



Vision: We are a radically welcoming sanctuary in a green space. We foster spiritual growth as we joyfully nurture connection within our walls and beyond.

Mission: Courage, Curiosity, Compassion

Annual Report 2017-2018 Program Year

Minister's Report for Program Year

Submitted by Reverend Jan Taddeo

This is my seventh program year here as the minister for UUCG. I began this year fully refreshed, renewed, and rejuvenated thanks to the generous sabbatical, vacation and study leave time I was able to take from January through July of 2017. In my first report to the Board of Trustees in August, I outlined five possibilities for our shared ministry this year:

- Hold Cottage Meetings to continue the exploration of where members see UUCG in 1, 3, and 5 years with an intention to develop a strategic plan for the next 5 years.
- Board review the UUCG by-laws, to include consideration of current structure of the Board of Trustees, Ministry Council, and Leadership Development Committee.
- Create a task force to develop a new policy book.
- Explore new possibilities for our staff structure in light of the departure of our current Congregational Administrator.
- Develop a three-year budget to establish a longer projection of congregational program needs, staffing possibilities, and facilities management. (3-year budgets are not binding beyond the 1st year, but establishes some financial possibilities for looking forward.)

We did all these things! Maybe not exactly as described, but there was no attachment to the method or the outcomes. In our worship service on February 11 we started a process to answer the question, "How will we answer the call of love?" or, more specifically, "How will we live into our vision?" Following that service, we posted the ideas that were generated and encouraged people to share more ideas through several open video conference calls. The results of that process are included in this Annual Report. This gives us a much greater sense of direction for the years ahead.

In the fall the Board convened a Policy Task Force (Rob Kohl, Evan Varner, Paige Varner, Russ Taddeo, and myself) to consider the ideas in the book "Governance and Ministry" by Rev. Dan Hotchkiss (UU) in exploring how we could better structure our policy manual (last updated in 2004) and if there were other governance changes we might want to consider. The Policy Task Force recommended to the Board of Trustees that UUCG move away from a program governance model to a policy-based governance model and they approved. At the request of

the Board, the Policy Task Force then reviewed the UUCG bylaws to determine what changes might be needed to facilitate this new governance model. The Policy Task Force is now working on a first draft of a new Policy Manual to present to the Board of Trustees before the end of the 2018 program year with the intention that the next Board of Trustees will then continue the process of finalizing the policy manual and take up the ongoing maintenance.

In August our highly skilled and competent Administrator, Laura de Castro, notified us of her intent to resign effective May 31, 2018. It has been an honor to work with Laura these 7 years, and I know we are all grateful for her 8-1/2 years of service to UUCG. We will celebrate her at the end of the worship service on May 27. In exploring possibilities for how to fill her shoes, we gave some consideration to how we might insert more checks and balances in our processes, provide for more staff to be present in the building during the week, and not increase our staffing costs. We chose to search for a Bookkeeper to serve an average of 6 hours per week, and an Office Administrator to serve an average of 12 hours per week, and to stream line some of our administrative processes as well. In December, the congregation approved adding a Bookkeeper position to our personnel budget. We received an overwhelming number of applications for both positions and I am very pleased we found a highly qualified and experienced bookkeeper in LaTreisha McKay and an equally qualified and experienced Administrator in Sharon Yun. Sharon also serves on our team of Child Care Providers, and will continue in this role as well, along with Aline Harris who has been on staff with us for almost four years.

Sadly, we bid farewell to Grace Keith, part of our Child Care team for 2-1/2 years as she left to pursue other employment. We continue to be fed musically by our choir under the skilled leadership of Michael Parker, now with us for 1-1/2 years. In October 2018 we will celebrate having the very talented Bryan Bishop as our pianist for 20 years.

This year I have shifted my time, energy, and focus towards congregational growth, thereby moving away from direct involvement in our Faith Development programs. As part of this shift, I've started to lead the UU102 programs so that everyone who is considering becoming a member has this opportunity to develop a personal connection to their minister.

In order to continue developing and growing our Faith Development programs, the Board asked the congregation to approve a position for a professional religious educator. In June 2018, our current Program Assistant, Christiana McQuain, will move into the new position of Coordinator of Family Ministries with additional hours, and an increase in salary. Through Christiana's dedicated service, and in collaboration with our volunteer Faith Development Team, we will continue to explore how we can best meet the faith development needs of all the generations of people in our congregation.

In the spring I convened a Growth Task Force (Daniel Bailey, Sherree Bailey, Marcus Kabel, Jeff Lainez, Ally Perras, and Maryjane Stout). We are exploring growth from many directions: Invitational, Maturational, Organic, and Incarnational, with the understanding that when people know we are here and are invited to join us (invitational) and develop connections and learn more about Unitarian Universalism and how we live our values within and beyond our walls, then numerical growth (math) follows. We are exploring technical aspects to how we invite, welcome, and integrate new people to our community; cultural and adaptive aspects to how we

can live more fully into our vision to be radically welcoming; as well as how we can build on the many things we already do well.

In May I convened a new Property Beautification Team (Betsy Connell, Carol Kreson, and Joy Rooney) to explore what's needed to increase our "curb appeal," maintain our outdoor spaces, and develop a deeper sense of stewardship for our land. We have two new housing developments going in nearby and we want to look good for our new neighbors, and for ourselves!

Looking ahead, I am excited that we will become a Teaching Congregation in 2018-2019 when Josh Gentry, a UU seminary student at Candler Theological School, joins us to meet Candler's contextual education requirements. Josh will be dabbling in all areas of congregational life under my supervision over the course of the program year.

In addition to the many ways I serve our congregation through worship, pastoral care, faith development, stewardship, congregational connections, and social justice, only a little of which is outlined in this report, I am also committed to my continued education and development as a minister and to serving our larger faith. Here are a few examples:

- Mentor to a minister in Preliminary Fellowship (Ilene Kaur Tompkins-Gillespie, serving the UUs of Transylvania County in Brevard, NC). This is a three-year commitment that began in August 2017.
- Vocational Discernment Advisor to a ministerial student attending Vanderbilt Divinity School in Nashville.
- Chapter President for the Southeast UU Minister's Association Chapter. Two-year term ended April 2018.
- Cluster Coordinator for the North & Central Georgia Religious Professional's Cluster through May 2018.
- Began an intensive one-year training in March as a Warrior for the Human Spirit under the direction of Margaret Wheatley. This is a spiritual training for serving people and communities during the very difficult times our world faces due to climate chaos, political unrest, and wider and wider economic disparity.
- In July 2018 I will facilitate the Curriculum Renaissance Module for professional religious educators during their annual RE Week at The Mountain training retreat.
- Accepted into the "Beyond the Call" program offered by the UUMA, beginning August 2018 through January 2020. The theme for this program is "Grounding and Growing Our Prophetic Ministries."

It is truly my great joy and privilege to serve as the minister of this congregation, and I am excited about all that is possible for us as we begin our 8th year of shared ministry together.

Art Committee

Submitted by Diana Dice

Our sanctuary (and hallway) walls held approx 20 artists original artworks. Four pieces were sold with 20% donated to uucg by the artists who sold their paintings.

Board of Trustees

The Board of Trustees is the principal policy-forming body of the congregation. The Board strives to ensure that UUCG administrative decisions are made in accordance with UUCG's mission and vision as it works toward providing good governance with ethical and informed decision making.

Officers: Theresa Waldrop, president; Bill Benshoof, vice president; Barbara Stahnke, treasurer; Steve Smith, secretary. Members at large: Nathalie Bigard, Ally Perras, Terry Welsher. Youth associate member: Evan Varner (until May 2018).

The Board of Trustees meets on the third Wednesday of each month in the Library at UUCG at 7 p.m. Scheduling of the meeting is determined by the board each year at the first meeting of the year. Additional meetings are called as necessary. The board met as scheduled every month in the program year, although one meeting had to take place online because the building was closed due to weather. A quorum was present at all but one meeting.

The board undertook several challenging tasks in the program year, from helping to facilitate Rev. Jan Taddeo's return to the congregation from sabbatical, to proposing bold solutions to financial challenges and helping to pave the way to a change in the way the congregation governs itself (toward policy-based governance).

The beginning of the program year was defined by the return of Rev. Jan from sabbatical. The board is deeply grateful for the work the sabbatical committee undertook in Rev. Jan's absence in the previous program year and into the current program year. With the help of the committee and Rev. Dawn Cooley from the Unitarian Universalist Association, we began a process of looking into where the congregation wants to go and into where UUCG members and friends want to be in one year's time, in three years' time, and in five years' time.

After the initial sabbatical-reboot retreat with Rev. Cooley in August, the board held a number of meetings with members at UUCG as well as virtual meetings online to gather input from the congregation. Vice President Bill Benshoof has led the efforts to collate the findings and give us ideas of how to move in the direction the congregation has indicated it wishes to go.

The board held a retreat in January, and its focus was on how to go forward with collecting input from the congregation on our one-to-five-year plan. The in-person and virtual meetings following the visioning exercise in the February 11 worship service were the result.

Early in the year, the board elected to review UUCG's bylaws in its monthly discussions. This was not often possible, due to the immediate needs and challenges on the monthly agenda. With tremendous help from Rev. Jan, however, a policy task force was formed with the aim of exploring the idea of moving toward a policy-based governance. After the task force's initial work, the board voted to move forward toward policy-based governance. The task force then recommended changes to UUCG's bylaws that would facilitate this change.

The most difficult challenge the board faced was presenting a budget to the congregation for the fiscal 2018 year, which coincides with the calendar year, that included keeping our staff in place and our minister full-time. Accepting the recommendation of the finance committee, we voted to accept a deferred-fundraising model, meaning that all funds raised in fiscal 2018 will go toward the 2019 budget. We also put forward a budget that included refinancing our mortgage and obtaining an equity loan to assist with meeting our operating expenses and making repairs to the building and property.

As our program year closes, we are still working on putting our financial strategy in place and working to make it a reality. A growth task force has been formed by Rev. Taddeo (Marcus Kabel, Sherree and Daniel Bailey, Maryjane Stout, Ally Perras, and Jeff Lainez) , and board members are working toward forming a stewardship committee, as recommended by the board.

As we end the year, the board is optimistic that the steps it has initiated will be stepping stones to growing the Unitarian Universalist Congregation of Gwinnett, which is so meaningful to our beloved community, into a presence that will make a difference in the lives of those around us in the wider community in need of our love and actions.

The board recognized with much gratitude the following Volly of the Quarter recipients in the program year:

April - June 2017 - Bob Patrick

July - September - Sheree Bailey and Aline Harris

October - December - Toby Lyles and Carol Richardson

January - March - To be announced at the congregational meeting May 20, 2018

The board also gratefully acknowledges the hard work done by the policy task force: Paige and Evan Varner, Rob Kohl, and Russ and Jan Taddeo.

Boy Scouts

Submitted by Maryjane Stout

The 2017-2018 program year was the second year of action for Boy Scout Troop 99, chartered by the Unitarian Universalist Congregation of Gwinnett. UUCG member Don Graff became the Scoutmaster in January. We gained some members and lost some members, settling at six active boys as of May 2018.

Our Scouts range in rank from almost-Scout to Star, and in age from 11 to 15. As the boys advance in rank, they also work on merit badges. They have earned a total of 28 badges and are working on another seven, in subjects ranging from traditional Scouting topics to, well, some you might not expect:

- | | |
|---------------------|------------------------------|
| First Aid | Wood Carving |
| Cooking | Fishing |
| Rifle Shooting | Electronics |
| Personal Management | Digital Technology |
| Geology | Communication |
| Mammal Study | Citizenship in the Community |
| Lifesaving | Citizenship in the World |
| Swimming | Aviation |
| Nature | Insect Study |
| Chess | American Cultures |

Boy Scouting advancement



The troop also goes on outings most months. In the last year we've enjoyed

Plans call for summer camp and caving (the boys love those activities!) and improving our

- Fishing at Avian Farms
- Service day at UUCG
- Viewing the eclipse in north Georgia
- Orienteering at Ft. Yargo State Park
- Indoor rock climbing
- A week of summer camp in north Georgia
- Caving at Racoon Mountain near Chattanooga
- Swimming practice
- Multiple camping trips
 - At Scoutland, on the shores of Lake Lanier
 - FDR State Park

swimming skills so we can participate in other water sports (canoeing, whitewater rafting).

Our leaders participated in Boy Scout program training and our troop earned the Gold Standard in BSA's Journey to Excellence, which is BSA's planning, performance and recognition program measuring unit success!

Check out the fun we had last

year:



CUUPS

Submitted by Sherree Bailey

UUCG CUUPS with Sylvan Sanctuary (Druid Order of the 3 Realms) has come a long way this year in pursuing the goals set out by the parent organization Covenant of Unitarian Universalist Pagans www.cuups.org. (see below)

We provide opportunities for fellowship, growth, and connection through the following monthly activities:

- Monthly Workshop/class preceded by Community Potluck and a short exploration of a different Deity. Average attendance 20
- Monthly Major Ritual followed by community potluck/feast for the 8 annual Wheel of the Year observances (Solstices, Equinoxes, & cross quarters) and 4 additional rituals from a variety of traditions. Average attendance 40
- Magickal Arts and Crafts for Adults and Children plus Children's Ritual to nourish the creative self and provide fellowship and participation in community life. Average attendance 15
- Druid New Moon Ritual and Potluck for a deeper exploration of Earth Centered Practices. Aspirants and Full Druids now 20 on list.
- Spiritual Practices for Adult RE provides Esoteric oriented activities on the 2nd Sunday and every other 4th Sunday. Attendance 8-12
- Spiral Scouts: Earth centered coeducational scouting for children ages 3 to 12

We have started keeping track of the number of people we serve with this ministry. In a cursory examination over the last year 50+ participants are listed on the 2018 UUCG directory, 55+ participants are from outside current rolls. 25% are children under 18. Of adults the ratio of cis-women to cis-men is 2 to 1. We have frequent attendees from as far away as Marietta, Athens, and Riverdale. We are the only viable CUUPS group in Metro Atlanta.

We have started putting out a donation basket for most events. We want to encourage people to make a financial commitment to their spiritual growth.

We distributed information about CUUPS and UUCG at Gay Pride, Atlanta Pagan Pride, and Athens Pagan Pride this year talking individually about UU principles and opportunities for them to fellowship with us.

Different members also went to other Pagan group's events in order to network with the wider community. Our goal is to bring more people into fellowship with us.

From the CUUPS website:

(CUUPS) is an organization dedicated to networking Pagan-identified Unitarian Universalists (UUs), educating people about Paganism, promoting interfaith dialogue, developing Pagan liturgies and theologies, and supporting Pagan-identified UU religious professionals.

The Covenant of Unitarian Universalist Pagans (CUUPS) was chartered by the Unitarian Universalist Association at the General Assembly in 1987 for purposes of enabling:

- networking among Pagan Identified UUs;
- providing outreach of Unitarian Universalism to the broader Pagan community continentally.
- providing educational materials on Paganism for Unitarian Universalist congregations and the general public.
- promoting Pagan - Jewish & Christian dialogue;
- encouraging the development of theo/ological and liturgical materials based on earth and nature centered religious and spiritual perspectives.
- encouraging greater use of music, dance, visual arts, poetry, story, and creative ritual in Unitarian Universalist worship and celebration.
- providing support for Pagan-identified UU religious professionals and ministerial students;
- and fostering healing relationships with our mother the Earth and all her children.

Endowment Fund

Submitted by Doug Beers

The UUCG Endowment Fund, Inc. is pleased to announce that our current balance is \$69,852.09.

The balance consists of:

\$ 63,348.21 UUA Common Endowment Fund
4,587.37 BB&T Savings Acct
1,768.51 BB&T Checking Acct
148.00 Coca-Cola Stock

We received donations of \$1,269 in 2017 (300 memorials/ 300 donations/ 669 Birthday Club). Thank you for your continued stewardship support for our long term financial future.

Please remember to complete your paperwork for the Wake Now Our Vision campaign no later than December 31st.

Faith Development

Submitted by Karen Smith

Committee members: Nathalie Bigord, Dan Kelley, Karen Smith (chair), Miriam Patrick (Youth Advisor liaison), Christiana McQuain (staff).

Program facilitators (volunteers): Daniel Bailey, Sheree Bailey, Marcus Kabel, Sarah Schuler, Amanda Perkins, Meilina Runzi, Christine Burnham, JoAnn Weiss, Jeffrey Lainez, Robert Patrick, Nathalie Bigord, Dan Kelly, Karen Smith.

O.W.L. facilitators: Ally Perras, Barbara Stahnke, Steve Smith.

Youth advisors: Jezza Hehn, Paige Nix, Miriam Patrick, Brienne Strallow, Damon Harper

This year found us in a unique position regarding our enrollment. We had children in the 5-7 year-old class and in the high school youth group, but none in the 'tween' category of 8-11 years of age.

Our nursery seems to be bustling with babies and toddlers. Adult volunteers are always in demand to assist the paid staff.

We chose to offer adult faith development classes at 10 o'clock, prior to our Sunday morning services. We used the Touchstones material (subscription purchase cost shared between the Worship and Faith Development Committees) to introduce the theme of each month's classes as an adult discussion group. The second Sunday of the month was devoted to spiritual practices, while the third Sunday explored social justice, with particular focus on issues pertaining to racism in our societal systems and racial inequity. The fourth Sunday presentations alternated between an exploration of Earth-centered spirituality (developed and facilitated by Bob Patrick, representing Sylvan Sanctuary) and a book discussion group. The books discussed were chosen by the Faith Development Team from a list of "Congregational Reads", selected by the UUA and announced annually at General Assembly.

The youth group was a significant disappointment. We were late in getting organized due to recruitment of advisors and after the new year started, attendance dropped precipitously. Four of the youth advisors will be continuing next year; hopefully we will have youth willing and motivated to attend.

Our O.W.L. program started with 13 participants and ended with 8. Both Ally Perras and Barbara Stahnke will continue as facilitators. Steven Smith will not.

We are on track to offer COA, the Coming of Age program next year, provided we have youth to participate.

This coming summer we will provide a 10 o'clock-hour discussion of the latest Congregational Study/Action Issue (and upcoming related Statement of Conscience): The Corruption of Our Democracy.

Finance Committee

Submitted by Barbara Stahnke, UUCG Treasurer & Chair of Finance Committee

As Don Hotchkiss states in his book *Governance and Ministry*, *there is no goal so purely spiritual that it requires no money and no action so financial as to lack ethical or spiritual implications*. We are surrounded by voices calling out in need, and we also need to assure we feed ourselves. We are working to do our best in this world, and we need to make sure we are making that evident in our world (Gwinnett County and Metro Atlanta). We are a gentle, angry, loving, and justice seeking people who can make that difference in ourselves and our world. We need to fund and manage our needs and our wants. We need to believe in and fund together this creation of our physical, mental and spiritual selves.

Members: Barbara Stahnke, Laura de Castro, Sue Daniel, Bill Benshoof, Amy Guildroy

By providing oversight to the work of the financial well-being of our congregation, we assure that the funds provided by our members and friends are used ethically, morally, and responsibly. To reach the UUCG vision and make a difference in our world and the larger world, we need a financially strong UUCG. We meet on the third Sunday after worship. We connect through deep listening and questioning of our decisions.

Activities:

- 1.) Facilitated the Pledge Drive, and facilitated the creation of a transparent budget. Presented this complex budget to the board and congregation for open conversation.
- 2.) Considered the following in all financial decision recommendations and oversight: fair compensation, risks/benefits, focus on financial oversight vs. stewardship after the pledge drive (the finance committee recommends that the pledge drive be housed outside of finance committee work in the future), and membership needs and growth.
- 3.) Facilitated the Sunday Morning Count for deposits. Finance Committee members and Board members in groups of two count the deposit and copy the checks.
- 4.) Verifying expenditures and deposits – the Treasurer reviews reports and bank statements monthly; the Finance Committee performs a quarterly audit of reports to assure accuracy and the work of the Treasurer.
- 5.) ICON is our accounting system and BB&T is our bank. We primarily pay our bills with online banking – alerts are setup to notify the treasurer when new accounts are added. Operational expenditures within the budget are pre-approved for payment. Committee expenditures within budget are approved by the committee chair. If the expense is incurred by the committee chair the Treasurer reviews and signs off on the expense. Within ICON we track pledges, pledge payments, fundraiser income and restricted funds. Expenses are tracked within their corresponding budget line item. The monthly and quarterly reports for ICON are reviewed to assure we remain within budget. Added a credit card for online purchases.
- 6.) Transitioned to a Financial Scorecard for the board that indicates where we are financially for the budget in terms of income and expenses. This is a one-page document that gives us an indication of how UUCG is doing financially. This report is posted monthly on the Board of Trustees' bulletin board.
- 7.) Reviewed policies and procedures and realized that updates are needed; however, volunteer time and talent and staff resources were prioritized to the work of the pledge drive, financial review and developing the Scorecard. With the move to Policy Based Governance, the Finance Committee should participate in the update of all finance policies as we are currently not matching the way we are doing the financial work. The finance committee does believe that we are providing good oversight for the financial well-being of UUCG.
- 8.) Submitted the refinance of our mortgage with a request for additional funds for operations and repairs as approved with the annual budget. Developed a draft budget for selling the lease access to the cell tower with approximately 50% membership support at this time – continue to monitor this cell tower market.
- 9.) UUCG remains in sound financial position going into the summer months – we do need all members to continue to pay towards their pledge during the summer or prior to the summer vacation.

Thank yous

- Thank you to Laura de Castro for her guidance and strength in working through the pledge drive and development of our Financial Scorecard.
- Thank you to Sue Daniel for adding her accounting knowledge and skill to our discussions of church finance.
- Thank you to Amy Guildroy for her historical knowledge of UUCG finance and accounting/business knowledge and skill.
- Thank you to Bill Benshoof for listening and questioning deeply all things financial to better understand and support the financial piece of UUCG.
- Thank you to Steve Smith for his ongoing support during the pledge drive for our financial decision making.
- Thank you to the Board and Finance Committee members who participated in the Sunday Morning Count during the year.
- Thank you to the members and friends who have prepaid their pledge for 2018 enabling UUCG to work toward a refinance of our mortgage and maintain a fiscally strong first half of our funding year.
- Thank you to the members and friends who are staying current on their pledge for 2018 which helps UUCG continue to fund our vision.

Leadership Development Committee

Submitted by Thomas Yun, Katrina Yurko and Denise Benshoof



The Leadership Development Committee had three members, incumbent Denise Benshoof; Katrina Yurko, who was appointed to the LDC by the Board in May, 2017, to finish an open one-year term; and Thomas Yun, elected in May, 2017, for a two-year term. The UUCG By-Laws call for five members, but

only three Congregation Members volunteered to work on the LDC for the July 1, 2017-June 30, 2018 term.

We three greatly enjoyed getting to know each other, working together, and exploring the issues of leadership recruitment at LDC over the past year.

The LDC's main purpose is to recruit and train UUCG members for Board and LDC elected positions. Members of the LDC must have been Congregation members for at least six weeks. The By-Laws were reinterpreted by the Board in 2016 that the LDC would no longer recruit for appointed positions or focus on leadership training within the Congregation.

Since two of our members were new, there were a great many questions about why and how the LDC operates the nominations process over the course of the year. We explored how the democratic process is used in recruitment, inconsistencies between procedures that were used "traditionally" and those stated in the By-Laws, and when to appoint and when to elect to fill vacancies during terms.

During the 2018 spring recruitment, the LDC interviewed most of the Congregation for their interest in filling elected positions on the Board and LDC.

Marcus Kabel volunteered to be nominated for Board President. Other Congregants who have volunteered to be elected are Bill Benshoof, Board Vice-President; Terry Welsher as Board Secretary; and Daniel Bailey as Member-at-Large.

The position of Treasurer for 2018-2020 is still unfilled.

Heather Meador and Katrina Yurko have volunteered to be elected to the LDC for one-year terms, and Cindy Clark has volunteered for a two-year term. Thomas Yun will continue his two-year term that began in July of 2017 until June 30, 2019.

There is still one two-year term unfilled on the LDC.

The Leadership Development Committee would like to thank everyone in the Congregation for considering participating on the Board of Trustees and Leadership Development Committee. We would also like to thank those who have chosen to be elected to the Board and the LDC, and those who are leaving the Board and LDC for their dedication and hard work for their part in governing our Congregation.

The LDC would especially like to thank Theresa Waldrop, Rev. Jan Taddeo, and Laura de Castro for their listening and guidance through the questions we've had over the year.

Membership Committee Submitted by Peggy Averyt

New Members – We have had 12 people sign the Membership Book already, and 2 more are expected to sign it on May 20 for a total of 14. This year's new members are: Sue Daniel, Aline Harris, Damon Harper, Christina Burnham, Heather Meador, Tandi Murphy-Hall, Victoria Fashakin, Carol Kreson, Ed Miller, Mandy Miller, Marie McIntyre, Carrie Bailey. Those who say they will be signing on May 20 are Veronica Pasiacki and Jerad Henry.

Membership Committee -We drafted two more new members to our committee. They are Victoria Fashakin and Marie McIntyre. The other current members of the committee are Wally Watson, Katrina Yurko, Carol Richardson, and Sara Heath. Peggy Averyt is currently the chair of this committee, but is resigning as chair at the end of June. She will continue as a greeter.

Membership Classes – We created a new class for new and old members of UUCG. The UU 103 Class covers different aspects of UU History. Denise Benshoof is planning and leading this class with help from Rev. Jan. UU 103 meets on the 3rd Sunday of every odd numbered month. UU 101 is the visitor orientation class that gives a brief overview of Unitarian Universalism, and a brief history of our own congregation. It meets on the 3rd Sunday of every even numbered month, and is led by members of the Membership Committee. UU 102 is the pathway to membership class that also meets on the 3rd Sunday of every even numbered month, and is now led by Rev. Jan.

New Member Party – On April 21, we held a party for all new members from Dec. of 2016 – April of 2018 at UUCG. Eight of these new members attended the party, along with some of their family members. Thanks to Bill Benshoof and Steve Smith for representing the board at

this party. When asked what were some ways they were enjoying their connections at UUCG, these things were mentioned: CUUPS, choir, walking group, adult R.E. sessions, and Rev. Jan and her worship services.

Pastoral Care

Submitted by Wally Watson

The Pastoral Care Associates offered confidential spiritual and emotional support for congregational members and friends through transitions, losses and illness.

Leaders/Members:

Wally Watson - Chair

Rev Jan Taddeo

Christiana McQuain - UUCG Program Assistant - support

Bill Benshoof

Marie McIntyre

Gretchen Peters

Carol Richardson

Paige Varner

We met once per month for about 2 hours. Schedule depends on individual schedules.

We provided support to UUCG members and friends through various ongoing methods.

- Maintained a Pastoral Care line available 24/7 by calling 770-847-0566
- Maintained a confidential online database record of calls, interactions and needs
- Made notes of any issues expressed during UUCG services and addressed
- Provided pastoral care participants for the Ritual of Pastoral Presence
- Reached out to those people who might have needs. Information about the needs came from various sources.
- Reviewed each Pastoral Care issue and kept the database updated

We attempted to provide a safety net for people who needed to talk through their issues. We did not 'fix' issues but helped find support through UUCG Care Rings or other available resources if applicable. Our goal was/is to enable those people with issues to be self sufficient. We are building tools and other resources on a section of our online database.

We provided a backup for pastoral needs when Rev Jan was not available, especially during her sabbatical.

We had a check-in at each meeting to support each other. We consulted with each other to resolve any issues with those people we were supporting.

Thank you to each member of the committee. Also many other members of the congregation have stepped up to help support persons with specific needs. There have been several incidents where those people who have been supported have provided support for others in need.

Security Team

Submitted by Larry Long

We conducted an "Emergency Response and Security" training class in November 2017, which was attended by about 20 congregational members. It included a review of possible medical situations, emergency procedures, recommended evacuation routes and active shooter response. Corporal Eric Rooks of the Gwinnett Police Department also gave a brief presentation about security situations and how we can engage with GPD to increase congregational safety.

The team continues to greet arrivals for Sunday morning activities and services, and to monitor for any suspicious situations. We also try to provide coverage for high-profile activities, such as Christmas Services, etc.

Social Justice Committee

Submitted by Sara Heath

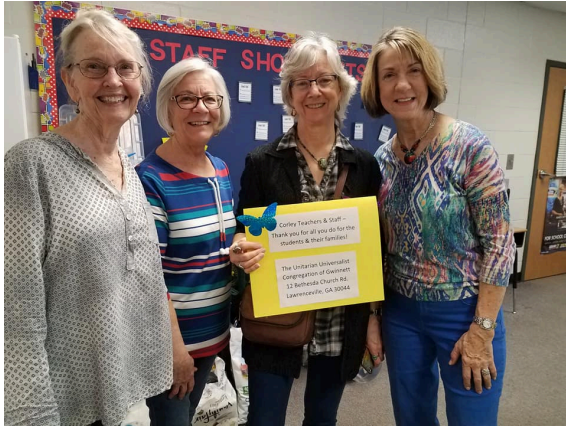
***Mission:** Our Faith calls us to promote and sustain justice in our world community.
Vision: We work toward a just community through service, education, witness and advocacy.*

This year has been one of transition for Social Justice. JoAnn Weiss took on more responsibilities with her passion, El Refugio, stepped down from being Social Justice chair and other members were reluctant to try to fill her shoes. In August we held a retreat to work on our Mission and Vision and I took over as Chair with the stipulation that other members share in leadership and ideas for the future of the group. There was consensus that we wanted to see more congregational involvement and more direct service emphasis.

In our February meeting, we discussed alternating committee meetings (first Sunday on even months, 12:30-2:00) with educational presentations (odd months, 12:30-1:30.) This would enable us to increase our activity within the congregation and broaden our outreach into the community with guest speakers.

We have a core committee group of 6-8 members who regularly attend meetings. We have a Social Justice group email of about 30 who receive our announcements and minutes and are invited to provide input. The plan is to continue within the topics of racial equity, immigration rights, Israel/Palestine peace, LGBTQ+ support, environmental justice and community service. A goal for this year is to complete the charter for our committee.

Social Justice continues to be integrated into many aspects of UUCG's ministries including Rev. Jan's messages, Faith Developments topics, Share the Plate donations, community marches and other witness opportunities. Donations of paperback books, handmade scarves and caps to Operation Gratitude is a new military project between this committee and Yarns from the Heart. Social Justice will continue to be the way we live our faith in the world.



Tai Chi

Submitted by Diana Dice and Rob Kohl

Tai Chi Chuan yang style continues to meet on Thursday nights. We have offered this free practice class for over 20 years. At the present time, we have an average of 4 to 12 people attending. –

Worship Committee

Submitted by Bob Patrick, Outgoing Chair of the Worship Committee

This is a simple report. The worship committee is made up of two groups, the Service Leaders who prepare and lead services when Rev. Jan is away, and the Worship Associates who assist whoever is leading the service. In addition, we work very closely with our Music director, Michael Parker, our pianist, Bryan Bishop, and our Tech Team and Beacons.

The Service leaders meet monthly with Rev. Jan to discuss how recent services have gone, discuss upcoming themes and prepare calendars and services according to our monthly themes. The Worship Associates meet four times per year to coordinate who will assist on which Sundays and to give a larger voice to the planning of worship services. Through the help of the Minister and Church Administrator, we use the Worship Committee budget to purchase items needed for the weekly services. We also offer times during the year for recruiting new members of the committee and offering training for them.

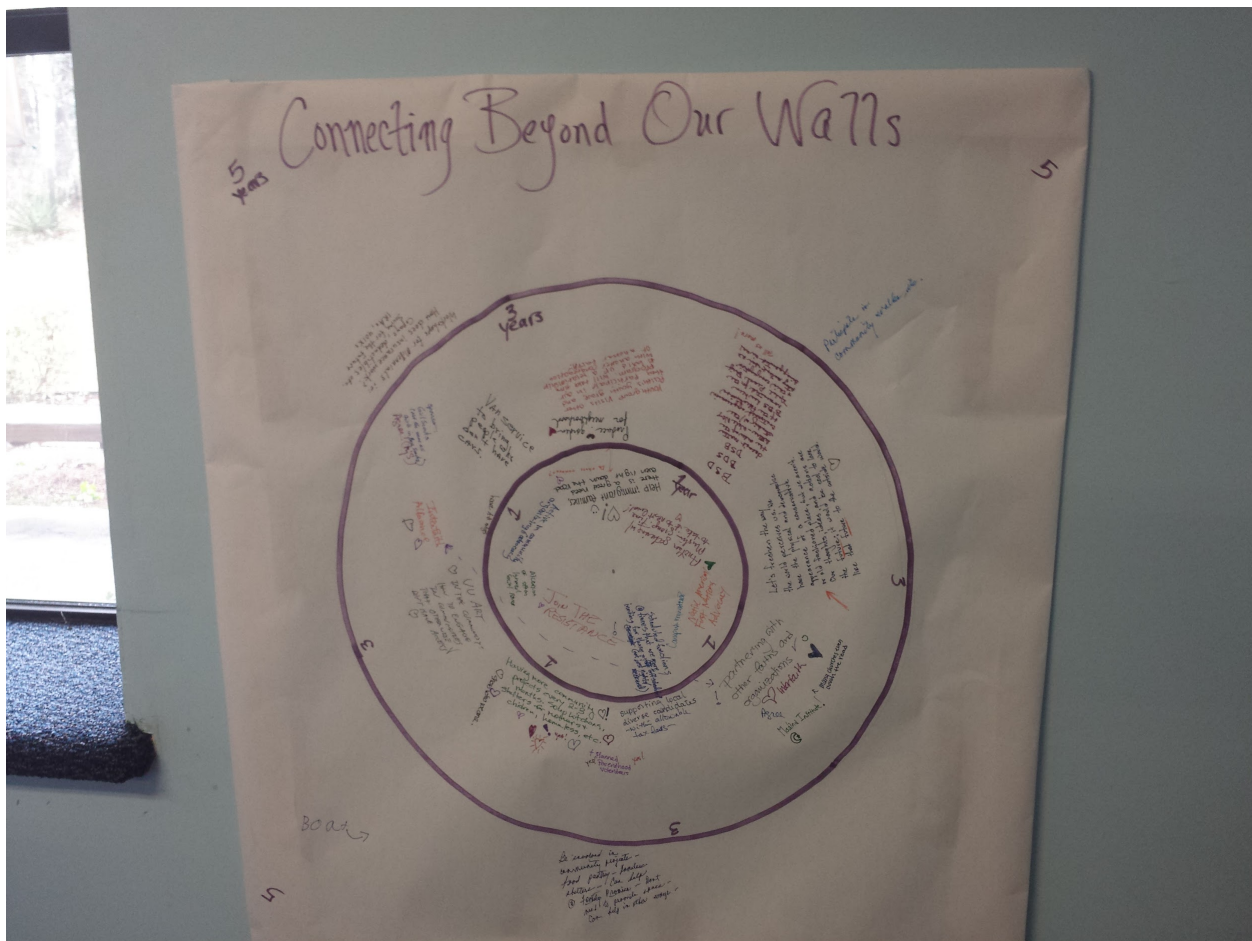
Supplements

The attached “Projecting Our Vision Into The Future”, “Membership Attendance” excerpt of annual certification report to the UUA, and our most recent Statement of Financial Position, provides further insight of UUCG as of May 2018.

Unitarian Universalist Congregation of Gwinnett

PROJECTING OUR VISION INTO THE FUTURE

Program Years 2019 through 2023



Introduction

This is UUCG's planning guide for the program years starting in July of 2018 and running through June of 2023. It will be useful in its current revision for the 2019 Program Year (July 2018 through June 2019) and can be

updated to “roll the vision forward another year” in the Spring of 2019. Although it is not all-inclusive, it does summarize the Congregation’s goal-setting exercises during the 2018 Program Year. These exercises were facilitated by the Leadership Team, including the Minister, Board of Trustees, and our UUA Regional Staff.

Dedication to Connection

The shared and ongoing commitment of the Board of Trustees, Staff, Ministry Council, and Standing Committees of UUCG is to remain connected as closely as possible with the personal journey, passions, and interests of each individual in the Congregation. Actively and appreciatively listening for understanding to each individual’s passions and interests is an indispensable “first step” towards adopting shared “Ends.”

Vision of the Congregation

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.

Ends

The "Ends" expressed in this document are distilled from the expressions of individuals. The Unitarian Universalist Association provides a context for this distillation, linking “Ends” to “the difference we intend to make in people's lives.” This document refers to the process of making that difference as “transformation.”

Assisting Transformation (“Ends”)

The commitment to involvement in our Beloved Community is a “Leap of Faith” we take together. As individuals and as a group, we have the power to transform ourselves, our Congregation, the local community, and the World. Leadership assists that transformation, but does not necessarily enable or empower it. There is no “magic” in the use of this big word, “transformation.” ***Individual choices to act, and to join the group in action*** are the key to sustaining our viability as a group and to becoming better humans. To support this assertion, this document uses active language in describing the means to achieve our ends. We want to make these actions a part of our everyday focus at UUCG:

Invite- attract people's interest, announce our presence, and establish our identity.

Personal invitation to join in the “Work of the Church” that affects our local community and our world, as well as the “Church Work” that affects the health of our Beloved Community, is the most powerful way to ensure that everyone involved has an excellent experience.

It is the “excellent experience” of each individual’s connection with- and work toward- the “Ends” we discuss here, that is the foundation of our success.

Welcome- look for ways to connect with everyone, whether it is their first activity with us or they are a familiar face.

Engage- be actively involved, inviting others by our example as well as our words.

Enable- provide structure for involvement, including specific tasks, job descriptions, and estimates of the time required to complete a task.

Encourage- assist personal growth in the times of stress that always occur when we actively engage with each other and the world.

Covenant- remain inside of our Covenants with ourselves and each other to work toward healthy relationships. Furthermore, *recognize when we have erred, apologize, correct, and work toward healing.*

Celebrate- recognize involvement and accomplishment, and emphasize that each action is taken upon the “world stage.” What we say, what we do, and how we act always influences the world, whether or not we clearly see that influence.

Continue- provide continuity in leadership through sharing history, learning important lessons together, and documenting policies and procedures.

We Transform Our Personal Experience Through:

Learning new ways to apply our Principles, Sources, and Covenants to deepen and broaden our experience of “the ultimate,” and to better appreciate the spiritual aspects of our lives.

Connecting with and exploring a variety of religious faiths and beliefs.

Finding and pursuing the projects and tasks that are in the “sweet spot” where our passions and interests intersect with the needs of the community and the world.

We Transform Our Beloved Community Through:

Learning new ways to listen to the stories, passions, and interests of everyone in our community.

Exploring new ways to incorporate our understanding of our sexual orientation and gender identity (SOGI) into our relationships, bylaws, policies, procedures, and physical arrangements (e.g. bathrooms.) Recognizing that others are engaging in this same process.

Finding new expressions of our joy in being together. Understanding that fellowship is the foundation of the “gathering of Spirit” that attracts and holds our interest.

Continuing the life lessons we learn as we search for time in our busy schedule, and money in our strained budgets, to work toward our shared goals.

We Transform Our Local Community Through:

Telling our story- far and wide- in as many forums as possible.

Involvement in our local government's information, comment, and work sessions to make sure our UU Principles are known, understood, and demonstrated.

Inviting, and joining, our fellow Churches in the Community in ministry. Continuing the internal transformation we make when we seriously consider our belief that *no one is outside the circle of love*.

We Transform the World Through:

Participating in activities that extend our reach into the public arena in a big way- advocating for action on a national and global scale.

Serving justice across the full spectrum of our involvement in the world, including racial and environmental justice.

Membership and Attendance

Last Updated: 01/23/2018 11:46 AM

Updated By: Laura de Castro

Unitarian Universalist members	124
Multi-Denominational or Federated Congregation members	
How many people (ranging in age from nursery through high school) are currently enrolled in Religious Education?	21
What is your current Average Weekly Attendance at your congregation?	71
How many Non-Member Friends do you estimate are currently involved in or contribute to your congregation but are not members?	166

Congregational Demographics (New in 2018)

As part of the UUA's work on institutional change and dismantling white supremacy we're inviting congregations to share the makeup of their own community as we know that awareness of our identities is part of living our values of justice and equity.

Of your congregation's members, what percentage do you estimate identify as people of color (which may include African Descent, Asian, Caribbean, Latinx and Hispanic, Middle Eastern/Arab, Native/American Indian, Pacific Islander, and Multiracial)?	5-9%
Of your congregation's members, what percentage do you estimate identify as lesbian, gay, bisexual, transgender, or queer (LGBTQ)?	5-9%

Unitarian Universalist Congregation of Gwinnett

Statement of Financial Position For All Funds as of 04/30/2018

Assets	
Bank	
1110 Checking - Primary	23,917.78
1120 Checking - Ministers Discretry Acct	1,413.89
1130 Checking - Reserve	9,533.98
1185 Amazon Credit	67.94

Total Bank	34,933.59
Accounts Receivable	
Accounts Receivable	1,828.48
Undeposited	-1,828.48

Total Accounts Receivable	0.00
Allowance for bad debts	9.60

Total Accounts Receivable	9.60
Fixed Assets	
1302 Buildings	234,500.00
1311 Building Sign	1,400.00
1372 Land	97,000.00
1376 Furniture	11,977.24
1392 Grand Piano	5,300.00

Total Fixed Assets	350,177.24

Total Assets	385,120.43
	=====
Liabilities	
Current Liabilities	
Accounts Payable	1,990.75

Total Current Liabilities	1,990.75
Other Current Liabilities	
2400 Payroll Withholding & Taxes	
2416 Federal Withholding Tax Payable	412.94
2422 FICA Tax Payable-Employer	495.63
2426 FICA Tax Withholding-Employee	495.65
2432 Medicare Tax Payable-Employer	116.04
2436 Medicare Tax Withholding-Employee	115.76
2446 State Withholding Tax Payable	120.52
2460 UUA Health Plan Employee Portion	90.03

Total 2400 Payroll Withholding & Taxes	1,846.57

Total Other Current Liabilities	1,846.57
Long Term Liabilities	
2802 Note Payable- Building Fund	73,066.56

Total Long Term Liabilities	73,066.56
Total Liabilities	76,903.88

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Net Assets	
Unrestricted	
Bookstore AF	309.34
Building Use AF	115.48
Coffee AF	-346.90
General Fund	296,012.70
Give Away the Plate AF	1,126.55

Total Unrestricted	297,217.17
Restricted	
Building Reserve AF	4,969.32
Contingency Reserve AF	484.35
Memorial Gdn Reserve AF	148.96
Ministers Discretionary AF	1,413.89
Nature Enh Reserve AF	2,200.00
Next Year Fundraising Reserve	1,782.86

Total Restricted	10,999.38
Total Net Assets	308,216.55
	=====
Total Liabilities + Net Assets	385,120.43
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