

**UNITARIAN UNIVERSALIST CONGREGATION
OF GRAND TRAVERSE**

6726 Center Road
Traverse City, MI 49686

**ANNUAL REPORTS
2017 - 2018**

**UUCGT Annual Reports
2017-2018**

Rabbi / Senior Spiritual Leader.....	3
Director of Lifespan Experience.....	5
Arts & Exhibitions.....	16
Committee on Ministry.....	17
Community Lunch Tuesdays.....	19
Community Needs.....	20
Congregational Care Team.....	22
Endowment Committee.....	23
Facilities Committee.....	24
Finance Committee.....	25
Landscaping Team.....	26
Library.....	28
Membership Committee.....	29
Memorial Garden.....	32
Music Committee.....	33
Pledge Drive.....	34
Policy Committee.....	35
Program Council.....	37
Safe Harbor.....	38
Social Justice Committee.....	39
Sunday Services Committee.....	40

Annual Report to UUCGT, June 2018 Rabbi Chava Bahle

*In loving memory of those whom we have lost
In joyous welcome to those who have come
In steady friendship to those who face hardship and whose joys become our own*

“When we love, we always strive to become better than we are. When we strive to become better than we are, everything around us becomes better too.” — Paulo Coelho, *The Alchemist*

Gratitudes

Each and every day, the staff, leadership and volunteers of UUCGT work to care, share and repair the world. Everything that happens within our walls and outside of them depends upon the goodness that dwells as the inherent worth and dignity of every UUCGT member and friend.

This year our committees, the vehicle through which the mission of UUCGT gets done, have stepped up in countless ways, both visible and behind the scenes. My primary focus on worship, community leadership and congregational care would not be possible without the hard work of our Board of Trustees, Sunday Services, Membership, Committee on Ministry and other organizational mission-driven committees.

I also want to thank the committees whose work build a stronger UUCGT, at times behind the scenes, at times in very visible ways: Facilities, Finance, Policy Art & Exhibitions, Endowment, Hospitality and Kitchen, the new Landscape Committee, Leadership Development, our outstanding Library, Lifespan Experience, Memorial Garden, the Music Committee, Pledge Drive, Safe Congregation, Social Justice Witness and Action, Staff Resources, Memorial Services, and Wednesday Night Suppers.

I am also grateful for the many member-led groups that help UUCGT members and grow in community and spirit, like the Shanti Deva Fan Club, the Women’s New Moon Group, the Men’s Group, and our book clubs. What an honor to be part of this aliveness! It is good to see thriving in these many areas.

Special thanks to the **Committee on Ministry** for hosting the celebration of our shared ministry this year. It continues to inspire me each and every day.

Achievements: Major Areas of Focus – Worship, Community Outreach and Pastoral Care

We had many achievements this year – inside our walls and in the community. Attendance at Sunday services has been steady, and we have enjoyed a wide array of creative, touching and joyous worship, both lay and professionally-led. Many thanks to the **Sunday Services Committee** under the guidance of Amanda Mangiardi and Hal Gurian.

I could not be prouder of the congregation’s support of **Community Needs**, and the needs of our broader community. This year we held a successful book sale, Peace in the Midst: A Community Gathering at the State Theatre, an Interfaith Vigil for Community, Peace and Hope, hosted Haitian midwife Ninotte Lubin for a Wednesday supper, created a #MeToo service of Acknowledgment and Healing, hosted another successful Pagan Fair, participated in the community Transgender Day of

Remember, held our annual Interfaith Christmas Eve, coordinated activists for National School Walkout (March 14) and promoted numerous other events around a wide range of issues.

Through all of these and more of our online outreach we have virtually touched the community the 48,827 times. That's a lot of outreach! Next year we'll need to look at how we engage our current and potential members more deeply and welcome them into this warm loving family.

The **Congregational Care Team** provided loving contact with a tremendous number of our members as we faced challenges, loss, illness and the return, thankfully, to wellness for many of us. Sharing our joys and concerns, both during worship and face to face, in cards, letters and phone calls is the very fabric of our community. Special thanks to co-chairs Joanie Jackson and Pat Light and the CCT team.

Aspirations

In his important book *Liquid Church*, Peter Ward writes, “the church must be like water--flexible, fluid, changeable.” Ward urges us “to move away from the traditional understanding of church as a gathering of people meeting in one place at one time to a dynamic notion of church as a series of relationships and communications.”

In the year ahead, my aspiration for my work with UUCGT will be to focus precisely on continuing the things we do incredibly well: worship, outreach and congregational care, and at the same time to begin exploring how, in the new era of what church means, we can adopt this dynamic notion of relationships and communications.

What will this mean? How do we build these vital connections? How do we reach the people, especially families with children, for whom the message of Unitarian Universalism and our extended family could be a powerful, helpful and meaningful? These are the questions we will answer together, not only in the coming year, but in the years ahead.



Director of Lifespan Experience Annual Report

Lifespan Experience Highlights for 2017-2018

The essence of Lifespan Experience is a holistic approach to the social and educational programming of a congregation infant-adult. All ages have been part of the Lifespan Experience Program of this congregation throughout the 2017-2018 program year. The UUA offers that *"We believe that faith is a journey we take together...education takes a lifetime. It happens both within and beyond a congregation's walls. We support one another as individuals, families, and communities in an ongoing search for truth and meaning..."*¹ This includes small group ministry, as well as social (which is interpersonally educational and important to relationship development) and educational (in the more formal sense) opportunities - those programs that enhance and enrich the lives of members of our community through creating connection, generating conversation, promoting learning, and supporting our journey together. To get to the heart of the matter, Lifespan Experience *is ministry*. It is important to note that a Lifespan-style approach may not be possible given the 2018-2019 budget recommendations.

During the 2017-2018 programmatic year we offered the following for children and families:

Sunday Morning Programming - this year we offer our UU and YOU at Hogwarts program. Children preschool -8th grade who have participated in the program seemed to have really enjoyed it, and they are eagerly planning their end-of-the-year celebration at "Hogwarts". As part of this program, middle school youth (6-8th grade) were invited to function as "prefects" - special assistants to the teachers, and peer mentors for the younger children (just as they are in the world of Harry Potter). High School youth were invited to remain in the sanctuary during Sunday Services to afford them the opportunity to build community with the adults of the congregation.

¹ UUA. Accessed 04.26.2017. <http://www.uua.org>

Friday Night Out - This is our monthly drop-off childcare program. We provide the childcare, pizza, movies, and fun! Parents/caregivers in return are able to take a much needed break. The cost of childcare in our community is incredibly high, and without this program, many parents/caregivers would not have the opportunity to *just be & relax* - this could mean a date-night, catching up on household chores in a quiet house, taking a nap, etc. Providing this kind of rejuvenation time is just another way that we are *ministering* to parents. Providing a fun, social time that children look forward to month after month is just another way we are *ministering* to them and bringing joy. Additionally, relative to Friday Night Out, I think it's *very* important to note that the connections/bond amongst the children who participate in this program is stronger, in my opinion, than the bonds I see being created amongst children in more visible areas of our congregation (I do see this happening with the small number of children who attend Wednesday Supper). Unlike Sunday mornings with its irregular attendance, this group (and the few who attend Wednesday Supper) generally has a very consistent group of attendees, with children bounding into the building to see their friends each month. This is a program that children *ask their parents about*. I think what we actually need is *more* of this kind of opportunity for children to connect, as well as consider the ways in which we can encourage parents to connect with one another. **To add even further support for this program, I have included two letters from parents as attachments to this report. I would encourage everyone to take a moment to read them, particularly if you happen to have any doubts regarding the appreciation for, and the necessity of this program - it means SO much to families.**

CROP Hunger Walk & Heifer Tree:

All members of our UUCGT community have been invited to participate in some way with these projects during our 2016-2017 programmatic year. The Heifer Tree project is a special project that the children have a great deal of actual participation in, and seem to look forward to. This year their goal (which was achieved) was to support of the work of Heifer International in the form of raising money for irrigation pumps and drinking water wells. The CROP Hunger Walk is something that this congregation had participated in in the past, and it was revived by John Hoffmann, our Adult Programming Representative to the Lifespan Experience Committee. A group of 5-6 adults plus two families walked together this year, and we intend to continue participating in this annual event.

Adult/Other Programming - Given the proposed reduction in hours to the DLE position, the following aspects of congregational life would no longer be the purview of the DLE:

Sunday Morning Learning Opportunities: 9am Program with Rabbi Chava:

Throughout the fall and early winter of 2017 we offered the first of what we called a "Roots" course - a skill building course as our 9am program. This particular course, led by Rabbi Chava and myself as DLE focused on Dialogue and Dialogue skills. During winter/spring of 2018 we have been offering a book study group as a "Branches" course to apply these dialogue skills. The book selected is Karen Armstrong's "12 Steps to a Compassionate Life". This will continue through the end of the 2017-2018 program year (May/June 2018).

Other Programs/Opportunities:

This community is presented with, on a regular basis, the opportunity to host a variety of informational/educational and social programs. It has become part of the duties of the DLE to provide the professional supervision / coordination / support for these. Support ranges from assisting with audio visual needs to coordinating an entire event/ program.

Brewing Community:

This group meets on the 2nd & 4th Thursdays of the month September - April, and switches to the last Wednesday of the month May - August when it also serves as Wednesday Supper Out. Everyone is welcome at this family friendly gathering which now always occur at The Workshop Brewing Company on Garland Street, Traverse City.

Wednesday Supper & Program:

This supper group is formally chaired by Sandra McDonald and reporting on this group is included herein because of the group ministry function that the supper itself serves. I assist with and participate the supper portion of this program as a congregant for whom the program holds meaning. Any programming that follows or is associated with the supper is coordinated under Lifespan Experience.

CUUPS & Annual Pagan Fair Event:

The CUUPS small group ministry (Covenant of UU Pagans) had a successful Pagan Fair on Saturday, November 11th. The event attracted over 100 individuals from throughout the community. Offering an event of this type widens and deepens our reach in the region as we connect with individuals of various spiritual paths. The fact that artisans and merchant vendors are included also draws in those who might never have walked through our doors. Additionally, the educational component in terms of the workshops offered, provide the community with the opportunity to "freely explore diverse religious thought".

Our CUUPS group also plays an important role in our congregation by assisting with annual events/services/rituals such as the Winter & Summer Solstice, raising awareness in the congregation of nature based spirituality, and being advocates for underrepresented spiritual perspectives. It should also be noted that events such as the Winter Solstice celebration (which is at least 15+ years old based on my conversations with long-time members of the congregation) are some of the oldest on-going spiritual/service traditions in our congregation.

Other Aspects of the Work of the Director of Lifespan Experience:

As I stated last year in my annual report, *the nature of this position is very much rooted in ministry.*

I think it is vitally important to keep this in mind, especially since it has been recommended that the DLE position be reduced from 35 hrs. To 25 hrs. for the 2018-2019 program year- ostensibly removing any Lifespan responsibilities not directly related to children and families. I am, therefore, electing to include last year's list again in this year's report to make the "Looking Ahead" portion of this report more clear. While most congregants are familiar with the visible programming aspects (like Sunday mornings), there has been a great deal that goes on behind the scenes and in other areas of congregational life. It would be impossible to list all that someone in this role has been called upon to do, but some of these callings include:

- Coordinate, implement, write and/or modify curricula and programming for Lifespan Education (infant through adult).

- Teach in all classrooms for children and youth.
- Consult on all proposed social and educational programs, and frequently provide the professional structure for them/professional accountability.
- Lead or consult on Adult Programs as needed.
- Contribute to the congregation's Facebook presence.
- Collaborate with sr. spiritual leader to write services and presentations / discussions / meetings for all ages.
- Lead several services a year when the sr. spiritual leader is away.
- Participate in committee work:
 - Lifespan Experience Committee
 - Sunday Services Committee
 - Program Council
 - Operations Committee
 - Non-voting member of our Safe Congregation Response Team
 - CUUPS- Covenant of Unitarian Universalist Pagans
- Remain in contact with my colleagues and LREDA (Liberal Religious Educators Association).
- Participate in professional development training, such as courses through the UUA.
- Maintain a presence in the church office for active communication and timely response to the needs of congregants.
- It warrants noting that the role of Director of Lifespan Experience involves a fair amount of "outside of office hours" communication, contact, planning and participation. As noted by the UUA, "Ministers and other religious professionals often work irregular hours, so expectation of a typical 9 AM to 5 PM workday is unrealistic ".² Additionally, The Liberal Religious Educators Association (LREDA) states that "Because program planning, study, and reflection require uninterrupted periods of time, provision should be made for the religious educator to work, as needed, at home or in some other suitable place".³
- Write newsletter articles, press releases, and media updates.
- Monthly reporting to the board.
- Manage the current fiscal year's budgets for programming and discuss budget for the coming year.
- Supervise and coordinate all volunteers for Lifespan Religious Education as well as Nursery Staff.
- Manage/track all records related to the program.
- Outreach to families, and conveying their needs to Congregational Care and Rabbi Chava as needed.
- Planning special events for families.
- Researching, reading, etc. materials and resources for our programs and best practices.
- Purchasing program supplies and materials (or authorizing the purchase thereof).

Looking Ahead:

Sundays for Children and Youth:

As I have previously outlined in my "Death of Sunday School" report for the board (included with my February 2018 Board Report), it is my professional opinion that the way in which we approach education and faith formation for all ages needs to be approached in new ways going forward. Rather than repeating that rational herein, I would direct you to my report itself (<https://goo.gl/Rl1x72>), as well as the UUA materials on these developments in approach (<https://goo.gl/p6uuqy>). I have likewise worked to carefully construct a timeline of the roll-out of this approach in our congregation, and have attached it to this report. At this point, this timeline serves more as a tool of comparison than an action plan.

It needs to be noted that, in my professional opinion, the kind of total renovation of our program that this very necessary change would require cannot be supported by the 2018-2019 proposed reduction in hours of the DLE position to 25 hrs. Given that the news of this reduction has come to my attention just within the past week, I have not yet been able to construct a direction for the 2018-2019 program year that will meet the reduction of hours. I can say that it will resemble programming of 3-4 years ago, a time when this position was allocated hours more akin to those being suggested.

Lifespan Committee:

We continue to look for ways to repopulate the LE Committee due to the loss of two members since the 2016-2017 program year.

² UUA. Accessed 04.26.2017. http://www.uua.org/sites/live-new.uua.org/files/documents/mpl/finances/comp_guidelines.pdf

³ "Guidelines for Professional Religious Educators". LREDA. Accessed 04.26.2017. <http://www.lreda.org/guidelines-for-professional-religious-educators>

Adult Opportunities:

Last year Rabbi Chava and I introduced the idea of "Roots" and "Branches" courses. The intention was that "Roots" courses would be skill-building, while "Branches" courses would apply those skills. As we look to the 2018-2019 program year, offering skillsets and application of them continues to be important. In an effort to better align and focus our formal adult educational opportunities with those being suggested by the UUA, it was my hope that we would focus our efforts around the UUA Congregational Action Issue: "Escalating Inequality". <https://www.uua.org/action/statements/escalating-economic-inequity>.

Given the proposed reduction in hours to the DLE position, this initiative would no longer be my purview.

Small Group Ministry:

There are many areas of congregational life that could benefit from Small Group Ministry. This vital component is an essential part of the Lifespan Experience, and it is coordinated in collaboration with Rabbi Chava. Indeed, Rabbi Chava has made a lovely suggestion for a small group ministry focus for the start of the 2018-2019 program year: "Ethics for a New Millennium" by the Dalai Lama. This would have been a good start to the year, particularly if it had been run simultaneously with the "Escalating Inequality" UUA curriculum.

Given the proposed reduction in hours to the DLE position, this initiative would no longer be my purview.

Closing Remarks:

I close with the words of Rev. Elizabeth Strong, the Religious Education Consultant for the Mass. Bay District of the UUA, as well as the words of Kim Sweeney, a credentialed Religious Educator and independent consultant who worked for seven years as the Lead for Faith Formation and Safe Congregations on the UUA's New England Regional staff team. Consider first the following statement from Sweeney's "Death of Sunday School" report for the UUA, in which she states very firmly where the future of faith formation lies. I chose to include this in my closing because its passionate stance resonates with what I would wish for UUCGT in the future:

"Changes in demographics, family structures, societal norms, and the role of the church in US life have evolved drastically over time. Yet the Sunday school model that came out of the twentieth century has remained relatively unchanged...It is past time to return to our roots by engaging, inviting, and expecting our families to worship together. It is past time to return to the ministry of preparing parents and caregivers to be the primary religious educators for their children. It is past time to bury Sunday school, a model that has not been adapted to contemporary times. The future of faith formation resides in family ministry." - Kim Sweeney, *The Death of Sunday School*

Strong described the "new paradigm"... (Lifespan/Age-inclusive approaches and the use of small-group ministry with children and families) like this (*back in 2003*):

"The paradigm shift is from a focus on the information we expect from curriculum to personal spiritual engagement with it. It is a shift from information obtained from curriculum to forming a personal relationship to it. Thus the change from the department of Religious Education to the staff group of Lifespan Faith Development."

It is my professional opinion that the congregation should take these words into consideration as they make decisions for their future.

In Peace,

Sarah E. Montgomery-Richards
Director of Lifespan Experience

FNO Parent LeUer-1

614 S Union Street
Traverse City, MI 49684

April 25, 2018

Sarah Montgomery-Richards Director
of Lifespan Experience
Unitarian Universalist Congregation of Grand Traverse
6726 Center Rd Traverse
City, MI 49684

Dear Sarah:

My children, who have recently been both overbooked, and desperately craving connection with people outside of the home, find the potential of missing a Friday Night Out (FNO) at UUCGT to be a level of devastation that many adults may compare to a divorce or bankruptcy. This says so much to me because of the fact that my kids are generally overwhelmed by everything that can occur after school. I wanted to take a moment to let you know that I greatly appreciate the effort and energy that you and your staff put forward to make this event such a success. It is also important to me that you know how that benefits our lives.

Matth and Elly...

1. get the chance to interact with other safe adults
2. get a chance to play with a larger group of kids at various age groups
3. get some of the benefits of being at the church, even when Sundays are impossible for us.
4. Have a chance to get some "big energy" out, in a way that is part of the fun.
5. Have another opportunity to meet their never-ending need for Pizza and Movies.

Claire and I...

1. Get the rare chance to have a date night to connect so we may continue to build our relationship.
2. Have the chance to feel like there is a greater community supporting us
3. Feel safe leaving our children somewhere they will be appreciated
4. Can continue feeling connection to the UU

It is important to me that the real benefits of this event are noted as I don't want this to become a 'line item' that is easy to pass over. This monthly meeting perpetuates a safe environment for our community grow relationships and connectivity. Thank you for all you do, and please pass my appreciation on to everyone involved.

Sincerely,



Marco Cabrera

FNO Parent Letter 2

Sarah Montgomery-Richards

From: - - <christi @mi families.com>
Sent: Monday, April 23, 2018 2:38 PM
To: dle@uucgt.org
Subject: hi :)

Follow Up Flag: Follow up
Flag Status: Flagged

Hello there:)

I just wanted to write and say thank you so much for having a Family /Friday night out option at your church. As a mom who works from home, while homeschooling my boys I don't get out much and this program has helped me and my husband to find time to connect - as well as find time to run errands hahahaha :) Seriously it's been a wonderful experience that my boys look forward to each month. Hope we're signed up for next month already;) Last session it was storming and during the craziness of bundling up the boys I forgot to drop off the money - but will make sure we double it next time. Sorry about that and thank you again very much for running this option each month!!!!

Christi Morgan,
Director of Mi Families

ph# 231.342.3847

email = Christi@MiFamilies.com

web/blog = <http://www.mifamilies.com/>

facebook = <https://www.facebook.com/MiFamilies>

twitter= <https://twitter.com/MiFamilies>

linkedin = <http://www.linkedin.com/pub/christi-morgan/62/949/27?trk=shareTw>

pinterest = <http://pinterest.com/MiFamilies1/>

youtube = <http://www.youtube.com/mifamilies>

Lifespan Experience & Faith Formation Transition Plan

1 Task Name	Start	Finish	Assigned To	Assigned To II
2 Programmatic Additions or Shifts	03/25/18	08/30/19		
Children remain for the duration of the service 1x/mo (minimum), Childcare for prek-8th grade offered during all congregation days	04/01/18	08/31/18	Chava Bahle	Sarah Montgomery- Richards
3				
4 Special Family Faith Formation Section in Beacon under Lifespan	03/25/18		Sarah Montgomery-Richards	
5 Meals with the Minister (1 x/mo with families - perhaps lunch after a Sunday Service?)	05/01/18		Chava Bahle	Sarah Montgomery-Richards
6 Parent- mixer addition to FNO (social time for parents to get to know one another better during the 5:30-6pm drop off time)	06/08/18			
Children remain for the duration of the service 2x/mo (minimum). Childcare for prek-5th grade offered during all congregation days	09/02/18	08/30/19	Chava Bahle	Sarah Montgomery-Richards
7				
Launch a "UUCGT Community Pantry" - pantry available to our members and friends, open whenever the building is, no questions asked	08/01/18	8	Sarah Montgomery-Richards	
Offer a "clothing/ item swap" - participants can trade their gently used clothes/ items for a equal number brought in by someone else	08/01/18			
9			Sarah Montgomery-Richards	
Consider children remaining for the duration of the service 3x/ mo (minimum) w/ new Faith Formation approach, Childcare for prek-	09/08/19		Chava Bahle	Sarah Montgomery-Richards
10 5 th grade offered during all congregation days				
11 Learning Opportunities/Curriculum Initiatives	06/01/18	05/31/19		
12 Conversations regarding transition and Family Faith Formation after Sunday Services 1 x/ mo	06/01/18	08/31/18	Sarah Montgomery-Richards	Chava Bahle
13 Specialty Class Summer 2018: "Games & Gardens" - cooperative game experiences & caring for Children's Garden	06/01/18	08/31/18	Sarah Montgomery-Richards	
14 2018/2019 In-Class Curriculum - "Picture Book UU" by Katie Covey - UU values based, 2 Sundays/ mo	09/09/18	05/31/19	Sarah Montgomery-Richards	
2018/2019 At Home Curriculum Option - "UU Super Heroes" by Gia Brown - UU heritage take home kits available for families to do at-	09/09/18	05/31/19	Sarah Montgomery-Richards	
15 home faith formation, add discussion about this to "Meal w/ Minister" gatherings				
16 2018/2019 Adult Lifespan Experience will include: Small Group Ministry Study: "Ethics for the New Millennium" (Daki Lama)	09/23/18	12/31/18	Chava Bahle	Sarah Montgomery-Richards
2018/2019 Adult Lifespan Experience will include: Adult Learning & Faith Formation: "Escalating Inequality" (this is the UUA	09/23/18	05/31/19	Sarah Montgomery-Richards	
Congregational Study / Action Issue)				

- Items without a "finish date" will be on-going
- Dates are approximate and coincide with other transition times in the community/congregation (back to school, Sept-May program year, etc.)
- List of opportunities does not include many of the social/community building programs we offer/will offer
- List does not include job description development/contract for the current DLE and transition to Director of Lifespan Experience & Family Ministry
- The conversations noted in June -Aug of 2017 will be an opportunity to get feedback/input, as well as educate

ARTS AND EXHIBITIONS COMMITTEE
Annual Report 2017-2018

Barb McClellan, Chair

September 14, 2017

Meeting to discuss hanging of photos – Hungry & Homeless Show by Alan Newton
Attending: Bonnie Mathias, Nan Worthington, Barb McClellan

November 5, 2017

Met and encouraged Nancy McRay to join Arts group. We will take down Sally's paintings and with Alan Newton's help, hang his Homeless and Street People photos

November 14, 2017

Chuck Brackett, Alan Newton and Barb McClellan hung Alan's photos.

January 11, 2018

Arts Group met to discuss new show after "Hungry & Homeless Show"
"Favorite Things" - from congregation

April 26, 2018

Meet to decide on next exhibit – Nan Worthington, Chuck Brackett, Ellie Smith, Bonnie Mathias and Barb McClellan

May 3, 2018

Arts Committee meeting
Nan Worthington, Ellie Smith, Bonnie Mathias and Barb McClellan
Discuss new exhibit - Celebrating Peace, Love & Rock & Roll. Call this week for people to come and pick up artwork. Nan and Barb to meet Monday, May 14

Agenda: Collect artifacts – Peace, Love Rock & Roll by 1st week in July
Hang show by 2nd week in July
Take down 1st week in September

COMMITTEE ON MINISTRY

Annual Report for 2017 – 2018

The members of the Committee on Ministry (COM) in 2017 -2018 were:

Chris Innes serving as chair; Rick Walter as secretary, Joan Sheard, Jane Watts, Anne Hughes, Solveig Gustafson, Jim Linsell, and Mary Grover. Rabbi Bahle attended COM meetings whenever possible and the COM meets at least monthly, usually at UUCGT.

The major accomplishment of the COM during this year was to organize the two-day Installation ceremony and celebration of Rabbi Chava Bahle's ministry on December, 2-3, 2017. The installation ceremony was led by Rabbi Dr. Raachel Jurovics, President of the Association of Rabbis for Jewish Renewal. She was assisted by Rev. Dr. Robin Carden, Pastor of the Suttons Bay Congregational Church, and Rev. Collen Squires, Minister, All Souls Community Church of Grand Rapids. They were joined by nine other local clergy who offered their blessings and support of Rabbi Bahle's ministry. The UUCGT Vocal Ensemble, under the direction of John Bailey, the UUCGT Music Director, and members of TC Sings!, an inclusive choir community directed by Heather Kingham, performed.

The event was followed by a reception. Catering services were provided by Sarah Montgomery-Richards. Funding for the event was provided by the UUCGT board and with the generous support of a number of local businesses, including: Ciccone Vineyard & Winery, of Suttons Bay; Fischer Design Florals of Traverse City; Leelanau Wine Cellars of Omena; Brulotte's Cakery & Sweets of Traverse City; and Third Coast Bakery of Suttons Bay. Also providing financial support and/or in-kind contributions were: Solveig and Mark Gustafson, Abbie and Chris Innes, Mary and Jim Linsell, Nancy and Gary McRay, Izzy Semrau, Joan Sheard and Myrna Yeakle. The following members of the UUCGT congregation volunteered: Loraine Anderson, Karl Bahle, John Bailey, Charles Brackett, Laura Ciccone, Mark and Solveig Gustafson, John Hoffmann, Margie Hunter, Anne Hughes, Abbie and Chris Innes, Lauren Keinath, Jim Linsell, Mike McDonald, Sheri and Kirk Novak, Max Old Bear, Mary Povolo, Izzy Semrau, Susan Sherman and Dan Paulson, Ellie Smith, Rick Walter, Jane and Price Watts. The celebration continued the next day at Sunday services followed by refreshments.

In February, 2018, the COM also adopted a revised policy statement for the committee. In developing the new policy statement, the COM members reviewed the Unitarian Universalism Principles, the UUCGT bylaws, and our Covenant. The statement reads:

“The purpose of the Committee on Ministry (COM) is to support the Senior Spiritual Leader of the Congregation in her/his ministry to the Congregation and the larger community. The COM plays no role in the governance, policy, or operations of the UUCGT. The COM’s primary responsibility is to advise and assist the Senior Spiritual Leader in guiding the congregation in our individual and collective spiritual and ethical development and practices.”

In the coming year, the committee plans to continue using an ongoing Dialogue to assist us in articulating and expanding a vision of the individual and collective ministries for the Congregation and by the Congregation to the community. The COM views our primary role as providing advice and support to Rabbi Bahle as she seeks to provide for the spiritual needs of the Congregation as a whole, to individual members and friends, and to our community and the world beyond.

The COM invites anyone in the Congregation interested in our work to please contact any of the members.

Respectfully submitted by Chris Innes on behalf of the Committee on Ministry.

COMMUNITY TUESDAY LUNCH

Annual Report 2018

Every Tuesday for the past 27 years, this congregation has sponsored a free lunch to be served to whoever needs it. This needs 4 volunteers: 1 person to prepare an entrée, 1 person to prepare a salad, 1 person to buy or make a dessert, and one person to buy milk, fruit, bread, whatever is needed. All are reimbursed from funds provided by donations to the community outreach of our congregation. I am there every week, also.

We serve from 15 – 50 people. We never know how many will show up. This all takes place at The Friends Meeting House at 5th and Oak as it is more centrally located and more easily accessible than our facility.

It is my hope that this program will continue for another 27 years or more, but we are badly in need of a few more volunteers. Without more volunteers, I am not sure how long we will continue.

Submitted by Mary Kiner

**COMMUNITY NEEDS COMMITTEE
ANNUAL REPORT
2017-2018**

Committee purpose: to distribute funds collected during Sunday morning services to non-profit agencies, religious organizations, charities and groups within Grand Traverse, Leelanau, Benzie, Kalkaska and Antrim counties that provide charitable services to those in need. We strive to donate to a wide spectrum of programs where consistent financial support is less consistent.

Current members: Jane Fochtman - Chair, Shari Cope, Joan Sheard, Chris Walter

Successes: Thanks to the incredible generosity of our UU Congregation, we were able to provide an amazing array of ‘on the ground’ services to a broad menu of organizations that are in constant need of recognition and support.

Quarterly Disbursements

June-September, 2017

Planned Parenthood	\$325
Father Fred Emergency Transportation	325
Michael’s Place	325
Child and Family Services (Pete’s Place)	150
NW Michigan Health (oral hygiene kits)	250
TC Beauty College (vouchers for back to school haircuts)	
Total	\$1375

October- December, 2017

Polestar/LGBT Community Center	\$1500
Safe Harbor (UU support for our week)	600
Street Voices	100
Empty Bowls table sponsor	250
WRC -stocking stuffers for moms	150
Total	\$2600

January-March, 2018

Safe Harbor (to offset operational costs)	\$1000
TBAISD (fridge for New Campus pantry)	700
New Lyfe Restoration (bikes for low income/ disabled children)	300
Meals on Wheels	300

Total \$2300
April-June, 2018

Easling Pool	\$1000
Reining Liberty Ranch (summer camps for teens)	800
Child/Family Services-The Angel Fund (summer camp for foster youth)	800
The Dream Team (Summer b-ball for kids with disabilities)	500
State Theater	500
NW Michigan Health Services (sunscreen, sunglasses for field workers, physical & dental exams)	500
NMC Food Pantry	300
GT County COA (fans for seniors)	200
Total	<hr/> \$4600

Total disbursements for fiscal year 2017-18 \$ 10,875

Respectfully submitted,
Jane Fochtman, Chair

CONGREGATIONAL CARE TEAM ANNUAL REPORT 2017 - 2018

Members: Rabbi Chava Bahle – Spiritual Leader, Joan Jackson, Pat Light – co-chairs, Marilyn Mayo, Don Fraser, Barb Gibson, Hal Gurian, Judith Briggs, and Christie McGue.

The Congregational Care Our team monitors the needs of our congregation. These needs are communicated by word of mouth, calls from family, notes in Joys and Concerns book, as well as newspaper articles and obituaries. CCT provides temporary care in a friendly, neighborly manner with food, calls, visits, cards, lending of available medical equipment and we follow through as long as necessary. Notices are printed in The Flash and in the “All About Us” column in The Beacon.

We continue with the shawl ministry and present shawls or lap robes when congregants are recovering from an illness, surgery or grief. These shawls are made by congregants, donated to our team and held in reserve until the need arises. Our future intent is to honor and thank the donor by identifying them with a tag on the item.

The CCT coordinates and assists in Memorial Services with the Spiritual Leader and the Memorial Services Committee. This may also include interment of ashes in the Memorial Garden.

We have a discretionary fund which comes from a portion of the funds given from the offertory basket passed on Sunday mornings. We have used some of these funds to help congregants in need. There are gas and food gift cards also given when appropriate. Last August we gave gift cards to our families for the purpose of attaining back to school supplies. This year we will give out gift cards again in August and then during the Holiday celebrations to families and others in need.

CCT meets usually on the first and third Thursday, monthly, from 1:00-2:30 pm. To be part of this team requires no special training. Common characteristics include a ready smile, a kind heart, and a compassionate mind. One needs to be a member of the congregation for at least 6 months; however, exceptions can be made. We are now preparing to offer adjunct positions to those members who may be unable to participate in a full-time manner or to come to meetings. They can be of service by making calls, visits, providing food, and/or sending cards.

Respectfully submitted,

Joan Jackson
Patricia Light
Co-chairs, Congregational Care Team

UUCGT ENDOWMENT COMMITTEE
2017-2018 Annual Report
May 2018

The UUCGT Endowment Fund concluded its most recent fiscal year on December 31, 2017, with a balance of \$89,221.01, including earned dividends and interest of \$1,781.85. A copy of the year end statement is included with this report. During the fiscal year the Fund received contributions of \$4,056.52 including memorials for deceased members.

The Endowment Committee continues to maintain the policy of relatively conservative investment with allocation of 60% bonds and 40% in a socially responsible index fund with Vanguard Funds. Since 2013 when the Endowment Committee began investing funds there, the rate of returns has been 5% annually.

As required by the bylaws, the principal of the Fund remains intact and a distribution of up to 90% of dividends and interest is allowed each year for 3 areas of UUCGT programs. In January 2018 the Endowment Committee voted to distribute equally \$1575 as follows: \$525 to the Building Maintenance Fund; \$525 to Community Needs and \$525 for the wider UU mission.

As is evident from the report there were two sources of income to the Fund, namely dividends and interest and contributions honoring deceased members. Bequests, contributions honor anniversaries, contributions of insurance policies, or direct contributions are all ways to benefit the Fund and UUCGT.

At the request of the UUCGT Policy Committee, the Endowment Committee devoted several meetings over the year to drawing up revisions of the By-laws which establishes and outlines the operation of the Endowment Fund. Accompanying the proposed By-law amendment, the Endowment Committee also provided to the Policy Committee a statement of Policies and Procedures used by the Committee in carrying out its mandate. It is our recommendation that the Congregation adopt the proposed amendment to the By-laws.

Questions regarding the Endowment Fund may be directed to any member of the Committee: Maura Brennan, T. Michael Jackson, Ann Swaney or Nancy Doughty

FACILITIES COMMITTEE Annual Report 2017 – 2018

Some of the projects of the Facilities Committee include the following:

- Purchased a storage shed
- Added a concrete section of sidewalk near the handicapped parking spaces at the front entry
- Began discussions of purchasing a new audio-visual device. Price Watts researched various kinds of devices. Adam Keinath, son of Karl and Lauren Keinath, was very helpful in our process. We purchased the kind of technology Adam recommended.
- Restriped the parking lot
- Proposed a storage plan for the basement. No committees came forward with a request for a storage place, so the project is on hold
- Participated in Program Council monthly meetings and coordinated projects by the Council
- Maintained the grounds in summer, and ice and snow in the winter

The Facilities Committee works closely with the Operations Team, Memorial Garden Committee and the Landscape Committee.

Thank you,
Dave Halsted, Chair

FINANCE COMMITTEE

Annual Report – 2018

In addition to “counting beans” the Finance Committee worked diligently the past year to deal with a reduced budget. Through March we are in the “black” for the year, thanks to generous giving by our congregation and diligent expense control by our staff and committees. We are in the process of finalizing our 2018-2019 budget and are optimistic that we will have another successful year.

The main roles of the Finance Committee are to ensure proper financial practices are followed, preparing the budget for the next fiscal year, recommend to The Board where funds for special projects and unexpected expenses are to come from and both develop financial policies and ensure that those policies are followed. The Finance Committee meets monthly to review financial reports, project revenues and expenses to ensure that we are financially sound and discuss any pertinent items regarding financial practices, policies and unusual expenses. Anyone interested in the financial workings of the Congregation would be a welcome addition to the Committee.

A special thanks to Phyllis Jessup, Sheri Novak, Kim Sibilsky, Kay Sturgeon and Price Watts who served with me on the Finance Committee this year.

Mike McDonald, Chair

UUCGT LANDSCAPING TEAM Annual Report 2018

The UUCGT Landscaping Team was formed in 2017, with a mission to create a comprehensive and holistic plan for our grounds, honoring our tradition of being a welcoming congregation, and our 7th UU Principle: “*Respect for the interdependent web of all existence of which we are a part.*”

In the Fall of 2017, we began with 2 Walkabouts covering our property. This allowed us to look at our property as a whole, and ideas began to emerge quickly. The Team continued meeting throughout the winter months to develop our ideas.

- We quickly determined that we could/should select a couple of projects as our top priorities for 2018:
 - Doing so allows people to become involved in doing something, as opposed to meeting and planning (which is not for everyone)
 - We agreed that when people see something being done, they are more likely to want to *do* something as well.

With that in mind, we chose two ideas which surfaced: 1. landscaping our entry (by the sign at Center Road) so that it looks like “we are here, and you are welcome here!”; and 2. a Meandering Path through the whole property, winding around the property with areas for sitting and contemplation, signage at places of interest (e.g. the massive red Oaks we have, which are at this time still healthy, and the Fort cooperatively built and maintained by our UU children).

These ideas allow us to begin **doing**, and further ideas (there were many!) will continue to be developed.

- We adopted a planting policy to guide us, as well as future iterations of this Team:

The Landscaping Team affirms that for all projects, native plants are preferred. In any cases where non-native plants are planned, those should be researched and found to be non-invasive or otherwise not harmful to our environment (e.g. if they are harmful for local populations of birds, animals, insects, etc., native alternatives must be sought).

In established plantings, existing plants will be respected, native or not. Maintenance as needed (such as thinning, pruning) may be done, but plants will not necessarily be removed. The history of these plantings must be researched and respected (e.g. if planted in Memoriam, or who planted/donated them).

- We named Clarence Kroupa as Member Emeritus, due to the copious number of trees he planted here.
- We developed an Annual Plan template, which can be used to guide future Landscape Teams [see next page for 2018 Plan to date].

Area	Early Spring April/Early May as soon as snow is gone	Late Spring Mid to late May	Early Summer Generally June	Mid Summer July	Late Summe r August- Sept	Winter Prep Sept-Oct
Meanderin g Path	<ul style="list-style-type: none"> ● Flag It, as much as possible according to weather 	<ul style="list-style-type: none"> ● Begin removing obstacles, clean-up parties ● Plan Sign 	<ul style="list-style-type: none"> ● Continues... ● Get sign ● Compute distance 	● ...	● ...	Trail Walk!! & Party (of course)
Welcoming Entry	<ul style="list-style-type: none"> ● Watch for any recurrence of J. Barberry, remove ● Irrigation planning 	<ul style="list-style-type: none"> ● ...continue barberry maintenance ● Prune Juniper ● Prepare ground for new plantings ● Obtain and place plants 				
Front Circle						
Office Area						
Parking Oval						
Misc.	Dormant Pruning: B. Scharf	Invasive Plant Walkabout: B. Scharf	Lilac Pruning Demonstration: L Keinath			

UUCGT LIBRARY ANNUAL REPORT - 2018

Committee Members: Bonnie Mathias and Pinkie Hoffmann

Activities/Accomplishments:

We catalogued incoming books, entered materials into a developing data base, managed check-out and returns, reminded of overdue books, and completed the annual inventory of the collection.

Plans for Upcoming Year:

We will periodically offer articles, informing the congregation of some of the interesting, informative materials available in the library. We will continue to weed the collection for space and relevancy, and will work to add significant books. We also hope to attract new members to the committee.

MEMBERSHIP COMMITTEE ANNUAL REPORT 2018

The very devoted, energetic, idea-filled and caring members this past year are: Sherry Davis, John and Pinkie Hoffman, Sue Pyne, co-chairs Chris and Rick Walter, and Jane Watts. The Committee meets most months - August, September, October and November 2017 and January, February, April and May 2018.

Working to fulfill our Mission to Welcome, Greet, Facilitate into membership, and Nurture (in Partnership with other groups at UUCGT) prospective, new and current members, the committee organized and sponsored numerous activities and rituals this year:

- ★ **STAFF the Welcome Table** each Sunday - **NOTE:** Dottie Cain, Membership Committee Emeritus, often helps in this capacity.
- ★ **PROVIDE Greeters** for all Services - All new members are added to the Greeter List and encouraged to sign up. Personal recruiting plus announcements in Services and e-publications occur.

Dates for the following activities are set at a meeting with staff and a representative from the Sunday Services Committee September 2017, in consideration of all schedules.

- ★ **ORIENTATION SESSIONS - for Prospective (and current) Members, 12 Noon - 1:15 pm Sundays**

History of UUCGT, Getting to know each other, Brief Q/A about UUism; **Participating:** Rabbi Chava Bahle and Membership Committee representatives

October 8, 2017 - 6 pre-registered, 9 attended

January 28, 2018 - Canceled, No registrants

April 8, 2018 - 3 pre-registered, 4 attended

- ★ **15 MINUTES WITH THE RABBI, 10:00 - 10:15 am Sundays**

Intended for individuals or small groups, no more than 3-4 people; Informal chats for prospective members who feel they already know Rabbi Chava or for busy families who find it difficult to schedule a separate one-on-one meeting with her; also, for people who have already been involved in a UU fellowship or congregation.

October 15, 2017

- ★ **FELLOWSHIP FRIENDS**

The Committee adopted this program in which current members volunteer to answer questions, invite to UUCGT events, guide, and help integrate our newest members. The first set of Fellowship Friends and New Members were paired in June 2016.

- ★ **NEW MEMBER WELCOME SERVICES**

November 5, 2017 - The following returned their Pledge Forms and were welcomed as new members during the service: Deanne Briggs, Barbara and Hugh “Dusty” Culton, Chris Lautz, Geoff Norman-Anderson, Karen Perrino, Katie Pierce and Ken Sands. They signed the Member Book after the service and received their New Member Welcome Folder plus small gift bag.

April 29, 2018 - Planned, postponed.

New Member Folders are assembled for each new member and presented to them at the service. Most of the forms included were revised and updated during the year, and this process continues as we improve the information flow. The Committee chair works closely with office Administrative Assistant Susan Sherman on all processes, updates, communication, organizing materials for the Welcome Table and scheduling. Beginning October 2015, New Member Welcome Bags, including local food and paper products, are assembled for all new members. Special snacks and celebratory food are provided on New Member Sundays.

Eight New Members joined / were welcomed since June 2017. The Committee is aware of the deaths of two members and the resignation of three members during the past 12 months. Notes are sent to resigning members.

Other Membership Activities:

Jane Watts facilitated the new 2018 Member and Friend directory made available beginning March 2018.

Telephone and email communications as well as personal contact help us stay in touch with committee members, visitors and new members. **Welcome - Hope to See you Again Soon Postcards** are sent to all newcomers who fill out a Welcome Registry at the Welcome Table. **Forty-five** individuals filled out Welcome Registry forms to date since July 8, 2017. Beacon articles are written each month and Flash articles as needed to keep everyone informed about Membership activities.

New members are encouraged to fill out a newly developed Member Information Form. Information obtained is used to write brief articles about each new member in Beacons following their membership. New Member interests are assessed and this year our Membership Team lobbied for the inclusion of an extensive **Time and Talent Survey** with Pledge Campaign materials.

The Committee drafted a Bylaws change regarding pledge / contribution of record wording and presented it to the Board for their study.

Informational items were updated for the Welcome Table: Pathway to Membership card and Becoming a Member leaflet, featuring the art work of UUCGT founding member Mary Ann Force. (Copies of these can be seen here [Pathway to Membership](#), [Becoming a Member](#)) In-house-produced Seven Principles bookmarks, Noteworthy individuals who are UU, lists of UUCGT committees and activities, and current Beacon issues are also available at the Welcome Table.

Outreach “Missing You” postcards with UUCGT building photo were sent to about 20 folks we haven’t seen for a while. We used a brief message Fall 2017 and let them know about upcoming events such as the Thanksgiving Feast.

Articles in Grand Traverse region publications featuring Members and Friends are posted on the hallway bulletin board.

Members and Friends are encouraged to participate in numerous social events such as Wednesday Night Suppers, Brewing Community gatherings, Men's Group, Thanksgiving Feast and many others. A New Member Picnic will be held in June 2018 at the home of one of our committee members.

Goals: In 2018-2019 the Membership Team will plan and schedule more social / fellowship activities such as Game Nights, an ice cream social in the summer, and luncheons throughout the year following Sunday Services. Communication about committee needs and event information occurs through personal contact, emails, phone calls, Flash notices and Beacon articles.

Budget: \$303.89 of the budgeted \$400.00 has been expended to date by the Committee for Membership Supplies - locally and from UUA.

Submitted by Chris and Rick Walter, Co-Chairs
April 30, 2018



MEMORIAL GARDEN COMMITTEE

Annual Report 2017/18

Composition: minimum of 3 members

Purpose:

1. Maintenance of the physical condition of the Memorial Garden, the area just above the Williams Garden and immediately surrounding the oak tree, and the plaques designating those interred within the Garden and elsewhere.

2. Designation of Interment sites and provision of memorial markers within the Garden and engraved plates for the memorial boards.

3. Administration of records and materials associated with those interred within the Memorial Garden and of expenditures from the Memorial Garden's restricted funds for maintenance and improvement of the Garden. (Note: UU Board approval is required for expenses over \$1,000.)

It is understood that regular coordination between the Memorial Garden Committee and the Landscape Committee will occur to assure consistency with the overall land- scape concept and site plan of the church.

Last year's plantings of serviceberries and potentilla shrubs successfully overwintered, and this year saw several additional perennials placed in the garden in conformance with our comprehensive planting plan. However, the major leap forward this year has been the successful installation of a carpet of moss, indigenous not only to our region but harvested from elsewhere on our own property. After almost two decades of search this appears to have finally solved the identification of a ground cover material low enough to accommodate the markers without overgrowing and obscuring them. With the arrival of spring it has successfully made it through the test of winter intact and is vigorously set for another summer.

Also, the location and grade of a barrier-free pathway into the garden from the east was laid out and its paving will likely become the primary focus of our work during this coming one.

The past year has seen the interment of three members, bringing the total number presently interred on site to thirty-six with preparations underway for three additional interments before the end of this fiscal year or shortly after the start of the next.

Respectfully submitted,
Richard Miller, chair
May 16, 2018

Ingrid Brophy
Arlene Dean
Andrea Kramer
Richard Miller
Jalene Moore
Bill Scharf
Kay Sturgeon

MUSIC COMMITTEE
ANNUAL REPORT - 2018

The Music Committee is composed of members of the Vocal Ensemble and interested members of the congregation. It meets by-monthly on the 3rd Thursday of the month at 5:30. Its purpose is to act in an advisory capacity to the Music Director regarding vocal repertory and other issues that may come up.

In the past year the Committee held discussions that led to the Vocal Ensemble increasing its Sunday Service performances to 2 per month.

In addition, members of the Committee redesigned the music closet. This included re-alphabetizing the music and creating an Excel spread sheet that lists all our music. An additional file cabinet was added as well as a general clean out of the space was included.

We also discussed options on how we could use money gifted to us from various sources. More work needs to be done on this. Central to this is making the sanctuary a more performance friendly environment for all who participate.

PLEDGE DRIVE ANNUAL REPORT – 2018

The Pledge Drive Task Force determines the theme of the annual Pledge Drive, makes up materials for the Drive, stuffs packets for the congregants, introduces and promotes the Drive, sends “thank yous” to each congregant who pledges, sends follow up letters and makes follow up calls to those who do not return their pledge by the deadline. We welcome any and all who would like to get involved in this activity.

Our annual Pledge Drive started in February. Our theme for the year was “Show Up”, a call to show up to help with your time, talents and treasure.

On the first Sunday of the Drive we asked for pledges for the 2018-2019 fiscal year with an emphasis for the congregation to consider increasing their pledge to help fund increases for our staff and fully pay our dues to the Unitarian Universalist Association. As of April 18, 40% of the congregants, who have pledged so far, have increased their pledges and the average increase is \$375. Unfortunately, some of our congregants have had to decrease their pledges due to death in the family, illness or life circumstances and those decreases have offset some of the increases. Overall, through the third week of April, our Pledge Drive, which does not end until June 30, has raised over 80% of the total that was raised for the prior year.

A special thanks to Kay Sturgeon who joined me on the Pledge Drive Task Force.

Mike McDonald, Chair

**POLICY COMMITTEE
ANNUAL REPORT 2018
FOR JUNE 2018 ANNUAL MEETING
PREPARED 5/10/18**

1. **POLICY COMMITTEE CHARGE:** The Policy Committee will serve as a clearinghouse of UUCGT policies, making recommendations to the Board of new policies, and refining, revising and replacing current policy.

The committee will update the Policy Manual (previously referred to as the Manual on Board, Staff and Committees). The structure, arrangement and consistency of the Manual will be reviewed and recommendations for changes and updates will be referred to the Board for its consideration.

The Policy Committee consists of at least five members appointed by the Board, two of whom shall be Board members and three shall be Congregants. The Senior Spiritual leader is an ex officio non-voting member. Members serve for staggered two-year terms.

2. **WHAT WE DO:** We are charged with keeping the policies and procedures by which the congregation organizes itself and pursues its mission. We confer with the various committees to be sure the policy provisions which pertain to those committees enable them to do their work and help them do so in an organized manner and consistently with other committees.

3. **HOW WE DO IT:** We do a good deal of our work by email, reading and commenting on proposals for revisions. We communicate with the members of the various committees and with each other. We meet periodically, when there is need to discern the needs of the congregation or to plan out our upcoming projects.

4. **MAJOR PROJECT UNDER WAY:** For the past two program years, we have been working on a significant restructuring of the document currently titled Manual on Board, Staff and Committees. Our goal is to re-issue portions of the current manual that do not pertain to staff into a manual on the Board and Committees which will consist of Policies (adopted by the board) and Procedures (adopted by each committee for its own governance). We expect to complete that task by the end of the 2018-19 program year.

5. **WHO WE ARE:** Members of the Policy Committee are appointed by the board. Currently, the board members on the committee are Tom Darnton and Don Pyne. Congregant members are Judy Myers and Price Watts.

6. **ACCOMPLISHMENTS**

(1) Discussed and decided on a format for a revised UUCGT Policy and Procedure Manual to include policies and procedures for each committee, clearly delineated so it is clear which language is adopted by the board (policy) and which can be modified as needed by the committee (procedure).

(2) Divided the existing manual language into policy and procedure sections and asked each committee to review the language pertaining to that committee to be sure the manual will reflect the current charge and structure of the committee.

(3) Prepared a draft of the manual incorporating the contents into a single structural framework with all provisions following the Table of Contents.

(4) Engaged each existing UUCGT committee in a review of the proposed policy and procedure language pertaining to that committee.

(5) Established a method for carrying forward the work of the Policy Committee blending regular meetings with individual effort and collaboration through email.

7. ISSUES IN PLAY:

(1) Social Justice Committee structure and procedures for establishing committee membership and conducting the work of the committee.

(2) Membership and methods of the Committee on Ministry.

(3) The name and scope of work of the committee currently designated as the Stewardship Committee.

(4) Moving the Endowment Committee governing document from the by-laws to the manual and revising some of the language in the current document.

8. CHALLENGES:

(1) A general lack of understanding within the congregation of the importance of this manual to the proper functioning of the congregation.

(2) A lack of a sense of urgency for this work at both the board and committee levels.

(3) The task is ongoing and complex.

Prepared by:

Tom Darnton
5/10/17

PROGRAM COUNCIL ANNUAL REPORT - 2018

Program Council met regularly on the second Sunday of the month from 9:00 to 10:00 prior to the service for that day. The Program Council is consists of all UUCGT committee chairs and any other individual who is interested in attending. Attendance in 2017 - 2018 ranged from 10 - 20 committee chairs and guests. Typically each committee chair reviewed their monthly activities and any upcoming needs. Summaries of the monthly meetings were reported in the Beacon and copies of the minutes and agenda were submitted to the office to be stored on the UUCGT computer. .

The main extra activity sponsored by the Program Council was the Annual Thanksgiving Feast that was held at Twin Lakes Lodge on November. Each Committee took responsibility for one aspect of the event and in general all went well and was greatly appreciated. Additional similar gatherings were recommended to enhance our community. A successful Soup-er St. Paddy's Lunch was held on March 18th in the fellowship hall after the service for that day.

Respectfully submitted by Richard Walter chair of the Program Council

SAFE HARBOR ANNUAL REPORT 2018

UUCGT has provided volunteers for Safe Harbor for many years. Safe Harbor is a seasonal, temporary overnight shelter for those experiencing homelessness. Volunteers prepare and serve meals, help monitor and interact with guests in the evening, overnight and in the morning. Volunteers also perform clean up duties at the shelter. At least 20 churches help with Safe Harbor with each church providing volunteers for a week at a time. Any one of our congregants, member or friend, is welcome to volunteer in our Safe Harbor effort.

For the first time we hosted Safe Harbor in the new permanent shelter near downtown. We provided volunteers from Saturday, December 9 through Friday, December 15. Over 90 volunteers gave over 1700 hours of their time to help our UU Congregation provide shelter, food and fellowship to an average of 49 guests who were experiencing homelessness over the seven nights. During the week we had over 60 different guests, some of whom were at the shelter all seven nights and some for only one night. Several of our guests mentioned how much they appreciated how welcoming our volunteers were and how good the food was.

Volunteers prepared and served over 400 dinners during the week, provided fellowship during the evening, stayed overnight with our guests, served breakfast and cleaned up every morning. Special thanks go out to five groups: the Jewish Congregation, the Grand Traverse Humanists, the Grand Traverse Area Pagans, the UU Men's Group and the Vocal Ensemble. Each of these groups provided the majority of the volunteers for an evening and night. Also a special thanks to Chris Innes and Debbie Beason who served with us on the planning Task Force for our Safe Harbor effort.

In addition UUCGT provided all (18) of the volunteers for Safe Harbor on Saturday, April 14, dinner on Saturday, April 21 and helped out during a continuing extension during the fourth week of April. Our congregation's willingness to pitch in with more help enabled Safe Harbor to stay open two more weeks after some unprecedented weather events in April.

Mike and Sandra McDonald, Co-chairs

SOCIAL JUSTICE COMMITTEE ANNUAL REPORT – 2018

During this fiscal year, the Social Justice Committee (SJC) has undertaken radical transformation. Revised policy and procedures are being implemented to not only support and expand the vital social work and social justice actions of the UUCGT congregation supporting Grand Traverse, Benzie, Leelanau and Antrim Counties, the state and the nation. The Social Justice Committee also **aspires to build and grow a dialogic culture at UUCGT, and in the community at large, modeling the six sources of the UU tradition and to nurture compassionate social witness in the UUCGT and beyond.** Inviting all members of the UU congregation and friends, the Social Justice Committee is ramping up to meet our avowed mission: **To inspire awareness of, and stimulate and coordinate action in, social justice issues in compliance with UUCGT Bylaws.**

Through FY 2018, the Social Justice Action Committee, chaired by Emmy Lou Cholak, has educated and informed the UUCGT community through regular posting of issues and perspectives in the Beacon and has provided notice of specific actions underway, such as the Women’s Marches in Washington, DC and throughout Michigan, as well as actions in response to the mass shooting in Florida and elsewhere. Dr. Cholak has been a key contact for UUCGT with the Michigan UU Social Justice Network and has been recognized for her leadership on local, state and national levels.

Carrying on with and expanding on the work of Emmy Lou Cholak through the Social Justice Action Subcommittee (SJAS), the Committee will be convening at least quarterly to foster dialogue on social justice issues brought forward by the membership. These discussions will be structured to present multiple sides of complex issues in order to educate and inspire individual and collective action, not only in our issue-focused action, but through witness in our daily lives. It is a critical objective of the Social Justice Committee to become a social witness incubator, fostering intersectionality of shared values within the UUCGT community and throughout the community at large.

We know that many or most of the members of UUCGT are directly involved in Social Justice action with our time, treasure and talents. Our members support charitable organizations and institutional entities such as Safe Harbor. They also participate with action-focused organizations such as Indivisible TC, Indivisible Grand Traverse, partisan organizations and others, though the Social Justice Committee works on a partisan-neutral basis. It is the Social Justice Committee’s purpose to engage and educate members and friends on the what, where, when and why of critical issues and activities and to provide support to those who are engaged in social justice endeavors.

All members or friends of UUCGT interested in participating in expanding UUCGT’s reach and role in social justice work, witness and action are invited to join us.

Barbara Conley and Kim Sibilsky, SJC and Emmy Lou Cholak, SJAS

SUNDAY SERVICES COMMITTEE ANNUAL REPORT 2018

- A summary of our activities in 2017 must include a mention of our retreat, which was held on September 23, 2017 at the home of Donna Stein-Harris. Our retreat agenda was extensive:
 - a. **What changes would we make to the existing service structure, if any?**
(Please be prepared to review the current structure of our services and discuss any changes we would like to try moving forward).
 - b. **Do we want to read a spiritual book together?**
(Chava has a couple recommendations and she will bring both and discuss.)
 - c. **How do we attract a younger audience and families?**
(Do we need to be more topical, creative, spiritual, or different?)
 - d. **How do we incorporate music as a part of Sunday Service?**
(Music is a very vital part of Sunday Service. What do you think would be best; More VE, solo's, instrumental's, or a combination?)
 - e. **Best Sunday experience has been here at UUCGT**
 - f. **How can we be more effective as a group moving forward?**

This agenda led to in-depth discussions, including a discussion about how we might improve the flow of services. After brainstorming we made some small changes such as mentioning the concept of the service during the welcome, and having announcements read prior to the onset of the service.

We discussed every element of our services and how each might be improved and tweaked to fit into our concept of creating services that flow smoothly from one element to the next.

The decisions we made were brought forward and included in our monthly meeting agendas, so we could ensure carry-through from conception to actualization. We feel this has added an experiential element to our services as we strive to make each one lead us to a higher plane.

We decided to read a book together and put aside time at each monthly meeting to discuss what we have read. We feel this will help us maintain the connection we have established during the retreat.

The retreat was a high point for our committee, and we hope to repeat it in 2018.

- During the past year, the Sunday Services Committee began the year with 14 members and ended with 10. Members in blue left during the year:
 1. Bahle, Chava
 2. Mangiardi, Amanda
 3. Bailey, John
 4. Montgomery, Sarah

- | | |
|------------------------------------|---|
| 5. Emdin, Betsy | 6. Stein-Harris, Donna |
| 7. Gurian, Hal | 8. Ward, Paula |
| 9. Kramer, Andi | 10. Wozniak, Margaret |
| 11. Max Old Bear | 12. Kat Norman |
| 13. Mark Dragovich | 14. Kathy Booker-Graham |

- November of 2017 marked the second year together for co-chairs:
Hal Gurian and Amanda Mangiardi.
- During 2017 we continued the emphasis on feedback forms that we started in 2016. We review an average of 10 forms per meeting and make changes as appropriate. For example, after receiving multiple comments related to the length of the service, we vowed to keep services to 75 minutes or less. The success of this is reflected in the lack of feedback comments telling us the services are too long.
- Our Annual budget 07/01/17-06/30/18: \$1,000.00
Expenses paid through 03/31/18: \$437.78
Remaining budget balance: \$562.22
- Some decisions made during 2017:
 - We moved offertory forward in the Order of Service so greeters hear Joys and concerns.
 - We moved announcements (pre-approved only) to just prior to beginning of the service.
 - We held a retreat on September 23 at the home of Donna Stein-Harris.
 - We supported the concept put forward by our Music Director, John Bailey, to have the Vocal Ensemble perform twice a month.
 - We decided to cancel one summer service in July.