



Congregational Meeting December 10 with Town Hall on December 3

At the December congregational meeting, the 2018 budget presented by the Board of Trustees will:

- Maintain Reverend Jan in her full-time position.
- Make adjustments to staffing intended by the board to be advantageous to UUCG following the resignation of our current administrator. Staffing expenses will be little changed.
- Include a refinancing of our building loan with an equity line to pay for building and parking lot repairs and maintenance, and to finance operating costs not covered by pledge and other income.

Please take a few minutes to read the explanation below of why the board is recommending this unique approach in 2018.

Your Board of Trustees voted in November to provide a budget proposal to present at the December Congregational Meeting. The hallmarks of the meeting were honesty, open discussion, and a focus on preparing for the next five years. We considered financial, membership, and attendance statistics from UUCG's recent past and present, which ranged from highly encouraging to deeply challenging. We spoke about UUCG's financial future, as discussed with the Congregation in the meetings on November 11-12. As is always the case, we accepted the fact that whatever decision we made would have effects, both positive and negative, beyond the upcoming budget year.

We considered six goals:

1. Create a new environment for fundraising that energizes our volunteers and helps them sustain their commitment to service.
2. Foster a renewed commitment to intentional giving as a way to continue to serve our vision.
3. Provide the best possible environment for the new families who are joining us.
4. Create processes that monitor and revise a five-year Strategic Plan each year.
5. Charge Reverend Jan to focus more of her energy directly toward growing our membership.
6. Prepare for the possibility that the Congregation may be faced with a decision to reduce Reverend Jan's Call to half-time in 2019 if we are unable to meet our financial growth goals.

The new environment for fundraising will energize our fundraising volunteers through work on projects that are in line with their passions and interests. We want to release them from the bonds of tradition and stop burdening them with monetary demands. As a result, the budget we decided on includes only one fundraising event. We included the yard sale because it is one of our community outreach events. Other fundraisers planned, staffed, and carried out by volunteers are welcome but the Board wishes only to empower them, not to mandate them.

In order to fund the vision at this year's level in the future, thus providing the

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Sundays at UUCG

10:00 am Faith Development

11:00 am Worship Service

December Theme:

Hope

Dec 3: Five Smooth Stones

Rev. Jan Taddeo Service Leader

Evan Varner Worship Associate

Choir warm-up before service

Town Hall Meeting after service

Dec. 10: Ancient Hope

Miriam Patrick, Service Leader

Bob Patrick, Worship Associate

Bryan Bishop, Pianist

Choir warm-up before service

Congregational Meeting after service

Dec. 17: Beyond Fair and Hope

Rev. Jan Taddeo Service Leader

Lydia Patrick, Worship Associate

Bryan Bishop, Pianist

Michael off. No choir.

Potluck Lunch

Dec. 24: Do You Want to Hod the Baby?

Rev. Jan Taddeo, Service Leader

Dan Kelly, Worship Associate

Choir warm-up before service

Christmas Eve Service at 7pm

Dec 31: Live This Life

Sherree Bailey, Lorena Griffin and

Toby Lyles, Service Leaders

Michael off. No choir.

December plate contributions are

shared equally with

Life After Hate

www.lifeafterhate.org

January GNUUS debuts January 5



Announcements for the January newsletter are due by January 1. Announcements for the weekly e-newsletter and Order of Service are due on Tuesdays at noon. Send announcements or newsletter subscription requests to "announcements@uucg.org".

Faith Development Programs: Sunday Mornings at 10:00am

Theme: Hope



•December 3: Forum. Hope is not a denial of reality. But it is also not some kind of spiritual elixir. It is not a placebo infused out of nowhere. Hope is a series of small actions that transform darkness into light. It is putting one foot in front of the other when we can find no reason to do so at all. The spiritual task of life is to feed the hope that comes out of despair. Hope is not something to be found outside of us. It lies in the spiritual life we cultivate within. Come discover Hope with us, December 3, 2017, 10 o'clock hour!

- December 10: Spiritual Practices. Facilitator Daniel Bailey.
- December 17: Faith in Action. Join us for an Exploration of Hope, as we watch an interview with Tarriona, 'Tank', Ball 29, and Xerona Clayton 87, at the Hyatt Regency in Atlanta, known as the Hotel of Hope.
- December 24: Video from Touchstones.
- December 31: Spiritual Practices. Please join us for journaling session as we consider our hopes for the coming year. What would you to see happen?

Books for upcoming book discussions are available to borrow from UUCG too. See Karen S.

UUCG Youth Group Events!



- Sunday, December 3: Youth Program 10:00 a.m.
- Sunday, December 17: Pot-Luck Youth Gathering
- Sunday, January 7: Youth Program 10:00 a.m.

OVERNIGHT RETREAT AT UUCG

- Sunday, January 14 10:30 a.m. – Monday, January 15 MLK Parade

2017-2018 Adult Advisors:

Brendan Strallow, Paige Nix, Miriam Patrick, Jezza Hehn, and Damon Harmon

Registration forms available on Youth Group Bulletin Board
For Information E-mail: revtaddeo@uucg.org

UUCG Book Club

Tuesday, January 22, 2018 at 7:00 pm in the Library

Atlas Shrugged by Ayn Rand



The Book Club will not be meeting in December. Our selection for the January 22, 2018 meeting is *Atlas Shrugged* by Ayn Rand.

Winter Solstice on Saturday, December 22

Magical Arts at 3:30. Ritual at 6:00pm



Come and celebrate the longest night of the year and the birth of new light. This Winter Solstice ritual is open to the public and led by members of the Sylvan Sanctuary Grove of Druids. Ritual begins at 6:00 on December 23 with shared snacks and fellowship afterwards. Ritual attire is welcome but not required. All ages are invited to come early for Magical Arts of the Crafty Pagan at 3:30 too.

“Would You Like to Hold the Baby” on Sunday, December 24 at 11:00am.

Actors of All Ages Needed!



Sign up to take part in this year's Christmas pageant taking place during the 11:00 service on Sunday, December 24. We'll be creating the timeless tale by Joyce Poley, “Would You Like to Hold the Baby?” We can use 15 to 30 people of all ages for this narrated production... no lines to learn, creative costuming is encouraged! Informational meetings (aka, “rehearsals”) will be held after service on December 17th and before service on December 24th, but are not required to participate. The sign-up sheet is on Rev. Taddeo's office door. For information or to volunteer with costumes, props and other

staging needs, contact Dan Kelly, darkscreenwriter@gmail.com.

Christmas Eve Service on Sunday, December 24 at 7:00 pm

The Work of Christmas



Rev. Jan Taddeo, Service Leader

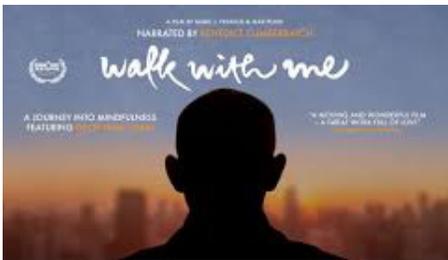
Paige Varner, Worship Associate

In this contemplative service, we'll explore the work of Christmas through poetry, prose, and music.

Special Collection for the Minister's Discretionary Fund

Join Two Hands Sangha for New Year's Eve on Sunday, December 31

6pm-12:30 AM, in the Sanctuary



Looking for a family-friendly, alcohol free, and calm environment for welcoming in the New Year? Please join us for an evening of meditation, mindfulness, and community. The evening will include a dharma talk on “Intention”, meditation practices, an intention-setting ceremony, a mindful tea tasting, and a special screening of the Thich Nhat Hanh documentary “Walk With Me.” A \$10 donation, to be shared by the Sangha and the UUCG, is suggested but all are welcome!



Bake Sale

Baking Day on December 16. Bake Sale on December 17.

UUCG traditionally organizes a Bake Sale for the holidays with cookie trays, whole pies, etc. that folks can buy for their holiday festivities. The UUCG kitchen opens for baking together, then items are sold at UUCG. There is no organizer yet for a 2017 Bake Sale, which means we may forfeit the forecasted \$400 in operating income - and a day of fun baking together. If you would like to organize the event please contact Laura at Ldecastro@uucg.org or Jan at RevTaddeo@uucg.org.

Visitor Orientation

UU 101 Dec. 17 after service

CURIOS – If you are new to Unitarian Universalism or just new to UUCG, this class should answer some of your questions. **COURAGEOUS** – Join us in the library on third Sundays immediately following the service.

COMPASSIONATE – We hope the information and discussions will help you on your spiritual journey.

Childcare and lunch provided. Sign up on the bulletin board by the nametags, visit www.uucg.org and select “register”, call the UUCG office at 770-717-7913, or just drop in. For more information, contact Peggy at membership@uucg.org.

New Member Class

UU 102 Dec. 17 after service

If you have taken UU 101 and feel ready to move on to the next step, please join us. UU 102 meets in the Lounge. Childcare will be available and lunch provided. Sign up is available by selecting “register” on the www.uucg.org website, through the office at 770-717-7913, or through email to membership@uucg.org. After completing UU 102, you are eligible to become an official member of UUCG at an upcoming signing ceremony.

Signing Ceremony

If you are considering becoming a member of UUCG, please contact membership@uucg.org, to participate in the next ceremony. Ceremonies take place quarterly in the Pastor’s Parlor, with the next ceremony on November 19.

Covenant Groups are for Connecting!

Registration open for groups that begin in January 2018



Would you like to connect with others from UUCG at a deeper level through meaningful listening and sharing? If so, be sure to sign-up for one of the Covenant Groups that will be restarting in January. There will be 3 different sessions from which to choose: 1st and 3rd Wednesday evenings, 2nd and 4th Wednesday evenings, and 2nd & 4th

Thursday mornings. Each session will meet for 8 weeks for two hours each time. The discussions for each session will center around the monthly themes for our worship services, and will offer a chance for you to share from your heart in response to several readings on the theme. There is also a time at the beginning of each session to tell about anything that might be on your mind or heart, and that you want to name so you can be more present. It is easy to register for one of these groups on the UUCG website by clicking on the link at the bottom of the homepage that says “Register for Events”. Scroll down to “Covenant Groups”, and select the session for which you would like to enroll, and fill out the registration form. There is a Covenant Group just waiting for you!

Volly of the Quarter

Each quarter, the board of trustees must pick one member to receive the outstanding volunteer service award, and it’s always a really hard choice! So many of you give so much of your time and talent, so much of the time. For the quarter July – September 2017 we made an exception, and we have TWO Vollys of the Quarter, because of their service works together and separately to foster connections within our walls and beyond.

The Board reflected on the significant growth in the past year of one of our ministries. This ministry is radically welcoming by faith and in connection with diverse offerings of faith development and faith practice. The volunteers are coordinating and advertising events that are drawing in visitors and fostering connections with members and friends, and their passion for what they are doing shines through. Their events add to the positive energy of our building and grounds.

This ministry is our CUUPs program and our Vollys are Sherree Bailey and Aline Harris! Congratulations, Sherree and Aline, and thank you for all that you do.



***I am Jazz* - Community Book Reading in Support of Transgender Youth** **December 7 at 7:00 pm, in the Sanctuary**



The HRC Foundation’s Welcoming Schools program and the National Education Association (NEA) are teaming to sponsor national “I Am Jazz” school and community readings to show support for transgender youth. Why, you ask? The HRC states, “Now more than ever it is imperative we show our transgender and non-binary youth that they are seen, accepted and loved. Trans youth who go without affirmation face increased risks of depression, substance abuse and suicide attempts. Even if you don’t know any trans or non-binary youth in

your community, hosting [or attending] a reading is an incredibly powerful way to show your support.” ActionGA is hosting a reading of the children’s book “I am Jazz” authored by Jazz Jennings and Jessica Herthel. Please join us as we support transgender youth in our community. We will read the book, have a short discussion, and work on a simple poetry activity aimed at helping us all explore our identity through poetry. Youth and adults are welcome. This is a free event.

Turn in UUSC Guest At Your Table Contributions



The Unitarian Universalist Service Committee was founded in 1939, to help refugees secretly evacuate from Europe and the oncoming Nazi regimes. They have been working ever since for justice and human rights. The UUSC partners around the world with grassroots organizations through collaborative efforts by awarding grants to organizations involved with solving their community problems. Currently involved in 77 worldwide projects, the UUSC has 22 projects here in North America. These include one in middle Georgia where they have partnered with GLAHR, the Georgia Latino Alliance for Human Rights. This project is creating ICE free zones for immigrant families. Alabama is the site of another local project. ACRE, the Alabama

Center for Rural enterprise, in Lowdnes County, one of the poorest in the nation, is working to develop proper sanitation methods for people whose yards overflow with raw sewage when it rains heavily. The Guest At Your Table program is the annual fund drive for the UUSC. This year’s theme is: Small Change is Big Change. Collection boxes are available at the church. Please send in your contribution by December 3 to be included in the UUCG’s tally.

Gift Cards for Corley Elementary School



This community has continued to be very generous to the students and parents of Corley. The school has no PTA, and we fill in and support the parents and students several times per year. The drive for gift cards begins on 11/19/2017 and ends on 12/3/2017. For the convenience of the students’ parents, Corley counselors are requesting gift cards only from Walmart this year. They also are requesting cards be \$25 or less. There will be a decorative box in the foyer and one at the back of the sanctuary where the coffee is kept. Thank you from the Corley Committee! Questions? Please

contact Toby Lyles at lylesta@gmail.com or 404-449-6241.

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best possible environment for the families joining us, we will need a renewed focus on intentional giving. Although a standing Stewardship Committee is still only a suggestion, the need is clear. To grow in membership, we need excellent programs for all ages. To excel at lifespan faith development, worship, member connections, and social justice programs, we need an excellent staff. To have an excellent staff without depending on volunteer-led fundraisers, we need to grow our contributions.

To better prepare for our long-term financial stability, we need to create the processes that support creation of a five-year plan and revising it yearly. This Strategic Plan process began when some of us met with Reverend Jan and Reverend Cooley to share our vision for where we see ourselves one, three, and five years in the future. We'll continue these conversations to include everyone in the congregation starting in January. Reverend Jan is looking forward to refocusing her current priority on Faith Development into a priority on growing our membership. This re-focusing is built into the staff budget through a change in our Program Assistant's position to Coordinator of Family Ministries, with additional hours, effective in June. Reverend Jan's commitments to Worship and Pastoral Care will continue.

Your continuing view that a full-time settled Minister is a top priority informed our budget decisions. Along with that, we considered the fact that all of our staff are an essential part of the ministry we offer to everyone who walks into our doors. And, after a long debate that included an exercise to rank our interpretation of the Congregation's priorities for income sources and expenses while considering our fiduciary responsibility, we decided to fund Reverend Jan's position at a full-time level, and to include the full staffing plan. We openly and honestly discussed the consequences of that decision.

The most significant commitment we propose is to fund our balanced budget by refinancing the mortgage on our building. This will include repairing our gutters and roof, fixing the hole in the parking lot, and other capital repairs and equipment. To that capital expense, we will add some operational expenses to fully fund the staffing plan. We know that both of these expenditures only cover the upcoming year. Consequently, going forward, and as a correction to budget practice, we will not depend on some future "windfall" to maintain our building and fund our staff; those costs will be included in the Strategic Plan.

Another step we propose is to continue conversations of what our ministry should look like for our future considering the realities of our community and our extended community. What gifts do our members, staff and minister bring? What do we need to fulfill the call of our faith and the call for connection and support with each other and the wider community? Over the coming year, we will work diligently to ensure that our income increases to the level where we can fully fund our staff, including Reverend Jan's full-time position, in 2019 and beyond. However, if that is not the case, we need to prepare for the consequences of Reverend Jan serving us half-time. Rest assured, if this happens, Reverend Jan will continue to be available for pastoral emergencies at any time of day or night. Your Board of Trustees are very grateful for your ongoing support for our beloved congregation. Together we can respect our past, live fully into our vision, and plan for our future.

Town Hall Meeting December 3

and

Congregational Meeting December 10

After Service

All members and friends are encouraged to attend the Town Hall Meeting today and the Congregational Meeting on December 10, both immediately after the service. Today will be discussion in preparation for the votes on December 10 on the 2018 operating budget and a bylaw change to prohibit proxy voting. Absentee ballots & budget drafts are available in the office and online.

Please send in your 2018 pledge BEFORE the meeting. Forms are available on the credenza and online. For budget & pledge questions, contact Barbara at Treasurer@uucg.org.



FUNd Time at the Artist Fair



Thanks to all the congregants who purchased a table for the Holiday Artisan Fair, and to all the congregants who shopped at the Fair. A great big thank you to the organizers Peggy Averyt, Lorena Griffin and Ally Perras. The variety and quality of the artistry for sale at this event was wonderful. A fun time was had by all, and we increased the 2017 UUCG operating budget funds over \$800. We will be displaying the items that are still available from the UUCG table for several Sundays after the worship service, so come by and find one of a kind gifts for your family and friends.



UUCG Endowment Fund, Inc.



As 2017 draws to a close, we'd like to provide the current status of the Endowment Fund. We've grown quite a bit this year thanks to the Birthday Club donations and a very good return on our investments in Boston with the UUA Common Endowment Fund. As of November 16, 2017 we hold the following:

\$62,411.91	UUA Common Endowment Fund
4586.90	BB&T Savings Acct
392.74	BB&T Checking Acct
142.50	Coca-Cola Stock

\$72,120.95 TOTAL ASSETS

We encourage you to participate in the Wake Now Our Vision campaign which will provide us with a donation in 2019 representing 10% of funds designated for the EF or the congregation in your will or other estate plan. You have until the end of 2018 to submit your paperwork to Boston. If you have questions about the campaign, please talk to Doug Beers, treasurer of the Endowment Fund.

UUCG

Unitarian Universalist
Congregation of Gwinnett
12 Bethesda Church Road
Lawrenceville, GA 30044
www.uucg.org
770.717.7913 

Building Open

Sunday: 9:30am-12:30pm
Tuesday: 10:00am-3:30pm
Friday: 10:00am-3:00pm
By Appointment: 770-717-7913
Office closed December 25-30

Staff

Rev. Jan Taddeo, Parish Minister

RevTaddeo@uucg.org
Office: 770-717-7913
Cell: 678-558-4834
Hours: Mon-Wed. 11am-9pm
Appointments scheduled at:
<https://revtaddeo.acuityscheduling.com/>

Laura de Castro, Administrator

Ldecastro@uucg.org
Office: 770-717-7913
Hours: Tues & Fri 9:30-3:30; 3rd Sundays
Appointments suggested as hours vary.

Christiana McQuain, Program Assistant

cmcquain@uucg.org

Michael Parker, Choir Director

choir@uucg.org

Board of Trustees

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Steve Smith, Secretary

secretary@uucg.org

Board Members at Large

Nathalie Bigord
Ally Perras
Evan Varner
Terry Welsher
Youth Vacant



Save these Dates



- Dec 3: Town Hall Meeting
- Dec. 7: I Am Jazz
- Dec 10: Congregational Meeting
- Dec 17: Potluck, Bake Sale, UU 101, UU 102
- Dec. 24: Services at 11am and 7pm
- Dec. 31: New Years with New Hands Sangha

New Books & Holiday Cards at UUCG Bookstore

Now that we have celebrated Thanksgiving, it is time to start getting serious about Christmas. On Sunday, December 10, the Bookstore will have a table display with new books and Holiday and Solstice cards for sale. Stop by as you move through another busy Sunday at UUCG. Orders will also be taken for gifts from the UUA Bookstore: Standing on The Side of Love items, UU jewelry, one of a kind gifts.

Best of Soups Cook-off Contest



Thank you for all of the Best of Soup entries at the November 19 Best of Soups Contest. UUCG raised \$94 for the operating budget. There was a tie for first place between Karen Smith's Sweet Potato and Acorn Squash Soup and Ed Miller's Brunswick Stew. There was a tie for 2nd place with the rest of the soups, so everyone received a "Best of Soups" award. And save the date for our potluck in January that will include a Best Appetizers Cook-off. You can register on our website for the cook-off to submit your recipe or a story about your recipe. A printed copy of your recipe to display with your soup is also very helpful so that people can make sure there are no ingredients that they are allergic to in your entry. Let's delight everyone's taste buds with many delicious appetizers!



Curiosity. Courage. Compassion.

*We are a radically welcoming sanctuary in a green space.
We foster spiritual growth as we joyfully nurture connections
and community within our walls and beyond.*