



The 2017-18 Annual Report of The First Unitarian Universalist Congregation of Ann Arbor

UUAA Staff and Leadership

Listing of Board of Trustees and Staff
Senior Minister Report
Board of Trustees Report (missing)
Leadership Development Team Report
Ministerial Search Committee Final Report

Spiritual Life

Spiritual Growth and Development
Music Ministries (Chalice Singers Choir / Chalice Bells)
Chalice Circles

Social Justice and Environmental Action

Social Justice Council
Alpha House / IHN (missing)
Challenging Racism
Climate Action Group (missing)
Coffee Project (missing)
Habitat for Humanity
Immigration Action
Justice in the Middle East Team
Mindful Eating Coalition

Prison Books
Restorative Justice (missing)
Sharing the Collection

Community

Arts and Aesthetics (missing)
Bridge Group (missing)
Community of Writers
Humanist Group
In Memoriam
Internet Technology Group (missing)
Memorial Reception Team
Men's Fellowship
Northside UUs (missing)
Wednesday Morning Readers
Welcome Ministries
Womyn's Council

Stewardship

Annual Pledge Drive (missing)
Planned Giving
Quest Book Store
Scrip Sales
Treasurer Assistants

Culture

Interweave (missing)
Jackson Social Welfare Fund (missing)
Khasi Hills Sponsor a Student
Partner Church Program
Reflective Conversations

First Unitarian Universalist Congregation of Ann Arbor

2017-2018 Board of Trustees

Erik Stalhandske	President
Margie Teall	Vice President
Allen Duncan	Treasurer
Cathie Breidenbach	Secretary
Beth Hospadaruk	Past President
Laura Bollettino	Trustee
Hayley Boyse	Trustee
Tricia Mooney	Trustee
Lissa Oliver	Trustee
Jim Schaefer	Trustee

Staff

Rev. Doug Wadkins	Senior Minister
Rev. Lindasusan Ulrich	Assistant Minister
Rev. Cassandra Hartley	Assistant Minister for Spiritual Growth and Development (SGD)
Dr. Glen Thomas Rideout	Director of Worship & Music
Ed Lynn	Interim Administrator
Debby Casamatta	Office Administrator
Hannah Hotchkiss	Welcome Ministries Coordinator
Mark VanKempen	SGD and YRUU Coordinator
Debra Golden	SGD Program Assistant
Allison Halerz	Pianist-in-Residence
theresa rohlck	Director of Chalice Bells
Brianne Boyd	Chalice Sparks Director
Erin Dixon	Lead Preschool Teacher
Sanne Krummel	Lead Nursery Teacher
Don Hackney	Building Manager
Arthur Whigham	Custodian/Building Attendant
Rachel Cochran	Building Attendant
Nathan Liverman	Building Attendant

UUAA gratefully acknowledges Margie Teall, Cathy Breidenbach, Tricia Mooney, and Jim Schafer who completed their Board service this year; and Arthur Whigham and Rachel Cochran whose tenure on staff ended during this year.

Interim Senior Minister

The Rev. Doug Wadkins

The following focus on areas of ministry in line with the interim focus points of heritage, mission, connection, leadership, and future.

- Lead a Missional Identity Process with both the congregation and the staff that encouraged conversation regarding the priorities of the shared ministry in answer to the foundational questions of Who are we? Whom do we serve? What are we called to do now and in the next few years?
- Endeavored to get every staff member situated with a job description, an evaluation of all staff and with the assistance of church staff expert, Susan Beaumont, facilitated a review of the entire team to cover the major areas of ministry better. Also designed and worked with the staff and lay leaders to create a new coordinator position to assist pastoral care and social justice ministries.
- Completed a six-session, 48-hour seminar entitled Doing Our Own Work: A Seminar for Anti-Racist White People. It included work on four realms of racism: personal, interpersonal, institutional, and cultural, exploring the history of racism and racial justice in the US, uncovering the layers of white privilege, and shaping & sustaining an anti-racist identity. I found the experience very meaningful in re-thinking core components of my ministry!
- Supporting the ministerial search team as they worked very diligently and wisely to represent the congregation, I served as an in-house resource for crucial components of their work.
- Collaborated with the Worship Team to explore new approaches to theme-based ministry in the worship arena. Together we planned an entire season of theme worship and continued to innovate in how best to utilize themes both on Sunday and beyond, to bring deeper meaning and connection to the programming in the congregation.
- Engaged with the Pastoral Care Team, the Social Justice Council, the Leadership Development Team and Chalice Circles in offering a stronger connection between staff and key areas of programming. This work included providing several workshops to the congregation and small groups to explore the knowledge and skill-sets necessary to foster a caring community.

Leadership Development Team (LDT)
Annual Report Summary 2018

The LDT, a standing committee of the Board of Trustees (board), has focused efforts this past year on recruiting four new qualified members to the board. Activities include holding informal conversations with potential board candidates; consulting with the board and Reverend Doug Wadkins on planning; and hosting a lay leader appreciation event in October 2017. Recruitment work will involve providing a slate of four UUAA member candidates with five or more years of involvement in ministry programs to the board in advance of the Annual Meeting, and assisting new candidates with preparation for board service.

Recommendations for additional activities include:

- Holding small group meetings with ministry program leaders and fostering informal discussion about increasing collaboration with other ministry groups on events for Congregants.
- Implementing leadership communication improvements to the UUAA website, such as ministry group leader best practices (e.g., rotating leadership and inclusive facilitation).

The mission of the Leadership Development Team is to foster congregational stewardship by engaging a broad spectrum of new and existing volunteers, and by providing them with support, resources, and mentorship. The LDT is defined in our bylaws as a standing committee reporting to the UUAA Board of Trustees, see the uuaa web: [about-us/lay-leadership/ldt](#).

26 May 2018

UUAA Ministerial Search Team Final Report to the Congregation & Board of Trustees May 2018



Summary

Since the retirement of our previous Senior Minister, the Reverend Gail R. Geisenhainer in August of 2016, the Congregation has been well served by our staff and Worship Team, led by Interim Senior Minister, Reverend Doug Wadkins. In April 2017, in accordance with our bylaws, a seven member Senior Minister Search Committee (Search Team) was formed.

In July of 2017 the Search Team officially began the ministerial search process following procedures recommended by the Transitions Office of the UUA for calling a senior minister. In January, 2018 we received the names of 15 interested ministers. After reviewing records, conducting video interviews and engaging in much discernment, we invited three ministers to Pre-Candidating weekend visits to Ann Arbor. Each pre-candidate took part in day-long interviews, meals with the Search Team and each led a Sunday service at a nearby “neutral pulpit”. The Search Team further evaluated the preaching styles, information from interviews and overall communication and connection with each candidate.

Our preferred candidate, The Reverend Manish Mishra-Marzetti accepted our provisional offer on March 29, 2018 and was announced to the congregation on the 15th of April, 2018. He came to Ann Arbor for Candidating Week April 28 through May 6th. A special congregational meeting was held on May 6th and the UUAA Congregation voted unanimously (293 - 0) to call the Reverend Manish Mishra-Marzetti as our thirteenth settled senior minister. Rev. Manish joyfully accepted the Congregation’s call, based on the terms in the signed Letter of Agreement and a Covenant Document prepared in advance of the vote. He will begin serving UUAA in August 2018.

The Ministerial Search Team has concluded our work and after archiving materials and submitting this report will dissolve the committee.

The Search Team

The Ministerial Search Team consisted of seven members, 4 elected by the congregation and 3 appointed by the Board of Trustees. The Search Team operated independently from the Board and staff. Their work was to understand and assemble materials to accurately represent the Congregation's senior ministerial needs for the future, to research and interview ministerial candidates and to recommend a senior minister candidate who would be the best possible fit for the congregation's needs. We undertook this work in covenant with the Congregation and each other, through deep listening, data gathering and analysis, discernment and consensus seeking, while following the recommended UUA search process. The Search Team met weekly or more frequently as needed. We wrote and frequently recited the following covenant.

As we strive to recruit an outstanding candidate to serve as our congregation's next Senior Minister, we covenant with each other to:

- *Work as a team*
- *Speak from the heart*
- *Listen deeply, with respect*
- *Take time to discern*
- *Dedicate time to complete tasks well*
- *Communicate with one team voice to the congregation and staff*
- *Communicate effectively with each other*
- *Keep the best interests of our congregation at the center of our work*

As a UUA affiliated congregation following the UUA search procedures, we took advantage of resources from the UUA Transitions Office, which manages the settlement process. This meant that we had good advice and counseling and access to candidates who were all UUA ministers in good standing.

Search Team Activities

July / August 2017

A two-day retreat with our UUA District Transitions Coach, Rev. Lynn Kerr.
Developed a covenant, search calendar, communications plan, and materials to inform and engage the congregation

September

Prepared and implemented the Congregational Survey
Conducted extensive Small Group Listening Sessions

October

Reviewed and analyzed survey and listening session results
Prepared Congregational Record and submitted to Transitions Coach for review
Continued work on Congregational Portfolio (search website)

Began logistics planning for neutral pulpit visits in 2018

November

Submitted final Congregational Record to UUA Transitions Office for posting to their website

Continued work on Congregational Portfolio (search website)

Scheduled Beyond Categorical Thinking (BCT) workshop with UUA Transitions Office

Participated in Examining Whiteness workshop - Part 1

December

Shared Congregational Portfolio (website) with Transitions Coach for review

Discerned senior minister key qualities and criteria

Participated in Examining Whiteness workshop - Part 2

January 2018

Received names of 15 ministerial applicants and reviewed Ministerial Records

Sponsored and participated in Beyond Categorical Thinking (BCT) workshop and worship

Discerned and came to consensus on top 6 applicants for further consideration

Completed video interviews with top 4 applicants

Discerned and came to consensus on 3 pre-candidates

Scheduled neutral pulpit visits with pre-candidates

Informed UUA Transitions Office of our pre-candidate list and schedule

Prepared Search Report for Winter Congregational Meeting

Held Congregational Portfolio (search website) viewing sessions after both services on 1/28

February

Completed the first and second pre-candidating weekend visits involving the entire Search Team from Friday evening to Sunday afternoon.

Continued to meet weekly to review pre-candidates, plan pre-candidating visits and begin planning candidating week

Communicated with UUA Transitions Office

Engaged the UUAA Negotiating Team to review questions about the Letter of Agreement

Performed initial reference checks on pre-candidates

Communicated with the pre-candidates with follow-up questions and/or responses to their questions.

Held Congregational Portfolio (search website) viewing sessions after both services on 2/25

March

Completed the third pre-candidating weekend visit involving the entire Search Team from Friday evening to Sunday afternoon.

Continued to meet weekly to review pre-candidates and plan candidating week

Met to discern our preferred ministerial candidate

Advised the UUA Transitions Office of our order of preference

Informed the Board that a consensus had been reached on the preferred candidate

Engaged the UUAA Negotiating Team to update the Letter of Agreement

Communicated with the preferred Candidate on outstanding issues / questions
Made an official offer to our preferred candidate, The Rev. Manish Mishra-Marzetti on 3/29.

April

Continued to meet weekly to plan the Announcement and Candidating Week
Informed the congregation of a successful search on 4/8 at both services
Announced the Candidate, the Rev. Manish Mishra-Marzetti on 4/15 at both services
Updated the UUAA website with information about Rev. Manish and Candidating Week
Contacted developed references of Rev. Manish
Performed criminal background check as recommended by UUA Transitions Office
Facilitated and participated in Candidating Week activities - beginning on April 28
Supported Rev. Manish as he led both services on 4/29

May

Facilitated and participated in Candidating Week activities - through May 6
Supported Rev. Manish as he led both services on May 6
Participated in special Congregational Meeting and vote to call Rev. Manish as the 13th Senior Minister of the First Unitarian Universalist Congregation of Ann Arbor on May 6, 2018
Archive relevant information for the next search team
Archive materials for our historical records in the Bentley Library.

Cost of the Search Process

As of May 2018 the full search process cost the congregation about \$10,500 as follows (a spreadsheet documenting all expenses will be archived):

- About \$1,600 was spent during the preparation phase. Costs included the Search Team facilitated retreat and fee for UUA Transitions coach, the search website, the Beyond Categorical Thinking workshop and various communications materials.
- About \$5,000 was spent on travel, food and lodging for the three pre-candidate weekends.
- About \$3,900 was spent on travel, food and events during Candidating Week.

We are very grateful for the donations of time, goods and talent that kept costs lower than they might have been. Notably, Search Team member Mike Halerz donated his time and skills to producing professional videos for our search website. And UUAA member Lisa Lemble arranged for housing and loans of cars and car seats during Candidating Week for Rev. Manish and his family.

Conclusion

The successful search for our 13th settled minister identified the Rev. Manish Mishra-Marzetti as our preferred candidate and UUAA was also the first choice congregation for Rev. Manish. The Search Team strongly believes Rev. Manish is the minister who best matches the Congregation's needs and will lead us into a very promising dawning future.

He brings a passion for social justice and spiritual growth, combined with a strong sense of purpose and desire to make the word a better place for all. He has demonstrated the ability and willingness to minister to and inspire congregations that hold diverse beliefs. He displays strong communication and organizational abilities and an aptitude for details. He is warm, engaging, energetic and radiates joy and love. He serves in the leadership of our denomination and can help us develop deeper connections to the larger UU conversations. In the words of our emeritus Minister Kenneth Phifer, a minister and congregation must love and challenge each other. The Search Team believes Rev. Manish will both love us and challenge us to live our beliefs out loud.

Rev. Manish and his family were with us for "Candidating Week" (28 April through 6 May). The Congregation had opportunities to meet the Candidate and on May 6th, voted unanimously to call him as our next senior minister. Rev. Manish will officially begin employment on the first of August 2018 and formal ministry at the beginning of the congregational year in September 2018.

The Search Team thanks the Congregation and Board of Trustees for having the wisdom and confidence to vote/appoint a talented, motivated team with complimentary abilities and personalities. You sent us on a journey of discovery about our UU Faith, our Congregation and ourselves that has made a profound impact on us. We have kept the love and care of the entire Congregation in our hearts and minds throughout this process and like all of you, value UUAA as our liberal religious home. As we journey together into our dawning future, the Congregation will grow and evolve, striving to live our covenant and principles together in gratitude for each other and the wondrous world around us. Thank you for this wonderful opportunity to serve.

In Service, Love and Community,

UUAA Ministerial Search Team

Ken Klein, Chair
Kate Hutchens
Leigh Robertson
Mike Halerz
Sandy Simon
Tom Reischl
Vilma Mesa



2017-2018
Spiritual Growth & Development
Annual Report

Written by the Reverend Cassandra Hartley

Our program offers religious education opportunities for all ages - from toddlers to adults. In the 2017-2018 church year we have 273 registered children and youth who are served by 68 volunteer teachers and assistants, as well as three dedicated staff members: our SGD Assistant Debra Golden, our SGD Coordinator Mark Van Kempen and Assistant Minister for SGD, Rev. Cassandra Hartley. The SGD Committee for 2017-2018 is: Christine Pellar-Kosbar, Michelle Avery-Ferguson, Henrike Florusbosch, Stella Anderson, Debra Golden, Mark Van Kempen and Cassandra Hartley.

The members of our Adult Education Advisory Team are: Charley Burleigh, Bruce Gibb, Bett Weston, Bev Black, Carol Acitelli and Sandy Eyl.

Summer Program

Our 2017 summer SGD session for grades K-5 was “sUUpper Plays.” Many teachers and assistants helped Debra Golden run the program and an average of 38 children participated each week. Highlights included creating “Gnome Homes” and placing them around the property, spending time outdoors, and watching many of our young people bring the educational plays to life with their acting talents.

General Program Updates

We’ve been busy this year! Important events and changes include: the creation of a Safety Task force, an active shooter response training for our teachers led by the Washtenaw County Sheriff’s Office, the revitalization of our SGD committee, the successful implementation of a new volunteer requirement for SGD parents, the creation of a playground renovation plan and timeline, and the complete reorganization of our supply areas.

Children and Youth Church Year

During the church year, we returned to favorite curricula such as: “OWL,” “Building Bridges,” and “Bibleodeon.” Our children and youth also completed many successful fundraisers and social justice projects throughout the year, including: the YRUU service trip, the YRUU apple dumpling sale to support Peace Neighborhood Center, the 7th graders “Rockin’ for the Hungry,” and the 4/5th graders running the Giving Tree to support Alpha House.

Other important highlights included:

- The YRUU group, along with volunteers from the congregation, hosted the very successful “CONtagious.” This gathering brought over 50 youth from across the Heartland district together for a weekend of bonding and learning.
- After many years of holding separate Coming of Age Initiation Ceremonies for men and women, last year the ceremonies were combined into one weekend. This year we continued that process by further combining various rituals and ceremonies that happen within the weekend. This is a change the youth were asking for and it reflects our evolving understanding (and affirmation) of the gender spectrum.

Multigenerational Worship

We are beginning to introduce more stories into the beginning of our worship services, we have done multiple full multigenerational worship services throughout the year (including our Winter Solstice Pageant and New Year’s Day service), we set up a children’s book table with new selections each month that relate to the worship theme, and we continued our “Bringing it Home” publication, which offers ideas for how families can explore the monthly worship theme at home.

Adult Education

As always, our Adult Education Advisory Team offered a wide variety of high-quality classes. We also moved registration and class information online! This has allowed us to improve communications and registration dramatically.

Looking Forward

We have many goals going forward, including:

- Complete the renovation of our playground.
- Revamp our children’s summer program to include more outdoor time and spiritual practices.
- Create a comprehensive communications plan so we can better use social media.
- Continue to update our safety policies/procedures and make alterations to our building to improve security.
- Increase the number of Adult Education classes and offer classes that appeal to all life stages.
- Continue to find ways to improve our multigenerational elements and worship services.

Chalice Singer and Chalice Bells 2017-2018 Annual Report

Chalice Singers

Director of Worship and Music Dr. Glen Thomas Rideout leads the music ministries at UUAA, and serves as the director of the Chalice Singers, who rehearse weekly from September through May. A highlight of this year will be the 4th annual BIGsing held on May 19-20, 2018, which is expected to draw an enthusiastic group of singers from the congregation and the region. This concert will feature innovative programming pairing Mozart's Requiem with several African-American Spirituals. The Requiem will be performed with orchestral accompaniment and invited soloists. The BIGsing provides an experience in music and community that reaches far beyond the walls of sanctuary.

The Chalice Singers are supported by an active team of volunteers from within the ensemble, who assist with score preparation, social events, the BIGsing, sectional rehearsals, and program note writing for the Order of Service. Of note is the work of the congregation's pianist-in-residence, Allison Halerz; Allison is most visible during Sunday worship but plays a vital collaborative role in rehearsals for both the Chalice Singers and the Chalice Sparks.

Music at UUAA continues to grow each year; the Chalice Singers now number close to 70 voices. Beyond the choir, the sound of the voices of this congregation singing on any given Sunday is clear evidence of how essential music is to the spiritual well-being of UUAA.

Chalice Bells

The Chalice Bells have completed their second full year under the direction of Theresa Rohlck, rehearsing weekly September – December and February – May. The group welcomes new musicians to the community of ringers. The Chalice Bells are present in worship several times a year, and continue to collaborate with the Chalice Sparks and/or the Chalice Singers. In Fall 2017, the group participated in a workshop focusing on playing technique led by Susan Berry.

The Chalice Bells hosted the Detroit Handbell Ensemble for a performance at UUAA in early December 2017. The free concert was open to the public and was well attended. The Detroit group was very impressed with our beautiful space, the acoustics in the Sanctuary, and the warm welcome provided by the Chalice Bells. They have expressed interest in returning to our space in the future.

The group has worked on expanding its repertoire to include some less traditional pieces, including some works specifically for handchimes. In addition, we are beginning to tackle some challenging small ensemble playing (handbell quartet) that we hope will be part of worship in the coming year.

Chalice Circles Annual Report – 2017-18

Submitted by Chair Karen Hale

The Chalice Circle Program provides 14 facilitated sessions to small groups (8-10 members) from October-May that offer opportunities to grow spiritually, connect as individuals, and build beloved community within the circles and within the congregation. This program has proven vital to connecting people in this large congregation through small group ministry. The program is in its 12th year.

1. Four Chalice Circles were offered at UUAA. Participation included 38 participants and 8 facilitators.
2. A three session Newcomers Circle was offered mid-winter. We intend to offer this more frequently next year with Newcomers Welcome volunteers being trained as facilitators to conduct them.
3. There is interest in using the Chalice Circle format and applying it to other lay ministry groups. The Chalice Circle Steering Committee will evaluate how to proceed with spreading this style of ministry without diluting its effectiveness.
4. Facilitator training for both new and returning facilitators was held in September.
5. Investiture of facilitators was held in November in recognition of their lay leadership role.
6. Each Chalice Circle completed a Service Project for the congregation.

We struggled this year to recruit volunteers for steering committee and especially as facilitators. The continued success of the program will depend on attracting and training committed volunteers and evolving to meet the needs of the congregation. The number and type of chalice circles offered each year is based on the number of volunteer facilitators. Without them, we would not be able to achieve the program's goals and meet the needs of the community at UUAA.

The steering committee is comprised of the chair, Karen Hale (Writing Team chair), Ginny Preuss (Registration), Cathy Olson (Newcomers Circle), Rich Donner (Evaluation), Shelley Stoll (Service Projects), and Anne Ramsey.

Social Justice Council Annual Report 2017-2018

Mission and Core Values

As the administrative umbrella for all social justice groups and projects at UUAA, the SJC's mission is to:

- Coordinate, nurture, and support the congregation's efforts to advocate, educate, organize, serve, and witness for social action. There are 20 active social justice groups as of April 2018.
- Develop and maintain policies and procedures for UUAA's social justice groups.
- Review and provide oversight for the initiatives and actions of the congregation's social justice programs and projects.

The SJC works to realize UUAA's Core Values of Social Justice and Environmental Action, Community, and Culture through ministries that:

- Work for peace, search for truth in love, and identify ways to help one another
- Promote the inherent worth and dignity of every individual

Members

Mark Jagner, Carolyn Madden, Connie McGuire, Sally Preston, Leah Tame, Kate Warner, Hayley Boyse (Board liaison), Hannah Hotchkiss (staff liaison), and Carol Acitelli (Facebook facilitator).

Selected Activities

- Compiled brief descriptions of UUAA's active social justice groups for the Congregational Record that was viewed by the candidates.
- Organized a Social Justice Potluck that was held during Candidating Week.
- Created a job description for a Social Justice Coordinator.
- Co-sponsored, with Restorative Justice, a talk by Danielle Sered on mass incarceration; with UUJME, a talk by Alice Rothchild on health and human rights in Israel, East Jerusalem, and Gaza; and with ICPJ, the Connect and Act Summit 2018
- Held an SJC retreat.
- Revised the policies and procedures handbook.
- Met with the Board at a Chautauqua to discuss social justice activities at UUAA.

Goals

- Begin a dialog on social justice at UUAA with the new senior minister.
- Work with the Social Justice Coordinator to increase administrative support for our social justice ministries.
- Improve communication with and among UUAA's social justice groups.

Connie McGuire,
SJC Chair

Challenging Racism Group 2017-2018 Annual Report Submitted by Kathy McLean and Gina Boldman

Challenging Racism supports members of this Congregation on their journey toward spiritual growth and self-knowledge about their own racial, ethnic, and/or class privilege. We present programs that affirm the worth and dignity of all and build meaningful connections and community partnerships with others on the same journey and provide opportunities for reflection and action.

CRG Activities this year include:

- Acquired World Trust film, *Healing Justice*
- Lucia Heinold gathered information monthly about area upcoming events and distributed the information to our CRG email list of over 100 members
- Sponsored a White Privilege Circle facilitated discussion at UUAA
- Edie Croake prepared an insert for a February Sunday order of service on What You Can Do About Racism
- Donated 3 John Lewis graphic novels to UUAA Sunderland library
- Supported the Immigration Action Coalition in preparation of the congregational vote to become a sanctuary congregation
- Donated multiple books to the UUAA auction on issues of race, all by authors of color
- Several members attended and reported back on:
 - MUUSJN Challenging Racism Toolkit workshop in Lansing
 - Programs by Friends of Restorative Justice, including subjects Accounting for Violence in Mass Incarceration and Women's Prison Project
 - Major fundraiser for the local African American Cultural and Historical Museum and a preview of *All or Nothin'*, a locally made film about the underground RR
 - Poor People's Campaign meetings
 - Interfaith Council for Peace and Justice - Connect and Act March 2018
 - Transforming Justice Washtenaw campaign for HRC task force to form police review board

Plans so far for next year:

- Present film *Healing Justice* in three parts with guided discussions following
- Hold an event, Bagels and Brainstorming, to gather ideas from congregants for future CRG actions
- Offer book discussion on *Daring Democracy*
- Continue to explore the MUUSJN Challenging Racism Toolkit for ideas

Habitat for Humanity Annual Report 2017-18

- Report author.
 - Michael Muha
- Brief description.
 - Habitat for Humanity is a nonprofit housing organization whose mission is to provide decent, affordable housing for people in need. Homeowner families are carefully selected based on income and other guidelines. The families are required to contribute hundreds of hours of “sweat equity” to their homes or other Habitat projects and they are required to attend classes on home repair and managing finances.
- How UUAA core values were met by the team.
 - Helping families who otherwise would not be able to achieve the benefits of their own home, working alongside them, and providing them with the backgrounds and experience needed to remain in their homes is directly related to our first principle: The inherent worth and dignity of every person.
- Highlights of activities from May 1, 2017 through April 30, 2018
 - Raised over \$8,000 for Habitat
 - Table in Social Hall from May thru Aug to signup volunteers to build and provide lunches
 - Sponsored four work days
 - Over 50 volunteers for our work days
 - Two UUAA members on Good News House Executive Committee.
- Focus on major themes or a few key accomplishments.
 - As part of the Good News House group (GNH), an interfaith group of 16 area congregations, we helped two families renovate two existing homes, making them energy-efficient, structurally sound, and aesthetically pleasing. Since 1997 the GNH has helped 31 families (66 children) move into affordable, energy efficient housing
- Names of active participants in the ministry.
 - Committee:
 - Mike Muha
 - Sandy Simon
 - Barb Pickett
 - Fran Lyman
 - Over 50 congregants volunteered to work on houses or provide lunches
- Describe future ideas, plans, and goals
 - Refurbish two more houses this year

**2017-2018 ANNUAL REPORT
IMMIGRATION ACTION COALITION (IAC)**

Submitted by: Cheryl Valentine

Goals of the IAC:

- To educate ourselves and our congregation about immigration issues
- To advocate for immigration policy reform
- To act in support of immigrants in our community.

Accomplishments May 2017 to April 2018

- Championed the idea of becoming a sanctuary congregation to UUAA through over two dozen educational opportunities including town hall meetings, presentations, films, handouts, articles, and a table in the social hall. The congregation voted overwhelming on October 22 to become a hosting sanctuary congregation.
- Worked with other local congregations to build support for sanctuary. Four IAC members have served on the steering committee for Washtenaw Congregational Sanctuary (WCS) and 11 congregations in Washtenaw County have now declared themselves sanctuary congregations.
- Planned fund-raisers for sanctuary with other area congregations including a June 25 picnic raising \$5,500 and a Feb. 16 Latin Dance Party raising \$2500 for WCS.
- Advocated for Lourdes, a community member and mother of two school-aged girls Marched, wrote letters, made calls to stop her deportation. We were unsuccessful.
- Hosted a WCS Press Conference, *Love Your Neighbors*, Feb 14 that generated newspaper radio and TV coverage of the growing sanctuary movement.
- Formed the Sanctuary Hospitality Committee to ready the Marly Room for guests. Raised donations to purchase a small refrigerator and microwave.

Members: Over 90 members on Immigration Action List Serve. Members who wrote articles, advocated for change and planned and/or presented programs this year include: Cesilie Cordovilla, Joanna Courteau, Ruth Cassidy, Vicki Echegoyen, Melanie Harner, Lucia Heinold, Vey Valentine, Louise Kazarinoff, Mollison Morgan, Melanie Hagan, Edie Hough, Linda Sprankle, Carol Thomas, Marian Horowitz, Sandy Eyl, Laura Bollettino, Ryan McKendree, and Cheryl Valentine. We are deeply saddened by the loss of active IAC member Arlene Huff last November. She is missed.

Unitarian Universalists for Justice in the Middle East

2017 – 2018 Annual Report

by Mark Jagner

Description

Unitarian Universalists for Justice in the Middle East (UUJME) advocates for freedom, justice, and equality for all people in Israel-Palestine. This means ending the military occupation and resolving the seven decades-old refugee crisis.

In Memoriam

At a July memorial service we said goodbye to founding member, Diane Cooper, who passed away in May. We could not have accomplished all that we did without Diane's intellect and passion for social justice.

Accomplishments

We hosted two inspiring speakers: Physician and author Dr. Alice Rothchild who spoke about volunteering at clinics in Israel-Palestine and the impact of military occupation on health and human rights; Violette Khoury from Nazareth discussed the discriminatory laws, segregation and racism experienced by Palestinian citizens of Israel.

Other Activities

- Forum about Jerusalem, featuring the documentary *Jerusalem: The East Side Story* and explaining the consequences of US recognizing Jerusalem as Israel's capital
- Forum on the Boycott, Divestment, and Sanctions Movement, featuring the video *BDS Movement Explained* with Omar Barghouti
- Members of UUAA signed a letter asking Congresswoman Debbie Dingell to co-sponsor the *Ending Israeli Military Detention of Palestinian Children Act*
- Co-sponsored UM-CMENAS event *Politics through Narrative: Conversation with Jubran Husam and Yuval Ben Ami*, hosted by First United Methodist Church
- Co-sponsored *Building a Shared Society: Integrated Schools in Israel*, hosted by Temple Beth Emeth

Members

Mark Jagner and Anne Garcia (Co-Chairs), Larry Cooper, Ruth Vail, Marina Brown, Akin Ori-Orisan, Halla Motawi, Jane Capin, Jan Bower, May Seikaly

Goals

We are proposing that our congregation adopt a resolution supporting the Palestinian Boycott, Divestment, and Sanctions Movement. The resolution is in response to the 2005 call from Palestinian civil society for boycott, divestment, and sanctions to pressure Israel to end its oppression of the Palestinian people.

MINDFUL EATING TEAM Annual Report 2017-18

Submitted by Co-Chairs Cathy Muha and Colleen Crawley

The Mindful Eating Team seeks to advocate for human health and animal welfare while promoting equitable food systems that sustain the environment, alleviate hunger, and support farm and food workers.

Our programs challenge us to understand how our food choices affect the planet and other beings. We promote social justice and environmental issues locally and beyond. We search for truth in love, never dictating but encouraging exploration of how our values inform our food choices. The inherent worth and dignity of every being underlies our work, and we recognize food's impact on the environment, on human health, and its role in the interdependent web of all existence.

Core group members are co-chairs Cathy and Colleen, and Guala Lauzzana, Connie McGuire, Merrill Crockett, Ruth Vail, Eileen Wright, Sheila Sanders and Claudette Snow.

Activities

We continue to reach out within the congregation and to the wider community with our programs.

- Weekly social hall table with monthly themes where we provide information, opportunities to sign up for activities and occasional local treats.
- Website: <http://uuaa.org/social-justice/324-me-home-page>
- FACEBOOK page: <https://www.facebook.com/MindfulEatingUUAA/>
- Bi-weekly Mindful Eating Newsletter is sent electronically to over 550 people.
- Veg UUAA hosts a vegan potluck at church every other month.
- Advocated for the SNAP program and other aspects of the upcoming Farm Bill, including hosting a panel discussion.
- Completed our sixth season on the Food Gatherers Farm Project, working with our neighbor Farmer Bill Schmid, raising and donating over 3,700 pounds of fresh produce and \$3,500.
- Participated in CROP Walk.
- Our Fall Harvest Potluck featured Stephanie Willette, Ann Arbor Farmers Market Manager.
- Hosted a dinner to benefit the UUAA Auction which raised \$600.

Future Plans, Goals

Our goal remains to find creative ways to carry out our Mission:

- Contributing a fundraising dinner for the Auction.
- Hosting speakers on Juvenile Detention youth gardening/an Ypsilanti farm worked by ex-offenders.
- Offering a Gardening with Kids workshop.
- Maintaining our presence on the Food Gatherers Farm Project.
- Continuing to grow our core group membership.

UUAA Prison Books 2017-18 Summary

Submitted by James Gallas/Phyllis Valentine/Bob Heinold

UUAA PRISON BOOKS' mission is to deliver reading materials to confined readers. In our twelve years of operation we have delivered over 145,000 books to Federal, State, & local facilities in Michigan.

Highlights during 2017-18:

- We collected & delivered over 16,000 books to prison facilities. About 1,000 Children's books were delivered to the Washtenaw County Jail reception area, providing reading materials & free books for little visitors.
- We collected books from local libraries & book sales, UUAA congregants, & other individual donors. Fourteen correctional facilities are on our delivery calendar. This year we also tested the collection & delivery of art & writing materials to help support the UM's Prisoner Creative Arts Program.
- We continue the Drop-Ship arrangement with the Jackson MDOC transport terminal. This year we used this system to provide large shipments to the Marquette Prison & four Ionia Prison Facilities.
- We continued to work through the problem of ageing volunteers who are challenged, particularly in the heavy lifting & driving that is needed for some collecting & delivery. We gave a Social Justice Presentation on March 18 and recruited 15 new volunteers.

Goals for 2018-12:

- 1.) Continue collecting, sorting, packing, & delivering materials to correctional facilities.
- 2.) Continue to recruit new members and integrate them into our overall operation.
- 3.) Investigate new ways to coordinate our work.
- 4.) Investigate better spaces and methods for collecting and sorting/packing.
- 5.) Continue to resolve issues relating to delivery of books to facilities & drop/ship.
- 6.) Continue to investigate new sources of books & the PCAP relationship.

Prison Books is grateful for continuing book and volunteer contributions for this worthy cause. Please email prisonbooks@uuaa.org for more information.

For the 2017-2018 UUAA Annual Report

Sharing the Collection Program

Chairperson: Bob Dinan

Committee members: Barbara Cherem, Janet Duncan, Fran Lyman, John Preston

Sharing the Collection gives all of us an opportunity to provide financial assistance to the non-profit service organizations in Washtenaw County that are doing important work in the community.

Our UUAA Social Justice core value statement reads,

This (UUAA) congregation acts in concrete and substantial ways to promote social and economic justice in the larger community.

We are in alignment not only with our Social Justice core values at the First Unitarian Universalist Congregation of Ann Arbor (UUAA) but with the commitment to serve the organizations to whom we donate our 1st Sunday collection. Our collection serves predominantly disadvantaged and vulnerable populations, as well as people who have been targets of discrimination.

From May 1, 2017, through April 30, 2018, our monthly collection has supported eleven different community organizations. On average, each recipient received a donation of \$1,940, with the largest monthly donation being \$2,903 and the smallest \$1,227.

The organizations supported in the twelve months ended April 30, 2018:

- Habitat for Humanity - Huron Valley Chapter
- Michigan Unitarian Universalist Social Justice Network (MUUSJN) (twice)
- Offender Success (formerly "Prisoner Reentry")
- Student Advocacy Center
- 826 Michigan
- Unitarian Universalist Service Committee (UUSC)
- IHN/Alpha House
- Ele's Place
- Foundations Preschool of Washtenaw County
- House by the Side of the Road
- Packard Health

Future plans:

- Continued support of one community organization per month.
- Solicitation of applications for support in 2019 (October-November)
- Selection of 2019 recipients (November)

UAAA ANNUAL REPORT, COMMUNITY OF WRITERS, 2017-2018

In the 2017-2018 UAAA Church year, the Community of Writers was honored to participate in the Worship Service of July 16, 2017, featuring prose and poetry writings by selected members of the Community of Writers. The UAAA Worship Team, led by Theresa Rohlck and Dr. Glen Thomas Rideout, designed a Worship Service on creative writing to illustrate the July theme of creativity. Five members read their original poems, essays, and memoirs with musical interludes for reflection. In conclusion, the congregation was guided through the surprise writing of a poem.

The following August meeting, we devoted to tributes to those we consider heroes. We first refreshed our uses of the key narrative methods, "Show and/or Tell". Then we wrote impromptus portraying heroes we admire. These character studies stirred such interest, we decided to develop the writings further for the September meeting. The Writers completed the fall season with a December reading of eleven members' writings to which the congregation was invited. This holiday event, held in Fahs Chapel on Sunday, December 10th, presented poetry, memoir, and personal essay.

The New Year 2018 was launched by a marvelous presentation on Mysticism by Joanna Courteau. Supplemented by preparatory historical material, the lecture offered an extraordinary discussion of mysticism and several mystic poets. Joanna then suggested an impromptu to write in the manner of one of these poets. Everyone enjoyed this thought-provoking exploration of mysticism. The 2018 spring monthly meetings have alternated between prepared writings read in an open mic or impromptus written and read during our meetings. Of our twenty-five members, ten to fifteen participate actively.

The Community of Writers meets each second Sunday, monthly, and offers a congenial group of fellow writers who appreciate and encourage each other's writings.

Mary Lund

UAAA Community of Writers

A. The Humanist Group at the UUAA

B. Author: Bruce Gibb, co-coordinator

C. Description of the Ministry

The Humanist Group (HG) is comprised of 52 members and friends of the Congregation. The group meets twice a month, on the first and third Thursday afternoons from 2:00 to 4:00. Everyone is welcome.

The HG is a safe group for individuals to share their thoughts and feelings openly without challenge or criticism. The Humanist label of the group means that anything which pertains to human processes of thinking, feeling or behaving is open for discussion. It is not specifically focused on more general humanist doctrine or advocacy but these topics do come up for examination.

D. Core Values

The Humanist group enhances the mission of the UUAA by living the UUAA 1st, 2nd, 3rd, 4th and 5th principles.

E. Goals and Objectives

We will be selecting a focus of our energy on a few unfulfilled articles of the Universal Declaration of Human Rights. Most recently, the group has been talking about how to increase the congregation's understanding of humanism and its role in the history of Unitarian Universalism.

F. Goals and Objectives Achieved

The group considered 42 topics, articles and/or books this year. Implicitly, we are a group that builds and strengthens the relationships among the members of the group. Another implicit goal is to engage and apply the understandings, insights, and values we gain in our lives outside of the group, to become better people.

This year we also offered and conducted a seminar for the whole congregation based on the book *Humanist Voices in Unitarian Universalism*. We will be offering a 7 week course on the same topic in the spring of 2018 as an offering of the Adult Spiritual Growth and Development program.

annualreport@uuaa.org.

In Memoriam

Barbara Pickett
November 22, 1955–April 18, 2018

Catherine Marie Buerkle
May 10, 1964–February 13, 2018

Edward Limoges
May 16, 1936–December 13, 2017

Arlene V. Huff
November 6, 1938–November 27, 2017

Thomas Joel Hoetger*
May 20, 1958–November 15, 2017

Donna S. Estry
January 1, 1940–November 12, 2017

Frederick Dan Lynch
October 23, 1927–November 10, 2017

John H. Waller
February 10, 1943–August 1, 2017

Donald Evans
May 8, 1930–July 30, 2017

John Moyer
August 28, 1945–May 15, 2017

Don Paul Haefner*
March 7, 1928–May 4, 2017

Diane Rose Cooper
April 24, 1943–May 3, 2017

*Members of the Sutherland Society who included a bequest
to the Congregation in their estate plan.

Memorial Reception Team 2017-2018 Annual Report

The Memorial Reception team is comprised of volunteers whose goal is to create a welcoming community, *helping one another*, as members of the UUAA community celebrate the life of a loved one.

Prior to the memorial service, a team coordinator helps the family to plan the reception and coordinates reception team volunteers to help with each portion of the reception.

On the day of the reception, team members assist families by helping to:

- Prepare the Social Hall for the reception
- Welcome guests and family members
- Set up personal items brought by the family
- Arrange and serve refreshments
- Clean and pack up goods after the reception

This year, we helped with 5 Memorial Receptions.

Team members are: Carolyn Barber, Marie Duke, Ellie Shappirio, Judi Lintott, Fran Lyman, Margaret Pekarek, Pat Appleberry, Richard Lintott, Sara Matthews, and Melinda McKay.

Liz Hartley and Betsy Price are the co-coordinators of the Memorial Reception Team. Office Administrator Debby Casamatta our staff liaison.

We celebrate life!

2017-2018 UUAA Men's Fellowship Report
Submitted by Russ Blaesing

The Mission of the UU Men's Council is to provide leadership and support for the development and stability of programs for those who identify as men and boys that enhance friendship, spiritual growth, and positive community engagement. This mission aligns with UUAA Core Values of Spiritual Life, Social Justice and Environmental Action, Community, Stewardship, and Culture. Serving on the Men's Council last year included Kurt Skifstad, Craig VanKempen, Jeff Surfus, Mike Muha, Tom Reischl, Dave Borneman, Russ Blaesing, Gregg Peterson, and James McCargar.

The year's highlights:

1. 2016 Coming of Age Initiation Weekend – The Men's Fellowship hosted a community dinner for the initiates and their mentors May 15. Some men participated in the boys' initiation events.
2. 2016 Men's Retreat – The retreat was held at Judson-Collins Center on Wamplers Lake on October 7-9. Over 50 men attended.
3. Men's Circles – Five active circles involve approximately 70 men. The Men's Council is working with interested men to establish a new men's circle.
4. Men's Dinner – The 2017 Men's Dinner was held on April 15 (before the posting of this report) and the program will feature the Neutral Zone's Music Programs.
5. Monthly Breakfasts – On the third Saturday each month at 8:30am, a mix of roughly a dozen men drop by to share stories and news of the day.
6. Church Property Activities – The Men's Fellowship paid for repairs to the brush mower and is planning trail improvement projects.
7. Beer Night -- To foster more membership the council has established a beer night which has attracted numbers of 6 to 15 men, meeting at various beer halls in the area.
8. Brochure -- Last year significant time was invested in creating a brochure for the Men's Fellowship as well as a logo. Both have been well received and serve to promote the programs and provide a sense of professionalism, inclusion.

The Men's Council is discussing new ways to promote stronger friendships and more meaningful commitments to the UUAA Core Values.

Wednesday Morning Readers Author: Liz Hartley Wednesday Morning Readers meets on the fourth Wednesday of each month at 10:00 in the Jackson Chapel. Book selections are nominated by individual members, and then voted upon. The Wednesday Morning Reader member who nominates his/her book will lead the month's book discussion. We attempt to choose books at least three months in advance. Since we strive to keep our monthly discussions related to the book and associated topics, many Wednesday Morning Readers meet for lunch afterwards to socialize.

Welcome Ministries

Submitted by Hannah Hotchkiss, Welcome Ministries Coordinator

The mission of Welcome Ministries is to welcome all who enter UUAA, provide information about Unitarian Universalism and this congregation, and integrate visitors and new members into our spiritual community.

Sunday Welcome Teams, First Friday Fun Nights, and Newcomer Chalice Circles strive to uphold our third Core Value, Community, which states the following.

We create and foster community by providing an intentionally welcoming and safe environment where all feel valued and cared for, and where all are given opportunity to form meaningful connections with one another. We foster a climate of purposeful inclusion of all. We cherish the diversity of gender, age, race, ethnicity, and national origin, range of abilities, sexual orientation, gender identity, financial means, education, and political perspective. We live together in peace, search for truth in love, and help one another.

Vital Signs 2017 (January 1, 2017–December 31, 2017)

- Total active membership reported for UUA Certification 2018: 608
Previous year: 620
- New members in 2017: 45
Previous year: 24
- Visitor cards in 2017: 226
Previous year: 188
- Introduction to Our Faith Registrations: 73
Previous year: 41

Accomplishments in 2017

- Collaborated with SGD to offer a shooter training to Sunday Welcome Teams and devise new Sunday Safety procedures.
- Collaborated with Chalice Circle Facilitators to offer newcomers a shortened Chalice Circle experience focusing on the principles.
- Continued growth in participation in Friday Fun multi-generational dinners
- Increased number of participants hosting Social Hour.

Future Opportunities

- Offer more opportunities for newcomer engagement, such as expanding the newcomer Chalice Circle offerings, a follow up class to Introduction to Our Faith.
- Representing membership and offering UUAA literature in three community events, e.g., Art Fair and ICPJ event.
- Formalize newcomer and new member follow up procedures.

2018 Annual Report

On October 28, 2017 a new Womyn's Community was born, to be led by a new Womyn's Council. **In just our first six months**, a sustainable team structure has been installed, with **leaders bringing life to a number of activities, goals and priorities:**

- The **welcoming and inclusive mission statement begins:** "The UUAA Womyn's Council provides structure and leadership to coordinate events, activities, educational programming and pastoral support for all who identify as women in the FUUCA community."
- **Our logo** honors the wisdom and history of past generations of women, and hints at the whimsical vitality in our present and future. We spell WOMYN with the non-traditional Y to take the visual and psychological focus off of the word "men" in the logo. This choice declares that we are part of the movement of women who refuse to be defined by men.
- **Our growing email contact list** already includes nearly 300 UUAA women.
- **A colorful monthly newsletter** tells about upcoming events and pastoral care needs, and offers UUAA's only "personal ads" section.
- An easy path helps those interested to join **new Women's Circles** of 10-12 people.
- We regularly provide **communication assistance and support for our pastoral care team.**
- **Our monthly Women's Breakfast** attendance has tripled since October, even when competing with horrible winter weather.
- New **monthly evening gatherings called Sisterhood Socials** are hosted by individual women in their homes or other location of the host's choice.
- **Coordinated participation in advocacy of and education about women's issues** is progressing. Several dozen women of all ages attended the Ann Arbor March for our Lives, and were featured in the photo essay in MLive. A Womyn's Health Conference is being planned for Fall 2018, and a potluck followed by Singing in Sacred Circle is in the works for Spring 2019.
- **Our first weekend Women's Retreat since 2009** was held April 20-22, 2018, attended by approximately 50 women.

Contact: Communication Coordinator Judi Lintott at WomensCouncil@UUAA.org or 734-352-7285.

Planned Giving Team

NOW IS THE TIME to include UUAA in your estate planning, if you have not already done so! Beginning in the fall of 2017 through 2018, the UUA is offering a 10% match, up to \$10,000, to donor designated UU entities, including individual congregations, for new legacy gifts, such as bequests, life insurance policies, etc. If you have already included the Congregation in your estate plans, any increase in the designated gift also qualifies for a match. You pay nothing now, but the match comes to the Congregation in 2019! PLEASE DON'T WAIT; contact plannedgiving@uuaa.org or chat with a member of the Planned Giving Team - Don Duquette, Becky Hoort, Jim Lee or Rev. Lindasusan. Join the good company of other UUAA Sunderland Society members who have arranged for or made planned legacy gifts to the Congregation.

The Planned Giving Team has been busy promoting this UUA initiative, called Wake Now Our Vision, in a variety of ways including:

- gathering information and written materials
- sharing about this opportunity from the pulpit
- a reception for current and prospective Sunderland Society members
- research for and production of poster-size photos of our four congregational homes
- engaging in conversations with potential donors.

In addition, our planned giving materials, including a brochure and statement of intent form, have been revamped. Look for our "20 by 20" logo. We are hoping for 20 new legacy promises by 2020.

Thanks to those who have or are in the process of joining the distinguished membership of the Sunderland Society - about 100 strong (living and deceased members), and more than \$900,000 in planned gifts that have come to the Congregation since 2005.

Thanks also to Toni Wander for her service on the Planned Giving Team. Unfortunately, increased work obligations have recently forced her to resign from the Team.

Becky Hoort and Jim Lee, Co-chairs

QUUest 2017-18 Annual Report Submitted by Lucia Heinold, Co-Chair

The QUUest Bookstore's ministry is to support members' and visitors' spiritual journeys by providing a welcoming center with a stimulating selection of UUA and general books addressing spiritual growth, social and environmental justice and other UU seven principles.

QUUest is open between services September – June and after the single service during the summer. The QUUest Bookstore balance on December 31, 2017 was \$1,412.12. QUUest Bookstore contributed \$1,697.00 to the UUAA general fund in 2017.

The highlight of last year was welcoming Tim Richards, retired U-M Dearborn librarian, to our group. He is streamlining our buying and invoice processing. Now all three of our major vendors (UUA In Spirit Bookstore, Baker and Taylor and Nicola's Bookstore) take payment by UUAA check rather than checks. We also order books recommended by the team and the congregation, and welcome special orders.

Each Sunday, three people staff the book-selling table, two for the selling social hour and one to help put books away quickly. There are eleven team members now: Evelyn Burns, Fran Lyman, Terry Butcher, Elsie Dyke, Anne Hagiwara, Marion Holt, Lucia Heinold, Lineve McKie, Tim Richards, Linda Sprankle, Joyce Phillips and Vey Valentine. We always welcome additional bookstore workers. Schedules are flexible. Attending monthly meetings is optional. Interested? Contact Lucia Heinold at Heinoldcia@aol.com or 734-996-2796.

2017-2018 Scrip Program Annual Report

Scrip = Cash Equivalent. By using scrip, congregants earn free money for the church while buying what that they would buy anyway. Over 600 retailers participate in the program, offering rebates from 2 to 16%.

We were budgeted to earn \$7500 per month (much lower than it used to be), and earned \$8758. If more congregants participated, we could easily raise this number to \$50,000. Some notes:

- Income from Kroger's continues to fall, as it is a challenge to get congregants who shop at Kroger's to (re-)enroll their Kroger Plus cards every April.
- Arbor Farms, however, is sending us about \$190 per month, just for a shopper there saying "I support First UU."
- Meijer and Whole Foods scrip (3% rebate) continue to be very popular, as well as People's Food Co-op (5%) and Speedway (4%).
- Busch's program (3%) now links My Way cards to the church when registered online.

More families are placing online orders with Great Lakes Scrip. This earns them rebates that can be itemized on their income taxes.

Having scrip on sale after each service requires two teams of two sellers every Sunday, except for the single-service months. I am so grateful for the reliable regulars – Barb Dinan, Jo Dodge, Sara Gibb, Cindy Hegg Krueger, Sara Mathews, and Becky Swank. We could use two more volunteers.

I am especially grateful for the loyal efforts of

- Jo Dodge, who helps out multiple times each month;
- Becky Swank, who fills in for me when I am out of town and publicizes Scrip Table news; and

- Elsie Dyke, who picks up People's Food Co-op scrip orders.

You can help, too. Figure out where you regularly spend your money (groceries, restaurants, gas, pharmacy, household goods, etc.), then come talk to us.

Submitted by Carolyn Barber

Scrip Program Coordinator

Treasurer's Assistants, aka Monday Money Counters

Annual Report for 2017-18

Each Monday morning, our group counts and processes all monies (currency and checks) received by UUAA during the previous week. These monies include the weekly offerings, pledges, memorial gifts, special collections, comprehensive campaign, social hour activities (Equal Exchange coffee, bookstore, Scrip, Alpha House, Khasi Hills, 150th celebration, etc.) rental income, and other sources. Each church group that processes money fills out a standardized sheet. These sheets separate cash and checks, and provide us and the individual groups with an accurate record of their financial activity.

Counting and processing involves filling out of standard forms and double-counting to insure accuracy. At the end, we fill out bank deposit slips; deposits are made by Ed Lynn or Deborah Casamatta.

The current group members are: Roberta Allen, Carolyn Barber, Jo Dodge, Marie Duke, Roylea Furniss, Ruth Vail, and Phyllis Valentine, with substitute Betsy Price. Our staff contact is Deborah Casamatta.

2018 Annual Report
Khasi Hills Sponsor a Student (SAS) Committee
Submitted by Cathy Doherty and Allen Duncan

The Khasi Hills SAS Committee provides financial support for the Unitarian lower primary school in the village of Mawkisyiem in the Khasi Hills of northeast India. This support helps to improve access to education in the region and makes possible personal connections between the students there and their sponsors in Ann Arbor by providing a conduit for written communication. Sponsors provide support in the form of \$50 contributions and are assigned to a particular student.

The committee also organizes occasional pilgrimages to the Khasi Hills. Such trips were made in 2006, 2011 and 2016. The next trip is tentatively scheduled for October of 2021.

The committee directs its work to support the following Unitarian Universalist principles:

1. The inherent worth and dignity of every person;
2. Justice, equity, and compassion in human relations;
3. The goal of world community with peace, liberty and justice for all;
4. Respect for the interdependent web of all existence of which we are all a part.

Program Highlights - May 1, 2017 through April 30, 2018

The committee hosted a forum at which bah Rupaia Lamar from the Jowai Unitarian Church (in northeast India) spoke on Unitarianism in the Khasi Hills. Members of the committee were also involved in various other hosting activities during the visit time, including a stop at the historical Unitarian Church at the corner of State and Huron in downtown Ann Arbor.

Committee members include Laura Bauman, Cathie Breidenbach, Hal Breidenbach, Cathy Doherty, Allen Duncan, Janet Duncan, Deborah Golden, Gwen Guthrie, Peter Hochgraf, Rick Johnson, John Seeley, Hashen Sohtun, and Robert Treadway.

The committee plans to continue support of the Unitarian school at Mawkisyiem through the sponsorship program during the 2018 school year.

Partner Church Annual Report for 2017-2018
Submitted by Phyllis Valentine, Chair

In 1997 the UU Church of Ann Arbor formally voted to establish a formal partnership with the Unitarian Church in Kézdivásárhely, Romania. The program supports all 5 core values of our congregation: spiritual life, social justice, community, stewardship, and culture. We share many of the same values as our partners, although there are variations in the way we practice our religions; both partners learn from each other.

Goals for 2016-2017:

- Celebrate our 20th anniversary of Partnership:
- Continue regular communication.
- Continue to engage travelers in conversations about the partnership.

The highlight of the year was the October visit by Rev. Istvan Buzogany-Csoma and his wife, Rev. Csilla Buzogany-Csoma. We used this visit to help celebrate our partnership. The 2014 pilgrimage group, (Nancy and Steve Schewe, Cathy and Mike Muha, and Jan Bower), worked with me to plan and host our visitors. Istvan and Csilla participated in many activities at church and in the area. A trip to visit them has been planned for August.

We continued regular and relaxed communication with our partners via Facebook and email. Past UUAA travelers are in regular communication with their hosts. I've been less successful with the Blacksburg congregation, the partner of Istvan's village church.

Goals for 2018-19:

1. Pilgrimage in August.
2. Work to add a Unitarian history component to UUAA, especially SGD.
3. Continue regular communication with our Partners.
4. Continue working on communication with Blacksburg.

Reflective Conversations Team

Prepared by Jim Lee, Chair, April 2018

The Reflective Conversations (RC) process was created at the behest of the Board of Trustees to:

- Gather reflective feedback regarding Sunday Worship and Program Ministries for the ministers, staff and or lay program leaders to use in reflection and consideration of ways to improve their respective offerings.
- Give members of the Congregation an opportunity to be heard in a safe environment.
- Model healthy communication within the Congregation.
- Affect the culture of the Congregation using reflection and listening as a model.

In the Fall of the 2017-2018 calendar year, the Board of Trustees, Interim Senior Minister Rev. Doug Wadkins, and staff chose to continue the Spiritual Growth and Development (SGD) ministry conversations. With Rev. Cassandra Hartley, Assistant Minister for Spiritual Growth & Development, and the SGD Committee, we agreed to focus on the Coming of Age and Adult SGD programs. We worked with leaders of the programs to establish questions and processes for performing the Reflective Conversations.

At the time of preparing this report, 15 April 18, we have held one RC, which was with the youth in 10th-12th grade and focused on their perspectives regarding participating in the Coming of Age program. SGD staff were present for the conversation and a detailed report was subsequently provided. A summary report will be provided to the Board and Congregation in June 2018. We scheduled two other RCS, one for Adult SGD class participants and one for Coming of Age parents in Spring 2018, but they were cancelled as we could not obtain more than two participants in either RC. We plan to try again in the Fall of 2018 and invite participants in the 2017-2018 Adult SGD and Coming of Age programs. We will also work to understand how we might make participation more convenient for congregants.

More information regarding Reflective Conversations is available at <http://uuaa.org/index.php/about-us/lay-leadership/reflective-conversations> . A fact sheet and lovely photo of our participants are also available there. Our participants this year included: Dixie Hibner; Becky Hoort; Jim Lee, Chair; Carolyn Madden; Tricia Mooney, Board Liaison; Catherine Olson; and, Ginny Preuss. If our ministry is of interest to you please let us know at reflectiveconversations@uuaa.org - we're happy to listen, talk and welcome volunteers.