



**Worship with open hearts**

**Nurture a learning spirit**

**Serve justice with compassion**

**Love without judgment**

# **Annual Report**

## **2009-2010**

# Cedars Unitarian Universalist Church

Serving Bainbridge Island and North Kitsap County

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## Church and Congregation

Cedars Unitarian Universalist Church is a liberal religious community, a member congregation of the national Unitarian Universalist Association, and has been recognized by the UUA as a Welcoming Congregation\* and a Green Sanctuary\*\*. The Revs. Jaco and Barbara ten Hove serve as co-ministers, and the church serves residents of Bainbridge Island and North Kitsap County, on the west side of Puget Sound in Washington State. Sunday services are held in The Island School, just east of Highway 305 at 8553 NE Day Road in the northern portion of Bainbridge Island and office facilities are in Winslow at 571 Ericksen Avenue.

Congregational membership is currently about 140 and has been relatively stable over the past few years, with attendance at Sunday services averaging 111 for the first 10 months of the 2009-2010 church year.

Founded in 1959, the church has grown to be an active center of congregational life, including well-attended Sunday services, religious education programs for children and youth, adult programs serving a wide spectrum of interests, demonstrations of UU principles in service activities and public events, and a rich and growing sense of internal community that is seen in a variety of small group activities and social gatherings.

The congregation's expressive mission statement was adopted in 2004:

**Because** Unitarian Universalism embodies a rich tradition of liberal religious values that recognize the inherent worth and dignity of every person and the interdependence of all life; and

**Because** nearly 50 years ago a few searching souls chose to live those values by planting the Unitarian Universalist seed on Bainbridge Island; and

**Because** in coming together those souls sought a sense of continuity, cohesiveness and community; and

**Because** that seed has grown into a vibrant, welcoming Congregation in which we support each other through Worship, Religious Education, and Social Action; and

**Because** the roots of our Congregation have developed the strength not only to offer spiritual sustenance and support within, but also to nourish those who want in the wider world;

***Our Mission is to:***

***Worship with open hearts***

***Nurture a learning spirit***

***Serve justice with compassion***

***Love without judgment***

*\* Welcoming Congregation is a UUA designation for congregations completing a program to enhance their welcome of all, including bisexual, gay, lesbian, and/or transgender people.*

*\*\* Green Sanctuary is a UUA designation earned by a congregation following specific requirements in developing programs and practices that are environmentally responsible and sustainable.*

## Co-ministers

### FROM YOUR CO-MINISTERS

#### Revs Barbara W. and Jaco B. ten Hove



A rich and busy year, to be sure, as we eagerly deepen our connections among you and this community. In keeping with our commitment to realistically and equitably share this one ministry position, we continue to split the tasks while seeking to stay connected as much as we can to the whole of the church. Both of us attend most Sunday services, meet monthly with the staff and the Board's Executive Committee, and take part in all-church and Neighborhood Team events as we're able.

We were both terribly moved by our relationship with Cedars leader Bunny Stumbo, whose struggle with cancer ended in late December, after which we were honored to lead a January memorial service for Stan and their family, plus many others from within and without Cedars. A brief overview of some of our other ministerial activities follows below and a full listing of the past year's Sunday services is included elsewhere.

Last June (2009) we both journeyed to Salt Lake City for the annual UUA General Assembly, which was notable in that Rev. Peter Morales, the settled colleague who followed our 1998-99 interim ministry in Golden, Colorado, was elected president of the UUA. Peter introduces a five-minute video profile of the innovative theology program we helped develop this year, called *The Living Tradition Institute of the West Puget Sound*.

The video clip was featured on the UUA web site for a month or so after footage was shot at Cedars by **Jeff Philip**, and is now available on our Cedars web site home page. This program, offered three times at each of the three West Sound UU settings (Bremerton, Cedars and Port Townsend), featured four local UU ministers exploring the powerful work of our inspirational colleague Forrest Church, who died this past year. Approximately 85 people attended overall.

In August the church office was moved into the Katz Building at 571 Ericksen Avenue, which has been a great blessing. Meanwhile, both of us played a part in planning and presenting at the first annual Program Council Leadership Training event in late summer and then at the September Board of Trustees retreat. We also each led programs for our respective Cedars gender groups this year.

Rev. Barbara is direct ministerial support for the Worship Associates and the Program Council. This year, she and the two lay leaders of the PC (**Leslie Marshall** and **Richard Wilson**) began having bi-monthly planning meetings to prepare for Program Council, which now meets 6-8 times a year instead of monthly. The PC approved creation of a Program Associates Team, which Rev. Barbara also leads. (See their report for more info.)

After the resignation of long-time Director of Religious Education, **Lisa Ashley**, in December, Rev. Barbara led a DRE Transition Team (with **Lyn Longini** and Trustee **Vinnie Perrone**) and in January the Church hired new DRE **Kim Beyer-Nelson**, who is already doing an excellent job. Rev. Barbara supervises her as well as **Chris Smellow**, our wonderful Pianist and Director of Music.

Rev. Jaco is direct ministerial support for the Board, the Pastoral Care Team and the Membership Team. He has also been a key part of the Shaping Our Future Team, which met quite frequently throughout the year, leading to this June's report. Programmatically, he led a six-week study of the intro to UUism called *A Chosen Faith*.

Both of us have become increasingly involved with the larger community. We perform together monthly as leaders of the Community Singers, bringing folk music to various local nursing homes and retirement communities. We've also helped lead the interfaith "Reel Religion" film series this spring at Eagle Harbor Congregational Church.

Rev. Barbara appeared in two plays at Bainbridge Performing Arts and is helping to create the annual local Interfaith Baccalaureate service this spring. She also holds a weekly volunteer position at Helpline House.

Rev. Jaco joined the Steering Committee of the B.I. Community Energy Task Force (now known as *Positive Energy: Bainbridge Alliance for Clean Power*) and is helping lead an "Energy Challenge" toward more sustainable living. To that end, his Earth Day sermon invited sign-ups for a *SOULful Cedars* initiative that will promote "Sustainable Outcomes in Unity and Love" (SOUL).


He appeared on a mid-winter panel, sponsored by Sustainable Bainbridge in response to the December Climate Summit meetings in Copenhagen, and then created a May community workshop on "Tools for Effective Climate Change Communication." He also moderated a community panel on Immigration Reform in November, and went on a five-day Interfaith Peace Walk for a Nuclear-Free Future in January (from Olympia to the Bangor Submarine Base in Poulsbo).

Meanwhile, Barbara presented her acclaimed "Creating Quality Worship" workshop at the annual Pacific Northwest District (PNWD) Assembly held in February, this year in nearby Bellevue. She also taught colleagues for a total of eight hours on "Speaking in Our Own Voice: Creating Worship with an Authentic Spirit" at the large Convocation of UU ministers, an infrequent five-day opportunity to deepen collegial relationships, expand Continuing Education possibilities, and strengthen the unity of our calling. Jaco served as a conference chaplain at this "Convo," held in downtown Ottawa, Ontario, last November.

For Barbara, this has been an eventful spring in that she's been chosen to represent all the colleagues who were ordained 25 years ago in a talk before the assembled ministers just prior to this coming UUA General Assembly in Minneapolis. Plus, she was awarded the annual Universalist Heritage Sermon Award for her February effort at Cedars, *The Heart of Universalism*.

It's been a fulfilling and stimulating year, indeed. Best wishes to all as we head *TO THE SUMMER AND BEYOND!*

Fondly,

A handwritten signature in black ink that reads "Barbara & Jaco" with a small star above the 'o' in Jaco.

## Cedars Sunday Services, 2009-2010

### JUNE 2009

- 14 *Spirituality, Sp. Practice, & Relig.* — A. Miller
- 21 *Does Marriage Equality Matter?* — N. Baran+
- 28 *My Inner Muslim-Christian Dialogue*  
— Rev. Dr. Ann Holmes Redding

### JULY 2009

- 5 *Spiritual Side of Democracy* — Porter Hall
- 12 *Kismet, Karma, or Coincidence?* — Beth Balas
- 19\* *The Service in Song* — Chris Smellow+
- 26 *Remember the Sabbath* — BtH

### AUGUST 2009

- 2 *Time and Timelessness* — Michael Read
- 9 *Confronting History through Today's Eyes* —  
Warren Read
- 16 *Journey to Faith & Ministry* — Marvin Evans
- 23 *Your Brain's Creation Story* — Connie Barlow
- 30 *Holy Horcrux: Touching Souls* — BtH

### SEPTEMBER 2009

- 6 *Water Above and Below, Within and Without*  
— JtH+
- 13\* *Welcome Sunday: Quilt Us Together* — B+J
- 20 *Becoming Earth Community* — Bill Scarvie
- 27\* *Our Living Tradition* — BtH

### OCTOBER 2009

- 4 *Spiritual Formation of the U.S. Constitution,*  
*Part 1* — JtH
- 11 *Song of Solomon/Song of Songs* — Donna Mohr
- 18\* *Spiritual Formation of U.S. Const., Pt. 2* — JtH
- 25 *Wounded Words* — BtH

### NOVEMBER 2009

- 1\* *Remembering All Souls* — BtH+
- 8 *Spir'! Entropy Meets Radical Hospitality* — JtH
- 15 *All Work & No Play Makes Jack* — Bill Scarvie
- 22\* *Joy, Thou Goddess* — Rev. Amanda Aikman
- 29 *What's Broken is Brilliant* — BtH

### DECEMBER 2009

- 6 *The Answer to Bad Religion* — JtH
- 13\* *O Hanukkah!* — BtH+
- 20\* *Solstice Alleluia!* — BtH
- [24\* *Thurs.-Christmas Eve Candlelight* — BtH+
- 27 *Homecoming at Cedars* — JtH+

### WORSHIP ASSOCIATES

- Porter Hall      Bill Scarvie
  - Beth Balas      Donna Larkin Mohr
  - Jason Cheung      Michael Read
  - Rachel Balas and Marina Philip, *youth*
- 

### JANUARY 2010

- 3 *Reflections in Silence* — Tracy Dickerson
- 10 *Men in Motion* — JtH
- 17\* *Living in the Legacy of MLK, Jr.* — BtH
- 24 *Living and Letting Go* — BtH
- 31 *Stirring Souls, Planting Seeds of Peace* — JtH

### FEBRUARY, 2010

- 7\* *Interview with an Activist: Jim Kimbrough*
- 14\* *Loving Friends* — BtH+
- 21 *The Heart of Universalism* — BtH
- 28 *A Sufi Is As a Sufi Does* — JtH

### MARCH 2010

- 7\* *Formative Forces, I: Margaret Fuller* — JtH
- 14 *Violence & Spiritual Numbness* — Donna Mohr
- 21\* *"Singing the Journey"* (new songbook)  
— BtH and Chris Smellow
- 28 *Formative Forces, II: R.W. Emerson* — JtH

### APRIL 2010

- 4\* *Easter is Breaking!* — B+J
- 11\* *Social Justice Sunday: Haiti's Hospital Albert*  
*Schweitzer* — John Walton+
- 18 *"Practice Makes Progress"* — BtH+DavidRoth
- 25\* *A Natural Step for Earthlings* — JtH

### MAY 2010

- 2\* *Creativity* — Donna Moore
- 9 *Mothers & Sons, Mothers & Daughters* — JtH  
and Mary Lou Sanelli
- 16 *Impossible Dreams* — BtH
- 23 *2010 Bridging* — Marina Philip+Rachel Balas
- 30\* *The Wheel of Life* — BtH+

### JUNE 2010

- 6\* *Weave One Heart* — B+J
- 13\* *Relig. Ed. Sunday* — Kim Beyer-Nelson+
- 20 *Summer Services begin...*

Cedars Unitarian Universalist Church, Bainbridge Island & N. Kitsap County, WA  
SYMBOL KEYS: [• = All Ages] [\* = CHOIR] [+ = w/others]  
Revs. Barbara W. ten Hove (BtH) & Jaco B. ten Hove (JtH), co-ministers (B+J)

## Board of Trustees

“As elected leaders our mission is to be a central source of empowerment for collective efforts to build and strengthen our religious community, because providing a place for personal and relational growth in a diverse community of interested and interesting people who value the freedom and responsibility we offer is worthy of our best efforts.”

**Board membership:** Channie Peters, President; Richard Wilson, VP; Leslie Marshall, Secretary; Frank Petrie, Treasurer; Michael Read, At-large; Robin Hanway, At-large; Vinnie Perrone, At-large, Rev. Jaco ten Hove, Ex-officio

The Cedars Board of Trustees meets monthly to provide leadership and decision-making on on-going and emerging issues facing the congregation.

### Highlights of the 2009-10 year include:

- Developed new operating procedures for using new Cedars office at Katz Building on Ericksen Avenue.
- Kicked-off active portion of church year with a Leadership Training Workshop attended by approximately 30 Cedars members.
- Clarified role of VP to be accountable for the annual stewardship canvass and connecting with the Program Council.
- Conducted a Board Retreat, focusing on increasing hospitality at Cedars and planning for the coming church year.
- Guided activities and shaped results of a team of leaders—Future Shapers—actively engaging Cedars members and friends in developing a new long-range plan, with “Community” emerging as the high-priority theme for the coming years.
- Provided oversight in managing the transition of our Director of Religious Education, engaging the congregation in the process, developing a plan to appropriately thank Lisa for her six DRE years, and interviewing, hiring and welcoming Kim Beyer-Nelson as our new DRE.
- Created a new Budget Leadership Team charged with engaging the congregation in the development of our annual budget.
- Guided and provided active leadership to the annual stewardship campaign.
- Each quarter conducted detailed review of financial reports, discussed investment strategy for capital and endowment funds, results of fundraising activities ongoing cash flow and overall financial health of the organization.
- Developed strategy for enhancing the congregation's emergency preparedness planning, with a goal to develop a plan for inclusion in the organizational Policy Manual.
- Reviewed proposal and approved creation of a team of Program Associates (modeled after the Worship Associate team) who would assume leadership for adult programs of a religious or spiritual nature.

## Program Council

**Mission:** The Program Council is the programmatic heart of Cedars. It provides a forum for healthy communication, and effective coordination between various committees and the Board of Trustees. It also provides leadership training and support for all church programs with a mission of creating and sustaining a strong program to meet the needs of new and long term members and friends of Cedars.

**Goals:** The Program Council will work together to:

- Facilitate ongoing communication between the Board of Trustees and committees on the Program Council.
- Identify current needs of the church while keeping the larger vision and mission in mind.
- Collaborate and share resources, and coordinate schedules, programs and special projects.
- Provide appropriate training and support to program leaders, particularly committee chairs.
- Make recommendations to the Board of Trustees on issues outside the scope of any individual committee's charter.
- Create an annual program guide.
- Remain open to new ideas that may emerge for new programs throughout the church year.

**Membership:** Leslie Marshall (chair), Richard Wilson (Stewardship/Future Shapers/Board), Rod Kempkes (Membership), Chris Smellow /Alan Miller (Music), Diana Peters (Pastoral Care), Jan Mulder /Tom Kuniholm (Comm on Ministry), Porter Hall (Worship), Helen Nissani (Social Action), Barry Peters/Herb Hethcote (Green Sanctuary), Frank Mandt (Communications); Terry Siebert/Kim Beyer-Nelson (RE); Bill Scarvie ( Interfaith Council); Betty Petras/Andrea Tryon (scribe) – met third Tuesday evening every other month.

- To start the year, Council leadership coordinated the August 18, 2009 potluck dinner and leadership training workshop for chairpersons of every committee and for staff at Vineyard Lane community room.
- At every meeting, each committee updated the group with information about all of their current activities and their planned events. At the October meeting, we focused on coordinating events for the upcoming Holiday Season and collecting information for our winter-spring 2010 Program Events Brochure, copies of which are available on the Membership table on Sundays.
- Early in the year, each committee chairperson was asked to send to the chairperson and to the scribe of Program Council an entry for their committee for the Leadership Manual (more specific, operational and current than their charter already in the Organizational Handbook) that is up-to-date, i.e., a description of how the committee functions; details; traditional projects, etc. The Leadership Manual descriptions will be passed from chair to chair in order to 'brief' incoming chairs about current operating procedures for the committee. Only some of the committees did so.

- At various meetings this year, the Council discussed the new Annual Report process, the year-long Future Shapers Process, and the budgeting and stewardship processes for 2010. The Board-appointed Budget Leadership Team (BLT) met twice with the Council to present plans and to receive feedback.
- We welcomed our new RE Director, and forwarded to the Board for its approval the proposal for a new program associates team to replace the Adult Programs Committee. We communicated to our respective committees the process for arranging childcare for Cedars non-RE events, the requested post-use care for the Katz Building office space, and procedures for using the copier properly.
- Representatives from each of the committees coordinated a potluck supper for all members of all of the committees to celebrate the end of the church year and honor each committee for its work on June 8th, 6:00-9:30 PM.
- Once again, the Council leadership group will coordinate a potluck dinner and leadership training session for committee chairpersons and others in leadership roles on August 31st, 5:45-9:30 PM.

In the coming year, the Council needs to finish updating the Leadership Manual, plan and carry out a Program Fair for the congregation in late winter, make sure the committees send updated current information about activities and chairs to Frank Mandt for publishing in the Beacon and on the web.

## **Worship**

### **Committee members:**

Rev. Barbara ten Hove, Donna Larkin Mohr, Porter Hall, Michael Read, Beth Balas, Bill Scarvie, Jason Cheung, Marina Philip, Rachel Balas. We have met on July 1, August 19, September 9 and 13, October 21, December 2, January 27, April 7; we will meet on May 19.

Our mission: to make worship the heart of church life at Cedars and to create sacred space and time to honor what matters most in our lives, such as love, community, peace, and justice

### **This year's highlights:**

- 33 worship services conducted by one or by one or both of our ministers on topics including the spiritual foundations of the U.S. Constitution, wounded words, radical hospitality, men in motion, living and letting go
- Guest speakers: Connie Barlow, Rev. Amanda Aikman, David Roth and others
- Lay-led services on our hymns, meditation and many other topics
- Services led by congregation members, including Warren Read, Rev. Marvin Evans, Tracy Dickerson
- We deepened our traditional services, including the water and flower communions, all souls, Christmas Eve and our youth homecoming service

- Worship team training, where we welcomed Jason Cheung, Marina Philip and Rachel Balas as new worship associates
- Our collaboration with other groups/committees at Cedars -- music, religious education, social action

### **Plans for the future:**

- Summer services on atheism, dance, patriotism and other topics
- Donna Mohr and Porter Hall leaving the committee
- Training and installation of two new worship associates in September
- Further review and refinement of our worship services to support a growing congregation's spiritual needs

## **Music**

Committee Members: Alan Miller (chair), Sheryl Hamm, Fran Korten, Bob Meredith and Robert Mohr. We have established for our regular meetings the first Friday of the month, noon to 1:30 PM at the Church office. Bob Meredith replaced Susan Bray on the committee and Robert Mohr stepped down as chair in January of 2010.

### **Our goals are:**

- To support the Music Director so that she can concentrate her efforts on developing the overall music program.
- To keep the Congregation informed about the music program.
- To advocate for the music program in the budget process.
- To enrich the Sunday services by providing inspiring music.

### **This year's highlights included:**

- Arranging for the implementation of two pianos that were gifted to CUUC for use in our rehearsal space and Webster Hall. This included purchasing a dolly for the church piano and funding the tuning maintenance of both instruments.
- Managing the Music Budget and preparing and submitting next years budget, including salary recommendations for the Music Director.
- Coordinating the choir's participation in the Auction.
- Meeting with the Worship Associates to coordinate the efforts of the two groups.
- Developing and implementing the plan (approved by the CUUC Board of Trustees) to raise funds outside the budget so we could purchase the new teal colored hymnal supplements and add to the existing hymnals. This program was managed by Bob Meredith and resulted in the purchase and donation of 82 supplements and 24 hymnals. In addition 13 damaged hymnals were repaired.
- Recruiting 7 additional members for the choir.

- Recruiting and scheduling musicians to perform at Sunday services both from within and without the Congregation.
- Writing the Music Notes column for the Beacon describing our program and activities.

**Challenges ahead:**

- Finding and funding a larger rehearsal space for the growing choir.
- Keeping the pianos in tune and in good repair.
- Increasing the number of performances per month.
- Expanding the existing music program into other elements such as Men’s Choir, Children’s Choir, etc
- Finding ways to serve the larger community.

**Children’s Religious Education**

**Committee members include:** Molly Clawson (approx.14 years of service), Shelley Kaurin (new member), Julia Brunzell (new member), Donna Larkin-Mohr (approx 4 years of service), Gregory Cook (approx 3 years of service) and Joanna Garritano-Rogers (new member), Kimberly Beyer-Nelson, DRE (new member)

**Note:** *As of the date of this writing the RE committee is currently functioning without a designated chair. Kim Beyer-Nelson will be penning this report, and will continue to meet with the Program Council as the RE committee liaison.*

The RE committee continues to meet on the Third Thursday of each month, from 7-8:30 PM

**This past year, the RE Committee has been involved with the following issues and programmatic themes:**

1. Helped to select and implement Tapestries of Faith Curriculum for K-Jr. High. This web-based resource from the UUA has been a strong program, but does require a lot of “tweaking” to fit the style and time frame of religious education within our church.
2. Terry Siebert resigned in February as Committee Chair to pursue her art full time. This was Terry’s third year in that position.
3. The committee members have met with Kathy Stevenson from Quimper UU to clarify their roles and think ahead to the coming years. The workshop, a DRE startup program, helped to create a sense of purpose and structure within the RE committee
4. Put on a very successful all ages Christmas event, decorating Christmas ornaments.
5. Helped with both the teacher and facilitator sign-up process for the RE program.
6. The RE committee has decided to implement a fee for RE, to create paid playground monitor positions for each Sunday. This was deemed a safety issue for the church, as well as an important compliance issue with our lease.

## **Growing Edges**

1. The RE committee is exploring the use of specific leadership areas held by each member of the committee. For instance, one member will be in charge of previewing games and art projects, another will work with all ages celebration, etc. They anticipate a committee retreat in June or July to help clarify roles and program goals.
2. The RE committee will be deeply involved with calling RE facilitators and assist with student signups.
3. The RE committee will plan at least 2 all ages out of church events each year.
4. The RE committee will be more deeply involved with the Senior Youth group, and will image that involvement during the summer retreat.
5. We encourage interested committee members to NOT serve as RE facilitators; however, if this is the particular ministry they are deeply called to, we will not bar them from serving on the committee.

## **Program Associates**

This year, the Program Council and Board of Trustees approved the creation of a Program Associates Team. Our Charter is as follows:

The Program Associates Team consists of 5-7 trained lay leaders, supported and trained by one and/or both co-ministers, whose role is to create, oversee and support the adult religious and spiritual courses and programs at Cedars. Each Program Associate serves a three-year term, staggered to ensure the team has continuity.

### **The Team members are well grounded in**

- the meaning and purpose of adult religious education,
- the use of effective facilitation skills, and
- the available resources for Adult RE within the UU community.

### **They will**

- meet regularly to develop and support each year's adult classes,
- create written and electronic materials to advertise Cedars program,
- oversee financial operations (e.g., annual budget and class fees), and
- as needed, recruit and support other leaders for the various programs created each year.

**Three Program Associates are on board:** Alan Miller, Barry Peters & Andrea Tryon. More will be recruited as the program evolves. The Program Associates Team is currently led by Rev. Barbara.

**Current plans include** the first "official" meeting on the Program Associates Team in June 2010 with a training to follow later in the summer. The new Program Associates participated in a

one hour “webinar” on the UUA’s Tapestry of Faith on-line curriculum and will use this and other resources to create a vibrant, community building program for adult learning, outreach, and spiritual development at Cedars.

## **Social Action**

**Committee Members:** Audrey Blair; Julie Ann Dakin; Carol Ann Davidson; Karolynn Flynn; Judy Friesem and Kim Bush; Tom Kuniholm, Diane McCann; Carolyn Meredith; Betty Petras. Submitted by Helen Nissani (Chair).

**Mission:** To enhance the life of our Church and its congregants, by promoting social action and social justice.

### **Accomplishments this year include:**

- Members of the neighborhood teams and other groups such as pastoral care, choir, men’s and women’s groups participated and contributed to 12 months of super suppers served at the First Congregational Church the last Tuesday of each month. Approximately 360 meals were served to those in need this year
- Members of the committee and the congregation participated in the annual Crop Walk for Hunger with other churches in our community in October.
- A “How To”.. manual for the Alternative Gifts Project was produced with grant funds from the UUA and launched on our website. To publicize our efforts advertisement was developed and will be published this summer in UU World.
- Relief efforts for Haiti and Chile raised a total of \$6,332 this year, serving those that lost their homes in Chile and supporting needed medical equipment, supplies and medications for Hospital Albert Schweitzer in Haiti.
- Our special partnership with Hospital Albert Schweitzer in Haiti was deepened and strengthened. Social Justice Sunday’s presentation by John Walton, chairman of the hospital board informed congregants about current conditions and needs in Haiti. An additional \$5,197 was raised by our members and community guests that were invited to this special service and presentation. This was a successful community outreach project.
- A total of \$17, 809 was raised for local community organizations through our Sunday Special Collections. Receiving organizations were selected to reflect our UU principles and to support those in need in both North Kitsap and the Bainbridge communities.

### **Plans for the future include:**

- Community Service Day will take place May 22nd. We will clean and spruce up Helpline House and host a picnic for participants. Next year we will take our efforts to Fishline in Poulsbo.
- Launch an online version of the Alternative Gift Project by December 2010. A volunteer web designer is begin sought, a sub-committee has been formed to work on the design and process.

- Continue to solicit support from various church groups to bring food donations for super supper. A new visual is planned, to better inform members of what is needed each month.
- Enhance participation of youth and members in Crop Walk for next October, 2010.

## Membership

Committee members: Rod Kempkes (chair), Sally Wilson, Sheryl Hamm, Alan Miller. We have generally been meeting on the second Tuesday evening of each month at 7:30 pm. Each team member has an area of focus that they take responsibility for.

Sally: Neighborhood teams coordinator

Alan: Path to Membership classes

Sheryl: Connection Dinners

Others who assist with the work of the committee:

Arlene: Sunday Service Welcome Table

Judy Friesem: Sending notes welcoming people who sign the visitors' book

Janetmarie Valiga: Managing the production of new nametags

John Peck: Photographing new members for the on-line directory

Our goals are to:

- Welcome every visitor
- Help guide newcomers to opportunities to learn about Unitarian Universalism and Cedars
- Provide a quality orientation experience
- Celebrate new members
- Nurture deepened connections between all members

This year's highlights included:

- In addition to their Sunday setup duties, each Neighborhood team held a gathering in February for the kickoff to the Stewardship Campaign. The Port Madison team was the first to be asked to provide setup for the memorial service for team member Bunny Stumbo. We are now using compostable cups for coffee. During the year several Team Leaders resigned and replacements were found and trained. In early March some team boundaries were adjusted to better balance membership. In May the annual Team Leader Review will be held.
- A new member orientation class was planned to be held in October, but was cancelled because nobody signed up in advance. Another class was offered on Saturday, January 23, from 10 a.m. to 2:00 p.m. at the Katz office building, which 7 people attended. The class provided information for potential new members, including UU history and principles, congregational life at Cedars and ways to get involved. The class also

explored the individual participants' religious journeys and gave an overview of our religious community.

- Dinner Connections brought newcomers and members together in most months. One month there were two on the same night. We've had 6 people hosting, and more ready to host. We've added the Dinner Connection Continuous List for people who want to attend regularly. Our challenge is to have more two-dinner months and add a Family Dinner Connection.
- We set up a Google docs spreadsheet for our team to track first time visitors to Cedars Sunday services.
- An Ingathering service was held on November 9, to welcome new members who had joined since the last such service was held in December 2008.
- On February 1, 2010, we reported our official count of our membership at 145 members.
- At press time, another orientation class and Ingathering were scheduled for May 8 and June 6, respectively

Challenges ahead:

- Staffing the visitor table on Sunday mornings consistently and adequately throughout the year
- Developing a functional and convenient on-line database/directory usable by all members and leaders
- Coordinating a consistent approach to stewardship visits with new members.
- Integrating new members and friends into the life of the church
- Maintaining contact with our active membership
- Adding several more members to our committee to better serve our goals

## **Green Sanctuary**

Under the Guidelines for Accreditation, "...the Green Sanctuary Committee will coordinate activities... The role of this committee is not to 'carry the water' of the environmental commitment, letting the rest of the congregation off the hook. Instead, the committee will facilitate planning and provide logistical support to the congregation so that the activities can be accomplished more effectively."

Purpose: To further affirm and promote the Unitarian-Universalist seventh principle: respect for the interdependent web of all existence of which we are a part. The Committee's goals also reinforce our Cedars affirmation to "take good care of the Earth because it is our Home."

The Green Sanctuary Committee activities focus on raising the consciousness of the congregation and the community about sustainability and earth justice issues and opportunities available to individuals and families, both in their homes and as citizens of the local and global community. Likewise, the majority of the Committee's projects focus on learning and action for individuals and the community.

*Participants: Leslie Marshall and Herb Hethcote (co-chairs); Barry Peters; Gerlind Jenkner; Donna Mohr; Robert Mohr; Bill Scarvie; Stefan Paskell; Julie Katana; Marta Holt; Beth Balas; Greg Hepp – met Tuesday evenings every other month.*

In 2009-10, Green Sanctuary (GS) has broadened its scope from ethical eating and sustainable economies to sustainability in energy and water and to zero waste. In accordance with our charter, we have agreed that ideally GS should serve as a catalyst for green activities in the congregation. We continue to do so 1) by sponsoring the Sustainability Book Group 6 times a year and displaying the books read in Webster Hall on Sundays (along with other information on sustainable living), 2) by including one-line announcements on sustainability opportunities in the Sunday Bulletins and writing "Hot Tips for a Cool Planet" for the Beacon, 3) by responding to questions and concerns about 'how we can be more green' from individuals and committees at Cedars (fundraising events, teen gatherings, Sunday coffee hours re: food choices and waste reduction), and 4) by organizing and/or supporting relevant volunteer opportunities in the congregation and in the wider community. We are currently supporting Rev Jaco in encouraging members from Bainbridge and from North Kitsap to sign up for a Sustainable Outcomes in Unity and Love (SOUL) team at Cedars to help with implementing programs in sustainability in Kitsap County. In addition, we have 5) collaborated with other congregations' green activists on special projects, and 6) 'carry the water (or Eco-cups and coffee grounds every Sunday)' on certain initiatives to decrease our planetary footprint. 7) One member continues to procure and deliver recycled paper for Cedars office.

Some specifics on our collaborations with other CUUC committees, other congregations and non-profits:

- Following discussions arising from the successful spring 2009 Environmental Film and Discussion series that we co-sponsored with Earth&Spirit at Grace Episcopal, Islandwood and Eagle Harbor Congregational Church (EHCC), we coordinated a group of 16 or more volunteers from Cedars to assist with composting and recycling activities at the Suquamish Tribe hosting of 2009 Canoe Voyage on Aug 3-8, 2009.
- Several GS members joined Earth Ministry and other NGOs to participate in the Climate Action Day rally in Seattle in July 2009 as well as at the 350.org events there in October 2009. We publicized the Earth-Ministry sponsored 'Beyond Coal' Town Hall at IslandWood on April 20, 2010, and assisted with an Earth Ministry event at Theo's (fair-trade, organic) Chocolate factory on April 15, 2010.
- GS collaborated with the Social Action Committee (SAC) on providing the August 25, 2009 Super Supper and participated in the October 4, 2009 CROP Walk. Following the Super Supper involvement, we arranged through the InterFaith Council (IFC) and EHCC the continuing use and composting of paper plates for the Suppers and posted signs in the EHCC kitchen instructing all providers how to do so.
- GS members are working on sustainability issues (energy, food, water, waste management, economic) through the City Council, Sustainable Bainbridge, the Zero Waste Initiative and the BI Energy Challenge. With Earth&Spirit at Grace and EHCC, we co-sponsored the Earth Days 2010 events sponsored by the BI Energy Challenge (2 energy films followed by speaker presentations on April 24 and April 30), and co-sponsored the Island Press event with Darrin Nordahl, author of Public Produce, at IslandWood on April 28, 2010.

In coming months, 1) we need to revise and update the content for the GS section of the website. 2) We are getting a usage baseline for a fall promotional campaign and a sign for the coffee table to encourage BYOCups for Sunday social hours. 3) We would like to submit a few

sustainability-themed articles for the Beacon. 4) We also have copies of a number of environmentally themed DVD documentaries and print resources from Earth Ministry, Interfaith Power and Light, and UUA GS office, and are looking for a spot in the office from which they might be checked out. 5) We are developing a Lighten your Load Waste Challenge for the upcoming church year, and may invite The Island School or other congregations to join in some of the projects. 6) To foster Community within the Cedars congregation, we are planning an informal small group Friday evening sustainability documentary film-and-discussion series to be shown in various members' living rooms. We held a successful pilot of this on March 19, 2010. 7) One committee member has proposed leading a tour of the BI public farm lands after services some Sunday.

We have not used any funding from Cedars for our activities, and have obtained sufficient donations from the film events to cover their costs. Major lesson learned is how difficult it can be to engage a wider audience in issues of environmental sustainability and justice and to inspire action.

## Finance

From our charter: The Finance Committee supports the Board in its responsibility for the financial assets of the Church. The Finance Committee is responsible for oversight of the overall financial health of the Church, including: a) Annual budget planning, b) Presenting a draft budget to the Board, c) Guiding, monitoring, and providing year-to-year continuity to the Stewardship Subcommittee, the Fund-Raising Subcommittee, and the Capital/Endowment Subcommittee.

Committee members: Frank Petrie (Treasurer and Chairperson), Sandy Bullock, Tracy Dickerson, Herb Hethcote (Bookkeeper), Channie Peters, Jeff Philip

2009-10 highlights:

- The Bookkeeper prepared monthly financial reports for the finance committee. The finance committee met periodically to compare the monthly and cumulative income and expenses to the budgeted amounts. The Treasurer presented either a brief financial summary or a more extensive report at the monthly Board meetings. The church's financial status was reported at the January annual congregational meeting. Two members of the finance committee (Frank Petrie and Channie Peters) served as members of the Budget Leadership Team (BLT), which prepared a 2010-11 fiscal year budget proposal for Board and Congregational approval.
- Two members (Jeff Philip and Channie Peters) of the finance committee served on the Stewardship Subcommittee. Members of the finance committee provided a list of pledges during the current fiscal year and worked on the Pledge form and the Direct Payments Authorization form.
- One member of the finance committee (Tracy Dickerson) served very effectively as Chairperson of the Fund-Raising Subcommittee. The auction was very successful with a net income of over \$18,000. Other fund-raising activities such as coffee sales, tote bag sales, and Green Marketplace had a net income of over \$1,000.

- The Capital/Endowment Subcommittee was managed very ably by Greg Bedinger. Our funds were conservatively invested in Certificates of Deposit, so we had no loss of principal during the stock market decline.

## **Nominating**

The Nominating Committee supports the board and the congregation in identifying, encouraging, and preparing candidates for positions of leadership.

### Primary Function

For congregational voting in the annual business meeting, the committee proposes a slate of candidates for positions required by the bylaws and other positions deemed necessary by the board.

Current members of the committee are Walker Willingham, Chair, Marilyn Gremes, Jane Martin, Janetmarie Valiga, and Michael Read (board representative).

## **Planning (and the Shaping Our Future taskforce)**

The Planning Committee supports the Board with activities leading to recommendations for change in organizational practice and physical accommodation.

The Planning Committee is responsible for the creation and maintenance of a comprehensive plan and such additional plans as may be required for the accomplishment of specific objectives. The most recent version of the comprehensive plan was published in 2005 and concentrated on a 2005-2010 five-year planning horizon.

Current members of the committee are Frank Petrie (chair) and Richard Wilson.

Throughout the 2009-2010 church year, the Planning Committee provided support and leadership for the congregation-wide Shaping Our Future initiative stimulated by the 50th anniversary celebration of Cedars' founding in 1959. This Appreciative Inquiry-based process was organized and facilitated by a volunteer team that developed the process and its several stages, recruited and recorded congregational participation, and assembled interim and final reports of process findings and recommendations. The final report prepared for presentation at the congregation's annual business meeting provides a seven-theme series of aspirations, strategies, and recommended action plan possibilities for implementation by various committees and other Cedars entities over the coming five-year period, and will be used to update the comprehensive plan.

The Shaping Our Future team included Angie Hoffpauir, Becki Maxwell, Betty Petras, Bill Scarvie, Frank Petrie, Karolynn Flynn, Richard Wilson, and Rev. Jaco ten Hove.

Principal stages of the Shaping Our Future effort:

- Conversation Circles: An autumn series of small group discussions was organized to identify aspects of Cedars that were particularly appreciated and envisioned as significant features of a more vital and satisfying congregational future. Each circle,

assembled during Sunday coffee hours over a 15-week period, gathered about 6 people for a 20-minute discussion on one of seven themes developed in an earlier process (Community, Growth, Youth & RE, Our Home, Public Presence, Worship, and Program Possibilities). There were a total of 25 conversations, with 160 occupied seats and drawing the participation of 69 individuals.

- Initial Phase Report: Discussion content from the circles was sorted into clusters of common sentiment for each of the seven themes, and then replaced with 49 carefully crafted aspiration statements summarizing the general sense of each cluster. This report was shared with the congregation in a January congregational meeting.
- Neighborhood Team Sessions: Each of Cedars' seven neighborhood teams gathered during the winter for a brainstorming session of aspiration discussion and development (with 94 individuals participating). Selecting two of the seven themes for discussion, the members of each team then suggested strategies, programs, and actions to satisfy selected aspirations, as well as personal dreams for Cedars' 2010-2011 year, and these suggestions were then ranked by the group to indicate preference and prioritization.
- Consolidation and Processing of Input: Neighborhood session preferences were consolidated into congregational process proposals for strategies and action plan possibilities for each of the selected aspiration statements. The action possibilities were then associated with conceptually related segments of the congregational mission statement and discussed with the Program Council and the committees associated with those same mission statement segments to validate their feasibility and acceptability.
- Final Report: The final report proposes general strategies and specific action possibilities for all aspiration statements selected for discussion and prioritized by more than one individual in the neighborhood sessions, an approach that narrows the focus to those proposals seen to energize the process and motivate member interest. The report, with sections for each of the seven themes, also notes the special case of the Community theme, which was selected for discussion and development by five of the seven neighborhood groups (versus three other themes selected twice, and three selected only once) and is consequently recognized as a very strong expression of congregational preference and desire for a concentration on the development of an enriched and deepened sense of community within the congregation, adding small group programs and activities and cultivating interpersonal relationships.

## **Committee on Ministry**

### Charter

The Committee on Ministry supports the health of the congregation, its minister, and staff in their relationship and effectiveness in accomplishing the overall mission of the Church.

### Primary Function

The Committee on Ministry (CoM) exists to strengthen the quality of ministry within the church, believing that everyone in our congregation participates in ministry. The CoM provides a forum for addressing issues and needs of the minister and the congregation that impact all aspects of our church. Together, the minister and the CoM share the responsibility of educating the

congregation about ministry in general, about the particular ministry of our congregation, and about the partnerships and trust necessary to bring that particular ministry to life.

Members of the Committee:

Donna Larkin Mohr, Chair, Jan Mulder, Tom Kuniholm, John McCann (resigned mid-year), and Nancy Philip (added mid-year)

## Communications

Committee members: Frank Mandt, Gene Bullock, Larry Frank.

We do not have regular meetings.

### The Communications Group:

- Gathers and disseminates news of the church
- Publishes The Beacon and the church website
- Publicizes news and information about the church in the media
- Is responsible for advertizing and public relations

**Our mission:** to convey the news of Cedars UU Church to its members, friends, and the wider community.

### This year's highlights:

- The Beacon became a fully electronic publication due to budget concerns
- The Beacon was e-mailed to approximately 225 addresses each month
- The Shaping Our Future blog was added to the website

### Ongoing and future plans:

- Revise communications policies
- Work with DRE to add web pages to the RE section of the website
- Add an additional member to the Communications Group
- Revise the church website

## Operations

**Charter:** To manage the physical property of CUUC and to provide technical and logistical support for the operations and activities of CUUC.

**Membership:** Stan Stumbo, Chair, Alan Miller, Vinnie Perrone, Frank Petrie, Richard Wilson, Porter Hall, Jason Cheung, Janetmarie Valiga, John Peck, Laurie Talbert, and Bill Scarvie

### Responsibilities:

- Work with other committees to develop (and update as necessary) comprehensive plans and procedures to conduct Sunday services.

- Work with CUUC staff and members, as needed, to procure and maintain adequate furnishings and equipment, such as audio/visual components, furniture, filing cabinets, computers, printers, copiers, etc. for our office and meeting facilities.
- Provide logistical support for other activities and events of CUUC.
- Organize setup and takedown teams to support the neighborhood teams on Sunday mornings.
- Work with the Board Liaison to our landlord(s) to resolve any lease issues that may arise.
- Submit a budget to the Board annually for normal, course-of-events expenses. Purchases of such items in the approved budget may be made by the committee without additional Board approval
- Obtain suitable bids or estimates for the Board in respect to purchases of major goods, services, or other appropriate activities not within the committee's budget when so directed.
- Specify and prioritize projects to be done by the members, and organize work parties to accomplish these when appropriate
- Evaluate CUUC physical plant needs, and make recommendations to the Finance Committee of the Board.
- Evaluate and make recommendations to the Board on any failing technology, as to service contracts or other solutions to such problems in the long-term.
- Work with staff and others to ascertain CUUC's technical needs as we expand our mission.
- Maintain an inventory of CUUC's property held in storage and periodically make recommendations to the Board regarding storage needs.

## **Pastoral Care**

The Pastoral Care Team is responsible for care activities suggested by the congregational mission statement "Love Without Judgment" and oriented primarily toward coordinating personal support to members and friends who are unduly isolated or experiencing disruption in their lives, such as hardship, loss, illness, trauma, emergencies, or transitions. We seek to provide a mission of caring with compassionate and confidential listening.

Our committee is at present composed of eight members: Donna Moore, Chair, Diana Peters, Angie Hoffpauir, Michiko Chinen, Chere Perrone, John Peck, Jane Martin, and Shayne Chandler. We meet under the leadership of Rev. Jaco ten Hove on the second Wednesday of each month at 2:00pm. Our agenda is similar each month: Lighting of the chalice; check-in; reviewing the circumstances of each member of the congregation we might be working with; adding new members in need and deciding which one of us will be the primary care person; and discussing new business e.g. a workshop to be presented or other training tools we need..

We have two levels of care:

1. ACTIVE CARE of which we have had approximately 20 contacts this year;

2. PEOPLE WE KEEP IN OUR HEARTS, those we keep an eye on as they may have gone through an unsettling time. Presently in this group are approximately 13.

Monthly we take turns recording the Joys and Sorrows of Sunday morning. We respond as appropriate by sending a card or letter to the person mentioned. We also send the list to the Meditation Group so they can be remembered in that way.

### **Pastoral Care Team Events for the year 2009-2010**

- July - Team Finalized the Memorial Planning Guide
- Sept. - The Un-Job Workshop (D. Moore conducted)
- Sept. 20 - Your Life Your Choices Workshop at the Congregational Church (D. Moore coordinated) with approximately 20 attendees.
- Oct. 31 - Transitions Workshop #2 at Katz Bldg. (Rev. Jaco conducted) with approximately 9 attendees
- Dec. 1-15 - Holiday phone calls made to all in the congregation.
- Jan. 10 - Memorial Service for Bunny Stumbo
- April - Skills Survey of Congregation conducted
- May - Jaco conducted Personal interviews with PCT and Neighborhood Team Members

### **Interfaith Representative**

**Delegates:** Bill Scarvie, Betty Petras (alternate), Rev. Jaco ten Hove (also serves as Council liaison to the B.I. Energy Challenge)

**Mission:** To collaboratively, publicly and productively engage with the faith community of Bainbridge Island/North Kitsap on behalf of Cedars.

**Accomplishments this year include:** The Interfaith Council of Bainbridge Island/North Kitsap (BINK Interfaith) meets on the first Thursday of the month, September through June. At least one Cedars delegate was present at every meeting. We hosted the November meeting, providing a light meal of homemade chili, cornbread, and oatmeal-raisin cookies. Rachel Balas was a featured speaker at the annual Interfaith Thanksgiving Service on November 24. The Cedars choir was featured at the annual Music Festival in March. At our April meeting, the Council affirmed a "Resolution for a Future Free of Nuclear Weapons," which was written by Rev. Jaco. Marina Philip will be a featured speaker at the annual Baccalaureate service on June 6. Cedars groups regularly participate in the monthly Super Suppers organized by BINK Interfaith.

BINK Interfaith presented the following events this year:

- CROP Hunger Walk supports both local and global hunger initiatives. Cedars traditionally participates in large numbers.
- Interfaith Thanksgiving Service
- 2nd annual Universal Declaration of Human Rights Community Read-in, organized by Bill Scarvie.

- Music Festival
- 2nd Annual Holocaust Remembrance Day, originally organized by Bill Scarvie, this year by Jessica Dubey of Congregation Shir Hayam.
- Earth Day weed pull at Pritchard Park
- Baccalaureate

**Plans for the future include:**

- Provide monthly submissions to the Beacon about Cedars participation in BINK Interfaith initiatives, intending to generate enthusiasm and increase participation.
- Double the number of annual observances and celebrations (e.g. Human Rights Day and Holocaust Remembrance Day) produced on behalf of BINK Interfaith by Earth Community Ministries, Bill Scarvie's outreach initiative.
- Contribute BINK Interfaith events to the Cedars calendar on a timely basis.