

First Unitarian Universalist Congregation of Ann Arbor

2019-2020 Annual Report

May 31, 2020



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In Memoriam

Paul Forringer

Date of death | April 21, 2019

Marian Hart

March 9, 1924 - May 11, 2019

James (Jim) Gruber

December, 12, 1946 - June 26, 2019

Wendy Watson

July 16, 1946 - July 10, 2019

Harold Cole

Date of death | August 25, 2019

Marian Horowitz

September 27, 1948 - January 22, 2020

*** Guala (Gail) Lauzzana**

Date of death | January 23, 2020

Larry (Lawrence) Crockett

Date of death | February 10, 2020

Beverly Todd

May 5, 1929 - March 29, 2020

Ethel Potts

Date of death | March 29, 2020

Don MacMullan

March 19, 1926 - April 19, 2020

Marcia MacMullan

Date of death | April 27, 2020

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

First Unitarian Universalist Congregation of Ann Arbor



Board of Trustees

Erik Stalhandske	<i>President</i>
* Laura Bolletino	<i>Vice President</i>
Vanessa Campbell	<i>Treasurer</i>
Rick Witten	<i>Secretary</i>
Erin Krajcik	<i>Trustee</i>
* Mark Doman	<i>Trustee</i>
* Terry Madden	<i>Trustee</i>
* Vilma Mesa	<i>Trustee</i>
Toni Wander	<i>Trustee</i>



Staff

Rev. Manish Mishra-Marzetti	<i>Senior Minister</i>
Rev. Lindasusan Ulrich	<i>Assistant Minister for Operations</i>
Rev. Cassandra Hartley	<i>Assistant Minister for Spiritual Growth and Development (SGD)</i>
Dr. Glen Thomas Rideout	<i>Director of Worship & Music</i> <i>Director of Chalice Singers</i> <i>Interim Director of Chalice Sparks</i> <i>Interim Administrator</i>
Ed Lynn	<i>Office Coordinator</i>
Debby Casamatta	<i>Welcome Ministries Coordinator</i>
Hannah Hotchkiss	<i>Pastoral Care Social Justice Coordinator</i>
Quiana Perkins	<i>SGD and YRUU Coordinator</i>
Mark VanKempen	<i>SGD Program Assistant</i>
* Debra Golden	<i>Building Manager</i>
Don Hackney	<i>Director of Chalice Bells</i>
Rev. theresa rohlck	<i>Pianist-in-Residence</i>
Allison Halerz	<i>Child Care Coordinator and</i> <i>Nursery Assistant</i>
Hahn Bui	<i>Special Needs Assistant</i>
Wasem Saleh	<i>Lead Preschool Teacher</i>
Erin Dixon	<i>Lead Nursery Teacher</i>
Sanne Krummel	<i>Lead Audio Video Team</i>
Mike Halerz	

- * UUAA gratefully acknowledges Laura Bollettino, Mark Doman, Terry Madden, and Vilma Mesa who completed their Board service this year; and Debra Golden whose tenure on staff ended during this year.

Board of Trustees Annual Report, 2019-2020

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.

The Board conducted two orientation sessions in Summer of 2019, and met face to face September through February 2020. The Board met virtually via Zoom for March, April and May 2020. We also conducted less formal meetings for discernment and team building over a potluck October, January, and March.

Members of the Board of Trustees: (June 2, 2019 - May 31, 2020)

- Officers: Erik Stalhandske (president), Laura Bollettino (vice president), Vanessa Campbell (treasurer), Rick Witten (secretary)
- Trustees at Large: Erin Krajcik, Toni Wander, Terry Madden, Mark Doman, Vilma Mesa
- Past President: Beth Hospadaruk
- Senior Minister for entire year: Reverend Manish Mishra-Marzetti

2019-2020— Summary:

Transitioning to life in the time of Covid 19: This year we as a society, UUAA community, and individually, have drastically modified many aspects of our life. In person services were curtailed as of March 15, 2020, and the staff members became virtual shortly thereafter.

With a one week hiatus to account for the preparation, Sunday services commenced virtually on March 22, and have continued. The board has served key role as collaborator, consultant, and support for the Senior Minister on the host of policy matters related to these transitions.

Vision 2050: This year witnessed substantial efforts around our purpose and vision work. We had an interactive session with the Congregation in January led by Elandria Williams, our facilitator and national UUA moderator. Numerous in-person sessions and on-line polling were conducted. And leadership team for Vision 2050 met tirelessly and accomplished most of what we laid out:

- Finalizing our top priorities through analysis of information gathered in numerous settings involving over 300 of our congregation,
- Preparing and presenting for the Board support our draft Mission, Vision, and Purpose statement which will be presented to the congregation at the May 31, 2020 meeting.
- Developing a comprehensive document outlining our top three priorities and three supporting areas needing attention.
- A path forward for this next year.

The Vision 2050 leadership co-chairs are: Rick Witten and Laura Bollettino.

Our UUAA website contains all of our information on the Vision 2050.

By laws and Governing policies: We are fortunate to have the wisdom and energy of Tom Reischl, Sandy Simon, and Paul Morris supporting the Board and the congregational work on the Governance Advisory Team (GAT). In addition to annually orienting the Board members, GAT provides advice and staff work on policy and governance issues. We have spent the year in collaboration with the GAT in implementing absentee voting, which was approved at our June 2, 2019 meeting. Much work was done on the draft document for guidance on Bringing forth Congregational resolutions.

Board Activities and Accomplishments can be broken down into six main areas, as delineated in detail in our work plan (attached at the end)

1. Support the Vision 2050 Activities

This was identified as our primary task, and the Board devoted time at every Board meeting and every potluck to this activity. We devoted our January 2020 meeting to this endeavor, as well as space on our May 2020 all congregational meeting.

2. Provide Leadership in fostering our beloved community

As needed, interceded in incidents between congregants, identifying the behavior and working to schedule restorative justice session. Living our Values and Shared Ministries team have been collaborative partners in these endeavors.

Worked tirelessly to remain in dialogue with UJME over their petition to schedule a meeting. While not brought resolution, the Board has devoted much time to discernment on this thorny issue.

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.

3. Shared leadership through governance formulation and updates

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

4. Communicate and engage with the congregation

Updates occurred from the pulpit by board leadership, and in our on-line services about Vision 2050.

The Board President and GAT members presented and sought feedback from: the professional staff, Social Justice Council, UJME, and an open meeting attended by approximately 20 participants on draft guidance on congregational resolutions.

The Board workplan was communicated electronically in Sunday bulletins and newsletter, and posted online.

5. Address timely issues through board-led workgroups

Committee established to examine socially responsible investments. This was postponed to 2020-2021 for Board discussion.

Personnel working group supported and collaborated with the Senior Minister on personnel issues (contracts, staff organization, and other issues)

Board committee coordinated logistics and lunch for our January Vision 2050 all congregation meeting.

Geisenhainer Music Fund communicated their strategy for investing in the music lessons for individuals within Washtenaw county, and implemented this plan.

6. Check-in monitoring sessions with different ministries and programs

In reviewing our time commitment to in-person reports from different professional staff, we reached the decision to allow written reports and updates from the Senior Minister on activities. We will revisit what will best support the Board's desire for updates, and the time constraints of Board meetings.

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.

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 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

2019-2020 Work Plan of the UUAA Board of Trustees (Last Update 10/15/19)

As stated in the bylaws and our governing policies, the work of the Board is to establish, maintain, and communicate governing policies and strategic priorities that are forward-looking, congregation-wide, and reflective of the values and mission of the Congregation.

In addition, the Board is charged with ensuring the integrity of operations through ongoing monitoring. On an annual basis, the Board will develop a work plan. The following is the work plan for the 2019-2020 cycle.

1. Support the completion of Purpose-Vision 20/50 activities by Spring 2020

Actively participate, remain apprised of the progress, and advocate for the initiative.

2. Provide Leadership in Fostering Beloved Community With a Focus on:

- A. Help set the tone within our congregation for healthy dialogue, grounded in our community's commitment to love.
- B. Model and nurture healthy communication and collaboration between our congregation's governance leaders and its operational leaders.
- C. Nurture an ongoing, mutually supportive relationship with our new senior minister.

3. Honor our Shared Leadership through governance formulation and updates

- A. **Absentee Ballots:** Develop and implement a process for implementing absentee Ballots as approved by Congregation in June 2019.
- B. **Congregational Resolutions:** Develop a draft proposed process for bringing resolutions before the Congregation and solicit input, with a goal of presenting for congregational vote in June 2020 any bylaw changes required by this process.
- C. **Congregational forum on Governance:** Working in collaboration with the Governance Advisory Team (GAT), conduct a forum on our governance process (bylaws, governing policies).
- D. **Board of Trustees governing policies:** As appropriate, review and update to increase effectiveness of internal Board processes.

4. Communicate and engage with the Congregation (tasked to proposed communications committee)

- A. Board and GAT-led forums
- B. Regular newsletter updates
- C. Monthly updates in order of service insert
- D. Board of Trustees table once a month in social hall
- E. Listening session on draft congregational resolution policy
- F. Educational forum on governance (item 3C above)

G. One Board of Trustees meeting this year on a Sunday

5. Address timely issues through board-led workgroups

- A. Explore the pros and cons of investing in the UUA Common Fund
- B. Develop quarterly reports on Finance and attendance that provide additional analytics and interpretation
- C. Communicate Board activities and outreach
- D. Continue Personnel Working Group
- E. Get update on the Geisenhainer Music Fund

6. Engage in ongoing collaborative check-in/monitoring sessions with different ministries and programs

Board will meet with each of the Senior Minister's direct reports: Asst. Minister for SGD, Director of Worship and Music, Asst. Minister for Operations, and Administrator. The Senior Minister and Board President may schedule other program areas for briefings, as appropriate.

Monitoring of various lay-led groups may also be included and incorporate written reports or face to face briefings.

Annual Report – May 2020

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

The unattributed English expression “may you live in interesting times” feels particularly apt as, in this moment, I sit at home under continued State of Michigan “shelter in place” orders, writing my second annual report to our community. In parallel, UUAA is about a month and a half into having virtual-only Sunday services and our Board of Trustees is preparing for our community’s first ever virtual-only Annual Meeting.

This incredibly rapid re-tooling of our community, born out of necessity, is a testament to the profound dedication of our staff and volunteers; none of this would have been possible without many, many hours of securing new hardware and software, learning how it all works, developing processes and structures to support new and different modes of interaction, and then developing the substantive programs, services, and activities that are needed to maintain our sense of connection to one another. It has been an intensive and tiring set of tasks for all involved – and, we have collectively risen to meet these challenges in spades.

Many learnings have been emerging, and no doubt will continue to emerge. We have learned that there is a national and even international level of interest in what we, at UUAA, are doing locally. Our virtual-only services have been streamed across the nation, and even the world. The extent to which this has been true is nothing short of jaw dropping. We have had over 13,000 discrete points of interaction with our brand new YouTube content over a five to six week period! This is an average of 2000+ interactions per week – a level of virtual engagement in UUAA’s original spiritual programming and content that far exceeds previous levels of in-person only engagement.

We have heard, unequivocally, that individuals in our community feel like they can access virtual participation in UUAA’s small groups and meetings in a way that allows them to better juggle parenting, work, commuting, and other personal needs and responsibilities. We have heard community members say that they are only now able to participate in some of our core UUAA activities as those activities have become available online.

At the same time, while the State of Michigan will not be ‘open for business’ until sometime around the actual date of our Annual Meeting, in the absence of a vaccine for the coronavirus and/or widespread effective testing and treatment, it is probable that some individuals will be highly selective about what in-person activities they choose to participate in, especially larger group gatherings. This likely means that UUAA is inching towards some period of time during which we will need to offer the opportunity to participate in groups, meetings, activities, and services both in-person and virtually, in what I am referring to as a ‘hybrid era’ of both in-person and virtual participation. If this proves to be the case, it will involve a whole new period of technological and logistical re-tooling for us, as a community, as the processes, structures, and technologies needed to do this well are not yet in place.

As everything described above implies, this has, so far, been a year that has involved unbudgeted and yet absolutely necessary expenses in order to meet the needs of the day, and such unexpected costs will continue as we step into this emerging ‘hybrid era.’ As a trained economist, I am conservative with numbers, and so I hold some nervousness regarding our community’s financial outlook. Even as that is true, we should recognize our Interim Administrator Ed Lynn as critical in helping our community receive first-round funding in the Small Business Administration’s (SBA) ‘payroll

protection plan.’ Given how quickly the SBA ran out of money in the first round, this is nothing short of a financial miracle! I offer Ed my deepest gratitude, and hope that you will join me in extending the same to him. Without the SBA coronavirus relief funding, our community’s financial outlook for FY 2020 might have been difficult. Instead, with that funding in hand and barring any additional disasters or calamities, we have a chance to preserve the jobs of our community’s talented and dedicated staff in FY 2020. There may be strong headwinds that our nation, as a whole, may still need to navigate for FY 2021, and as we move deeper into the current fiscal year, I trust that each person connected to the UUAA family will do their level best to support us through whatever may yet emerge.

I want to also extend my deepest appreciation to our UUAA Board of Trustees. They are helping successfully shepherd us towards a conclusion of a visioning process that has spanned two congregational years. This has been an incredibly exciting project to witness our community engage in – a process of articulating how we, collectively, see our UUAA values coalescing into action for the next generation and beyond. It fills my heart, tremendously, to see the love and commitment that has gone into this process, helping ensure that every person who wished to have their ideas considered, of all ages and demographics, could have the opportunity to have that happen. I am hopeful that our UUAA community’s articulation of its vision will meaningfully guide us for years to come.

I am appending to this report my senior ministry ‘work plan’ for our 2019-2020 congregational year, which was developed collaboratively with our Board of Trustees (Addendum A). Aside from the tremendous up-ending that COVID-19 has posed, good progress has been made in all of the focus areas mentioned in this plan. It is worth noting that the Board and I have had the chance to engage in the Shared Leadership Assessment process that we jointly developed during the prior congregational year, and that this process is serving as a healthy structure for two-way dialogue on mutual goals and shared accountability. (Please see ‘Addendum F’ of my May 2019 Annual Report for the full Shared Leadership Assessment document.)

As I articulated last year, one of my ongoing goals has been, and will continue to be, that of deepening the structures and processes that support our ability to be together in healthy relationship, dialogue and, more broadly, community. To that end, we launched two new Teams this year: the Living Our Values (LOV) Team and the Music Ambassadors (MA) Team. While these Teams will be familiar to many of you, their Charges are attached to this report as Addendums B and C.

In addition to that, prior to the pandemic, our staff team was making fairly good progress in adopting and/or updating existing operational policies, with a number of new or revised policies adopted this year. All policy drafts are reviewed, at a minimum, with our Board of Trustees and our Shared Ministries Team in advance of adoption, and typically we solicit feedback on policy drafts from identified stakeholders and/or the broader UUAA community. That spirit of collaboration will continue. Finalized policies are always circulated via our UUAA Weekly E-Bulletin and/or Monthly Newsletter. Please do continue to read those communications closely if this ongoing operational work is of interest.

On the personnel front, as was discussed at our January 2020 Congregational Meeting, UUAA has less FTEs (‘full time equivalent’ paid staff positions) in FY 2020 than we did in FY 2019. This has been, in part, a financial necessity, but we are also ‘right sizing’ our staff team and, in parallel, discerning what positions/roles we may need in order to fulfill our community’s vision for the future. It is worth noting, as I have previously shared, that UUAA has one of the lowest FTEs for a Unitarian Universalist community of our size. Our staff team is quite small, relative to the size and needs of our community, but it is mighty! Our staff team is flush with nationally recognized leaders in their professional fields –

this is something that we should collectively take great pride in. Acknowledging that, in the months ahead, I will roll out an initial reconfiguration of our staff team, to accommodate its smaller size in the second half of FY 2020. I anticipate that further adjustments to this initial plan will take place in FY 2021, as we digest and learn from this initial recalibration. More information will follow, in the summer of 2020.

Last but not least, I want to express my heartfelt love and gratitude for each of you. The depth of love that flows in our community, so earnestly and well, is palpable to me. That warmth - guided by thoughtfulness, care, and wisdom – is the heart and soul of who we are together at the First Unitarian Universalist Congregation of Ann Arbor. I absolutely love being in community with you! In turn, thank you for so generously and graciously sharing your lives with me. May all of that love and goodwill continue to support and nurture us as we move towards our third year together.

ADDENDUM A

(Previously published in the November 2019 UUAA Monthly Newsletter.)

Senior Minister's Goals and Workplan for 2019-2020

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 2019-2020 congregational year:

- 1) Deepen and help articulate shared staff team understandings and staff team structures, in support of longer-term sustainability and stability on the staff team. This will be worked on by:
 - Leading staff team reflection, conversation, and articulation of the ways in which the team is relating to and bringing alive our core UUAA values;
 - Supporting the wider UUAA community in understanding how our core UUAA values inform and guide everything that the staff team is doing;
 - Partnering with the UUAA Board Working Group on Personnel to continue improving and refining our documentation related to employment practices and expectations, including shared reflection on the longer-term staffing structures that are affordable and sustainable for UUAA; and,
 - Leading/guiding any necessary staffing reconfigurations/reimaginings that support UUAA's vision, UUAA's core values, and the goals of staffing sustainability and affordability, in collaboration/consultation with the Board.

- 2) Continue to develop and deepen Sunday service experiences in which the majority of attendees regularly have a meaningful and engaging experience. This will be worked on by:
 - Participating in regular weekly planning sessions with UUAA's Worship Team;
 - Soliciting and integrating lay suggestions/ideas/questions related to monthly service themes into our future Sunday service planning;
 - Continuing to proactively solicit congregational feedback related to our Sunday services;
 - Beginning to deepen congregational capacity for lay participation in, and leadership of, our Sunday services, through the offering of a 7 month-long skills building seminar in public story-telling; and,
 - Supporting the worship team in living into the values that the team has articulated for our Sunday services (shared with our UUAA community in the spring of 2019).

- 3) Support the Board of Trustees in 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:
 - Participating in and supporting a Board-led work plan that helps the congregation complete its visioning process; and,
 - Supporting the congregation, and its leadership, in articulating the top 2-3 strategic priorities emerging from this vision.

- 4) Establish the newly forming Living Our Values (LOV) Team, in supporting healthy, covenant-based relationship within the congregation, and the Shared Ministries Team (SMT), in supporting healthy communication and processes within the congregation. This will be worked on by:

- Creating, recruiting for, and sharing with the UAAA community the development of the new Living Our Values (LOV) Team;
- Helping develop and refine appropriately differentiated operational understandings for both the LOV Team and the SMT, by sharing knowledge, best practices, and guidance, as needed;
- Developing and/or revising written charges for both these teams; and,
- Establishing regular ongoing meetings with the chairs/co-chairs of these teams, in order to support the teams in their response to issues, questions, and feedback.

ADDENDUM B

(Previously shared with the congregation in the November 2019 UUAA Monthly Newsletter and during the 11/24/19 Sunday service.)

Living Our Values (LOV) Team Framing Document

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

PURPOSE:

The purpose of the lay-staffed “Living Our Values” (LOV) Team is to serve as partners in building, maintaining, and repairing congregational relationships to ensure that we are living in alignment with our UUAA covenant.

ROLES/RESPONSIBILITIES:

The work of the LOV Team 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.

The LOV Team, and its members, will remain fair-minded in matters related to congregational life, not serving as a representative for individual congregants, the staff, the ministers, specific program areas of the congregation, or specific subgroups of the congregation. The needs of the UUAA community, as a whole, will always be held first and foremost at the center of all that the LOV Team does.

The LOV Team is committed to supporting and nurturing healthy, right relationship, and for embodying and modeling the fact that our community cares when harm has been caused, whether intentional or not, whether initially recognized or not.

The LOV Team honors the confidentiality of its internal reflection and deliberation processes, while committed to the transparency of information sharing and outcomes.

The Team will engage in its work of supporting covenant-based relationality through three modalities:

- Supporting covenant-based relationship **in the absence of** harm or conflict, through such proactive, skills-building activities as workshops, seminars, and discussion circles, among other possibilities.
- Addressing potential or actual harm **in the moment**, serving as proactive bystanders and reminders of healthy covenant and mutual care.
- Serving as facilitators and guides who assist/support the conversation, healing, re-committal to covenant, and affirmation of love & care that is sometimes needed **after harm has been caused**.

SELECTION PROCESS & ACCOUNTABILITY:

The LOV Team will engage in the described roles and responsibilities as a **community of practice**. Recognizing that everyone possesses different skills and expertise, LOV is a team that is committed to reflecting, learning, and acting together, over time. Because this team functions as a 'community of practice,' rotation on/off the team will include a process of invitation and discernment in conversation with the chair, or co-chairs, of the team and/or the senior minister. We will strive to flexibly welcome in those who are committed to this work, and provide ways to graciously release those who need to move on, with an eye towards helping, over time, as many people as possible deepen their covenant-based skillfulness. This team reports to the senior minister and will submit a periodic report on its activities to the congregation's Board of Trustees, as is helpful or requested.

COLLABORATIVE RESPONSIBILITIES:

It is anticipated that while the LOV Team will focus on matters relating to healthy relationship and the healthy embodiment of our UUAA covenant, there is often no way to discuss healthy relationship and interpersonal dynamics without also discussing the very specific programmatic or operational matters which are often the context in which relationship has gone awry. As such, while the LOV Team has primary responsibility for "right relationship" and covenant-based issues and the Shared Ministries Team (SMT) has lead on operational policies, processes, and communication, it is anticipated that both teams will work as closely together as is needed, modeling healthy, ongoing communication, collaboration, and when appropriate, joint action between the two groups.

ADDENDUM C

(Previously shared with the congregation in the February 2020 UUAA Weekly E-Bulletins and during the 2/16/20 Sunday service.)

Music Ambassadors (MA) Team Framing Document

*"... this is our covenant with each other: to dwell together in peace, to search for truth in love,
and to help one another..."*

PURPOSE:

The purpose of the lay-staffed Music Ambassadors (MA) Team is to serve our broader UUAA community as a resource in responding to questions or feedback related to our Music Program.

ROLES/RESPONSIBILITIES:

The work of the MA Team will reflect UUAA and UU values and will seek to strengthen the shared covenant-based fabric of our community.

The MA Team is committed to supporting and nurturing healthy relationship and shared understandings about UUAA's vibrant and dynamic Music Program, serving as a resource to congregants who have questions or feedback about such. The MA Team will work directly with the Director of Worship and Music, and as useful/needed with the Senior Minister in consultation with the Director of Worship and Music.

The members of the MA Team are selected by the Director of Worship and Music, with an eye towards embodying on the Team a breadth, depth, and knowledge of UUAA's Music Program that will serve our broader community well.

The MA Team honors the confidentiality of its internal reflection processes, while committed to the transparency of information sharing and outcomes.

SELECTION PROCESS & ACCOUNTABILITY:

Members of the MA Team will be selected by the Director of Worship and Music, who will consult with the Senior Minister or their designee in the selection process of team members. Committee members will serve 3-year staggered terms. The committee will be composed of members who have a broad knowledge of UUAA's music program and music activities, 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. The specific number of committee members will be determined by the Director of Worship and Music, based on the workload and needs of the team. The committee will report to the Director of Worship and Music.

COLLABORATIVE RESPONSIBILITIES:

While it is anticipated that the MA Team will focus on matters relating to UUAA's Music Program, it is recognized that presenting questions/issues are often multi-faceted, reflecting multiple needs or domains. As such, while the MA Team will have primary responsibility for questions and feedback related to our Music Program, there may be times when this Team will work collaboratively with the Shared Ministries Team (SMT) and/or the Living Our Values (LOV) Team, and other times when an issue/matter may be fully handed off to one of these other teams for further action or response.

Leadership Development Team (LDT)
2019-20 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.

In the fall of 2019 the LDT initiated a process examining how we elect our lay leaders. Although our bylaws do not specify how many nominees should be presented per elected position, the practice has been to have a single nominee for each position to be filled. A question was raised as to whether this was indeed the best practice. A task force reviewed questions, looked at bylaws and practices of UU congregations, and filed two separate reports taking differing perspectives. No conclusions were drawn and no change agreed to in our election process.

This year, 2020, has become the year of the corona virus (COVID-19) requiring an alternate method of coming together to do our work. The LDT held meetings via Zoom video conferencing technology. The work continued pretty much unhindered, just in a different format.

The LDT presented a slate of candidates to the Board of Trustees for five Board positions (including vice president, secretary, and three members-at-large) and one LDT elected position. Additionally, we recommended the reappointment of one LDT member appointed by the Board.

Leadership Development Team Members 2019-20: Dixie Hibner (Chair), Terry Madden (BoT Liaison), Pete Mooney, Pat Herbst, and Leigh Robertson.

Governance Advisory Team Annual Report 2019-20

Submitted by Paul Morris, Tom Reischl, Sandy Simon

The Governance Advisory Team (GAT) is a standing committee that advises the Board of Trustees (BOT) on governance issues. The GAT is also charged with helping train new BOT members in UUAA governance and with presenting information to the congregation that will help them understand our governance structures and procedures. The current committee members are:

	Term began	Term Ends	
Sandy Simon	March 2018	March, 2023	2 nd term - Reappointed March, 2020
Tom Reischl	May, 2018	March, 2021	Replaced Elizabeth LaPorte (resigned) 5/18
Paul Morris	May, 2019	March, 2022	Followed Tim Richards 5/19

At the 2019 Annual Meeting, June 2, the GAT presented bylaw change options on proxy and absentee voting. The congregation voted not to provide proxy voting, but to implement absentee voting. The GAT helped the BOT create procedures for conducting absentee voting. The BOT then used the new process at the January, 2020 meeting for a vote to sponsor the ordination of Theresa Rohlck. The process went well and only minor changes are needed in future.

In October, 2019 we finished our research on optimal Board sizes for UU congregations (and boards in general) and submitted a report to the Board for their future consideration. As the year has evolved, this does not seem to be an urgent priority for the Board this year.

This year considerable effort went into researching, writing and getting input for a document with guidelines for bringing resolutions to a vote in the congregation. We held review meetings for the document with the Board, the Social Justice Council, the staff, the Justice in the Middle East Group, and at an open Q&A session. The document was posted on the website and emailed to the UUAA leadership list for additional feedback. After several revisions, we feel ready to implement this, although we do not have consensus on the percent of yes votes that should be required to pass a resolution, so we will need to present this to the congregation with a number discerned by the wisdom of the BOT. We are now writing up proposed bylaw changes that are needed to operationalize the guidance document. This effort has been slowed, first by unfortunate interactions with UUAA's Justice in the Middle East group, and now by the Covid-19 pandemic, but we continue to work toward implementation.

Our meetings this year often include BOT President, Erik Stalhandske and Vice President, Laura Bolletino. Their presence helps us stay in sync with Board priorities and needs.

Future work: We are continuing our work on bylaw wording for bring resolutions and large decisions to the congregation. We hope to see this implemented in 2020-21. We anticipate taking part in training the new BOT taking office in June. There may be governance issues to discuss after reviewing the effects of the Covid-19 pandemic on the running of UUAA. We need to start planning for more congregational education about governance. And it is time to revisit the Governance Task Force list of work to do.

**2019-2020
Spiritual Growth & Development
Annual Report**

Written by the Reverend Cassandra Hartley

Our program offers religious education opportunities for all ages - from infants to elders. Our program is served by two dedicated staff members: our SGD Coordinator, Mark Van Kempen and Assistant Minister for SGD, Rev. Cassandra Hartley. The SGD Committee for 2019-2020 was: Henrike Florusbosch, Stella Anderson, Delphine Benard, Tim Miller, Lora Girata, and the SGD staff.

Summer Program

During our 2019 summer SGD session, we continued our new 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. This curriculum was successful for a second year in a row and will be continued when we are able to have in-person summer programs again. We also experimented with having occasional programming for teens, which was well-received. We hope to expand that when possible.

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:

- We revamped the Coming of Age Initiation weekend ceremony (which we will implement in the Fall for current students or Spring for new students, depending on when we open again).
- We supported the creation of an LGBTQAI+ support group for teens.
- We had another great youth service trip with Re-member.
- We started monthly family resources posted on the bulletin board, including materials families could take home. These were enthusiastically received.
- We instituted a mandatory abuse prevention class for all teachers.
- We successfully completed a Sunday morning fire drill for the first time in over 10 years.
- We expanded the SGD committee, added new committee roles, and held our first committee retreat.
- We worked with NAMI to offer a presentation on mental health and suicide prevention for teens and parents.
- We shifted to online classes for children of all ages on zoom during the pandemic.
- We implemented OWL classes for all ages except 4/5th grades.

Adult Education

We had many great new offerings this year, including a very popular Storytelling Seminar, which we hope to complete when it's possible to meet in person again. We also had a successful Adult OWL class that met for several weeks. The OWL teachers plan to offer more, but shorter, offerings for adults in the coming year.

Looking Forward

As we face the uncertainty created by the pandemic, we're trying to think creatively about more small group ministry opportunities for all ages and more opportunities for online education. Currently our focus is on community building and fun online, but as we settle into this new way of doing SGD, we plan to find new ways to meet the spiritual growth needs of all ages. We're also thinking about what parts of our online ministry might need to continue being available even when we are able to meet in person again.

Music Ministries at UUAU 2019-20 Annual Report

Chalice Singers

Director of Worship and Music Dr. Glen Thomas Rideout leads the music ministries at UUAU, and serves as the director of the Chalice Singers, who rehearse weekly from Sept. through May. As with all the music ensembles, in-person meetings were suspended by mid-March 2020. This happened just days before the greatly anticipated 6th annual BIGsing, with special musical guest Melanie DeMore. While the cancellation was sad, it demonstrated the commitment of the music leadership to guard the health and safety of all involved.

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 the Chalice Singers, not only as pianist, but sectional leader and occasional conductor.

In early 2020, a new, lay-staffed **Music Ambassadors (MA) Team** was formed to serve the broader UUAU community as a resource in responding to questions or feedback related to our Music Program. Team members are selected by and report to the Director of Worship and Music to serve staggered three-year terms. The first MA Team includes Jim McCargar and Kristin LeSueur (co-leaders), Deana Shields, and Priscilla Spencer. Beginning in April 2020 the MA Team began coordinating weekly Chalice Singer zoom meetings and rehearsals to continue to provide opportunities for this community to gather until in-person choir returns.

Music at UUAU 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, and the appearance of a variety of guest instrumentalists and singers throughout the year, is clear evidence of how essential music is to the spiritual well-being of First UUAU.

Chalice Sparks

The Chalice Sparks children's choir is a thriving part of the music ministries at UUAU. There are approximately 20-25 kids between 3rd and 8th grade registered for the choir. 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, organizing activities for the kids during services on the Sundays they are singing, and coordinating social gatherings.

Beginning in September 2019, Dr. Glen Thomas Rideout has been the primary director of the ensemble, assisted by Theresa Rohlck, director of the Chalice Bells Handbell Choir. From time to time, pianist-in-residence Allison Halerz also joins the Sparks' leadership team. While rehearsing in-person was cut short in March 2020, the group has continued to meet periodically via Zoom.

Theresa has introduced the choir to the handchimes; learning this new instrument and incorporating chimes into the repertoire has been a challenge the kids have eagerly taken on, including a new work written for the choir by

Dr. Rideout (*Silence My Soul*, for piano, chorus, and hand chimes). In the coming year, the kids will have a chance to collaboratively create a piece in which they add parts they have composed themselves.

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. 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. The Chalice Bells hosted the Detroit Handbell Ensemble in December 2019; the free concert was made possible by donations from several UUAA congregants who had long established connections with the Chalice Bells. We hope this will grow into an annual event.

While the final two appearances in worship in Spring 2020 were not possible due to the Covid-19 pandemic, the group has met weekly via Zoom and has experimented with some virtual rehearsal techniques. At its foundation, this group of 14 musicians exemplifies our UU 7th principle: the choir is indeed an interdependent and interconnected web of existence, whether we meet in person or online; without the true sense of community exemplified by this group, the music would not be possible.

MUSIC@UUAA and the Association for UU Music Ministries (AUUMM)

Last year, our Congregation accepted an invitation from the Association for UU Music Ministries (AUUMM) to host their 2020 conference. The conference welcomes nearly 300 staff and volunteer music leaders, ministers, and religious professionals from the span of Unitarian Universalism. This conference is the Association's most active hub for peer-to-peer learning and dialogue, professional development, and resource exchange. This invitation is an honor for any community, as it is extended to music programs of health and high regard. Of note, the Association extended UUAA an invitation with hopes of learning more about the deeply-collaborative worship planning process here. As congregations across the denomination explore what it means to craft services as a team, our community has come to be known as a leading resource for learning, and offers wisdom from seven years of successes, shortfalls, and deep reflection.

Due to the extended COVID-19 precautions in place, the AUUMM annual conference planning team has cancelled this year's conference, inviting our community to host the conference in 2021.

authors: rev. Theresa Rohlck, Dr. Glen Thomas Rideout

Chalice Circles Annual Report – 2019-20

Submitted by Chair Ginny Preuss

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

1. Two groups formed to meet twice a month from October – May (14 sessions)
2. Four 20s/30s drop in circles were held
3. Seven one-time circles were held, coinciding with the monthly Worship themes.
4. Four Newcomers Circles were held, focused on the UU seven principles.

Chalice Circles have continued in virtual format since the Social Distancing began. Feedback from participants indicate they have been very effective.

There were fewer 14 session circles, than in prior years. This could be a result of many factors, including the growth in women's circles, the lack of facilitators for a Sunday circle, the significant commitment to participate in the long program and the fact that many people have been in the program in the past. The availability of childcare was an enabler for some people to participate who would not have been able to in the past.

The program continues to be valuable to participants and the UUAA community, particularly in its ability to engage newcomers.

The steering team will be reviewing our offerings for next year, given the shift in interest, and in order to respond to the conditions that may exist in response to Coronavirus.

Steering team: Karen Hale (co-chair), Ginny Preuss (Co-Chair/Registration/one-time circles), Cathy Olson (Newcomers Circle), Rich Donner (Evaluation), Shelley Stoll (Service Projects), Nicki Scholtz (Writing Team), Anne Ramsey (member at large).

Facilitators: Steering team, Cindy O'Connor, Suzanne Benloucif, Sam Lewis, Margaret Loebe, Kaite Kendall

Social Justice Council Annual Report 2019-2020

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 2020, there are 20 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, Kate Warner, Mary Ann Hergenrother, David Kohn, Susie Thompson and Quiana Perkins (Social Justice Coordinator).

Selected Activities

- Approved the creation of *UUAA Vets for Peace*
- Worked with the Worship Team and Sharing the Collection to coordinate the Social Justice Connections that highlight justice work during Sunday services.
- Hosted a Roundtable focusing on communication tools and room reservation changes.
- Planned a Leadership and Engagement Roundtable with the LDT for April that's been postponed until fall due to Covid-19.
- Will host a Zoom dialogue with SJ leaders and members to check-in and discuss how they're coping during the pandemic and what adaptations they've made.
- Worked with [Wwebtech](#) and each group to create uuaa.org emails for use in the brochure as a contact email rather than using personal emails.

Goals

Enhance collaboration, communication, and the effectiveness of social justice work at UUAA. Work with the 20/50 Vision Team on addressing the congregation's social justice strategic goals and engaging with our community social justice partners.

Sally Preston
SJC Chair

UUAA Alpha House Committee annual report 2019-2020

Author: Sandy EYL

Overview: Alpha House is an emergency shelter for children and their families, who are temporarily experiencing temporary homelessness and is the only family and children shelter in Washtenaw County. This is a key component to the priority of the congregation identified in the vision 20/50 report: **anti-racism and anti-oppression work**.

UUAA hosts four weeks each year: June, November, January and April. Volunteers donate and serve dinner each night, make hot breakfast on weekends and school holidays, and supervise children's activity time after dinner. Committee members help in the social hall to sign up volunteers and collect funds; and purchase groceries and supplies for the host week.

Key accomplishments:

- Full Thanksgiving dinner during November host week
- Added two more days during November host week
- Seasonal activities and crafts led by volunteers or the 7th grade SGD class
- Instituted leftovers night in February 2020 to reduce food waste

Supporting Alpha House during COVID-19:

Worked with IHN staff to buy COVID preparedness supplies for the shelter in March. For the April host week, we changed volunteer roles to keep residents and staff safe. We updated our sign up genius online to keep up with changing needs. Dozens of UUAA donors contributed financial contributions to support our host week (these were sent to UUAA or donated online on UUAA.org). We spent over \$1000 of fundraised dollars on groceries and COVID supplies plus prepared meals to support the April host week. Committee members searched the internet for fun and engaging content to share with Alpha House parents, and we commissioned the creation of coloring pages drawn by Debra Golden to share with the kids. We hosted three movie nights at the shelter and collected DVDs for them to use to continue the tradition!

Challenging Racism Group Annual Report 2019-2020

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; and to provide opportunities for reflection and action.

Members who regularly attended our monthly planning meetings are:

Kathy McLean (co-chair)	Margaret Pekarek (co-chair)
Larry Works (co-chair)	Charlie Pekarek
Edie Croake	Kathy Friedrichs
Lucia Heinold	Mary Ann Hergenrother
Sharon Hewitt	Louise Kazaranoff
Jeannine LaPrad	Quincy Northrup
Joanna Courteau	

This year the Challenging Racism Group has engaged in planning and or participating in the following events and activities:

- held one day mini retreat to plan for the coming year
- created a covenant
- co-sponsored a showing and discussion of the film *Banished* (with Mindful Eating Team)
- purchased 10 copies of *An Indigenous Peoples' History of the United States* to loan to congregants
- sponsored a viewing of a BLUU worship service followed by discussion
- co-sponsored a forum on multicultural outreach (with Quiana and Unity Group)
- co-sponsored a forum about the PPC (Poor Peoples' Campaign) (with Unity Group)
- facilitated a book discussion of *An Indigenous Peoples' History of the United States*
- sponsored a diaper drive for families in need in Washtenaw Co
- co-sponsored showing and discussion of film *Healing Justice* (with Friends of Restorative Justice)co-sponsored a viewing and discussion of film *Who Was Diani Crystal* (with IAC)
- updated digital platforms for CRG (thanks Larry!)

Members of CRG participate in a variety of anti-racism activities in the wider community, such as the Poor Peoples' Campaign, Being Black in AA (at St Andrews), Interfaith Council for Peace and Justice, and Washtenaw RACE Dialogues, providing reports back to the group.

We are grateful to everyone who contributed to the work of the CRG this year and to members of the congregation who attended our events and contributed their unique perspectives.

Gratefully submitted,
Kathy McLean (co-chair)
Margaret Pekarek (co-chair)
Larry Works (co-chair)

UUAA Climate Crisis Action Team 2019-2020 Annual Report Update

Submitted by: Jeannine LaPrad, Team Co-Lead

The Climate Crisis Action Team is a group of over 70 UUAA members and friends who share concern about environmental and climate change and seek to take actions, big and small, to move our planet toward a more just and sustainable future.

The Climate Crisis Action Team's time and focus between May and August 2019 was on learning from our activities in 2018-2019, including working with the outcomes of a climate café held in June 2018 and a book discussion of *Justice on Earth: People of Faith Working at the Intersections of Race, Class and the Environment*, co-edited by Reverend Manish Mishra-Marzetti and Jennifer Nordstrom which was co-convened in November 2018 with the Challenging Racism Group. Through these two events members of the congregation generated a list of potential [actions](#) that form the basis for ongoing planning, community engagement, and collective action for our team.

During the same timeframe, Tom Bauld transitioned leadership responsibilities for the team to Jeannine LaPrad and Kate Hutchens. Throughout the transition and the remainder of the year, other members of the steering committee and the congregation have provided critical thought leadership for this work. For example, Ruth Mohr, Larry Junck, Dave Friedrichs, Carrie Hatcher-Kay, and Brian Chambers each have made important contributions and connections to other work and partnerships inside and outside the congregation.

Major activities for 2019 include:

- Our Climate Crisis Action Group was one of the sponsors of the September 20th, 2019 Global Climate Strike rally in Ann Arbor. Since then we've been connecting in with UUA and a broad new vibrant coalition that has come together through the climate strikes that includes amazing youth led groups like the [Sunrise Movement](#) and others.
- On November 21, 2019, the UUAA Climate Crisis Action group sponsored a forum to raise awareness about the ways in which climate change is affecting the Great Lakes and what we can do as residents of Michigan to help heal and protect them. More information about this is on our [climate crisis action team web page](#).
- The team has also been participating in climate action related initiatives and events through [UU Ministry for Earth](#), including sharing information and resources with the congregation for celebrating World Water and Earth days and taking local action regarding water injustice in Detroit that was exacerbated tied to COVID-19.
- We have also been an active member of the [A2 Climate Action Partnership](#) and many of us have been involved in the planning process to help create the [A2Zero Carbon Neutrality Plan](#) a plan that invests in the resilience of people and place and doubles down on our efforts to reduce greenhouse gas emissions in an effective and just way.
- We have also been participating in the [UUAA Vision 20/50 project](#) through which many members of our beloved community have shared their voices and vision for strengthening our environmental and climate justice commitment and action.

Our vision/goal for 2020-2021 is to encourage a core group of members to work together as part of the Vision 20/50 action planning process to build new partnerships inside and outside of the congregation and ensure we're acting together in just, equitable, and sustainable ways.

THE UUSC FAIR TRADE COFFEE PROJECT

The coffee project was launched in 2001, and we continue our on going efforts by selling Fair Trade organic coffee, tea, chocolates, nuts, olive oil and dried fruits to our UU members.

This project embraces the vision of human rights by joining hands with small farming communities globally in securing economic, social and environmental justice.

Our products are linked to Equal Exchange which supports farmers world wide. Our team consists of dedicated volunteers who sell our products every Sunday. A portion of our earnings also go to UUSC's human rights social justice work, and support the UUAA.

Due to a lack of volunteers after the 2nd service, we now offer only after 1st service, except during the weeks before Christmas.

Sara Gibb

April 21, 2020

Habitat for Humanity of Huron Valley UUAA Good News House Committee

Mike Muha, Committee Chair

Habitat for Humanity of Huron Valley works to enrich Washtenaw County by providing affordable homeownership and additional programs to support families of low- to moderate-income. UUAA is a strong member of the Good News House Group, which is a 30-year ministry of 17 churches that combine resources and volunteers to support Habitat's mission.

Our UUAA committee coordinates volunteers to work on-site building and refurbishing homes and grounds, provides lunches for the on-site crew, and raises money to defray building costs.

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 this year runs from June thru September. 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.

Because of COVID-19, we are planning on offering opportunities for congregants to contribute in ways in addition to doing the on-site work or offering financial support. Details are still being worked out, but we are committed to assuring that those who want to can contribute to Habitat's success. We are also following Governor Whitmer's recommendations to assure safe working conditions.

In 2019:

- Over 70 congregants participated, including those providing lunches and those working on the houses
- The congregation donated over \$9,000 toward building expenses.

Committee members include Mike Muha, Sandy Simon, Fran Lyman, Gwen Guthrie, Lucy Graff, Keleigh Anders, Dale Sniegowski

IMMIGRATION ACTION COALITION ANNUAL REPORT May 1, 2019 - April 30, 2020

Submitted by: Cheryl Valentine, Chair

WHAT IS IAC?

The Immigration Action Coalition (IAC) at UUA works to educate ourselves and others about immigration issues, advocate for immigration policy reform, and act in support of immigrants in our community. Motivated by our belief in the inherent worth and dignity of every person, IAC has met monthly for over five years and has collaborated with many community organizations as we've worked towards these goals.

ACTION HIGHLIGHTS

DIRECT AID TO COMMUNITY MEMBERS

In response to Covid19 IAC contributed \$14,000 from the UUA Sanctuary Account to a WICIR (Washtenaw Interfaith Coalition for Immigrant Rights) Emergency Fund to help undocumented families in our community. Over 200 families (mostly single mothers, the sick and the elderly) have been helped as of April 25 with \$200-\$300 cash grants. We also donated \$3500 to WICIR through the December's Share the Collection.

SOAP FOR COUNTY JAIL INMATES

IAC members contributed bars of soap to a campaign led by students in U of M's School of Public Health for people in detention in Michigan county jails who lacked a way to sanitary supplies to fight Covid-19. Over 1,000 bars were collected.

ADVOCACY FOR ICE DETAINEE RELEASE

IAC members advocated for the release of immigrant detainees from Michigan jails where conditions make the spread of COVID-19 especially dangerous to inmates, staff, and the surrounding communities.

MIGRATION FAMILY FUN NIGHT DECEMBER 6

IAC showed the border-crossing film, "Who is Dayani Cristal" and led a discussion. Members also introduced the Migration is Beautiful Project and showed children and adults how to make butterfly tiles. The tiles were placed in public areas to remind folks that migration is a natural and beautiful thing. IAC collaborated with the local Jewish Community who envisioned this project and with The Ann Arbor Friends who inspired by us, introduced the project to Quaker families.

ASYLUM SEEKER ASSISTANCE

- IAC partnered with Legal Services of South Central Michigan to pay legal fees (\$1,045) to stop a deportation order for **JGD**, a 26 year old woman previously approved for a U-VISA (victim of a crime) and DACA.
- We partnered with the Network Supporting Asylum Seekers (NSAS) and the River Raisin UU Fellowship to bond **K** out of detention (\$5,000) and donated \$2400 for transitional help.
- IAC sponsored **D**, a DACA recipient and WCC student with \$1025 for tuition, books and supplies
- We helped Mexican journalist, **Emilio Gutierrez** in finding housing and furnishings and helped promote his watercolor exhibit, "Migration and Memories."
- We contributed \$500 for living expenses for **Irma**, a Honduran feminist leader.

SANCTUARY

Supported Washtenaw Congregational Sanctuary, a coalition of 14 local religious organizations, which has kept Mohammed safe in sanctuary over the past year. UUAA paid membership dues of \$2400 and members have volunteered as door-minders.

ADVOCACY FOR TPS

IAC led a letter-writing campaign in support of a path for citizenship for holders of Temporary Protected Status. Over 100 letters were delivered to UUSC for this national campaign.

DRIVING WITH DIGNITY

Partnered with Cosecha, a local immigrant led group, to send postcards to Michigan legislators asking them to enact new laws giving all qualifying Michigan residents the right to apply for a drivers license.

FUTURE PLANS

IAC LEADERSHIP CHANGE

IAC is currently restructuring so that leadership roles are dispersed among three subgroups.

- 1) **Educational programming** lead by Susie Thompson and Cesilie Cordovilla.
- 2) **Systems Advocacy** for immigration policy changes lead by Dan Saunders and Joan Parker.
- 3) **Action** in support of local immigrants lead by Kathy McLean and Ruth Cassidy.

SEPARATED BOOK TALK

Author and public health advocate, William Lopez, will virtually discuss his book, Separated, on Sunday, May 17 at 6 p.m. In the book Lopez analyzes the mental health impact of an ICE raid on our local community. Co-sponsored with Challenging Racism and Unity Forum.

SAMARITAS TEMPORARY FOSTER CARE

IAC IS Working with Samaritas to raise awareness of the need for Temporary Foster Care homes for unaccompanied minors. IAC hosted Samaritas to give the 5 minute social justice talk on Sunday, Jan 19 and an art show of works by immigrant youth. We are planning a virtual Q&A covering ways congregation can help.

Unitarian Universalists for Justice in the Middle East

2019–2020 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. Lasting peace requires an end to Israeli military rule, colonization and occupation of Palestinian territories; the right of refugees to return; and equal rights for Israel's Palestinian citizens.

Accomplishments

8/25/2019 – “[Refusing to be Enemies: The Zeitouna Story](#)”, co-sponsored with *Unity Group*. The film documented a group of Arab and Jewish women that models the transformative power of dialogue. Zeitouna members Laurie White, filmmaker, and Huda Rosen led the discussion.

9/29/2019 – “Achieving Civil Rights in Palestine/Israel Through Nonviolent Struggle”. Over 100 Ann Arbor area Christians, Muslims, Jews and UUs attend an interfaith conference on the Boycott, Divestment and Sanctions Movement co-sponsored by UUJME. The event featured Rev. Naim Ateek, founder of the [Sabeel Ecumenical Liberation Theology Center](#).

Other Activities

- 2019 General Assembly - Action of Immediate Witness: [Supporting our Frist Amendment Right to Boycott](#), sponsored by the national [UUJME](#), overwhelmingly approved.
- UUAA Congregants sent postcards urging members of Congress to co-sponsor the “[Promoting Human Rights for Palestinian Children Living under Israeli Military Occupation Act](#)” (HR 2407). UUA President Rev. Susan Frederick-Gray and two dozen [faith community leaders wrote a letter](#) supporting the bill.
- 2020 General Assembly – Business Resolution: [Embodying Human Rights in Our Investment Decisions](#), sponsored by a coalition of justice groups, is on the agenda.

Goals

In February 2019, 72 UUAA members wrote to the Board of Trustees requesting a vote on a boycott and divestment resolution supporting Palestinian rights. We are working with the Board to 1) educate the congregation about the international [Boycott, Divestment and Sanctions Movement \(BDS\)](#), 2) give members of UUAA the opportunity to consider the resolution proposed by UUJME.

<http://uuaa.org/index.php/social-justice/faith-in-action/auujme>

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, recognizing food's impact on the planet and its role in the interdependent web of all existence. We search for truth in love, never dictating but encouraging exploration of how values inform food choices. The inherent worth and dignity of every being underlies our work.

Members include co-chairs Cathy and Colleen; Connie McGuire, Merrill Crockett, Ruth Vail, Eileen Wright, Sheila Sanders and Mark Sanderson. In 2019 we lost Guala Lauzzana, beloved longtime member and founder of the Locavores.

Activities

Weekly Social Hall tables provide information about our activities, with a theme each month. On first Sundays we feature local, healthy treats. During summer we offer Produce Sharing.

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

FACEBOOK: <https://www.facebook.com/MindfulEatingUUA/>.

Newsletter is sent electronically to over 600 people.

Other activities:

- Veg UUA hosted a bi-monthly Plant Friendly Family Potluck.
- Visited Tilian Farm Development Center
- Hosted a talk on Regenerative and Biodynamic Agriculture.
- Raised and donated 2,678 pounds of produce and \$3,500 with the Food Gatherers Farm Project and neighbor Bill Schmid.
- Showed "Banished" at Friday Fun Night, movie showing how black farmers had their land stolen.
- Hosted a dinner for the UUA Auction, raising \$500.

Future Plans, Goals to carry out our Mission:

- Review the Ethical Eating SOC as inspiration for new presentations
- Support Food Gatherers with our 10th season of the Farm Project
- Contribute a fundraising dinner for the Auction
- Educate and raise awareness of issues at our weekly table
- Grow our core group membership

2020 Prison Books Annual Report

The Prison Books Program delivers books for use by prisoners in Michigan prisons. 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 2019-2020 we collected over 9,000 books from area public libraries (Saline, Ann Arbor, Chelsea, Ypsilanti, and Rochester Hills); AAUW sale in Ann Arbor; Ann Arbor Kiwanis; and individual donations; . We delivered 4,895 books to several prisons in Jackson, the Washtenaw County Jail and waiting room, and the Huron Valley Women's Prison. Overcrowding at all the prisons we serve has reduced available staffing in prisons to sort books, as well as space in prisons for libraries. The librarians in the prisons we serve have told us that we are their only source of books.

We continue to receive requests for information about our program, how to create a similar program, about donating books, and about volunteering to help. Use of a single email, prisonbooks@uuaa.org, has been useful in ensuring prompt replies.

Volunteers, (including non UUA congregants), who worked on the program this year include: Dick Barber, Lee Boeke Burke, Shelley Ferguson, Dave Hall, Emily Harpe, Bob Heinold, Anna Kuipers, Sara Matthews, Mike Muha, Quincy Northrup, Dave Purcell, Audrey Salas, Dave Schwab, Phyllis Valentine, Tadd Rosa, Anne Vanden Belt, and Debbie Zivan. We continued phasing in new leadership and dividing responsibilities. A small team now coordinates communication via email with prison librarians, local area librarians, and volunteers. This year we honor Bob Heinold, one of the original committee members, as he moves away.

Submitted by Phyllis Valentine

Restorative Justice UUAA (RJUAAA) Annual Report (April 2020)

Submitted: Co Chairs, Kathy Friedrichs and Carolyn Madden

Restorative Justice UUAA is a relatively new social justice group which began as a subgroup of the secular and interfaith group, Friends of Restorative Justice of Washtenaw County. Currently RJUAAA has 17 members. Highlights of the past year include:

- Showed film, “Healing Justice” plus an in-depth discussion about: the impact of trauma, redefining justice, the power of healing justice and peacemaking circles;
- Sponsored a Social Justice Connection and forum by Demetrius Titus on the Good Neighbor Project of the American Friends Service Committee (AFSC) Michigan Criminal Justice Program, describing training and procedures for writing letters to incarcerated persons in Michigan prisons;
- Supported training for volunteers to participate in a Parole Readiness program at the Women of Huron Valley (WHV) facility;
- During Covid-19:
 - Signed letter to Governor Whitmer through AFSC to release long-serving elderly prisoners at WHV
 - Donated to and helped organize a campaign to write to women at WHV in particular need, and send small standardized packages of personal items and money for phone calls. To date (and project is still ongoing) we have:
 - over 30 volunteers pledging to write and/or donate or both
 - over 25 women at WHV participating in the program
 - Raised close to \$2000 for small packages and phone money

Sharing the Collection Program

Chairperson: Janet Duncan

Committee members: Casey Jackson, Glenn Kime, Fran Lyman, Jim Marks, Mary Phelps, Kate Warner

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, 2019, through April 30, 2020, our monthly collection has supported twelve different community organizations, totally \$26,013.42, compared with \$31,101 for the previous twelve-month period. (Note that due to Covid 19, April's number were unavailable). The largest monthly donation being \$2987 and the smallest \$1,583. So far in 2020, we have collected and shared \$8013.42. (Absent April's numbers)

The organizations supported in the twelve months prior to April 30, 2020:

Habitat for Humanity of Huron Valley
Foundation Preschool
Community Action Network (CAN)
Religious Action for Affordable Housing (RAAH)
Washtenaw Literacy
Unitarian Universalist Service Committee (UUSC)
IHN/Alpha House
SOS Community Services
Washtenaw Interfaith Coalition for Immigrant Rights (WICIR)
Growing Hope
Peace Neighborhood Center
Safehouse Center

New Plans:

Adapt Sharing the Collection to an Online Format Due to COVID-19:

- Sharing the Collection payment link posted to UUAA website under Support, credit card payment.
- Posting Sharing the Collection recipients on the Online Newsletter with active links to the organization and the UUAA payment link (Support, credit card payment).

Future plans:

- "Putting a face to the organization" – Adapting presentation/speech from an executive, a board member, or a beneficiary of the social service to an online format (Due to COVID-19) that will help the congregation better appreciate how their contributions are making a difference in the community.

Solicitation of applications for support in 2021 (October-November)

UUAA Annual Report 2020

TEAM: Pastoral Care

REPORT AUTHOR: Quiana Perkins- Pastoral Care Coordinator

Current Pastoral Care team: Karl Sikkenga, Donna Clark, Sandy Breck, Priscilla Spencer, Julie Dybdahl, JB Hillbert, Sherry McCargar (Judy Marks resigned in Jan 2020)

Visitors: Sandy Breck, Sara Gibson, Joan Burleigh, Meredith Ley

Newly trained short term visitors: Jan Capin, Kate Moore, Diane Downer, Cheryl Barget

TEAM DESCRIPTION: Pastoral Care is the embodiment of the love we share for each other, encompassing times of need and joy. The Pastoral Care Team remains in constant communication to hear and address the varied needs of community members. Using the network of congregants to engage directly when appropriate, and calling on ministerial support to assist when needed/ requested.

HIGHLIGHTS May 1 2019- April 30 2020:

In May of 2019 we introduced the Pastoral Care Network was introduced to the Congregation. This network approach combines the skills and strengths of the ministerial team and the congregation to provide assistance in times of need and joy. A key element of the network is congregant to congregant care (congregants offering help to each other). Quiana Perkins, Pastoral Care Coordinator, along with the Pastoral Care Team manage the system, connecting those who need help with those willing to assist.

Over the course of the program year, the PC Team was able to answer the care requests in the following areas:

- Cards- over 100 sent from the team
- Rides- We have answered 9 ride requests with 2 of those being ongoing for close to 1 year.
- Meals- we have been able to provide meals for 5 community members; one was a long term train for member recovering from cancer that lasted for 4 months.
- Calls- Although we do calls and follow up calls, we have not yet to develop an efficient tracking system
- Visits- We have a 5-member team dedicated to visits. They have 10 consistent visiting partnerships.
- **TRAINED ADDITIONAL VOLUNTEERS**

Based on feedback from the community, we trained 5 more visitors that can focus on short term visiting requests. These volunteers have a background as care professionals- nurse, therapist, social workers. They will be called on to visit those in long term hospital stays, short term rehabilitation and other appropriate situations.

NOTE: These numbers do reflect times when congregants have responded to care requests communicated in the PC News. Nor does it reflect the staff's role as pastoral care providers.

COVID-19

In response to COVID-19, Pastoral Care team:

- Continue answer to care request- we have not changed how we respond to care requests; when a person is in need, they can still reach PC through all the channels, after an initial assessment, a care plan is created and cared out with the person in need.
- Established a Q (uarantine) Buddies- A Q Buddy is a congregant who is willing to be a quarantine buddy with a HELD CLOSE member of the community. We are asking for Q Buddies to check their buddy 1-2 times per week via phone, provide some social connection and communicate with the Pastoral Care team if the person requires additional care. This campaign matched ** 25 people to be in weekly communication. We have also sent biweekly check in emails with suggestions on questions and activities for buddies. The campaign has been a success.
- PC Call Hours- Monday at 11:00 am and Wednesday at 6:00, PC offers an hour of spiritual and emotional support to those in need. If needed, on Monday there is a special ritual for grief and loss for those we have lost the week before. These hours are posted in the PC News, in the Spiritual Connection weekly communication and displayed on the screen after Sunday Service.

FUTURE:

We plan to continue to respond as needed to request, dedicate time to strengthening tracking systems for calls and cards. Once in person gatherings resume, we will still maintain 1 hour of online PC Call hours.

UUAA Annual Report

Team: Black Congregants of UUAA (BC@UUAA) (*formally BLUU at UUAA*)

Author: Quiana Perkins Social Justice Coordinator

Team Description: In addition to being a supportive space for Black UU's, the group will also initiate and support collaborative social actions. This group meets twice a month (business meetings, BLUU Worship watch events).

Lay leaders: Constance Dickinson and J. Johnson

HIGHLIGHTS May 1 2019- April 30 2020:

- Black Congregants at UUAA (BC@UUAA) officially became a UUAA group in this program year. The group was developed after Black congregants expressed a desire to meet for more than BLUU Worship Services. Becoming an official group, allows the BC@UUAA access to church resources and supports that will help them grow and become sustainable.
- Oct 2019 Participation in the congregation wide Spiritual and Social Connections Open House. BC@UUAA shared a table with the POC Gatherings and Multicultural Outreach.
- Oct/ Nov- Constance Dickenson and Quiana Perkins attended the Black Lives of UU Jordan Harper Symposium in Minneapolis. The Symposium focused on Black liberation theological while also giving participants opportunities to create and cultivate community.
- Dec 2019- In partnership with POC Gatherings and Multicultural Outreach, BC@UUAA, hosted a Family Holiday Party at UUAA, we had over 30 people in attendance and a request to hold the event again in the Summer.
- Dec/ Jan 2019- BC@UUAA celebrated Kwanzaa by sharing essays on each Kwanzaa principles over the course of the seven-day celebration- sharing them on webpage and Facebook. This was one of the first intentional and visible celebrations of Kwanzaa the community has experienced in many years. This campaign included sharing's from Dr. Glen Thomas Rideout- Director of Music and Worship, Quiana Perkins and other Black Congregants

COVID-19

In response to COVID-19, BC@UUAA In partnership with POC Gatherings and Multicultural Outreach, are hosting bi monthly zoom calls.

FUTURE:

After we resume in person meetings, we will continue to meet twice a month: once online for connection and one in person business meeting. This time will be spent adding layers of structure and governance, and discussing the best ways to engage the larger UUAA Community and event planning.

Bridge Group Report for 2019-20

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 \$380 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, Phil Tuchinsky, Joyce Van Ochten, Lucy Bauman, Tom Overmire, and Quintin Smith.

Karen Bourdon: Bridge Coordinator

Tim Romlein: Bridge Manager

UUAA COMMUNITY OF WRITERS 2019-2020 ANNUAL REPORT

Submitted by Mary Lund, Co-facilitator

The UUAA Community of Writers are completing our fifth year of regular monthly meetings. Also, in July and December of 2019, we presented our semi-annual formal readings with the congregation invited. In October, we participated in the Open House initiated by the Social Justice and Pastoral Care Department, as a Sunday Social Hour for Adult Education Groups to present their goals and activities. With 2020 came the pandemic. The Writers group replaced in-person meetings with online exchanging of our writings.

Our Summer meetings of 2019 were highlighted by our July formal reading with the congregation invited. Ten of our members read their writings of poetry, fiction, and memoir, followed by coffee and conversation. The Fall season began in September with a session on poetry of protest led by a Writers member and including readings of members' writings of protest. In October the Writers group participated in the Open House Social Hour with handouts created by members and a booklet of sample writings by thirteen members to inform others interested in a creative writing group. In December, we held our formal reading and also invited three of our ministers as guest readers. Reverends Lindasusan Ulrich and theresa rohlck read their fiction and poetry. Because of illness, Dr. Glen Thomas Rideout regretfully declined.

January and February of 2020, generated new ideas to enrich our writing in addition to reading our writings for supportive feedback. As our nation faced the pandemic, we followed the state and church resolution to cancel all programs, and suspended our March and April in-person meetings, by exchanging our writings and responses by email. At this difficult time, we have found our sharing an encouragement. We are planning our online May exchange, and welcome adults seeking a writing community. Contact: Mary Lund at mlund@mi.rr.com .

The Humanist Study Group (HSG) 2019-20 Report

By Bruce Gibb, April 10, 2020

The HSG is an official subgroup or ministry of the UUAA for those who are interested in or have a humanist philosophy. We have over 90 registered members; more than 20 are active in each of our meetings. We meet from 2:00PM to 4:00PM the first and third Thursdays and from 7:00PM to 8:30PM the first and third Mondays of the month.

Bruce Gibb and Charles Pekarek facilitate the Thursday meetings; Hal Breidenbach leads the Monday meetings.

The HSG mission: The Humanist Study Group provides a forum for members to explore and deepen their understanding and application of Humanism. We actively affirm and promote Humanism in the UUAA and Ann Arbor community. We carry the flame of Humanism in the UUAA.

We embody all of the UUA Principles in both the content and the processes we follow in our meetings. We use all of our Sources in our meetings but have an emphasis on Humanist teachings, direct experience and current affairs. We studied in depth 30 articles or books during the 2019-20 year.

We have and continue to advocate for becoming a Freethinking Friendly welcoming congregation. We actively engage with the Shared Ministry Team and Board of Trustees to consider improvements in governance so that as a Congregation we use democratic processes and structures.

Our goals for the 2020-2021 year are:

1. To continue to build and sustain a pluralistic community where free thinkers can feel safe and be supported.
2. To give a voice to humanists, atheists and agnostics through discussion, constructive activism, education, and philanthropy.
3. To support building the UUAA community using democratic principles and the active pursuit of the separation of religion and government.
4. To use our human capacities of empathy, compassion, and rational thinking as the foundation for ethical behavior.

Memorial Reception Team 2019 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 memorial service and reception, a team coordinator helps the family plan the reception. The coordinator also organizes reception team volunteers and memorial reception duties.

On the day of the reception, team members
Prepare and decorate the Social Hall
Welcome guests and family members
Set up personal items
Arrange and serve refreshments
Clean Social Hall and kitchen
Pack up leftovers and personal items

This year, we assisted with five 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 team coordinators. We are pleased to announce that Judi and Richard Lintott will be joining us as co-coordinators.

2019-2020 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 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 activities which are designed to enhance friendships, spiritual growth and positive community engagement.

The membership of the 2019 Council included Kurt Skifstad, Craig VanKempen, Sean Reed, Mike Muha, Tom Reischl, Gregg Peterson, Jim McCargar, Jim Schaefer, and Pat Herbst. In 2020, Glenn Kime, Glenn Harris, and Kenji Yano joined the Council as Jim McCargar, Kurt Skifstad, and Craig VanKempen finished their terms.

Highlights: Nurturing a supportive community of men, now and in the future

- The 2019 Men's Retreat, held at Judson-Collins Center on Wamplers Lake, from September 20-22, 2019, was our 20th annual gathering. 50 men attended the retreat including 9 first-time attendees. The theme of "Resilience" was highlighted in small group discussions and in a session on spiritual practices, led by Reverend Manish.
- A Men's Council representative participated in the planning stages of the congregation's new and invigorated pastoral care activities and the Council continues to encourage the fellowship to actively support and attend to the pastoral needs of the congregation.
- Members of the Men's Council began a series of meetings with members of the Womyn's Council to brainstorm on future joint programming.
- The Men's Council unanimously agreed to contribute \$1,000 to the congregation's "Stone Soup" fundraising effort.
- The 2020 Men's dinner, set to feature State Representative Yousef Rabhi on the topic of "Civic Engagement", was postponed as a result of the COVID-19 pandemic.
- Eight active circles continue to provide ongoing mutual support to 80+ men of the congregation. This work has continued via virtual meetings at an even greater pace since the beginning of the "stay-at-home" orders.
- Monthly breakfasts and "Men's Night[s] Out" provide an additional avenue for men to gather in community. The monthly breakfast recently moved to a *weekly* online virtual gathering in light of COVID-19.
- The Council is actively brainstorming on innovative and safe alternatives to the formats of our annual dinner and retreat in anticipation of the need for continued social distancing for the next several months.

UUAA Annual Report

Team: Multicultural Outreach

Author: Quiana Perkins Social Justice Coordinator

Please note that this is the first year Multicultural Outreach has existed and their first annual report.

Team Description: Multicultural Outreach (MCO) at UUAA centers the voices, needs, and spiritual growth of Black, Indigenous, People of Color. This ministry stands at the intersection of welcoming + racial justice + social justice.

HIGHLIGHTS May 1 2019- April 30 2020:

- Oct 2019 Participation in the congregation wide Spiritual and Social Connections Open House. MCO shared a table with POC Gatherings and Black Congregants of UUAA (BC@UUAA).
- Dec 2019- Multicultural Outreach, in partnership with POC Gatherings and Black Congregants of UUAA hosted a Family Holiday Party at UUAA, we had over 30 people in attendance and a request to hold the event again in the Summer.

COVID-19

In response to COVID-19, Multicultural Outreach is hosting bi monthly zoom calls attended by members of both POC gatherings and Black Congregants @UUAA.

FUTURE:

After we resume in person meetings, MCO will continue to center and support the needs and spiritual growth of Black, Indigenous, People of Color. We will continue to hold monthly online zoom calls and participate in the larger UUAA community events, gatherings and celebrations.

UUAA North Group 2019 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, to provide opportunity for discussion, conversation and community outside of the formal service structure of UUAA. In 2018 we expanded to include UUAA members in other geographical areas of Ann Arbor. We meet monthly with an attendance ranging from twelve to fifteen participants.

In 2019 we shifted from rotating meetings between homes of participants to a meeting room at Glacier Hills to facilitate participation to those who require level entry accessibility.

During the Covid-19 lock-down, and effective with the April 2020 meeting, we moved to a virtual meeting via Zoom.

Office Team Annual Report 2019-2020

Office Administrator Deborah Casamatta oversees a volunteer team working half-day shifts in the main office. The nominal job of the office volunteers is to answer the phones and staff the front desk, Monday through Thursday, 9:30am to 4:30pm, and to provide support to the administrator, ministers, staff, and other Congregational ministries. The 2019-2020 team members were Carolyn Barber, Mark Dickinson, Scott Ferguson, Debita Graham, Liz Hartley, Jim McCargar, Cathy Olson, Caron Pelton, Sally Preston, and Bennett Stark, with some changes throughout the year. These volunteers are usually the first person a visitor to the building encounters.

While working the desk, volunteers performed other basic tasks: filing; copying; folding and collating the order of service and preparing inserts for Sunday services, memorials, and weddings; preparing mailings; producing and posting notices of building hours; and stocking office supplies. The team maintained the whiteboard event schedule in the main hallway and kept the office and main hallway clean and welcoming.

These volunteers also edited and proofread the orders of service, monthly newsletter, weekly bulletin, and other publications, as well as maintained their archives. They processed recordings of services and posted them online. They also entered data to important UUAA databases and filed their paper backups. Examples are the Automated Church System (ACS) which holds membership, pledge, and giving records, and UUAA's wedding and memorial databases. An ongoing project this year has been setting up a playlist of music produced by our pianist-in-residence, choir, and handbell choir to provide MUUzak-like background music for the office.

UUAA Annual Report

Team: POC Gatherings

Author: Quiana Perkins Social Justice Coordinator

Please note that this is the first year POC Gathering has existed and their first annual report.

Team Description: The purpose of the group is to be a brave and supportive space for UU POCs to share their unique perspectives through conversation and community building. The group is also committed to be in active partnerships that support the work of this congregation.

Lay Leader: E. Camu Kramp

HIGHLIGHTS May 1 2019- April 30 2020:

- POC Gatherings was created to meet the needs of those who do not identify as Black or White; whose identity and experience is that of a person of color. This includes those who identify as Asian, Indian, Middle Eastern, Latino and Indigenous people etc. Their unique intersection of experiences needs their own space to grow and thrive.
- Oct 2019 participation in the congregation wide Spiritual and Social Connections Open House. POC Gatherings shared a table with the Black Congregants of UUAA (BC@UUAA) and Multicultural Outreach.
- Dec 2019- In partnership with Black Congregants @ UAA and Multicultural Outreach, hosted a Family Holiday Party at UUAA, we had over 30 people in attendance and a request to hold the event again in the Summer.

COVID-19

In response to COVID-19, POC Gatherings In partnership with BC@UUAA and Multicultural Outreach, are hosting bi monthly zoom calls.

FUTURE:

After we resume in person meetings, Quiana will work with the POC Gathering community to take the steps of becoming an officially recognized UUAA group. We will continue to meet twice a month: once online for connection and one in person business meeting. This time will be spent adding layers of structure and governance, and discussing the best ways to engage the larger UUAA Community and event planning.

Room Team annual report

Members of the Room Team: Jim McCargar and debita graham with staff support from Ed Lynn.

Jim has worked on revamping the request a room form while debita has processed the room requests and maintained the UUA calendar.

The Room Team this year worked to streamline the room reservation system and endeavored to institute improvements in the process that respond to the needs and suggestions of our congregation and the staff who serve them.

We have been working with Mike Halerz to improve the accessibility for meetings and gatherings through improved audio/visual resources by including clearer options for requesting audio/visual equipment when making room requests and by relaying the increased demand for this equipment.

In response to COVID-19, the room team shifted quickly to booking zoom room reservations in an effort to allow our beloved community to stay in community with each other and continue their active involvement in our social justice, music, pastoral care, SGD, welcome ministries, chalice circles, men's and womyn's circles, and even our Sunday Social Hour.

report submitted by debita graham

Annual Report for Round Robin Dinners

May 1, 2020

Author: Wally Welch

Round Robin has been an active group within UUAA since the administration of Ronald Reagan. The purpose of Round Robin is social, as opposed to ethical, spiritual or intellectual. The general goal is to provide an opportunity for members to get to know one other to some depth. This is possible because volunteer hosts graciously extend the hospitality of their homes to small groups (usually no more than 8) for an organized pot luck dinner, normally lasting 2-3 hours. The dinners are scheduled for the 2nd Saturday of the month from October through May. We accommodate individual dietary preferences.

The group makes no provision to handle childcare, so the active membership mainly consists of UUs with no small children. Members may participate regularly or only on occasion. Anyone may host. There are approximately 150 people who receive invitations regularly. About 25 people participate most months and another 5 to 15 people attend at least 1 dinner in a given month.

We suspended the dinners due to the Covid-19 pandemic and have no specific plans yet to restart. We hope to resume this summer, then continue to schedule the dinners in the warmer months, to take advantage of the occasionally nice Michigan weather and long daylight hours.

We would love for more people to sign up and participate. Please contact Wally Welch at wvsystems@fastmail.fm or call at 734-424-0507 if you have questions or would like to make some new friends, get reacquainted with old ones, and enjoy a relaxed and pleasant dining experience.



Forums Advancement Ministry and Unity Group 2019 Annual Reports (*combined*)

Submitted by Laura Johnstone

Active members of the group include Sandy Simon, Joan Burleigh, Cynthia Dunitz and Laura Johnstone. Founding members of The Unity Group also include Brandy Sinco, Lisa Lemble, and Barbara Lynn. The group held several forums, all of which were profoundly founded in the congregation's core values of acting as a liberal religious community grounded in love, helping each other on to search for truth in love, and committed to stewarding a nurturing and loving culture. The forums did so by providing information and perspective on how to both act in covenant and participate in actions that do so.

2019 was a year that saw the Forums Advancement Ministry and The Unity Group (inaugural year) merge together as groups with similar missions, operating the majority of the year under The Unity Group moniker.

The function of the Forums group UUAA Forums Advancement Ministry (FAM) facilitated the presentation of forums that seek to expand our understanding of the world around us, and generally includes topical content followed by moderated Q&A and discussion.

The Unity Group, formed in April of 2019, focused 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 group presents programming that reflects our UU principle of respecting the inherent worth and dignity of every person, with a strong interest in presenting under-represented voices at UUAA.

It is interesting to note that 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. 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.

In early 2019 the FAM, operating on its own, hosted forums including:

- The Culture of UUAA
- Congregational perspective on the length of Worship Services and how it affects other church functions
- Climate Action featuring three perspectives on actions to positively impact climate change.

With the advent of the merge between The Unity Group and Forums Advancement Ministry, the new group created the "C3 Series" (Curiosity, Conversation and Covenant), which offered several forums first on conflict management, and learning to talk "across the divide" to people with whom you are not in agreement.

The offerings on this topic included:

A documentary that was cosponsored by The UU Justice in the Middle East group, "**Refusing to Be Enemies**," which documented the journey of personal transformation for a group of Arab and Jewish women, and offered living proof of, and perhaps a model to, a pathway to peace.

Later in the year The Unity Group teamed up with the Shared Ministries Team to feature a series on **Conflict Management** that explored the roots of division and polarization, and shed light on how to disagree and remain in covenant. It was taught by SMT member Reese Havlatka, who works with the UM Office of Student Conflict Management. The series was due for one more installment that was to have focused on hands-on practice of conflict resolution, but was postponed due to the coronavirus shelter in place restrictions.

Other Forums presented in 2019 included:

Cosponsored with the Challenging Racism Group, a forum on the **Multicultural Outreach Projects** in progress at UUAA, was presented by Social Justice and Pastoral Care Coordinator Quiana Perkins who shared insight into **BLUU** (Black Lives of UU), **DRUUMM** (Diverse & Revolutionary UU Multicultural Ministries) and the UUAA's POC (People of Color) gatherings.

Also cosponsored with the Challenging Racism Group was a presentation by Washtenaw County **Poor People's Campaign**, to update the UUAA congregation on opportunities to join in coalition with other groups fighting injustice on many fronts in the community.

On hold until post-covid19 are forums about the impact of immigration policy on a local community, and Part 3 of the Conflict Management series. It is the intent of this group to hold several additional forums when the situation permits, and to bring groups together by co-sponsoring these future events.

Internet Technologies Team 2019-20 Annual Report

Submitted by Sandy Simon & Don Winsor

The volunteers from the Internet Technologies group (or web team) are responsible for the operation and overall organization of the uuaa.org web site. The group also addresses technical issues, interfaces with our Internet service provider (currently UUism.net) and helps answer technology related questions. Content updates are submitted to “webtech@uuaa.org” by program leaders and UUA staff.

In addition to the website, the team loosely manages the main UUA Facebook page, which currently has 1644 followers.

The closing of the building and social distancing required to prevent COVID-19 spread led to many changes in our Facebook and Web presence.

- All UUA web information, Facebook information and Google business information had to be updated to reflect the lack of building hours, Zoom reservations (instead of Room reservations), online services, no SGD program, and more.
- We have become primarily an online community. Facebook postings and website postings have been increasingly important to our communications.
- To address the isolation of the COVID-19 “shelter at home” rules, Rev. Cassandra Hartley started a private community Facebook group, which she administers. That group has 287 members and seems to be very helpful to members struggling with the pandemic anxiety.
- Sermons are online and the webtechs now have additional duties- on Sundays set new links to Youtube services and Zoom social hour and on Wednesdays to Rev Manish’s Zoom meditation.
- There is a new video sermon archive page with links to the video services and to music and story segments of services
- A daily centering thought was added to the front page.
- For non-Facebook users, some links to music, poems, photos that appeared in the Community Facebook Group were also posted on the website, to help with coping.

Some of these changes will need rethinking and sustainable solutions once there is a “next normal”. The confusion caused during the pandemic has highlighted awareness of our lack of coordinated communications—ie: inconsistencies in information provided to the web, FB, bulletin & newsletter; lack of a staff person or lay group making decisions about communications.

A positive development this year-- Two lay volunteers are now keeping specific areas of the website dynamic and current – Larry Works is managing the Challenging Racism and UU the Vote pages and keeping lots of current news and actions updated, and Sy Ali is going to be keeping the Womyn’s Community news updated.

The web team has continued with a stable hard working core group of volunteers for some years now. The current members are Don Winsor (chair), Bob Hospadaruk (Facebook), Connie Lippert, Tricia Mooney, Sandy Simon and Brandy Sinco.

Wednesday Morning Readers 2019 Annual Report

Coordinator: Liz Hartley

Wednesday Morning Readers meets on the fourth Wednesday of each month from 10:00 - 11:30 in Fahs Chapel. Although our book discussions average between 15-20 members, we strive to keep our monthly meetings devoted to discussing 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 choose books on the basis of nominations from our members. Each book is selected by group vote with the understanding that each nominee agrees to lead the book discussion for his/her given month. Last December we tried something new and chose all the books for 2020.

A wide variety of genres were read over the 2019 calendar year. Some of the highlights were *Year of Wonders*, Geraldine Brooks, *Born a Crime*, Trevor Noah, *Tender to the Bone*, Ruth Reichl, and *Where the Crawdads Sing*, Delia Owens.

Welcome Ministries

Submitted by Hannah Hotchkiss, Welcome Ministries Coordinator

The mission of Welcome Ministries is to welcome all who enter UUAA, provide easy access to information about Unitarian Universalism and this congregation, and integrate visitors and new members into our community. Welcome Ministries groups strive to examine welcoming practices by collaborating with various identities groups within the congregation to expand sensitivity to and best practices in inclusion.

Vital Signs 2019 (January 1, 2019–December 31, 2019)

- Total membership reported for UUA Certification in February 2020: 643

Previous year: 632

- New members in 2019: 34

Previous year: 38

- Visitor cards in 2019: 187

Previous year: 198

- Introduction to Our Faith Attendees: 40

Previous year: 40

Accomplishments in 2019-2020

- Collaborated with Interweave to offer “Welcoming Transgender into Our Congregations” —a six-session series focusing on examining the existing culture of the congregation and how to expand inclusion using Transforming Hearts curriculum. Scheduled to work with participants to bring this curriculum to the larger congregation as an SGD offering hosted by various identity groups.
- Collaborated with Interweave to offer a discussion of *Radical Welcome* by Stephanie Spellers (an offshoot of the workshop offered above).
- Collaborated with Chalice Circle Facilitators to increase the number of offerings of one-time Newcomer Chalice Circles and to expand the program for an extended Newcomer Chalice Circle.
- During the Covid-19 Stay-at-Home Order, Welcome Ministries assisted various groups to get their ministries on-line.

Goals for 2020-2021

- Partner with other “identity group” to expand sensitivity to inclusion.
- Spearhead the development of an online offering or partial online offering of the Introduction to Our Faith class.
- Gather a Community Outreach Team to get the UUAA more known in the larger community through a coordinated and strategic plan.
- Investigate “Virtual Membership” option and what rights and responsibilities that would demand.
- Update current Constant Contact communications and assist in developing a Communications Team to strategize effective use of current modes of communication and social media, as well as investigate best practices in framing a UUAA message.

UAAA Womyn's Community

2020 Annual Report

Mission Statement: The UAAA Womyn's Council provides structure and leadership to coordinate events, activities, educational programming and pastoral support for all who identify as women in the UAAA community. By "women" and "womyn", we mean anyone who identifies as a woman in a way that is significant to them, be they trans, non-binary, gender fluid or gender non-conforming individuals. All are welcome.

Many programs are currently on hiatus, but plans for hosting virtual activities are in the works.

- We are pleased that the **Womyn's Council** has become increasingly diverse.
- **Our growing email contact list** includes over 400 UAAA women.
- **A colorful monthly newsletter** informs the community about upcoming events and pastoral care needs.
- **Our monthly Women's Breakfast** has expanded. We now have a **West Side Breakfast** in Ann Arbor for early-risers, and a later **East Side Brunch** in Ypsilanti.
- **Sisterhood Socials** are held on the 4th Friday of the month hosted by individual women in their homes or other location of the host's choice. Anywhere from 10-45 people attend.
- Ongoing group initiatives include **Caregivers & Kiddos** (formerly called **Mothers and Others**), **Womyn's Book Groups**, and **Outdoor Womyn**.
- We continue to coordinate participation in, advocacy of, and education about **women's issues**. We participated in the **Women's March**.
- There are currently about 15 active **Womyn's Circles**. Pat Keussner and Meg MacKenzie have regular meetings to form new circles, and Meg has introduced us to a new scheduling app to facilitate their formation.
- **We are planning the 2020 Womyn's Retreat**, which will be held on October 2-4, at Camp Copneconic. The theme is *Self-Compassion: Discovering Joy*. All womyn ages 15+ are invited to attend the retreat, and scholarships will be available.

Authors: Amy Thomas (agthomas@umich.edu), Shirley Smith (sjpoetess@gmail.com), Lorrie Carbone (lorrie.carbone@gmail.com), Judi Lintott (jlintott@comcast.net)

2020 Annual Budget Campaign Committee Report

Roots and Wings

Submitted by Beth Hospadaruk

1st Unitarian Universalist Congregation of Ann Arbor's 2020 Annual Budget Campaign (ABC) drive titled "Roots and Wings" ran during the month of October, 2019. The committee consisted of Beth Hospadaruk, chair, Sam Lewis, Dee Dishon and Ed Lynn supported by Rev. Lindasusan Ulrich, the Board of Trustees and members of the Sunderland Society. Many staff also supported the campaign through various clerical responsibilities.

A letter of inspiration, encouragement and information was sent out in September to kick off the month. This year's theme was a focus on our excellent SGD program, our ability to "Raise the Next Generation". An excerpt from our newsletter reminder: **"Roots and Wings** Think about building a foundation at UUAA where we can offer a taproot to keep us rooted in what is important here and in the world – at a time when a hurting world desperately needs us and the ability to be lifted up to places we have yet to imagine.....your pledge allows us to continue to build strong ministries within the congregation, programs like our SGD program, Chalice Singers, Well Being Education, and Chalice Circles. It allows us to expand our work in the wider world like our programs for Black Lives Matter, Habitat for Humanity, Climate Action, Mindful Eating, Immigration Action and Alpha House and so much more."

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 and November. A pledge table was located inside the front door staffed by committee members to answer questions, receive pledges and make personal connections with people. Approximately 100 follow up calls from the Board of Trustees took place during December when the campaign ended on 12/31/19.

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 Jim and Sherry McCargar, Lara Brown and John Wakeman, John Kasab and Lisa Henn, and Arthur Verhoogt and Henrike Florusbosch. Beth Hospadaruk gave a testimonial and words of encouragement to "make your pledge" in November. A giving tree was painted on the office window and as pledges were made, names were put on a leaf or a wing and added to the tree. Thank you notes were written by Beth Hospadaruk and Dee Dishon.

We received **404 pledges for a total of \$988,266.31**. 73 of these were new pledges.

With increased operating costs, including a large increase in medical costs, the BoT, Sr. Minister and Stewardship committee agreed that we needed to go back to the congregation and hold a 2nd ask campaign titled "Stone Soup" in an attempt to raise an additional \$110,000. This was announced on January 12, 2020. Margie Teall headed up a team of folks to put on a soup luncheon on January 19 and the campaign ran through the month. The Stone Soup campaign raised **\$94,847** from 151 pledge units, raising our overall 2020 pledge income to **\$1,083,113.31**

A heartfelt and deep appreciation for all who support UUAA financially goes out to all who helped to insure the ongoing presence of our liberal faith and work here in Ann Arbor.

Planned Giving Team by Jim Lee

The Planned Giving Team consists of Don Duquette, Becky Hoort and Jim Lee and we are part of the overall Stewardship Team. Our focus is to encourage UUAA members to include a gift to our congregation and our mission in their estate plans. In 2018-2019 our team was particularly active and we had over 30 people make new or additional commitments to UUAA through their planned gifts, resulting in UUAA receiving a \$41,336 matching gift. In January 2020 we invited new and past members of The Sunderland Society, which includes anyone who has committed a planned gift to UUAA, and our staff and several other congregants, to a celebratory reception.

During the past year we have continued reaching out to congregants, though less actively than the prior year, to allow the Annual Budget and Stone Soup Campaigns to take precedence. Our most active time is typically late winter and Spring, which was curtailed by higher priorities of responding to the novel coronavirus pandemic.

If you are not yet a Sunderland Society member, and would like to include UUAA as part of your legacy, please speak with a Planned Giving Team member or e-mail plannedgiving@uuaa.org. Since 2005, UUAA and its ministries have benefited from over one million dollars in planned gifts.

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

QUUest 2019 Annual Report
Submitted by Co-Chair Lucia Heinold
April 30, 2020

For 20 years the QUUest Bookstore's ministry has been 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 principles.

In 2019 QUUest was open between services most two service Sundays and after the single service during the summer.

Active participants in 2019 were Marion Holt, co-chair, Tim Richards, Fran Lyman, Evelyn Burns, Terry Butcher, Anne Hagiwara, Lineve McKie, Vey Valentine, Karen Bourdon, Joyce Phillips, and Lucia Heinold.

In 2019 our buyer, Tim Richards, continued buying from a variety of sources, looking for better discounts.

QUUest transferred \$2,000 to the general fund from 2019 profits.

At the end of 2018 we reported that our biggest challenge was recruiting new bookselling energy. This has become a more pressing issue. Co-chair Lucia Heinold is moving East to be nearer her son, and Co-chair Marion Holt is spending several months out of state each year.

This spring we examined alternative structures, including partnering with other groups interested in books. We Also experimented with being open after both services the first Sunday of each month. Results have been inconclusive.

In recent years booksellers have worked one or two Sundays a month, only during first social hour. We always paired two workers for support and conversation. Benefits included recommending books, the privilege of borrowing books, and two social gatherings: a summer lunch and a holiday lunch.

The closing of our building due to COVID-19 has stopped our operation completely. When the building is open again, congregation and QUUest leadership will need to decide whether the bookstore should resume operations or close.

Want to learn more? Contact bookstore@uuuaa.org.

Scrip Program Annual Report 2019-2020

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%. Even though coronavirus has made it difficult to deal with physical gift cards, the organization Shop with Scrip is still filling online orders for ScripNow! and reloads.

Some notes:

- Arbor Farms is sending us about \$160 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 scrip (3% rebate) continues 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.
- Whole Foods and Plum Market have dropped out of the scrip program. If you still have scrip from them, you might consider using them up.

I am so grateful for the reliable regulars –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

2020 Treasurer's Assistants Report

Submitted by Phyllis Valentine, Member

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, Comprehensive Campaign, Social Hour activities (Equal Exchange Coffee Project, QUUest Bookstore, Scrip, Alpha House, Khasi Hills, etc.), rental income, and other sources. Counting and processing involves filling out standard forms and counting twice to insure accuracy. Then we fill out bank deposit slips. Deposits are made by Ed Lynn or Debby Casamatta.

Each Church group that processes money fills out a standardized sheet that separates cash and checks and provides us and the individual groups with an accurate record of their financial activity. This allows for our work to proceed faster, with fewer questions.

Our process works ideally with at least four people each Monday. The current group members are: Roberta Allen, Carolyn Barber, Jo Dodge, Roylea Furniss, Ruth Vail, and Phyllis Valentine. Our staff liaison is Debby Casamatta.

Accessibility and Inclusion Ministry (AIM)

Annual Report 2020

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.

The activities of AIM for 2019-20 were largely determined by congregational responses to our AIM survey of 2019. Focused on the congregation's priorities, we directed our attention to the following activities:

- **Sound abatement in the Social Hall:** The Social Hall is a challenging listening environment during social hours. With a generous donation from an AIM member, we sought the expertise of a sound engineer who provided recommendations for what could be done to improve the acoustic characteristics of the social hall. We will be working with UUAA staff on a plan to implement these recommendations.
- **Improved seating for people with disabilities:** The armchairs provided in the past have been popular and there have been requests for more. With Ed Lynn's assistance, it was possible to provide an additional 12 armchairs.
- **Outreach to SGD:** AIM consulted with Mark VanKempfen about how AIM could be of assistance to children with disabilities who attend SGD classes. It was decided that we would ask for volunteers with experience working with children with disabilities. These volunteers would provide support during SGD. Unfortunately, we received very little response to our request for this support.
- **Exit Accessibility:** Emergency exits and exiting procedures have become important topics in all large organizations. AIM did a review of exits at UUAA and provided improved signage to alert congregants and visitors of those exits that are not accessible for users of wheelchairs and walkers. AIM also designed a brochure that includes a building map and information about exit accessibility. AIM identified temporary ramps for some exits and a 10' aluminum ramp to ena-

ble users of wheelchairs to move beyond the building in case of emergency. Permanent solutions to exit accessibility have been identified and discussed with the Administrator.

- AIM Brochure: To provide general information about the role and goals of AIM at UUAA, a brochure was designed and is ready for printing. This brochure will be available in the information rack in the foyer and in the newcomer information packet
- Increase involvement in AIM: We changed our meeting time from Sunday mornings to Wednesday evenings in hopes of encouraging increased attendance at AIM meetings. We also provided access to all meetings through Zoom.
- Transportation: With the generous service of Dick Barber, AIM member who has become a Lyft driver, rides to AIM meetings were offered.
- Luncheon for Seniors: A luncheon for seniors was planned for April, 2020, with a program to follow, "Becoming a Dementia-Friendly Congregation." AIM co-sponsored this program offered by a member of the Memory Support Ministry. Because of the Covid-19 crisis, these activities were cancelled until further notice.

Goals for 2020-21

- Get back to church: AIM looks forward to being able to attend services again at UUAA when the Covid-19 crisis abates.
- Transportation for people with disabilities: We hope to identify an effective means of providing rides to services and activities at UUAA.
- Sound abatement in Social Hall: Work with UUAA staff on a plan for implementing recommended changes that will improve the listening environment.
- Social Justice: AIM will discuss strategies for becoming involved in disability issues beyond UUAA.

The active members in the ministry are

Barbara Hall, Co-Chair	Dee Dishon, Co-Chair
Monica Cochran	Mark Dickinson
Dick Barber	Els Nieuwenhuijsen
Elinore Sommerfeld	Mary Burton
Meredith Ley	John Hagen
Caron Pelton	

Submitted by Barb Hall and Dee Dishon, AIM cochairs

UUAA Interweave 2019-20 Annual Report

We are a spiritual home to lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQIA) people, their families and allies in order to nurture social connections, educate ourselves and others, and advocate for social justice. Interweave provides a welcoming presence and gathering place for LGBTQIA people, their families and allies. Our purpose is transformation within ourselves, the Congregation, and the greater community.

In fall 2019, the Social Justice Council granted funds jointly to Interweave and Welcome Ministries to purchase the online video series entitled “Transgender Inclusion in Congregations.” This six-part course was developed by Mykal Slack & Zr. Alex Kapitan of the Transforming Hearts Collective. It is geared towards congregations that want to deepen their understanding of gender and transgender identities and that are seeking to create a truly trans-affirming faith community. During spring 2020, a group of 13 UUAA congregants met both in person and then online to watch the video series together and to discuss the many thought-provoking questions that arose.

We discussed plans for how UUAA might become more welcoming to trans people through building relationship and through culture shift. We are continuing our discussion of becoming a more welcoming congregation to trans individuals by beginning a book club. We feel the work we are doing promotes many of our UU principles such as the inherent worth and dignity of every person, justice, equity, and compassion in human relations, and acceptance of one another as we grow spiritually in our congregation. We now plan to broaden the congregants who view and discuss the video series by offering the online course again soon.

In addition to the video series, the Interweave table has been set up during social hour as a welcoming place for those seeking relationship and support.

UUA Jackson Social Welfare Fund Committee

2020 Annual Report

This report covers activities of the UUA Jackson Social Welfare Fund Committee (“Committee”) for the funding cycle January to May 2020.

Mission: The Committee serves to implement the 1955 bequest of George and Bessie Jackson, which requires distributing annual earnings for two purposes:

- 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, both internationally and domestically.

Annual Activities: Each funding cycle, we:

- learn our annual giving limit from the UUA Investments Committee (\$30,500 for 2020);
- solicit proposals by distributing a Request for Proposals to organizations, using our contacts and the UUA website;
- receive proposals by our deadline;
- evaluate and discuss the proposals, then decide on grants. For the 2020 annual cycle, this occurred in April via Zoom; we received 12 proposals and made 12 grants;
- send decision letters to all applicants, enclosing checks as appropriate (to be completed for the 2020 funding cycle in May).

Membership: Our unique membership consists of six UUA members plus two members appointed by the Ann Arbor Friends Meeting (AAFM). The 2020 UUA members are Roberta Allen, Kyla Boyse (co-chair), Marina Brown, Christine Pellar-Kosbar (co-chair), Joe Libin, and Kate Warner. AAFM appointed Mark Hoover and Shirley Wolfe.

2020 Award Recipients:

- Americans United for Separation of Church and State
- Ann Arbor Center for Independent Living
- Defending Rights and Dissent
- Friends Peace Teams
- Interfaith Council for Peace and Justice
- Michigan Center for Youth Justice
- Michigan United
- Prison Creative Arts Program (PCAP)
- Safe and Just Michigan
- Therapeutic Writing Workshops for Veterans
- Visions: “Warrior Lawyers”
- Washtenaw Interfaith Coalition for Immigrant Rights (WICIR) Teen Group

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

Respectfully submitted,
Kyla Boyse and Chris Pellar-Kosbar, co-chairs

2020 Annual Report
Khasi Hills Sponsor a Student (SAS) Committee
Submitted by Cathy Doherty and Allen Duncan

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

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

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

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

Program Highlights - May 1, 2019 through April 30, 2020

The committee continued its work in pairing sponsors and students, receiving letters from the school during the summer and distributing them to sponsors in the fall; and collecting letters from sponsors and returning them to the school at the end of the school year (December 2019) in India. We also hosted a Sunday morning forum where we showed the video “Life’s Fair”, which was produced by our contacts in the Khasi Hills several years ago and depicts the daily life of some of the children who attended the school which we support. We have begun to discuss leadership transition for the group.

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

The committee plans to continue support of the Unitarian school at Mawkisiem through the sponsorship program during the 2020 school year.

Partner Church Program

Our Partnership with Kezdivasarhely, Romania is now 23 years old and has been a source of inspiration, friendship, heightened awareness of who we are as world citizens, and individuals.

Through email and Facebook, we keep in touch with Rev. Istvan Buzogany-Csoma, the current minister of Kezdivasarhely and his wife, and Rev. Maria Pap, (previous minister,) and with the students we've supported. In this time of the Covid-19, we have exchanged caring communications. Our core group is now creating a quilt to send to the minister's new baby, using Zoom to coordinate our efforts.

We continue the minister's salary supplement and the student support program. We are rethinking the timing and focus of reciprocal visit, eliciting feedback to help future planning. We hope for more youth and ministerial presence on our trips!

Over the past year, we have increased the visibility of our Partner Church program:

- * A Transylvanian dinner offered through the Auction
- * A Friday Fun Night focused on our Partnership and Transylvanian culture
- * Transylvanian cuisine oriented Round Robin
- * Monthly Partner Church tables in the Social Hall
- * Frequent planning get togethers for the Core group of Phyllis Valentine, Cathy Muha, Donna Clark, Hajnal Minger, and Lee Boeke Burke

Phyllis Valentine has been chosen to receive the Steward Of Partnership Award by the UU Partner Church Council. This honor is bestowed upon members of UU Congregations who have done the crucial grassroots work of giving the attention, time and loving care to develop and maintain long distance relationships and nurture friendships. Thanks to Phyllis for all she does and to Cathy Muha for nominating her!

Plans:

- * road trip to Milwaukee GA in 2021 when Phyllis will receive her award
- * Develop future travel plans
- * Offer Transylvanian dinners
- * Offer educational opportunities for our Congregation to learn about and celebrate our partnership
- * find ways to work with other UUAA groups interested in the social justice and the environment

Submitted by Lee Boeke Burke

Shared Ministries Team Annual Report
May 2020

As the Shared Ministries Team moved into its second year, its statement of purpose was narrowed from its original intent. Initially imagined as a team that would focus on healthy relationships and processes in the congregation, it was decided to separate those roles into two teams. Starting in the fall of 2019, the SMT began focusing on concerns that were/are more closely connected to operational and policy questions. So while the previous statement of purpose was broader in scope, the charge now reads as follows:

“The purpose of the lay-led “Shared Ministries Team” (SMT) is to support and nurture the health of the congregation and its many thriving communities, with a primary focus on operational policies, processes, and communication.”

Some highlights of this year have included co-sponsoring several workshops with the Unity group and the newly formed Living Our Values team. Presented and facilitated by Reese Havlatka, these workshops are aimed at raising congregational awareness of how conflict can be resolved in a community that aspires to kindness and that is committed to not harming one another. While several more of these were scheduled for the spring this year and had to be cancelled, we hope to pick the theme back up when we can meet again, or perhaps devise a way to continue online, if necessary.

Another effort has focused on examining, evaluating and revamping policies that revolve around events and rites of passage within the community, particularly those held at the UUAA building itself. Because of the Covid-19 pandemic, the guide that will be published has been put on “pause” until staff attention can once again turn to this work, but we do look forward to having it available for use by the entire congregation in the future.

As we look to the 2020-2021 year, the Shared Ministries Team looks forward to continuing our work, responding to concerns from members of the congregation, and collaborating with staff and other teams to better the processes and policies at UUAA.

Respectfully submitted by Margie Teall, Chair
Joan Burleigh
Jim Breck
Allan Duncan
Mike Halerz
Reese Havlatka
Lisa Lemble

LOV (Living Our Values) - First Annual Report May 2020

The newly formed lay-staffed LOV Team provides problem-solving support to the ministerial team, focused on maintaining healthy relationships within the congregation.

Key elements of our formal charge include:

The purpose of the lay-staffed “Living Our Values” (LOV) Team is to serve as partners in building, maintaining, and repairing congregational relationships to ensure that we are living in alignment with our UUAA covenant.

The Team will engage in its work of supporting covenant-based relationality through three modalities:

- Supporting covenant-based relationship in the absence of harm or conflict, through such proactive, skills-building activities as workshops, seminars, and discussion circles, among other possibilities.
- Addressing potential or actual harm in the moment, serving as proactive bystanders and reminders of healthy covenant and mutual care.
- Serving as facilitators and guides who assist/support the conversation, healing, recommittal to covenant, and affirmation of love & care that is sometimes needed after harm has been caused.

LOV Team members include: Cristy Cardinal, Mark Jagner, Jeannine LaPrad, Maryn Lewallen, Kathy McLean, Gregg Peterson, Ginny Preuss, Staff liaison Quiana Perkins

Highlights

- LOV members spent the first 6 months in a process of formation -- engaged in a series of meetings designed to identify the mission, vision and purpose of this group, while also developing a covenant for working together.
- In October of 2019, members of the team led an after-service workshop on Belonging in alignment with the month's worship theme.
- In November of 2019, the group was formally introduced to the congregation and was given its charge.
- LOV co-sponsored a series of conflict resolution workshops along with the Shared Ministries Team and the Unity group.
- The group met at least monthly over the course of the year, teaching and learning from each other, engaged in the process of creating a new community of practice focused on becoming adept at listening, facilitating and guiding sometimes difficult conversations, and acting as proactive bystanders when necessary to prevent harm or to call one another into covenant.
- Since mid-March, LOV team members have taken the lead in hosting and lightly facilitating break out rooms during virtual Sunday Social Hours.