our children leading the way, centering the Earth through our Earth Centered Spirituality Circle leaders, music from strings, organ, voices, story, poetry, homily, and the exchange of flowers. It was a glorious day and the worship team has become more inclusive and creative in a variety of worship services on both of our campuses. And we'll continue our goal of inclusive and creative worship that invites more and more to participate, share their stories, create rituals and meaning when we gather.

This year also saw me away on sabbatical in two two-months segments. The travel, learning, and time for reflection helped me return in March 2019 renewed and experiencing ministry in a deeper, more vulnerable way. I also returned with more clarity about our shared ministry that centers around becoming a more inclusive, welcoming, anti-racist, anti-oppressive congregation. I am very grateful for the Board's leadership and the Journey Towards Wholeness Core Team that has worked so hard and helped bring about more shifts in understanding and the creation of



relationship. The Board brought the Rev. Marta Valentin to help us recognize the past so we might move into a different future. This is evidenced by the History Wall that hangs in the Meeting House detailing how white supremacy has been a part of our congregational systems. We continue the work of examining the internal barriers that exist in our systems and building deeper relationships across the congregation. This building of relationships has happened specifically through the Beloved Conversations programs. I offer a heartfelt thanks to the various facilitators and support team members who made this program a success. And we'll be offering it again in October-November 2019. The Board has begun the Re-visioning process for a new strategic plan that will guide us more fully into living our values as we bring the church of our dreams into reality through a new plan. Many thanks to the leaders and facilitators who are engaged in this visionary work.



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## Rev. Kathleen Owens, Lead Minister

The highlight concerning the staff work and covenant process has been rich and full. The staff is working alongside the congregation in our work to be more inclusive and live our mission fully. The staff's work complements and supports congregation members as they try and meet the needs of members and friends. This year saw us say goodbye to Melissa James, our Dir. of Family and Lifespan Ministry. And it has been a joy of mine to work with the hiring team to fill this position. Working with the team members has allowed for relationships to form and good work to be done. We're looking forward to announcing our new Dir. of Family and Lifespan Ministry soon. Changes in staff are always hard because we work so closely together. We will miss Rev. Ian W. Riddell as he moves forward in his life taking time to reflect on parish ministry and ponder his next steps. And it is also bittersweet to say goodbye to Justin Murphy-Mancini, our organist/pianist, who after completing his Ph.D. work, will at the end of July move to be near family. And he will become the new Music Director at a Unitarian Universalist Church in Newbury, MA.



This year saw an unusually high number of deaths in our membership; and we still miss these members dearly. Participating fully in the life of this congregation has been a joyful and humbling experience for me. As we deepen our relationships, find creative ways to finance our shared ministry, and answer the call of Love, I remain honored to serve as one of your ministers. Though we have some big work to do together ([see here](#)), I am confident of our ability to listen to one another with compassion and live our values fully in the year to come.

Faithfully yours,

*Rev. Kathleen Owens*



## Rev. Ian W. Riddell, Minister of Music and Worship Arts



Dear Members and Friends,

I looked back over my past letters to you in this report and saw that every year I have commented that we continue to live into a time of change, transition, and transformation in our world, in our individual lives, and in the life of our congregation. I think our reality is that change is constant and that our work is not to wait for the change to stop but to learn to navigate that change with connection, commitment, and love.

We have been engaged in deep and curious self-examination in our congregation as we grow in our awareness of the ways in which the culture and practices of our community have fallen short of our aspirations for welcome, inclusion, and rich diversity. And we have witnessed and created great beauty and meaning together. I want to highlight a few moments that stick in my memory as I look back on the year.

This has been another year of transition in our music ministry. During the first half of the year several of our ensembles were led by interim directors — Justin Murphy-Mancini, Tony Bianca, and me — **while our hiring teams worked to find new directors for our Women’s Chorus and Children’s and Youth Choirs.** What a joy it was to welcome Lorelei Garner and Tony Bianca into larger leadership roles as our new directors. **On Music Sunday in May I was moved by the leadership of our Children’s Choir with Tony and the musicianship of our Women’s Chorus with Lorelei.** And, of course, our handbell ensembles, Chalice Choir, and JUUL Tones brought beautiful music to us as well.

**And this month, we will take time to say “Thank You!” to Justin Murphy-Mancini, our Organist and Pianist for the past five years, who is leaving us to return to New England to be near family and to begin his new work as a Music Director in a UU congregation there. It is hard to put into words what Justin’s music and presence have meant to this community.** I will share that I have deeply appreciated his partnership in music and worship leadership and planning. His depth of love for and knowledge of liturgy, church life, and the power of music have enriched our common life and ministry. I will miss his collaboration and sharp awareness.



As part of paying attention to the way in which we worship together and how we plan it, we invited two leaders in UU worship and music to our campus this past year, to lead worship and to guide our lay leaders in thinking about music and worship in new ways. It was an honor and a joy to host Dr. Glen Thomas Rideout and Rev. Jason Shelton in the fall and the winter. I was moved and inspired by their example, their words, and their commitment to deep, rich, connected, powerful worship.

## Rev. Ian W. Riddell, Minister of Music and Worship Arts

Please do read the Music and Worship reports for more about what we've worked on and accomplished together this year.

And this will be a time of transition for me as well as I end my time as your Minister of Music and Worship Arts at the end of the summer. I have been deeply moved by the e-mail **and conversations I've had with so many of you over the past weeks after I announced my plans to depart.** Your compassion, understanding, and honest appreciation have balanced my own sadness at leaving you.

I will always carry with me gratitude for the collaboration, commitment, and partnership of the congregants, lay leaders, staff, and ministers of this **congregation as we've done the work of ministry together. We've moved into some difficult places together — and we've embraced beauty and possibility together.** I will carry with me your glorious singing voices, your love for this congregation, and your vision of a world transformed by love.



In closing, I want to share with you two statements that have become touchpoints for my aspirations in the world.

**First, from Ursula K. Le Guin's *The Lathe of Heaven*: "Love doesn't just sit there, like a stone, it has to be made, like bread; remade all the time, made new."**

**And, from Peter Capaldi's final speech as the Doctor in Doctor Who: "Never be cruel, never be cowardly ... Remember, hate is always foolish and love is always wise. ... Never fail to be kind."**

In the wisdom of love and the embrace of kindness,

Rev. Ian W. Riddell

## Rev. Tania Márquez, Assistant Minister

I describe this last year in our congregation as one of collective introspection. Most of our energy went into reflecting deeply about who we are and who we want to be in light of the asks that came forward from a group of members of color in our congregation.

A renewed Journey Toward Wholeness team was created and **I've had the opportunity to work with some of its members. I am** the minister assigned to the team working on Beloved Conversations and had the opportunity to assist the team in reaching out to the groups I lead for presentations and participation in related activities.

Some of my ongoing groups are Wisdom Circles, Lay Ministry, **and the Big Questions group that's already going into its second** year. We still have about 10 Wisdom Circle groups going strong and ready to continue next year. **Some of the groups' facilitators will be stepping down and others will be joining.**



At South Bay, I am very fortunate to have the administrative support of Karla Alvarez-Malo in her role as South Bay Administrative Assistant. Karla and I are planning to work more strategically in our community outreach.

This year, South Bay bought two tables at the Cesar Chávez Scholarship Breakfast event at Southwestern College. Rev. Ian and Rev. Kathleen also attended the event. In our effort to continue building partnerships with community organizations and other institutions, my hope is that we will continue to support our Chula Vista community and students in this way and I also hope that some of you will join us next year.

With the help of some wonderful women: Marla English, Pat Schmidt, Lynda Gilgun, Mary Byrne **Hoffmann, and the support of our connections coordinator Jenner Daelyn, we offered a women's** retreat at Camp Stevens in the Spring to offer our women-identified members a space for renewal and spiritual growth. We were extremely lucky to have the support of Rev. Andrea Travers, Gail Edwards, and Sharon Goodlove who offered workshops during our weekend together.

## Rev. Tania Márquez, Assistant Minister



The flooding of our South Bay space created many challenges and interruptions to our South Bay activities. The restoration of the space took longer than expected but our community figured out ways to adapt and be flexible as we waited for repairs. Yet, the impact was greatly felt. We have very few offerings at our campus in Chula Vista and the disruption that the flooding created made it difficult for some of our members to stay connected in the ways they always do. But once again, we were shown how resilient and adaptive our community can be.

As part of my professional development, I enrolled in a unit of Clinical Pastoral Education. Many of the learnings I had I was able to immediately share with the Lay Ministry group, and to bring into my preaching at times. I am grateful for this opportunity I had to learn and grow as a minister.

Finally, I was one of the co-facilitators for our first round of Beloved Conversations. I am feeling very proud of the work our congregation is doing together and the openness to new learning and **understanding of the participants. I encourage all of you who haven't been part of the program yet,** to set some time aside in the future to be part of this program. The program will give you tools to engage in difficult conversations around race and it will give you the opportunity to get to know other church members in the process.

This last year has been one of great learning for me. I am looking forward to this coming year when I'll have many opportunities to apply this new knowledge and, hopefully, continue to become the minister I strive to be.

*Rev. Tania y Marquez*

## Stevie K. Carmody, Intern Minister

Dear members and friends of First UU Church of San Diego,

From a deep well of gratitude, I look back on these last ten months, and offer some reflections on the year, and our ministry together.

It is so clear that the congregation supports its intern ministers with a spirit of learning and of respect. You all were gracious to take chances and experiment with worship together, and treated me in a way that was clear you cared about me as a person and as a growing leader. That spirit can be a powerful thing when shared in community with one another.

So many of you have taught me deep and important lessons I will carry through my ministry wherever I go. My intern minister committee—Dorothy Pearlman, Sue McLeod, Ben Fowler, Liz Jones, Kiona Daelyn, & Noveed Safipour—has balanced their care for my learning and the honest feedback that helps me understand the complexity of congregational life. Thank you for your commitment and your energy and your work.

From my colleagues in ministry, I have seen modelled the creativity and vision that makes this work so fulfilling. **Saying “yes” to so many of Rev. Tania’s invitations**—to our La Posada Sin Fronteras worship on the border, to General Assembly Opening Ceremony planning—has helped me grow in trust, partnership, and understanding. Wandering in thought and spiritual depth with Rev. Ian (and Justin!), as we sought the transformative in worship planning, has **enriched my sensibility of what’s possible**. **Exploring with Rev. Kathleen about what it means to lead in a time of institutional transformation and change** grounds me for the future.

My work this year has been closest with the campus ministry and young adult communities here. From the first, the young adults of this community have been real, have been impassioned, and have taught me more about shared leadership and responsibility than anywhere else. Watching that community invest so much of its time and energy towards the future of the congregation has been hope-restoring and vital.

Here are some highlights from my year with this congregation:

- ◇ Leading or co-leading 15 Sunday worship services, 6 at Hillcrest and 9 in South Bay.
- ◇ **Instituting the “Board Review and Digest” process at Board meetings, to encourage transparency, communication, and clarity between the Board and the community.**
- ◇ **Passing the UUA’s Ministerial Fellowship Committee in March 2019; I will enter into Preliminary Fellowship with the completion of this internship.**
- ◇ Stewarding and growing the campus ministry group (we have six dependable folks from UCSD).
- ◇ **Supporting the “White People Interrupting Racism” group during Kathleen’s sabbatical months, and joining the Beloved Conversations spring cohort as a participant/back-up facilitator.**
- ◇ **Planning with an interfaith, binational group of leaders the “La Posada Sin Fronteras” worship in Friendship Park.**
- ◇ **Joining the witness and protest on the border for the “Love Knows No Borders” campaign, along with 200 other faith leaders from around the country.**
- ◇ Facilitating the South Bay Wisdom Circle.
- ◇ **Serving our wider denomination with the UUA’s Meaning Makers program for Emerging Adults, and with the General Assembly Youth Staff.**
- ◇ Working with Angela Fujii to start implementing a plan for annual renewal of our Welcoming Congregations status, **including starting the “Transgender Inclusion in Congregations” workshop.**

As I end my time here, I remember the support of the Spirit Level Foundation, which makes the intern minister program possible for First Church. Thank you. I treasure deeply the time all the staff has engaged with me, helping me learn. **My deepest thanks to this congregation, this community, and the spirit that’s held us throughout this year.**

Yours in Faith,



Stevie K. Carmody



# Robie Evans, Director of Operations

Goal 1 — *Provide bold and engaging worship and programs to meet the spiritual needs of a diverse, intergenerational and multicultural community*

1. Performed with First UU String Quartet for the Fridays at First holiday concert on 12/14
2. Performed during Hillcrest worship services a few times throughout the year (Easter being my favorite!!)
3. Performed during South Bay worship services a few times throughout the year
4. Performed during a few Celebrations of Life

Goal 2 — *Challenge systemic oppression to transform San Diego into a region that is more just, equitable and compassionate.*

1. Attended an affordable housing/church partnership luncheon

Goal 3 — *Raise our individual and collective awareness in order to identify and remove cultural, physical, and attitudinal barriers to full participation in our congregation.*

1. Work with the Board and JTW Core Team in preparation for **the Congregation’s Community Gathering with Rev. Marta Valentin** on 12/14/18 – 12/16/18.
2. Submitted system-defined workbook to initiate a “Donor Login” module of our database system to provide a Member Signon account where members can look up their pledge statement online; update their personal contact information; and find other members and pledging friends who might have similar interests – all from the comfort of their own home! Will be online very soon.

Goal 4 — *Intentionally engage all generations in leadership development.*

1. Updated Board packets for incoming board members, ministers and staff.



*Robie and her River of Life bricks*



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## Robie Evans, Director of Operations



### Administration / HR

- ◆ Continued future planning meetings in collaboration with UCSD's future master plan process. Full appraisal has now been received and will be distributed to Futures Team for review and discussion. Publicity and facilitation through eblast, options document and congregational forum for 10/21. Futures Team facilitated an additional congregational forum on 12/9. Now working on re-visioning and Strategic Planning in order to give UCSD an answer by December 2019.
- ◆ Worked with Kathleen in hires for Interim Dir. Of Family and Lifespan Ministry position and Interim RE Coordinator position.
- ◆ Staff evaluations completed for four staff members. Very rewarding experience for me.
- ◆ Researched and working to create a cell phone reimbursement policy.
- ◆ Participated in Staff Covenant and Staff AR / AO work
- ◆ Discussion regarding coverage/supervision/continuity of operations during Kathleen's sabbatical.
- ◆ Processed background checks for all Religious Education volunteers/teachers.
- ◆ Promoted Rose Riedel to Office Administrator.
- ◆ Onboarded and trained new Scheduler, Karla Alvarez-Malo.
- ◆ Preparations for 2018 Staff Holiday luncheon and Secret Santa this year!
- ◆ Facilitated our annual Staff Holiday Luncheon.
- ◆ Helped to facilitate the Community Gathering with visiting Rev. Marta.
- ◆ Posted and widely promoted the job posting for the new Director of Family and Lifespan Ministry position.
- ◆ **Art Benefit "C-Note" Show and Artist's Reception. As a member of GMT, this is one of my favorite events that I co-lead with Tena Navarrete, our resident member artist. The show was hung on 2/5/19 and the Artists' Reception was held on 2/12/19 with over 45 attending. The show was spectacular with 115 works from 18 artists displayed on the walls of Bard Hall, all priced at \$100 or less. Tena even brought in new artists from North County including two from Colombia. Randy Brinton and I performed violin duets for an hour during the champagne reception before the artists spoke about their works. The show was displayed through April 2nd and brought in over \$1,300.**
- ◆ Collaborated with JTW team to renew our hiring processes.
- ◆ **Convened AUUA Ministers' Advisory group quarterly Zoom call regarding creating safe cohorts for small church admins to share.**
- ◆ Rose and I took the Front Desk Volunteers out for their annual appreciation lunch – well attended and well received!
- ◆ Attended the Roe v. Wade breakfast.
- ◆ Rose and I met with Kendric and Christina of the Nominating Committee to go over types of marketing and publicity needs.
- ◆ Attended our Employment Law Firm HR 2019 Updates Seminar.
- ◆ Facilitated the portrait of Marjorie Bowens-Wheatley for our Ministers' Portrait Wall.
- ◆ Continued website cleanup.

## Robie Evans, Director of Operations

### Finance

- ◆ Participated in a new B&B promotional video for the Generosity Ministry Team.
- ◆ Attended June 9th Town Hall meeting.
- ◆ Moved our Munafo Trust out of Union Bank!! The account was opened and the money invested with the UU Common Endowment Fund, LLC as of September 4, 2018. This Trust continues until 2040.
- ◆ Completed five-year lease extension with Ace, current lease now expires 12-31-23.
- ◆ Hired an internal review auditor who was here the week of Nov 5 to work with Connie through this process. Went well and work continues.
- ◆ Bridge and solar notes; prepared extensions and sent out for signatures. Interest and payoff checks mailed 12/4/18.
- ◆ Completed FY 18-19 Budget process; presented at the Annual Meeting 6-10-18.
- ◆ D4\$ 2019 – 2020 work began with a completely new look with online auction bidding. Events were collected now, then will be input over the month of April. We had a kickoff gala on Saturday, May 18 with two bidding Sundays on May 19 and May 26. Online bidding was available 24/7 from May 18 (evening) to May 26. Bi-weekly team meetings, ongoing publicity, Sunday patio table marketing, gala planning, first time online bidding available and training/publicity for this. We received 112 events/services for bidding and estimate income of around \$52,000.

### FACILITIES - Hillcrest



*Robie playing bartender at art show reception*

- ◆ Ordered handrails for the meeting house.
- ◆ Ordered new lightweight tables for the **Common Room: 12 6' oblong and 8 5' round**
- ◆ Organized church-wide campus art project for new footpath in new Memorial Garden. Dates to participate for Hillcrest: Oct 21 & Nov 18; South Bay: Jan 9. First event in Hillcrest on Oct 21 was very well received and attended by about 60 folks through every generation from ages 10 and up. Brick stamping event on Nov 18 in Hillcrest was very well received yet again with over 60 folks participating; all ages.
- ◆ **Worked on "Who We Are" wall in Welcome Center. Will be hung above the current ministers' photos along hallway on lower level.**
- ◆ Completed hardwiring of updated campus WiFi system; more coverage and hopefully faster!

- ◆ Facilitated campus patio lighting; holiday wreaths and poinsettias.
- ◆ Facilities – sewer ejector pump replacement is needed; waiting for bid.
- ◆ Facilities – roof repairs for rain leaks over Admin bldg., RE wing and Preschool infant room.
- ◆ Facilitated 40 lb. beehive removal from inside upper roof of Meeting House above the great Window.

## Robie Evans, Director of Operations

### FACILITIES - South Bay

- ◆ Negotiated three-year lease extension and was approved by the Board in June.
- ◆ Met with potential sub-lessees (an outside church); which they ultimately decided that our missions did not align with ours.
- ◆ Flood mitigation with staff, landlord and restoration company.
- ◆ Onboarded new South Bay Campus Administrative Assistant.
- ◆ **Working with Com'l RE broker, Rev. Tania and South Bay Relocation Team re: a com'l property for sale in the National City area.** Decided to hold off until re-visioning and Strategic Planning process is complete.
- ◆ Brick stamping event on Jan 6 was very well received yet again with about 25 folks participating; all ages.

### OTHER

- ◆ Facilitated Interfaith Disaster Preparedness Training a couple of times during 2018 for House of Worship in the San Diego County area.
- ◆ Facilitated AUUA ProDays and became President of the organization on June 19, 2018.
- ◆ Attended 2018 General Assembly in Kansas City, MO. Focused on workshops dealing with Dismantling White Supremacy.
- ◆ Continued work with AUUA board leadership and ProDays 2019 planning.

### PRESCHOOL

- ◆ Transition from loss of Preschool Director and Office Admin staff to Interim Director and Interim Office Admin to Permanent Director since December of 2018. Permanent Director was promoted from within in March, 2019 – Stephanie Larsen.
- ◆ Facilitated ongoing maintenance issues in Preschool spaces.



# Jenner Daelyn, Connections Coordinator

## Welcoming Hands Ministry Team

### Connections Committee



The purpose of the Connections Committee is to grow the congregation by welcoming visitors, guiding prospective members along the path to formal membership, fostering opportunities for growth and involvement, and supporting newer members as they integrate into the wider church community. Additionally, the Connections Committee helps visitors, new members, and others to navigate the variety of activities, groups, and events on campus in order to find the right fit for each individual.

*Two Major activities or accomplishments (July 2018 through June 2019)*

- ◇ The Welcoming Training held on February 3rd was attended by 30 people, and was the catalyst for some very important conversations. The training was inspired by a need to meet visitors where they are at, while avoiding common micro-aggressions and missteps that arise out of assuming things about the lives and lived experience of visitors to our campuses. The feedback on the training was positive, and participants shared that they had insights about how to speak to people and a new way of thinking about the act of welcoming newcomers.
- ◇ The UU Unbirthday Parties held at both Hillcrest and South Bay in January were very successful social events. In Hillcrest, over 100 people attended, and shared goodies baked by volunteers. Attendees mingled in Bard Hall for most of the duration of social hour. Many people engaged in lively conversations about birthday celebrations and good memories. In South Bay, around 30 people participated. We sang birthday songs in English and in Spanish and all shared good conversation and delicious goodies. These two events were some of the most well-attended and active all-church mixers that have been held recently.



In the last church year, 20 people have become members of First UU. These individuals are:

Kenneth DeHahn	Audrey Atherton
Anthony Bianca	Alyssa Brown
D. Irene Ramirez	Elizabeth Chopp
Patricia Colmenares	Rev. Julie Forest
Bob Colmenares	Maren Outwater
Grazina Narkus-Kramer	Bethany Hetrick
Marc Narkus-Kramer	Matthew Hetrick
John Darling	Rosalba Ciampi
Craig Darling	Nancy Hazelton
Laurie Gerber	James Walker

- ◇ Over the past church year, approximately 145 individuals visited our campuses and were contacted with a welcome email after filling out a visitor form.
- ◇ Currently, church membership stands at 610 active, voting members.

(continued on next page)

# Jenner Daelyn, Connections Coordinator

## ***How your activities integrate with the Church's Goals:***

- ◇ The Connections Committee continues to reach out to potential members with our Becoming a Member (BAM) orientation and facilitation of the three steps of membership. The Making Connections at First UU orientation offers an easily accessible way for newcomers to learn about the church and the many activities here. The Building Sacred Ground series offers opportunities for discussing spiritual journeys and forging deeper involvement. New Member blessings engage all generations and offer a spiritual ritual of belonging that is invaluable. All-church mixers bring together the community as a whole and are intentionally designed to be engaging for people of all ages. *(Goal 1. Provide bold and engaging worship and programs to meet the spiritual needs of a diverse, intergenerational and multicultural community).*
- ◇ In offering the Welcoming Training, the Connections Committee has worked to specifically challenge assumptions and inherent biases that often lead to assumptions about visitors and the micro- and macro-aggressions that often follow. *(Goal 2. Challenge systemic oppression to transform San Diego into a region that is more just, equitable and compassionate.)*
- ◇ The Connections Committee is committed to providing an inclusive welcome to individuals and families from all communities, backgrounds, abilities, and experiences. Our programs are open to all, and we are committed to being sensitive to the needs of our highly diverse San Diego faith community. Since newcomers usually interact with Connections staff and lay leadership first, this ministry team is uniquely positioned to quickly identify possible barriers and work towards removing them. Additionally, in the last church year, the Connections team has actively worked to raise awareness around barriers of accessibility and of attitudinal barriers that have historically gotten in the way of offering a fully inclusive welcome. *(Goal 3. Raise our individual and collective awareness in order to identify and remove cultural, physical, and attitudinal barriers to full participation in our congregation).*



## ***Anticipated projects for next year***

- ◇ Hosting more All-Church mixers of varied structures to assist the church community in connecting with one another.
- ◇ Increasing committee involvement and presence at the South Bay Campus.
- ◇ Working more closely with the Generosity Team to put on inspiring events that connect the church community with our mission and facilitate more connection, involvement, and funding.
- ◇ Expanding on the Welcoming Training by offering another workshop as well as online training tools, all with the goal of broadening the Anti-Racism/Anti-Oppression work of the wider church to fully inform the way that we interact with visitors, newcomers, members, and friends.

*Lay leadership:* Summer Lively with Caroline Clark, Elizabeth Schmidt, Susan Reigel Harding, Benita Berkson, and Kathleen MacLeod

## South Bay Ministry Team

*Purpose:* Our mission is to create community, to nurture spiritual growth and to act on our values to help heal the world. Nuestra misión es crear comunidad, fomentar el crecimiento espiritual y vivir nuestros valores para ayudar a sanar el mundo.

*Major activities/accomplishments (July 2018 through June 2019):*

- ◇ This year, we also celebrated South Bay 10th year anniversary. Yes, South Bay is 10 years old!! We had a worship service to commemorate the date, cake and even a piñata!!



- ◇ The South Bay Tamalada continues to be an important community-building activity. This multigenerational, community event was attended by over 20 members of our congregation and friends. We made hundreds of tamales, most of which were offered as a dinner to our guest during the Interfaith Shelter.
- ◇ South Bay continues to offer engaging and multicultural worship services and wonderful music under Lorelei's leadership. Lorelei continues working with the South Bay Choir. This intergenerational choir sang before Christmas, Easter, and Mother's Day. Throughout the year, Lorelei keeps bringing talented musicians and vocalist to our community. Two South Bay members have helped lead the congregational singing, Rebeka Piccolo and Alex mack, have been regular song leaders on Sundays. Our music programs continue to flourish and has had some wonderful additions this year, like South Bay Spanish Song Circle.
- ◇ This year, during Christmas, Stevie Carmody along with youth and a group of our congregation members put together a Posada potluck. A posada is a ritual re-enactment of Mary and Joseph's search for a lodging in Bethlehem, performed just before Christmas.
- ◇ Karla Alvarez-Malo is our South Bay Administrator, she works at our South Bay office. Another one of our offices is currently being used by UURise, who continues to offer their services out of our South Bay campus.
- ◇ South Bay had it's second Christmas service were multiple voices participated in readings, ritual, and song. This worship service satisfied the need fore a more multicultural approach to our Christmas celebration.

(continued on next page)

## South Bay Ministry Team

*How our activities integrate with the strategic plan goals:*

*Goal 1: Provide bold and engaging worship and programs to meet the spiritual needs of a diverse, intergenerational and multicultural community. / Objetivo 1. Proveer servicios de adoración audaces e interesantes así como programas que satisfagan las necesidades espirituales de una comunidad diversa, intergeneracional y multicultural*

- ◇ Creative multicultural and intergenerational services. Ritual was present in many of the services celebrated at South Bay as well as experimenting with new ways of worship such as improvisational service, a lay minister service, celebration of Indigenous People Day, Day of the Dead, Our Lady of Guadalupe, Christmas, a service on Ramadan, etc.
- ◇ Rev. Ian W. Riddell along with Sophia Lopez-Zimmer and Kathleen Garcia-Horlor are still offering the monthly mindful crafting group on the 4th Saturday of the month at South Bay.
- ◇ This year, South Bay hosted two intergenerational events where we learned to make Challah bread and capirotada. This was an excellent opportunity for community building and intergenerational interaction.



- ◇ Other programs that are still being offered at South Bay are: Big Questions Theological Explorations in Community. The Big Questions group offers a space where members can explore deep questions about life and meaning. Wisdom Circle; The 4th Saturday of the month.
- ◇ As far as other programs go, South Bay provides space for our ongoing Chi Gung meetings every Thursday led by Lolly Brown; Organizing for Justice meeting held on the 3rd Sunday of the month, new boards in Social Hall upgraded by member Connie Mack engage all members in the transformational theme of the month; the South Bay neighborhood group continues to meet every two months to build relationships and deepen connections.
- ◇ Community Building Activities after Service:
  - ◇ Papel Picado
  - ◇ **Valentine's Day card making by Lynda Gilgun & Pat Schmidt**
  - ◇ Coffee conversations
  - ◇ Day of the Child
  - ◇ Welcoming Congregation Conversation

## South Bay Ministry Team



*Goal 2. Challenge systemic oppression to transform San Diego into a region that is more just, equitable and compassionate. / Objetivo 2. Desafiar la opresión sistémica para transformar a San Diego en una región más justa, equitativa y compasiva.*

- ◇ South Bay has participated in the South Bay Pride festival to celebrate diversity, love and equality for all, while promoting awareness of and building community with the LGBTQ community. This year, we had the fortune of the Rainbow Group getting involved in the planning and hosting of our table at the festival. We loved the way in which both of our campuses connected to make this a successful event.
- ◇ Rev. Tania was an active member of the planning committee for the Posada sin Fronteras along with Stevie Carmody.
- ◇ We also hosted a clergy luncheon for the San Diego Organizing Project and continue to work closely with the organization. In fact, a couple of South Bay members have started a new organizing for justice meeting at South Bay.
- ◇ **For several months, we had members of the San Diegan's for Gun Violence Prevention after our Sunday service.**

*Goal 3. Raise our individual and collective awareness in order to identify and remove cultural, physical, and attitudinal barriers to full participation in our congregation. / Objetivo 3. Elevar nuestra conciencia individual y colectiva a fin de identificar y eliminar barreras culturales, físicas, y de actitud para la participación plena en nuestra congregación.*

- ◇ Our Order of Service is still bilingual. We attend the Chula Vista Collaborative meetings regularly to increase our visibility and build partnerships, as well as learn about the resources and needs of our community, in order to better understand what we can offer, and how to better serve our community.
- ◇ This year, we hosted a workshop offered by the National Conflict Resolution Center and the Chula Vista Police Department on communication between citizens and the police. The workshop was attended by several of our members and two community members.
- ◇ Rev. Tania also offered a coffee conversation on how to become a more inclusive and welcoming congregation based on the Webinar from the Transforming Hearts Collective.



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## South Bay Ministry Team

*Goal 4. Intentionally engage all generations in leadership development. / Objetivo 4. Involucrar intencionalmente a todas las generaciones en el desarrollo de liderazgo.*

- ◇ A multigenerational choir offers the opportunity of involvement, connection and of leadership development for all its members.
- ◇ Youth continue to be worship associates.
- ◇ Two of our youth are engaged in helping with Sunday morning tasks like the welcome table and technology.
- ◇ Karla has been a wonderful addition to our team. Her bilingual skills allow us to expand the bilingual commitment of our campus and her friendliness has been a great match for our community. Little by little she has strengthened relationships with our community and has been very successful at inviting our members to participate in events or to volunteer on Sunday morning.

*Anticipated projects for the next year:*

- ◇ Continue to build relationships with external community partners, increase bilingual and multicultural worship experiences. We also expect to continue with the Posada, and/or Pastorela, and Christmas services as a new South Bay tradition.

*South Bay Leaders:* Rev. Tania Y. Márquez and Karla Alvarez-Malo



## Caring Ministry Team

### *Purpose of the group:*

The mission of the Caring Ministry Team of First Church is to provide opportunities to **strengthen our caring community as we live out our church affirmation “May love be the spirit of this church and service be its prayer.”**

### *Major Accomplishments/Activities (July 2018 through June 2019):*

- ◇ The Caregivers/allies support group continues to thrive.
- ◇ The Memory Café is no longer under the auspices of the Glenner Center; it is now listed as a church support group and is called Memory Matters.
- ◇ The Coping with Chronic Conditions group is also well attended.
- ◇ A new Grief Support Group started this Spring of 2019 and is expected to be offered at least twice a year.



*Goal 1: Provide bold and engaging worship and programs to meet the spiritual needs of a diverse, intergenerational and multicultural community.*

- ◇ The Lay Ministers Group was presented to the congregation at a Sunday worship service where the role of the Lay Ministers was explained. The Lay Ministers continue to provide a listening presence after all Sunday services at both campuses, at the Christmas potluck, and upon request at church functions.
- ◇ All the support groups listed above have provided support to many members of the congregation.
- ◇ Visits by members of the Practical Care network on a regular basis to specific church members were provided.
- ◇ Our Practical Care Network continues to provide rides and meals, etc. upon request and has an active lending program of various medical equipment such as wheelchairs, walkers, etc.

*Goal 2: Challenge systemic oppression to transform San Diego into a region that is more just, equitable, and compassionate.*

- ◇ We are concerned about and serve all Church members and visitors. We attend workshops in order to acquire more information and resources that would benefit members.

*Goal 3: Raise our individual and collective awareness in order to identify and remove cultural, physical, and attitudinal barriers in full participation to full participation in our congregation.*

- ◇ Our patio information table on Sundays and our reference bookshelf in the administration building provide community resources. This information is updated regularly.
- ◇ The Lay Minister support group meetings have many topics, including micro-aggressions and how to approach people with physical challenges, some of which are not obvious. This year, Suzette Southfox, from NAMI, gave a presentation to our group on Stigma in Religious communities towards people with mental health issues.



*Goal 4: Intentionally engage all generations in leadership development.*

- ◇ Our Lay Minister Group is a diversified group. We currently have three male lay ministers, a young adult, and a couple of women of color.
- ◇ We encourage all ages to sign our Super Cards that send messages of Get Well, Thinking of You, Thank You, and Congratulations to church members.

*Anticipated projects for next year:*

- ◇ Continue to offer a Grief Support Group and add more members to the Lay Minister Group.
- ◇ Reach Out to members, both ongoing and new, to make them aware of the Practical Care services and of the opportunities to serve the church community.

## Pam Bates, Development Manager



In the year from July 2018 to June 2019, Development and Generosity have been focused on becoming more integrated with First UU and our congregation. Generosity, whether through pledging or financial gifts, giving other material goods, or sharing time or talents, is a part of each **aspect of First UU's Mission. Each member of First UU contributes in their own way, and the Generosity Ministry Team and I have worked to create and communicate opportunities to be generous to First UU in ways that fit each member's situation.**

The Financial Commitment Renewal Cycle, which replaced the Annual Pledge Drive more than five years ago, continues to evolve. In the last year, nearly all communications have been thoroughly revised. Since about two thirds of payments toward financial commitments are made electronically, our electronic communications can be an important way to deepen connections. Messages that are emailed to members, including updates and expressions of thanks, now include links to find out more about creating community, nurturing spiritual growth, and **acting on our values to heal the world. And, on the update that's emailed just before it's time to renew for the coming year, links are included to update financial commitments using the same type of electronic payments already in place (if appropriate), or to complete an electronic pledge form (if electronic payments are not being used regularly).** When financial commitments are renewed in this way, it takes less time for both staff and members. And overall, financial commitments have been increasing – thank you!

**Another element that's included on email messages is a link to the "Communication is the Key" survey, which gathers information about how members prefer to be contacted. This will help us to develop processes that improve communications, by presenting information in ways that are most likely to be received. Some options listed on the survey (such as receiving a text message) can't be implemented immediately, but if we know that a certain option is preferred by many people, we will work to make it happen. Moving forward, we will be making the "Communication is the Key" survey available in other way. If you can, please fill one out!**

Connecting Our Hearts Celebrations continued in September 2018 and January 2019. Chair Kay Phillips and team created events which were fabulous expressions of gratitude for everyone who provides financial support to First UU, along with the opportunity to meet and speak one-on-one with some recipients of our Generosity Offerings. Guests also listened to live music, enjoyed food and drink, and were able to listen to and ask questions of our ministers.

We are planning a new series of events to recognize the importance of those who make financial contributions, and to come together in community to honor other types of contributions as well. Watch for the first of these events in September 2019!



*Connecting Our Hearts Logo  
By Rhonda Peacock*

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## Generosity Ministry Team



*Time – Talent – Treasure logo and Communication theme created by Rhonda Peacock*

The Vision of the GMT is to support the Mission and Goals of First UU by increasing the generosity of Congregation in terms of Time, Talent, and Treasure. Our team of volunteers and staff participates in monthly meeting to discuss and plan events, programs, and communications, and to seek new ideas and opportunities.

GMT Members, 2018-19: Randy Brinton, Robie Evans, Jan Garbosky, Rhea Kuhlman, Sue Marberry, Tena Navarrete, Kathleen Owens, Rhonda Peacock, and Andrew Utt.

possible to financially support First UU without any additional cost. By publicizing the various opportunities to do this we increased fundraising from Gift Cards and ScripNow, and more than **doubled fundraising from Amazon and the Ralph's/Food For Less community program!**

Another successful endeavor was the C-Note sale, suggested by Tena Navarrete, which is a variation of the Benefit Art Sale. Robie Evans coordinated this show of artwork pieces by various artists, all of which sold for no more than one hundred dollars. This makes the art accessible to more people, and it brought in a profit of more than \$1300! Another positive of this type of show is that it is likely to be successful as an annual event, and the GMT plans to hold our second C-Note sale next spring.

Another bit of exciting news about the future is that our next Specialty Sale, featuring collectibles, jewelry, luggage, and sporting goods, will be held on October 12, 2019. Rhea Kuhlman is coordinating the Specialty Sale, and volunteers are welcome!

For the past year, Development and Generosity have emphasized that giving is neither a pre-requisite nor an afterthought, and that generosity is an integral part of creating community, nurturing spiritual growth, and acting on our values to help heal the world.

Shop & Give – The GMT used multiple **ways of letting people know that it's**



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## Generosity Ministry Team

### Bed & Breakfast (B&B) Program

*May 2016 – May 4, 2019*

**Since inception, First UU's Bed & Breakfast Program has brought in \$25,690.75.** We know we can raise much more in the years to come – IF First UU members and friends let family and friends coming to town for vacations and events such as weddings, graduations, and reunions know about our program.

Our first year set-up and promotional costs were a little over \$3,000. Since then expenses have been minimal (credit card fees, advertisements in the UU World and UU're Home: The Bed & Breakfast Directory for UUs and Religious Liberals, and "post-cards" distributed at the UUA General Assembly).

#### *Our Beginnings*

After researching over 20 UU congregations that have, or have had, B&B Programs, First Church launched our program ahead of schedule and welcomed our first guest May 14, 2016. Since then, **we've had guests from across the U.S. and from Canada and New Zealand.**

Our rates are very reasonable for San Diego--\$75/night for a single and \$90/night for a double with continental breakfast included.

From May 2016 through June 30, 2017, our program brought in \$8,941 – exceeding our \$5,000 goal even after subtracting our start up and promotional costs of \$3,202. (Over \$2,000 of costs was for development of our online registration system – a one-time expense.) With 11 of 26 inaugural host homes welcoming guests for a total of 98 nights, our first-year net profit, added to our operating budget, was \$5,739!

From July 1, 2017 through June 30, 2018 (2017-2018 Fiscal Year), the program brought in \$9,832.50 with 32% (\$3,145) of that amount coming from guests in town for the October 2017 Mosaic Makers Conference held on our campus. Seventeen of our 27 hosts (which includes a number who agreed to host only for the conference) welcomed guests for a total of 112 nights. Because we far exceeded **the \$5,000 goal we'd set, it was decided to raise our goal for the 2018-19 fiscal year to \$7,500.**

*2018-2019 Fiscal Year (July 1, 2018 through June 30, 2019)*

As of July 1, 2018, the program had an inventory of 24 host homes. This included 3 hosts who had originally agreed to participate only during the October 2017 conference but enjoyed the experience so much agreed to remain on the host list full-time. Homes are located throughout San Diego including:

Allied Gardens	Del Mar	Mission Hills
Bankers Hill	Downtown	Point Loma
Bay Park	Hillcrest	South Mission Beach
Clairemont	Kensington/Kensington Park	Tierrasanta
College Area	Mira Mesa	University City/UTC
Del Cerro		

The goal for the fiscal year is \$7,500. To date (May 4, 2019), our hosts have welcomed guests for **89 nights. The program has brought in \$6,916.75 or 92.22% of this fiscal year's \$7,500 goal.** (Note: Expenses including credit card fees have not yet been deducted from the amount received.)

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## Generosity Ministry Team

Stays since July 1, 2018 ranged from 1 night to 8 nights with 2 (5 guests) and 3 (5 guests) nights the most common stay followed by 4 nights (4 guests) and 1 nights (3 guests) and 5 nights (3 guests).

Guests have stayed in 15 different host homes. One home has hosted 5 times, one home has hosted 4 times, and two homes have hosted 3 times.

A few days after check-out, both the guest and the host receive an email with a link to either the Guest Feedback Form or the Host Feedback Form. Although not all complete the forms, both guests and hosts have felt expectations were met and they had the information they needed prior to check-in. Guests are also asked how they heard about our program, those who responded indicated:

- ◇ Returning guests (5)
- ◇ UU World magazine (4)
- ◇ Friend (4)

The B&B Team is happy to answer any questions you or your family or friends may have. Contact us at [bandbteam@firstuusandiego.org](mailto:bandbteam@firstuusandiego.org). To learn more about the B&B Program, go to the teal blue area at the **bottom of any page of First UU's website ([firstuusandiego.org](http://firstuusandiego.org)) and click on B&B Program.**

### Book Room



Since its inception, the Book Room has welcomed young and old, with a wide variety of donated books and magazines, at very reasonable prices. The newest donations are placed on the outside carts, and eventually the books are organized and shelved inside. UUA books are also purchased and sold at a minimal markup - just enough to cover shipping, and the tax that the church has to pay on sales.

#### ***How your activities integrate with the Church's goals***

- ◇ The Book Room supports the goals of First UU by providing a place where people of all ages and backgrounds are welcome to share a safe and interesting space; where discussions and new ideas are encouraged; where newcomers can find their niche, and make new friends. Some newcomers also find old friends, when browsing in the Book Room!
- ◇ **Young children particularly like the children's corner which was established, and dedicated to, longtime Book Room chair Carol Williams, and we're always happy to welcome children to come in and browse.**
- ◇ We plan special sales and give-aways, generally on fifth Sundays.

**Annual Book Room contributions to the church's operating budget used to be about \$10,000. Unfortunately, this has decreased quite dramatically as more people have turned to e-books, and they neither donate, nor purchase as many books as they used to.**

#### *Anticipated projects for next year*

To compensate for the deficit we offered UUA jewelry, and Church/UU themed T-shirts. This is in addition to books, and we are willing to entertain other ideas for the future. After an initial burst of enthusiasm on Volunteer Day when we sold several T-shirts and pieces of jewelry, the sales have been practically nil. One problem was the lack of sizes and styles that people were requesting. Perhaps they would best be sold at a discount on special event days by someone on the patio. They can continue to be stored in the bookroom and be available to anyone or group wanting to sell them. The remaining pieces of jewelry could be offered at the Specialty Sale.

#### *Lay leadership*

The Book Room and its activities are organized by co-chairs Gail Edwards, Caroline Clark, and Sue Marberry, along with their crew of fabulous volunteers!

## Planned Giving

The Planned Giving (PG) Committee is responsible for **all matters related to contributions to the Church's** endowments. The Committee recognizes, by conferring membership in Sustainers of the Flame, formerly known as the Channing Society, those who **have made a Living or Planned Gift to the Church's** endowments.

Our goal for the calendar year of 2018 was to add at least 20 new members to Sustainers of the Flame, and **to increase commitments to the church's endowments** funds by more than \$1MM. This unprecedented annual goal was supported by a UUA matching program that provided a \$1 for \$10 match in PG commitments.

The committee continued publicity for Planned Giving and the matching program with frequent articles in *The Window* and *First Words*, support from Ministers in announcements from the pulpit, immediate updates to the Sustainers of the Flame list on **the website, and timely additions of new members' names to the PG chalice sculpture on the Welcome Center wall near the upper patio.**



The results were excellent. We exceeded even these challenging goals by adding 28 new members to Sustainers of the Flame, and \$2MM of new or increased commitments to **the church's endowments funds! Even though the matching funds were all used before the end of the year, so some of these new commitments were not matched, we still qualified for over \$70k of matching funds.**

As we move into 2019, the Planned Giving Committee has continued to make our congregation aware of how important and easy Planned Giving can be. We held informational **events at both South Bay and Hillcrest ("Quiche in a Corner"),** and our annual Reception in May. Through the remainder of CY 2019 and beyond, the PG committee will be proactively contacting members and friends to encourage them to include the church in their estate planning.

### *Lay leaders*

Dave Hunt, Chairperson, Carolyn Owen-Towle (Minister Emerita), Marcia Biller, George Longstreth, Stephanie Webber (emeritus member)

## Larger UU Connections (LUUC) Ministry Team

*Purpose:* The purpose of the Larger UU Connections Ministry Team is to connect and coordinate First UU Church with the larger UU Community including:

- ◇ Pacific Southwest District (PSWD)
- ◇ Camp de Benneville Pines
- ◇ Pacific Western Region (PWR)
- ◇ Unitarian Universalist Association (UUA)
- ◇ UU United Nations Office (UU-UNO)
- ◇ UU Service Committee (UUSC)
- ◇ Partner Churches in Romania and the Philippines

*Noteworthy achievements in 2018-2019 (for more detail see individual reports which follow)*

- ◇ Provided financial support for camperships and maintenance for Camp de Benneville Pines (\$705 in all) and increased the number of monthly donors at First Church to at least 20.
- ◇ Provided scholarships and expenses for approximately 20 people to attend social justice conferences using UUSC Fair Trade funds.
- ◇ Provided scholarship funds for 44 students from our Partner UU Church in the Philippines.
- ◇ Rev. Kathleen visited our Partner Church in Brassó, Romania.
- ◇ Our UU-UNO Envoy is coordinating with the UN Association of America (San Diego) to hold their Model UN for Adults at First Church

In January the Sunday morning Generosity Offerings are collected to support outside Unitarian Universalist **organizations. Each Sunday's offering from both services goes toward a different group. In 2019 the organizations supported and the amounts of the collection were:**

- ◇ Scholarship Aid for UU Children in the Philippines
- ◇ UU Justice Ministry of California
- ◇ Journey Toward Wholeness
- ◇ Unitarian Universalist Service Committee Disaster Response Fund

*Thank you for your generosity!*

*All of our activities support the goals of our Strategic Plan:*

- ◇ Goal 1: Our activities provide spiritual connection between members of our congregation and the larger UU circle giving a sense of meaning and relevance to UUism as a whole. We provide bold and engaging worship and programs by supporting Camp de Benneville Pines financially, with volunteer participation **and promoting camp events (e.g., children's, youth and adult camp opportunities.) We sponsor** educational programs by UUSC leadership and encourage congregational financial support for the UUSC and UU-UNO programs.
- ◇ Goal 3: We provide awareness of the poverty problems at our Partner Churches in Romania and the Philippines and raise funds to aid their members. We provide scholarship funds for our camps at de Benneville Pines.
- ◇ Goal 4: We support leadership in the district, region and UUA by encouraging volunteer participation in various opportunities to serve. We support the UU Justice Ministry of California and their Social Justice Leadership Development programs. Youths bloom with positive camp experiences.

*Future Plans:*

- ◇ LUUC will continue to strengthen connections with UUA and its suborganizations.

*(continued on next page)*

# Larger UU Connections Ministry Team

## Friends of Camp de Benneville Pines (FdBP)

*Purpose:* To support Camp de Benneville Pines (our Pacific Southwest District UU Camp and Conference Center in the San Bernardino Mountains) through fund raising, publicity and hands-on work projects.

To provide financial support for scholarships for All Church Camp and youth camps.

### *Major Activities and Accomplishments (July 2018 – June 2019)*

- ◇ Provided a September 16 Salad Lunch and Ice Cream Social for GA Sunday and donated \$705 to All Church Camp scholarship fund.
- ◇ Encouraged and increased the number of Monthly Givers to Camp.
- ◇ Promoted year-round Camps.
- ◇ Provided a short video made by a youth member to show before services promoting our All Church Camp, “**MomentUUm.**”
- ◇ Requested an increase in the FUUC annual budget for Camp de Benneville Pines to \$10 per certified member (currently \$1 per member for the last 22 years and received a response that attempts will be made to fund that increase incrementally, but not for 2019-20)



### *Goals for the next 1 to 3 years:*

- ◇ Repurpose an old water tank to provide storage for Camp emergency supplies.
- ◇ Honor the 25th anniversary of Janet James as Camp Director in 2020.
- ◇ Assist the capital fund drive to enlarge the **Director’s Cabin and build an addition to Craig’s Cabin, part of the Camp’s Strategic Plan.**
- ◇ Continue to raise funds for the Camp and encourage attendance at events, including free spring and fall workdays.
- ◇ Fund camperships for children and youth
- ◇ Provide GA Lunch and other opportunities for food and fellowship with proceeds benefitting Camp
- ◇ Press the need for our UU churches to increase responsible support for Camp to survive and thrive, to compensate for loss of district funds due to district restructuring
- ◇ Continue to spread the good news about this sacred place and precious resource – For more information and registration forms, visit [www.uucamp.org](http://www.uucamp.org)

*Lay Leadership:* Ardath Schaibly and Mac Downing, Co-Chairs

# Larger UU Connections Ministry Team

## Unitarian Universalist Service Committee (UUSC)



At First Church, UUSC is a hybrid national and international group under the Social Justice and Larger UU Connections Ministry Teams. We partner with the National UUSC, part of the Unitarian Universalist Assembly (UUA).

### Fair Trade Table Sales

We are visibly represented in our patio sales of Equal Exchange Fair Trade products sourced by small farmers around the world. We use excess profits from these sales to fund partial stipends to attend UU Justice Ministry of CA, UUSC/UUA College of Social Justice, and UU-UNO leadership retreats and experiential education programs.

The National UUSC website gives us an opportunity to raise our voice via our phone/computers. UUSC catalyzes these individual actions to be an effective presence for grassroots mobilization and political advocacy on issues such as profiting off children held in privatized detention centers. Read this Blog entry and Take Action here: <https://www.uusc.org/homes-instead-my-look-inside-the-homestead-immigrant-child-detention-center/>



We support Goals 2 and 4 in our Strategic Plan. We have worked on the local level to send representatives to the annual Fannie Lou Hamer event to benefit Project New Village in Southeast San Diego's efforts to build a Good Food District in Southeast San Diego.

### Immigration Detention Support

Your UUSC representative has also been part of a year-long effort to restore our SOLACE Otay Mesa Detention Center (OMDC) visitation program. We did receive the assistance of our

National UUSC partner, Freedom for Immigrants, in enabling both families of detainees and our volunteers to be able to visit without prior approval from each detained/asylum seeker. Attorney David Loy of the ACLU dedicated staff time to restore our First Amendment Rights which had been restricted by OMDC/ICE and the prison operators.

We celebrated the release of asylum seekers with a Welcome Home Dinner provided by Sylvester Owino, owner of Rafikiz Foodz, in December. What a wonderful evening as Pablo, a Nicaraguan refugee offered a spontaneous gratitude. Sylvester shared how he survived his 9-year ordeal in prison during his appeal process.

### Plans for Next Year

- ◇ The Local UUSC will cosponsor a September fundraiser for Southern California Immigration Project. They will hold a RealITEA hosted by Africans who have won their asylum through this pro-bono project.
- ◇ We anticipate giving multiple stipends for the UUJM Ca Border Journey in July and the UUJustice Ministry of CA grassroots organizing retreat to be held at de Benneville Pines.
- ◇ We are also looking forward to partnering with outside organizations to bring about attention to **Climate Change's impact upon First Nations' Peoples.**
- ◇ Finally, we anticipate bringing back the Guest At Your Table nationwide program to our church.

*Submitted by: Kathy Smith, UUSC Representative*

## Larger UU Connections Ministry Team

### Partner Church, Romania

*Purpose of group:* To sustain and nurture the relationship between First Church and our Partner Church, the Unitarian Church in Brassó, Romania.

*Two major activities or accomplishments (July 2018 through June 2019)*

- ◇ In November 2018, during her sabbatical, Rev. Kathleen Owens made her first visit to our Partner Church in Brassó, Romania. She had the opportunity to finally speak in person with Rev. Benedek Andrási, and to tour the Church (including San Diego Friendship Hall), the city, and the surrounding area. There were meetings and an exchange of gifts, including a handmade cloth hanging commemorating the 450th Anniversary of the Edict of Torda, the effective beginning of Unitarianism. It is now hanging in our Meeting House. This was the first face to face meeting between members of our two clergies since the 2008 Pilgrimage, and it has led to a series of periodic video conferences between them - a first in our relationship!
- ◇ Transylvanian Partner Church Chair Dan Ratelle has posted to the Partner Church E-list greetings and updates from Transylvania, including seasonal wishes and photos from Rev. Emese Bodor, last year's **Balazs Scholar at the Starr King School for the Ministry**, who was our guest in May 2018. And in June 2019, Dan will again visit our Brassó Partner Church, bringing greetings from our Congregation. This will be an opportunity to reconnect with Rev. Benedek and the congregation, and to see how their projects and renovations are coming along.



*Guest Room*

### ***How your activities integrate with the Church's Goals:***

Through our connection to our Partner Church(es), we are able to learn – and experience – more about our religious heritage, to broaden our concept of what it is to be UU, and to strengthen the bonds within our denomination, even across great distances and cultural differences. This seems especially important in this time of increasing fragmentation and tribalism, both here and in the larger world. (*Goal 3. Commit to raising our individual and collective awareness in order to identify and remove cultural, physical, and attitudinal barriers to full participation in our congregation.*)

*Projects or goals for the next 1 to 3 years:*

- ◇ Conversations between Rev. Kathleen and Rev. Benedek have touched on an idea to send a San Diego ESL teacher to Romania, where they could train a person or more there how to teach English, since the adults in the congregation want to learn more English. Conversations will follow.
- ◇ Rev. Kathleen has spoken with the UU Partner Church Council about how to start planning a Church Pilgrimage, perhaps in August of 2020.



*Lay leaders:* Dan Ratelle, *Chair*. *Resource People:* Andrew Ferrier, Ken Herman

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# Larger UU Connections Ministry Team

## Partner Church, Philippines

*Purpose* – The Purpose of our Committee is to coordinate efforts to connect with and support the members of our Partner Church in Malingin on the island of Negros in the Philippines.

During this past year we worked to provide continued support following the **death of the church’s long-time** Minister Rev. Mike Castaneda. We have remained in contact with them throughout this time, sharing their congregational life with ours by marking his passing in our own worship service. We supported 34 students in Elementary and High School this past year. We were able to raise enough funds this year through the Fifth Sunday Offerings and through individual donations to provide scholarships for 44 students for the coming School year.



*Rick with High School students*

We were able to honor the connection with our Partner Congregation when our own member Rick Zemlin was able to attend Easter service with them this past April, bringing with him words of greeting from our Ministers. In addition, Rick was able to attend the Dedication of the Residentia de Toribio S. Quimada, a dormitory for students. One of the rooms in the dormitory is dedicated to First Church in recognition of the funds we assisted them in raising for the building.



*Rick with students we are sponsoring*

Our program supports the goals of our congregation by expanding what we see as our community. Our connection to this small, rural congregation helps us expand our vision of what Unitarian Universalism is and how we can be in the world and in our own community. Opening our eyes to the diversity of the expression of Unitarian Universalism as practiced in Malingin helps us see the possibilities for ways we can move in the future.

In the Coming Church year we plan to continue to support the children and youth of our partner congregation through funding scholarships. We are exploring the possibility of being able to support students into college which is a bigger commitment. We are also exploring working with another non-profit UU organization which is assisting the community to develop sustainable agricultural program which will help the entire community.



*Sign on the room Dedicated to our congregation*



*Sustainable agriculture program, April 2019*

*Committee Leadership:* Liz Jones, John Schaibly, Rick Zemlin

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## Larger UU Connections Ministry Team

### Denominational Relations

The purpose of the Denominational Relations Team is to solicit, select and orient members to attend Annual UU District Meetings, Annual UU General Assemblies and UU Regional Meetings.

In 2019 we sent 3 delegates to our Pacific Western Regional Meeting in Long Beach and will send a full slate of delegates (12) to the General Assembly in Spokane June 20-23. Delegates can receive reimbursement of \$100 for District or Regional meetings and \$200 for General Assembly if they submit a report at our annual GA Sunday.

For more information about these events, call John Schaibly at 858-453-5990 or email him at [john@schaibly.com](mailto:john@schaibly.com)

### Unitarian Universalist United Nations Office Envoy (UU-UNO)

This report starts out at General Assembly in June 2018. Les GrantSmith, our newly elected Church President accepted a certificate and plaque awarded to the church by the United Nations Association for achieving the status of a Blue Ribbon Congregation. From 2017 through 2018 the church completed the four required activities to achieve Blue Ribbon Status: 1. Have an Envoy, 2. Have a UN Sunday service, 3. Take a special collection for the UU United Nations Office and 4. Submitting new members to the UU United Nations Office for their membership list. Les GrantSmith presented the award to me and the church at the UN Sunday service on United Nations Sunday in October 2018.

There was not a dedicated United Nations Sunday service this year, but the service commemorating UN Sunday included the presentation as well as a special floral display created by Maggie Marshall for the service.

In September, the UU United Nations Office Envoy co-sponsored with the local chapter of the United Nations Association's (UNA) event called Run Women Run about encouraging female candidates to run for office. I also acted as key person for the event after helping the UNA secure the Common Room for their event.

Sponsoring Run Women Run allowed me to be in contact with the UNA again and I was invited to serve on their Board again after being off their Board for several years. I was voted onto the Board during their annual meeting in January.

This year there was no UNICEF activity or carnival. The Director of Family and Lifespan Ministry resigned in September and the Youth Program had a conflicting event so the children and youth did not host a UNICEF event for UN Sunday. Instead, the Trick or Treat for UNICEF program was expanded to the whole church community. The response was poor and only a few dollars were raised for UNICEF.

I wrote and submitted a Centering Thought for the Order of Service for December 9, 2018 commemorating the 70th anniversary of the United Nations passing the Universal Declaration of Human Rights, a treaty Congress has yet to ratify.

Currently, I'm working with the United Nations Association to co-sponsor a Model United Nations session for adults. This one-day program will be a simulation of a session of the Security Council addressing the situation in North Korea. This event will be held later in May and will be in the Common Room. This is the last event planned for this church year unless there is an event planned by the UNA for charter day in June. I'm hoping that with a new Director of Family and Lifespan Ministry that once again there will be a UNICEF event in October for United Nations Sunday.

Respectfully submitted, *Everardo Aguilar, UUUNO Envoy*

## Family and LifeSpan Ministry Team

### Children's Religious Education

#### *Purpose of group*

The Mission of the Children's Religious Education Program is to nurture and stimulate our children's spiritual and personal growth and to teach and model the values that hold us together as Unitarian Universalists.

#### *Two Major activities or accomplishments (July 2018 through June 2019)*

In many ways, this year has been a time focused on maintaining the CRE programs that were already in place and ensuring that our programs, resources and records were all in excellent shape for when a permanent Director is hired in June.

**To that end, our Children's Library, Curriculum Library and Religious Education Resource Library have all undergone a major reorganization so that we are much better equipped to access the resources that we have. Additionally, our Children's Library has been cataloged digitally so that it is searchable via the LiBib app. Plans are underway to catalogue our other libraries in a similar manner and to create a Parent Resource Library.**



Our Sunday Religious Education programming has also undergone some reorganization this year. Recognizing that children have diverse learning and socio-emotional needs, we have created two **curriculum options for our children ages 7 and older on Sundays**. Our **"SUUpper Heroes" class, like our other RE classes, is structured like a traditional classroom where the teacher directs the learning and all students are participating in the same lesson.** **"The Lab", however, is a non-traditional learning space that offers students 10-15 options for learning which they can engage**



**with independently of each other.** This approach allows students to direct their own learning within the larger context of our monthly themes and has been hugely successful in re-engaging some of our more advanced, independent learners. Rather than rely on per-packaged curricula, the curricula for both of these classes has been specifically developed in-house to align with our monthly Transformational Themes.

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## Family and LifeSpan Ministry Team

### ***How your activities integrate with the Church's Goals:***

As described above, we have thoughtfully redesigned aspects of our Sunday RE curricula to engage students with a diversity of learning needs. Additionally, we have been more thoughtful about employing a variety of methods for the Time for All Ages in services. This year saw the use of diverse modes of presentation including stories, rituals, conversations and hands-on activities. Our children seem more engaged and attendance numbers would support that conclusion. Since January of 2019, our average number of children and youth attending programs Sundays has been 41 which is the highest average we've seen since 2016.



Our programming continues to challenge systematic oppression in a number of ways. Our children have participated in several collection drives and service learning projects throughout the year. In May, our oldest children's classes combined to engage in a month-long service project to support the Rapid Response Network's Migrant Shelter. Also, as our congregation as a whole begins to engage more deeply with the work of dismantling white supremacy, our children have begun, in some small ways, to do the same – engaging in conversations around race and systemic injustice.

Several changes have been made this year to remove barriers that prevent families from engaging fully in our congregation. New sign-in procedures were implemented that allow children to attend multiple programs on a Sunday morning without the need for parents to sign them in and out multiple times. This allows children to participate more fully in our programs while freeing parents to do the same. We have also changed the location of some of our programs to avoid spaces, such as the Chapel, that are less easily accessible to those with mobility challenges.

Finally, we have been successful this year in engaging more children in leadership roles. The Children's Choir has led singing in five services this year, several children served as leaders in our New Year's, Christmas and Easter/Earth Day services, and several youth serve as leaders in

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## Family and LifeSpan Ministry Team

our younger children's RE classrooms. As we have made a conscious effort to have more children in leadership roles this year, we have also been thoughtful in ensuring that our children of color are given the opportunity to lead. Of the children who have led in worship or RE this year, 36% have been children of color.

### *Anticipated projects for next year"*

As a permanent Director is hired this summer, we are sure to take a closer look at how we can continue to grow our Children's RE Program so as to continue nurturing and stimulating our children's personal and spiritual growth. We look forward to exploring ways in which we can continue to create curricula and programming that meets the specific needs of First UU.

### *Lay leadership*

Vanessa Poole, Karen Ball, Andrew Cooksy, Mac McDowell, Gay Hybertson, Susan Valoff, Wayne Savell, Christy Anderson, Eric Isaacson, Patty Hinojosa, Betty Grant, Kathy Hughart, Morrigan Hetrick, Chris Forzani, Laura Todd, Amanda Birmingham, Parke Troutman, Elsie Sleeter, Brittany Keegan, Laura Partido, Kia Bordner, Dorothy Richards, Victoria Sleeter, Lesleigh Helder, Dana Tomlinson

### Adult Religious Education

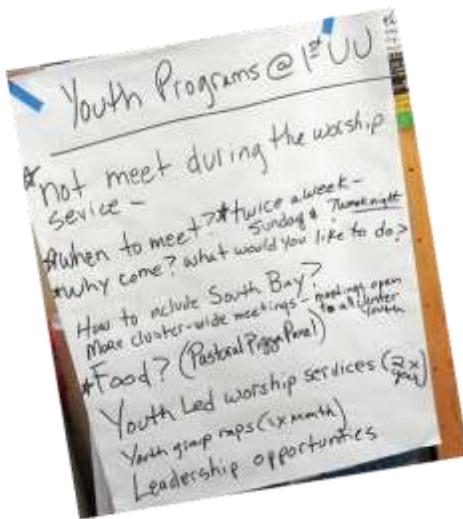
With Melissa's departure and an interim Lifespan Coordinator, this has been a year of transition in Adult Education. Still, we've had many opportunities throughout the year for learning, connection, and growth. All of our ministers, including our affiliate ministers, and many lay leaders have led us in learning about our sacred world and our Unitarian Universalist tradition and heritage. Kathleen shared learnings from her sabbatical in "Sacred Geography." Tania led us in asking "Big Questions" and in exploring Lectio Divina and our UU history. Ian hosted guests Glen Thomas Rideout and Jason Shelton as we explored the power of music and worship. Stevie and Kathleen led our learning in the "White People Interrupting Racism" group. Jim Grant and Julie Forest helped us explore our UU tradition looking at our 6 Sources and the book "Our Chosen Faith." Rose Travers led us in exploring "Interfaith Spiritual Practices." Lay leaders helped us pay attention to how our physical and spiritual selves are connected as they led us in Gentle Yoga and Qi Gong. So many other ministry teams supported and sponsored our learning about the environment, safety, international politics and human rights, and local issues. We continue to be a community committed to growth, learning, and increased connection within our community and beyond these walls. Our commitment to this grew into our sharing in the first of several offerings of "Beloved Conversation" with over 40 of our members, lay leaders, staff, and ministers participating in the eight-week learning gathering. Keep your eye out for more offerings of this powerful, transformative experience.



# Family and LifeSpan Ministry Team

## Youth and OWL

- The mission of the Youth Program of First UU Church of San Diego is to build community, lovingly embrace diversity and provide opportunities for personal and spiritual growth, leadership and service.
- **The goal of the Pellettiri OWL's Nest program is to make available at all levels of instruction, Kindergarten – Adult, the Our Whole Lives comprehensive sexuality program throughout San Diego County. To do this effectively, the OWL's nest program assists in organizing facilitator trainings, provides materials and resources and serves as a central clearinghouse of information about classes and trainings.**



Youth Program Restructure Ideas

## Youth Program

This has been a year of change for the Youth Program. In September, two open meetings were held to brainstorm ideas about the changing needs of the youth in the program and how to better fit those needs. It was decided to publish a survey to get input from active youth program participants, inactive program participants, and others in the congregation. The survey link was published in The Window, posted on the Youth Program web page and emailed to all former and current participants with youth, parents, young adults and youth advisors responding to the 10 questions that were drafted at the open meetings. After analyzing the results of the survey, the program structure was altered significantly. Youth were given multiple options at both services and a mid-morning youth group was established for

youth in grades 6-12 meeting between the worship services to discuss the monthly worship theme. Friday evening meetings were also set for both the middle school and Sr. High youth, meeting on alternate Fridays. The new program structure will be analyzed and evaluated this summer, and any changes will be implemented with the start of the new church year in September 2019.

## OWL's Nest Program

As Coordinator of the OWL's Nest Program, I assisted with the program for children in grades K-1 by offering program support and co-facilitated the parent meeting session. Classes were also held for youth in grades 7-9 at 1st UU in Hillcrest from January through April 14, 2019, along with a special class for parents. Plans for implementing Phase Three of the OWL's Nest program are well under way, and over the last year, I've met with personnel from various charter schools and churches to talk about using the Our Whole Lives program as their sexuality education curriculum. At the time of this writing, plans are underway to bring OWL to schools in Mira Mesa, Scripps Ranch and (hopefully) Mission Hills/Hillcrest. We have also established a working relationship with the Mission Hills United Church of Christ and will partner with them to offer the OWL program for grades 7-9 next January. I will be the co-trainer for four trainings to be offered this summer in Berkeley, Pasadena (at All Souls Episcopal Church) and San Diego at the Elementary, Secondary, and All Adult levels of the OWL program.

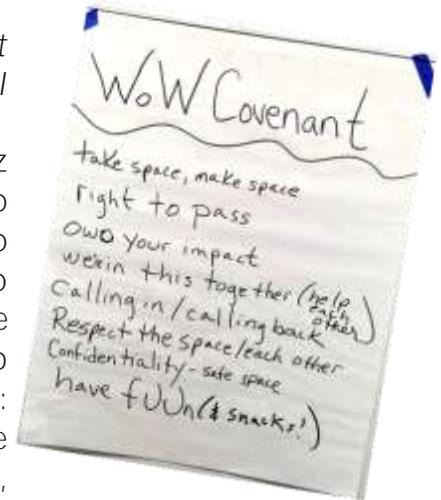
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# Family and LifeSpan Ministry Team

**How your activities integrate with the Church's Goals:**

Goal 1. Provide bold and engaging worship and programs to meet the spiritual needs of a diverse, intergenerational and multicultural community.

- The church year began with the formation of the Summer Jazz Ensemble, under the leadership of young adult and youth group alum, Martin Arguelles. This multigenerational group performed at services in Hillcrest and South Bay to wrap up their musical summer. Plans are being made to re-form the group. Youth now have the many choices of where and how to participate in our religious community. At 9:30 am on Sundays: on the 1st & 3rd Sundays, youth are encouraged to attend the worship service or to participate as a volunteer greeter, usher, kitchen helper or other volunteer opportunities. On the second & 4th Sundays, youth are invited to attend the Wizards of Wonder program and explore the connection between magic, mystery, and spirituality. There is a new youth group that meets between the services every Sunday from 10:45 till 11:30 am for youth in grades 6-12. Youth are invited to gather in room 114b to check-in, discuss the monthly worship theme, and enjoy some snacks! For youth who usually attend at 11:30 am, on the 1st & 3rd Sundays (and the rare 5th Sunday) youth in grades 9-12 are invited to meet in room 114b for YRUU (Young Religious Unitarian Universalists) group. On the 2nd & 4th Sundays, youth are encouraged to attend the worship service or to participate in special community service projects when scheduled.



Wizards of Wonder Covenant

- The OWL's Nest Program remains dedicated to make comprehensive and medically accurate sexuality education classes accessible to every individual who wishes to participate within the San Diego UU cluster and beyond.



Goal 2. Challenge systemic oppression to transform San Diego into a region that is more just, equitable and compassionate.

- This past year, the youth participated in YRUU Conventions, the first ever "Cluster Con," camps, social justice activities and special projects covering such diverse topics as climate justice, immigration reform, homelessness, equal access to education, reproductive justice, and dismantling racism and white privilege. In January 2019, the youth held their 3rd annual winter clothing and sock drive for the Storefront Youth Shelter in Hillcrest/Uptown. Our youth are becoming better informed about the world around them and are developing the skills needed to make a positive change in our community.
- The OWL's Nest program continues to expand OWL class offerings to all areas of San Diego to give transformative and lifesaving information to individuals and communities who may never before have had access to this kind of program, regardless of the ability to pay for classes.

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## Family and LifeSpan Ministry Team

*Goal 3. Raise our individual and collective awareness in order to identify and remove cultural, physical, and attitudinal barriers to full participation in our congregation.*

- Forming partnerships with other groups within the church to accomplish specific projects has significantly helped the youth groups to be more visible and better integrated in all aspects of congregational life. For example, in March, the youth created a flower arrangement for the Hillcrest worship services, thanks to the encouragement of flower coordinator, Maggie Marshall.
- By taking the Our Whole Lives program into **the community and charter schools**, the OWL's Nest hopes to expand our vision to become a resource for the larger San Diego community.



*Creating the Flower arrangement for Worship at Hillcrest*



*The arrangement with the message, Learning Never Ends*

*Goal 4. Intentionally engage all generations in leadership development.*

- The Youth Program continues to encourage our youth to develop and refine their Unitarian Universalist theology, ethics, values and leadership skills by providing leadership training for adult advisors, working with youth to design their own special projects, sessions and activities, and working together to create worship experiences for the youth group and for our church community.
- Youth are also encouraged to take an active role on the district YRUU board and to participate in leadership trainings at our district youth camps at Camp de Benneville Pines.
- Facilitators for the OWL program must be at least 21 years of age, but facilitators are recruited to represent a diversity of age, ethnicity, culture, gender and sexual orientation.

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## Family and LifeSpan Ministry Team



*Field Trip to Bates Nut Farm*

### *Anticipated projects for next year*

First UU has partnered with Summit UU Fellowship to help youth attend General Assembly in June in Spokane, Washington. The group consisting of 11 youth and four adult advisors will share a house and will ride together to and from the convention center. The youth program has also partnered with Team Enough San Diego and San Diegans for Gun Violence Prevention to start a new Team Enough chapter in **central San Diego county at First UU's Hillcrest campus**. I hope to see this group grow in the coming year and take an active part in helping to prevent gun violence in our community and to help heal the world, or at least this small part of it.

### *Lay leadership:*

The Youth Program relies heavily on the talents of many wonderful, generous individuals who give their time and talents to the youth of our congregation by serving as advisors to the following groups:

- ◇ 9:30 "Wizards of Wonder" – Rev. Tom Owen-Towle and Esmeralda Gomez
- ◇ Mid-Morning Mix and 11:30 YRUU (Senior High) Groups – Ben Fowler & Scott GrantSmith (lead advisors), Everardo Aguilar, Nancy Fisk, and Victoria Sleeter
- ◇ Substitute advisors – **Nico D'Amico**-Barbour, Laura Hershey and Alex Mack

The Pellettiri OWL's Nest program exists due to the dedication and generosity of members of our congregation. The Our Whole Lives program is fortunate to have the following devoted, highly skilled leaders:

- ◇ Junior High (grades 7-9) – Everardo Aguilar, Laura Ball, Phoebe Carroll, Janet Dray, Ben Fowler, Scott GrantSmith, Laura Hershey, Jen Moody, and substitute facilitator Dana Tomlinson.



*Jr. High OWL Graduation Cake*

In addition to the wonderful people listed above, I am also grateful to all the youth and parents who work hard to make these programs successful, and to our congregation for your unflagging support.

Respectfully submitted,

*Käthe J. Larick*

Coordinator, Youth Programs  
and Pellettiri OWL's Nest

## Family and LifeSpan Ministry Team

### Young Adult and Campus Ministry

#### Young Adult Group (Ages 23-35)

Purpose of this group is to provide support and community for young adults; to promote leadership development and engagement with the wider congregation.

*Two Major activities or accomplishments (July 2018 through June 2019)*

- ◊ In partnership with the Burrito Project San Diego, the Young Adult group launched a monthly service project (third Thursdays), assembling and distributing hundreds of burritos each month to those living with hunger and homelessness.
- ◊ The Young Adult community sponsored and ran the December Craft Fair, supporting local artists, and raising money for scholarships and young adult programming. These scholarships supported young adults at district, denominational, and congregational events.



#### ***This ministry's work integrated with the Church's Goals as follows:***

Goal 1. Provide bold and engaging worship and programs to meet the spiritual needs of a diverse, intergenerational and multicultural community

- ◊ **Intern minister Stevie Carmody led "Wisdom Wednesdays," focusing especially on themes of covenant, community, and UU identity development.**
- ◊ The young adult community meets for two hours each Wednesday night, with members of the group sharing responsibility of hosting programs: discussions, worships, activities, game-nights, and social justice education.
- ◊ Several young adults (supported by Stevie) led young adult focused worships, both on Wednesday nights and at our retreats.
- ◊ Several of our young adults—Rhiannon Smith, Isaac Castro, Kendric Hornsby, Alex Mack, Honor Bell III, Sophie Exdell—led or co-led Sunday morning worship throughout the year, either as worship associates, song leaders, or offering reflections.

Goal 2. Challenge systemic oppression to transform San Diego into a region that is more just, equitable and compassionate

- ◊ The Young Adults collaborated with the Burrito Project to make and distribute burritos to people in San Diego in need, on a monthly basis.
- ◊ Young Adults volunteered at the migrant family shelter, and continue to serve on the Sanctuary committee that prepares to support migrants here at First Church.

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## Family and LifeSpan Ministry Team

Goal 3. Raise our individual and collective awareness in order to identify and remove cultural, physical, and attitudinal barriers to full participation in our congregation

- ◊ Many of our young adult leaders are actively engaged in the transformative work this congregation has undergone around dismantling white supremacy: Isaac Castro, Rhiannon Smith, Kendric Hornsby, Alpa Patel, Erik Kaestner & Ben Fowler are involved with the Board, the Journey Towards Wholeness team, Nominating Committee, Social Justice Executive Team, and Good Relations Committee.
- ◊ Stevie hosted a series of anti-racism, anti-oppression workshops on the weekends in the Spring. Attendance ranged from 2-9 participants across the 4-week series.



Goal 4. Intentionally engage all generations in leadership development

- ◊ The Young Adult Community provides different levels of involvement (tabling, hosting/co-hosting, projects, workshops) to promote leadership development within the age cohort.
- ◊ Young adults contribute to childcare, young group adult advising, and religious education within our community.
- ◊ Isaac Castro hosted multigenerational members of our community to a Wednesday night group.

### *Anticipated projects for next year*

- ◊ transition its ministerial support
- ◊ deepen a sense of covenant
- ◊ promote more social/community-centric time

### *Lay leadership*

Rhiannon Smith, Isaac Castro, Noveed Safipour, Alex Mack, Crystal Cardenas Loutzenhiser, Sophie Exdell, Eva Garcia-Mayers, Mikaela Gardner, Kendric Hornsby, Ben Fowler, Alpa Patel, Parker Jacques, Mika McElroy, Nikhil Sriram, Betty Foreman, Megan Horton, Victoria Sleeter, Kiona Daelyn, Issel Martinez, Tyler Uselman

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## Family and LifeSpan Ministry Team

### UCSD Campus Ministry

**Purpose of this group is to to create a “spiritual home base” for Unitarian Universalists and other seekers at UCSD.**

*Two Major activities or accomplishments (July 2018 through June 2019)*

- ◇ took steps to become formally recognized as a campus group (to be completed in September 2019)
- ◇ welcomed three new members to our weekly group meetings, and bid goodbye to one graduate

### ***This ministry's work integrated with the Church's Goals as follows:***

Goal 1. Provide bold and engaging worship and programs to meet the spiritual needs of a diverse, intergenerational and multicultural community.

- ◇ Stevie led weekly 2-hour meetings (attendance ranged from 3–7 students)
- ◇ **The programming at meetings was responsive to the needs of the group** (e.g. “de-stress” night during finals), and offered a mix of ways to engage.
- ◇ Programming focused on faith formation through exploration, and community building.



*An example of our “identity” sculptures*

*Anticipated projects for next year:* continue supporting and growing the UU presence at UCSD by renewing our official status on campus and spreading the word about our group.

### *Lay leadership:*

Celeste Dnaballa (PhD), Julia Connly ('19), Melissa Melchor ('21), Sara ('22), Dexter Hamilton ('21), Amy Parampil ('22)



*An example of our promotional materials for the group*

Goal 2. Challenge systemic oppression to transform San Diego into a region that is more just, equitable and compassionate.

- ◇ Our faith formation lens for programming explicitly brought an anti-racist and anti-oppressive lens to how we interrogate and understand our faith.

Goal 3. Raise our individual and collective awareness in order to identify and remove cultural, physical, and attitudinal barriers to full participation in our congregation.

- ◇ **Sometimes, UUs “accessing” our congregation means reaching out to them.** Our continued presence at UCSD shows a commitment to the future of our faith.

Goal 4. Intentionally engage all generations in leadership development.

- ◇ Campus ministry supports this goal by reaching out to UUs and **other seekers who may find themselves in the “gap” between the religious homes of their childhoods and the spiritual homes of their adulthood.**

## Social Justice Ministry Team

### Social Justice Ministry Team

The Social Justice Ministry Team (SJMT) supports our members to act on their values to help heal the world. Our programs primarily support Goal 2 while we try to achieve Goals 1, 3, and 4 in the planning, preparation and presentation of events to the congregation.

The SJMT seeks to host diverse and meaningful programs that serve the needs of our community. We aim to engage our congregation and the community at large in meaningful and spiritually-grounded ways to make San Diego more just, equitable and compassionate. We aim to serve our multigenerational community and people of all backgrounds.

#### *Major activities and accomplishments*

- ◇ Throughout the year: facilitated and coordinated connections across the San Diego cluster of UU congregations – North County congregations jointly participated in Pride by the Beach event in Oceanside; backpacks for migrants drive collected 125+ backpacks for the emergency migrant shelter for asylum-seeking families.
- ◇ SJMT Executive Team fielded two Social Action Endorsement Requests from members.
- ◇ **Helped with planning and implementation of American Friends Service Committee’s Love Knows No Borders week of action (December 2018)** – UUs answered the call to provide home hospitality to clergy/faith leaders traveling to our region; ministerial presence and engagement by all five SD UU churches day-of and numerous members/friends marched in support or showed up in solidarity to witness from afar.
- ◇ Interfaith Shelter Network: in December 2018, hosted two-week rotation with space for 12 guests nightly (over 85 people contributed 600+ hours of service) and committed to host a rotation of the new LGBTQ-focused branch in July 2019.
- ◇ **First Church was honored as “Faith Partner of the Year” by the San Diego Immigrant Rights Consortium (SDIRC) for our work with SOLACE, asylum-seekers and the creation/implementation/support of the Borderlands Get Free Fund** – a revolving bond fund for individuals detained in San Diego & Imperial Counties or long-time residents of our community who are locked up elsewhere throughout the country.



*SJMT Executive Committee:* Isabella Furth, Michanne Hctor-Thompson, Erik Kaestner, Karen Lamphere, Angela Fujii and Rev. Kathleen Owens

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# Social Justice Ministry Team

## Generosity Offerings

One way that we act on our values as a congregation is through our monthly Generosity Offerings, which we donate to local organizations working to create justice and compassion in our community. The SJMT selects the recipients from nominations made by the entire congregation.

Month	Organization	Amount
July 2018	San Diego Canyonlands	\$2,636.33
August 2018	Nile Sisters Development Initiative	\$3,210.89
September 2018	International Relief Teams	\$3,693.03
October 2018	Housing on Merit	\$3,467.61
November 2018	transcendANCE Youth Arts Project	\$3,452.50
December 2018	Casa Cornelia Law Center	\$4,817.29
January 2019	Larger UU Connections	See LUUC report
February 2019	City Heights Music School/Mariachi Victoria	\$3,483.88
March 2019	SanDiego350 – Interfaith Team	\$4,189.12
April 2019	International Community Foundation - Casa Arcoiris	\$3,813.07



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## Social Justice Ministry Team

Action Groups:

### Civic Engagement

Organizing 4 Justice (O4J) has been involved with the San Diego Organizing Project (SDOP) on a number of initiatives including:

- ◇ Numerous election-related activities including a sustained get-out-the-vote effort.
- ◇ Ongoing meetings with elected officials to hold them accountable for promises made during their campaigns and to prepare for upcoming ballot initiatives.
- ◇ Met with the San Diego Mayor & City Councilmembers to advocate for affordable housing and ideas for addressing homelessness. We are planning an action with Mayor Faulconer.
- ◇ Participated in a day of protest against child separation policies of the federal government.
- ◇ Members of First UU and O4J are actively involved in the San Diego Rapid Response Network – an interconnected system working to respond to dehumanizing immigration enforcement activities through a 24-hour hotline.
- ◇ Began organizing at the South Bay campus to increase our involvement in South County. The South Bay O4J group is new and is exploring ways to interface with Chula Vista government officials, create relationships among South Bay SDOP congregations, support the migrant shelter, and meet the specific needs of the communities of South Bay.
- ◇ Met with a city council staffer who is a lead in the effort to pass a public transit improvement plan for San Diego County. We will continue to look for ways to support this effort. First UU member, James Long, has joined O4J as a key participant in this new subject area.
- ◇ Continued working with the Invest in San Diego Families Coalition which is pressing San Diego County to spend more resources on community needs. We were successful in advocating for an evening county budget hearing on June 13 - the second time this has happened in recent years. The County Board of Supervisors prefers to hold budget hearings during the daytime, making it hard for the community to attend and testify.
- ◇ Attended PICO California Belong Symposium. We are preparing to help pilot this program that aims to build deep community and envisions a world that works for all of us and where everybody belongs. A priority for 1st UU O4J is creating Belong Circles that work together with other SDOP congregations to bridge across faith and race.

*Lay leaders:* Julie Schauble-Nguyen, Isabella Furth, Newt Ferris, Erik Kaestner, Connie Mack, Jerry Ollinger

Clean Elections Task Force is working to reform San Diego politics by supporting a city-wide campaign for clean elections by getting a clean elections initiative on the 2020 presidential ballot.

Past year activities to forward our goal:

- ◇ We continued to host organizing meetings of the city-wide clean elections campaign.
- ◇ We continued to educate and recruit First UU members and friends through the Sunday Social Justice Ministry Team patio table.

Anticipated projects for next year:

- ◇ Continue to support the city-wide clean elections campaign to reform San Diego politics.

*Lay leader:* John Hartley

# Social Justice Ministry Team

## Climate Justice

The Climate Justice Action Team's purpose is to create a spiritually grounded, informed and action-oriented community that provides hope for all living beings through systemic action that stops climate change and heals our planet.

### *Major activities and accomplishments:*

- ◇ June 2018: 4th Social & Climate Justice Group Insight SD – the group begins with meditation followed by discussion of a book. Also co-sponsored legislative training with SanDiego350 which provided role play practice and prepared people to meet with state legislators to advocate on behalf of critical climate-related bills.
- ◇ September 2018: Rise for Climate March preceded by interfaith prayer & meditation for the Earth, led by the Interfaith Coalition for Earth Justice & SanDiego350.
- ◇ November 2018: Environmental Justice Discussion Group – monthly webinar conversations continue with various topic/issue highlights.
- ◇ February 2019: Hosted SanDiego350 at South Bay to encourage climate action.
- ◇ April 2019: Easter & Earth Day – Hillcrest campus services featured activities for all generations and a flower communion plus tabling by guest organizations. Also hosted a workshop on Making Soap from Compost with Rev. Bonnie Tarwater, Affiliate Community Minister.



### ***How the activities integrate with the church's goals:***

- ◇ Goal 1: Climate Justice brought issues into our worship services (Generosity Offering & Easter-Earth Day).
- ◇ Goal 2 & 3: Climate Justice offered the Reluctant Radical movie as a model for confronting the oppression of climate activism work.

### *Anticipated projects for next year:*

- ◇ Offer a series on climate change activism issues to address waste via plastic use, dietary overuse of soil and land, low-income inequity and vulnerability and other topics. We continue to work with community groups to support policy change both locally and nationally to reduce CO2 emissions through marches, educational forums, and enforcing the Climate Action Plan. We will engage in environmental justice by advocating for affordable clean energy, increased mass transit and sustainable lifestyles.

*Lay Leaders:* Bev Harju, Sylvia Ollinger & James Long

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## Social Justice Ministry Team

### Immigrant Justice

*Major activities and accomplishments:*



◇ In August, SOLACE (Souls Offering Loving And Compassionate Ears), our interfaith detention visitation program which operates at the Otay Mesa Detention Center, was officially suspended from visiting by Immigration & Customs Enforcement (ICE) & CoreCivic – the private, for-profit prison company that operates the facility. We launched a “Save SOLACE” reinstatement campaign, calling on our Congressional representatives, partner community organizations and local media to amplify our story and advocate with us. As a visitation program, SOLACE is still facing uncertainty and determining a way forward.

- ◇ **Support for the SD Rapid Response Network’s migrant shelter:** First Church committed to being an emergency, overnight host for overflow as needed; cluster congregations hosted a backpack drive and collected 125+ backpacks to donate; encouraged individual members to sign-up to volunteer for various roles at the shelter and shared information about other ways to support (monetary giving, in-kind donations, etc).

#### ***How the activities integrate with the church’s goals:***

- ◇ Goal 2: SOLACE volunteers refused to sign away our First Amendment rights as a prerequisite to visiting detained immigrants being held in a for-profit facility and with the help of the ACLU, our efforts resulted in the objectionable language being removed from documents used nationwide.
- ◇ Goal 4: Save SOLACE campaign engaged volunteers across generations to meet with our Congressional delegation and advocate for reinstatement; migrant shelter support has been shared and discussed in various action team meetings, on the patio, in Religious Education classes, and elsewhere.

#### *Anticipated projects for next year:*

- ◇ Re-vision/revamp SOLACE visitation program, continued engagement with the San Diego Immigrant Rights Consortium and further involvement with San Diego Organizing Project and the Rapid Response Network; possible new collaboration with Casa Arcoiris.

*Lay Leaders:* Chole Diaz, Kathy Smith, Steve Gelb

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## Social Justice Ministry Team

### Rainbow Action Group

The Rainbow Action Group (RAG) is a coalition of members and friends of First UU who are lesbian, gay, bisexual, transgender and other sexual minorities and their family and allies. RAG seeks to be as inclusive and encompassing of the wide spectrum for sexual identities and gender expression as possible.



*The mission of the Rainbow Action Group is:*

- ◇ To provide a specific, visual and candid welcome to all those who come to First UU, especially LGBTs, their families, friends and allies.
- ◇ To continue to sharpen the inclusive posture for First UU within all its programs, committees and affiliated organizations so that LGBTs and their allies will continue to be safe and comfortable as contributing members of our church community.
- ◇ To provide outreach to the community at large beyond First UU campus and events, by means of leadership, spokespersons and presence.

*Major Activities*

- ◇ January 2019: Koffee Klatch discussion of continued judicial decisions of our times, specifically the U.S. Supreme Court (June 2018) cake discrimination case
- ◇ December 2018: Attended the Mama's Kitchen Tree of Life Ceremony
- ◇ Fall 2018: Sold Mama's Kitchen Pies In-the-Sky fundraiser & staffed pie distribution site at First UU
- ◇ October 2018: Provided an All-Church costume contest & art reception
- ◇ September 2018: Assisted in staffing a table at South Bay Pride by the Bay
- ◇ July 2018: Coordinated participation in the San Diego LGBT Pride parade by UUs of San Diego County. Rev. Kathleen Owens accepted an award on behalf of First Unitarian Universalist Church from Pride in gratitude for support of LGBTQ+.

*In the upcoming fiscal year, Rainbow Action would like to*

- ◇ Continue hosting the monthly Koffee Klatches and bi-monthly steering committee
- ◇ **Continue our relationship with Mama's Kitchen "Pie in the Sky" event**
- ◇ Become a more visible presence on the Sunday patio
- ◇ Host Significant Others Families Friends Allies (SOFFA) of trans-people: creating a safe place to have frank discussions with love to welcome our trans-family home
- ◇ Encourage RAG members to participate in the Burrito Project with our Young Adults
- ◇ Explore ways to support Casa Arcoiris (shelter for LGBTQ+ asylum seekers in Tijuana)

*Lay Leaders:* Pat Gordon & Dan Paul; Emeritus Chair: John Keasler

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## Social Justice Ministry Team

### Reproductive Justice



Reproductive justice focuses not only on access to safe and legal reproductive health care, but also the social, political, and economic inequalities across communities that historically have limited this access. As a voting member of the San Diego Coalition for Reproductive Justice (CRJ), our Reproductive Justice Group is an active partner with other community **organizations working to protect everyone's right to make informed decisions—free from government interference—about reproductive health.** We also provide the church community with current and accurate information about the many issues related to this topic.

#### *Major Activities with the Coalition for Reproductive Justice*

- ◇ Hosted the 45th Roe v. Wade Anniversary Celebration (attended by about 25 First Church congregants). The proceeds from this event, along with other fundraising efforts throughout the year, allowed the CRJ to donate funds to two organizations: \$15,000 to La Frontera Fund, an abortion provider in the Rio Grande Valley that also provides accessibility assistance **(transportation fare, etc.)** and **\$5,000 to the Jackson Women's Health Organization, the only abortion provider in Mississippi.**
- ◇ Held a membership event with 100% of the proceeds (more than \$5,000) going to Casa Cornelia, a local organization that provides pro bono legal assistance to victims of human and civil rights violations, focusing on the indigent immigrant population in Southern California.
- ◇ **Co-sponsored Planned Parenthood's Goodbye Stigma Summit, with presentations** led by national, regional, and local experts on stigma and how it works, myths and facts about abortion, the intersection of faith and abortion, and how stigma affects legislation. There were also breakout sessions to learn more and practice skills around these difficult conversations.

#### *Anticipated Projects for Next Year*

- ◇ The Reproductive Justice Group will continue to represent the church on the Coalition for Reproductive Justice; engage the church community and others in activities that broaden awareness about the many facets of the reproductive justice movement; encourage action to create change; and continue to support the activities of Faith Leaders for Reproductive Justice.

*Lay leaders:* Karen Lamphere and Jan Gallo

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## Social Justice Ministry Team

### Palestine-Israel Justice

The Palestine-Israel Justice Team strives to inform and mobilize members of First UU Church to recognize and counter inequality and injustice in Palestine-Israel and to understand the role the U.S. government plays in the conflict so that we as UUs may help to constructively shape it. We seek to promote a just peace in Palestine-Israel that reflects the 1st & 2nd principles of UU-ism.

#### *Major Activities*

- ◇ Upon formation in January 2019, the P-IJ Team started selling Palestinian organic fair-trade olive oil on the patio twice a month alongside the UUSC Coffee project. We provide literature from Equal Exchange on the difficulties facing Palestinian olive farmers under Israeli occupation. By March, due to popular demand, we began selling Palestinian organic fair-trade **za'atar from Canaan Fair Trade, made by Palestinian women's cooperatives using microloans.**
- ◇ **In April 2019, we screened the film, "Imprisoning a Generation," which documents Israel's practice of targeting Palestinian children for arrest, detention and prosecution in the Israeli military court system, which lacks the basic rights and protections of civilian court.** First UU member, **Karen Longstreth, spoke about her work with the Palestine Children's Relief Fund, which helps sick and injured Palestinian children who cannot receive treatment in their home area due to the Occupation.** About 25 people attended, mostly church members.

#### *How Our Activities Integrate with Church Goals*

- ◇ The main purposes of our olive oil table are to help Palestinian small farmers under extremely difficult conditions and to inform church members about their plight. Our table is a way to introduce fellow UUs to the topic while also providing delicious, high-quality products that everyone can use.
- ◇ We also hope that by showing Palestinians as human beings struggling under inhuman conditions, we can begin to dispel some of the negative stereotypes and attitudes that abound and be more welcoming to Muslim or Arab folks who visit our church campus

#### *Anticipated Projects for Next Year*

- ◇ **We will continue selling olive oil and za'atar and to show films and host speakers on relevant topics to Palestine-Israel.** We will continue to collaborate with community allies and visit our Congressional representatives to advocate against human rights abuses. We will offer a Palestinian dinner and poetry reading through D4\$ and plan to reach out to the other UU congregations in San Diego.

*Lay leaders:* Beth Chopp, Steve Gelb, George Longstreth, Kathleen MacLeod, Cathy Pfister, Kathy Radinovsky

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## Social Justice Ministry Team

### Sanctuary Team

The purpose of this group is to lead the congregation in its commitment to undocumented individuals and families, in accordance with the vote (March 25, 2018) to make First Unitarian Universalist Church of San Diego a Sanctuary Congregation.

**This team officially formed in February 2019. After the March vote, the church was “in waiting” to see if any of our community members needed sanctuary.** This team was created to carry out the additional elements of the sanctuary declaration, stemming from a desire to support individuals who are targets of unjust government policies. The team has met multiple times to discuss the various activities that we can do under this scope, which include supporting the San Diego Rapid Response Network, volunteering at the SDRRN migrant shelter, being an emergency overnight overflow facility, and figuring out how to best prepare for any eventuality.

#### ***These activities integrate in many ways with the Church's goals:***

- ◇ Goal 1: The Sanctuary Team works to aid, both physically and spiritually, migrants and asylum seekers. Being on the U.S./Mexico border, we are in a unique position to serve refugees in this bi-national community. First UU and the Sanctuary Team are advocating for the lives and the rights of migrants here and throughout the world.
- ◇ Goal 2: The Sanctuary Team stands in direct opposition to the cruel, inhumane government policies of migrant family separation and deportation. We see and treat these individuals as human beings and are journeying with them.
- ◇ Goal 3: Throughout the sanctuary discernment process and since, one of the primary functions of this team was to educate the congregation on the lived realities of migrants, both documented and undocumented. Our team continues to educate the community about the immigrant community here in San Diego, and the situation at the border.
- ◇ Goal 4: The Sanctuary Team is comprised of members across generations. Megan Horton, a young adult, was encouraged to lead the team, while working with others from all generations, on these crucial issues.

Next year, we hope to put our ideas and plans into practice. The needs of immigrants and folks on both sides of the border are ever-changing but our goal is to be able to nimbly adapt to support our community and partners. We anticipate working closely with SDOP and the SDRRN in helping the migrant shelter; providing emergency shelter to refugees released by ICE; preparing the physical space for the possibility of individuals in need of sanctuary; accompaniment; donation drives; educating the congregation on the continuously evolving border/immigrant situations and policies.

*Lay leaders:* Megan Horton (lead), Rhiannon Smith, Angela Garcia Sims, Kathy Smith, Chuck Northrop

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## Worship and Program Ministry Team

### Worship

It continues to be my conviction that worship is the central act of the religious community. It is here we build deep connections, offer solace and celebration, and encounter the call to transformation.

Our services this year responded to the calls of the world around us for justice, solace, and celebration of diversity as well as our growing work within our congregation to feature a richer range of voices and perspectives in our worship. We welcomed our past ministers and our community ministers into our pulpit. And we welcomed national leaders in our movement: Dr. Glen Thomas Rideout, Rev. Jason Shelton, Rev. Marta Valentin, and Rev. Susan Frederick-Gray, president of the UUA. Our monthly themes this year focused inward on care and also on our understanding of who we are: Renewal, Seeking, Stories of Who We Are, Contemplation, Balance. We also focused on who we strive to be and how we build a just world: Radical Welcome, Just Gratitude, Stories of Hope, Just Love, New Life, Generous Spirit, Just Community.



Our staff and ensembles continued to bring a wide range of music into our worship — the piano and organ and our choirs and bells brought music of wide cultures, all genders, and many styles. We welcomed local musicians to enhance our worship: singer Michael Morgan for our MLK service, and Mariachi del Rey at our celebration of Dia de muertos. The coming year offers us new opportunity to explore deeper richness, paying attention to the sources of our music and how we are in relationship with them, and honoring of more voices. At

South Bay our choir grew in strength and skill and we welcomed new lay songleaders.

We continued to expand and enrich our liturgy, seeking new and old ways to connect to spirit on a deeper level and embrace the entirety of what we bring to our community. Our worship associates expanded their role in our services through the sharing of reflections growing out of their experience with our themes and topics. We created rituals of movement, of creative play, of the sharing of food **and rich chocolate. We participated in stories being told and heard others' voices. We played and we** sat in powerful silence together. We celebrated and we mourned. We raged and we laughed. We honored our ancestors at Dia de muertos and celebrated new life as we dedicated children into our community. We acknowledged the passages from childhood to youth to young adulthood and the passage into death. We crafted new words of welcome in collaboration with the JTW team, acknowledging that we sometimes fall short but that we are always committed to an affirming welcome for all.



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# Worship and Program Ministry Team

We are a multigenerational community. This year in worship we committed to stronger inclusion of our younger cohort. We welcomed youth as ongoing songleaders and worship associates. And we shared a time for all ages at every service. Stories, rituals, movement, singing, conversation. Each week we engaged all ages in the themes and ways of being in worship.



From the pulpit, our ministers and guests called our attention to the needs of the world and the struggles of our hearts. Balance, courage, regeneration, food justice, searching for meaning, blessing the work of our hands, atonement and forgiveness, welcoming, covenant, gratitude, resistance, thanksgiving, hope, interconnectedness, contemplation, idolatry, love, fear, prayer, learning, bountiful community, generosity, and community. Throughout the year, our ministers and lay leaders highlighted the ongoing work we are doing to build inclusion and the journey toward wholeness into everything we do — reminding us that this work grows out of our deepest spiritual convictions.

Beyond Sunday morning, we celebrated the Solstice and honored the pain of the holiday season. We celebrated Yom Kippur, Thanksgiving and Passover. We held vigil for our trans neighbors and kin whose lives had been cut too short. And we gathered in protest and anguish in vigil after too many more mass shootings.

Our worship planning took on new depth as we gathered a larger group regularly over the year to **explore how we can integrate the learning we did in Dr. Rideout and Rev. Shelton’s visits, how we can expand input and connection to our themes, and how we can imagine planning together in new, more connected and inclusive ways.**

Our volunteer worship support continued to grow in richness as well. Elaine Durson and Rose van Oss continued in their role of coordinating our ushers. The ushers gathered several times to connect, reflect, and train together. In response to the shootings in houses of worship around the country, we welcomed a presenter on how to respond to an active shooter and look forward to broadening that



# Worship and Program Ministry Team



training within the congregation. Maggie Marshall has continued to provide us with creative beauty in our Sunday floral arrangements. This year, Maggie embraced her role on the Journey Toward Wholeness Core team and intentionally incorporated diverse cultures and issues into our Sunday morning displays. Maggie says this about her work: "I want to reach out and figure out how to



have more people see themselves in the Sunday displays. This is going to be my 'summer challenge;' I would love to hear your ideas."



Worship is central to the life of our religious community. It is where we welcome newcomers to our faith and where long-term congregants find reconnection to meeting. We continue to explore and experiment with how we worship together. We want to find ways to embrace the verbal, aural, visual, and kinesthetic parts of our spirits. And we must recommit to assessing and revising how the structure and form of our worship increases or builds barriers to welcoming all, to nurturing diverse leadership, and to deepening our individual and collective spiritual flourishing.



# Worship and Program Ministry Team

## UU Men's Fellowship (UUMF)

### *Purpose of the Group*

Our mission is to support men in the quest for lives of compassion, integrity, responsibility, and balance. We are a pro-feminist, caring, intentionally diverse brotherhood, committed to social justice, and offering opportunities for intimate sharing, personal growth, and spiritual deepening. The fellowship encourages men in their development as sons, mentors, fathers, and brothers.

UUMF is an active and vital organization of men in our church, both members and friends, who participate in **our many activities and who are committed and aspire to do men's work. New men and all men friends and** members of the church are always welcome. A Steering Committee is the organizing body of the group.

### *Activities:*



*UUMF Spring Renewal 2019 at deBenneville Pines*

- ◇ Fourth Monday Pot Luck and Discussions: a topic pertinent to men is discussed each month and includes the annual Yule Log, the Welcoming Banquet in February, and two summer barbeques.
- ◇ UUMF currently sponsors thirteen Support Groups for five to eight men each that meet twice a month in member's homes and at church.
- ◇ Maintain a mailing list and send information to about 600 men and other churches.
- ◇ Several Steering Meetings each year to organize Renewal Weekends, determine 4th Monday topics and general business and make financial decisions.
- ◇ Fall Renewal Weekend in Julian and Spring Renewal Weekend at deBenneville Pines. With the theme, *"Finding Light in the Challenges of our Lives"* the **Spring 2019 Renewal Weekend at deBenneville Pines** drew more than 70 men, primarily from First UU, but many others from all over the Pacific Southwest District. The Fall 2018 Renewal Weekend at Camp Stevens located in Julian drew more than 45 men.
- ◇ At our Patio Table we greet and welcome men every Sunday. Our mailing list of approximately 150 men and UU Churches within the Clusters serves as the primary communication link to the fellowship.
- ◇ The first Sunday of every month the group prepares and serves snacks after each service. We also clean-up after completing these jobs.

*Integration with Outcome Statements:* The mission and purpose integrate well with the many of the stated outcomes of First UU. Specifically:

- ◇ The UUMF provides programs that appeal to our hearts, minds, and values of our members,
- ◇ We are an intentionally diverse, multicultural, and welcoming community where gifts can be discovered, nurtured and shared.
- ◇ We create a space that fosters growth in spirit, personal knowledge, and skills in a safe environment,
- ◇ We are generous with our resources, time, and talents both to our church and to others in need; and finally,
- ◇ We cherish compassionate relationships that enable us to care for and support each other in times of joy and sorrow.

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## Worship and Program Ministry Team

### *Support of Strategic Plan*

Several of the members made substantial gifts to de Benneville Pines which included a large donation from Ed Law with matching funds from the UUMF. The group also purchased a golf cart and donated it to de Benneville to help transport all those who go to de Benneville. Andy French has contributed considerable time and labor to work at de Benneville. Members of the UUMF often help with needed minor repairs and improvements at First Church. We have offered substantial support at other activities described above. The UUMF receives no funds from First UU, but does receive support through the administrative staff and the use of church facilities without cost.

### *Goals for the next 1 to 3 years*

Encourage younger men, 21-40, to join and participate in the UUMF. Outreach to other UU men in the San Diego cluster and encourage them to participate in UUMF activities. Continue development of an annual men's issues forum funded by bequests from former UUMF members. As part of our outreach program and in an effort to attract younger members John Merkler, Sal Cardinale and John Keasler have developed a website for the group, [www.firstuurf.org](http://www.firstuurf.org), and increased our exposure on Facebook.

*Lay leadership:* Convener for the steering committee currently is Kim Cohn. The steering committee includes Mike Dorfi, John Holl, Armin Kuhlman, Jason Leichter, Andy French, Peter Woodbury, Ron Evans, Denny Braun, Ian W. Riddell, John Keasler, Allen Kone, Paul Schwalm, Rick Rambo, and Jon Wreschinsky. The patio table is maintained by John Stende and Mike Dorfi, the 4th Monday meetings are supported by Denny Braun and Kim Cohn, the UUMF website is supported by Sal Cardinale and John Merkler. Andy French is in charge of organizing our support for Social Hour at both Sunday services.



*UUMF Fall Renewal 2018 at Camp Stevens*

## Worship and Program Ministry Team

### Archives Committee

The Purpose of the Church Archives is to preserve the history of our Church Community here in San Diego, and make the material available for members and researchers now and in the future.

#### *Major Accomplishments:*

- ◇ One of our major accomplishments this past church year was to bring the Associate Director of the Meadville Lombard Library and Archives, John Leeker to San Diego to explore our archival set-up and make suggestions for better storage and conservation of our materials and to assist us in crafting a proposal to partner with Meadville Lombard in storing our Board Minutes on the Meadville Lombard Website. While he was here, John worked with our Archives team and took part in a potluck dinner presentation advertised to our Cluster Congregations.
- ◇ Our other major accomplishment was to begin work on putting into reality the suggestions that John Leeker gave us for better preserving and maintaining our collections. We began by removing the doors on the upper cupboards in the Archives Room to make room for the new storage system. We have been storing many of our documents in plastic page protectors in three ring binders. We are now moving our materials into archival quality, acid free folders and storage boxes. This will be a time consuming project as we remove the items from their current storage, place them in labeled folders and create a spreadsheet identifying the items and location. Eventually we will replace the variety of sizes, and colors of binders with consistent labeled boxes.



**Our activities integrate with the Church's goals in several ways. By maintaining the records of the congregation we are able to provide resources to our Ministers, leaders, and members of our actions, and policies as they relate to the ways in which we have and have not in the past challenged systems of oppression. Our records both through Board Minutes, newsletters, and orders of service provide insight into the ways we have both confronted and supported systems of oppression so that we can learn from our past. To this end we have also provided research assistance to researchers throughout the UUA and in our San Diego community.**

#### *Committee Membership*

Liz Jones, *Chair*; **Betty Boone, Rebecca Driscoll, Richard "Mac" McDowell**

## Worship and Program Ministry Team

### Cosmos

#### *Purpose*

The purpose of Cosmos is to orient us to the glorious universe we live in, and to the social and ecological cataclysm we are going through. The goal is to empower us to transform human civilization, so humankind enters into a mutually enhancing relationship with all the other species and beings that constitute the Whole Earth Community. The vision is of a thriving earth community and a thriving human civilization.



The seed for Cosmos was planted by the Reverend Michael Dowd in August of 2005 when he was a guest preacher at our church. **“My imagination was captivated by his sermon and follow up talk, and his pictures of the earth from space and the universe from the Hubble Telescope. When I asked him who his mentors were, he showed me a VCR set of Brian Swimme’s *Canticle to the Cosmos*. Bryan Swimme’s presentation of the story of the universe, as revealed by our best and latest science, was presented as a sacred myth. Joseph Campbell defined a myth as a story to live by. It thrilled me and resulted in Charles Cairns and I forming the church organization, Cosmos, around 2006,”** says leader Keith Mesecher.

Over time we have put on worship services, held salons, and **produced, to the best of our knowledge, the universe’s first Evolutionary Revival.** The current iteration meets from 1:00 -3:00 pm in Room 323 of the Welcome Center on the first Sunday of each month. The leadership now includes Bruce McGraw, James Long and Keith Mesecher. We are currently watching, **discussing and meditating upon Brian Swimme’s *Canticle to the Cosmos*** series, essentially a graduate level course in Cosmology & Consciousness, which he taught at the California Institute of Integral Studies in San Francisco. All are welcome, and each session is presented with the understanding that some participants are probably there for the first time.



To receive a monthly notification of what we are focusing on send an email to [cosmonauts-subscribe@cosmiccelebration.com](mailto:cosmonauts-subscribe@cosmiccelebration.com).

Thank you for 14 years of interest and support,

*Lay leaders:*

Keith Mesecher, Bruce McGraw & James Long

## Worship and Program Ministry Team

### Living the Homestretch formerly known as Homestretch Sages

Living the Homestretch is a monthly program designed for seniors (70s, 80s, 90s with **Some 60's**). We meet at 10:00am in Bard Hall on the third Saturday of each month. Programs in the past year have been designed to assist seniors in daily life.

Here are some examples:

- ◇ "Aging in Place"
- ◇ "Dealing with Scams and Frauds"
- ◇ "Downsizing and Moving to a Retirement Residence"
- ◇ "Considering End of Life"
- ◇ "Seniors and Driving Automobiles"
- ◇ "Mindfulness and Meditation"

Each year one month is set aside for a delightful luncheon with entertainment. Last year we were entertained by Eric Hybertsen's Jazz Group.

Future programs will include dealing with the loss of physical ability to do household chores as well as a program about hospice care. We also look forward to a special program with Rev. Kathleen about the future of First UU Church. We welcome suggestions for program topics.

Each meeting includes light refreshments, a timely presentation, as well as opportunities to support one another.



*Living the Homestretch is planned by the following members of our Program Planning Committee:*

Rev. Jim Grant, Joan Helland, Derek Staats, Marv Pulliam

## Worship and Program Ministry Team

### Earth Centered Spirituality Circle

The purpose of the Earth Centered Spirituality Circle (ECSC) is to create Pagan community, nurture Pagan spiritual growth, and act on our Pagan values to help heal the world. In doing this we provide a safe space in which individuals, families, and groups can explore and deepen their spiritual growth within Pagan and Earth-Centered traditions.

This past year (7/18-6/19), the Leadership Circle of ECSC created and taught an eight-week course titled Paganism 101, which included Little Pagan classes. We also added a second Pagan Conversations each month and adjusted the time of Conversations to accommodate the needs of the wider circle.

Each year ECSC creates worship services in observance of the Sabbats (holy days) of the Pagan Year: Litha (summer solstice), Lammass (first harvest), Mabon (autumn equinox),



Samhain (final harvest), Yule (winter solstice), Imbolc (first planting), Ostara (spring equinox), and Beltane (May day). Our rituals and our classes were created with our shared value of eclectic paganism. We honor the varied earth centered paths and encourage all our participants to find what is right for them. Our twice monthly Pagan Conversations continue the shared learning each ritual provides. Youth, families, and children are invited and welcome to all ECSC services as well as members and friends of First UU Church and Pagans from the larger community.

In the coming year, ECSC is planning a second Paganism 101 class for the fall. We are also developing curriculum for a Paganism 102 class which we hope to offer in the spring.

*Lay leadership:* Jenner Daelyn, Johanna Baker, Kiona Daelyn, Nancy Jo Mackey, Rhiannon Rudisill Roselle, and Suzette Southfox (Emeritus status)

# Worship and Program Ministry Team

## Looking Glass Theatre

### *Purpose of Group:*

Looking Glass Theatre (LGT) builds community, fosters spiritual growth, and promotes UU values by producing and performing plays and musicals. It is intergenerational in nature and invites the community to both be involved in our productions as participants as well as audience.



### *Major Activities:*

#### Weekend Revue

This is the second year of our very popular all singing performance. We added a third performance and increased the size of the cast. Our earnings also increased –We were able to donate \$1,900 to **the church’s fund to install theater lights in the meeting house.** This was a **multi-generational** event, including folks from eight to eighty.



#### The Murder Mystery at the Murder Mystery

This comedy was very well received, and provided a much needed diversion during troubled times in our nation. Yaro Severn made her solo directorial debut. The cast included adolescents and adults from within the church and outside.

**Church members who don’t like to drive at night appreciated our continuing to offer a Sunday Matinee performance.**



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## Worship and Program Ministry Team



### Improv Workshop and Recital

Mike James and Andrea Newall-Lockett led workshops teaching the fundamentals of improv theater. Andrea taught us the methods of the Theater of the Oppressed, which uses improv techniques to help oppressed groups reimagine their stories and empower them to take action. About 14 people took at least some of the workshops, and five put on a free performance at the end that was enjoyed by all.

### ***Our activities integrated with the church's goals by:***

1. Being open to anyone who wants to participate.
2. Sponsoring the Theater of the Oppression Workshop, which addressed issues of cultural barriers.
3. People all ages are welcome both on stage and in production and leadership roles.

### *Anticipated Projects for Next Year:*

Next year we plan to have another revue, "Broadway Backwards," a gender fluid songfest. We will also do the play "Twelve Angry Jurors" in November. We hope to do a musical next spring, but are working on outreach because we will need new members to fill spots on our production team.

### *Lay Leaders:*

*Chair* – Elsie Sleeter

*Vice Chair* – Gay Hybertsen

*Secretary* – Pam Raney

*Treasurer:* Rose Riedel

*Publicity:* Jordan Fraser

*Resource Chair* – Eddie Riedel

## Worship and Program Ministry Team

### Meditation Groups

Purpose: The mission of the Meditation Sangha Group is to provide members and friends of the Church a space for meditation and discussion of Buddhist-oriented issues and to coordinate and publicize other Buddhist groups meeting at the Church.

During the 2018-19 year, the Sangha have supported Insight San Diego in hosting three Saturday full day meditation sessions with an outside dharma teacher and two Friday evening speakers. In addition, a five-week introduction to meditation was led by an outside meditation teacher.



### ***Integration with the Church's Goals:***

- ◇ Goal 1. Continue Sunday morning sitting meditation prior to First Service and Wednesday morning meditation and dharma discussion for members and friends. Support and publicize [Open Heart Sangha](#) on Sunday afternoons and [Insight San Diego](#) Saturday and Monday meditation-dharmas.
- ◇ Goal 2. Open all meetings to all people regardless of race, sexual orientation or gender.
- ◇ Goal 3. Advertise meetings in the Window, the Sunday announcements and in local Buddhist publication to raise awareness of programs.
- ◇ Goal 4. Increase the leadership responsibilities and recruit more individuals in leadership roles.

This year has been a year of consolidating and supporting outside Buddhist groups that share our values. The Sunday pre-service sitting meditation averages 4 to 10 and the Wednesday morning Meditation/Sangha averages 8 to 16. Next year we plan to continue the current meditation experiences and complement with weekend outside led dharma and meditation teachers.

### *Lay Leadership:*

John Holl (Wednesday and Sunday) 619-546-6525  
 Diana Grove (Wednesday) 608-347-3596  
 Marge Wurgel (Open Heart) 619-263-2165



## Worship and Program Ministry Team

### Memorial Wall/Memorial Garden Wall

The purpose of this committee is to act as liaison between the artist, the church staff, and the church member who wishes to purchase a brick as a memorial for a deceased member, and to keep current and accurate records of such.



Bricks may be purchased by current church members, for future use by themselves, or for members of their immediate families. The artist installs bricks once each year shortly before Easter. This year six new bricks were added.

*The projects and goals for the foreseeable future are:*

1. Continued placing of bricks for members who have previously purchased them, on the Memorial Wall.
2. Make available and sell bricks for the six new Memorial Garden Walls, one wall at a time.
3. Creation of a new excel document for the Memorial Garden Walls.
4. Add to/maintain the waiting list for the six Memorial Garden Walls.
5. **Obtain executors' names and contact** information for members who have purchased bricks but have not yet died.
6. Install bricks of members long passed.



To find out more, contact Elaine Durson by phone at 619-518-4383, or email: [eballerinad@gmail.com](mailto:eballerinad@gmail.com)

## Worship and Program Ministry Team

### Music Ministry

*The Rev. Ian W. Riddell*, Minister of Music and Worship Arts,  
Chalice Choir Director, Voices in Unity Interim Co-Director

*Justin Murphy-Mancini*, **Organist / Pianist, Women's Chorus Interim Director (September-March)**,  
Voices in Unity Interim Co-Director

*Andrea Newall-Lockett*, JUUL Tones Director and Music Leader

*Lorelei Garner*, **South Bay Music Coordinator, Women's Chorus Director (started April 1)**

*Tony Bianca*, **Handbell Programs Director, Children's Choir Director**

Our Vision of Music at FUUSD: We know music to be a transmitter of culture and tradition, a way of knowing, a way of expressing, and a way of connecting with others and with the deeper reality of our lives. Its presence in our lives teaches us, inspires us, challenges us, and transforms our reality. The music ministry at FUUSD strives to explore, collaborate, worship, and be transformed through and by the music we make individually, in groups large and small, and with the whole community. We strive to create opportunities for all to explore and participate to the breadth of their abilities and comfort.



Our music ministry has continued this year to embody the aims and goals of our Strategic Plan goals and to deepen the spiritual and community life of our congregation. And we have worked to integrate and learn from the work our congregation is engaged in around inclusion and the journey toward wholeness.

Some highlights:



In worship, Justin Murphy-Mancini has also continued his practice of featuring a wide and diverse variety of composers from around the world **whose race or gender or culture have kept them out of the "canon."**

As Justin finishes his time with us this July, we are so grateful for five years of leadership, fabulous music, collaboration, generosity, and skill. Justin was a constant present in our Sunday morning worship at Hillcrest, bringing continuity, connection, and compassion to his work. His role on the worship team continued to be one of collaboration and deep understanding and commitment to liturgy and our need to expand our understanding of how we worship together. We will miss him and wish him well in his new role as Director of Church Music at the First Religious Society Unitarian Universalist Newburyport in Massachusetts. Join us for **a celebration of Justin's ministry in our congregation at 1pm on Sunday, June 16.**

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## Worship and Program Ministry Team

The JUUL Tones, under the direction of Andrea Newall-Lockett continue to sing in worship as well as at the bedside of those who are sick or dying and are engaged in protests and rallies around our community, sharing the voice of our values widely.

Chalice Choir, under the direction of Rev. Ian W. Riddell and with the collaborative leadership of Justin Murphy-Mancini, continued to present powerful, excellent music for our Sunday worship about twice a month. Rev. Ian, Justin, and Chalice continued to explore new repertoire — challenging ourselves musically while including composers new to us. One of our focuses this year has been on shaping our rehearsal to be a deeper experience of community and small-group ministry, sharing common songs, engaging in conversation and reflection.



A highlight of the year for Chalice, the JUUL Tones, and the Women's Chorus was participating in the San Diego Sings Choral Festival at the Spreckels Organ Pavillion at Balboa Park in March. More than two dozen choirs and choruses from the San Diego area joined together on that day: children's choirs, **community choirs, church choirs, and the San Diego Men's and Women's Choruses.** Each choir presented their own music and all joined in two mass numbers and several sing-alongs with the audience. It was a wonderful musical experience and a great opportunity for our members and staff to share our vision and values with the public at our display table.



Our Bell Ensembles — UUBellation and Las Campanas — have really gelled with Tony as Director - welcoming new members of many ages and levels of experience. And the bells continued to bring beautiful, heartfelt music to our worship **under Tony's leadership. It's especially wonderful** to see and hear the way that Tony has worked with ministers to use the bells to enhance the experience of worship.

This was a year of transition for the leadership of several of our ensembles.

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## Worship and Program Ministry Team

Voices in Unity was led this year by co-interim directors: Rev. Ian and Justin Murphy-Mancini. We welcomed two new members and, though small in number, have created some fabulous music together. Our year included our two regular concerts which highlighted the talents of our fabulous youth in solos as well as ensemble, and raised money to help fund parts of our program. The youth and chaperones (thanks!) journeyed to Camp Stevens again this year for our annual retreat, though a little later in the spring than usual, to build community, learn some musical skills, and hone our ensemble. The youth, under the leadership of Andrea Newall-Lockett, performed at an Eastern Star event at the invitation of Käthe Larick and did a fabulous job. Despite success in hiring directors for other ensembles this year, our interims led this group for the entire year. The plan is that the Music Coordinator, currently being searched for, will have this ensemble as part of their portfolio in the coming year.

Our **Children's Choir** was aptly and creatively led by Tony Bianca, first as interim and then as "settled" director starting April 1. This group has been growing in size, ability, and connection this year. They have led the congregation in singing at several Sunday morning services and joined the Mass Choir on Music Sunday for the first time in a few years. Tony has also brought deeper **integration with the congregation's RE program** — helping with continuity, connection, and commitment on the part of the singers and their families. We are delighted to welcome Tony into this leadership in an ongoing way!



Our **Women's Chorus** was directed by Justin Murphy-Mancini as interim for most of the year. The chorus continued to sing, learn, and lead in worship **under Justin's leadership**. We were excited to welcome Lorelei Garner, currently also our Music Coordinator at South Bay, as the hired Director of this group starting April 1. Already, community and

skill are being nurtured. We're looking forward to exciting things under Lorelei's leadership.

I'd like to take the opportunity here to express gratitude to the teams that worked with me to hire our new directors. The Women's hiring team was Kay Chandler, Karin Walin, and Rhiannon Smith. The Youth and Children's hiring team was Dylan Vaughn, Kia Bordner, and Katelynn Sutton. Many thanks to these folks who brought their hearts and minds and commitment to our music ministry to the process of finding new directors to lead in inclusive, creative, and powerful ways. Thank you!!!!

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## Worship and Program Ministry Team



Music at our South Bay campus continues to be lively, meaningful, and inspiring. Under the leadership of Lorelei Garner, and with the support of Andrea Newall-Lockett, Jon Garner, Aaron Irwin and many other musicians, South Bay worship has been blessed with a wide range of excellent and thematic music from many styles and traditions. This year, Lorelei continued to nurture the leadership of lay leaders in singing and playing in worship. The ranks of songleader continue to grow in harmony and leadership. And the South Bay Choir continues to blossom and deepen in ability and heart as they have led in worship several times this year.

**Of course, in worship we've also featured many musical performers beside our ensembles, we were especially excited to welcome Michael Morgan as soloist and music leader at our MLK service in January and Mariachi del Rey at our Día de muertos services in October.**

And it was wonderful to welcome UU leaders Dr. Glen Thomas Rideout and Rev. Jason Shelton to our Hillcrest campus during the year. Both led us in workshops focused on worship and music, inclusion and the shared expression of the richness of our experiences and values. Participants were inspired by their leadership — and the congregation sang joyfully and powerfully as they each led worship for the whole congregation.

Under the leadership of Justin Murphy-Mancini, our Fridays at First recital series has continued this year and has included local performers, graduate students, and our own home-grown talent. Again this year, one recital was expanded to include a celebratory **reception and the funds we've raised have helped pay our performers as well as build some funds to support the growth of our music programming: this year the fund supported the visits of Dr. Glen Thomas Rideout and Rev. Jason Shelton as well as contributing to fees for Michael Morgan on MLK Sunday and Mariachi de Rey for the Dia de Muertos service. We've developed a devoted, core audience and have expanded our advertising to reach more people. The future of this series will depend on volunteer support in the coming year.**

**It's been a very musical year.**

*Submitted by Rev. Ian W. Riddell, Minister of Music and Worship Arts*



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# Worship and Program Ministry Team



## Worship and Program Ministry Team

### UU Christian Study Group

#### *Purpose of Group:*

We are a community of non-creedal Jesus Followers in the history and tradition of Unitarian Universalism. We are members and friends of this congregation who share a common respect for the message of unconditional love taught by Jesus in the Gospels and in the Christian tradition from which Unitarians and Universalists emerged. We study all aspects of the world's religious and spiritual traditions so that this light may better shine in our own lives and world.



*"We study all aspects of the world's Religious and Spiritual traditions that this light may better shine in our lives and in the world"*

#### *Accomplishments:*

**One of the highlights of this year's workshops was "Preparing for Death As Spiritual Practice"**

**using the teaching of 60's guru Ram Das and Tibetan Lama Sogyal Rinpoche.** The teachings of Jesus clearly suggest that death is not the end but the church has always neglected how to get there. Ram Das teaches the importance of using your spiritual practice to find a place inside you which is beyond time and space and thus beyond death, and to accept age related change but to not let it own you, and to rest in naturalness.

**Another well received workshop was "Christianity: World Religion versus Inner Path" based on the work of Prof. Jacob Needleman of San Francisco State. Dr. Needleman illustrates how Christianity lost its power as an inner path as it became a successful world religion. He stresses the need to return to contemplative prayer and the awakening of one's spiritual life.**

As a follow up we did a workshop on the differences and similarities of prayer, meditation, and contemplation: language, quiet mind, and sustained focus all of which can be a part of spiritual practice and tools of inner work. More to come.

#### *Church Goals:*

A just and compassionate life and world is the very core of a Jesus centered spirituality. The UUCSG provides thoughtful and challenging workshops, discussions and worship three to four times a month to support individuals and the whole community in traveling this path.

#### *This Next Year:*

In this coming year, we will continue our walk with Jesus through the spiritual path of the Unitarian Universalist tradition: a path we walk with the Buddha, Moses, the Koran, the Humanists, the sun and moon, and all the women and men, scholars, poets, prophets, scoundrels and saints who make us who we are.

#### *Lay Leadership*

Curran Jeffery, Moderator; Arjay Palmer, Host; Jan Mooers, Host

*The Mission of the First Unitarian Universalist Church of San Diego is to create community, nurture spiritual growth and to act on our values to help heal the world.*

## COVENANT OF GOOD RELATIONS

### Preamble:

We members, friends, staff, and ministers of First Unitarian Universalist Church of San Diego covenant to treat ourselves and one another with respect. We vow to live our values, to learn, and to serve in ways that are fulfilling and responsible.

### **We respect and honor ourselves and others when we:**

- listen, speak, and act with integrity and compassion;
- communicate openly without anonymous criticism; and express gratitude and appreciation.

### **We value ourselves and others when we:**

- invite and welcome into our church the diverse populations and cultures of the wider community;
- enjoy each other with playfulness and good humor; act with awareness of ecological issues.

### **We learn when we:**

- educate ourselves about church structure and governance, and the responsibilities of ministers, staff, and volunteers;
- appreciate our own limitations as well as those of others; and
- practice the established process of resolving differences.

### **We serve when we:**

- contribute our financial resources, time, and skills according to our ability, whenever possible;
- model Unitarian Universalist beliefs and values; and strive to reflect more accurately the demographics of the wider community in our Church.



First  
Unitarian Universalist  
Church of San Diego

Approved by the Congregation on June 8, 2008







