

# **Our Land for Worship**

**Master Site Plan for 2012 to 2016**

**Unitarian Universalist Congregation of Ann Arbor**



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# Master Site Plan for 2012 to 2016

## Unitarian Universalist Congregation of Ann Arbor

### Our Land for Worship

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*The earth is home and all abundant source of what was before we were, and will be, till we all live in that final seed that shakes in its burr. She is our friend, our ancient mother, her fate and all her ways are ours. Each atom proves our common journey, bred as we were of dust and stars. We suckle from the fount untiring, we children born of earth's desiring, for we are, with all our forward yearning, yet a spark in nature's burning.*

Hymn 310 The Earth is Home

#### **I. Purpose**

The purpose of this Master Site Plan is to provide for congregants a connection to our church, our land and nature as a place of worship. This will help congregants build a deeper connection with us and may assist in our growth. We have developed a plan for land use over the next 5 years which will; 1) identify major land improvements; 2) introduce a Land Management Team and a Land Steward program to implement this plan; 3) propose a 2 year moratorium on major expenditures for land improvements deferring to 2014 major land projects.

#### **II. Introduction.**

This document presents the 2012-2016 Master Site Plan for the First Unitarian-Universalist of Ann Arbor. The Site Plan embraces two relevant philosophies: one focuses on the land and the other on the congregation's stewardship of the land.

We recognize that the 46 acres we currently own, south of Ellsworth and east of Ann Arbor Saline Road, were inherited from our ancestors and borrowed from our children. This plan recognizes the geological setting of the land and the flora and fauna that exist as part of the ecology of our setting. We want to restore and enhance the biodiversity lost over the years, protect what we have and engage the congregation with our land as a spiritual resource and a place to worship. We envision this plan will lead us to an intentional natural looking, ecologically sound and biodiverse landscape rather than a well-groomed urban landscape.

#### **A. Statement of Philosophy**

The philosophy of this Master Site Plan is on ecology, biodiversity, conservation, protection of our ecosystem and engagement of the congregation with our land as a place of worship. We intentionally strive to present a natural, ecologically sound plan. We view our land as a place

to find guidance, peace, spiritual nourishment and a profound respect for the web of all existence,

## B. History

On May 16, 1999 we held a Dedication Service of our Sanctuary with Rev. Ken Phifer presiding, At this time we were a program church. The governance of the church was done by committees of, or appointed by, the board, The planning, management and implementation of land projects was done by lay leaders who had a passion for gardening or the land. From 1999 to 2005 there was not a plan or oversight of the projects. If lay leaders (Land Stewards) left the congregation, or had more pressing issues, the land project was abandoned or neglected.

By 2008, with the arrival of our new senior minister Rev. Gail Geisenhainer, we moved from a program church to a large church and policy governance structure. This meant a shift from lay led volunteer committees to a thoughtful, planned strategic approach to our governance which was overseen by the Board of Trustees. The operational authority and responsibility for implementation resided with the Senior Minister/Chief Executive Office. Lay leaders remained critical to getting actions accomplished, however there is more structure, accountability and procedures than previously existed. Rev. Gail is the Chief Executive Officer. Reporting to her are Rev. Mark Evans, small group ministries, Sandy Garges, religious education, Glen Thomas Rideout, music director and Thom Bales, executive director. Building and Grounds is under Thom and he became the sponsor for land use. Thom provides oversight for the Site Review Planning Team. Ultimately, the Board of Trustees sets directions and plans for the health and growth of the congregation, including the management of our land.

During the emergence of the large church structure, we developed five Governing Policies, our Ends Statements, which describe our commitment to our Unitarian Universalist principles. Our Master Site Plan is grounded in four specific Ends Statements.

**1.2 Social Justice and Environmental Action:** We live our beliefs by creating, sustaining, and enhancing programs that actively engage congregants of all ages in projects that promote peace, justice, and positive environmental action locally and beyond.

**1.2.2.** This congregation acts in concrete and substantial ways to protect the natural environment.

**1.4 Stewardship:** We are all active stewards, serving our congregation and pursuing our ministries through prudent and creative use of our resources, whether physical, environmental, financial or human. We show respect and care for our beautiful building and grounds, for our staff, and for one another.

**1.4.1** Members and staff of this congregation share and make prudent and creative use of the resources that are available to them in service to the work of the congregation.

We believe our land is for worship. We are dedicated to stewardship, connection to nature and believe in the preservation of our planet.

### **C. Site Planning Review Teams**

In 2005 the Site Master Plan Task Force was appointed. They stated:

The Site Master Plan for the church is intended to guide where present and future activities occur on our church property. It is a 5-10 year long-range planning document that addresses the needs of the church's programs and the church community as a whole in relation to the opportunities and constraints set by the property. It assures that these needs are met in a way that is demonstrable of our church principles and compatible with the existing natural systems of the landscape.

Oversight or directions about land use was made in consultation with Rev. Phifer. Congregants who were interested in developing a plot of land did so with input from the Land Use Committee. As the land was basically undeveloped, some congregants contributed land projects based on their deep interest and desire to aid in land improvements. This first Site Planning Review Team produced its Site Plan making 12 recommendations for the land. In addition, they identified 36 areas which need maintenance or improvements. Out of the 12 recommendations made by the 2005 Site Review Team, 10 of them were successfully implemented. [See Appendix 1 on page 23]

In 2011, under the direction of Rev. Gail, our Executive Director, Thom Bales, formed the second Site Planning Review Team. The team consisted of John Erdevig, Team Lead, Ann Jones, Jennifer Kangas, Bob Lippert, and John Seeley. This team presented their intended charge to revise the 2005 site plan to our Board of Trustees on February 2011 [see Appendix 2 – Intended Charge to the Board, on page 28]. This plan is a culmination of their work.

### **III. Overview of Master Site Plan**

How we use of our land needs to be in keeping with our large church policy governance structure. By providing clear directions, projects, suggestions, and practices we wish to provide guidance to our congregation in the use and management of our land. Hopefully, this plan is the blueprint to enable this to happen.

First, we believe it is important to clearly define **what** exists on our land, how it is sustained and make recommendations for land improvements. Second, we believe a process needs to be articulated which describes **how** we will implement and maintain the land.

### A. Collecting Information

Before developing our site plan, the Site Planning Review Team gathered significant information. We started by walking our 46 acres and brainstorming ideas for improvements. We reviewed the 2005 Site Plan. We invited our Land Stewards to a Land Steward Appreciation Dinner. At the dinner we collected ideas and information about what they believed were the future directions and issues which needed to be addressed [see Appendix 3 – Ideas from Land Stewards on page 31]. Next, we peaked congregant’s interest with our table in the Social Hall. This was followed with a congregation wide survey inquiring about our land. We asked what they consider important as to “What is on Our Land” and “How We Use our Land” [see Appendix 4 – Congregational Survey on page 33]. Finally, we invited Washtenaw County Parks consultant Shaun Severance to have a discussion with us on the enhancement and preservation of our land.

### B. Setting Priorities

We analyzed the information we collected. Then prioritized what was important. The criteria we used in our prioritization were:

1. **Vision:** What will be our land needs within the next 5 years? Are there near or immediate priorities and long-range priorities? What are the key issues to address in the next 5 years?
2. **Congregational Support:** What is important to the congregation? Will our lay leaders support these priorities? Will it attract new congregants?
3. **Resources:** Do they exist or might they be created? What will be the cost implications? Will our plan enhance our ability to generate revenue, i.e. make rentals more attractive?
4. **Stewardship:** What does this plan give back to the congregation? How will the land projects be sustained and continued? How can we recruit and support our Land Stewards?

### C. Development of Our Master Site Plan

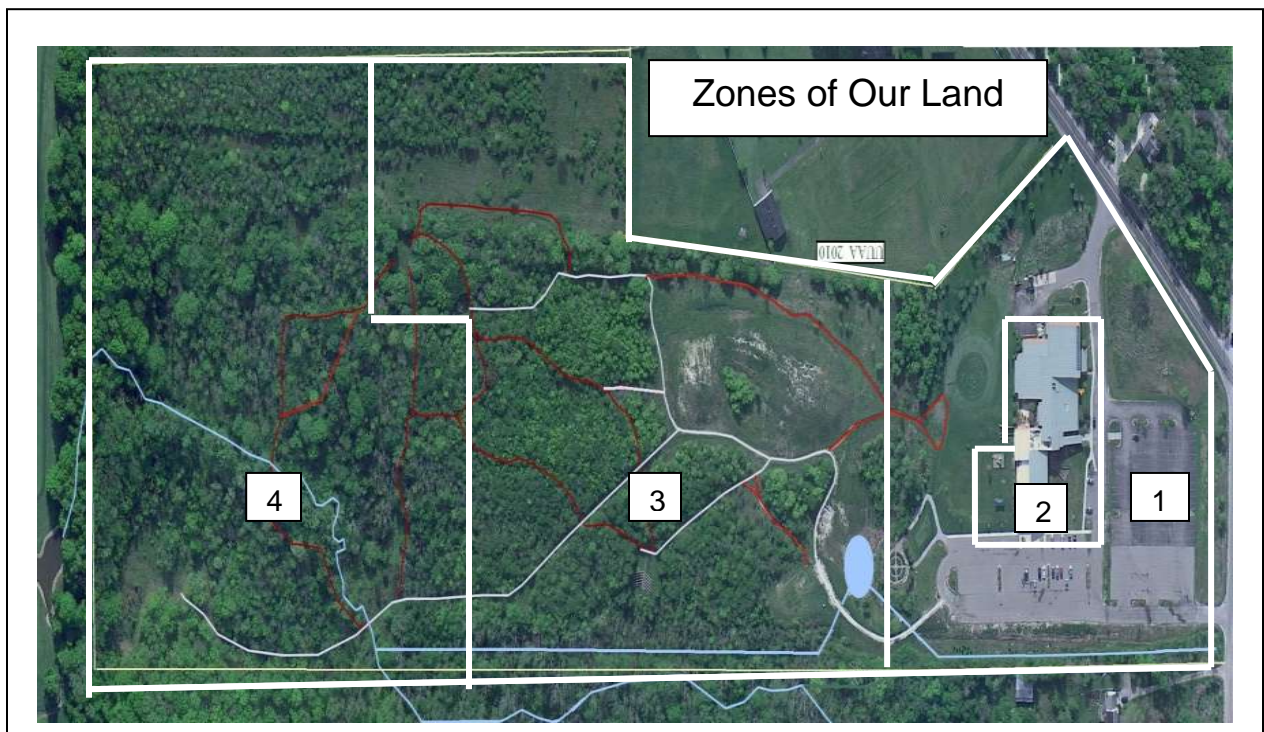
To begin developing our Site Plan, we divided our 46 acres into 4 zones. Each team member was responsible for inventorying a zone and making recommendations.

**Zone 1 – Entering our Land.** This is our front 6 acres which brings one into our church. It includes entrances; Good Food Gardens; Labyrinth; parking lot; Intentional Prairie, Solar Plaza, Wind Turbine, Solar Panels; tool shed; dumpster; Memorial Garden; interpretative signage and trail heads.

**Zone 2 - Surrounding the Church.** These are the gardens immediately surrounding our church building.

**Zone 3 – Enjoying the Land.** This includes YRUU fire pit; our two mountains, Mount Unitarian and Mount Universalist; our Champion Downy Hawthorn; trails; the grove, Ceremonial Lodge, and Outdoor Worship area.

**Zone 4 – Exploring the Land.** Includes the deep forest area, septic field, creek, rock midden, and enhanced trails.



#### **IV. Recommendations for Land Improvements 2012 - 2013**

After completing the Master Site Plan we attended the Congregation's Annual Meeting in which we learned of the financial concerns facing FUUAA. At this point we believed it prudent not to bring forth all of our recommendations at once. Our estimated total cost was \$661,000 over 5 years. In reviewing our plan, we noticed that there were a number of items which were cost neutral. For example, the development of preservation, conservation and forestry management plans or the creation of the Land Management Team and development of a Land Steward Program.

In earlier drafts we developed an Initial Budget which would provide for our recommendations [see Appendix 5 on page 38]. The cost would be \$275,500 for 2012 and \$124,000 for 2013, a total of \$400,000. Given the budget concerns facing the congregation we believe it is prudent to revise this plan.

We decided to recommend a 2-year moratorium on major land development projects. The costs would be approximately \$110,000 over two years. A reduction of \$289,500. This would provide maintenance costs for mowing, snow removal, and trail enhancements [see Revised Budget in Appendix 5 on page 40]

We make this recommendation with some concerns. We do not want to defer items that might save a little now but would cost more incrementally in the long run. For example, resurfacing the parking lot and finishing the sidewalk would cost us \$200,000 in 2012. Deferred for 2 years may increase the cost due to further deterioration of the lot.

We are “kicking the can” down the road to the Board. We believe this plan is well thought out and cost effective. Naturally, we would like to do it all over the next 5 years. Below, is an alternative to defer spending money on the land for the next 2 years. However, the Board and the Chief Executive Officer need to determine if this is prudent or is detrimental to health and maintenance of the land.

#### A. Recommendations for 2012 and 2013.

1. **Pursue Full Property Tax Exemption [Zones 1, 2, 3, 4]** Our congregation can save nearly \$4,000 a year by pursuing a full property tax exemption. Our focus is on our land as a place for worship. Our trails provide a connection to nature. We have meditative spaces, i.e. Downy Hawthorn, and bird sanctuaries. We have set aside land for our ceremonial lodge, an outdoor worship area and a Memorial Garden. Our Coming of Age program spends time camping on the land. Our fire pit provides a spiritual communal space for both Coming of Age and YRUU programs. Our Children’s Rain Garden has a workday for our children to teach them to value and appreciate our land. We offer Religious Education programs focusing on developing future land stewards. There are trails to walk, birds to see, and critters to observe. We provide a labyrinth for meditative and spiritual guidance. In addition, we have gardens surrounding our Sanctuary. With all of these intentional and committed directions, the only conclusion we can make is the UUAA uses its entire 46 acres for worship per Michigan statute. We refute any notion that UUAA has any immediate, detailed, or future plans, now or in the future, to develop the land for any other purpose than worship. In addition, this area is landlocked and presents inherent challenges and disincentives to sprawl development. Therefore, we believe we need to pursue a full property tax exemption with Lodi Township.



2. **Develop Conservation and Preservation Plans: [Zones 3 & 4]** With professional input, develop a natural area preservation plan, forestry plan, water conservation plan, and permaculture plan. We need a strong water conservation plan to maintain bridges, drains, culverts, reduce flooding and provide access to the septic field and the Ancient Forest. Currently there is flooding and water hazards in the back 40. A water conservation plan focuses on retention, detention, managing flash floods and water outlets. We can explore obtaining a grant from EPA to build and conserve our water flow system. We also need a forestry management plan. Consider following the U.S. Forest Service's suggestions for land management and develop plans for forestry management. The added benefit to generating income through rental property and sale of hardwood or forest permaculture.
3. **Develop Interpretive Signage [Zone 1]:** Create interpretative signage for each of the major features on our land so congregants and visitors can more fully appreciate the natural and spiritual significance of our land. A detailed trail map could be developed and made available. We could conduct occasional tours to enhance appreciation and respect for the land.
4. **Education about Land [Zones 1, 2, 3, 4]** Develop a Religious Education course for our children titled "This Land is Your Land" which builds on the features of all four property zones. Provide educational opportunity for the congregants through forums, programs and tours.
5. **Nature Stations [Zone 1, 3]** Create Nature Stations, viewing platforms, and meditative spaces where congregants, can learn about the land before them, appreciate the beauty and nature at its best; find space in which to rest, have personal reflections or meditate. Develop and maintain meditative walks and personal meditative spaces.
6. **Trail Enhancements [Zone 3 & 4]** The congregation spoke through the Site Planning Review Team's 2011 survey that we need to enhance our trails. There are three ways we can do this. (1) Trail markers and maps are important for the total enjoyment and ability to worship on our land. Develop a pamphlet showing what is on the land. Have information available in the social hall which highlights the land features. (2) Install two trail marker heads; one at the trailhead just east of the Labyrinth and the other at the trailhead near the Memorial Garden and road to the Fire Pit. We need to provide directional and interpretive aids as to where meditative spaces and natural trails are. This will enable congregants to experience and develop a deeper connection with the land. (3) Highlight the natural features that are present in Zone 4. These include the ancient forest, the bridge over the creek, the rock midden where an arrowhead was

found, reminisces of the pasture and farmland of previous owners; and the Ceremonial Lodge Grove.

7. **Worship [Zone 3]** This would be an optional service and does not have to resemble a full Sunday service and may be a more modest event. Consider having an outdoor service on Earth Day. Enhance the narrow trails to our meditative or spiritual areas such as the Champion Hawthorne and Ceremonial Lodge in keeping with the remote nature of these worship areas.. Enhance camping in the pasture for Coming of Age. For congregants who are nature lovers consider at least one optional outdoor service.
8. **Forest Management [Zone 4]** The ancient forest is remote from an urban environment. We need to continue an aggressive removal of invasive species for biodiversity. Demonstration of sustainable and resilient forestry management in keeping with the seventh UU Principal. Our ancient forest canopy needs to be constantly managed. Remove buckthorn and other woody invasives. Take an inventory of what is in this remote area and make specific details or descriptions of plants, animals, trees, etc. Maintain an access road to remote areas and septic field. Plants desired are native hardwoods, such as hickories & chestnuts, oaks and beech. Perform forestry best practices, such as no more than 45 trees per acre. This invasive woody and forest understory will need to be enhanced to enable congregants to hike and enjoy the features of this remote area. We strongly encourage managing this area and enhancing its innate feel and not disturb nature.
9. **Recreational Enhancements [Zone 3]** Our land has many recreational opportunities including hiking, camping, walking the Labyrinth, bird watching, the coral, and playground. Encourage expanded use by using Mt. Unitarian for sledding in the winter. Conduct planned hikes. Create more bird sanctuaries, feeders and birdhouses and encourage bird watching.
10. **Inventory Ornamental Plants [Zone 1]:** We need an inventory of our ornamental plants along our property line and toward the beginning of trails and gardens surrounding the Church. Inventory the land utilizing student interns.

## V. Maintenance

Our land needs to be maintained so it will flourish and not disintegrate. If we do not maintain we pay the cost of replacement. Neglect of the land takes a costly toll in replacement of trees, shrubs and flowers. Through maintenance, we can continue to have a positive environmental impact; and, hopefully, congregants will experience the pleasures of our land. This will have a cost associated to it. However, the costs will be minimized by the work done by Land Stewards.

1. **Zone Maintenance** All zones require maintenance. The cost would be about \$50,000 a year for mowing and snow removal, the burning of the Intentional Prairie and material costs, i.e. mulch, etc. The more landscaped areas such as the gardens surrounding the building, and the Memorial Garden, need clean up in spring and fall and kept free of weeds. Ceremonial areas, such as the Fire Pit, Ceremonial Lodge, Hawthorn Tree and meditative areas require policing. The remote areas need continual forest management and elimination of invasives. The majority of this work is done by Land Stewards.
2. **Trail Maintenance** [Zones 3 & 4] This includes mowing, clearing of brush along the trails; and elimination of muddy spots. The paths require annual mulching and elimination of noxious species such as poison ivy, teasel and buckthorn.
3. **Access Roads** [Zone 3 & 4] Continue maintenance and upkeep of access roads to the rear of property; and septic field maintenance. Ensure emergency vehicle access to key areas on property such as ceremonial lodge, fire pit and outdoor worship area.
4. **Sustainable and Efficient Energy** [Zone 1]: Ensure continued maintenance of wind turbine and solar panels on intentional prairie and roof. Our goal is to reduce dependency on fossil fuels by 50% within 5 years.
5. **North Terrace Gardens** [Zone 2] The garden, maintained by the Second Women's Circle, needs to be planted with some cultivars that are easily sustained. The addition of native plants will result in a mixed garden bed adding variety. Such additions might include day lilies, hellebores, amsonia, and narcissus. Another key need is recruitment of land stewards to assist in maintenance. The garden's maintenance requirements are relative few, mulch, weeding and trimming and could benefit from edging where it meets the lawn. We recommend pavers that are laid level with the surface so that a mower could be run with its wheels on the pavers without disturbing the mulch.
6. **Social Justice Garden** [Zone 2] The garden is a symbol of our Social Justice ministry. When the Rainbow Flag, a symbol of our being a welcoming congregation, was placed in front of the Safe Haven stone, the Social Justice Garden was born. This space could also be enhanced with another piece of art, possibly a Peace Pole, which symbolizes Social Justice. Contact Social Justice Team to see if they can provide a Land Steward.

## VI. Recommendations for Land Improvements 2014 - 2016

After our 2-year moratorium we would like to promote our original plan. This is a prioritized list.

1. **Sanctuary Garden** [Zone 2] Our worship is reflected inside in our Sanctuary and outside in our land. As we sit inside in our beautiful Sanctuary, we believe the view outside our spacious Sanctuary windows needs to support what is going on inside. We recommend enhancing the Sanctuary Garden. Some considerations would be a more formal garden with a variety of ornamentals; creating a low retaining wall to provide a backdrop and protect the garden from salt and pavement runoff; and provide colorful beauty as the seasons change. We would need to replace the clay soil with a more enriched bed and create a sustainable garden view which will provide a more inviting home for shrubs and flowers which bloom at different times of the year.
2. **Parking Lot** [Zone 1]: The parking lot has intensive use. Maintenance involves repairing damage; sealing and snow removal. We also need to complete the Xerscapes. Maintain the sidewalk and complete the last part of the sidewalk heading toward the marginal road. Examine a [permeable paver roadway, secure edging, and parking shoulder of “turf stone”](#).
3. **Property Enhancement – Curb Appeal** [Zone 1] 1. Our entrances lack “curb appeal”. Solicit design ideas for each entrance e.g. wood, stone, brick and other ideas for clearly marking the entrances to promote our welcoming philosophy. Time line and costs need to be determined. 2. There is significant interest in the hill and signage of the prairie. Develop a retaining wall for the hill and entrance that fronts on Ann Arbor Saline. Reconsider plantings surrounding the sign.
4. **Accessible Pathways around the Building** [Zone 2] Create a small hard surface path around the entire building so other abled congregants, seniors and kids can enjoy all the gardens that surround our church building. This path would completely encircle the building with markers identifying the many diverse gardens we have surrounding our church.
5. **Play Ground** [Zone 2] Create a Play Ground Pavilion for parents and kids to picnic and to provide an outdoor area for R.E. to have activities. In the summer there is too much sun bearing down on this area where there are no shade trees. Enhancing the playground also has rental appeal for we have various outside organizations, El’s Place and the Russian School children use the playground. Plant shade trees to play or sit under. We need more fun things for kids to play with. There are not enough play structures and features of interests, i.e. exciting structures for climbing. Survey the parents of kids as to what they would like to see in the play area. Convenient storage space for toys is needed as toys are left out over the winter. It has been suggested that the fence and gates be replaced with a stronger fence and gates. Finally, join with the Memorial Garden and the YRUUU fire pit and consider building pavilions. We could plan and construct all three pavilions [playground; Memorial Garden; and fire pit] in same style and concept and to save on costs.

6. **Enhance and Refurbish Outbuilding Area** [Zone 1] Though not very sexy, we need to maintain and enhance our service area. This includes construct of a pole barn or maintenance building to store of equipment. Current shed is too small. Consider moving the dumpster behind the new outbuilding so it is not as observable from the Sanctuary windows. Enhance the compost area.
7. **Patio Garden** [Zone 2] We suggest that the patio be extended to allow for more outdoor use, including a worship service on the patio. It would also be nice to develop a garden and storage shed near the patio.
8. **Minister's Garden** [Zone 2] The idea is to ask the Ministers and staff if they would like certain plants to be in front of their windows. This is in keeping with our intention to circle the entire building with various types of gardens to reinforce the "Land as Worship" as well as engaging the congregation in land appreciation. This garden can be addressed when we rebuild the Sanctuary Garden and the U.U. Garden.
9. **U. U. Garden** [Zone 2] The idea for a U.U. Garden is to have a "Plant the Garden" event with the congregation, interest groups [e.g. Chalice Circles, Men's Group] adults and children. All would be asked to contribute ideas, plans, and participate in planting a garden that reflects our values, principles, sources and how they see the land as worship. Similar to the tiles in the courtyard, all congregants would have an opportunity to create this garden, define its contents and plant shrubs and plants. This can be created when we rebuild the Sanctuary Garden.
10. **Pavilions** [Zones 1, 2, 3] We have identified three areas where Pavilions would enhance the spiritual and functional use of the land. (1) The Memorial Garden Overlook Pavilion [Zone 1]: which could be a place for memorial services, events and general use. (2) The Play Ground area [Zone 2] where families and Religious Education can hold outdoor activities. (3) The Coming of Age and YRUUU Fire Pit area [Zone 3] as well as a general use pavilion. Rather than planning and building each one independent of each other, we would recommend planning the three pavilions together to provide continuity and unity among them. Implementation can be staggered as funding and congregational priorities warrant.

## VII. Implementation and Oversight of the Site Plan

Key to the success of this Master Site Plan is oversight and implementation. Up to this point, this plan has detailed *what* needs to be done to enhance and care for our land. In this section we would like to make some recommendations as to *how* we see this plan being implemented.

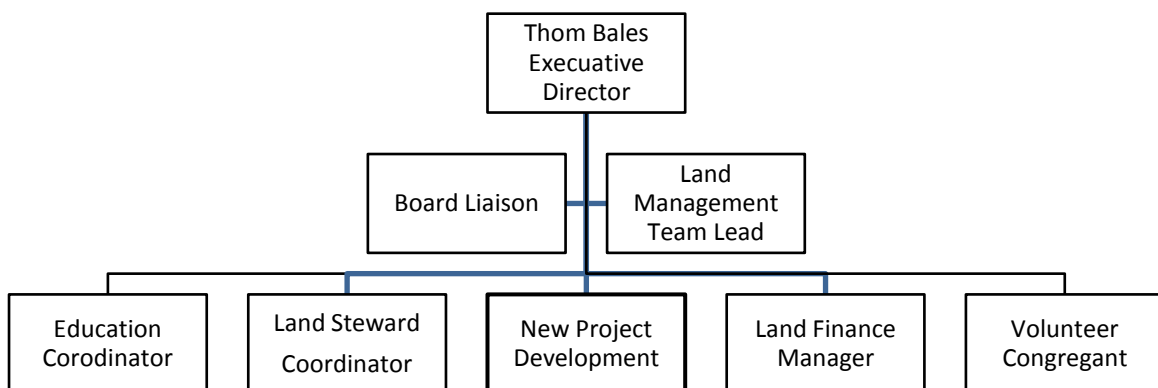
## A. Options to Implement Plan

The large church policy governance structure guides us in suggesting how to implement this plan. With a program church there is autonomous and independent contributors who would like to implement a land project. Due to their enjoyment of working on the land and their creativity in seeing what needed to be done, congregants did their land projects. There was some oversight and guidance from the Land Use Committee. However, costs were often born by the Land Stewards themselves or obtained from the minister. Organized or coordinated effort between garden or land use did not exist.

With policy governance we now have oversight. What is emerging is a big picture look at the entire site and how it is coordinated; planned, and financed. We see five options for the management of the land.

1. Volunteers. Rely on all-volunteer Land Stewards, mostly uncoordinated, no oversight, or one- time groups.
2. Contractors or landscape company. Hire mowing, snow removal, and fall and spring clean-up and to implement this plan.
3. Hire part time staff or Groundskeeper who would be responsible for land maintenance.
4. The Executive Director contracts for discrete site maintenance tasks for critical gardens in addition to the usual land maintenance.
5. Creation of an advisory group which would review and monitor the oversight of the land and forward recommendations to the Executive Director and the Board.

B. Land Management Team Thom Bales, Executive Director, oversees the Land Management Team. The Land Management Team would implement this 2012 - 2016 Master Site Plan. The Team would include a Team Lead, Land Steward Coordinator; a Volunteer Congregant; Land Finance Manager; and an R.E. Coordinator and a Liaison from the Board. The Land Management Team would write job descriptions for these positions.



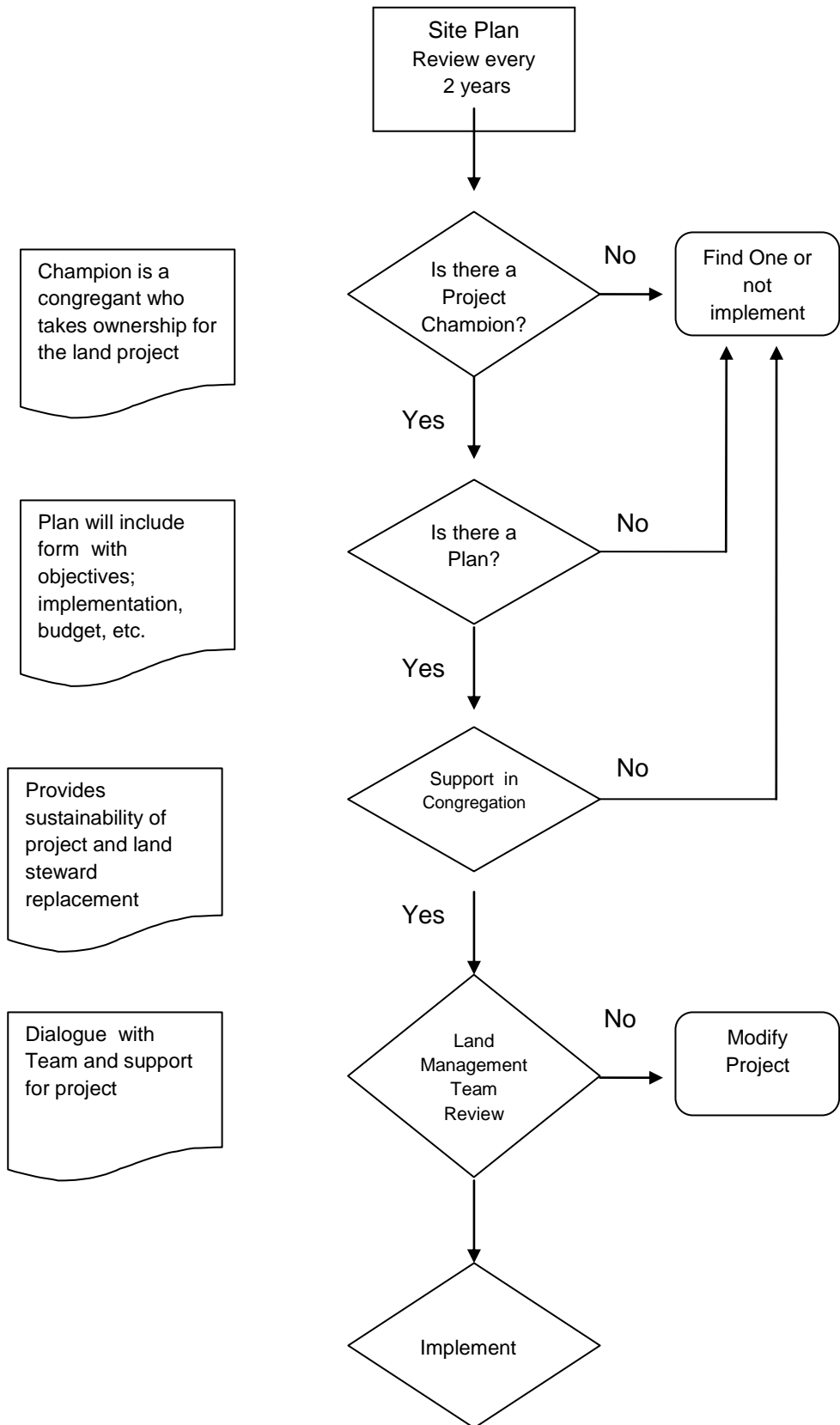
The Land Management Team's responsibilities are to:

1. oversee the implementation of this plan.
2. evaluate and support new project development.
3. support existing projects.
4. recommend fiscal responsibility in land expenditures
5. formalize the land steward program.

Our congregation has very high energetic people. When we first came to this land many projects were started. Some of these projects are still important and useful today. However, some project were later abandoned and left on the land to be cleaned up by others years later, and example being our Ceremonial Lodge. With many current needs being identified and moving forward, we have limited Land Stewards.

We need to make sure that land projects fit our needs and budget, and do not turn into future problems. We also need to understand what the maintenance costs and requirements are for current and proposed projects, Finally, we need to have plans for who and how projects will be maintained as features on our land. To assure that our land will be managed in a responsible and respectful manner we have developed a process for the implementation of land projects [see next page].

# Implementation of Land Projects





## C. Land Steward Program

To implement the Site Plan we need people - Land Stewards are those people. A Steward is defined as a person who attends to the concerns, affairs, property or finances of another. Stewardship is reflected in our Words of Affirmation by saying "Service is our law" and in our U.U.A.A. End Statement which clearly defines the role of Stewards.

"We are all active stewards, serving our congregation and pursuing our ministries through prudent and creative use of our resources, whether physical, environmental, financial or human. We show respect and care for our beautiful building and grounds, for our staff, and for one another."

We need a clear and sustainable Land Steward Program which identifies, recruits, trains and retains Land Stewards. It would also show appreciation to the existing Land Stewards for their hard work. Currently we have 27 Land Stewards, of which six are vacant [See Appendix 6 page 42]

We need to identify and focus on what we need in our Land Stewards. How we will recruit them; identify our common knowledge and updates about what is happening in the congregation's land management. A model for success is the Mindful Eating Coalition. They have created a clear presence in our congregation with forums, table in social hall, recruitment (Crop Walk); and educational programs.

**1. What do we look for in Land Stewards?** We need to establish criteria for selection of Land Stewards. This would involve having an informal dialogue with a member (Land Steward Coordinator?) of the Land Management Team. We would suggest asking questions like "Why do you want to be a Land Steward? What is your area of interest? How can we help you?" A job description will be written by the Land Management Team.

**2. What is our Recruitment Plan?** We need to identify where and how we can recruit Land Stewards. How do we interest multigenerational Land Stewards, from kids, adults and seniors. We also need to create a sustainability program for when a current Land Steward "retires" a replacement is available rather than have that land area fall into neglect. We also need a back-up plan to help current Land Stewards who go on vacation, become temporarily ill or incapacitated. We need to think about having a "recruitment" table in the Social Hall and asking our existing Land Stewards to recruit others. We need an interface with R.E. to educate children on what it means to be a Land Steward. We could create a Junior Land Steward Team.

**3. How are we going to train our Land Stewards?** We need an orientation program to help Land Stewards become acclimated to "how we do things" We also need

discussion forums and educational programs for gardeners love to talk about what works and doesn't work on the land. We would suggest they read this plan and understand the processes.

## **VIII. Time Line**

**2012 – 2013 Pursue Full Property Tax Exemption  
Develop Conservation and Preservation Plans  
Maintain property**

**2013 – 2014 Trail Enhancements  
Outdoor Worship  
Education about Land**

**2014 – 2015 Curb Appeal if money is available  
Develop Interpretive Signage  
Forest Management**

**2015 – 2016 Nature Stations  
Inventory Ornamental Plants  
Recreational Enhancements**

## **IX. Budget**

Initially, the Site Planning Review Team developed a 5 year budget which was approximately \$681,400 spread over 5 years. [Appendix 5 on page 38]. We deferred funds for 2012 and 2013 and reduced expenditures for 2014 to 2016 and factored in the \$4,000 a year for changing our tax-exempt status, resulting in a new budget for \$646,200. See below and Appendix 5 on page 40.

| Line Item Budget                          | 2012            | 2013            | 2014            | 2015            | 2016            | 5 Year Total     |
|---|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|
| <b>I. Maintenance of Property</b>         | \$50,000        | \$50,000        | \$59,000        | \$59,000        | \$55,000        | \$273,000        |
|   |                 |                 |                 |                 |                 |                  |
| <b>II. Enhancement of Property</b>        |                 |                 | \$214,300       | \$59,300        | \$3,300         | \$276,900        |
|   |                 |                 |                 |                 |                 |                  |
| <b>III. Improve Accessibility to Land</b> | \$2,700         | \$2,700         | \$6,700         | \$7,500         | \$6,700         | \$26,300         |
|   |                 |                 |                 |                 |                 |                  |
| <b>IV. Construction of Outbuildings</b>   |                 |                 | \$51,000        | \$11,000        | \$25,000        | \$87,000         |
|   |                 |                 |                 |                 |                 |                  |
| <b>V. Land as Worship</b>                 |                 |                 |                 | \$3,000         |                 | \$3,000          |
|   |                 |                 |                 |                 |                 |                  |
| <b>Total</b>                              | \$52,700        | \$52,700        | \$331,000       | \$139,800       | \$90,000        | \$666,200        |
| <b>Savings on Tax Exempt Status</b>       | <b>-\$4,000</b> | <b>-\$4,000</b> | <b>-\$4,000</b> | <b>-\$4,000</b> | <b>-\$4,000</b> | <b>-\$20,000</b> |
|   |                 |                 |                 |                 |                 |                  |
| <b>Grand Total</b>                        | \$48,700        | \$48,700        | \$327,000       | \$135,600       | \$86,200        | \$646,200        |

## X. Summary

The 2012 – 2016 Site Planning Review Team identified a vision that our land is for worship. We examined four zones on our 46 acres of land. This resulted in the identification of 10 projects and six maintenance project to undertake in 2012 and 2013. We then identified 10 projects to consider in 2014 to 2016. We developed an implementation and oversight plan which included the creation of a Land Management Team. We outlined a Land Steward Program which would recruit, train and sustain our Land Stewards. We concluded with identification of time frames and financial resources needed over the next 5 years to implement this plan.

We would recommend that the U.U.A.A. Executive Director, Thom Bales, consider the following. Thom would enter into a discussion and dialogue with the Senior Minister and the Board of Trustees about the feasibility of implementing all or parts of this plan and provide reasonable financial support if appropriate.

This plan has many recommendations which do not cost money. Our hope is that the focus is not solely on cost but on the worship benefits of this plan. We believe our land is for worship and this plan will provide that support.

Since Service is our Law - We thank you for the opportunity to have been of service to the First Unitarian Universalist of Ann Arbor.

John Erdevig, Site Planning Review Team Lead

Ann Jones

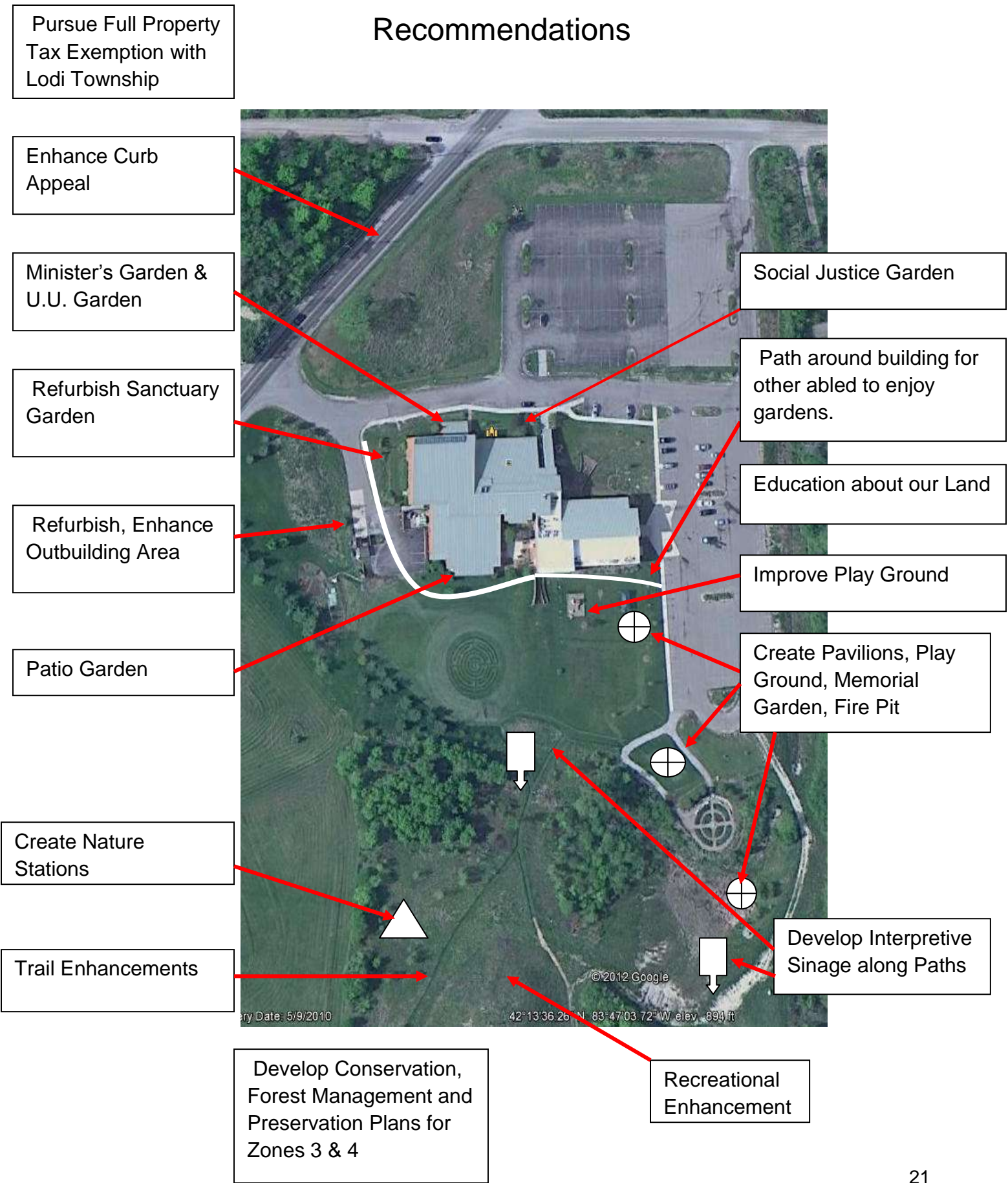
Jennifer Kangas

Bob Lippert

John Seeley

2/7/2012

# Recommendations



Pursue Full Property Tax Exemption with Lodi Township

Enhance Curb Appeal

Minister's Garden & U.U. Garden

Refurbish Sanctuary Garden

Refurbish, Enhance Outbuilding Area

Patio Garden

Create Nature Stations

Trail Enhancements

Develop Conservation, Forest Management and Preservation Plans for Zones 3 & 4

Social Justice Garden

Path around building for other abled to enjoy gardens.

Education about our Land

Improve Play Ground

Create Pavilions, Play Ground, Memorial Garden, Fire Pit

Develop Interpretive Sinage along Paths

Recreational Enhancement

# Appendix

# Appendix 1

## 2005 Proposed Landscape Master Plan

December 2004

### Introduction

The Site Master Plan for the church is intended to guide where present and future activities occur on our church property. It is a 5-10 year long range planning document that addresses the needs of the church's programs and the church community as a whole in relation to the opportunities and constraints set by the property. It assures that these needs are met in a way that is demonstrable of our church principles and compatible with the existing natural systems of the landscape.

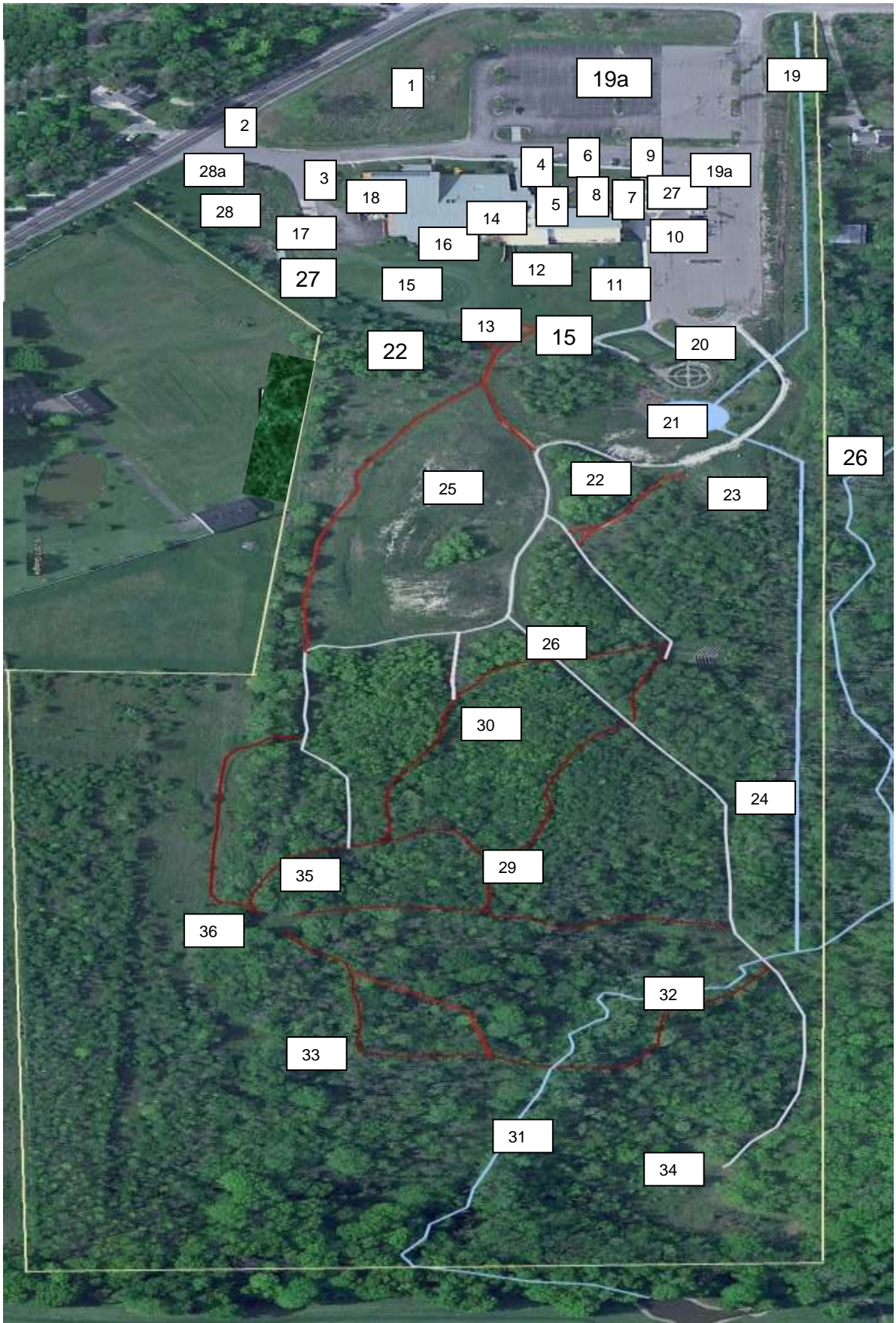
### Planning Principles

In its course of study, the Site Master Plan Task Force adhered to the following principles.

1. Land uses accommodated by the plan should be compatible with our U.U. principles.
2. We assume shared ownership of the property between all members of the church.
3. In so far as possible, we will conduct our deliberations with respect for established uses.
4. Our decisions must be compatible with the potential needs of future tenants.
5. The plan should seek compatibility between adjacent land uses.

### Recommendations

1. Keep more intensive land uses near the church buildings and north of existing drain.
2. Accommodate different recreation outdoor play spaces for different ages.
3. More clearly define and enhance our outdoor ritual spaces. Create a "Sacred Oak Grove" as a defined gathering space for Coming of Age celebrations. Add a covered picnic area and stone hearth.
4. Better utilize existing outdoor gathering spaces near the church.
5. Provide location for wind power.
6. Provide emergency access to the Sweat Lodge
7. Provide opportunity for interested church members to re-establish a U.U community garden.
8. Provide space near the RE Building for possible children's garden.
9. Maintain the established path hierarchy with the exception of a new path to the spoil pile. Do not add new paths in order to minimize edge conditions.
10. Keep main paths and outdoor worship areas mowed to improve access.
11. Restore the spoils pile to native grassland. Add on observation point and Council ring.
12. Conserve and improve existing natural areas. Manage the property's natural areas to improve the quality of the existing plant communities and wildlife habitat. Limit planting these areas to Michigan native species.





**2005 OVERLAY OF EARLIER SITE MASTER PLAN**

**"AS BUILT," AND WITH IMPLEMENTATION PLANS**

| <b>Number</b> | <b>Area</b>                           | <b>Description</b>  |
|---------------|---------------------------------------|---|
| 1             | First Prairie:                        | Exemplary re-established native prairie, isolated maple, burr oak, some invasives: teasel, buckthorn  |
| 2             | AA-Saline, Driveway,                  | Sign: Regulated by Lodi Twp., Road Commission<br>visibility of sign a concern; build embankment?  |
| 3             | North of Sanctuary<br>marginal road:  | Conventional high-input "office park" landscaping heavy salt and<br>tire damage from parking lot  |
| 4             | Main Sanctuary<br>Entrance:           | Well-maintained formal garden at entry level; some low<br>maintenance plants  |
| 5             | Top north terrace:                    | Just left of Main Sanctuary Entrance. The well-head, spigot<br>access limit landscape choices. Suggest Asian garden with<br>stone lanterns, bench, anchored at front by a gingko? |
| 6             | Sidewalk margin, North<br>of RE Wing: | Struggling seeded lawn. Plan is to harvest sod from Good Food<br>Garden site, and lay it here.  |
| 7             | Slopes, North of RE<br>Wing: :        | Plan is to continue a line of native shrubs from terrace<br>and plant the rest in a bordered, upland-mix native prairie   |
| 8             | North terrace:                        | Fall of 2006, native shrub landscape, professionally designed by<br>School of Natural Resources PhD   |
| 9             | Swale North of RE<br>Wing:            | Still debating whether runoff will sustain a rain garden<br>Various designs are under consideration. First, must stabilize the<br>slope above it.                                 |
| 10            | RE Wing, East<br>Entrance:            | Students planted bulbs; lindens on Arbor Day go into<br>the two pavement "cutouts," sedum ground cover; rain barrel,<br>wall spigot   |
| 11            | Playground:                           | Plan ought to include fenced area, shade trees, UU RE themed<br>features  |
| 12            | South terraces:                       | Native shrubs for color, discourage climbing on retaining walls   |

| Number | Area                                    | Description  |
|--------|---|--|
| 13     | Walkways through South Lawn:            | Plan discussed to connect Library Court yard, Social Hall to Back 40 and Memorial Garden gravel paths  |
| 14     | Library Courtyard:                      | Native and low-maintenance mix in formal layout installed 2005   |
| 15     | Labyrinth:                              | Some kind of maze garden or walkways are part of Site Plan   |
| 16     | Social Hall Vista:                      | Lawn, backdrop of mostly evergreen trees, some salt damage off to the west, downstream from service parking lot. Some discussion of a "secret garden" to be sited near here. Need to protect tree bases from weed whackers, mulch  |
| 17     | Compost, Tools:                         | Compost bins go up spring 2006; tool shed planned<br>Current outdoor tool storage is unsustainable, destructive  |
| 18     | Sanctuary Garden:                       | Catastrophic salt damage requires re-installation. To screen view of dumpster, a cedar board fence covered in vines; and replace various shrubs, flowers. Planned for 2006.  |
| 19     | Eastern Drainage:                       | Erosion, salt runoff from our parking lot and dead arbor vitae are problems. Need to stabilize, replant No plan to do that currently. Replace or reform practices of snow removal contractor -- under study now.   |
| 19a    | Parking Lot Islands:<br>[Xerscapes]     | Extremely difficult sites, blistering heat, drought-killed trees are being replaced by seedling oaks; various improvements are planned to maximize their survival such as tree collars All lawn-covered margins of parking lot suffer from tires, salt, erosion, and drought |
| 20     | Memorial Garden:                        | Established, elegant circular formal garden with benches, plaque<br>Has a committee to maintain it.  |
| 21     | Retention Basin:                        | Needs erosion control, trees to improve vista from Memorial Garden. Expansion of native prairie being discussed.   |
| 22     | South swale:                            | Divides front from Back 40. Ongoing invasive buckthorn removal in wadded area. Relatively undisturbed second-growth habitat for being so close to the buildings.   |
| 23     | "Plateau" Picnic, Coming of Age "camp": | Needs a plan for clean-up, structures. "Sacred oak grove." Timbers and ash poles will be salvaged.   |

|     |  |  |
|-----|--|--|
| 24  | Outdoor Worship Area:                  | Farther back in the brush, down the road. Fire circle, rows of long benches. Poor upkeep is a concern.   |
| 25  | Hill (aka: Spoils Pile, "Stumphenge"): | In spring high point, but suffering from repeated construction disturbance, lack of topsoil, erosion drought. Plan to seed with flax and oats this spring, fertilize, and then an upland prairie mix. PLEASE KEEP OFF!     |
| 26  | Roads:                                 | Heavily rutted, eroded dirt tracks. PLEASE KEEP OFF! Concern for further damage, vehicles getting stuck, and poor emergency access to Sweat Lodge. No plan or budget to improve.   |
| 27  | Rain Garden:                           | Heavy salt damage in this native plant swale installed with RE kids' help in 2004. Sod to the east has fair organic content in the clay topsoil.   |
| 28  | Good Food Garden:                      | with Grow a Row for the Hungry, going in spring of 2006. Combines RE, community gardening, food donation / social justice theme, and organic gardening.  |
| 28a | Wind Power and Solar Panels            | Possible future location of wind power, solar panel installations.   |
| 29  | Trails:                                | Mowing, not creating new trails, poison ivy are concerns. plan is to place interpretive and instructional signs for self-guided tours, and to guide individual stewardship efforts. (Signs will go up throughout grounds.) |
| 30  | Upland Woods:                          | Needs species and habitat inventory, forestry plan April, 2006, invasive garlic mustard removal season   |
| 31  | Stream:                                | Compromised by construction activity. Needs study.   |
| 32  | Bridge:                                | Damaged by construction activity.  |
| 33  | Lowland Woods:                         | Needs inventory, forestry plan, invasives eradication  |
| 34  | Septic field:                          |  |
| 35  | Sweat Lodge:                           | Popular Lakota-style cleansing and worship. Concern is poor emergency vehicle access, overuse of poor roads  |
| 36  | Back Meadow:                           | Former hay field along west side of property   |

## **Appendix 2 – Intended Charge to Board From the Second Site Plan Revision Team February 1, 2011**

### **Why We Are Here**

We have come to the Board of Trustees to seek your support, guidance, and advocacy in the Site Plan Revision Team's development and implementation of the U.U.A.A.'s 2011 Master Site Plan.

### **Who We Are**

The Site Plan Revision Team consists of John Erdeivig, Ann Jones, Jennifer Kangas, Bob Lippert, and John Seeley. Thom Bales will be the monitor and liaison to the Board. Please see biographies on the last page.

### **Suggest Charge for the Second Site Plan Revision Team to Proceed**

The Board of Trustees of the First Unitarian Universalist Congregation of Ann Arbor charges the members of the Site Plan Revision Team to:

- I. Review the 2005 First Master Site Plan. Create a 2011 Master Site Plan to develop and monitor the site for the next 5 years.
- II. Present a revised Master Site Plan to the Board by October 2011.
- III. Develop this Plan for the land use and stewardship in a holistic and practical manner. To do this the Team will:
  - A. Consult and actively take guidance from: Rev. Gail Geisenhainer, Senior Minister; Thom Bales, Director of UUAA; John Erdeivig, UUAA Land Steward Coordinator, and available UUAA members, users, leaders and experts.
  - B. Connect the UUA Statements of Conscience; UUA Sources; UUA Principles; and the UUAA End Statements.
    1. U.U.A. Statement of Conscience: Affirming that we are of this earth and that humankind has brought about global warming/climate change, we, the member congregations of the Unitarian Universalist Association, pledge to ground our missions and ministries in reverence for this earth and responsibility to it as we under-take these personal practices, congregational actions, and advocacy goals.
    2. U.U.A. Principles: Our second Principle, "Justice, equity and compassion in human relations" we are increasingly aware that caring for the Earth and all of its inhabitants is a critical ingredient in building true justice. Another Principle we value is to "Respect and celebrate the interdependent web of all existence in all aspects of our congregational life."
    3. U.U.A. Sources: Our first sources of Unitarian Universalism is: "Direct experience of that transcending mystery and wonder, affirmed in all cultures, which moves us to a renewal

of the spirit and an openness to the forces which create and uphold life.” The sixth source of our faith is the “Spiritual teaching of Earth-centered traditions that “instruct us to live in harmony with the rhythms of nature.”

4. U.U.A.A. End Statements: Promote positive environmental action locally in concrete and substantial ways to protect the natural environment through the creative use of our resources, whether physical or environmental. We show respect and care for our beautiful building and grounds through prudent and creative use of our resources. [Condensed from 1.2 Social Justice and Environmental Action; 1.2.2.; and 1.4 Stewardship; 1.4.1]
- C. Gather and assess information from the congregation and other relevant sources, including state and local resources, to identify needs and uses of the land.
  - D. Identify and optimize land value and use to assure a legacy for those who come after.
  - E. Encourage stewards of the land to insure the sustainability of the U.U.A.A. site.

#### *When Will We Do This*

We will gather Information - January to March; review and organize information - April; Develop Master Plan - May to July; update the Board – July 5<sup>th</sup>; write Master Plan – September; and Present Final Master Plan to Board October 4 2011. Thereafter, this Master Site Plan will be revised once every 5 years.

#### *What Resources do We Need*

UUAA will provide necessary and reasonable resources for the Site Plan Review Team as needed and monitored by Thom Bales. The Master Site Plan will include a projected budget of revenues and costs.

### Biographies of Site Plan Revision Team

Thom Bales is from Morristown, TN and grew up on a cattle farm along the Nolichucky River. He is a graduate of East Tennessee State University and Columbia Theological Seminary. He has spent over 20 years nonprofit management. He has worked for Hands on Atlanta; Atlanta Community Food Bank and the Borders’ Foundation. His responsibilities include overseeing building & grounds, communications, finance, and specific personnel areas.

John Erdevig’s solo law practice emphasizes real estate and estate planning. With his J.D. from U of M, John focused first on constitutional rights for disadvantaged persons. John managed the Monroe office of Legal Services, wrote and administered grants, and advised United Way. John contracts to mow our lawn using low-emissions methods, and coordinates our outdoor volunteers.

Ann Jones was a member of a Planning Commission in Ohio for 5 years. She has spent over 30 years working for Fortune 500 corporations in training and organizational development.

She currently teaches Psychology at W.C.C. and has been a U.U. for over 30 years. She has facilitated several Adult S.G.D. programs including Leading With Love, Coming of Sage, and Adult OWL and is a member of the Welcoming Team and Interweave. Ann is responsible for the Children's Rain Garden.

Jennifer Kangas is an organic grower of vegetables, flowers and herbs which are distributed through their CSA (Community Supported Agriculture). She and her husband also raise a limited number of goats, chickens and turkeys [[capellafarm.com](http://capellafarm.com)]. Prior to farming, she spent 20 years in the banking industry as a commercial lender with a focus on land development and construction, small business lending and manufacturing. She has been an active volunteer over the years with roles on various boards including serving as treasurer of a local non-profit for 5 years, helping to manage and maintain a budget of \$1 million. She and her husband have been attending UUAA for 3 years and joined 2 years ago.

Bob Lippert is an automotive engineer at Ford in powertrain and transmission and hybrid vehicle mathematical modeling. Bob learned his love of gardening from his grandfather who was a biologist. He is working on his own hybrid plants. He has worked on the church land since we moved, mainly concentrating on the back area, removing deadwood and maintaining trails. He has repaired erosion; worked on the sub-soil of the twin hills; introduced flax, and then planted little blue stem prairie grass which he grows from seed in his sun room. His current focus is removal of all the female Buckthorn trees on the property.

*John Seeley, is a co-founder of Formative Evaluation Research Associates [FERA]. FERA develops and uses information to attempt to improve the performance of non-profit social and educational programs. John's educational background includes Ph.D. in Higher Education; Masters in Comparative Government and B.A. degree Political Science. John has been active in F.U.U.A.A., serving as a member and president of the Board of Trustees. He views our extensive acreage as a tremendous spiritual resource and responsibility.*

## Appendix 3 – Ideas from the Land Stewards March, 2011

*The items recorded here are the top values from the 32 people who attended the Land Steward Appreciation Dinner. These lists have been grouped by like topics and alphabetized.*

### Top Strengths and Values about the Land

**Diversity:** Diverse, varied habitat and land; Diversity of spaces; Provides opportunities for many different activities; Variety of local environments – pond; woods; hills; grassy areas; Variety of many species

**Features:** Always available; Controllable location; Creative and innovative projects for land use.; Demonstration areas – prairies, water, garden; It is a blank slate and undeveloped; Long enough trails to take a significant walk; Multiple use aspect of land; Play area for children; Pond – retention; Renewable energy sources; Special areas like Memorial and Butterfly gardens; Spiritual invitation to land and memorial garden; There are paths.

**Nature:** Being in nature is healing and spiritually restorative; Hawthorne trees; It's natural; Undeveloped; Woods, trees, and shady spots

**Space:** Quiet peaceful places; Quietness; It offers privacy and personal worship space. A large space to enjoy; Nice sizable piece of property; Size – vast; Spacious which allows people to relax with Mother Nature

**Stewardship:** Congregants who know and care about the land; Interested volunteers; Knowledgeable leaders; Number of committed land stewards to help.

**Wildlife:** Abundance of wild life habitats; Diverse local wildlife; Space for wildlife; There's lots of wildlife

### Problems and Liabilities about the land

**Maintainance:** A large space to take of; Both road sides (Ann Arbor Saline and Ellsworth) are unkempt, ugly, scruffy; Challenging to maintain enormous piece of land; Feels overgrown; Invasive plants – buckthorn; teasel; ophragmites; Invasive species in back 40; Lots of maintenance and care required; Much of it is overgrown; Trails become overgrown easily; lots of maintenance required

**Trails, Paths:** Buckthorn and teasel make it hard to walk; No good paths around the building and limited places to sit and rest; Not conducive to walking with swampy terrain and nuisance insects. Not entirely natural, can't walk through overgrown thickets, etc.; Not very walkable for people with disabilities or baby carriages; Uneven paths, muddy

**Features:** Barren ugly parking lot; Can get lost; Clay soil, we always need to augment; Conflict between beauty and organic; structure and naturalness; Disturbed land; Diversity of congregation may hamper process; Gardens are not visible to the general public (Terrace Garden, Memorial Garden, etc.); Lack of accessibility for handicapped; Lack of Accessibility to back 40; Lack of money to develop and sustain site; Looking out from sanctuary window, more needs to be developed; More small spaces for meditation and private worship is needed; Need more 20 and 30 year olds to help; Planting around the parking lot; Salt water runoff from may; barren land parking lot.; Septic field is overgrown with roots going into it inaccessibility; Sinage is needed; Soil is hard clay; Some gardens not used very much; Still paying taxes; Underdevelopment of congregational involvement with the land.

**Effective Land Use: When you are out on the land, walking, digging or caretaking, what do you think you need to be more effective on our land, or in your plot of land?**

It may possible to cluster some of these following, however, in respect for the individual suggestions, though some are similar, each are unique and different in their own way. Therefore they were not condensed..

Barrier under the sandbox to discourage weed growth through the sand; Better trail maintenance; Bird houses; Board walks over muddy areas so you can walk; observe; view; Clearly marked area for compost; Develop more paths – more development, well maintaince of paths; Fence for food gardens; Land steward workshops; Loaner tools; Map of land; More and better funding; More chips on trail; More help in gardens, particularly in the front entrance; Need a sustainable fix to the hornet problem; Place of worship and contemplation; Resource directory with signage or land or database inventory of species on land; Sinage providing information; There is a need for signage with information in various spots; There is often no plan for carry through on projects when the champion for that project leaves the congregation. We need this; Tours to different gardens and areas; Usable worship area; Well designed parking lot with carefully designed drainage; Wind turbine plaza development; finishing

**Future Land Use: Look ahead 2 to 5 years out; envision the possibilities of our land for our future. What would you dream of or desire to see? - No idea is discarded, open up the tap! Think creatively.**

It may possible to cluster some of these following, however, in respect for the individual suggestions, though some are similar, each are unique and different in their own way. Therefore they were not condensed.

A church cemetery; Areas set aside for special purposes; Beautiful water feature (x2); Brick paves, walkways to gardens; Build boardwalks to make it easier to transverse wetter areas of land easier; Clarify religious purpose and use of all the land; Connect to city sewage and abandon the septic system; Continued stewardship; Directed use or directed program to back 40 acres; Direction on posts – trail markers; Disc golf 9 holes; Electric fence area for livestock; Encourage hiking throughout the year; Get congregation out of sanctuary and onto the land; Golf cart access;;Green burial; Handicapped access to land; Hermitage for solitary religious/spiritual retreat – open to the public by reservation; Hoop houses; Important for all ages including and not especially children and teenagers – would combat NDS [Nature Deficit Syndrome]; Invite spiritual experience for one or more people at anytime (24/7); Land should produce crops; X-mas trees; Mimic Meijer Gardens in Grand Rapids; More “destination” areas; More park like; More shade trees near the building; Nature stations; Outdoor worship center; Overnight facility for spiritual retreat alone/as couple/family and groups; Parking lot to back worship area; Part of our land in conservancy; Paths; Pavilion with information maps; Picnic area; Professional development; Provide rest points for hikers/walkers; Sanctuary window gardens, fieldstone wall; Seasonal celebrations; Shade by playground; Shelter on top of hill for weddings, other events; Simpler gardens – too much weeding to maintain; Sinage; Summer services outside; Swale with stream, peaceful, well maintained area will take money; Thin trees; Throughout the land develop and install nature, spiritual, meditation, worship stations  
Wider paths; Worship events on the land



## Appendix 4 –Congregational Survey

*The Site Plan Revision Team, composed of John Erdivic, Ann Jones, Jennifer Kangas, Bob Lippert and John Seeley, is developing and revising our Congregation’s 5 year site plan. We have been working to review past efforts, collect information from our Land Stewards, peak your interests with our table in the Social Hall and surveying our 46 acres of land. We have narrowed down our planning efforts to two critical areas: (1) what is on our land; and (2) how we use our land.*

*We would like your help in prioritizing the importance of these two areas. For the items listed, place a rating of 1 to 5 in order of importance to you. (1 is what you consider the most important; 5 being of lesser importance to you.) **Please use each number only once in each section.** Then we have a few questions for you at the end.*

***Please complete your survey by Sunday evening, October 2<sup>nd</sup>. Thank you for participating.***

| Priority | What Is on Our Land  |
|----------|--|
|          | <p><b>Gardens:</b> We have many gardens, Entry Garden, Butterfly garden, Memorial Garden, Good Food Garden, Rain Garden, Gardens by Social Hall, the Prairie, native plant garden, etc. We need a formal walled garden outside the sanctuary, a water feature on the land; be park like Meijer Gardens, more gardens close to sanctuary. Use land for production of food, Christmas trees, vegetables, a community garden, a hoop house, bee hives, or a working farm. Ongoing maintenance on thistle, poison ivy and buckthorn control. Help educate about nature, food, livestock, etc. Have formal service in the Memorial Garden, scheduled tours of gardens, special events revolving around gardens.</p> |
|          | <p><b>Nature</b> Nature is healing, restorative or spiritual. Build Nature Stations to walk and learn. Develop meditative walks, maintain the unspoiled, natural, pristine environment. Personal meditative spaces, maintain Labyrinth. Reflect our UU roots of Thoreau, Channing. More shade trees near church. Establish water feature or pond. Have a forestry management plan. Tend to, inventory and maintain diversity of trees, bird watching and wildlife platforms.</p>   |
|          | <p><b>Structures &amp; Parking Lot:</b> Repave, redesigned or repaired main parking lot and xerscapes Islands; finish sidewalk, create retaining wall on Ann Arbor Saline Road; create pavilion over fire pit for YRUU; improve playground structures; outdoor shelter for worship; storage shed or pole barn; outdoor bathrooms; port-a-potty. Build a shelter on top of hills; site for weddings. have more structures; improve grove; overnight facility for spiritual retreat; Shade for playground; Develop a picnic area;</p>  |
|          | <p><b>Sustainability Environs:</b> Continue focus on, and practice conservation; recycle, composting; leave a minimal foot print. Hold forums on sustainability; Continue use and maintain renewable energy plaza, wind turbine and solar panels; increased energy efficiency; reusable energy; maintain and sustain septic field and road to it.</p>  |

|   |   |
|---|---|
|   | <p><b>Trails:</b> Widen, improve, maintain and mark trails with signs. Create self guided tours augmented by a trail maps with detailed text for trails. Have interpretative signs. Inventory our entire site. Create and maintain more formal pathways; Trails become overgrown, some are muddy; need more mulch; Include more benches; meditation areas. Unmet needs include: trails, maps, and interpretative signage. Need an alternate route to back 40.</p> |
| <p>Look at your #1 choice, what specific events or projects would you like to see implemented?.</p> |   |

| <b>Priority</b> | <b>How We Use the Land</b>   |
|-----------------|--|
|                 | <p><b>Access:</b> Improve accessibility to our land. Access to Champion Hawthorn, outdoor worship areas. Create hard surfaces for more accessibility for wheelchairs, children, and seniors. Make land more useful for church programs. Do a history of our land, field stones; trees. Improve trail accessibility for children, other abled.</p>  |
|                 | <p><b>Activities:</b> Current and potential uses of the land by children include the playground, labyrinth, sandbox, sledding, fencing, camping, use by Coming of Age groups. Possibility to build a more creative playground. Fencing. Make a safe and inviting area for all to use. older "kids" play area including large swing set, picnic tables, etc. Current and potential uses of the land by all ages includes quiet spaces (solitude), places for gatherings, gardening, biking, birding, camping and campfires. A disc golf course with stations at each hole, picnic areas, boulders to climb on, ice rink. Considerations for these uses include ongoing maintenance - fencing, wasp patrol, weeding, etc. Use outdoors for RE classes.</p> |
|                 | <p><b>Education Educate ourselves about our land and what's on it. Learn about our resources, know birds, plants, trees, wildlife, and invasive species. Periodic forums on the Land, Lessons for "newbies" who want to garden or care for land. SGD programs for kids. How can we get the congregation excited and involved in our land?</b></p>  |
|                 | <p><b>Stewardship</b> Identify more multigenerational land stewards, communicate on a regularly basis and manage them effectively. Educate congregation on the meaning and value of stewardship. Identify project champions who can stick with the project. Recognize the three-fold bottom line for stewardship - financial (cost-effectiveness), environmental sustainable and fairness/social. Use the 3 areas of the land differently, but sustainably. front third, middle third and back third.</p>  |

**Worship:** Provide personal worship areas for meditation and involvement with nature even hermitage; type opportunities; camping for individuals, families, groups. Use the land for congregational worship events, ceremonies and practices. More existing formal outdoor worship areas, ceremonial lodge, outside early morning services, life events celebrations. Develop worship areas with structures in natural settings: Outdoor group worship areas (fire circle/benches, outdoor “chapel”, Hawthorn tree). Treat environmentally responsible practices as a spiritual discipline.

Look at your #1 choice, what specific events or projects would you like to see implemented?

We have over 30 different Land Stewards servicing our land. Land Stewards are volunteers who take care of our gardens, entryways, maintain our property, and nurture our land. We have Land Stewards for **Garden Areas:** (Butterfly Garden; Children’s Rain Garden, Courtyard Garden, Entrance Garden, North Terrace Gardens, Sanctuary Garden); **Activity Areas:** (Corral, Children’s Play area and Sandbox, Labyrinth, Ceremonial Lodge, Fire Pit); **Worship or Meditation Areas:** (Champion Downy Hawthorn Guardian; Distant: Worship Areas, Memorial Garden); **Food Gardens:** (Ethical Eating Team, Good Food Garden, Herb Garden, Locavore Square Foot Garden); **Maintaince:** (Intentional Prairies, Parking Lot Islands; Forestry, Near and Far Trails, compost, mulching) and **Renewable Energy Plaza & Environs**

No special skill is needed, just a desire to be part of nature and serve our land. Is there a particular garden, service, or land feature on which you would like to participate?

Thank you, but not interested at this time.  Place “X” in box.

Yes, I am interested in: (State area of interest): .

If you would provide us with your contact information one of our Land Stewards will contact you.

Your Name:

Email Address:

Primary Phone Number:

Your Site Planning Review Team thanks you for participating in our survey.

## Results of Congregation Survey

Using a 5 point scale, with 1 being the most important, congregants rated the importance of each item. The lower the score the more important it was.

### **What Is On Our Land**

1. Nature: [Rating 2.8] Build nature stations to teach, develop meditative spaces or walks, maintain the unspoiled, natural, pristine environment. More shade trees near church. Establish water feature, forestry management plan, bird watching and wildlife platforms.
2. Sustainability Environs: [Rating 2.8] Continue to practice conservation, recycle, composting, leave a minimal foot print. Hold forums on sustainability, maintain renewable energy plaza, wind turbine and solar panels, maintain and sustain septic field and access to it.
3. Gardens: [Rating 2.9] Includes walled garden outside the sanctuary, water feature on the land, land for food production, community garden and a hoop house. Ongoing maintenance of invasive plants, schedule garden tours, special events and services around gardens.
4. Structures & Parking Lot: [Rating 3.0] Repave main parking lot, finish sidewalk, create retaining wall on AA-Saline Rd, pavilion at fire pit, picnic area, improve playground structures, pole barn, outdoor bathrooms, shelter on hills, improve grove, playground shade.
5. Trails: [Rating 3.6] Widen, improve, maintain and mark trails with signs. Self guided tours, trail maps, interpretative signs. Inventory our site, more formal pathways. Overgrown and muddy trails need more mulch. Include more benches, need alternate route to back 40.

### **How We Use Our Land**

1. Activities: [Rating 2.8] Uses for children: playground, labyrinth, sandbox, sledding, fencing and camping. More creative playground. Large swing set, places for gatherings, gardening, biking, birding, camping and campfires. Boulders to climb on, ice rink or disc golf
2. Access: [Rating 3.0] Improve accessibility to Champion Hawthorn, outdoor worship areas. Create hard surfaces for more accessibility for wheelchairs, children and seniors. More use for church programs. Do a history of land, field stones and trees.

3. Stewardship: [Rating 3.0] Identify more land stewards, identify project champions. Recognize the 3 fold bottom line for stewardship: cost-effective, environmental sustainable and social. Use different areas of the land differently, and sustainably.
  
4. Worship: [Rating 3.0] Personal areas, involvement with nature, camping, congregational worship, ceremonies and practices. More formal outdoor worship areas, ceremonial lodge, outside early morning services, life event celebrations, environment as spiritual discipline.
  
5. Education: [Rating 3.2] Education about land, what's on it, resources, know birds, plants, trees and wildlife. Periodic forums on the land, lessons for those who want to garden or care for land. SGD programs. Getting the congregation excited and involved in our land.

## Appendix 5 – Initial Budget

| Line Item Budget                          | 2012    | 2013   | 2014   | 2015   | 2016   | 5 Year Total |
|---|---------|--------|--------|--------|--------|--------------|
| <b>I. Maintenance of Property</b>         |         |        |        |        |        |              |
| A. Maintenance Contract (Mow & Snow)      | 50,000  | 50,000 | 50,000 | 50,000 | 50,000 | 250,000      |
| B. Grounds Keeper                         | 5,000   | 5,000  | 5,000  | 5,000  | 5,000  | 25,000       |
| C. Drainage, Culvert,                     | 4,000   |        | 4,000  |        |        | 8,000        |
|   |         |        |        |        |        |              |
| <b>II. Enhancement of Property</b>        |         |        |        |        |        |              |
| A. Paving, parking, Sidewalk replaced     | 200,000 | 50,000 | -      | -      | -      | 250,000      |
| B. Improve "Curb Appeal" (retaining wall) | 10,000  | 500    | 5,000  | 500    | 500    | 16,500       |
| C. Xeriscaping & Parking Lot              | 2,800   | 2,800  | 2,800  | -      | -      | 8,400        |
| D. Plant Shade trees near play area       | 1,500   | 1,500  |        |        |        | 3,000        |
|   |         |        |        |        |        |              |
| <b>III. Improve Accessibility to Land</b> |         |        |        |        |        |              |
| A. Map and Mark Trails                    | 100     | 100    | 100    | 100    | 100    | 500          |
| B. Trailhead Entry Signs                  | 1,500   | 1,500  |        |        | -      | 3,000        |
| C. Maintenance of Trails                  |         |        |        |        |        |              |
| Mowing                                    | 1,000   | 1,000  | 1,000  | 1,000  | 1,000  | 5,000        |
| Forestry                                  | 2,500   | 2,500  | 2,500  | 2,500  | 2,500  | 12,500       |
| Maintenance of markers                    | 100     | 100    | 100    | 100    | 100    | 500          |
| Mulching                                  | 1,000   | 1,000  | 1,000  | 1,000  | 1,000  | 5,000        |
| E. Upgrade road, EMS access to septic     |         |        |        | 1,000  | 1,000  | 2,000        |
| F. Upgrade road, EMS access to Grove      |         | 1,000  | 1,000  |        |        | 2,000        |
|   |         |        |        |        |        |              |
| <b>IV. Construction of Outbuildings *</b> |         |        |        |        |        |              |
| A. Construction of Outbuildings           |         |        | 50,000 |        |        | 50,000       |

|  |               |               |               |               |               |                |
|--|---------------|---------------|---------------|---------------|---------------|----------------|
| B. Maintenance shed near dumpster      |               |               | 1,000         |               |               | 1,000          |
| C. Extend social hall porch            |               | 10,000        |               |               |               | 10,000         |
| D. Planning & land prep for pavilion   |               |               |               | 1,000         |               | 1,000          |
| E. Construction of Pavilion            |               |               |               |               | 25,000        | 25,000         |
|  |               |               |               |               |               |                |
| <b>V. Land as Worship</b>              |               |               |               |               |               |                |
| A. Redevelop outdoor worship area      |               |               |               | 2,000         |               | 2,000          |
| B. Feasibility study for water feature |               | 1,000         |               |               |               | 1,000          |
|  | 279,500       | 128,000       | 123,500       | 64,200        | 86,200        | 681,400        |
|  |               |               |               |               |               |                |
| <b>Savings on Tax Exempt Status</b>    | <b>-4,000</b> | <b>-4,000</b> | <b>-4,000</b> | <b>-4,000</b> | <b>-4,000</b> | <b>-20,000</b> |
|  |               |               |               |               |               |                |
| <b>Grand Total</b>                     | 275,500       | 124,000       | 119,500       | 60,200        | 82,200        | 661,400        |
|  |               |               |               |               |               |                |

The North Terrace Land Stewards submitted the following budget: Pavers: \$15 (20 ft with 8 inch long pavers at approximately 50 cents each); new plant material: hellebores \$75 (5 plants); daylilies: donated divisions to \$75 (5 plants) and other plant material: \$75 and up. Total: \$240

Good Earth submitted a bid for the Back 40 and trail management for one year. Trail and road mowing \$1050 small brush clearing \$1050; Outdoor worship area prep \$1400; contingents fee \$1050; Outdoor worship areas including Coming of Age Plateau (\$210); Outdoor Worship area (\$350); Ceremonial lodge (\$175); The Grove (175); The Pasture & Camping area (\$490) Total: \$5950 per year x 5 years = \$29,750.

## Appendix 5 - Revised Budget

| Line Item Budget                          | 2012     | 2013     | 2014      | 2015     | 2016     | 5 Year Total |
|---|----------|----------|-----------|----------|----------|--------------|
| <b>I. Maintenance of Property</b>         |          |          |           |          |          |              |
| A. Maintenance Contract (Mow & Snow)      | \$50,000 | \$50,000 | \$50,000  | \$50,000 | \$50,000 | \$250,000    |
| B. Grounds Keeper                         |          |          | \$5,000   | \$5,000  | \$5,000  | \$15,000     |
| C. Drainage, Culvert,                     |          |          | \$4,000   | \$4,000  |          | \$8,000      |
|   |          |          |           |          |          |              |
| <b>II. Enhancement of Property</b>        |          |          |           |          |          |              |
| A. Paving, parking, Sidewalk replaced     |          |          | \$200,000 | \$50,000 | -        | \$250,000    |
| B. Improve "Curb Appeal" (retaining wall) |          |          | \$10,000  | \$5,000  | \$500    | \$15,500     |
| C. Xeriscaping & Parking Lot              |          |          | \$2,800   | \$2,800  | \$2,800  | \$8,400      |
| D. Plant Shade trees near play area       |          |          | \$1,500   | \$1,500  |          |              |
|   |          |          |           |          |          |              |
| <b>III. Improve Accessibility to Land</b> |          |          |           |          |          |              |
| A. Map and Mark Trails                    | \$100    | \$100    | \$100     | \$100    | \$100    | \$500        |
| B. Trailhead Entry Signs                  | \$500    | \$500    |           |          | -        | \$1,000      |
| C. Maintenance of Trails                  |          |          |           |          |          |              |
| Mowing trails                             | \$1,000  | \$1,000  | \$1,000   | \$1,000  | \$1,000  | \$5,000      |
| Forestry                                  |          |          | \$3,500   | \$3,500  | \$3,500  | \$10,500     |
| Maintenance of markers                    | \$100    | \$100    | \$100     | \$100    | \$100    | \$500        |
| Mulching                                  | \$1,000  | \$1,000  | \$1,000   | \$1,000  | \$1,000  | \$5,000      |
| E. Upgrade road, EMS access to septic     |          |          |           | \$1,000  | \$1,000  | \$2,000      |
| F. Upgrade road, EMS access to Grove      |          |          | \$1,000   | \$1,000  |          | \$2,000      |
|   |          |          |           |          |          |              |
| <b>IV. Construction of Outbuildings *</b> |          |          |           |          |          |              |
| A. Construction of Outbuildings           |          |          | \$50,000  |          |          | \$50,000     |
| B. Maintenance shed near dumpster         |          |          | \$1,000   |          |          | \$1,000      |



|  |                 |                 |                 |                 |                 |                  |
|--|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|
| C. Extend social hall porch            |                 |                 |                 | \$10,000        |                 | \$10,000         |
| D. Planning & land prep for pavilion   |                 |                 |                 | \$1,000         |                 |                  |
| E. Construction of Pavilion            |                 |                 |                 |                 | \$25,000        | \$25,000         |
|  |                 |                 |                 |                 |                 |                  |
| <b>V. Land as Worship</b>              |                 |                 |                 |                 |                 |                  |
| A. Redevelop outdoor worship area      |                 |                 |                 | \$2,000         |                 | \$2,000          |
| B. Feasibility study for water feature |                 |                 |                 | \$1,000         |                 | \$1,000          |
|  |                 |                 |                 |                 |                 |                  |
|  | \$52,700        | \$52,700        | \$331,000       | \$136,000       | \$90,000        | \$662,400        |
| <b>Savings on Tax Exempt Status</b>    | <b>-\$4,000</b> | <b>-\$4,000</b> | <b>-\$4,000</b> | <b>-\$4,000</b> | <b>-\$4,000</b> | <b>-\$20,000</b> |
|  |                 |                 |                 |                 |                 |                  |
| <b>Grand Total</b>                     | \$48,700        | \$48,700        | \$327,000       | \$132,000       | \$86,200        | \$641,400        |

## Appendix 6 – Land Stewards

| <b>Garden or Land Area</b>            | <b>Land Steward Coordinators</b>         |
|---------------------------------------|--|
| Butterfly Garden; Strawberry Terraces | Sally Preston                            |
| Bird Sanctuaries                      | Connie Fredericks                        |
| Ceremonial Lodge                      |  |
| Champion Downy Hawthorn Guardian      |  |
| Children’s Rain Garden                | Ann Jones                                |
| Courtyard Garden                      | Karen Eisenbrey, Alison Paine            |
| Entrance Garden                       | Nancy Schewe                             |
| Ethical Eating Team                   | Cathy Muha & Colleen Crawley             |
| Forestry Management                   | Bob Lippert                              |
| Good Food Garden                      | Delphine Bernard                         |
| Hoop House                            | Jennifer Kangas                          |
| Intentional Prairies                  | Dave Borneman                            |
| Lawn Labyrinth                        | Lori Fithian                             |
| Lawn and Trail Maintenance            | John Erdevig                             |
| Locavore Square Foot Garden           | Merrill Crockett                         |
| Memorial Garden                       | Kim Clugston, Peter Russell; Neal Foster |
| Minister’s Garden                     |  |
| North Terrace Garden                  | Cathy Doherty; Second Women’s Circle     |
| Parking Lot Islands, Xerscapes        | Jo Anne Diehl; Paul Forrenger            |

|   |                  |
|---|------------------|
| Religious Education Garden                  |                  |
| Renewable Energy Plaza & Environs           | Dave Friedrichs  |
| Sanctuary Garden                            | Gwynne Morrissey |
| Site Planning Revision Team Liaison         | John Seeley      |
| Social Justice Garden                       |                  |
| Trails - Distant: Worship Areas and Trails, | Bob Lippert      |
| Trails - Near: Worship Areas and Trails     | Jim Schaefer     |
| U.U. Garden                                 |                  |

## Contract Land Stewards

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| <b>Land Steward Coordinators</b> | <b>Garden or Land Area</b> |
|----------------------------------|----------------------------|
| John Erdevig                     | Mowing, Maintaince         |
| Dave Freidricks                  | Energy Plaza               |
| Dave Borneman                    | Intentional Prairies       |
|                                  |                            |

# Glossary

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**Availability:** is the degree to which a ecosystem, or subsystem is accessible and operable to meet the uses or needs put upon it. Availability is also the proportion of time a system is in functioning condition and capable of being used during a given interval or length of time. The dissipation of natural resources reduces their availability, as does snow in the winter reduce a land's availability to produce crops. It is closely related to self-sustaining and sustainability in ecology and land management.

**Biodiversity:** is the degree of variation of life forms within a given ecosystem. It involves communities of plants and animals species and soil organisms of a specific location. It also is a measure of the health of ecosystems and is, in part, a function of climate. Biodiversity is the full-scale of life and its processes, including genes, species and ecosystems forming lineages that integrate into a complex and regenerative arrangement of types, forms, and interactions. Ecosystems can create feedback loops between living ([biotic](#)) and nonliving ([abiotic](#)) components of the planet.

**Conservation:** The protection, preservation, management, or restoration of wildlife and of natural resources such as forests, soil, and water. Preservation or restoration from loss, damage, or neglect: saved from deterioration under a well defined program of conservation.

**Cultivar** is a plant or group of plants selected for desirable characteristics that can be maintained by propagation. Most cultivars have arisen in cultivation but a few are special selections from the wild. Popular ornamental garden plants like roses, camellias, daffodils, rhododendrons and azaleas are cultivars produced by careful breeding and selection for flower color and form. Similarly the world's agricultural food crops are almost exclusively cultivars that have been selected for characters like improved yield, flavor, and resistance to disease: very few wild plants are now used as food sources. Trees used in forestry are also special selections grown for their enhanced quality and yield of timber.

**Ecology:** is the scientific study of the relationships that living organisms have with respect to each other and their natural environment. This includes variations in composition, distribution, amount (biomass), number, and changing states of the organisms within and among ecosystems.

**Ecosystem:** is a complex set of relationships among the living resources, habits and residents of an area. It includes plants, trees, animals, fish, birds, microorganisms, water, soil and people. Ecosystems vary in the elements that make them up but each is a functioning unit of nature. Everything that lives in an ecosystem is dependent on the other species and elements that are also part of that ecological community. If one part of an ecosystem is

damaged or disappears it has an impact on everything else. When an ecosystem is healthy, scientist say it is sustainable. This means that all the elements live in balance and are capable of reproducing themselves. There is usually biodiversity, meaning that there are a variety of living organisms and species in that environment. Ecosystems are systems that are organized into a graded series of regularly interacting and semi-independent parts (e.g., [species](#)) that collect into higher orders of [complex](#) integrated wholes (e.g., [communities](#)).

**Ends:** state the difference that we want to make in the lives of members of the congregation, in our community and in the world. The board developed our current Ends Statements from the themes that emerged from the Appreciative Inquiry process that the congregation undertook in 2006. These themes are stated in the "Provocative Proposals" document that summarized the major ideas to come out of this year-long process. Ends statements identify what is important to us as a congregation. They reflect the values, principles, aspirations and priorities of the congregation and they set the direction and articulate outcomes for programs and actions of the congregation.

**End Statements:** which state the board's expectations of the Senior Minister and this congregation's reason for being; We have 5 end statements: Spiritual life; Social Justice and Environmental Action; . Community; Stewardship and Culture

**Good Gardens:** The Ethical Eating Statement of Conscience was adopted at the UUA 2011 General Assembly. The Ethical Eating Team became part of the Mindful Eating Coalition. The UUAA's Ethical Eating Team (EET) provides interested members, friends and the wider community with objective, comprehensive, current information needed to make informed ethical decisions about food. EET also provides support to put this information into personal practice and community projects. The Good Gardens provide an opportunity for congregants to grow their own vegetables.

**Land:** Land is a natural resource both for the survival and prosperity of all living things. We have to maintain the ecosystems and biodiversity of the land. Land encompasses features, underlying deposits, climate, water resources, plant and animal communities as well as land use. The results of human activities, reflected by changes in vegetative cover or by structures, are also regarded as features of the land. Changing one of the factors, such as land use, has potential impacts on other factors, such as flora and fauna, soils, surface water distribution and climate. Changes in these factors can be readily explained by ecosystem dynamics and the importance of their relationships in planning and management of land resources has become increasingly evident. Stewardship of the land is essential.

**Land Use:** is characterized by the activities, arrangements and inputs by people to produce, change or maintain a land. Land use defined in this way to establish direct link between what is on and covers the land [plants, trees, shrubs, wildlife] and the uses and actions of people in their environment.

**Locavore:** is someone who is committed to eating food that is grown or produced within their local community or region.

**Means:** are the ways we achieve our Ends. They include all of the things we do -- our Sunday services, our religious education program, social justice activities, building maintenance and everything else that we do to achieve the outcomes that are set forth in the Ends Statements.

**Midden:** A midden is the archaeological term for trash heap. Archaeologists love middens, because they contain the broken remains from all kinds of cultural behaviors. An arrow head was found by one of our congregants near our rock midden in Zone 4.

**Monoculture:** . The cultivation of a single crop on a farm or in a region or country. A single homogeneous crop or culture without diversity or dissension.

**Natural Area Preservation Program:** (NAPP) which combines volunteer community stewardship with professional guidance and tools. It is Washtenaw County's Parks effort to protect and restore Ann Arbor's natural areas and to foster an environmental ethic among its citizens. This involves conducting plant and animal inventories, ecological monitoring, and stewardship projects in Ann Arbor. It addresses areas of concern, such as maintaining biodiversity and restoring damaged ecosystems. Involvement is vital to the success of its conservation efforts.

**Permaculture:** is an approach to designing human settlements and agricultural systems that is modeled on the relationships found in nature. It is based on the ecology of how things interrelate rather than on the biological concerns that form the foundation of modern agriculture. Permaculture aims to create stable, productive systems that provide for human needs. It's a system of design where each element supports and feeds other elements. The ultimate aim is that all systems on the land are virtually self-sustaining into which humans fit as an integral but not dominant part.

**Professionally-Informed Forestry:** The Society of American Foresters (SAF) is a scientific and educational 501c non-profit organization, representing the forestry profession in the United States. Its mission is to advance the science, education, and practice of forestry; to enhance the competency of its members; to establish professional excellence; and, to use the knowledge, skills and conservation ethic of the profession to ensure the continued health and use of forest ecosystems and the present and future availability of forest resources to benefit society. It keeps professional foresters informed about developments and ideas related to the practice of forestry.

**Rain Garden:** A rain garden is a natural and attractive garden that absorbs the rainwater running off our roof, driveway or other hard surfaces on our land. By planting a rain garden, we help solve some of the problems which effect our lakes, rivers and streams.

**Self Sustaining:** A system is considered self sustaining if it can maintain itself by an independent effort. A self-sustaining system is the fraction of time or the degree at which the system can sustain itself without external support. Self-sustainability is closely related to sustainability and availability in ecology and land management.

**Stewardship** We are all active stewards, serving our congregation and pursuing our ministries through prudent and creative use of our resources, whether physical, environmental, financial or human. We show respect and care for our beautiful building and grounds, for our staff, and for one another. We cultivate right relationships among Members of this congregation and with the wider world. It is one of our End Statements.

**Sustainability:** Sustainability is the capacity to endure. For humans, sustainability is the long-term maintenance of well being, which has environmental, economic, and social dimensions, and encompasses the concept of union, an interdependent relationship and mutual responsible position with all living and non living things on earth. This philosophical interpretation moves well beyond definitions driven by progress oriented economic perspectives that see humans as providing stewardship, the responsible management of resource use. In ecology, sustainability describes how biological systems remain diverse and productive over time, a necessary precondition for human well-being. Long-lived and healthy wetlands and forests are examples of sustainable biological systems. It is closely related to self-sustaining and availability in ecology and land management. For U.U. it recognizes the interdependent web of all existence.

**Water Conservation Planning:** emphasizes goal-oriented planning which can help improve the capacity to provide safe and reliable water as well as protect and commit to a clean water supply. The planning approach reflects guidelines by which our water will be managed. It is consistent with the idea of integrated resource planning (IRP), which emphasizes a balanced consideration of supply-management and demand-management options to meet a water system's needs. Areas in which we have demonstrated water conservation planning are the Children's Rain Garden; enhancing our creek flow, unclogging dammed areas; and planning to build a retention pond behind the Memorial Garden.

**Xerascapes:** are landscape features which use plants and shrubs that are draught resistant; grow well in desert like areas. We create rock edges surrounding the xerascapes to protect the plants from road salt, water runoff from parking lot and bumpers for cars which may accidentally creep onto the parking islands.