



First
Unitarian Universalist
Church of San Diego

ANNUAL REPORT 2019 to 2020

**This document captures the activities of this
UU Congregation between July 2019 and June 2020.**

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



firstuusandiego.org

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It's important to know that for over a little more than half of our church year, our ministry teams were engaged in meeting the goals of a strategic plan that had expired while a new one was being written. And then in March, the COVID-19 pandemic hit and everything changed. A new strategic plan was written and is now being revised again to better address our new shared reality. It will be posted on the church's website. In the meantime, ministers, staff and lay leaders within our eight ministry teams will continue our work, through the lens of our Journey Towards Wholeness, inclusivity and accessibility work to fulfill our mission of creating community, nurturing spiritual growth and acting on our values to help heal the world.



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

Journey Toward Wholeness

Journey Toward Wholeness (JTW):

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

Summer 2018’s Town Hall meeting stunned many when Black/Indigenous/People of Color (BIPOC) shared the deep hurt they’d experienced in this, their spiritual home. Becoming a more radically inclusive, anti-racist, anti-oppressive congregation is the deep work to be undertaken by the entire First UU community—led by the Board, Ministers, staff, and Journey Toward Wholeness (JTW) core team.



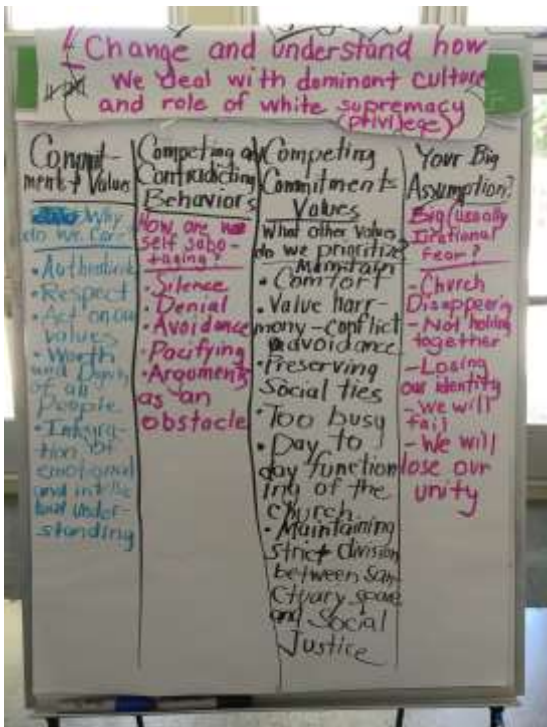
Newly re-energized in September 2018, the Board appointed an eight-person core team reflecting San Diego County’s racial demographics. Unchanged is the vision of radical welcoming—striving for an unending practice of inclusion and intersectional justice for those marginalized. This includes those within our community and 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.

Due to personal needs and moves for school and employment, the 2019-2020 church year began with a core team of five which did not represent the county’s demographics—two BIPOC (Alpa Patel and Isaac Castro) & three non-BIPOC (Jan Garbosky, Steve Howard, and Maggie Marshall). As of March 2020, three BIPOC were added to the team: Honor Bell III, Jennifer Clay, and Kia Bordner—bringing the team back to its original number and demographic balance.

JTW meets every other month. Although there has not been a formal evaluation of JTW’s anti-racist/anti-oppression work, team members meet on the off months with both ministers and the President and Vice President of the Board in “Collective Meetings” in which all aspects of First UU’s programs and activities are discussed.

Additionally, the work in JTW’s five Focus Areas described below have touched more than 100 First UU members and friends or approximately 15% who have participated in activities gaining knowledge and the commitment to working on their own racism.

The team’s mission is to collaborate with all groups within First UU to dismantle systems of oppression of all types in each of us as well as the congregation as an institution. We commit to facilitating growth and progress through efforts that invite vulnerability. Through efforts that ask us all to lean into tough and yet meaningful conversations, we’ll reflect on our own actions, words, and beliefs. By doing so, we can deepen connections and remove barriers to



Journey Toward Wholeness

fostering a spirit of true beloved community that allows for a diverse church community aligned to our aspirations.

Along with the Board and ministers, JTW members have continued to assess 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 lay leaders to assess actions and activities using an anti-racism/anti-oppression/dismantling white supremacy lens. The Social Justice Executive Team is coordinating those who volunteered to help begin work on identified anti-racism/anti-oppression projects and, along with members of the JTW team, will act as mentors for those leading the projects.

Focus Area Tasks/Accomplishments:

Finances:

- Submitted a request and, for the first time in the 20-year history of JTW, received a line-item budget for JTW in support of congregation-wide activities and programs. (In previous years, JTW relied solely on the monies collected during the Martin Luther King, Jr. Service offering.)
- Ministry Teams are now required to spend at least 10% of their budgets on anti-racism/anti-oppression work—on their own or in collaboration with other Ministry Teams.
- Discussed with the Board President and Vice President and the ministers the need for a line item budget for DRUUMM in the 2020-21 fiscal year.

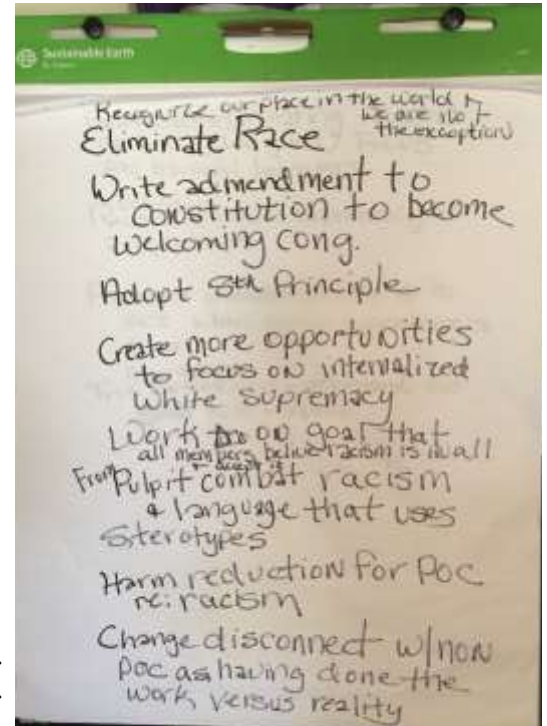
Worship and Music:

- Support Ministry Team to increase lay participation, especially by BIPOC, in worship planning and in leading worship.
- Support Ministry Team in increasing awareness of appropriate cultural exchange with music.
- Continued review of the Welcome Words.
- Designed flower displays and dedications/write-ups to reflect diverse cultures/traditions and Black / Indigenous / People of Color (BIPOC)—both national figures and those within our faith community.
- Praise to all parties involved in getting our trilingual (ASL, Spanish, English) Online Worship set up. Thank You!!

Culture and Practices (originally Policy):

In the past year, the team has dedicated much time and effort to draft intentional, inclusive guidelines for:

- Staff hiring practices;
- Staff cultural/inclusion competencies, including recurring discussions and training at staff meetings on topics relevant to the JTW lens;
- How leaders within First UU apply JTW in terms of how they create programming and further their roles;
- Inclusion Covenant; and
- Seeking use of funds for existing groups within First UU for JTW-focused efforts.



Journey Toward Wholeness



In the past few months, in the new reality before all of us, we are all shifting to more virtual space, and new environments. The focus area team sees a need to shift focus as well, to be most relevant to what is happening today. As a result, the following have been identified for continued partnership with the ministers and staff:

- Defining effective methods for inclusive welcoming and offering diverse service programming in virtual spiritual space, seeking feedback from the First UU community and prospective members;
- New members and connections; and
- Social media platforms to extend First UU’s reach.

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

- Thanked dedicated leaders of the NAACP and SDOP who participated in the Beloved Conversations community panel with cards of deep appreciation for the sharing of pain, disappointment, anger, progress, and renewal. Donations were made to their organizations.
- To increase UU connections and broaden understanding of structural racism and microaggressions, created numerous one-on-one gatherings to encourage deep, and non-judgmental conversations exploring beliefs, personal stories, and perceptions, with the lens on “impact.”



- Collaborated with parent leaders Mardi Bishop and Parke Troutman to develop a program to identify and procure children’s books that see multicultural families and BIPOC as dominant characters.
- Alison Aguilar Lopez Gutierrez McLeod, Director of Religious Education at the UU Fellowship of San Dieguito generously offered and agreed to identify current children’s book titles and multicultural authors/illustrators to include in the “book cart.”
- Worked in cooperation with the Director of Family and Lifespan Ministry to support the work being done through the Parent Lounge to create a children’s book cart with messages of inclusion and a new matrix resource list for parents.
- Introduced the parent “book cart” with a garden of books displayed in the Meeting House on the last Sunday in January.
- Extended gratitude to Alison Aguilar Lopez Gutierrez McLeod for her help with the “book cart” via a surprise live-streamed presentation to her on March 22nd, with a treasure book of thank you notes from parents, ministers, JTW team, and the congregation.
- Coordinate responding to requests from families to check-out (borrow) books from the “book cart.”

(continued on next page)

Journey Toward Wholeness

Education:

Activities are focused on developing a cadre of congregational leaders to help in this work, developing a common language and understanding of racism and its manifestations, and engaging in deep, relationship-building conversations:

- Offered a 2nd (Oct/Nov 2019) and 3rd (Feb/Mar 2020) administration of Beloved Conversations: Meditations on Race and Ethnicity:
 - * Including the 1st cohort (Apr/May 2019), the number of total participants is 85.
 - * Both ministers have participated as Facilitators.
 - * Board members, Nominating Committee, and Ministry Team lay leaders participated in the year’s Museum of Man “Race: Are We So Different?” tour
 - * First UU is the only congregation to have staff included in the program. To allow staff to participate, duties and/or hours were adjusted.
 - * Due to the coronavirus, the 3rd cohort was unable to complete the entire program. In collaboration with Meadville-Lombard Beloved Conversations program staff, decisions will be made about how to complete the program at a later date.



cohorts along with participants in last and microaggressions workshop.



- Planned for First UU to beta test Beloved Conversations Family in April/May 2020. Due to the coronavirus, the program has been suspended and will be rescheduled at a time yet to be determined.
- Planned and coordinated a 5th Tuesday meeting with the Board and instituted extending invitations to lay leaders and participants of the above programs. The result was an audience of 45 for the July 30, 2019 viewing party and discussion of Rev. Marta Valentin’s Sunday sermon at General Assembly 2019 “In This Delicate Turning: It Is Time Now.”
- Provided Ministers and the Board results of Beloved Conversations “What We Dream of Doing” and “How to Make It Happen” brainstorming for use in development of First UU’s Strategic Plan.
- Provided the Social Justice Executive Team with list of Beloved Conversations participants who volunteered to help implement specific anti-racism/anti-oppression projects.
- Developed mini-articles published in The Window:

- * JTW “On Microaggressions:” A series of seven mini-articles to help congregants develop a common understanding and language and behaviors around a variety of anti-racism/anti-oppression issues beginning with “microaggressions.”
- * JTW “What Can I Do?” A series of 17 mini-articles to encourage individual, at-home research/learning about anti-racism/anti-oppression topics—targeted to those not comfortable participating in the two group-based educational activities (Beloved Conversations and the Museum of Man “Race: Are We So Different” tour/workshop).



- Planning for additional Museum of Man exhibit tours and workshop was suspended due to the coronavirus.

Rev. Kathleen Owens, Lead Minister

The church year started in July of 2019 and the summer months saw us saying “Farewell” to Justin Murphy-Mancini and to Rev. Ian W. Riddell and “Welcome” to Lara Korneychuk and Chase Pado. We had lots of activities within our eight ministry teams and you’ll find details of those in the reports that follow. The Board, our Journey Towards Wholeness (JTW) team, Ministers and various lay leaders participated in a Visioning weekend with the Rev. Marta I. Valentín and Rev. Roger Bertschausen to capture our vision of who and what we could be through a strategic plan that incorporated the work of the Visioning the Future (VtF) team. VtF committees held Sunday forums as we learned together about various possibilities as a response to UCSD Medical Center’s re-modeling plans across the street from our Hillcrest campus.



Going from three ministers to two, and not having an intern minister this year, meant that worship services included many more lay leaders and some guest preachers. The shift in ministers meant that some programs were not offered, especially in Adult Religious Education. We focused our energy on worship, working with our Journey Towards Wholeness team, social justice and small group ministry to ensure our mission continued to be fulfilled. Rev. Tania continued supporting many small group ministries while Rev. Kathleen met Generosity leaders, with our Larger UU Connections team and with our Young Adult program. We saw another cohort of people engaging with our Beloved Conversations program and planning started for a spring Beloved Conversations for Families of Color. We started a congregational effort with the Unitarian Universalist Association’s program “UU the Vote” and in January our Food Pantry, housed at our South Bay campus opened. February saw us creating a partnership with UCSD’s Geriatrics Education Center to bring various programs to our congregation and how our elders might offer their experiences and wisdom to the Geriatrics Education Center’s programs.



And then March came and COVID-19 became a local reality as we continue to shelter-in-place. This new reality and the sheltering-in-place response has created an enormous health and economic crisis for all of us in different ways. We started online worship services on March 15th and these services continue. This learning-as-we-go has offered challenges and creativity as the worship team expanded. We now have a new technology crew and our musicians are actively engaged in deeper worship planning and creation, learning new video-making skills and more. We’ve also had to re-direct the staff’s work to adapt to this new reality. And while many miss gathering in person for worship and programs, the opportunities that are available now, because we’re online, are

Rev. Kathleen Owens, Lead Minister

truly exciting. Offering services in three languages in one service simultaneously means we're becoming more accessible to many more people than ever before. We now have people attending services from all over. And there are questions we need to answer: how can we reach those who are attending Sunday services and invite them into deeper participation in the congregation and community? How can we make more of our programs and community more accessible in three languages, expanding our accessibility and people's involvement? How can we live out our values and principles online and how can we best use all of our resources to fulfill our mission in this new reality? These are just a few of the many questions we have going into our changed reality.



Given the pandemic, only two of five income streams remain stable as of this date. The most reliable and biggest source of income are your financial commitments (pledges) and gifts to the church. The income from our parking lot, from renting out our facilities and other fundraisers are way below projections. Like every other church in the country, this means we made some changes in our expenses until we could understand more clearly the financial reality before us. This new COVID-19 reality has shown us many things, including how interconnected and interdependent we are. And it's forcing us to creatively address ongoing needs and to re-think how we not only experience church, but how we do church. I'm so proud of this congregation and its generosity. A big change in April came when we (ministers, JTW team and social justice team) re-directed three months of our offerings to grow our Ministers' Discretionary Fund and prioritized the needs of Black, Indigenous, People of Color (BIPOC) in this time of health and economic crisis. We made this change because we know that the BIPOC communities have been hit by the virus and economic crisis the hardest. And this fund is helping all who are in need, as we can. Your generosity to this fund has made a direct and real positive impact on people's lives.

We are living in uncertain times; we are assessing our needs and exploring a variety of ways to meet those needs and we are seeing opportunities for growth in many places, in many ways. Guided by our mission, we will strengthen our shared ministry and continue making a difference in this world.

Rev. Tania Márquez, Assistant Minister

I am writing my report from home, trying to reflect on this year that started in July but unable to avoid thinking about where we are right now. My third year as your Assistant Minister started with what I expected to be a new tradition at South Bay of celebrating the harvest and sharing the bounty of our gardens with our community.

Worship services at South Bay became more collaborative, working with at least one worship co-leader but, more often than not, including several voices in the services. Isaac Castro and I kicked off the new year with a service about rest and naps all while some of our volunteers were already working to get the food pantry set up.

As I watched the news, like many of you, and watched the rapid spread of the coronavirus through the world, I was paying attention to how other communities were responding, trying to learn from them. When the time came to learn that we needed to stay at home, the two first weeks were a lot of work setting up our Wisdom Circles and other small groups to continue online using ZOOM. We also quickly set up a team of callers to reach out to our members and friends.

I appreciated everyone's willingness to give unfamiliar technology a chance in order to remain connected with our community. We knew we wanted to have a virtual presence for a while now, but we always thought we had more time to plan for the moment it would happen. Instead, covid-19 forced us to just do it and learn in the process.

Without ignoring the difficulties that this crisis still presents, we have tapped into our creativity to do the things we were doing before online or at a safe distance.

On Wednesdays, I started offering an interactive vespers service online in Spanish and in English. The English group was not as successful as the Spanish group. The Spanish group has been attended by people from South America. Our church is becoming a church they can attend when they turn to the internet in search of a UU church. Our trilingual services are truly reaching beyond borders. I like this idea of our church being borderless, it feels expansive, reaching out to those who are still looking for a church to call home.

This year, I have also served our larger movement as the chair of our General Assembly's Worship Arts Team. A challenging year for such a task but I have been working with a wonderful team of worship leaders whose vision is larger than any crisis and whose desire to offer meaningful worship has driven their work with each of their teams. I have been very lucky to be working with them.

I am looking forward to our growth as community this coming year. I hope you'll join us in continuing to build the kind of church we want to be. Let's figure out together who we can become.



Rev. Tania J. Marquez

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 during South Bay worship services a couple times throughout the year
2. Performed during a couple Celebrations of Life

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

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. **Working with Rev. Kathleen and members of the JTW Core Team in preparing First UU's** Hiring and Staff Management Process, including an Inclusivity Covenant, Staffing Process, Inclusion Competency Rubric for staff, ministry teams and programs.
2. **Participated in the Board Retreat with Rev. Marta and Rev. Roger regarding church's re-**visioning and strategic planning process.
3. Met with UURise leaders to co-facilitate their fundraiser concert here at First Church **featuring Emma's Revolution and Peter Mayer.**
4. Started Beloved Conversations and completed half of the sessions until COVID-19 hit and meetings were suspended.

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

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

Robie Evans, Director of Operations

Administration / HR

- ◆ Staff Onboarding of Kathleen Swift, DFLM; Lara Korneychuk, Interim Hillcrest Music Coordinator; Chase Pado, Pianist/Organist;
- ◆ Administered my Staff Evaluations
- ◆ Created First UU cell phone/mileage reimbursement policy
- ◆ **Working with John Leeker of Meadville Lombard to start archival process of church's electronically filed board minutes and board packets**
- ◆ Futures Work continued through most of the fiscal year with many meetings and forums. Am a member of the Visioning the Future Core Team and a member of the Real Estate Sub-Committee.
- ◆ Worked with UCSD regarding ongoing clean-up of MTS Bus shelter on Front St.
- ◆ Distributed updated Employee Handbook to staff after it was reviewed and revised by our employment attorney.
- ◆ Revised our medical insurance benefit for employees from 100% employee coverage to 80% / 50% for employee / dependent(s) per UUA recommended guidelines and to meet our principles and values.
- ◆ Promoted Rose Riedel to Office Manager
- ◆ Assisted our website consultant with transition to new website: proofreading, training
- ◆ Met with health insurance broker to discuss cost analysis for different networks if we were to change or **make sure we're still in the most cost effective plan. Analysis done and decision made to stay as is.**
- ◆ Social and Digital Media Code of Conduct policy for members and friends finalized.
- ◆ **Renewed church's streaming license and working with MAG team members on what is still needed to make this happen.**
- ◆ Worked on California AB5 bill regarding independent contractors and how it might affect First UU
- ◆ Rose and I took the Front Desk Volunteers out for their annual appreciation lunch – well attended and well received!
- ◆ Worked through transition of Flower Coordinators.

Finance

- ◆ Generosity Ministry Team - took over facilitating these meetings when Development Manager first went to half-time then resigned eff. 12-31-2019. Helped facilitate Generosity Sunday for special collection for fair compensation values in November 2019. Specialty Sale was held under strong leadership from Rhea Kuhlman and her team with great success. Managing monthly pledge reports and working with Connections Coordinator to contact members who are not currently meeting voting member requirements per our constitution. Continuing monthly pledge letters for renewal of pledges. Continuing monthly email **update campaigns for pledge "statements" at 6 months and 11 months.**
- ◆ Worked on collecting facilities use fees that were over 90 days with much success.
- ◆ Met with Ace Parking regarding minimum wage increase last January.
- ◆ Participated in a mission-based budget discussion with Rev. Kathleen, Rev. Tania and Connie to discuss how our mission/vision/values play into the expenses portion of our budget.
- ◆ D4\$ 2020 – 2021 work began and then suspended with start of COVID-19 stay-at-home order from the Governor. Some events have been collected and will continue to be collected until we decide when to hold the auction process.
- ◆ Helped facilitate implementation of financial administration of new South Bay Food Pantry.
- ◆ FY 20-21 Budget work

Robie Evans, Director of Operations

FACILITIES - Hillcrest

- ◆ Installed “Who We Are” Portrait Gallery in Welcome Center – with a few remaining touches to go.
- ◆ Continued sewer ejector pump improvements: obtaining manual, hooking up alarm system, inspection from another company
- ◆ Met with property insurance broker to discuss our annual renewal.
- ◆ Working on improvement of sewer line to campus
- ◆ Installed hand dryers in restrooms after recurring vandalism occurred with paper waste in toilets.
- ◆ Continued WiFi improvements to enhance livestreaming capability.

FACILITIES - South Bay

- ◆ Renewed City of Chula Vista Conditional Use Permit
- ◆ Helped facilitate use of Suite 101 for food pantry.

OTHER

- ◆ Virtually Attended and led Association of UU Administrator (AUUA) Board Retreat June 2020 as President
- ◆ Virtually Attended and supported AUUA Annual Meeting (re-elected as President for another year) and AUUA ProDays June 2020.
- ◆ Attended General Assembly Virtually Jun 2020
- ◆ Attended monthly luncheons of The Church Network Administrators group for local area church administrators.

PRESCHOOL

- ◆ Met regularly with Preschool Director
- ◆ Facilitated ongoing maintenance issues in Preschool spaces.



Robie showing off a hip new 2020 fashion trend!

Robie Evans, Director of Operations



The weekly Staff Meeting held via Zoom

COVID-19 PANDEMIC STRATEGIES BEGAN MARCH 13TH

- ◆ Coordination of Staff working at home remotely
- ◆ **Parking lot revenue took a deep decrease and we're working with Ace Parking and UCSD to offer extra services as needed.**
- ◆ Custodial Services
 - * Suspended custodial services at South Bay campus
 - * Suspended Hillcrest Thursday/Friday person
 - * Keeping Antonia working full-time doing deep cleaning projects and she's going to South Bay once a week for that cleaning.
- ◆ Preschool had asked for a lease deferment/suspension/waiver. Worked up agreement, then they decided to keep paying their rent from their reserves, then they received SBA PPP loan.
- ◆ Immediately cut other expenses: ministry team budgets, professional expenses and more
- ◆ Have attended many UUA webinars (also others put on by our law firm and insurance company) on new legislation which came out to help during the pandemic. Even helped co-facilitate with UUA Office of Church Staff Finance.
- ◆ Virtual Annual Meeting How-To's / **Learnings** – determined date of June 28 to allow additional time for budgeting, working on electronic voting process, and forums to teach members how to attend/participate/vote.
- ◆ **Already thinking about how we will “re-open” and what our future might look like while staying safe.**

Finance

- ◆ CARES Act –
 - * SBA Payment Protection Program – learning about, preparing application, submitting application, waiting for response. Obtained loan approved and funds were disbursed on 05-04-2020.
- ◆ Forecast Process – remaining months of FY 19-20
- ◆ Budget Process – FY 20-21
 - * Preparing a 3-month 1st Quarter FY 20-21 budget, followed by a 9-month budget for remainder of the year.
 - * Working to present budget prior to the virtual annual meeting to allow more time for questions and explanations.

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 2019 through June 2020)

- ◊ The Connections Team responded to requests for more opportunities to socialize in fun, informal ways by planning one-time mixers and an ongoing drop-in group. In January 2020, the Connections Team celebrated the New Year **with a 1920's themed social where attendees were taught some popular dances of the decade** by volunteer church members and shared food and sparkling cider in Bard Hall. The Arts and Crafts Social provides an ongoing, informal way for people to socialize while working on creative projects. Originally scheduled as a standalone event, the Connections Team partnered with the First UU Art Guild to include the social in existing Art Guild receptions to provide a way for artists and attendees to interact while actively engaged in creating new works. More mixers were planned for the spring, but had to be postponed/cancelled due to social distancing recommendations.
- ◊ When it became clear that the way our community connects with each other would be changing drastically due to COVID-19, the need to transition to ways to connect while physically distant became immediately important. The Connections Team quickly began working with Lay Ministers, Lay Leaders, and volunteers to coordinate individual check-ins with church members and friends to assess needs and provide an opportunity for friendly conversation with folks who may be particularly vulnerable during this time. Social Hour was moved to a Zoom format in early April, allowing the community to see each other face to face after Sunday service, and to converse in small groups that are randomized so that attendees are able to both greet long-time friends and meet people who are new to them. As other groups at church have moved to meeting virtually, assistance has been provided to ensure that the challenge of learning new technology will not prevent the church community from working, worshipping, and sharing with each other during tumultuous times.

Stefano Brigidi	Ken Oberlander
Andrea Hartzell	Louise Titlow
Leonard (Len) Mayo	Karen Kircher
Margaret (Marti) Benjamin	Andi O'Briant
Lea Zanjani	Annie McKenna
Rhiannon Rudisill	
Aaron DeGroot	

In the last church year, 12 people have become members of First UU. These individuals are:

- ◊ Over the past church year (from July 2019 until our last day of in-person services on March 8th, 2020), approximately 103 individuals visited our campuses and were contacted with a welcome email after filling out a visitor form.
- ◊ Currently, church membership stands at 601 active, voting members.

(continued on next page)

Jenner Daelyn, Connections Coordinator

How your activities integrate with the Church's Goals:

- ◇ The Connections Committee reaches out to potential members with our 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. Virtual meetings and socials allow connection while sheltering in place. *(Goal 1. Provide bold and engaging worship and programs to meet the spiritual needs of a diverse, intergenerational and multicultural community).*
- ◇ 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. *(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

- ◇ Continuing to expand options for people to connect and socialize during shelter-in-place.
- ◇ Creating a streamlined process for membership at a distance that includes membership recruitment, programming like Becoming A Member Orientations and Building Sacred Ground, and celebrations of new members.
- ◇ Working with a variety of church groups to reimagine the welcoming process so that we are ready to meet the needs of the wider community when we open back up to in-person gatherings – with an intentional focus on anti-racism and inclusion.

Lay leadership: Kathleen MacLeod, Summer Lively, Caroline Clark, Elizabeth Schmidt



Rose Riedel, Office Manager

Hello from your friendly neighborhood Office Manager! It is with deep gratitude that I reflect on this past church year. Being your Office Manager, and supporting all the various groups and ministries of our church is one of the great joys of my life.

There are many tasks I am responsible for here at First UU, including the following:

- ◆ **Compilation of the church's various publications**
 - * The Weekly Order of Service
 - * The Weekly Newsletter, *The Window*
 - * The Monthly Magazine, *First Words*
 - * The Quarterly Membership Directory
 - * The Annual Report
- ◆ Administrative support to our ministry teams and lay leaders
- ◆ Managing supplies on our church campus
- ◆ Sorting and delivering our mail and phone bank messages
- ◆ Researching and utilizing publication software systems
- ◆ Staff support member of the Planned Giving Committee
- ◆ Assisting in facilities management where needed, and assisting in interacting with vendors
- ◆ Entering donations into our database management system
- ◆ Sending out monthly letters to congregants
- ◆ Troubleshooting issues as they arise
- ◆ Coordinating with and supporting our Front Desk Volunteers



My responsibilities have shifted a bit ever since we transitioned into “pandemic mode.” Though I have discovered that by and large the work I do, luckily, can be done at any desk on any computer. Of course, that’s not true of all of my duties and I am so very grateful to other members of staff that have been able to make occasional trips to the church campus and pick up the slack where needed. I do miss being “in the middle of everything,” seeing so many beloved faces, coworkers, congregants, and volunteers day in and day out.



Speaking of our front desk volunteers, I would be remis if I didn’t mention how fabulous they are! The office would not run as smoothly as it does without them; and I for one know I couldn’t do what I do without their unfailing support. Our volunteers, whether they hold a “regular” spot on the volunteer schedule, or they are back-up support, keep our wheels turning and have my deepest love and gratitude.

I would also like to hold up our wonderful staff team. Before now, I never knew a workplace could be home or that co-workers could be family. Our staff works as a wonderful team, everyone valued and treasured. I would like to thank our entire staff for always making me feel so needed and appreciated, and I would particularly like to thank Rev. Kathleen, Rev. Tania, and Robie for having such faith and trust in me, for always supporting and lifting me up.

I would especially like to thank Robie for always being there to answer my questions, for taking me under her wing and supporting me with humor and grace as I learn, for growing my confidence and holding my hand when it’s needed; and most of all for being such a dear and true friend.

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 2019 through June 2020):

The major accomplishment of our South Bay Community, and all of our First UU Community, is the creation of the Food Pantry. These two first photos show our volunteers, on January 5th, assembling shelves for the pantry. Back then, the plan was to open the pantry in February to begin serving our local community.

El mayor logro de nuestra comunidad de South Bay, y toda nuestra comunidad, fue la creación de la despensa de comida. Estas primeras dos fotos muestran a nuestros voluntarios, el día 5 de junio, ensamblando los estantes para la despensa. En ese entonces, el plan era abrir la despensa en Febrero para empezar a servir a la comunidad.



(continued on next page)

South Bay Ministry Team

While Rev. Tania and Maureen MvNair spoke about a soft-opening and a grand-opening at first, the pandemic increased the need for its services and by mid-march our pantry was operating following strict social distancing and hygiene procedures. The pandemic also made buying food in bulk difficult, yet our members and friends continued to contribute with food and monetary donations to keep the pantry going.

Mientras que Maureen y yo hablábamos de una apertura suave y una mayor, la pandemia aumentó la necesidad de sus servicios y para mediados de marzo nuestra despensa estaba operando siguiendo procedimientos de distanciamiento social e higiene estrictos. La pandemia también dificultó la compra de comida en grandes cantidades, sin embargo nuestros miembros y amigos continuaron contribuyendo con donaciones de comida y dinero para mantener la despensa abierta.



Maureen, as the lay leader of this ministry, has been working with community partners, networking with local businesses to sell us produce, rice and beans, and coordinating volunteers. She often tells me that the pantry seems to have a life of its own, people want to be part of this ministry and people are being served by it. Jenner has also been collaborating with Maureen in terms of volunteer training and as the staff support person for the pantry.

Maureen, como líder laica de este ministerio, ha trabajado con otras organizaciones en la comunidad y creando lazos con negocios locales para que nos vendan frutas y verduras, arroz y frijoles y coordinando voluntarios. A menudo me dice que parece que la despensa tiene vida propia: las personas quieren ser parte de este ministerio y se está sirviendo a la gente. Jenner también ha estado colaborando con Maureen para capacitar a voluntarios y como personal de apoyo a la despensa.

After the Covid-19 outbreak, dozens of congregants showed their spirited generosity with their labor as well as donations of food and funds. Today, the South Bay Food Pantry has about 500 clients and has distributed about 10,000 pounds of food. The South Bay campus is closed, so the pantry has temporarily been able to spread to the waiting room, religious education room, worship space, and social hall. The need in the pantry neighborhood is high.

Después del brote de Covid-19, docenas de congregantes mostraron su espíritu de generosidad con su trabajo y sus donaciones de fondos y comida. Ahora, la despensa de comida de South Bay tiene alrededor de 500 clientes y se han distribuido alrededor de 10,000 libras de comida. Nuestro campus de Chula Vista está cerrado, así que la despensa se ha expandido temporalmente a los espacios del santuario y el salón social así como el salón de educación social. La necesidad en el vecindario de la despensa es muy alta.

South Bay Ministry Team

South Bay participated in the South Bay Pride festival in September and it held its annual tamalada. **This year, our tamalada was also attended by parents and students of Mar Cardenas' third grade class.**

South Bay participó en el festival del orgullo de Chula Vista en septiembre y llevó a cabo su tamalada anual. Este año, a la tamalada asistieron padres y alumnos de la clase de tercer año de Mar.

We were looking forward to attending Southwestern College's Cesar Chavez Breakfast in March and the annual Day of the Child festival in April but both events were cancelled.

Habíamos planeado asistir al desayuno Cesar Chávez de Southwestern College en marzo y al festival anual del día del niño en abril pero ambos eventos fueron cancelados.



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. Proveen 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. This year, South Bay started what we are hoping will become an annual ritual of people bringing the bounty of their gardens to share with our community. In celebration of both the day of Pachamama, August 1, and the Guelaguetza Festival, July, we will continue to celebrate this service at the end July.

Servicios multiculturales e intergeneracionales. Este año, South Bay empezó lo que esperamos se convierta en una celebración anual donde las personas comparten la cosecha de sus jardines con la comunidad. Para celebrar tanto el día de Pachamama, 1ro de agosto, y el festival de la Guelaguetza, en julio, continuaremos celebrando este servicio a finales de julio.

◇ We had an intergenerational service with our children and youth telling the story of the Wizard of Oz, a Lay Minister service with ritual, and other services that invited the voices of members like Isaac Castro, Everett Eastman, Pat Schmidt, Lynda Gilgun, Angela Garcia-Sims, Susanna Concha-García and many more. Thank you to all of them for enriching our South Bay worship experience. *Tuvimos un servicio intergeneracional en el que nuestros niños y jóvenes nos contaron la historia del mago de oz, un servicio ritualístico on nuestros ministros laicos, y otros servicios que incluyeron las voces de miembros como Isaac Castro, Everett Eastman, Pat Schmidt, Lynda Gilgun, Ángela García-Sims, Susanna Concha-García y muchos más. ¡Gracias a todos ellos por enriquecer nuestras celebraciones dominicales en South Bay!*

Other programs that are still being offered at South Bay are:

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 meetings often before the stay at home orders, Big Questions, and the South Bay neighborhood group continues to meet every two months to build **relationships and deepen connections. For Valentine's Day, Lynda Gilgun offered an after the service activity of making cards.**

En cuanto a programación, South Bay provee espacio para las reuniones en persona y virtuales de Chi Gun con Lolly Brown los jueves, el grupo de organizándonos por la justicia tuvo reuniones frecuentes antes de la orden de quedarnos en casa, Big Questions, y el grupo del vecindario de South Bay continúa reuniéndose para crear vínculos y profundizar sus amistades. El día de San Valentín, Lynda Gilgun ofreció una actividad para hacer tarjetas después del servicio.

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.

Hemos participado en el festival del orgullo de South Bay el cual celebra la diversidad, el amor, la igualdad para todos al promover concientización de y crear comunidad con la comunidad LGBTQ.

- ◊ The creation of our South Bay Pantry.

La creación de la despensa de comida de South Bay.



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.

- ◊ With moving services online, the presence of both languages as existed in South Bay is more prevalent in our church.

Al hacer nuestros servicios en línea, la presencia de ambos idiomas como existían en South Bay está más presente en la iglesia.

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 of its members. The choir continues to meet online.

Un coro intergeneracional ofrece la oportunidad de involucrarse, de conectar y de desarrollo de liderazgo para todos sus miembros. El coro continúa reuniéndose en línea.

- ◊ Youth, children, and people of all ages continue to be worship associates.

Jóvenes, niños, y gente de todas las edades continúan participando como ayudantes en el servicio.

Anticipated projects for the next year:

- ◊ Continue with our Food Pantry and explore new ways to connect with our local and virtual community.

South Bay Leader: Rev. Tania Y. Márquez

South Bay Food Panty Lay Leader: Maureen McNair



Caring Ministry Team

Purpose of the group:

Provide opportunities to strengthen our church community via mutual support and service. Also, to provide practical information & resources available from First Church and our county.

Major Accomplishments/Activities (July 2019 through June 2020):

- ◇ Lay Ministry/Sunday listening - Led by Rev. Tania and Gay Hybertsen, the Lay Ministers are a presence after Sunday services at both campuses, at holiday events, and whenever a potential need is identified. They are also available for one-to-one pairings via the ministers for folks who might be experiencing a crisis and could benefit from several meetings. The group meets monthly most of the year, and has an annual retreat. In these gatherings, training is provided, and experiences processed. The group planned all aspects and served as worship associates for a Sunday worship experience at both campuses. The LM team has had limited success in achieving diversity within their ranks, and continues to seek solutions to that. Some of the Lay Ministers have attended the Race Exhibit at the Museum of Man, and many have participated in Beloved Conversations.
- ◇ Support groups - Several ongoing support groups are well attended, and facilitated by Lay Ministry team members as well as Gay Hybertsen, Rev. Katy Swanson, Joan Helland, and Kathy Gilbert. Memory Matters, Coping with Chronic Conditions, Caregiver Support, and Living the Homestretch are all ongoing. Twice this year, a short-term, educational grief support group was provided. During this pandemic, many of those meetings are being held via Zoom platform.
- ◇ Practical Care Group - We continue to have close to 70 volunteers who are **“on call” whenever a request for a ride, meal, errand, etc. arises.** Many folks were added to our email roster during the pandemic. Chris Smith coordinates those efforts.
- ◇ Education and resources - Our church office, and the Sunday morning table set up by Peggy Holl offer a variety of pamphlets and information. We are seeking someone who can take over setting up and staffing that table on Sundays. Super Cards are prepared by Peggy Holl. Death Café was hosted by young adult group this year.
- ◇ Medical equipment for loan - We have accumulated a large supply of medical equipment which is frequently on loan to congregants.
- ◇ Outreach during pandemic - Lay Ministers and members of Connections Team quickly joined forces when **“Stay at Home” orders resulted in the church campus closing.** They organized regular outreach to all church members and friends during the pandemic. In addition, some lay leaders are part of this team. Each team member has about 20 people they are staying in touch with either by phone or email.



Advisory Team members: Rev. Tania, Gay Hybertsen, Peggy Holl, John Holl, Chris Smith.
Team meets quarterly.

Generosity Ministry Team

This fiscal year starting July 2019, Development and Generosity have undergone a major change: our Development Manager, Pam Bates, resigned from her position in graduating degrees – first going to half-time, then ending her time with us as staff as of 12-31-20. She left our employ to pursue a **Project Manager position with a national firm who made her an offer she just couldn't refuse. Luckily for us,** Pam continues to be an avid and involved church member and still helps us out when we call on her!

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 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 six years ago, continues on. 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, 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!

We are now in the planning stages for virtual pledging fundraising opportunities. Stay tuned for more information coming soon.

Generosity Ministry Team (GMT)

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 participated in monthly meetings to discuss and plan events, programs, and communications, and to seek new ideas and opportunities during the first half of FY 19-20.

GMT Members for the first half of FY 19-20 were led by Pam Bates and included Randy Brinton, Robie Evans, Jan Garbosky, Rhea Kuhlman, Sue Marberry, Tena Navarrete, Rev. Kathleen Owens, Rhonda **Peacock, Andrew Utt. We'd like to thank them for their generous gifts of time, talent and treasure.** During the COVID pandemic, this work is being re-imagined to determine how we will go forward in terms of continuing our fund-raising opportunities virtually!

Generosity Ministry Team

Income generated by our fund-raising efforts for FY 19-20. A big thank you goes out to our Coordinators and their teams!



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

Category	FY 19-20 Actuals	Coordinator
Amazon purchases	\$900	Congregation
Bed & Breakfast	\$1,440	Jan Garbosky and all of our wonderful hosts!
Gift Cards	\$1,770	Sue Marberry
Scrip/Local Stores	\$372	Congregation
Specialty Sale 10/2019	\$6,856	Rhea Kuhlman
Total	\$11,338	

Generosity means that giving is neither a pre-requisite nor an afterthought, it is an integral part of creating community, nurturing spiritual growth, and acting on our values to help heal the world.

Bed & Breakfast (B&B) Program

May 2016 – May 17, 2020

Since inception, First UU’s Bed & Breakfast Program has brought in \$28,624.25. 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.

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Generosity Ministry Team

From May 2016 through June 30, 2017, 11 of our 26 inaugural hosts welcomed guests for 98 nights. We exceeded our \$5,000 goal netting \$5,739 even after deducting start-up costs of \$3,202.

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 UUA's October 2017 Mosaic Makers Conference held** on our campus. Seventeen of our 27 hosts welcomed guests for a total of 112 nights. Because we far exceeded the \$5,000 goal, the goal was raised to \$5,700 for the 2018-19 fiscal year.

From July 1, 2018 through June 30, 2019, the program consisted of 24 host homes welcoming guests for 93 nights and bringing in \$7,879.25—exceeding the \$7,500 goal.

2019-2020 Fiscal Year (July 1, 2019 through June 30, 2020)

As of July 1, 2019 the program had an inventory of 21 host homes located throughout San Diego including:

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

Registrations have not met expectations throughout the year and the coronavirus caused two cancellations. As a result, the program hosted guests for only 21 nights at 4 host homes bringing in a total of \$1,980—the first time we failed to meet our \$7,500 goal. The cancelations due to COVID-19 was a loss of \$1,260 which would have raised our total to \$3,240 or 43.2% of our goal.

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. Few of those receiving the link this year completed forms. Those who did felt expectations were met and they had the information they needed prior to check-in. Two guests heard about the program from a UU friend or family member, one read our ad in the UU World, and two were return guests.

The B&B Team is happy to answer any questions you or your family or friends may have. Contact us at bandbteam@firstuusandiego.org. To learn more about the B&B Program, go to the forest green tab at the bottom of any page of First UU's website (firstuusandiego.org) and click on B&B Program.

Book Room

The Book Room promotes community in a variety of ways:

- ◇ The books and magazines on carts outside the Book Room give visitors to First UU an opportunity to pause, **peruse the books, and get the “lay of the land” while often being welcomed by the Book Room crew, being** introduced to other First UU members nearby, and being oriented to the Book Room and the First UU campus.
- ◇ Members meet other members at the carts, or inside the Book Room.
- ◇ **Children are welcome in the Book Room. They may look at books while their parents chat outside. “Carol’s Corner” (so named for long time book room chairperson Carol Williams) provides children with a child-sized rocking chair and “animal” pillows that zip open to blankets for warmth when needed.**
- ◇ Book Room users are encouraged to become volunteers if they are able. They join a group of dedicated volunteers and quickly become part of the Book Room family. For all who like to read it is a very satisfying way to give back to the community.

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Generosity Ministry Team

The recruitment of volunteers is a major accomplishment each year, so all shifts can be covered by two people. Volunteers assume responsibility for contacting other volunteers to find a substitute if they must miss a shift. Church member Lesleigh Helder maintains the volunteer roster. NEW VOLUNTEERS ARE ALWAYS SOUGHT AND WELCOMED!

New books from the UU Book Store are sold mostly to new members and visitors wanting to learn more about Unitarian Universalism. The sale of UU jewelry will be discontinued unless ordered for a special church event.

Book donations are continually rotated so the newest books are on the outside carts. Certain books are donated to the church library, and UU magazines are taken to the Welcome Table for visitors.

Volunteers scan new donations for old, rare and/or autographed books and put them aside for church member Rhea Kuhlman to check their value, if any. If there is real value in a book, Rhea will attempt to sell this book, online. The profits go to the Book Room, and church funds.

The Book Room has continued the 5th Sunday \$2.00 a bag, or give-aways, which is always a hit with the congregation. Dana Tomlinson has generously taken books not sold or given away to a book recycling center.

On March 7, 2020, the Book Room held its annual meeting and brunch, deliciously catered by Marcus Todd.

Kudos to lay leader and Book Room co-chair Caroline Clark who has become primary in the recruitment of volunteers, substituting for uncovered shifts, and managing many of the administrative tasks! The other lay leaders are Gail Edwards and Sue Marberry.



The Book Room Crew

Planned Giving

The Planned Giving (PG) Committee is responsible for **inspiring participation in the Church's endowments funds**. The Committee recognizes participation by conferring membership in Sustainers of the Flame to those who have made a Living or Planned Gift to the **Church's endowments**. **At the end of 2019, the four church endowment funds had balances totaling almost \$1.4M.**

After a very successful 2019, our modest goals for the calendar year of 2019 were to add at least 15 new members to Sustainers of the Flame, and to speak to at least 40 prospective SOTF members. We also set a goal to develop an extension of the chalice sculpture that you see in the picture below, so that more names can be added.



We again continued to publicize Planned Giving with articles in *The Window* and *First Words*, support from Ministers in announcements from the pulpit, forums held at both campuses, 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.**

By year's end 13 new members joined SOTF with commitments totaling in excess of \$400,000. We received our first matching funds distribution from the UUA in the amount of \$18,044. Three more distributions in the same amount have arrived in 2020. How these funds will be used has not yet been decided.

As we moved into 2020, the Planned Giving Committee set similar goals to those we had in 2019, adding an additional goal to have an SOTF recognition plaque at our South Bay campus. With the onset of the COVID-19 situation, we have decided to take a more low key posture, but continue to welcome new SOTF members. We held our yearly SOTF member reception in late May virtually using Zoom.

In 2019 we welcomed new member Jerry Ollinger to the committee and in early 2020 Marcia Biller decided to step down after two+ years of excellent service. Rose Riedel replaced Pam Bates as our very capable staff assistant.

Lay leaders

Dave Hunt, *Chairperson*, Rev. Carolyn Owen-Towle (*Minister Emerita*), George Longstreth, Jerry Ollinger, Stephanie Webber (*emeritus member*); Rose Riedel, *staff assistant*

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 2019-2020 (for more detail see individual reports which follow)

- ◇ Provided financial support for camperships and maintenance for Camp de Benneville Pines (\$671)
- ◇ Encouraged and increased the number of Monthly Givers to Camp
- ◇ Raised money and sent scholarships for 46 students for our Partner Church in the Philippines
- ◇ Presented to Junior High RE class a discussion of our UU roots and connections in Transylvania
- ◇ Used earnings from the Patio Coffee Store to support members for conference attendance
- ◇ Co-sponsored with the United Nations Association (SD chapter) a gun violence forum at the 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 2020 the organizations supported and the amounts of the collection were:**

- ◇ Camp de Benneville Pines - \$1,252
- ◇ Partner Church Philippines - \$2,401
- ◇ UU Service Committee - \$1,114

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.**
- ◇ 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.

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.

Pacific Southwest District and Camp de Benneville Pines meetings and the General Assemblies were held by ZOOM in 2020 because of the Corona virus social distancing requirements. Five members served as delegates to the former and we expect a full slate of 13 delegates and several observers will attend the online General Assembly.

For more information about these events, call John Schaibly at 858-453-5990 or email him at john@schaibly.com.

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 2019 – June 2020)

- ◇ Provided a September Salad Lunch and Ice Cream Social for GA Report Sunday and donated \$671 to All Church Camp scholarship fund.
- ◇ Encouraged and increased the number of Monthly Givers to Camp.
- ◇ **Promoted de Benneville's scheduled camps.**
- ◇ Encouraged other UU district churches to establish Friends of de Benneville support groups.
- ◇ **Congratulated Friend Pat Gordon on becoming a member of the Camp's Board of Directors.**
- ◇ **Scheduled celebration of Janet James' 25th year as Director and 60th anniversary of Camp's founding as a Silver/Diamond event at First UU on April 24, 2021.**
- ◇ Thanked Revs. Tom and Carolyn Owen-Towle for their eloquent tribute to Janet James, "Life with a Great Purpose," printed in the Camp's 2020 Connection.
- ◇ **Appreciated First UU congregation's generosity offering of \$1252 sent to Camp de Benneville Pines.**
- ◇ Anticipated seeing camp improvements, including the Jan Crosby path, honoring the memory of our stalwart Friend.
- ◇ **Mourned the necessary cancellation of our 2020 All Church Camp, planned as "Spirit at Play" due to the Coronavirus Pandemic.**
- ◇ Cancelled our March monthly potluck meeting
- ◇ Held our first Zoom meeting in April.
- ◇ Appealed for donations to help Camp recover from lost income from closure through March and indefinitely until safe to resume.



Goals for the next 1 to 3 years:

- ◇ Host the Silver/Diamond event celebrating Janet James 25th year as Camp Director and the Camp's 60th anniversary on April 24, 2021 at FUUSD.
- ◇ **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 First UU San Diego and other district 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.

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.

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 Otoy 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 OMD/ICE and the prison operators.

One of our principle purposes is to make the congregation aware of the initiatives and actions of the UUSC and the UU Justice Ministry of CA (UJUMCA) in their immigration support, antiracism, and Young Adult training programs. Here are the issues we support:



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 2019 through June 2020)

A. In Summer 2019 Transylvanian Partner Church Chair Dan Ratelle traveled through Transylvania. He shared greetings from First Church with our Partner Congregation in Brassó, and attended their Pentecost Service. (It was a surprise to discover that Pentecost is a major feast day for Transylvanian Unitarians, and even includes a communal ritual of Communion. It illustrates the Protestant roots we share with these, our spiritual kin.) Dan also visited other Unitarian congregations, and had the chance to speak with several ministers, including Rev. Emese Bodor, former Balazs Scholar at the Starr King School for the Ministry, who visited First Church in May 2018.

B. Dan posted to the Partner Church E-list greetings from our Partners in Brassó, along with photos and reflections from this trip. He noted the continuing construction of a Hungarian Kindergarten, an outreach project to serve the large ethnic Hungarian community, only some of whom are Unitarian. He also cited the special challenges facing many of the smaller and historic Unitarian churches, with aging congregations and shrinking villages, as young adults move to cities or other countries.

Dan also made a presentation to our First Church Jr. High Youth about our Transylvanian UU roots and the land and churches there. Photos included some of their Youth activities. This was to help foster interest in connections between the youth there and here, and to plant the seeds for future visits. We were successful in spurring enough interest that one of our Youth applied for the multi-national Youth Camp and Service Project sponsored by the The UU Partner Church Council, but that trip had to be cancelled.

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 (see A above), and to strengthen the bonds within our denomination, even across great distances and cultural differences. Building on common bonds is especially important in this time of increasing fragmentation and tribalism across the 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:

- ◇ As the world emerges from the strict social distancing necessitated by the pandemic, we hope to rekindle aspirations for a Youth pilgrimage and/or service projects, as well as for planning a Church Pilgrimage, with the help of the UU Partner Church Council.

Lay leaders: Dan Ratelle, *Chair.* *Resource People:* Ken Herman, Liz Jones

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 have been able to develop more regular communications with our Partner Congregation through group Facebook Messenger postings which allow them and us to keep each other abreast of the latest news and to share pictures of worship services and many of the young people we sponsor through our Scholarship program. These groups include the minister, Noe Cataneda, the local Scholarship coordinators, and staff at the Church headquarters in Dumaguete. We feel much closer to each other because of this and feel that we know each other better than we



Members of our partner congregation helping repackage Covid 19 government supplied food for distribution to community members



Valentine's Day Love Service at our Partner Church

did before. In addition to raising the funds to fulfill the requests for scholarship assistance for elementary and High School students, we were also able to support the new Ministerial Formation Training that is being provided to the ministers of the many congregations that are part of the Unitarian Universalist Church of the Philippines. Because of our increased ability to communicate with individuals in Malingin and Dumaguete we have been able to keep our congregation appraised of how the world-wide Covid pandemic has impacted this small community. We have begun this year to meet on a monthly basis and when the shelter-in-place rules went into effect, we began meeting electronically.

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 hope to further develop our relationship with this community through our increased communication and find further ways that we can be partners with each other.



Celebration of the 39th Anniversary of the Malingin Congregation in October 2019

Committee Leadership: Liz Jones, Rev. Carolyn Owen-Towle, John Schaibly, Rick Zemlin

(continued on next page)

Larger UU Connections Ministry Team

Unitarian Universalist United Nations Office Envoy (UU@UNO)

Purpose: The Envoy is a liaison between the UU@UNO and the local congregation to cross inform both parties on United Nations activities and activities in the local community to promote the goals of the United Nations.

Major activities or accomplishments (July 2019 through June 2020)

1. The Unitarian Universalist United Nations Office changed its name earlier this month (May 2020). It is now UU@UN (Unitarian Universalists @ United Nations). The name change puts the name of the office more in line with UN protocols for NGOs (Non-Governmental Organizations) and it is also, hopefully, easier to say.
2. I attended two UU@NO sponsored events at GA in Spokane. One was an evening presentation by the UU@NO on the role of the UN to address global issues such as global warming. I also attended a luncheon for envoys and it was informally noted that I am not only the longest serving current Envoy but probably the longest serving Envoy ever.
3. I continue to serve on the Board for the San Diego Chapter of the United Nations Association and co-sponsored a forum held at the church addressing gun violence in September 2019. I also arranged for Rev. Kathleen Owens to speak at a UNA-SD event about global warming. The church is continuing to be the **“faith based” voice on climate change through the UNA-SD.**

Integration with Church Goals

- ◆ Goal 1: Supporting the UU@UN, UNA-SD and the UN itself and educating the congregation as well as the community at large about the UN promotes the Sixth Principle to affirm and promote the goal of world community with peace, liberty and justice for all.
- ◆ **Goal 2: By supporting UNICEF (United Nations Children’s Fund) and co-sponsoring events with UNA-SD on climate change and sensible gun control the Envoy and First UU is helping to make San Diego more just equitable and compassionate.**
- ◆ Goal 3: By educating the community about the United Nations and promoting a sense of being a part of the global community, the UU@UN Envoy contributes to raising awareness in order to identify and remove cultural, physical, and attitudinal barriers to full participation in our congregation.
- ◆ Goal 4: Intentionally engage all generations in leadership development. The UU@UN Envoy promoted and encouraged youth in our congregation to participate in the UU@UN Spring Seminar through Zoom in April. In October, the Trick or Treat for UNICEF program was expanded to include children, youth and ALL adults to collect change to donate for UNICEF.

Anticipated Activities

With the current COVID 19 Pandemic, nothing is certain. This October will mark the 75th Anniversary of the Founding of the United Nations. I have sent an email to the ministers to begin discussing how to commemorate this anniversary.

- ◆ I am hoping that Bruce Knotts, the Executive Director of UU@UN, could come to speak with our congregation for UN Sunday worship service or to have him address our church remotely.
- ◆ I am hoping that circumstances will allow a UNICEF focused fundraising event like the past Halloween **Carnivals organized by Children’s RE and the Youth program.**
- ◆ Another possibility for this church year is to organize youth in the congregation into a one-day Model United Nations simulated UN Security Council session. This could possibly be expanded to include the Youth program cluster wide. This will likely take place next Spring either at First UU or virtually through a platform such as Zoom.

Lay Leadership: Everardo Aguilar continues to serve as Envoy until the Board appoints a replacement

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 2019 through June 2020)

Starting in the fall, the Family Ministries Team reorganized the program and put in place religious education classes that are age-based. Recognizing the different stages of faith development that are typical for different ages, we were able to offer appropriate curriculum for those stages of development. We are so grateful we were able to attract nearly 30 volunteers to facilitate our religious education sessions.

We also turned our attention to the South Bay campus. Because it is a small group, we were not able to offer age-based classes. However, we are using curricula that is appropriate for multi-aged children and are grateful to the volunteers that work with our South Bay children. Although few in number, these children are some of the most active and consistent attendees we serve.

How our activities integrate with the Church's Goals:

We have worked this year, with the help of Dana Tomlinson, to organize our **library of children's books as well as our curriculum library. Both collections are now catalogued** digitally for easy access. Additionally, with the help of Maggie Marshall, we have worked with the *Journey Toward Wholeness* and *Parents' Lounge* to create a collection of books written by and about people of color that are available for families to borrow and read at home with their families.



The curriculum we choose for the various groups of children is engaging and significant. Rituals are inspiring and provide a space for comfort. The activities we choose are fun and provide a context to learn. Typically, they include a social justice component and align with our Unitarian Universalist values. We intentionally ensure all participants have equal access. In addition, we offer sessions throughout the year that are multi-age and whole-group, including several multigenerational services. This also serves to create a space to build and sustain community.

Family and LifeSpan Ministry Team



With the COVID-19 virus and subsequent shutdown in March, this sense of community is now significantly important; in fact, it is the area in which we are providing the most focus. Although we cannot meet in person, we are offering several options for families. Each Sunday, a religious education session is offered on our website. These sessions are spiritual in nature with activities that use materials typically found at home. However, we recognize the importance of community, especially at this time. We are meeting with two age-groups over the Zoom platform. Each week kids join with us and some of their leaders and have fun. We might have a

scavenger hunt, play Mad Libs, or tell jokes. The children enjoy seeing each other so much – it is very popular with children and their parents. The Parents Lounge is also meeting in this platform. They have gone from meeting monthly to meeting weekly. We have also been able to procure permissions from dozens of authors or publishers that allow us to legally (and ethically) read picture books online during worship. This work will continue.

Anticipated projects for next year"

We intend to continue to offer as much support online as possible. We know we must meet this way **for a long time. When we do return, a primary goal will be to build a "new normal" for all of us.** We will be exploring how each of us has changed and intentionally steer us toward positive changes, both individually and institutionally. We are in a state of transformation at this time. Many of us feel we have lost our center and our bearings while we grieve what has been lost. It is up to us to refine our values until we can return to ourselves and our communities transformed with depth, compassion, and wisdom.

Lay leadership

We are grateful for our teaching teams. For preschool, we thank Kathleen Hughart, Vanessa Pool, Nedra Bickel, John Brock, and Christina Forzani. Our K-1 team includes Christina Brock, Gay Hybertsen, Mardi Bishop, Wayne Savell, Christy Anderson, Victor Seguritan, and Patty Hinojosa. Dorothy Pearlman, Andy Cooksy, Karen Ball, Susan Valoff, and Mac McDonald work with our 2/3 children. Our 4/5 team includes Andrew Ferrier, Judy Winn, Lilia Barr, Jason Folkman, Wesley Cooksy, Dave Karpinski, and Liz Jones. The South Bay teaching team includes Andrea Travers, James Long, and Eliza Horlor.

I also want to thank our incredible childcare team: Elsie Sleeter, Laura Partido, Alex Riedel, Eugenio Alvarez-Malo, Eliza Horlor, and Victoria Sleeter.

Finally, we are grateful to Dana Tomlinson for her work with our online library database and to Maggie Marshall for her help with our Book Project.

Family and LifeSpan Ministry Team

Youth Programs

- 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 Youth Program began the year in July 2019 with the Coming of Age program. This year, the Coming of Age program sessions for youth, mentors, and parents were held alternately at both the Hillcrest and South Bay campuses. Five youth were celebrated at each campus with a special worship service in August at Hillcrest and in September at South Bay. At the end of August, we also celebrated our graduating high school seniors in a very special Bridging service at the Hillcrest campus. In September, after a very busy summer, the new program year officially began with the 9:30 am Middle School youth group sessions (MUUGS) for youth in grades 6-8, and the 11:30 am YRUU (Young Religious Unitarian Universalists) group meetings for youth in grades 9-12. The Sr. high youth worked hard on many fundraisers from luncheons to greeting card sales with the intent of attending General Assembly in June, but the COVID-19 pandemic had other ideas. Instead, we plan to use the scholarship funds to register youth for future camps and workshops, and keep working toward attending GA next year!



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 2020.

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 a reorganized youth program in September. Senior High Youth choir members joined the adult choir to kick off our first official Sunday, while the newly formed Middle school group (MUUGS) kicked off their new year at 9:30 am with an exploration of Unitarian Universalism in their new curriculum, Lodestone. The YRUU group continues to meet at 11:30 am and enjoys a discussion-driven style of meeting with topics of interest proposed by the youth.

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

Family and LifeSpan Ministry Team

equitable and compassionate.

- This past year, the youth held their 4th annual winter assistance drive for the Storefront Youth Shelter in Hillcrest/Uptown. Normally, this is a winter clothing and sock drive, but the director of the youth shelter asked us to help in a very different way. They told us that donations of clothing were especially generous during the holiday season, but the shelter does around 200 loads of laundry a month and they were running very low on supplies. So instead of clothing and socks, the youth organized a laundry supplies drive. Because of their efforts, we gathered enough supplies for the shelter to do a little over 600 loads of laundry. Our youth continue to develop the skills needed to make a positive change in our community.



2019 Coming of Age youth on the challenge course

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.

- This past fall, the youth partnered with the Social Justice Ministry team and held a salad and baked potato bar luncheon on Social Justice Sunday. They also participated in the annual Crafts Fair, sponsored by the young adults. 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.



2019 Coming of Age youth and mentors

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, Zoom meeting sessions and activities, and working together to create worship experiences for the youth group and for our church community whether in person or online. Currently the youth are meeting via Zoom three times a week; on Sundays at 11:30 am, Wednesdays at 3:30 pm, and Fridays at 5:00 pm.

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Family and LifeSpan Ministry Team

Anticipated projects for next year

First UU will continue our partnership with Summit UU Fellowship to help youth attend General Assembly in June 2021. The groups meet together online on occasion, and also hope to hold another Cluster Con as soon as we are able to gather together in person again .



Youth participated in the annual Crafts Fair by creating cookie mixes in jars

Lay leadership:

The Youth Program continues to rely heavily on 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 "MUUGS" – **Kia Bordner, Nico D'Amico-Barbour** and Eric Isaacson
- ◊ 11:30 YRUU (Senior High) Groups – Scott GrantSmith (lead advisor), Nancy Fisk, Laura Hershey and Victoria Sleeter
- ◊ Substitute advisors – Martin Arguelles, Laura Ball, Alex Mack, and Sanjay Pulver

In addition to amazing people listed above, I am extremely grateful to all the youth and parents who work hard to make this program successful and to our congregation members for your faithful support.

Respectfully submitted,

Käthe J. Larick
Youth Programs Coordinator



Youth respond to an act of hate with an outpouring of love and lots of glitter!

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.

This was an extraordinary year for many reasons and one was because we didn't have an Intern Minister. And yet, even though we didn't have an intern minister, the young adult group continued to meet, offer support, engage in social justice work and more. The Young Adult group continued assembling and distributing burritos each month to people experiencing homelessness and hunger. This work of social justice and creating community happened on the third Thursday night of each month. It is a multigenerational service opportunity led and supported by our Young Adults. The Young Adults also led a meaningful worship service in August, exploring the 8th Principle and encouraging the congregation to learn about and adopt the 8th Principle (We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions. – The Proposed 8th Principle of Unitarian Universalism).

In December, the Young Adult community sponsored another successful Craft Fair which supports local artists and raises money for scholarships for young adult programming and retreats. We had new leadership in the **Crafts Fair and plans are underway for creating a "How To" binder that will be passed on year-to-year to help new leaders ensure the Crafts Fair continues to be a success.** Many in the group helped with serving dinner during our Interfaith Shelter rotation. Rev. Kathleen met with the Young Adults on the first and second **Wednesday of each month. The first Wednesday she led a "Wisdom Wednesday" program and discussion and the second Wednesday was focused on planning for upcoming meetings, programs and activities and social justice learning together.** The third Wednesday of each month was a discussion led by a young adult in the group; the fourth Wednesday night was a game-night. Some of the young adults participated in various worship services as co-leaders throughout the year. Members of the young adult community also participated in the Beloved Conversations program in the fall. A good number of young adults were not able to participate in the young adult programs fully because many were in leadership positions within the congregation (including Rhiannon Smith, Board President, Isaac Castro in Journey Towards Wholeness, Erik Kaestner on Social Justice Exec team, among others), others were going to school or had work commitments. Having group online has been a bit challenging as we all adjust to working from home in this new COVID-19 reality. **Because we haven't met in person since March 4th, we weren't able to recognize those in the group who have aged out.**

UCSD Campus Ministry

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

Because First UU Church of San Diego didn't have an intern minister this year, Rev. Kathleen and Rev. Julie Forest tried to set up a meeting for the young adults at the UCSD campus. There was some activity on the group's Facebook page and plans to meet were made but were unable to be met. Late in the winter a new plan was devised to help the group come together but because it entailed leaving the college campus, this plan also never materialized. Lack of staff and schedule conflicts created difficulties in maintaining this group. There was hope that the incoming intern minister would be able to start up the group again in August 2020. However, with the new COVID-19 reality, this too is on hold as classes will not be held on site at the UCSD campus.

Social Justice Ministry Team

Social Justice Ministry Team

The Social Justice Ministry Team supports our members to act on their values to help heal the world. 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

- ◇ Social Justice Sundays: new initiative on 5th Sundays – the first, in June 2019, was held in partnership with our Generosity & Connections teams and focused on all the ways that people can get involved and act on our their values to help heal the world. In September, we held a climate forum at both campuses with speakers from local community partner organizations.
- ◇ Interfaith Shelter Network: 2-week rotation of new LGBTQ-focused branch of the shelter in the summer - housed 11 guests, engaged 50+ volunteers for 400+ hours of service. We also hosted a 3-week rotation in the winter (additional week to help bridge the gap between congregations) - housed 21 guests with the support of 100+ members/friends.
- ◇ South Bay: in September, encouraged members and friends to show up and peacefully demonstrate love and acceptance in the face of hate at the Chula Vista Drag Queen Story Hour. Social Justice supported the new food pantry initiative by providing initial seed money/funding and coordinating donation collection at Hillcrest. Shared a call to action from the San Diego Immigrant Rights Consortium for Chula Vista residents to speak at the City's Charter Review Committee on expanding eligibility to serve.
- ◇ Co-hosted UU the Vote watch parties of the nationwide kickoff event; supported Organizing 4 Justice's follow-up events – letter-writing party to encourage folks to register to vote and Valentines for Voters to remind people to vote in the primary election. Over 50 people of all ages across both campuses wrote, decorated and sent 600+ valentines to voters in San Diego.
- ◇ Welcoming Congregation renewal effort hopes to highlight Transgender, Genderqueer, Nonbinary (TGQNB) folks and amplify the voices of people in our community through worship and other activities.

SJMT Executive Committee: Isabella Furth, Michanne Hctor-Thompson, Erik Kaestner, Megan Horton, Angela Fujii, *Social Justice Ministry Team Coordinator* 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 2019	Center for Community Solutions	\$3,297.62
August 2019	Uptown Community Service Center	\$4,160.30
September 2019	Environmental Health Coalition	\$3,596.26
October 2019	Community Christian Service Agency	\$3,029.65
November 2019	Interfaith Shelter Network	\$3,542.13
December 2019	Partnership for the Advancement of New Americans	\$4,039.14
January 2020	Larger UU Connections	See LUUC report
February 2020	San Diego Organizing Project	\$4,677.98
March 2020	Al Otro Lado – Border Rights Project	\$3,317.97
April-June 2020	Redirected to Minister’s Discretionary Fund to support members/friends impacted by COVID-19	Over \$30,000



SJ Sunday Climate Forum in September 2019



Letters to Voters Party at South Bay

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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:

- ◇ Hosted two city council members at First UU to discuss issues related to housing, homelessness, and public transportation in our communities
 - * Council President Georgette Gomez action with ~100 members of the community
 - * Councilmember Chris Ward action attended by ~50 members of the community
- ◇ Engaged with SDOP, Jewish Family Service, and Catholic Charities in attempts to address some of the imposed hardships facing new immigrants joining our communities
 - * Members volunteered at the migrant shelter
- ◇ Engaged with SDOP leadership and projects
 - * Dinora Reyna began her tenure as Executive Director
 - * Jerry Ollinger became an SDOP board member
 - * Participated on the SDOP statewide webinars about how to advocate for communities in the COVID pandemic, through discussions with U.S. Senator Kamala Harris, and CA State Senate President Toni Atkins
 - * Participated in Faith in Action national forum in Las Vegas focusing on Get Out the Vote (GOTV) and Census 2020 activities
 - * Members advocated for and obtained a Generosity Offering to support SDOP
- ◇ **Engaged with the larger Unitarian Universalist Association 'UU the Vote' Initiative**
 - * Co-hosted webinar events at both Hillcrest and South Bay campuses
 - * Hosted multiple events to write and mail letters to low-frequency voters **to encourage them to vote in their state's upcoming primaries**
 - * Hosted multiple events to mail valentines to San Diego voters to encourage them to vote their hearts in the primaries
 - * South Bay members helped to host a Judges Forum in Chula Vista
 - * Registered young adults to vote
 - * Encouraged our fellow church members to vote on primary day.



Lay leaders: Isabella Furth, Erik Kaestner, Jerry Ollinger

Clean Elections Task Force has worked this past year to enact a Clean Elections measure for the City of San Diego. Our goal this past year was to lobby the San Diego City Council to put a Clean Elections measure on the November 2020 ballot.

Past year activities to forward our goal:

- ◇ Outreached to First UU members and guests with our presentation at the Social Justice table on Sundays and with our monthly organizing meetings.
- ◇ Supported the city-wide Clean Elections campaign by opening up our monthly organizing meeting to all city-wide supports of this effort.
- ◇ Helped to provide overall leadership in our lobbying campaign with the SD City Council.

Lay leader: John Hartley

Social Justice Ministry Team

Climate Justice

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:

1. Began monthly meetings to grow our membership and increase our visibility at church. Discussions included: Greening San Diego Unified school lunches, divesture, restricting idling, militarism and the climate, and how to personally limit our CO2 footprint. We staffed the Social Justice table monthly and provided the flowers for a Sunday service.
2. Collaborated with many groups, i.e. San Diego 350, Insight San Diego, the Climate Reality Project, and the Sunrise Youth Movement on various actions and talks, including the September 20th Global Strike, led by youth. Members participated in the online celebration of the 50th anniversary of Earth Day, and in the Raise the Alarm demonstrations and sit-ins at **Congressmembers Scott Peter's and Susan Davis' offices, in support of the Green New Deal.**

How the activities integrate with the church's goals:

- ◇ Goal 1: Our work is grounded in the ethics of caring for all living beings, including the earth itself. We have been fortunate to be included in the services for Earth Day when we were not sequestered by COVID-19.
- ◇ Goal 2: We support and educate ourselves to identify areas of systemic oppression in San Diego neighborhoods, primarily South San Diego, and beyond. We also support Veterans for Peace who are working to reduce military activities that harm the planet and people.
- ◇ Goal 3: We encourage all newcomers to join us when we staff the Social Justice table.
- ◇ Goal 4: We move aside and let youth lead in actions for a livable future (youth strike).

Anticipated projects for next year:

These planned programs were canceled due to Covid-19 distancing recommendations and we hope to present **them through Zoom if it's not feasible in person.**

1. **"Drawdown Solutions: Can We Stop Climate Change?"** by John Schaibly and Andy French
2. **"Weather and the Changing Climate of Southern California"** by Matt Moreland, director of the San Diego office of the National Weather Service.
3. Gary Butterfield of Veterans for Peace: How the U.S. Military Damages the Planet.

We will continue to work with other organizations on climate change, support the work of UU the Vote and support elected officials who believe that the climate emergency is real and who take leadership on this issue. We will continue to be both educational and action-oriented.

Lay Leaders: Sylvia Ollinger & Bev Harju, *Co-Leaders*

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Social Justice Ministry Team

Immigrant Justice

SOLACE:

Purpose: SOLACE is a visitation program that comforts and supports persons held in immigration detention, tells their stories, and advocates for humane immigration policy.

After a nearly year-long suspension and battle with ICE and CoreCivic, SOLACE reconfigured and resumed visitation and actively collaborates with local, SD- based groups: Otay Mesa Detention Resistance and Allies to End Detention and as an affiliate of Freedom for Immigrants (national).

In response to the denial of in-person visitation due to COVID-19, SOLACE has expanded their pen pal program and are in correspondence with dozens of individuals detained at Otay Mesa Detention Center and elsewhere throughout the United States. Volunteers are also learning about and exploring additional ways to support, including assisting with humanitarian parole requests, direct financial aid, post-release housing and transportation, advocacy and other forms of accompaniment.

Lay Leaders: Soledad (Cholé) Diaz, Kathy Smith, Jane Uhle, Carolyn O’Gorman-Fazzolari, Rodrigo Ibanez

Sanctuary Team:

The situation of migrants and asylum seekers in the United States and along the U.S./Mexico border is complex and has been consistently evolving over the last three years. When FUUSD voted for sanctuary in March 2018, we were prepared to physically host a person or small family in sanctuary, but we also voted to commit ourselves to support individuals who are targets of anti-immigrant rhetoric and unjust government policies, not just those who fear imminent deportation. As such, the Sanctuary Team has evolved into a **broader Immigrant Justice Team within FUUSD’s Social Justice efforts.**

FUUSD members and friends have been involved primarily through supporting the San Diego Rapid Response Network: volunteering at the migrant family shelter, preparing to be an emergency overnight facility, and advocating for the rights of immigrants on both sides of the border, at all points in their journey (waiting at the border, in detention, quick release, etc.).

These activities integrate with the Church’s goals:

- ◇ Goal 1: The team works with lay leaders and the ministerial teams to educate the congregation on the injustices facing immigrants in these difficult times. These activities include elements in Sunday worship services and other church activities so that the FUUSD community is consistently reminded of the immigrant community that is inseparable from our own.
- ◇ Goal 2: Team members and others work with our partners at the San Diego Rapid Response Network to provide direct services to asylum seekers who have been recently released from ICE custody and need to relocate to their sponsors throughout the U.S.
- ◇ Goal 3: FUUSD as a congregation has become much more aware of the situation of immigrants and the **cruelty of the current administration as a result of both SOLACE and the Sanctuary Team’s education efforts.**
- ◇ Goal 4: The immigrant justice teams are intergenerational, from youth and young adults, to seniors being actively involved.

Lay Leader: Megan Horton

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Social Justice Ministry Team

Rainbow Action Group

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

- ◇ March 2020: Initiated the second session of Trans-inclusion workshop.
- ◇ January 2020: Coordinated assistance with Welcoming Congregation activities.
- ◇ December: Provided a homeless shelter meal to feed nine adults and five children.
- ◇ December 2019: Participated in the Mama's Kitchen Tree of Life ceremony
- ◇ Fall 2019: Sold Mama's Kitchen Pies & staffed pie distribution site at First UU.
- ◇ **October 2019: Started "brunching together" every second and fourth Sundays.**
- ◇ October 2019: Released the Unicorn Newsletter and began hosting a Koffee Klatch table on the second Sunday of the month, weather permitting.
- ◇ September 2019: A small group from First UU walked in the annual Aids Walk.
- ◇ July 2019: Hosted a homeless shelter meal for the residents on campus.

In the upcoming fiscal year, Rainbow Action would like to

- ◇ Continue hosting 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.
- ◇ Create a steering committee to continue the momentum of radical welcoming churches.
- ◇ Be a host location for Trans-Significant Others Families Friends Allies (SOFFA): 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; Emeritus, Chair: John Keasler

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 46th Roe v. Wade Anniversary Celebration (attended by about 25 First Church congregants). The proceeds from this event allowed the CRJ to donate \$15,000 to the Abortion Fund of Arizona. In Arizona, there is a mandatory counseling session, ultrasound, and a 24-hour waiting period prior to every abortion. The Fund helps offset the cost of a safe and legal abortion.
- ◇ Held a membership event with 100% of the proceeds (\$2,400) going to Casa Arcoiris, a shelter for LGBTQI+ migrants in Tijuana.
- ◇ **Donated \$500 to California Latinas for Reproductive Justice, which builds Latinx's power and cultivates leadership to achieve reproductive justice.**

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 to recognize and counter inequality and injustice in Palestine-Israel and to understand the role the US 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 our UU values of respect for the inherent worth and dignity of every human being and justice, equity and compassion in human relations.

Major Activities

1. **In August 2019, we hosted a Dining4Dollar\$ dinner, "From Palestine With Love," featuring dishes cooked by a native Palestinian, slide shows of scenes from old and new Palestine, and the poetry of Mahmoud Darwish, Palestine's national poet, read by a young Palestinian poetry devotee. We quickly filled the limited spots (10). We had planned for a celebration of Palestinian culture rather than delving into politics, but our guests wanted to hear about the Israeli-Palestinian conflict, so we ended up spending quite a lot of time on that discussion.**
2. Our team met with elected San Diego-area congressional officials and once with a candidate for congressional office. We met in the spring with aides to Reps. Susan Davis and Juan Vargas, and had a late summer meeting with Susan Davis herself, in addition to a meeting in 2020 with Joaquin Vasquez, candidate for the 53rd congressional district. Our focus was gaining co-sponsorship for a House bill on protecting Palestinian child prisoners and encouraging opposition to a bill to criminalize participation in boycotts of Israel over its human rights abuses. While we were not successful in getting the commitments we sought from Reps. Davis and Vargas, we believe it is important that we were able to make them aware of our viewpoint and concerns.

How Our Activities Integrate with Church Goals

Our activities are mainly focused on providing information to Church members about the ongoing human rights violations in Palestine-Israel. Our olive oil sales help Palestinian small farmers working in extremely difficult conditions under occupation and helps inform church members about their plight. Selling Palestinian olive oil is a simple way to introduce fellow UUs to the human rights conditions in Palestine-Israel while providing delicious, high-quality, organic, fair-trade products that nearly everyone can use.

In addition, UUs are, like other Americans, constantly exposed to anti-Muslim, anti-Arab discourse in this country, which has been the case for many years but has intensified under the current administration. Many negative stereotypes and other untruths abound, so by showing Palestinians as human beings struggling to live normal lives under inhumane conditions, we hope to begin to dispel some of the negative attitudes. Just as important, people of Muslim or Arab heritage who visit our campus may feel more comfortable and welcomed when they see that the congregation is making an effort to help and understand Palestinians, a much-maligned group of Muslim and Christian Arabs. Muslims and Arabs are generally underrepresented in UU communities, so we hope this effort can help to change that reality.

Our film and book discussion events are intended to further raise awareness among the congregation of the serious human rights situation in Palestine-Israel, to draw parallels to the mistreatment of marginalized groups here in the US, and to provide attendees with actions they can take to help end the human rights abuses.

Social Justice Ministry Team

Anticipated Projects for Next Year

Our team had to cancel a planned on-campus screening of the film *The Occupation of the American Mind* in March due to the pandemic shutdown, but we have now rescheduled it as a virtual/online event for late May. We also plan to schedule, in July or August, an online book discussion of *The Lemon Tree* to help familiarize the congregation with the background of the Israeli-Palestinian conflict.

We hope to continue selling olive oil and za'atar once the church resumes on-campus services and to show additional films and host speakers on topics of relevance to Palestine-Israel, whether in person or virtually.

We plan to continue our legislative efforts by arranging meetings with the two run-off candidates for the 53rd congressional district seat (Georgette Gomez and Sara Jacobs), in order to make known to them our positions on Palestine-Israel, particularly in regards to the relevant House bills that have been introduced. We hope to reschedule a planned meeting with City Council member Monica Montgomery to provide information about the trips to Israel taken by San Diego law enforcement personnel for training on surveillance and suppression of marginalized groups under the guise of "anti-terrorism."

We also hope to submit another event related to Palestinian culture and politics for this year's Dining4Dollar\$ fundraiser, with a theme of Solidarity with Gaza.

We attempted to schedule an art exhibit in Bard Hall by Palestinian artist and USD art professor, John Halaka, but his schedule has not permitted it this year; perhaps in 2021.

We continue to develop our team members' knowledge of the issue through books, films, workshops, and travel to Palestine-Israel, and are improving the effectiveness of our human rights advocacy through training and practice.

Lay leaders: Beth Chopp, Steve Gelb, Rhea Kuhlman, George Longstreth, Kathleen MacLeod, Janet Nicol, Cathy Pfister, Kathy Radinovsky

Worship and Program Ministry Team

The communal act of worship continues to be a central act of our community. In this act we create community as we gather together, greet one another, learn together, **celebrate with joy life's successes**, mourn together our losses and acknowledge various rites of passage. Our faith practices both freedom of the pulpit and freedom of the pew. This means that the preachers are free to preach the truth in love as they see fit and people in the congregation are free to engage in discussion and engagement in various calls to



action. With two ministers this year, our worship services have had more lay leaders involved in the planning and offering of worship, with a focus on inclusion of youth, young adults and Black, Indigenous, People of Color. The services have been rich, dynamic, challenging, soothing and inspiring as we continue to be relevant in our larger San Diego region. Our worship themes this year included: Pride, Sustenance, Brave Honest Community, Intentional Inclusion, Belonging, Restoring Community, What Can We Put to Rest, Resilience, Loss, Curiosity, Play and Engagement. Guest preachers have included Revs. Carolyn and Tom Owen-Towle, Rev. Marta I. Valentín, Rhonda Brown with Beloved Conversations, Rev. John Millspaugh, Rev. Joseph Santos-Lyons and Rev. Everett Howe.



New this year were Lara Korneychuk directing the Chalice Choir and Chase Pado as our pianist/organist. Lorelei Isidro-Gardner became the director of the Women's Chorus. **All of our choirs, from the Chalice Choir to the JUUL Tones to the Women's Chorus to the Children's Choir to our South Bay Singers Choir and our two Bell Choirs** offered inspiring and moving music, making our worship services richer and more powerful. We were also inspired by the music of Mariachi del Rey in our Día de Muertos service at our Hillcrest campus. Our worship co-leaders continued to add their powerful reflections that moved us and deepened relationship. **Our Children's Choir had a leadership role in the Family Service** on Christmas Eve – leading the congregation in singing the hymns. And we created services through the lens of our Journey Towards Wholeness work, knowing the work is in the process of collaborating and creating together. We give thanks for our Earth Centered Spirituality Circle for leading another Yule service

celebrating the Solstice. A Tuesday Vespers service, in connection our community partner, SD4GVP (San Diegans for Gun Violence Prevention) happened on the second Tuesday every month acknowledging the toll of lives lost to gun violence and included an action for change. We give thanks for Elaine Durson and Rose van Oss in their work of coordinating and supporting our ushers.

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Worship and Program Ministry Team



This year we saw the ‘retirement’ of Maggie Marshall who created such beautiful flower arrangements for Sunday morning service – often tying in the decoration of the flowers into the theme of the service. New volunteers have come forward to offer their flower arrangements, under the coordination of Julie McKane, while Maggie continued on with our Journey Towards Wholeness work.

Even though, because of COVID-19, we can’t gather in person for worship services, our online worship continues to be the largest **community act we do altogether**. It’s where we find solace and challenge, inspiration and calls for action, where we center and can hear the still small voice within, where we hear stories and reflect together on this life journey we share and find meaning and purpose. **And now that we’re worshipping online, we’re finding ever new ways** to be creative, to be more inclusive, offering services in three languages in one service, among other ways. As we grow more comfortable with **technology, we’re including more lay leaders back into leading** worship. And more and more people, beyond the San Diego region are finding us and attending worship. Our messages of love, hope, and community are offering strength and comfort in these troubling times. Our calls for action and justice are reaching more people who want to make a difference. We are in a new era of how worship happens and its central reason for being remains: to welcome in, to explore, to embrace our values, to learn and grow together so we might be of service to the world.



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.



UUMF Fall Renewal 2019 at Camp Stevens, Julian

Activities:

- ◇ Fourth Monday Potluck 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 of five to eight men each that meet twice a month in member's homes and at church.
- ◇ Several Meetings each year to organize two Renewal Weekends: a Fall Renewal in Julian and Spring Renewal at de Benneville Pines.
- ◇ Because of the Covid-19 pandemic, the Spring 2020 Renewal Weekend at DeBenneville Pines was replaced by a Zoom Meeting (2 days, 3 sessions, 5 and a half hours) to discuss the topic Brotherhood in These Times. More than 50 men participated. The Fall 2019 Renewal Weekend at Camp Stevens located in Julian drew more than 40 men. That Renewal had the topic: Breaking Open the Man Box, Redefining Ourselves as Men.
- ◇ At our Patio Table we greet and welcome men every Sunday. Our mailing list of approximately 150 men and UU Churches within the Cluster and the old PSWD 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 after completing these jobs.
- ◇ In the spring of 2020, the UUMF awarded a mentorship (graduation gift) of \$300 to a graduating First UU youth.

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, person, 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.

Worship and Program Ministry Team

Support of Strategic Plan

Several of the members made substantial gifts to deBenneville Pines which included a large donation from Ed Law with matching funds from the UUMF. The Fellowship donated a golf cart to the camp a few years ago. Andy French has contributed significant time and labor to work at deBenneville. 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 to attract younger members Les Vivian and John Keasler have worked with the young adult group at church and increased our exposure on Facebook.

Lay leadership: Co-conveners for the Fellowship are Kim Cohn and Andy French. The steering committee includes Mike Dorfi, John Holl, Armin Kuhlman, Jason Leichter, Kim Cohn, Andy French, Peter Woodbury, Ron Evans, Jerry Olinger, Denny Braun, Les Vivian and John Keasler. The patio table is maintained by John Stende and Mike Dorfi, the 4th Monday meetings are supported by Andy French. Andy French oversees organizing our support for Social Hour at both Sunday services.



UUMF Spring Renewal 2020 on Zoom

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.

There were three general areas of accomplishment this past year :

- ◇ We have begun the process of moving our records out of three ring binders that damage the document and began placing them in Acid Free folders and Archival Storage boxes. We have begun with the collection of church Board Minutes which preserve the ongoing business and life of the congregation. This process was brought to a halt in March when we lost access to our buildings due to the Covid 19 Shelter-in-place orders.
- ◇ The Congregation has come to an agreement with Meadville Lombard Theological Seminary to ultimately store our Board Minutes electronically on their server where they will be able to be accessed by researchers and us. This will be an ongoing process that will require scanning of printed materials and the transfer of digital files.
- ◇ We have been able to answer research requests from family members of former members of the congregation and individuals doing research.

Committee Membership

Liz Jones, *Chair*; Betty Boone



Worship and Program Ministry Team

Living the Homestretch

Living the Homestretch is a program designed for older adults (70s, 80s, 90s) with the goal of living these years to the fullest. Each month we gather at 10:00 am on the third Saturday to learn about a topic of interest and to share relevant experiences. Light refreshments are served and lively discussions contribute to a sense of community among attendees.

We covered a range of topics from practical everyday needs to spiritual and emotional support for living life to the fullest. Topics from April 2019 through March 2020 included **Potential for Fraud and Abuse, the church's** focus on Journey Toward Wholeness, Hospice Care, Psychological Support for Dealing with Diminishing Capabilities, Future of the Church, End of Life Checklist, Uses of Cannabis, and Alternatives to Driving. As part of our community building, we held a celebration luncheon in November.



Living the Homestretch programs were planned by the following:

Derek Staats, Marv Pulliam, Caroline Clark, Eli Shefter and Joan Helland.

In addition to planning programs, this team has provided extensive publicity for each program with announcements in the Window and order-of-service inserts. We also have a triptych on display at Hillcrest campus on Sunday morning prior to our programs.

Book Lovers Affinity Group

As the Book Lovers Affinity Group finishes its twelfth year, we continue to meet every month. We primarily read and discuss literary fiction, one or two non-fiction books, and the KPBS One Book One San Diego annual selection. We make sure there are several copies of a book available in the public library before we select a title. Then, we select each book we will read by consensus. During the C-19 stay at home order, we are meeting by Zoom. We are still working with existing members to make sure they have access to technology and know how to use it. So, for the first time in book club history, we are not accepting new members.

Lay Leader: Maureen McNair

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 (7/19 - 6/20), the Leadership Circle of ECSC created worship services in observance of the Sabbats (holy days) of the Pagan Year: Litha (summer solstice), Lammas (first harvest), Mabon (autumn equinox), Samhain (final harvest), Yule (winter solstice), Imbolc (first planting), Ostara (spring equinox), and Beltane (May day). All our rituals are intended for members and friends of First UU Church and Pagans from the larger community and are held at our Hillcrest campus. This year, in response to the Covid19 pandemic and physical distancing requirements, we moved our Ostara, Beltane, and Litha rituals to Zoom. We also moved our Pagan Conversations to Zoom in late March and, realizing the greater need by our circle, offered it every Sunday rather than bimonthly.



The Leadership Circle created *Demystifying Divination* as a Dining for Dollar\$ event to raise awareness and to meet the spiritual needs of our wider community. Our Paganism 101 class series was repeated as there was much interest from the congregation.

In the coming year, we hope to offer our Paganism 102 class series and look forward to new opportunities to serve the wider circle.

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:

Looking Glass Theatre supports the San Diego Performing Arts League (SDPAL) with an annual donation from donations we receive from our patrons. SDPAL operates ArtsTix, the only not-for-profit ticket vendor in the San Diego region, and hosts the Star Awards - **SDPAL's tribute to theatre volunteers.**

Weekend Revue

This is the third year of our very popular all singing performance. We are so grateful to the wonderful performers and crew who make this annual fundraising event so successful. Our earnings from this **production go to a fund set aside for renovations to our church's lighting capabilities, this new lighting will be not only wonderful for LGT but also for the entire congregation's use!** This was a multi-generational event, including cast and crew of all ages.



Twelve Angry Jurors

This all-inclusive version of the classic 12 Angry Men was very well received, and served to start many great conversations around the subjects of classism, racism, social justice and our justice system. Les GrantSmith directed this production with his great skill and keen eye. 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 Matinee performances.



Worship and Program Ministry Team

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's plans are contingent upon the current viral pandemic. We are currently planning a virtual production that will be available for viewing online. We hope to put on a play in the fall, and a musical production in the spring.

Lay Leaders:

- Chair* – Gay Hybertsen
- Past Chair* – Elsie Sleeter
- Treasurer*: Rose Riedel
- Publicity*: Jordan Fraser



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 tissues and to coordinate and publicize other Buddhist groups meeting at the Church.

For the first eight months of the 2019-2020 Church year, our groups continued the course of former years with weekly meditations prior to first service and on Wednesday mornings. We also hosted [Open Heart Sangha](#) on Sunday afternoons and [Insight San Diego's](#) Saturday and Monday meditation-dharmas and several day-long meditations with outside speakers. Since March and an initial limbo period, most of the groups other than the Sunday morning group resumed regular meetings utilizing Zoom communications.



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 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.

Anticipated projects for next year:

As of the time of this writing, it's only speculation to know when or if the on-campus meditation/sanghas will return and in what format. Until that time, we will continue our meditation utilizing Zoom.

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

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 three 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.
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



Worship and Program Ministry Team

Music Ministry

Lara Korneychuk, *Interim Hillcrest Music Coordinator, Chalice Choir Director, Voices in Unity Director*

Lorelei Garner, *South Bay Music Coordinator, Women's Chorus Director, South Bay Singers Director*

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

Andrea N-L, *JUUL Tones Director and Music Leader*

Chase Pado, *Pianist / Organist*



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.

South Bay Music Coordinator: **Coordinating South Bay's music program continues to be a pleasurable task to undertake. I'm blessed with a wonderful staff to work with that allows me to be creative and adventurous in our music offerings. My mission continues to be about providing the South Bay congregation with music that inspires and teaches, as well as represents the various talents native to San Diego. During this time of quarantine and distance worship, I've missed the seeing faces of fellow worshippers and staff but am thankful for the opportunity to serve via virtual services.** ~ Lorelei Isidro-Garner



Chalice Choir, under the direction of Interim Hillcrest Music Coordinator Lara Korneychuk and with the collaborative leadership of Chase Pado, enjoyed a fall season of growth and community-building. We exercised our versatility, singing a range of genres from "Rise Up" by Andra Day to Brahms' "Wie Lieblich Sind deine wohnungen." We experimented with the acoustics of the Meeting House, singing from the steps, the loft, behind the congregation, and surrounding the congregation. A favorite from our time together this year was the Sufi melody, "Adinu," which allowed us to experience singing as meditation, rather than presentation. The year brought more change when the world told us it wasn't safe to sing in the same room for a while, but our community stays connected through weekly zoom calls and hopes to try our hand at virtual choir recordings during the summer months!



Voices in Unity is experiencing a year of transformation as its core members are growing up and getting involved in music leadership throughout the church. We began the season collaborating with Chalice Choir for a larger ensemble experience and have progressed now to solo leadership and song leading in online worship services.

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Worship and Program Ministry Team

Our **Children's Choir** continues its second year of growth. We ended the 2019-20 season with five members and now boast 10 regularly attending members ranging in age from 5 to 11. We performed regularly in services this season and sang at the Family Christmas Eve Service. While we would typically have a break from rehearsals and performances during the summer months, this year poses some different challenges as many of our children will not have the usual schedule of summer camps and activities. With this in mind, we are exploring ways we might continue to engage our children in making music throughout the summer. **We hope to include many of our Children's Choir members in a virtual music camp experience that will culminate in the production of a "virtual musical."**

The JUUL Tones Acappella Ensemble continues to sing in worship and in the community, and has intentionally sought and performed music written by people of color as we have added to our repertoire this year. During the spring, we transitioned to a new way of singing and practicing together, as worship services moved online. This has required us to develop many new skills, and has highlighted the importance of music in our lives.

Handbells Program – UUBellation and Las Campanas

The Handbells program started the year strong. All ringers from both choirs returned to ring with us again this season and we were delighted to add three new members to our ranks which, for one of our ensembles, presented us with the challenge of finding a place for 11 ringers at a table designed for 10, which is a great problem to have! We performed several original pieces that were composed specifically for our ensembles as well as pieces chosen from a wide variety of



For the second year in a row, we presented a 30-minute concert of music prior to our Christmas Eve Vespers Service and collaborated with several of our youth to present an original piece of music for our Earth Day Service. Currently, we have suspended rehearsals until such time as public gatherings are deemed safe but, in the meantime, are planning innovative ways to continue making music as an ensemble through the use of technologies that allow us to make music at a distance.

Our **Women's Chorus and The South Bay Singers** have been busy! We've learned an array of new and unusual repertoire and performed them during worship with big hearts and passionate voices. A highlight for the Women's Chorus is when we sang, "Oye" written by Jim Papoulis which called on people to "Listen," specifically to the voices of children in troubled lands pleading to be heard. The South Bay Singers sang a wonderful piece titled, "Sisi ni moja" written by Jacob Narverud. This piece proclaims the oneness of humanity and the planet, driven by steady 16th note patterns of the piano and hand drums. Our pieces continue to call people to righteous action and/or introspection and reflection. During quarantine, we continue to hold weekly rehearsals to prepare for the creation of virtual choir videos for use in our virtual worship services. Although it does not compare with in-person singing, we are grateful that thru technology, singing together apart is possible.

Worship and Program Ministry Team

UU Christian Study Group

Purpose of Group:

Unitarian Universalist Christian Study Group: We are a multi-generational adult religious study group within our congregation that focuses on Jesus, Christianity and all religious traditions from the perspective of the ever changing Unitarian Universalist perspective of the 21st Century. Till Covid-19 shut us down we met in the flesh three to four times a month. Since then we have stayed in touch via e-mail and our congregation's Sunday Morning live-stream worship services. We are looking forward to when we can return to our campus.

Accomplishments:

This past year was very productive. We began with a close look at the five or six passages in the Jewish and Christian scriptures that seem to justify homophobia. Scholars have revealed that these texts are talking about sexual abuse and prostitution in the ancient world and can not be used to condemn today's mature same gender relationships and marriage. Our understanding of gender orientation was unknown 2,000 years ago. Next we delved into the mysteries of spoken prayer, meditation and contemplation as explained by Richard Rohr of Contemplative Out Reach and Fr. Thomas Keating and Centering Prayer. Spoken Prayer: the prayers of praise, thankfulness, guidance, and forgiveness. Meditation: the quieting of the mind to experience the living spirit. Contemplation: the entering into the transformational presence of the sacred. Next was a visit to Eastern Orthodox Christianity and their understanding of salvation as a life long inner spiritual journey which has more in common with the way UU's think than the traditional Western idea of one-time salvation by faith in the cross. This was an eye-opener for many of us. Arjay Palmer led 2nd Sundays on Rasa: the essence of Healing and Wholeness. Rasa is an ancient Sanskrit word which originally meant sap of a tree. The sap carries the essence of the tree. In today's usage Rasa carries the meaning emotion, contemplation, spirituality and wholeness. Then several weeks on two very controversial books. "Faith vs Fact" by University of Chicago Biologist Jerry Coyne: an outspoken New Atheist. Dr. Coyne maintains that science and religion are incompatible because they use different methods. And "The Faith Instinct" by Nicholas Wade: New York Times Science Writer. Wade explores the very controversial idea that religion was a product of natural selection and human evolution. It's true that Darwin believed that social behavior evolved as a defense against predators. Groups that were bonded by emotion, empathy to the in-group and hostility to the out-group had a better chance for survival. This raises the real possibility that humankind is hard wired for both peace and war. When Covid shut us down we were examining how the evolution of faith played out in the emergence of Judaism, Islam, and Christianity. When the time comes we will pick up where we left off.

Church Goals:

A just and compassionate life and world is the very core of a Unitarian Universalist spirituality. The UUCSG provides thoughtful and challenging workshops, discussions to support individuals and the whole community in traveling this path with Jesus, Buddha, Moses, Jung or the Goddess.... We look forward to when we can return to in person meetings. Until then we will stay in touch via e-mails and phone calls.

Lay Leadership

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





