



The 2018-19 Annual Report of The First Unitarian Universalist Congregation of Ann Arbor

UUA Staff and Leadership

Listing of Board of Trustees and Staff
Senior Minister Report
Board of Trustees Report
Governance Advisory Team report
Leadership Development Team Report
Ministerial Search Committee Final Report

Activity Reports are in alphabetical order.

First Unitarian Universalist Congregation of Ann Arbor



Board of Trustees

Erik Stalhandske	<i>President</i>
Laura Bolletino	<i>Vice President</i>
Allen Duncan	<i>Treasurer</i>
Rick Witten	<i>Secretary</i>
Beth Hospadaruk	<i>Past President</i>

*Cathie Breidenbach	*Tricia Mooney
Hayley Boyse	Lissa Oliver
Mark Doman	*Jim Shafer
Terry Madden	*Margie Teall
Vilma Mesa	



Staff

Rev. Manish Mishra-Marzetti	<i>Senior Minister</i>
*Rev. Doug Wadkins	<i>Interim Senior Minister</i>
Rev. Lindasusan Ulrich	<i>Assistant Minister</i>
Rev. Cassandra Hartley	<i>Assistant Minister for Spiritual Growth & Development (SGD)</i>
Dr. Glen Thomas Rideout	<i>Director of Worship & Music</i>
Ed Lynn	<i>Interim Administrator</i>
Debby Casamatta	<i>Office Coordinator</i>
Hannah Hotchkiss	<i>Welcome Ministries Coordinator</i>
Mark VanKempen	<i>SGD Coordinator</i>
Quiana Perkins	<i>Social Justice/Pastoral Care Coordinator</i>
Don Hackney	<i>Building Manager</i>
Debra Golden	<i>SGD Program Assistant</i>
theresa rohlck	<i>Director of Chalice Bells Handbell Choir</i>
*Brienne Boyd	<i>Chalice Sparks Director</i>
Allison Halerz	<i>Pianist-in-Residence, Chalice Sparks Interim Director</i>
Erin Dixon	<i>Lead Preschool Teacher</i>
Sanne Krummel	<i>Lead Nursery Teacher</i>
*Nathan Liverman	<i>Building Attendant</i>

* UUA gratefully acknowledges Cathie Breidenbach, Tricia Mooney, Jim Shafer, and Margie Teall who completed their Board service in 2018; and to Rev. Doug Wadkins, Brienne Boyd, and Nathan Liverman whose tenure on staff ended in 2018.

In Memoriam

Ann Carol Bonvallet
April 27, 1940–March 16, 2019

Donna Roe
November 9, 1941–March 7, 2019

Joan Shelley Doman
April 3, 1925–January 31, 2019

Maureen Salazar
May 8, 1948–November 9, 2018

Eleanor Hoag
February 10, 1923–September 30, 2018

Minor Jesser “Jud” Coon
June 29, 1921–September 5, 2018

Nancy Livermore
October 14, 1928–August 23, 2018

Michele Lee (Valentine) Donnelly
December 12, 1958–July 27, 2018

Shirley Ann Kyle Axon
June 19, 1929–July 13, 2018

Dorothy Louise Novy Wilson
September 20, 1917–May 31, 2018

Ellen DeGraff Teller
September 4, 1925–May 1, 2018

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

Annual Report – May 2019

Submitted by the Rev. Manish Mishra-Marzetti, Senior Minister

What a joy and a privilege this first year of ministry together has been. I continue to love our community deeply – who we are, what we believe in and stand for, and all that we are creating and building together.

As is frequently the case at the start of a new endeavor, this has been a year of relationship building and context setting: deepening the shared understandings and frameworks that will guide and support our work together. Addendums A-F (attached) reflect that foundation building work.

From a spiritual perspective, our strengths are many. The depth of skillfulness, insight, and downright brilliance that exists within our lay leadership and professional staff team is both beautiful and inspiring. We are well and capably led, with a wide range of strong programs and activities.

Some of our deepest challenges emerge precisely because of our strengths. It is not possible for a community to be as large as we are, with about a thousand human beings, without having strong and vibrant subgroups in which our members successfully find a sense of identity, friendship, and support. The challenge that naturally accompanies this strength is that the experience, wisdom, and perspective of any one subgroup does not necessarily reflect the experience or perspective of the whole. It takes effort to bridge across subgroups. It takes effort to discern what the larger ‘whole,’ of a thousand human beings, might think, feel, and desire.

The good news is that the skills that it takes to engage in cross-group relationship building are exactly the same set of skills that are needed in our wider, increasingly complex world today: we get to practice with one another the skills, patience, and presence that our broader world desperately needs. The Shared Ministries Team (SMT) has been an invaluable asset in this, serving as a conversation and thought partner for me and for our members; the SMT has also begun proactively helping interested community members deepen their communication and relational skills together. More such opportunities will be forthcoming.

One of our community’s beautiful strengths is the depth of our commitment to collaboration across our congregational system, what we routinely refer to as ‘collaborative leadership’ or ‘shared leadership.’ There are profound values embedded in this model. Among them: each one of us embodies unique gifts; unhelpful and stifling hierarchies can hinder our ability to live into those innate gifts. Even as we seek to liberate and honor the best potential in each of us, we, as a community, have limited ‘architecture’ - policies, procedures, and structures - supporting our UUAA core values.

Values are made durable by the processes and procedures that reflect them, and, institutionally we do not currently have the breadth and depth of policies, procedures, and structures that are needed to mediate the different needs and perspectives of a community as large and as diverse as ours. For example: as a covenanted community, how do we navigate differences of opinion? How do we navigate unkindness? Structures and processes need to be developed which can hold, and help us traverse, complex human realities, such as these. Some of this work is underway, but it will take years to create the ‘scaffolding’ that is truly needed. As we continue that work of structurally/institutionally building for our future, patience will be needed as we inevitably navigate tough issues for which we might not yet have processes, and as we revamp and update other structures/processes for a new day.

As we work towards deepening our institutional processes, there is also a need to align our staffing practices with our values. I inherited a staff structure which includes a currently unfunded senior staff position, which would typically cost \$80,000 - \$100,000 annually. Side by side, we have hourly wage employees, our childcare providers, who, up until very recently, were earning one-third less than the prevailing Ann Arbor rate for childcare work. In addition to remedying that, as of July 1, 2019, we will also correct the fact that our health benefit eligible staff have been receiving less than the UUA recommended health benefit; we will move from providing a 70% employer contribution towards health insurance premiums, to providing the UUA recommended 80% employer contribution. We have also grappled with the fact that there has been no plan in place to provide modest, inflation-based cost-of-living adjustments for our staff; this will change as of January 1, 2020. Last but not least, our salary levels do not adequately compensate some staff members for the work that they provide. We will be correcting this inequity, as well, over time, through a combination of, what we hope will be, increased congregational giving and the development of a sustainable staffing plan, one which directly supports the congregation's long-term vision and its practical needs.

Critical to everything that I have described above is the Board's leadership in helping our community discern our collective direction, our vision, and emerging out of that vision, two or three unambiguous strategic priorities. Differences of opinion in a community as large as ours often center around the allocation of the community's time, energy, and resources – the resources of which include, quite significantly, how the staff team is spending its time and energy. In the absence of a clear, compelling direction (vision), any individual can claim that their personal vision for the community is what the entire community should, in fact, be doing. Leading a process that helps us discern UUA's collective, shared vision, and the strategic priorities emerging out of that vision, is a key task for our Board of Trustees, one which they have been ably leading. Our Board is truly fantastic, and it has been a pleasure partnering with them as they have helped create and lead us through the initial stages of a visioning process. I look forward to continuing to support the Board, and our broader community, as this important work continues.

Even as we engage in all this good work, deepening and strengthening our community, we are a people infused with the spirit of love, who genuinely enjoy being together and learning and growing together. In that spirit, one of joyful companionship on life's journey, I would also like to offer you a 'sneak peek' at things to come in the congregational year ahead:

- Grades K-1 OWL (*Our Whole Lives*, lifespan sexuality education), fall 2019
- Adult OWL, fall 2019
- "The Art of Sacred Storytelling," six session participatory seminar, featuring The Moth's Satori Shakoor and the UUA Worship Team, first class session: 11/2/19
- Special guest musician Melanie DeMore, joins us for our Big Sing weekend, Mar. 14-15, 2020
- Honoring the Humanist Manifesto's 87th anniversary, May 2020
- Our second UUA Delegation to the U.S.-Mexico border, 11/10/19 thru 11/14/19
- Building an All Souls Altar, honoring our beloveds who have died, 11/3/19
- Halloween celebrations, at Friday Fun Night (10/25/19) and in our services (10/27/19)
- Movie Night with Rev. Manish, watching/discussing Jordan Peele's "Us," 10/4/19
- Honoring our congregation's 155th anniversary, May 2020
- and so, so much more...!

I look forward to our second year of shared ministry – thank you for being a part of all that we are doing, building, and creating together!

ADDENDUM A

(Previously published in the November 2018 UUAA Monthly Newsletter)

Senior Minister's Goals and Workplan for 2018-2019

In collaboration and consultation with the UUAA Board of Trustees, Rev. Manish has finalized the following prioritized goals, and summary work plan, for the senior ministry for the 2018-2019 congregational year:

- 1) Establish healthy, productive relationships with staff, key lay leaders, and key stakeholders.
 - This will be worked on via: one-on-one relationship building meetings with staff, key lay leaders, and key stakeholders;
 - attending small group and large group opportunities to meet congregants, as possible;
 - dropping in on our weekly Sunday coffee hours, as feasible;
 - updating the UUAA staff covenant; and,
 - participating in weekly individual and group staff meetings, regular ongoing meetings with the Board President, and monthly meetings and periodic retreats of the Board of Trustees and the Shared Ministries Team.

- 2) Continue the creation of Sunday worship experiences in which the majority of attendees regularly have a spiritually meaningful and engaging experience.
 - This will be worked on by: participating in regular weekly planning sessions with UUAA's Worship Team;
 - continuing to deepen one-on-one working relationships and spiritual relationships with members of our Worship Team;
 - providing ongoing leadership in Sunday morning worship; and,
 - supporting the UUAA Worship Team in articulating and sharing with the congregation the values that the Team is seeking to honor and bring alive through worship.

- 3) Support the Board of Trustees in developing and implementing a plan that moves UUAA towards articulating a vision for the congregation and, emerging out of that, strategic priorities.
 - This will be worked on by: consulting with UUA regional staff and other senior ministers of large UU churches on best practices; and,
 - participating in Board planning for and the development of a Board-led work plan that moves the congregation into visioning and strategic priority setting work.

- 4) Establish and support the new Shared Ministries Team.
 - This will be worked on by: creating, recruiting for, and sharing with the UUAA community the development of the new Shared Ministries Team;
 - helping develop operational understandings for this Team, by sharing knowledge, best practices, and guidance, as needed;
 - developing a Team covenant; and,
 - meeting monthly with this team, and regular ongoing meetings with the Team's Chair, to reflect with and support the Team in their response to issues, questions, and feedback.

ADDENDUM B

(Previously published in the October 2018 UUAA Monthly Newsletter)

Shared Ministries Team Framing Document

“... this is our covenant with each other: to dwell together in peace, to seek the truth in love, and to help one another...”

As we enter a new era of ministry at UUAA, we will be experimenting with a new lay-staffed “Shared Ministries Team” (SMT) to support and nurture the overall health of the Congregation and its many thriving ministries.

The primary goal of the SMT is to **receive, reflect on,** and directly **respond to** feedback from the congregation, including feedback related to the professional and lay staff of the congregation, the congregation’s policies, and its ministries and programs. The SMT will serve as an open and transparent channel in responding to feedback or questions that may arise in our increasingly complex organization, in particular paying attention to areas/issues where it may become apparent that there is a significant critical mass of congregational interest.

At times, the SMT may wish to survey the congregation and staff to actively solicit feedback on a particular topic, but it is anticipated that most congregational feedback will be in the form of email, phone calls, and personal communications with the SMT and/or the congregation’s staff.

The SMT will work collaboratively with the staff to find a way forward on issues that warrant an adjustment of congregational policies or practices, and provide clarifying information when that would be helpful. The work of the SMT will reflect UUAA and UU values and the congregation’s governing policies, and will seek to strengthen the shared covenant-based fabric of our community.

Members of the SMT will facilitate “**right relationship**” conversations* in the event of significant conflict among congregation members or between congregation members and staff. If one of the ministers becomes the focus of a conflict, the minister and the SMT will work together toward an appropriate response.

The SMT, and its members, will remain fair and impartial in matters related to congregational life, not serving as an advocate for individual congregants, the staff, the ministers, or specific program areas of the congregation.

Members of the SMT will be selected by the senior minister in consultation with the Board of Trustees. Committee members will serve 3-year staggered terms. The committee will report to the senior minister and will submit an annual report on its activities to the congregation’s Board

of Trustees. The committee will be composed of 3-5 members who have broad knowledge of UUAA and its organizational systems, are generally trusted by the congregation and its members, and can be relied on to keep the best interests of the full congregation at the heart of their work.

* "Right relations exist within a group when its members share a sense of fellowship in an atmosphere of trust, respect and cooperation. Group members accept responsibility for their actions, openly share information and listen and clarify what they hear; they let others have their say, respect boundaries and confidentiality, refrain from harmful gossip about others, speak honestly and bring to light concerns about things which threaten the health of the congregation. When conflicts or differences of opinion arise, the group works to manage or resolve them through compromise or consensus." Drawn/adapted from: Sample Covenant of Right Relations, *(From UU Faithworks Shared by Rev. Deborah Mero, Interim Minister (2000-2002), All Souls Church Unitarian Universalist (UU) Brattleboro, VT)* **Maintaining Right Relations: Expectations and Remedies Adopted 5/6/01** (<https://www.uua.org/safe/covenant/sample>)

ADDENDUM C

(Previously published in the February 2019 UUAA Monthly Newsletter)

Sharing Our Values

By Manish Mishra-Marzetti, Cassandra Hartley, Lindasusan Ulrich, Glen Thomas Rideout, & Allison Halzerz (UUAA's Worship Team)

Over the fall of 2018, UUAA's Worship Team met in retreat format over several days to articulate and clarify the values that we collaboratively seek to hold and bring alive in our Sunday services.

While the balance of how these values are reflected on a given Sunday morning may shift week to week, based on the topic, format, or other needs, it is our shared goal to hold these values as consistently central to our Sunday morning leadership in the community over time.

We welcome your feedback/ideas related to these core values, and invite you to join us in helping bring them alive in our community.

Worship Team Shared Values

Each week we work to create Sunday service experiences that are:

Inclusive

We honor:

- Unitarian Universalist principles, sources, and teachings
- UUAA's spiritual history and heritage
- Differing abilities
- Racial/ethnic diversity
- The full spectrum of sexual orientations and gender identities
- All economic circumstances
- Pluralism
- A variety of learning styles
- People of every age
- Many ways to access the message (words, music, storytelling, etc.)
- Current life circumstances (grief, joy, stress, etc.)

Collaborative

We value:

- The unique spiritual gifts of each individual

- Shared leadership
- An open exchange of ideas
- Consensus-building
- Curiosity
- Creativity

Beautiful

We strive for:

- Professional quality
- Finely crafted words, music, and visuals
- Spiritual flow
- Well-woven, poetic liturgy
- Humor

Meaningful

We're committed to:

- Thought-provoking content
- Exploring new ideas and perspectives
- Challenging ourselves and the congregation
- Bearing prophetic witness
- Depth
- Conjuring the connective power of communal music

Relational

We're rooted in:

- Community-building
- Responsiveness to the energy and needs in the room
- Collegiality among team members that is warm, respectful, and playful
- Relationship with the wider world
- Relationship with UUism broadly

Moving

We seek to engender:

- Engagement with deeper values
- Connection to our best selves
- Inspiration
- Embodied worship
- Emotional depth
- Vulnerability
- Transformation

ADDENDUM D

(From our Service of Installation - April 2019)

Act of Installation

Members: We, the members of the First Unitarian Universalist Congregation of Ann Arbor, have called you as our community's Senior Minister, with the charge to help shape and give life to our values, our hopes, and our dreams. We pledge to trust you, and the other leaders working alongside you. We promise to maintain a tone of love, respect, and supportiveness in all of the challenges we take on together. We expect you to always hold the best interests of the community, as a whole, in all that you do with us, and we promise to join you in that aspiration, even when it's hard. We know that we will live into these promises imperfectly, and when we do, we welcome your loving support in reminding us of these commitments.

Rev. Mishra-Marzetti: I am honored and delighted to have been called as our community's senior spiritual leader, with the charge of helping shape and give life to our values, our hopes, and our dreams. I pledge to trust you, and the other leaders working alongside me. I promise to maintain a tone of love, respect, and supportiveness in all of the challenges we take on together. I honor the expectation of always holding the best interests of the community, as a whole, in all that I do with you, and I welcome and need you to join me in that aspiration, even when it's hard. I know that I will live into these promises imperfectly, and when I do, I welcome your loving support in reminding me of these commitments.

Members: With great hope, love, and trust, we do hereby officially install you, Reverend Manish Mishra-Marzetti, as the thirteenth Senior Minister of our congregation. May we embark on this shared ministry as a united and loving community, energized to truly make a difference in our lives and in a world that needs us.

ADDENDUM E

(Drafted/agreed to by the Senior Staff Team - May 2019)

Vision, Role, and Purpose of the UUAA Senior Staff Team

The UUAA Senior Staff Team, which consists of the Senior Minister, Interim Administrator, Director of Worship & Music, Assistant Minister, & the Assistant Minister for Spiritual Growth and Development, hold the following as its vision, role, and purpose:

- providing senior-level management of, and coordination of, information, activities, and events at UUAA;
- serving in strategic partnership with one another, and our respective programs/groups, bringing alive through our example our institutional commitment to collaborative and shared leadership;
- providing UUAA a high-level vantage point for medium range and longer term planning of operational programs and activities;
- implementing the vision and strategic priorities of the congregation, ensuring that operational objectives/goals are in alignment with these;
- engaging in high-level, longer-term calendaring of congregational activities and programs;
- coordinating and collaborating on overall, longer term budgetary planning; and,
- serving collectively as a critical point of operational linkage with the UUAA Board of Trustees.

ADDENDUM F

(Process drafted/created April-May 2019, jointly between the UUAA Board and the Senior Minister)

Shared Leadership Assessment

DRAFT Procedure for Conducting a Shared Leadership Assessment
Between the UUAA Board and the Senior Minister

The assessment consists of two areas:

1. What: Content and focus of our work: Board's workplan, Senior Minister's workplan
2. How: Process and relationship of our work: our mutual covenant

As we participate in this assessment, we want to embody the following values:

- Mutual respect
- Mutual support
- Authenticity
- Honesty
- Love

The Process

Part 1: Content.

Check in on the Senior Minister's and Board's workplans.

- Are the items on the workplans still correct?
- Are the priorities still right?
- If so, what progress has been made?
- If workplans or priorities need to be adjusted, add, remove, or change items as needed, and revise the priorities as appropriate.

Part 2: Process and relationship

Check in on the Board's covenant with itself, the Board's covenant with the Senior Minister, and possibly the act of installation.

- How does our working relationship feel to the Board? How does it feel to the Senior Minister?
- Are we following our covenants?
- Do we need to make any adjustments to our covenants or to the way that we work together?

Part 3. Documentation

Document our shared, mutually-agreed-on understandings of the major points we covered in parts 1 and 2.

Timeline

- The Board and Senior Minister will test-drive this process in May-June 2019 to see how it works and revise it as seems appropriate.
- In fall 2019, revise the Board covenant with the Senior Minister to mention that we will engage periodically in this shared leadership assessment process.
- In fall 2019, modify this process to include a description of what we do if our observations are quite different. For example, what if either the Board or Senior Minister thinks everything is going well and the other partner thinks things are going poorly? Perhaps we might get some outside help or facilitation.

- Starting fall 2019, schedule a one hour meeting every three months for this shared assessment.
- Once a year, revisit the shared assessment process and adjust if needed.

Board of Trustees Annual Report, 2018-2019

Submitted by Erik Stalhandske, President

Description of the Board of Trustees

Per our Bylaws, the Board of Trustees (The Board) “is charged with establishing, maintaining, and communicating policies and strategic priorities that are forward-looking, congregation-wide, and reflective of the values and mission of the Congregation.”

The Congregation elects lay leaders at the annual Summer meeting to serve on the nine member Board of Trustees, including four officers and five members at large. Terms of services are rotated to ensure stability. Each year, the Congregation votes on a slate of 3-4 people, presented by the Leadership Development Team (LDT). In addition, the Senior Minister actively participates in Board meetings and is a non-voting member.

Members of the Board of Trustees: (June 3, 2018 - June 2, 2019)

- Officers: Erik Stalhandske (president), Laura Bollettino (vice president), Allen Duncan (treasurer), Rick Witten (secretary)
- Trustees at Large: Hayley Boyse, Lissa Oliver, Terry Madden, Mark Doman, Vilma Mesa
- Past President: Beth Hospadaruk
- Interim Senior Minister through July 2018: Rev. Doug Wadkins
- Senior Minister from August 2018: Reverend Manish Mishra-Marzetti

2018-2019- Summary:

Welcoming and the Installation of our new Senior Minister: This has been a momentous year in the life of our Congregation as we called Reverend Manish Mishra-Marzetti as our 13th settled Senior Minister. Our vote occurred on May 6th, 2018, and the Congregation voted unanimously (293-0) to call Rev. Manish. Rev. Manish, his husband Jeff, and children Jacen and Mina, all joined our community in August of 2018. On April 5th - 7th, 2019, we

had a joyous weekend of installation activities, culminating in a moving Installation ceremony on April 7th at 4 PM.

Vision 2050: This year we began substantial efforts around our purpose and vision work. We had an initial interactive session with the Congregation in January to imagine our community a generation from now. We also had a design charrette led by Elandria Williams, who will lead our efforts as a facilitator over this next year. Our leadership team and the annual calendar of vision/purpose events is being finalized.

Bylaws and Governing policies: We have spent the year in collaboration with the Governance Advisory Team (GAT) in finalizing proposed bylaw changes regarding proxy and absentee voting. These will be voted on at our June 2, 2019 meeting. In addition, we have updated our governing policies for the Board around closing a portion of a meeting (executive session), as well as clarifying our policy regarding open time for congregants to speak at Board meetings.

Board Activities and Accomplishments can be broken down into six main areas, as delineated in detail in our work plan

1. Create opportunities for communicating and engagement with the Congregation

- Listening session conducted on November 18 on proxy voting
- Forum on large church governance with GAT and Shared Ministries Team December 16
- Interactive all-congregation meeting focusing on vision and aspirations January 13
- Distributed hard copies of our meeting minutes at both sessions listed above

2. Honor our shared leadership through policy formulation

- Developed a process for policy development at Board level
- Revised governing policies for executive session and open comment period

- Developed proposed bylaw amendments addressing proxy and absentee voting, communicated with congregation in a variety of ways, and planned a vote at the June 2 meeting

3. Address timely issues through board-led workgroups

- Coordinated the joyous installation weekend activities (April 5-7)
- Developed a process for using the remaining monies in the Geisenhainer music fund to support music lessons for needy youth
- We are finalizing letters of agreement for two ministers (Rev. Cassi and Rev. LindaSusan).
- Recommended the policy of officially closing the building between Christmas and New Years

4. Engaged in Monitoring Sessions with different programs and ministries

To discuss their ministries and hear about their passions, successes, and thoughts on our vision, we conduct face to face sessions as part of our Board meetings. This year we had face to face sessions with: Interim Administrator, Asst. Minister for Operations, Director of Worship and Music, Director of SGD, Program Coordinator welcoming ministries, Program Coordinator Pastoral Care and Social Justice.

5. Master Plan for Vision and Strategy

The Board leadership in collaboration with the Senior Minister, researched different philosophies and facilitators for our vision work. This included contacting different congregations to learn about their experiences.

We dedicated regular time at Board meetings, one of our retreats, and one of our potlucks to Vision work.

We are in the process of finalizing the calendar for vision activities for the next year.

We conducted a highly effective and popular, interactive vision session January 2019 with over 120 congregants.

We finalized and confirmed our facilitator, the national UUA Co-Moderator Elandria Williams

A Design Charrette occurred with forty people from the congregation (March 8-9), recruited and coordinated by the Board.

We recruited participants and conducted a leadership meeting with our facilitator (April 6).

We have conducted zoom calls with Board of Trustees and Elandria Williams.

6. Provide Leadership in fostering beloved community

As needed, interceded in an incident between two congregants, identifying the behavior and scheduling restorative justice session.

Worked extensively with UJME to remain in dialogue over their petition to schedule a special meeting of the Congregation.

The board reads part of its covenant with each other at each meeting and is deliberate and loving in identifying behavior or incidents that fall short of our ideals and expectations.

The Board President talks and meets with the Senior Minister at least every month, with regular consultation between these meetings. The Vice President often participates.

the Board President supports the chair of the Leadership Development Team in goal setting and problem resolution.

Board Leadership meets with the GAT approximately every other month to support their work in recommendations on by law, policies, and Board skill development.

We supported and coordinated the logistics for the Senior Minister's Initial Retreat, facilitated by Sharon Ditmar and Carlton Smith from the MidAmerica Region of the UUA. We developed mutual expectations and covenants with each other.

We helped the Senior Minister in finalizing his work goals for the year, and likewise he contributed to our development of a workplan.

In other words, it was a heck of a year. The Board is justifiably pleased with what we accomplished. And we realize that regularly we fall short of our ideals and aspirations, and continue to search for truth in love, and to help one another.

In Community,
Erik Stalhandske President

Governance Advisory Team Annual Report 2018-19

Submitted by Tom Reischl, Tim Richards, Sandy Simon

The Governance Advisory Team (GAT) is a standing committee that advises the Board of Trustees on governance issues. The GAT is also charged with helping train new Board members in UUAA governance and with presenting information to the congregation that will help them understand our governance structures and procedures. This standing committee is new this year and had its first meeting in March, 2018. Elizabeth LaPorte was an initial member but resigned in April 2018 due to family needs. Sandy, Tom and Tim began working together in May.

It has been a busy year! Our work included:

- Met with the previous BOT to get suggestions for helpful governance training topics.
- Met with Erik Stalhandske (President) and Laura Bollettino (VP) to discuss how the committee will work with the BOT. We planned to meet with the BOT quarterly to discuss selected topics.
- Met with the new BOT for a discussion on 'Decision Making'.
- Researched Committees on Ministry and helped draft a working description of the new UUAA Shared Ministries Team.
- Researched rules and guidelines for proxy voting and absentee voting. Held a forum on proxy voting in the Fall and are actively providing information leading to a vote on new proxy / absentee bylaws at the June 2nd Congregational Meeting.
- Researched whether other congregations hold open or closed Board meetings. (All are open)
- Researched guidelines for congregations taking stands on big issues or working thru decisions like sanctuary. This is an ongoing project—to develop UUAA guidelines for congregational resolutions and large decisions. The goal is to begin a dialog on this in the Fall of 2019.
- Jointly with the Board of Trustees, held a Forum on "Large Congregation Governance" in December. The forum was well attended and there was a lot of Q&A. It seemed to help many members better understand decision making and procedures.
- Helped research and answer questions from a congregant about the wisdom of contested elections for board and LDT positions.

Our meetings have often included Erik and/or Laura, which has helped us stay in synch with Board priorities and needs.

In May, 2019, after a year of sharing his deep governance understanding, Tim Richards rotated off of the team and Paul Morris was appointed by the Board to replace Tim, for a three year term.

Future work: We are continuing our work on bylaw wording to be voted on at the June 2nd congregational meeting and on procedures/ bylaw changes for bring resolutions and large decisions to the congregation for vote. We anticipate taking part in training the new BOT taking office in June. Other items on the list of work outlined by the task force on governance (2016-17) may be prioritized as part of the congregation's 2019-2020 visioning project outcomes.

Leadership Development Team (LDT)

2018-19 Annual Report

Submitted by: Dixie Hibner, Chair

The Leadership Development Team is a standing committee of the Board that is charged with identifying, cultivating and developing leaders for the Congregation and to prepare a slate of nominees for positions to be filled by election. Specifically, those elected positions are for the Board of Trustees or the Leadership Development Team.

The LDT strives to identify leaders who exemplify the values of the Congregation and to support them with lay leader training opportunities. During the fall of 2018, the LDT worked with the Social Justice/Pastoral Care Coordinator and the Welcome Ministries Coordinator to hold two training sessions for existing or aspiring lay leaders.

During this year, the LDT added materials to the UUAA website to enhance transparency and accessibility — a description of the process LDT uses to identify and nominate candidates along with a web form for congregants to recommend themselves or other congregants. A table in the Social Hall was reserved to provide greater visibility for LDT as well as answer questions about the purpose and process of the group and to collect congregant recommendations.

The LDT presented a slate of candidates to the Board of Trustees for four Board positions and one LDT position.

Leadership Development Team Members 2018-19: Dixie Hibner (Chair), Hayley Boyse (BOT Liaison), Mike Halerz, Pete Mooney, and Pat Herbst.

**Shared Ministries Team Report (SMT)
2018-19 Annual Report**

Submitted by: Margie Teall, Chair

The Shared Ministries Team is a committee of the Senior Minister, Rev. Manish Mishra-Marzetti, established in October, 2018. As stated in the Shared Ministries Team Defining Document, “The primary goal of the SMT is to receive, reflect on, and directly respond to feedback from the congregation, including feedback related to the professional and lay staff of the congregation, the congregation’s policies, and its ministries and programs. The SMT will serve as an open and transparent channel in responding to feedback or questions that may arise in our increasingly complex organization, in particular paying attention to areas/issues where it may become apparent that there is a significant critical mass of congregational interest.”

The following individuals served on the Shared Ministries Team in 2018-2019:

Joan Burleigh
Mike Halerz
Jim Lee
Lisa Lemble
Tim Richards
Margie Teall

The SMT meets every month. We also held an internal workshop. Many concerns are brought to our attention via e-mail. Members also make themselves available during Sunday morning coffee hours. We have received roughly 22 inquiries about different subject matters, each of which is acknowledged, discerned with the entire team, and then responded to as appropriate. Questions cover a broad spectrum, from those as simple as asking who to speak to about room reservations and other policies to deeper concerns about the content of services and sensitive political issues. These concerns can be personal and deeply felt.

As part of our response to inquiries, a member of the Shared Ministries Team will reach out individually wherever possible. We have also made ourselves available at several forums and have attended meetings of other congregational groups.

The SMT is currently planning a workshop for the whole congregation aimed at learning how we can all better communicate with each other, maintaining right relationship and holding the congregation at the center regarding policy decisions, processes and interpersonal conversations.

We look forward to continuing the work we do for the whole of our beloved community.

Unitarian Universalists for Justice in the Middle East

2018–2019 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.

Accomplishments

Huwaida Arraf, Palestinian-American civil rights lawyer, co-founder of the International Solidarity Movement gave the Sunday sermon at UUAA on May 27, 2018. As Chairperson of the Free Gaza Movement, Huwaida led 5 sea voyages to the Gaza Strip in 2008 to challenge Israel's illegal blockade.

In March 2019 we hosted a Palestinian Solidarity Panel Discussion featuring representatives of the US Campaign for Palestinian Rights, Jewish Voice for Peace, and US Palestinian Community Network.

In December, a proposal for a resolution supporting the Boycott, Divestment and Sanctions Movement (BDS) for Palestinian human rights was drafted and members of UUAA provided comments and feedback. In February, 72 members of UUAA submitted a written request to the Board of Trustees to call a congregational meeting to discuss and vote on the proposed resolution.

Other Activities

- Visit to the Arab American National Museum
- Video/Discussion: *BDS Movement Explained* with Omar Barghouti
- Video/Discussion: Panel discussion on *Ending White Supremacy* sponsored by UUJME at 2018 General Assembly
- Potluck/Video/Discussion: Co-sponsored by Challenging Racism featuring Rev. Dr. William Barber II's keynote speech from the 2018 US Campaign for Palestinian Rights *Together We Rise* conference.

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, Susan Ashmore, Michael Ashmore, Barbara Cherem, Richardo Wyatt

Goals

Ensure that our congregation is informed on the issues and has the opportunity to discuss and vote on whether to adopt a boycott and divestment resolution in support of Palestinian human rights.

Accessibility and Inclusion Ministry (AIM)

Annual Report 2019

AIM's mission is to:

- Strengthen the welcome our congregation extends to all individuals with disability
- Enhance accessibility and inclusion for everyone
- Educate ourselves and others in all dimensions of accessibility and inclusion
- Advocate for social justice in matters related to disability

AIM works to fulfill for all individuals with disability the UU principles that affirm and promote the inherent worth and dignity of every person, with justice, equity and compassion in human relations.

Some of the activities from May 1, 2018 through April 30, 2019 are as follows:

- Installation of handrails on the chancel in the sanctuary
- Chairs with armrests in the sanctuary
- Congregational survey concerning disability issues/needs
- Webinar from UUA on accessibility and inclusion

The active members in the ministry are

Barbara Hall, Co-Chair	Dee Dishon, Co-Chair
Monica Cochran	Mark Dickinson
Christine Pellar-Kosbar	Dale Sniegowski
Dick Barber	Els Nieuwenhuijsen
Elinore Sommerfeld A	Mary Burton
Meredith Ley	

Our goals for the new year include the following:

- Reach out to UUA Social Justice groups concerning inclusion of persons with disabilities
- Work with UUA staff and volunteers on emergency procedures and emergency exits
- Respond to Congregational concerns listed in AIM Survey responses
- Complete installation of the t-coil system in the sanctuary
- Explore solutions to noise level in Social Hall
- Explore options for transportation to UUA

Submitted by Dee Dishon, AIM cochair

2018-1019 Annual Report

Team name: Alpha House

Author of report: Jane Theriault

Alpha House is a shelter for homeless families, founded over 25 years ago by UUAA and other congregations as a community response to family homelessness. Our committee recruits volunteers for meal prep and delivery, children's activity time and more. This work reflects core UU values as it supports the inherent worth and dignity of every person and the goal of world community.

Activities from May 2018 through April 2019 included:

- Providing meal and children's activity volunteers for residents 4 weeks/year requiring 100+ volunteers each time. Volunteers sign up either on-line or at the sign-up table in the social hall.
- Collecting donated funds to assist with the purchase of groceries and other supplies used during host weeks. This generally runs between \$200-400/weekly. Funds donated by UU members were applied towards these costs.
- Volunteers from UUAA, including 7th grade SGD class, hosted seasonal activities for Alpha House children throughout the year.
- With the help of Ignite and UUAA Men, 6 resident rooms were painted at the shelter
- Volunteers had been providing overnight support to employees at the shelter during host weeks, but will not do so in the future. Alpha House will be converting the overnight support bedroom to family sleeping quarters
- Recruited new members to the committee and provided volunteer training.

Future Goals

- Continue to host meal service 4 weeks per year along with providing children's activities.
- Work in tandem with Alpha House to identify needs and assist them to achieve their goals of rapidly restoring families to community living. This year they have identified a need for assistance refurbishing bicycles for residents to facilitate healthy outdoor family activities. This activity will be performed during our host week of 4/15-4/21.
- To get involved, contact AlphaHouse@UUAA.org

Auction Committee's Report

Our team name was the 2019 "Smitten with the Mitten" Auction. The author of this report is Pete Mooney. Our focus was to organize an annual auction that both built community and raised funds for the church. The auction took place on April 13 right here at UUAA. As part of that effort, we engaged 30-40 members of our congregation as volunteers in a common cause and engaged many more as attendees. We gave members a chance to share their talents whether musical, artistic, monetary or social with others. In a church-building sense, we supported the good work of UUAA by organizing an auction that attracted over 180 congregants/guests, raised nearly \$28,000.00 in one night and was fun for all concerned. As noted our goals included both raising money and strengthening connections among us – we feel like both were accomplished. Our committee members included Trish Mooney, Dee Dishon, Cathy Muha, Mike Muha, Lisa Lemble, Mary Lynn Stevens, Ed Rutherford, Pete Mooney, Ron Shaw, Janet Callaway, Vey Valentine, Cheryl Valentine, Cynthia Dunitz, Meg McKenzie and Laura Johnstone. Our hope is to hold more auctions in the future.

Bridge Group Report for 2018-19

Submitted by Karen Bourdon

The UU Bridge Group has been popular in this congregation for many years. The early organizers were Marjorie Reade and Elsie Sinclair. The Bridge Group gives us an opportunity to get to know other UU members and friends while playing a popular Ann Arbor table game. We play in a convivial social atmosphere in the church's Kemnitz Room, where no one is embarrassed by mistakes. Our players have a broad range of skills. Dick Bauman provides mini-lessons most months to help us improve our bridge skills. We meet the second Sunday of the month except for May and June when we meet the first Sunday afternoon. In March, at the request of the church, the time was changed to 12:30 - 4:00. New players are always welcome regardless of skill level. If a person does not have a bridge partner, they may join as a substitute player and several partnerships have developed that way. Each month one bridge team contributes snacks for the group. We have 20 people playing regularly plus 4 people who are available as substitutes. With most members contributing \$25 each as a donation to UUAA, we contributed \$475 to the UUAA General Fund for the year.

Members this year include: Dick Bauman, Bob Reed, Karen Bourdon, Cathie and Hal Breidenbach, Jo Anne Diehl, Grace Dryer, Jayna Eckler, Sonia Manchek, Wanda Mumford, Bev Seifert, Dennis O'Brien, Bob Reed, Tim Romlein, Emily Sharp, James Todd, Phil Tuchinsky, Joyce Van Ochten, Lucy Bauman, Tom Overmire, and Quintin Smith.

Karen Bourdon: Bridge Coordinator
Tim Romlein: Bridge Manager

Annual Report 2018-2019

Chalice Bells

The Chalice Bells, under the direction of Theresa Rohlck, rehearse weekly Sept. - Dec. and January - May. The group welcomes new musicians to the community of ringers in September and January. The Chalice Bells are present in worship several times a year, and continue to collaborate with the Chalice Sparks and the Chalice Singers. In spring of 2019 there will be the opportunity for the group to play for a wedding held at UUAA - a first in the group's history! A goal for the next church year is to increase the number of times the Chalice Bells play during worship.

In Fall 2018, the group invited local handbell clinician Susan Berry to lead a workshop for the full group. She also worked with the newly formed quartet to help us understand the complicated technique involved in small ensemble playing. The group continues to grow in its musicality, and in its willingness to take on new challenges of more difficult repertoire involving a variety of techniques and styles of playing. At its foundation, this group of 14 musicians exemplifies our UU 7th principle: the choir is indeed an interdependent and interconnected web of existence; without the true sense of community exemplified by this group, the music would not be possible.

Chalice Circles Annual Report – 2018-19

Submitted by Chair Karen Hale

The Chalice Circle program has proven vital to connecting people in this large congregation through small group ministry. The 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. The program is in its 13th year.

1. Five Chalice Circles were offered. Participation included 45 participants plus 10 facilitators. Each Chalice Circle completed a Service Project for the congregation.
2. One circle was dedicated to a 20s/30s Circle to take advantage of two new enthusiastic leaders who wanted to use this format to engage their peers.
3. Three One-Time Chalice Circles were offered and proved very popular. These topics used the Soul Matters material and coincided with the Worship themes of the month.
4. We continue to offer Newcomers Circles. We plan to offer these circles in a cadence with the timing when Newcomers usually arrive.
5. Facilitator training was held in September.
6. The Steering Committee is looking at offering facilitator training to other lay group leaders, such as men's groups and women's groups.
7. Investiture of facilitators was held in November in recognition of their lay leadership role.

We successfully recruited new facilitators and Steering Committee members this year. Continued success depends 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.

The steering committee is comprised of the chair, Karen Hale, Ginny Preuss (Registration), Cathy Olson (Newcomers Circle), Rich Donner (Evaluation), Shelley Stoll (Service Projects), Nicki Scholtz (Writing Team) and Lara Cooper (member at large).

Annual Report 2018-2019

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 Sept. through May. A highlight of this year was the 5th annual BIG sing held on March 9-10, 2019. The Chalice Singers hosted close to 90 guests from around the state and Canada, who gathered to form a choir of almost 150 voices. The BIG sing 2019 culminated in a concert and hymn sing program created live by the attendees and musicians, who were invited to improvise an hour of sung prayer, led by the Dr. Rideout and the BIG choir. The BIG sing 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 BIG sing, 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 over 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 First UUAA.

Chalice Sparks – Annual Report 2018-19

Submitted by Glen Thomas Rideout/ Allison Halerz)

The Chalice Sparks children's choir is a thriving part of the music ministries at UUAA. There are approximately 25 kids between 3rd and 8th grade in the choir and they bring their enthusiasm to rehearsal weekly from Sept. through May. Parent volunteers are essential to the success of this program, and the Chalice Sparks are fortunate to have many dedicated parents who step up to help with supporting rehearsals, distributing music and stoles, organizing activities for the kids during services on the Sundays they are singing, and more. Since December, the Chalice Sparks have been ably led by pianist-in-residence Allison Halerz. Allison's artistry and management are a gift to the congregation, and have meant a stable, steady growth in the choir's musical leadership and in inquiries for new membership.

The search process for the next permanent director is well underway, beginning with conversations between music staff, Chalice Sparks families, and the Sparks themselves. A public release of the job description and call for applications will be conducted during the Sparks' summer hiatus, with a new director expected to begin leading the chorus in fall of 2019.

The Chalice Sparks ends its season with the 3rd annual Voices of Children concert on Sunday, May 5 at Genesis. This event is sponsored by the Interfaith Round Table (IRT) and the Sparks are joined by choirs from the Hindu Chinmaya Mission, New Hope Baptist Church, and St. Clare's Episcopal Church. This event is a wonderful opportunity for everyone to hear the Chalice Sparks showcase their hard work and our music ministries to the larger interfaith community, experience other choirs from a variety of faith traditions, and support the work of the IRT.

Challenging Racism Group Annual Report April 2019

Gina Boldman & Kathy McLean, co-chairs

Challenging Racism Group (CRG) supports members of this Congregation in their journey toward spiritual growth and self-knowledge about their own racial, ethnic, and class privilege. We present programs that affirm the worth and dignity of all and build meaningful connections with others on this journey.

Our evolving mission is to assist UUAA by:

- Engaging in conversations about race, ethnicity, and class
- Supporting and holding each other accountable
- Providing opportunities for reflection and action

Highlights of activities

- Facilitated discussions on the following texts and films:
 - Centering: Navigating Race, Authenticity, and Power in Ministry
 - Justice on Earth: People of Faith Working at the Intersections of Race, Class, and the Environment (with Crisis Climate Action)
 - White Fragility: Why It's So Hard for White People to Talk about Racism
 - Rev. Dr. William Barber II's "Together We Rise" speech (with Justice in the Middle East)
 - Healing Justice, a Restorative Justice film
- Provided Hall Monitors for BLUU meetings to ensure an all-black space.
- Multiple CRG steering committee members have participated in local Poor People's Campaign events and reported to us.
- Three CRG members completed "Doing Our Own Work: An Anti-Racism Seminar for White People." One completed an Advanced Workshop for DOOW graduates: "This Is What Accountability Looks Like."

Active Participants

Gina Boldman	Kathy McLean
Janet Callaway	Joanna Courteau
Edie Croake	Kathy Friedrichs
Lucia Heinold	Mary Ann Hergenrother
Sharon Hewitt	Louise Kazaranoff
Jeannine LaPrad	Quincy Northrup
Margaret Pekarek	Charlie Pekarek
Larry Works	

Future Ideas, Plans, Goals

- Creating a CRG covenant
- Planning and creating events to encourage more congregants to get involved in anti-racism work in the wider community, such as the local Poor Peoples Campaign
- Establish a working relationship with the co-facilitators of the Examining Whiteness classes

THE UAAA FAIR TRADE COFFEE PROJECT

For 18 years, UAAA volunteers have been offering Fair Trade products for our Congregation. We sell organic coffee, tea, chocolate, nuts, olive oil and dried fruit. This project embraces the vision of human rights by our congregation joining hands with small farming communities globally in securing economic, social and environmental justice.

Our organic products are linked to Equal Exchange which supports farmers world wide. In 2013 UUSC recognized our church with an award an honor of exceptionally generous congregational support for UUSC's human rights social justice work.

Last year we earned over \$2,000 to aid and support our local congregation.

Due to a lack of volunteers to serve after the 2nd service, we now offer only between services.

Sara Gibb

UAAA COMMUNITY OF WRITERS 2018-2019 ANNUAL REPORT

The UAAA Community of Writers meets on the second Sunday of every month to read our original writings for the group's supportive responses (remaining 2019 dates: May 12, June 9, July 14, August, September 8, October 13, November 10, December 8). Each person may bring a piece of his or her writing—whether a work in progress, a finished work, or a new piece on a theme suggested by a member and accepted by the group. In addition, the Writers group presents two Formal Readings for the congregation, first, launching the Summer Season and second, greeting the Winter Holidays.

The summer Formal Reading of 2018 was held July 15th. An audience of thirty-five gathered in Jackson Chapel to hear original writings by eleven Writers members. Many attendees also stayed to enjoy conversation and coffee with the writers.

In September, James Valenti, participating in our shared leadership, proposed a meeting sharing our reflections on 911. Each of us was to read an original poem, narrative, memoir segment, or essay, expressing our thoughts about our experiences and memories. The session created a moving contemplation of the 911 national tragedy.

Shirley Smith requested that the October meeting be a "Get Acquainted" session to get to know each other better as writers. In a potluck social hour, we read brief bios of our writing lives for everyone's inspiration.

To express what spirituality means to us, Bruce Lund led a session on our personal searches for spiritual understanding. This exploration in prose or poetry, though difficult, proved to be a fulfilling writing.

For our April 14th meeting, Kathy Edgren, a published poet of three books, presented an interactive discussion on publishing creative writing!

The Community of Writers welcomes all adults interested in creative writing.

Mary Lund

Co-facilitator

Habitat for Humanity Good News House Committee

Mike Muha, committee chair

We coordinate volunteers to work on-site building and refurbishing homes and grounds, provide lunches for the on-site crew, and/or donate toward building costs. We are one of 16 area churches which form the Good News Group, working together with the local Habitat for Humanity office to provide decent, affordable housing for people in need.

This aligns with several of our principles because we strive to make a difference in our community, in a way that supports our work on economic injustice, racism, sexism, together with other congregations in the community, an interfaith cooperative effort.

The building season runs from May thru August. For the past several years, instead of building one new house, we have rehabilitated two foreclosed houses. We do such things as repair the structure, hang drywall, install windows, do landscaping. There is a professional house leader who coordinates the activities and works with volunteers to assure they are comfortable with what they are working on.

In 2018:

- 68 congregants participated, including those providing lunches and those working on the houses
- The congregation donated over \$8,000 toward building expenses.
- Had a table in the social hall each Sunday to signup volunteers and educate

We've been part of the Good News Group since 2000. In 2018, the group finished our 32nd and 33rd houses, helping 33 families, and over 70 children, move into affordable, energy efficient homes.

In 2019, we will be working on only one house because Habitat has been so successful in rehabilitating neighborhoods that there are few eligible houses left to work on. Our committee will continue to provide volunteers and financial support.

Committee members include Mike Muha, Sandy Simon, Fran Lyman, Gwen Guthrie, Lucy Graff

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.

Ignite Group Annual Report 2018-19

Submitted by Kaite Young

Ignite is the affinity group for young adults in our congregation—roughly those in their 20s and 30s. We provide a source of community and an onramp to the greater congregation. The group comprises three committees: welcome, social, and volunteering. The Welcome Committee, led by Kaite Young-Kendall, connects with young-adult visitors and new congregants to create meaningful bonds within our own group and the congregation at large. The Social Committee, led by Sam Lewis and Michael Hartley, offers fun community-building events outside of Sunday worship. The Volunteer Committee, led by Lillian Fineman, gives back to the congregation and surrounding community with volunteer activities at least once a month. Bryan Hart handles communications.

Our committees help the group live out UUAA's core values, as shown by our activities over the last year.

Community:

- Hosted get-togethers after Sunday service such as coffee at Zingerman's
- Participated in a trivia night
- Attended Family Fun nights as a group
- Hosted a fall kickoff and a post-New Year's "Re-Ignite"

Spiritual Life:

- Sponsored a Chalice Circle specifically for young adults

Social Justice and Environmental Action:

- Painted rooms at Alpha House
- Volunteered at Food Gatherers

Stewardship:

- Cleaned and prepared the sanctuary for Reverend Manish's installation service
- Weeded a garden on congregation grounds

Culture:

- Hosted brunch at Aut Bar

Going forward, we hope to get out in our community, integrate more deeply into the congregation, and continue providing a welcoming home base for existing members, new congregants, and new-to-us congregants.

We welcome new members and ideas for *fUUture* activities! If you want to become involved in the group, email Kaite at kaite.young.kendall@gmail.com. If you have an activity that you think our membership should know about, email Bryan at bryan.t.hart@gmail.com.

Immigration Action Coalition
2018-2019 Annual Report
Submitted by Cheryl Valentine 4/10/19

The goals of the Immigration Action Coalition are to advocate for Immigration policy reform, to act on behalf of immigrants threatened with detention and deportation, and to educate ourselves and others about immigration issues.

To further these goals this year we have...

- * Freed an asylum-seeker from jail, paid her bail, sheltered and cared for her for 17 days, accompanied her to Immigration check-ins, and helped her legally change her residency to join her family in the southwest.
- * Trained over fifty volunteers to work with our guest. Training included cultural competency, confidentiality, safety and emergency measures, an intro to sign up genius and how to deal with victims of trauma.
- * Organized a social justice connection delivered Feb. 24 by Mary Anne Perrone about our role with Washtenaw Congregational Sanctuary and the changing nature of who might be seeking sanctuary.
- * Collected 245 adult and children's coats for migrants at the El Paso border who were released in December without food, warm clothes or shelter.
- * Hosted a discussion and slide-show December 15 by Emily Drennen about her observations of the children's detention center in Tornillo, Texas.
- * Purchased two new Sanctuary Congregation banners with SJC funds.
- * Supported the Washtenaw County ID program.
- * Supported Washtenaw Congregational Sanctuary through funding and volunteering as Door Minders at Friends Meeting House.
- * Hosted a showing of the documentary film by Anthony Collings about Lourdes' struggle to remain in the US. Over 40 attended on Nov. 16 including some of Lourdes' family.
- * Produced Salsa and Salsa, a dance to benefit WICIR that raised \$1200.
- * Supported a local DACA student with tuition and fees after the family's primary bread-winner was deported.
- * Sponsored a program by Cesar Valdez October 14 about living between cultures.

Interweave Progress Notes 3-2019

During the 2018-2019 year, Interweave has held several movie / potluck events with films about transgender youth and bullying in the African American community. The table is often staffed during coffee hour and volunteers have stepped forward to be liaisons with pastoral care and social justice. Last Spring, a fundraising concert was held that raised over \$400 and the proceeds were split between UUAA and the Jim Toy Community Center. Interweave has also hosted dinners at local restaurants before the Outloud concerts.

Plans for the next year include forums about LGBT experiences across generations and changes in national policy under the Trump administration, another concert, a service of affirmation, and outreach to LGBT-identified youth.

Over 200 people are on the Interweave list-serve.

Active members include Roberta Allen, Joan Burleigh, Cynthia Dunitz, Holly Ferrise, Roylea Furniss, Ronda Hemingway, Mary Ann Hergenrother, Carol Hunley, Mark Jagner, Laura Johnstone, Matt Koegler, Kathy McLean, Amber Music, Quiana Perkins, Brandy Sinco, Claudette Snow, Don Winsor, Nicki Scholz, Angelina Zaytsev,

UUAA Jackson Social Welfare Fund Committee

2019 Annual Report

This report covers activities of the UUAA Jackson Social Welfare Fund Committee (“Committee”) for the funding cycle January to May 2019.

Mission: The Committee serves to implement the 1955 bequest of George and Bessie Jackson, which requires that we distribute annual earnings for two purposes, briefly stated:

- to advance understanding and acceptance of the First Amendment of the United States Constitution, and/or
- to promote rational and peaceful means of conflict resolution.

Annual Activities: Each funding cycle, we:

- learn our annual giving limit from the UUAA Investments Committee (\$29,500 for 2019);
- solicit proposals by distributing a Request for Proposals to organizations, using our contacts and the UUAA website;
- receive proposals by our deadline;
- evaluate and discuss the proposals, then decide on grants. For the 2019 annual cycle, this occurred in April; we received 12 proposals and made 12 grants;
- send decision letters to all applicants, enclosing checks as appropriate (to be completed for the 2019 funding cycle in May).

Membership: Our unique membership consists of six UUAA members plus two members appointed by the Ann Arbor Friends Meeting (AAFM). The 2019 UUAA members are Roberta Allen, Kyla Boyse (co-chair), Marina Brown, Christine Pellar-Kosbar, Phil Tuchinsky (co-chair) and Kate Warner. AAFM appointed Mark Hoover and Tom Taylor; Shirley Wolfe substituted for Tom in his absence.

2019 Award Recipients:

- American Civil Liberties Union of Michigan
- American Friends Service Committee, Michigan Criminal Justice Program
- Americans United for Separation of Church and State
- Friends Peace Teams – Asia West Pacific
- Groundcover News
- Interfaith Council for Peace and Justice
- Michigan Council on Crime and Delinquency
- Michigan United
- Prison Creative Arts Program
- UM Dearborn Inside/Out and Theory Group
- Visions
- Washtenaw Interfaith Coalition for Immigrant Rights

Values: The Committee meets UUAA core values through the missions of the projects we fund and our democratic decision-making process.

Respectfully submitted,
Kyla Boyse and Phil Tuchinsky, co-chairs

Annual Report
May 1, 2019
Khasi Hills Sponsor a Student (SAS) Committee
Submitted by Cathy Doherty and Allen Duncan

Brief Description of the Work of the Committee: The Khasi Hills SAS Committee provides financial support for a Unitarian elementary school at Mawkisyiem in northeast India and personal, transformational connections between the students there and their sponsors in Ann Arbor. The financial support helps to improve access to education in the region. While India has stated a commitment to providing “universal access” to publicly funded primary education, such is not available in many areas, including northeast India. Private schools are necessary to ensure access, and tuition waivers must guarantee the possibility of inclusion in these private schools. As part of its activities, the committee provides a means for written correspondence between congregation members and the students of the school. Congregation members (sponsors) provide support in the form of unrestricted contributions that connect the sponsor to a particular student. The relationship and communication between a particular congregation member and a particular student are maintained throughout the student’s tenure in the school (or the congregation member’s participation in the program). The committee also organizes occasional pilgrimages to the Khasi Hills. Such trips were made in 2006, 2011 and 2016. The next trip is scheduled for October of 2021.

Demonstration of UU Core Values: Without elaboration, the committee directs its work to support the following of the Unitarian Universalist Principles:

The inherent worth and dignity of every person;

Justice, equity and compassion in human relations;

The goal of world community with peace, liberty and justice for all;

Respect for the interdependent web of all existence of which we are all a part.

Highlights of Activities taking place from May 1, 2018 through April 30, 2019: Members of the committee organized sponsorship related activities for members of the congregation including a letter exchange and a luncheon to discuss family services in northeast India

Participants in the Committee: Laura Bauman, Cathie Breidenbach, Hal Breidenbach, Cathy Doherty, Allen Duncan, Deborah Golden, Gwen Guthrie, Peter Hochgraf, Rick Johnson, John Seeley, Hashen Sohtun and Robert Treadway

Plans for 2019/2020: Continue support of the school and plan 2021 trip to India.

Memorial Reception Team 2018 Report

The Memorial Reception Team is comprised of volunteers whose goal is to create a welcome community for UUAA family members and guests celebrating the life of a deceased loved one.

Prior to the service and reception, a team coordinator helps the family in the planning stages. She also coordinates the reception team volunteers along with their memorial reception duties.

On the day of the reception, a team coordinator supervises and assists in the setting up, food/drink service, and clean-up duties. Team members and a coordinator assist families with the following,

- Prepare/decorate the Social Hall
- Welcome guests and family members
- Assist setting up personal items
- Arrange and serve refreshments
- Clean kitchen and Social Hall
- Pack leftovers/drinks/personal items

This year, we assisted with four memorial receptions. Team members include 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 for the Memorial Reception Team.

2018-2019 UUAA Men's Fellowship Report

Submitted by Gregg Peterson

The UUAA Men's Fellowship comprises UUAA congregants who identify as men and who participate in the programs and activities sponsored by the Men's Council. The Men's Council consists of 9 men who serve three-year staggered terms and are elected by members of the fellowship. The council provides leadership and support for the development and stability of our programs which are designed to enhance friendships, 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.

The membership of the Men's Council in 2018 included: Kurt Skifstad, Craig VanKempen, Sean Reed, Mike Muha, Tom Reischl, Dave Borneman, Russ Blaesing, Gregg Peterson, and James McCargar. In 2019, Jim Schaefer and Pat Herbst joined the council as Dave Borneman and Russ Blaesing finished their terms.

The Year's Men's Fellowship highlights include:

Annual and one-time events

1. Coming of Age Initiation Weekend – The Men's Fellowship hosted a community dinner for the initiates and their mentors May 5, 2018. Several men participated in the boys' initiation events.
2. "On ageing" was a special discussion group held on June 2nd at UUAA. The discussion was lead by a large community-based men's group known as the "Wise Guys" who led a conversation about ageing gracefully.
3. Men's Retreat – Our annual retreat was held at Judson-Collins Center on Wamplers Lake between September 28-30, 2018. Our theme was "A Field Guide to being a UU Man in 2018". 52 men attended including 13 first-time attendees.
4. "The Better Men Dialogue" was a special open community event held on January 26th, 2019, co-sponsored by the Men's Council and other non-UU community groups. Over 60 men and women participated in the event, including a large percentage of non-UU community members. It featured group drumming, a panel discussion and a wide-ranging group discussion about what it means to be a man, what's needed from men, and how we can help grow and nurture better men in our community.
5. Men's Dinner - The annual dinner will be held on April 27th, 2019 featuring our speaker and congregant, John Preston who will give a talk called: "Becoming the Man Your Dog Thinks You Are". Over 50 men have registered for the event. The 2018 Dinner was held on April 21st, 2018 and featured a catered meal and table discussions about the #MeToo movement.

On-going activities

6. Men's Circles – We now have eight active circles involving 80+ men including a new circle added in 2018 which has more than 10 active members.
7. Monthly Breakfasts – On the third Saturday each month at 8:30am, a mix of dozen men drop by to share stories and news of the day.
8. UU Men's Night Out – On the second Tuesday of every month, between 8 - 15 men gather for a social event at a local establishment.

MINDFUL EATING TEAM

Submitted by Co-Chairs Cathy Muha and Colleen Crawley

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

Our programs challenge us to understand how 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 and its role in the interdependent web of all existence.

Members in addition to co-chairs Cathy and Colleen are Guala Lauzzana, Connie McGuire, Merrill Crockett, Ruth Vail, Eileen Wright, Sheila Sanders and Mark Sanderson.

Activities

Our weekly Social Hall table has monthly themes; we provide information and opportunities to sign up for activities. On first Sundays we feature local, healthy treats, and during summer we offer Produce Sharing.

Our website: <http://uuaa.org/social-justice/324-me-home-page>

Our FACEBOOK page: <https://www.facebook.com/MindfulEatingUUAA/>.

Our bi-weekly newsletter has 600 subscribers.

Other activities:

- Veg UUAA hosts a bi-monthly Plant Friendly Family Potluck at church
- Two successful panel discussions at the AADL: Farms and Open Space; Incarcerated Women and Youth Find Purpose in Gardening
- Food Gatherers Farm Project, working with neighbor Farmer Bill Schmid to raise and donate over 3,700 pounds of fresh produce and \$3,915.
- Friday Fun Night, showing the film "Wasted: The Story of Food Waste"
- UUAA Auction dinner, raising \$600

Future Plans, Goals

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

- Hosting a Regenerative Agriculture panel discussion
- Farm Project's 8th season
- Contributing an Auction dinner
- Educating and raising awareness of issues at weekly table
- Continuing to grow core group membership

UUAA North Group 2018 Report

Submitted by Al LaRose

The UUAA North Group was formed in 2015 by people who live in or near the north side of Ann Arbor, and provides opportunity for discussion, conversation and community outside of the formal service structure of UUAA. We meet monthly in the homes of various members with an attendance that this year ranged between six and fifteen participants.

The major change in the group in 2018 was the inclusion of UUAA members in other geographical areas of Ann Arbor. The challenge facing us in 2019 will be that of physical accessibility of our meetings.

Partner Church Program

2019 Annual Report

Our partnership with the Kezdivasarhely, Romania congregation began in 1997 and continues to strengthen the connection to our Unitarian roots.

We keep in touch with Rev. Maria Pap; Revs. Csilla and Istvan Buzogany-Csoma; and our friends in Transylvania via Facebook and email. We share photos and short video clips of Sunday services and other activities. Rev. Istvan made and distributed a music CD.

We provided a salary supplement for Rev. Istvan, room and board support for University student Nora Gabor, and a contribution to the Kezdivasarhely church. Nora provided a brief self portrait for a Newsletter.

I led a pilgrimage of 5 people in August 2018 to celebrate the 450th anniversary of the Edict of Torda. We spent two days in Bucharest with a group from Spokane, 4 days with our partners in Kezdivasarhely and Szentivanlaborfalva, and the rest of the time seeing sites of cultural and historical interest. The Pilgrims wrote introductions of their hosts for the newsletter.

We welcomed Lee Boeke Burke to the congregation and Partner Church leadership in September. Lee's experience with the Appleton, WI congregation and central UUPC operations has helped provide new energy and focus.

We are offering a "Transylvanian Dinner" at the Auction to introduce food, culture, and history to our dinner guests. In the fall we plan to provide programming for the October First Friday, as well as other information sessions as part of children's and adult SGD

Participating members this year include: Laura Bolletino, Lee Boeke Burke, Jan Bower, Donna Clark, Fran Dew, Bob Dinan, Cathy Doherty, Ingrid Gunderson, Fran Lyman, Hajnal Minger, Gerry Moran and Anita Sherman Moran, Cathy and Mike Muha, Carolyn and Patrick Norton, Margaret Pekarek, Rev. Ken Phifer, Margaret Pekarek, Nancy and Steve Schewe, Phyllis Valentine.

Submitted by Phyllis Valentine

Shared Ministries Team Report (SMT)
2018-19 Annual Report
Submitted by: Quiana Perkins

Description of the ministry: Pastoral Care (PC) is the way the community cares for itself. It is the embodiment of the love we share for each other, encompassing times of need and joy.

Requests for care are reviewed by the Pastoral Care Coordinator and/ or the Pastoral Care Team (congregants who assist with care request) then shared and completed by either the Pastoral Care Network (congregant to congregant care) or by a member of the Ministerial team (Minster to congregant care).

Alignment with UAAA core values: Pastoral care is a key element in the creation of beloved community - binding self, spiritual growth/ spiritual acts and congregational involvement.

Highlights of activities May 1, 2018 through April 30, 2019:

- Aug 1 2018- Pastoral Care Coordinator hired
- Oct 2018- Ministers shared Pastoral Care Network vision with Pastoral Care Coordinator
- Nov-Dec 2018- Building PC infrastructure: building relationships, assessing congregational needs, preparing communication and interaction strategy for Pastoral Care Network
- Jan 2019- First meeting of Pastoral Care Team
- Feb-Mar 2019 Trained eight Large Group Ministries Liaisons (congregants who connect request for care to the PC network); identified initial scope of PC activity
- April 2019 - Developed PC graphics outlining overall goal, process and timeline

Active participants in the ministry:

Pastoral Care team:

Sandy Breck
Donna Clark
Judi Marks
Karl Sikkenga
Priscilla Spencer

Care Team Visitors:

Sandy Breck
Joan Burleigh
Sara Gibb
Meredith Ley
Tom Longworth
Emily Simon
Vey Valentine

Future ideas, plans, and goals:

- May 2019 (anticipated) - New PC Network shared from the pulpit; congregants asked to commit to two-to-four acts of PC care for the next year; create a care database
- Summer 2019 - create “Acts of Care” database
- Fall 2019 - offer more PC-related trainings and education

Planned Giving Team

As of January 2019, the Planned Giving Team reached their goal, set in 2016, of 20 new or increased commitments by 2020 for planned gifts to the Congregation. Most often, planned gifts come in the form of bequests. Because of these legacy giving commitments, the Congregation has been notified that we will receive \$41,336 this year from the Unitarian Universalist Association's Wake Now Our Vision matching initiative!

New members of the Sunderland Society (those who have included the Congregation in their estate plans) or those who have recently increased their gifts include:

Anonymous

Laura Bauman and Glenn Kime

Hal and Cathie Breidenbach

Kimberly Ann Clugston and Peter Russell

Bobbi Coluni and Rick Witten

Allen and Janet Duncan

Don and Kathy Duquette

Jane Ferguson

Dixie Hibner

Rebecca Hoort

Bob and Beth Hospadaruk

Arlene Huff*

Guala Lauzzana

Ed and Barbara Lynn

Vilma Mesa and Pat Herbst

Kathy McLean

Mike and Cathy Muha

Tom and Cathy Reischl

Priscilla Spencer and Rajeev Batra

Terri Wilkerson and Jim Lee

*Deceased

On April 28th there was a reception at UUAA to honor all Sunderland Society members, as well as some prospective members. Following the reception, a talk was given by Michael Steinberg, Legal Director of ACLU of Michigan, which was open to all congregants.

If you are not yet a Sunderland Society member, but would like to include the Congregation as part of your legacy, please talk to a Planned Giving Team member or send an email to plannedgiving@uuaa.org. Since 2005 the Congregation and its ministries have benefited from nearly a million dollars in planned gifts!

Don Duquette, Becky Hoort and Jim Lee - the Planned Giving Team

2019 Annual Operating Fund Pledge Campaign Committee Report

Submitted by Beth Hospadaruk

The First Unitarian Universalist Congregation of Ann Arbor's Annual Operating Fund Pledge drive titled "Five to Thrive" ran during the month of October, 2018. The **goal** of the drive was to receive pledges totaling **\$1,000,000** from the supporters of UUAA with an overall completion date of December 31, 2018. Five to Thrive comes from the idea if pledging members and friends strive to give a minimum of 5% of their income to the church, we would be able to fund all the items on our "wish list". Thinking about giving as a spiritual practice and meeting the needs of our Social Justice work, programs and services, youth and adult education along with fair and just compensation for our Ministers and staff might seem lofty but, in the end, it is important in the life of the congregation. We raised more money than any previous campaign so that is something to celebrate.

The committee consisted of Beth Hospadaruk, chair, Sam Lewis, Kim Clugston, Dee Dishon and Ed Lynn supported by Rev. Lindasusan Ulrich. Many staff and volunteers supported the campaign through various clerical responsibilities as well.

A letter of inspiration, encouragement and information was sent out in September to kick off the month. A pledge form was included in the mailing. Website updates with the ability to pledge online was done. Reminder e-mails and notices in the monthly newsletter and weekly bulletin took place in October. A pledge table was located inside the front door staffed by committee members to answer questions, receive pledges and make personal connections with people.

During each service in October, a different member of the congregation gave a "testimonial" describing what this congregation means to them and why pledging is so important. Those giving testimonials were Barbara Lynn, Kim Clugston, Sam Lewis and Beth Hospadaruk. A giving tree was painted on the office window and as pledges were made, their name was put on a leaf and added to the tree. Thank you notes were written by Beth Hospadaruk and Dee Dishon.

We received **381 pledges for a total of \$973,833**. This represents an increase of 13 pledge units (3.5% increase) with an increase in pledged amounts of \$91,616, or 10.4%. The average pledge increased by \$159 to \$2,551.

The median pledge (half above, half below) remained at \$1,500, or more than \$1,000 below the average pledge. In a normal distribution, the median and average would be about the same. The effect of this skewed distribution can be seen in the table below. The top 63 pledge units (\$4,800 and above), or 8.1% of the total number of pledge units, pledged almost half (49.3%) of the total money pledged.

A heart felt and deep appreciation for all who support UUAA financially, helping to insure the ongoing presence of our liberal faith and work here in Ann Arbor.

2019 Annual Operating Fund Pledge Campaign Committee Report

Submitted by Beth Hospadaruk

Pledge Amounts (000)	Pledge Units				Total Pledge Amounts		
	Number	Cum	%	Cum	\$	%	Cum %
≥ \$10	9	9	2.4%	2.4%	157,700	16.2%	16.2%
\$8 to \$9.9	6	15	1.6%	3.9%	52,324	5.4%	21.6%
\$6 to \$7.9	17	32	4.5%	8.4%	110,224	11.3%	33.0%
\$4.80 to \$5.9	31	63	8.1%	16.5%	159,164	16.4%	49.3%
\$3.6 to \$4.8	34	97	8.9%	25.5%	134,070	13.8%	63.1%
\$2.4 to \$3.59	53	150	13.9%	39.4%	145,066	14.9%	78.1%
\$1.2 to \$2.39	90	240	23.6%	63.0%	137,984	14.2%	92.3%
\$0.6 to \$1.19	64	304	16.8%	79.8%	52,113	5.4%	97.6%
< \$600	77	381	20.2%	100.0%	23,188	2.4%	100%
Total	381		100%		971,833	100%	
			Average Pledge		2,551		

Prison Books

2019 Annual Report

The Prison Books Program delivers books for use by prisoners in Michigan prisons, respecting the inherent worth and dignity of every individual, and fostering justice, compassion and equity in human relations. We contact prison librarians to determine the type and quantity of books wanted. Adult books are for recreational reading, self-help, literacy, and art and writing programs. Children's books are provided in waiting rooms at the jail and Huron Valley Women's prison.

In 2018-2019 we collected over 14,00 books from area public libraries (Saline, Ann Arbor, Chelsea, Ypsilanti, and Rochester Hills); AAUW sales in Ann Arbor and Birmingham; Ann Arbor Kiwanis; individual donations; and some area bookstores. We sorted books into requested categories and delivered to several Jackson prisons, Marquette Prisons (through the drop-ship warehouse in Jackson); Woodland; the Washtenaw County Jail; and Huron Valley Women's Prison. We currently deliver to fewer prisons than in the past because of changes in wardens and policies of the prisons. The librarians in the remaining prisons we serve have told us that we are their only source of books.

People who worked on the program this year include: Dick Barber, Diane and Tom Bauld, Janis Beard, Lee Boeke Burke, Cassandra and Michael Caverhill, Chuck Dunlap, Shelley Ferguson, Jim Gallas, Anne Garcia, Barb and Dave Hall, Emily Harpe, Bob Heinold, Mike Muha, Meghan Musolff, Quincy Northrup, Dave Purcell, Audrey Salas, Dave Schwab, Carey and Zoe Swanson, Phyllis Valentine and Tadd Rosa, Anne Vanden Belt and Debbie Zivan. A Chalice Circle helped sort books as their service project.

This year we began phasing in new leadership and dividing responsibilities to allow long serving members to retire to advisory roles. We also sought and continue to seek new, younger members.

Submitted by Bob Heinold and Phyllis Valentine

QUUest 2018 Annual Report
Submitted by Co-Chair Lucia Heinold
April 8, 2019

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

Active participants in 2018 were Marion Holt, co-chair, Tim Richards, Fran Lyman, Evelyn Burns, Terry Butcher, Anne Hagiwara, Lineve McKie, Joyce Phillips, Vey Valentine and Lucia Heinold. Our newest member is Karen Bourdon.

In 2018 we sold many books of interest to the congregation, raffled a copy of Michelle Obama's Becoming as a holiday incentive, and featured Rev. Manish Mishra-Mazaretti's recommended immigration titles to support his class and two field trips to the Mexican border.

The 2018 Beginning Balance was \$1,084.79. Our ending balance was \$1,968.49. In January 2019 we transferred \$1,000 from our 2018 profits to the UUA General Fund.

Our buyer, Tim Richards, has begun buying books from a Michigan company that offers excellent service: Emery Pratt. They typically offer 36-40% discount and offer free shipping, Nicola's Books offers a 20% discount on virtually every book. We always try to order some titles from them, especially for quick turn-around. We order books and hymnals from the UUA bookstore in Cambridge, MA.

Our biggest challenge is recruiting new bookselling energy. Booksellers work one or two Sundays a month, only during first social hour. We always pair two workers for support and conversation. We record sales with pen and paper. Attending monthly meetings is not required. Benefits include recommending books, the privilege of borrowing books, and two social gatherings: a summer lunch and a holiday lunch.

Restorative Justice Annual Report

submitted by: Carolyn Madden

March 28, 2019

<http://www.friendsofrestorativejustice.org/>

The Mission:

To bring to Washtenaw community a focus on restorative approaches to crime and conflict that promote justice, reparation, and resolution for victims and the community, while also addressing accountability, personal development, and reintegration offenders into productive community life, with respectful treatment for all involved parties.

Our vision, along with our interfaith and secular partners in Friends of Restorative Justice community is to bring restorative practices such as Victim-Offender Conferencing and peacemaking circles to our justice system.

This year FORJ:

- organized a 3 day Victim Offender Training for more than 22 participants
- collaborated with the Washtenaw Juvenile Drug court and prosecutors office to bring Victim Offender Conferencing (VOC) for the juveniles and their victims within the court system
- collaborated with the ACLU in their "Smart Justice" campaign and developed and produced a ppt to educate and advocate for an informed citizenship in understanding and changing the culture of the Washtenaw prosecutor's office
- co-sponsored a fund raiser with the Dispute Resolution Center to raise money and awareness of the need and benefit of restorative justice
- provided peacemaking circles and advocacy support in the Women's Huron Valley Correctional Facility

Our goals for next year:

- continue our work to support the women in the Huron Valley Facility
- present town halls to educate and inform our community and other faith and secular communities about the work of the prosecutor's office and the need for change
- provide VOC in the wider juvenile court and extend to the adult court
- advocate for legislative changes in our criminal justice system

Members of the Restorative Justice of UUAA and website:

Susan Ashmore, Joanna Courteau, Kathy Friedrichs, Lucia Heinold, Mary Ann Hergenrother, Erin Krajcik, Carolyn Madden, Ginny Preuss, Margaret Pekarek, Mary Lynn Stevens and Kate Warner.

Scrip Program Annual Report 2018-2019

Scrip = “something that is not currency but that can be used in the same way as money” (Cambridge English Dictionary), such as a gift or debit card. **By using scrip, congregants earn free money for the church while buying what they need to buy anyway.** Over 700 retailers participate in the program, offering rebates from 2 to 16%. Our mission was to earn \$7000 last year, and we earned somewhat more than that. If more congregants participated, we could easily raise this number to \$25,000. All it takes is “intention.” Some notes:

- Arbor Farms is sending us about \$190 each month, just for saying “I support First UU” as you check out (no scrip needed).
- More families are placing online orders with Great Lakes Scrip. This earns them rebates that can be itemized on their income taxes.
- 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 and Kroger’s programs link customer loyalty cards to the church when registered online.
- Amazon Smile purchases are adding up. Remember to order through Smile - and use Amazon scrip from the Scrip Program to pay for the order.

I am so grateful for the reliable regulars – Barb Dinan, Jo Dodge, Sara Gibb, Cindy Krueger, Sara Mathews, and Becky Swank. I am especially grateful for the loyal efforts of

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

You can help, too. Figure out where you regularly spend your money (groceries, gas, pharmacy, restaurants, household goods, etc.), then come talk to us – especially if you have a major purchase in mind!

Submitted by Carolyn Barber
Scrip Program Coordinator

2018-2019
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 2018-2019 church year we had 279 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 2018-2019 is: Christine Pellar-Kosbar, Henrike Florusbosch, Stella Anderson, Delphine Benard, Jennifer Fosteel, Lucy Graff and all SGD staff.

Summer Program

During our 2018 summer SGD session, we were able to implement a brand new format and curriculum called "Reviews and Previews." This curriculum, which was the brainchild of Chris Pellar-Kosbar, took the "best of" from each grade's curricula and translated them into short lessons aimed at multiple ages. The new curriculum was paired with a new format and the result was a very successful program. For the first time ever, we had no problems recruiting adult volunteers and often had more volunteers than we originally asked for. The children were also very engaged by the lessons and excited about being in class.

Program Highlights

This has been another busy year, including very full and successful classes, engaging multigenerational worship services, and countless youth-led service projects. Other highlights include:

- Completing the renovation of the playground.
- Deepening our connections to other RE programs in our larger movement.
- Rebuilding and restructuring the SGD committee.
- Hiring a special needs assistant for classrooms.
- Completing a successful youth service trip with Re-member and bringing it back to the congregation through worship.
- Training several new teachers in Adult and K/1 OWL so that next year we can offer lifespan OWL classes.
- Continuing and deepening the work of our Safety Task Force, including a CPR/AED training.

Adult Education

Our Adult Education program has expanded to include regular offerings during Friday Fun Nights, as well as partnerships with local organizations like the Osher Lifelong Learning Institute. We've also offered several new classes such as Conscious Aging, Teacher Enrichment and Playful Parenting.

Looking Forward

We have many goals going forward, including:

- Expanding our family ministry resources, including a greater presence on social media.
- Continuing to update our safety policies/procedures and make alterations to our building to improve security.
- Increasing the number of Adult Education classes and offer classes that appeal to all life stages.

Sharing the Collection Program

Chairperson: Bob Dinan

Committee members: Janet Duncan, Casey Jackson, Glenn Kime, Fran Lyman

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

From May 1, 2018, through April 30, 2019, our monthly collection has supported twelve different community organizations, totally \$31,101, compared with \$24,089 for the previous twelve-month period. On average, each recipient received a donation of \$2,392, with the largest monthly donation being \$3,511 and the smallest \$1,283.

So far in 2019, we have collected and shared \$11,942 compared with \$9,617 for the first four months of 2018.

The organizations supported in the twelve months ended April 30, 2019:

Habitat for Humanity of Huron Valley
Summer Camp Scholarships
Avalon Nonprofit Housing
Children's Literacy Network (once in 2018, again in 2019)
SOS Community Services
Unitarian Universalist Service Committee (UUSC)
IHN/Alpha House
Re-member.org (second collection Sunday in November)
Community Action Network
Friends in Deed
National Alliance on Mental Illness in Washtenaw County
Michigan UU Social Justice Network (MUUSJN)

New initiative:

- At the suggestion of Reverend Manish and Glen Thomas and with the support of Carolyn Madden and Connie McGuire of the Social Justice Council, we have started to incorporate a representative of the recipient organization in the collection portion of the service. "Putting a face to the organization" - in the form of a three-minute presentation from an executive, a board member, or even a beneficiary of the social service - has helped the congregation to better appreciate how their contributions are making a difference in the community.

Future plans:

- Continued monthly support of one community organization, exploring the feasibility of adding an occasional second collection.
- Solicitation of applications for support in 2020 (October-November)

Social Justice Council Annual Report 2018-2019

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. As of April 2019, there are 19 active social justice groups.
- 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

Carolyn Madden, Connie McGuire, Sally Preston, Leah Tame, Kate Warner, and Quiana Perkins (Social Justice Coordinator).

Selected Activities

- Approved the creation of two new groups: *Sponsor A Family* and *Days for Girls International*
- Participated in the process of hiring a Social Justice & Pastoral Care Coordinator.
- Met with Rev. Manish and Glen Thomas to discuss strengthening the impact of social justice work during Sunday services.
- Created an online survey to gather information and feedback from the social justice group leaders on how well their groups' needs are being met. The survey covered funding, communications, logistics, and organizational structure. Received responses from 20 individuals representing 17 groups.
- Analyzed the survey responses, created a summary of the major findings, and sent the summary to the group leaders.
- Organized, in coordination with the Leadership Development Team, a Listening Session to discuss the survey findings.

Goal

Continue the dialog begun with the social justice leaders to enhance collaboration, communication, and the effectiveness of social justice work at UUAA.

Connie McGuire,
SJC Chair

Treasurer's Assistants Annual Report for 2018-19

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, social hour activities (Equal Exchange coffee, bookstore, Scrip, Alpha House, Khasi Hills, Installation, etc.), rental income, and other sources. Each congregational 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 2018-2019 group members: Roberta Allen, Carolyn Barber, Jo Dodge, Marie Duke, Roylea Furniss, Betsy Price, Ruth Vail, and Phyllis Valentine. Our staff contact is Deborah Casamatta.

Unity Group Annual Report 2018-19

Submitted by Sandy Simon

The Unity Group is a new ministry at UUAA formed in April, 2019.

The Unity Group is named in honor of a proud part of UUAA's history, the very successful "Unity Club" started in 19th century Ann Arbor by our then minister, Rev Jabez Sunderland. In the late 1800's, the Unity Club held public meetings with a variety of speakers on issues of the times. The program was said to bring people into a stronger sense of community and fostered positive interfaith dialog in Ann Arbor.

The new Unity Group will focus on the UUAA community, offering intellectual and cultural programs representing a range of religious perspectives, in an effort to expand interfaith and intercultural understanding. The programming should reflect on our UU principle of respecting the inherent worth and dignity of every person and as our Core Values state, "expand religious understanding and nurture spiritual growth".

We scheduled our first speaker for May 19th, 2019:

Professor Victor B. Lieberman, Raoul Wallenberg Distinguished University Professor of History and Professor of Asian and Comparative History at the University of Michigan. His talk will provide an historical and contemporary overview of the Palestinian-Israeli conflict based on a course that he teaches at the University of Michigan, a course popular with students of quite diverse ethnic, religious, and political backgrounds. His talk will consider origins of the conflict, self-images and grievances held by the two sides, and barriers to resolution.

Future events might provide intercultural music or dance, in addition to speakers. Our mission is still evolving.

The founding members of the Unity Group are: Joan Burleigh, Lisa Lemble, Sandy Simon and Brandy Sinco.

Wednesday Morning Readers 2018 Annual Report

Coordinator: Liz Hartley

Wednesday Morning Readers meets on the fourth Wednesday of each month from 10:00 - 11:30am in Fahs Chapel. Although our book discussions average between 15-20 members, we strive to keep our monthly meetings devoted to the topic of the selected book. Many of our readers meet for lunch and socialize at a designated restaurant following each month's book discussion.

Wednesday Morning Readers select books on the basis of nominations from our members. The books are voted on as a group with the understanding the nominee agrees to lead the book discussion. Books are chosen at least three months in advance.

This year, we read a variety of books from *A Gentleman in Moscow* (Amor Towles), *Red Notice* (Bill Browder), to *Leonardo da Vinci* (Walter Isaacson), among others.

The highlight of our year was our December book discussion, *Number One Chinese Restaurant*, with local author Lillian Li. Ms. Li visited our book group and answered questions regarding her book and writing process. A luncheon at a local Chinese restaurant followed December's meeting.

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 community.

Sunday Welcome Teams, Friday Fun Nights, Social Hour, 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 2018 (January 1, 2018–December 31, 2018)

- Total membership reported for UUA Certification 2019: 632
Previous year: 608
- New members in 2018: 38
Previous year: 45
- Visitor cards in 2018: 198
Previous year: 226
- Introduction to Our Faith Attendees: 40
Previous year: 64

Accomplishments in 2019

- Collaborated with LDT to provide Welcome Training for Group Liaisons.
- Collaborated with Chalice Circle Facilitators to launch newcomers one-time Chalice Circle experience focusing on the principles.
- Continued growth in the volunteer pool and participation in Friday Fun events
- Assisting with the launch of new groups that foster opportunities for multigenerational socializing
- Outreach to former members to reengage with the congregation.

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.
- Focus on Newcomer Welcome training and expand roles.

UUA Womyn's Community

2019 Annual Report

Mission Statement: The UUA 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 email contact list** includes approximately 350 UUA womyn.
- **A monthly newsletter** tells about upcoming events and pastoral care needs. Send out pastoral care requests as needed. We have a table in the social hall with information.
- **The Women's Breakfast** meets on the First Saturday of the month at the Classic Cup Cafe. The attendance can vary from 5-20 women.
- **Sisterhood Socials** are held on the 4th Friday of the month hosted by individual women in their homes or other location. Usually from 5-20 people attend.
- **There are three new group initiatives this year:**
 - **Mothers and Others:** A group for parents and care of young children at UUA. Arranges play dates, support, nights out and childcare for UU events.
 - **Womyn's Book Group:** Meets monthly. Recruiting for a second group currently.
 - **Outdoors Womyn:** Members can reach out to the whole group if they need walking/running/kayaking buddies, or want to share rides to races/marches, etc. We try to have regular events on two Saturdays per month. Many events are open to friends, spouses and kids.
- **Coordinated participation in advocacy of and education about women's issues** continues. Example: Four women attended the Ann Arbor March on for Justice on March 16.
- **There are multiple womyn's circles meeting monthly.** A recent survey was completed that identified 13 circles, with some meeting less than a year to one meeting 22 years. Membership was from 5-12 womyn. There are meetings approximately 3x/year to form new circles.
- **We are planning the 2019 Women's Retreat**, which will be held on September 27-29. We are inviting all womyn ages 15+ to attend the retreat.

Contact: Co-Facilitators: Lorrie Carbone (lorrie.carbone@gmail.com) and Amy Thomas (Amy.gibson.thomas@gmail.com).