

**Unitarian Universalist Congregation of Gwinnett
12 Bethesda Church Road
Lawrenceville, GA 30044**



**Annual Report
2018-2019 Program Year**

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

We walk towards this vision with Curiosity, Courage, and Compassion.

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Leadership and Staff

Minister's Report

Rev. Jan Taddeo

Our eighth year together has been full of activity and new initiatives. Our Growth Task Force and Property Beautification Team dove in over the summer of 2018 to live more fully into our vision of radical welcome. We cleaned up our property to create a safer and more welcoming space. We initiated more advertising of UUCG events, held an Open House, and applied for and received a \$10,000 Google marketing grant that is in the form of credit used towards search engine advertising. Our work will continue this summer as we maintain our property and dive in to repair our parking lot to make it safer and more welcoming as well, and we are already having conversations about another Open House this fall.

I'm looking forward to the Turning Sun School starting up in August as a full-time rental during the day, Monday through Friday. It will be good to have young people in the building during the week and to welcome their families as they come through our doors. Much will be required of people in our congregation and the Turning Sun staff to learn how to share our spaces well and communicate effectively. I am confident in our capacity to engage this new rental relationship with trust, compassion, and inquiry.

I am privileged to work with an exceptional staff team. I enjoy working closely with Christiana McQuain, our Coordinator of Family Ministries, and Michael Parker, our Choir Director, and Bryan Bishop, pianist, to fully integrate our monthly themes into our worship and faith development programs. It is a dream to have such a strong team of religious professionals to work with in developing our shared ministries.

Our Administrative staff, Sharon Yun, Office Administrator and LaTreisha McKay, Bookkeeper, both had a steep learning curve in their first year, and we've encountered many ways in which dividing the tasks once done by one person into two distinct positions offered unexpected challenges. Being without a Treasurer this year added to these challenges. As a result, I took on a variety of finance and administrative activities, mostly related to the annual budget pledge drive. This coming year I am seeking people to create a Stewardship Team to take up this work.

We have a strong team of child care providers with Aline Harris, Renee Pearcey and Sharon Yun. I am currently interviewing people to bring at least two more onto the team to ensure we have sufficient staff to meet the current demand for care during congregational activities.

At no time while in seminary did I get even a hint that I would be learning so much about sewer systems and construction project development in my role as a minister! I am very grateful to Chuck Powell and Dave McHenry for stepping up as project managers for our sewer project. As with any construction project, the timeline continues to grow longer than anticipated, but we are making progress in obtaining the necessary permits, easements and construction bids. We are still optimistic that the project will be complete by the end of June.

As a minister serving our Unitarian Universalist faith, I seek ways to support our faith beyond our congregation. Here are some examples of my current engagement with our larger faith and my continuing education and spiritual growth as a minister:

- Served as Site Supervisor for Josh Gentry, student at Candler School of Theology.
- Completed the second year as mentor to Ilene Kaur Tompkins-Gillespie, minister in Preliminary Fellowship. Ilene is now on medical leave and will be applying for Long Term Disability, so my mentoring work with her is complete, though our friendship continues.
- Continuing my training as a Warrior for the Human Spirit under the direction of Meg Wheatley (leadership), Jerry Granelli (mediation), and Ulrike Ebert (Qi Gong).
- Participated in the College of Social Justice Borderlinks Journey for Religious Professionals in Tucson, Arizona in February 2018. We learned a great deal about the history of immigration and challenges migrants face when seeking asylum in the United States.
- Nurture Staff Director for Southeast UU Summer Institute (SUUSI), a one-week summer camp at Western Carolina University in July. I am responsible for the worship services, chaplain team, and special ministries as well as a special project to develop a covenant of right relations within the SUUSI community. This volunteer role is assumed to be a 3-year commitment.

Board of Trustees

Marcus Kabel, President

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: Marcus Kabel, president; Bill Benshoof, vice president; Terry Welsher, secretary.
Members at large: Daniel Bailey, Nathalie Bigord, Ally Perras.

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, with a quorum present at each meeting.

This board term has been shaped in part by two major challenges in the program year: bridging an unexpected gap in the 2018 budget, and launching the ongoing project to move our beloved building from its aging septic system onto a sewer line. I don't think I need to repeat the facts and deliberations here, except to say how proud I am of this congregation for the way you have questioned, discussed and moved us ahead.

The Board held a retreat in the fall, with a focus on what big questions we believe the congregation wants to ask and how we want to evolve our vision. I am afraid we were diverted

from those important issues by the challenges above, and I very much hope that the new board will be able to take up these matters.

We did make progress in moving UUCG towards a policy-based governance model that the previous Board, Rev. Jan, and the congregation had put in place. There remain a stack of bylaws that the board wants to review, update in line with the new model, and bring to the congregation, and I hope the incoming board will be able to put time into this endeavor.

I am excited by our growth, in members and programs, and that we were able to end the budget year successfully as well as start this year on a strong footing. You can find the details below in the financial statement.

On a personal note, this was my first year on the Board, after many years of membership. I've been a volunteer before in other functions, but the time on the Board has allowed me to see more widely around our many UUCG activities. I am even more impressed and grateful for the spirit you all bring to our community - as volunteers, as members, and as the people you are.

Leadership Development Committee

Members: Thomas Yun, Heather Meador, and Katrina Yurko

Conferences/ Training:

LDC participated in a Atlanta Leadership Experience for 4 Saturdays, one per month. The curriculum covered a simple to complex analysis of church structure as well as the dynamics within congregations of various sizes. We covered the Theory of "systems", Mission and Vision statements, How Growth and Change affect the culture of a church and different Governance Models. The experience was well received and applicable to our own congregation. We need to revisit the content and find ways to apply it to practice.

Budget:

Currently we have not used any funds from the annual allotment of \$500.00.

Accomplishments:

The LDC was able to find members to fill both the open Board and LDC positions. Marcus Kabel will stay in office as President for the next term, and Terry Sweetser will serve another term as Secretary. Thomas Yun and Heather Meador will continue for another year on the LDC. These extended terms will serve as continuity and mentorship for new members. The Board has taken on oversight of a major sewer connection project so will need all members and positions to be active and ready to serve our community with purpose and efficiency.

Bylaw verbiage has been proposed for congregational approval to change the title of Leadership Development Committee to Nominating Committee. This change reflects the difference in the LDC's role from training Board candidates to simply nominating members to the Board. The Nominating Committee also finds candidates for its own team.

Bylaw changes have also been proposed to reflect a change in the Treasurer position. There will be a new Treasurer-elect elected every year for a two-year term, first year to assist and learn from the incumbent and second year to take up the duties and responsibilities. This structure allows for the greater continuity and a shared workload for this complex position.

Research:

The current Nominating Committee is composing a survey for the purpose of gathering information regarding how other UU churches nominate and integrate new members to the Board. The survey also covers how various congregations have structured their Board of Trustees: term limits, continuity, etc. The committee will collate the results and present to the Board before the end of the current term in hopes that this will enable the leaders of 2020 to make adjustments which better reflect the needs of our community. The survey process and questions are outlined below.

Leadership Development Committee Survey for Board Structures:

These questions are not in order of priority OR sequential. When you are asking these questions, you might see a better sequence or more appropriate wording. Please share with the team before changing the questions so we can compare answers in clear categories when presenting to Board.

When introducing yourselves, we will need to specify who we are and identify our congregation before stating our purpose and the request for a short survey. Get the name and the position of the person you are speaking to so we can follow up if need be.

1. What is the structure of you Board of Trustees?
In other words, what are the positions on the Board?
2. What are the term limits?
3. Are the positions assigned when the candidates are chosen or after they are elected?
4. How are the candidates selected?
5. What are the Treasurer's responsibilities?
6. Are there any positions that are more difficult to fill than others?
7. How does your church train or mentor the new members on the Board?
8. Does your church have a Leadership Development Committee? If so, how do they function?
9. Who and when does your church begin the nominations process to fill board memberships?
10. Please add your opinions or observations that you have experienced that impact leadership at your church.

Office Administrator

Sharon Yun

I began this position in May 2018 and was trained by my predecessor, Laura deCastro. The position Laura DeCastro held was Congregational Administrator. She handled office administration and bookkeeping. She worked 27 hours a week. Now we have an Office Administrator scheduled to work 14 hours a week and a Bookkeeper scheduled to work 8 hours a

week, for a total of 22 hours a week, 5 hours less than Laura was scheduled. Reverend Taddeo and Christiana McQuain, our Coordinator of Family Ministries, have taken on some of the work that Laura did, and some tasks have been minimized or removed. For example, the Sunday bulletin has less content and is reduced to a single sheet of paper, in part to simplify the production and in part to decrease our environmental impact.

Office Hours

I keep regular office hours Tuesday and Friday 9am-2:30pm. I am scheduled to work an average of 14 hours a week, but I budget my time to ensure that I have more time at the end of the month to complete the newsletter, or to work on larger projects that come up, such as the Auction, annual pledge drive, etc.

I have three primary areas of responsibility: General Administration, Program Support, and Facilities Management. This is a summary of my key responsibilities:

General Administration:

- Responsible for creating and printing the newsletter, calendar, and Sunday bulletin.
- Assist volunteers in creating announcements to advertise for various events in these publications.
- Send out the weekly e-news and monthly GNUUS (newsletter) via email.
- Create and update the email lists for our various ministry groups.
- Manage the congregational calendar on our website.
- This year I initiated a "Member Spotlight" section of the newsletter and interview members for these articles.
- Assist with compiling the Annual Report.
- Assist with tasks needed for the UUA Certification in January each year.
- Answer the phone, greet visitors and vendors during office hours, and receive and respond to emails sent to info@uucg.org.
- Recruit and supervise volunteers to assist with administrative support tasks such as folding newsletters, compiling guest packets, folding and stuffing envelopes for congregational mailings, etc.
- Maintain congregational records such as Board meeting agendas, minutes, and reports, as well as legal documents such as bylaws, articles of incorporation, and annual incorporation renewals.

Program Support

Membership:

- Contact visitors who signed the Guest Book and add them to the email list when requested.
- Update the membership database.
- Create temporary name tags for newcomers and order permanent name tags for new members.
- Create visitor packets and new member packets.
- Produce a congregational directory four times a year and distribute via email.

All Ministry Teams:

- Support our volunteers by printing materials and assisting with various tasks as needed.
- Ensure our bulletin boards are kept up to date.
- Manage and update our JotForm registration form and forward registrations to event leaders.
- Facilitate requests for child care.

Facilities Management

- Manage room reservations for congregational gatherings, meetings, and programs.
- Ensure that the building is tidy and stocked with supplies.
- Manage key and lockbox access lists, and liaison with the security company as needed.
- Coordinate building repairs with Don Graff, our volunteer building manager.
- Set up rental contracts and prepare the building for rentals.
- Coordinate with facilitators and the tech team as needed for rentals.
- Schedule the gas connection in the fall and disconnection in the spring.

In summary, I thoroughly enjoy serving UUCG and being able to serve the many vital ministries to the community. Through this position I am able to grow in my faith and refine my skill set to better serve the needs of UUCG, and I am becoming a better office administrator every day. Laura DeCastro did a lot to create a robust administrative infrastructure. I am grateful for her dedicated service to UUCG through the years and I am grateful to build on her legacy.

Coordinator of Family Ministries

Christiana McQuain

Since taking on the position of Coordinator of Family Ministries last June, I have become a member of the Liberal Religious Educators Association (LREDA), the professional organization of UU religious educators. Because of this, I have had the opportunity to participate in a professional conference and several collegial gatherings and trainings, which I have found invaluable to my ongoing professional development. These have included:

- July 2018 – attended Religious Educators Week at the Mountain
 - o completed the Curriculum Development Renaissance Module
 - o completed the training workshop Innovation in Shared Leadership training
- November 2018 – attended the Annual Fall Conference of LREDA in Houston, TX
 - o completed workshops in Faith Formation and Family Ministry
 - o attended seminars on Sustainable Social Change and Dismantling Institutional Racism
- March 2019 – completed the Worship Renaissance Module, offered at UUUS in Orlando, FL

I have enjoyed contributing to worship by presenting the Wonderbox element of the service periodically, and being involved in the planning of select services throughout the year. In addition, I have collaborated with Rev. Jan to institute the Intention Table in the Sanctuary during Worship Services, which provides congregants of all ages with an additional sensory way to

engage with the service content. This has proved to be a popular element, especially on the Sundays that there is no Early Elementary RE program scheduled.

I am grateful to the congregation for valuing faith development and religious exploration enough to have created and made room in the budget for my position. It is my goal to continue to work toward growing our programs of religious exploration and integrating the various committees of UUCG in to the opportunities for congregational faith development.

Choir Director

Michael Parker

The music program has become an integral part of the worship experience this year at UUCG. The program consists of both choral and instrumental expressions through the leadership of Michael Parker, our choir director, and Brian Bishop, our pianist. Our instrumental selections are chosen with the service topic in mind, and frequently consist of underrepresented composers of various racial, gender, and sexual identities.

Our Choir has grown this year and taken on many new members, growing from an average of 7 last June to 12 this May ... if everyone who participates showed up at the same time, we would have 17 people sharing their voices on Sunday morning. We are now a fully multigenerational ensemble encompassing a full range of ages and experiences expressing a more complete 'snapshot' of the greater congregation.

Our move to rehearsing on Tuesday evenings has made it possible for the choir to increase the complexity and frequency of the special music they offer. Our anthems have grown this year from a consistent single anthem a month, to a steady two anthems a month, and finishing the year with three anthems in May. Our commitment is to have the choir offering consistent musical presentations each Sunday the choir director is scheduled. Now in our 3rd year of having a Choir Director, we are seeing the fruits of this investment in professional choir leadership.

The choir performs a wide variety of music from popular songs, musical theatre, and standard choral literature. Our music is carefully selected to support the theme and message of our Sunday services. This years repertoire has included:

“Please Stay” by Jake Runestad inspired by those struggling with suicide.

“A Weary Couple” arranged by Tony Alonso inspired by the ‘flight to Egypt’ story from the Bible and its intersection with the immigration crisis at the US Southern Border and immigration struggles around the globe. This selection was made extra special by the contributions of professional guest cellist Pinkie Bergmann, and our own Heather Meador on flute and Jen Garrison on violin.

“King for a Day” by Jason Shelton inspired by the historic and ongoing Civil Rights struggle in the United States.

This year also marked our first fully SATB acapella performance work “The Lamb” by John Taverner, with text by William Blake highlighting the mystery of existence and the origin of all things.

These selections showcase not only the increasingly challenging musical work being sung by the choir, but the support they provide, in a musical form, to assist in defining the social and philosophical statement of our Unitarian Universalist history and values.

Our worship services have been greatly enriched by the musical contributions of many people from the congregation: pianists Sherree Bailey, Lorena Gay-Griffin, Sandi O’Toole, and Lydia Patrick; flutists Barbara Stahnke and Heather Meador; violinist Jen Garrison; guitarist and vocalist Russ Taddeo; and percussionist Doug Beers. These offerings often emerge from our *Music Night* program facilitated by Barbara Stahnke in which instrumentalists gather twice a month to play music together and explore music selections they might share in our Sunday services.

Choir members who participated this year include: Carrie Bailey, Doug Beers, Bill Benshoof, LaDonna Cohen, Jen Garrison, Josh Gentry (student minister), Dave Halter, Laney Halter, Lillian Halter, Eris Kelly, Xoey Kelly, Heather Meador, Oliver Owen James, Rhiannon Owen James, Lydia Patrick, Carol Pinto, Kelsey Rice, Barbara Stahnke, Rev. Jan Taddeo, and Russ Taddeo.

Fostering Spiritual Growth

Worship Team

This year’s worship team is comprised of Daniel Bailey, Sherree Bailey, Lorena Gay-Griffin, Josh Gentry (student minister), Bob Patrick, Lydia Patrick, and Miriam Patrick. Several people in the congregation have stepped up to assist as Worship Assistants or to offer reflections in our services. The minister typically leads three services a month, August through May, and one or two a month during June and July. Worship Associates lead the other services, and occasionally we host a guest minister. We have two more people who have applied to serve as Worship Associates; Victoria Fashakin and Malina Jordan will go through a training session this summer.

Monthly themes this year:

May 2018: Community

June 2018: Wisdom

July 2018: Liberty

August 2018: Unity/Diversity

September 2018: Vocation

October 2018: Formation

November 2018: Gratitude

December 2018: Peace

January 2019: Grace

February 2019: Surrender

March 2019: Truth

April 2019: Salvation/Wholeness

May 2019: Mystery

Our Sunday morning Beacons create a hospitable container for our worship services, ensuring that all who enter find a warm and welcoming space. This year's Beacons are Sherree Bailey, Jerrold Johnson, Jeff Lainez, Toby Lyles, Veronica Pasiiecki, Chuck Powell, Paula Powell, and Sue Tumbleweed. Daniel Bailey, and Peggy, Dave, and Erin Averyt assist when substitutes are needed.

Our services rely on having a team of trained sound technicians to support the worship leaders, choir, and musicians. We are very grateful for Erin Averyt, Damon Harper, Jezza Hehn, Justin Miller and Russ Taddeo, our scheduled sound techs, and Miriam Patrick who fills in as a sub.

This year we offered a Blue Christmas service attended by 18 people, and a Good Friday Zen Tenebrae service attended by 14 people, plus 8 participants, and three staff persons (Rev. Taddeo, Michael Parker, Bryan Bishop). Approximately 50 people attended the Christmas Eve service (about 48 attended in 2017, and 71 and 73 in 2016 and 2015). Average attendance at Sunday morning services August 1 through May 12 was 77, showing a steady increase since 2016-2017 when we hit a low of 69.

Faith Development Team

Team members: Christine Harper (chair), Dan Kelly, Karen Smith, Miriam Patrick, Christiana McQuain (staff)

Program planners: Christiana McQuain, Karen Smith, Daniel Bailey, Josh Gentry

Program facilitators (volunteers): Daniel Bailey, Sherree Bailey, Christine Harper, Bob Patrick, Dan Kelly, Karen Smith, Sara Heath

Special Events: Trunk or Treat – The Faith development Team brought back the tradition of Trunk or Treat, and presented a successful event which saw the attendance of members and friends of UUCG, as well as neighbors from our surrounding community.

Sunday Programs: The children and Youth RE program has faced several challenges. Enrollment in children's programs has continued to be low (reflecting the current demographics of our congregation).

Although we had a full roster of enthusiastic, trained advisors to facilitate a Youth Group, there was little interest from the few teens who are currently affiliated with our congregation. And the Tweens (8-11 year-olds) that attend consistently have found that singing in the choir feeds their spirits, and this conflicts with RE attendance. For these reasons, we did not have any children/youth programming during the ten o'clock hour this year.

We do have a full roster of children for the Early Elementary program (5-7 year-olds), but we have been challenged to find enough consistent volunteer leaders to form a teaching team. This has resulted in an amended RE schedule with fewer Studio sessions.

Attendance in the Nursery/Toddler room is consistent. Adult volunteers are always in demand to assist the paid staff, and keeping the roster complete has been a challenge.

The Adult Faith Development sessions at 10 o'clock on Sunday mornings, prior to worship services, have continued to garner interest. We use the resources provided by the Touchstones Project (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 is devoted to spiritual practices, while the third Sunday explores social justice - with focus on issues pertaining to democracy and our societal systems. This year, the fourth Sunday presentations alternated between a video viewing & discussion, and a book discussion group. The books discussed were chosen by the Faith Development Team, and included diverse selections (addressing the topics of environmentalism, immigration, and religious influence), all through the lens of community-level impact.

Faith development takes a hiatus from our regular schedule over the summer, and will resume programming after Labor Day.

Special Programs: Although a Coming of Age (COA) program had been planned for this year, there was not sufficient interest for us to hold one. The Family Faith Journeys programming was developed as an alternative, inviting whole families (of all sizes and demographics) to engage with activities and sessions adapted from the COA materials. This included two field trips to the Athens UU Fellowship and the Abundant LUUV congregation. The final culminating trip to New Orleans that had been planned was cancelled due to an illness in the family of one of the facilitators.

Our Whole Lives (OWL) programming is scheduled for the coming program year.

Child Care

Sharon Yun

Our congregation has a long history of being "family-friendly" and we are committed to providing child care for children so that parents can fully participate in the programs and activities of the congregation. We require at least two adults be with our children during our programs and activities for adults..

At this time, we have three child care providers who serve on our staff, and we are seeking at least two more. Current staff are Renee Percy, Aline Harris, and Sharon Yun. Aline and Sharon are both members of the congregation, and they currently alternate weeks to cover Sunday morning child care preschool and early elementary age children. Renee serves our child care staffing needs during the week.

We have five children under age 5 registered for the Sunday morning preschool-age program, and we often have several children of newcomers join the group. The latter part of the year, we blended the Early Elementary (5-7 year olds) with Preschool (under 5) for the program that takes

place during the worship service. We begin that program with circle time at 11:20 am where we light a chalice, share our joys and sorrows, read a story, and discuss the theme of the month.

We are very grateful for the volunteers who assist with our child care programs. Our volunteers serve on Sunday mornings, Sunday afternoons for UU 101 and 102, the eight Sun Station rituals led by Sylvan Sanctuary on Saturday evenings, CUUPS workshops held twice a month on Saturdays, as well as for Covenant groups, congregational meetings, special events and for any programs when requested at least a week in advance.

This year our volunteers were Erin Averyt, Bill Benshoof, Danielle Brooks, Christine Harper, Dan and Xoe Kelly, Angela Leopard, Natalie Mann, Heather Meador, Aaliyah Mooney, Veronica Pasiacki, Ally Perras, Dylan Peters, Carol Pinto, RJ Rice, and Barbara Stahnke. We have been actively recruiting volunteers all year and we will need several more for our next program year, especially for our Saturday and weeknight evening programs.

Covenant Groups

Rev. Taddeo

This small group ministry program began in the fall of 2015. Eight to twelve people gather twice a month for a structured conversation focused on our monthly themes. This year we had four groups that met from the end of January to the beginning of May: Evening groups met on the 1st & 3rd Wednesdays, 2nd & 4th Mondays, and 2nd & 4th Wednesdays, and a group met in the morning on the 2nd & 4th Thursdays. Group leaders were Peggy Averty, Joe Bentley, Kathleen Cullinan, Tony Nastri, Chuck Powell, Paula Powell, Terry Welsher, and Katrina Yurko. We started with 44 people registered (including group leaders), and several people had to step back as the season progressed, ending the season with 32 people. Registrations for the Fall 2019 sessions are now open.

Sylvan Sanctuary

Bob Patrick

Sylvan Sanctuary has continued to offer 8 rituals per year attached to the seasons observed by modern Druid communities and some other modern pagan communities. Our yearly gatherings are around these Sun Stations, as we call them, and we meet on the Saturday night closest to these traditional dates, always at 6:00 for the ritual followed by potluck and fellowship:

Alban Arthuan--Light of the Winter--December 21

Imbolc--First stirrings of spring, celebration of the tribe--February 1

Alban Eiler--Light of Spring--March 21

Beltane--The beginning of summer, celebration of fertility--May 1

Alban Heruon--Light of Summer--June 21

Lughnasad--First harvest and celebration of the land--August 1

Alban Elued--Light of Water--spiral ritual--September 21

Samhain--Full harvest, thinning of the veil between the worlds--Nov. 1

This past year we have had an average of 40 at each gathering. This includes a number of children, and so we have been requesting and receiving child care for these gatherings. Sherree Bailey and other members of the grove most often provide a magical arts and crafts on the afternoon of the ritual tied to the theme of the ritual so that children have some hands on experience with the theme. Depending on the ritual, children are more or less involved there, too.

These offerings continue to be an entry point for many into our larger UUCG community. These 8 rituals are always open to the public, and so at each gathering we always have a mainstay of familiar faces as well as several new faces.

The grove itself meets in private gathering on Saturdays nearest the new moon before each of these 8 public rituals for a feast and time together as Druid and Aspirant members, followed by a brief New Moon ritual focused on world peace. There are currently 25 Druids and Aspirants on our list.

Oak Grove Covenant of Unitarian Universalist Pagans (CUUPS) of UUCG

Sherree Bailey

The Covenant of UU Pagans (CUUPS) is a national 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. We are members of the national organization and pay \$30 annual membership fees to CUUPS.

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/alological 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.

We are members of the national organization and pay annual membership fees to CUUPS. UUCG CUUPS provides opportunities for fellowship, growth, and connection. Our activities at this year have included:

- Monthly Workshop/class preceded by Community Potluck short ritual or arts and crafts. Average attendance 18
- Rituals from a variety of traditions in addition to the Sylvan Sanctuary 8 Sun Station Rituals, followed by community potluck/feast. Average attendance 45
- 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.
- Spiritual Practices for Adult RE provides Esoteric oriented activities on the 2nd Sunday.

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 put out a donation basket for most events. We encourage people to make a financial commitment to their spiritual growth.

We distributed information about CUUPS and UUCG at 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.

Mystic South is an annual weekend events with 80+classes and workshops for several hundred participants. In 2018 Bob Patrick, Aline Harris, and Sherree Bailey taught classes and several other CUUPS members attended, met people and talked about UUCG. This July, Aline Harris, Dmitri Novak, Sue Tumbleweed, Daniel Bailey, and Sherree Bailey will be teaching classes for the 2019 weekend. www.mystic-south.com

Women's Group

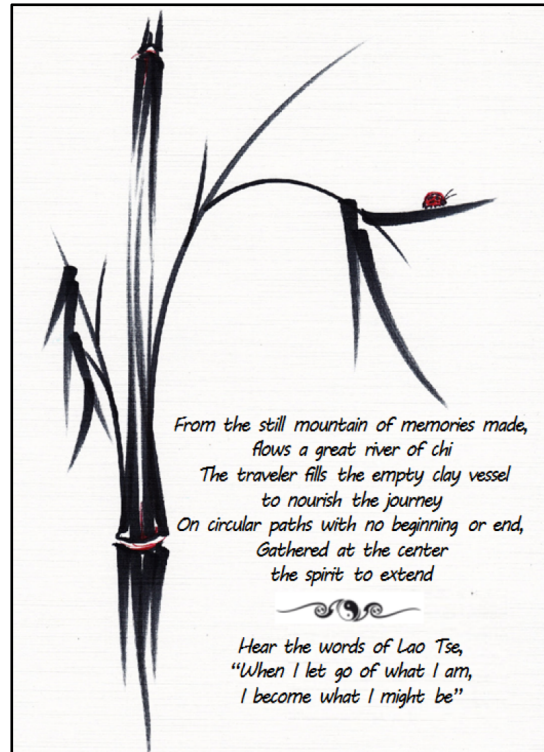
Sharon Yun

The Women's Spirituality Group began in February 2019 and is led by Sherree Bailey and Sharon Yun. We follow the *Rise Up and Call Her Name* curriculum. This is a 13-month course that studies different Goddesses and female deities around the world and throughout history. Each month focuses on a particular tradition and a few deities from that tradition. We have an average of 10 women at each session and we collect donations. We meet on the Friday near the Full Moon from 7pm-10pm. We are open to cis- and trans-gendered women and non-binary people who want to celebrate their divine feminine with us. We are open to newcomers. We may be contacted at womensgroup@uucg.org.

Tai Chi

Rob Kohl, Diana Dice

We are a small, dedicated group of travellers (5-7 people) who meet every Thursday at 7:00 PM to practice meditation in motion. All are welcome.



SpiralScouts

Sharon Yun

Spiral Scouts is a coed nature based scouting troop for children ages 3-12. SpiralScouts thrives on child-directed activities based on a globally-oriented philosophy of religious tolerance and interfaith cooperation, personal responsibility, and ecological education and conservation, in order to help our children learn to grow into strong, competent members of society and citizens of the world. In order to foster these skills, we believe that the children should make as many of the decisions as possible when it comes to the activities they do and how SpiralScouts works for them. Adult leaders should facilitate this process, not dictate it.

Membership in SpiralScouts, for children and leaders, is open to all who are willing to take part in this very hands-on organization, regardless of race, religion, ethnicity, sexual orientation, physical limitations, or any other similar condition. We believe that personal orientations are just that—personal—and that only experience, skill, and the safety of our children should determine the suitability of any individual as a SpiralScouts leader.

All prospective leaders are screened for safety concerns, but apart from the basics of child welfare, there are no limitations on who can be involved in SpiralScouts. SpiralScouts also fosters the emotional growth of our children, and helps leaders and children discover activities designed to teach children to be independent and to hone their leadership and decision-making skills.

Our program encourages children to know themselves, to become introspective, and to honor and respect others who may be different. It also teaches them life skills necessary to maintain stable lives and lasting relationships. We owe our children nothing less. Further, the SpiralScouts philosophy includes teaching about all the world's cultures from all time periods (including its many mythologies), and about the diversity of faiths, both ancient and modern.

People Involved: The leaders are Xoey Kelly and Sharon Yun. Parents are Aline and Edmund Harris, Sara Baskin, Natalie Mann, Sharon Yun and Thomas Yun, Christine and Damon Harper, and Amberlee McGee. There are nine children active in the troop.

Significant Activities: Monthly meetings on the Second Sunday of the month in the Treehouse at UUCG. We have had a camping trip and are planning another one in June to Fort Yargo. We have earned 10 badges in the last year including two Sabbats - Lughnasadh, Yule. Camping,, Drama, First Aid/Safety, Mythology, Spiral of Stars, Best Effort, Super Me, and Entomology.

Radical Welcome and Green Space

Membership Team

Members on Team: Katrina Yurko (Chairperson), Peggy Averyt, Denise Benshoof, Sara Heath, Carol Richardson, Wally Watson

Current membership as of May 15, 2019: 128

Accomplishments:

Updated Greeters schedule with 4 new volunteers: Manoshi Mukherjee and Veronica Pasiiecki, Steve and Fran Korthoff

UU 101 & UU 102 administrative responsibilities were restructured between Sharon Yun, Reverend Jan and Christiana McQuain. Attendance is tracked and recorded for UU 101 & UU 102, name tags are generated and the database updated to accurately reflect our current membership.

Brochures were purchased to put in the display rack in foyer. This will help visitors get an overview of UU beliefs, theology, and programs.

UU meditation books were purchased to give as a gift given during the New Member Recognition Ceremonies. Copies of the UU Pocket Guide and Testimony will be ordered next to have as a resource in the library. We are considering the idea of giving Chalice as a new member gift.

We started using a service called Text in Church in September to help build the habit of going to church for our newcomers. This seems to be working well. People who sign up for the service

receive a few texts and emails over the course of six weeks with information about ways to get connected with others and reminders to come to Sunday services. Katrina Yurko gets regular emails automatically generated from the text system to call visitors who have signed up in Text in Church; Jerrold Johnson mails a gift to guests who provide an address, and Reverend Jan monitors the messages on the Text in Church website. Thirty-nine households were entered into the system since September. Of these, so far twelve people have become members, and at least five are contributing friends and active in congregational activities. We need more data on the efficiency of this system. We also need a way to measure the system's effect on visitors and if this system promotes actual membership.

We held an Open House event on September 16 that all involved felt was very successful. About 20 people, including children, came to learn about Unitarian Universalism and about our congregation. Volunteers staffed tables with information about UU Principles and Sources, Covenant, Social Justice, and Faith Development. We had an activity table for children and lots of finger foods and appetizers. Of the people who came, five became members of the congregation.

Budget

We have spent \$371.00 out of the 2019 annual budget of \$1,150.00 on name tags, books, and brochures. We budgeted \$500.00 to renew the Text in Church program. After this is paid, we will have a \$279.00 balance.

Goals:

- Revisit Text in Church to assess benefits.
- Reconsider the new member gifts to include chalices.
- Renew email stream for greeters only with all contact info/schedule included so people can find substitutes and be reminded of their assigned Sunday.
- Design an insert for the Sunday bulletin showcasing the current new members or a GNUUS feature that introduces new members quarterly.
- Revisit possibility of new member party.
- Brainstorm about how to retain members.

New Members Since May 2018 (30):

Joe Bentley
Leigh Bottomley
Betsy Connell
Jerad Henry
Jerrold Johnson
Malina Jordan
Gary Kiel
Lisa Kiel
Fran Korthof
Steve Korthof
Diane Smithson

Tenaira Layton
Natalie Mann
Danya Mason
David McHenry
Justin Miller
Aaliyah Mooney
Kyle Mooney
Manoshi Mukherjee
Tony Nastri
Funmi Okechukwu

Oliver Owen James
Rhiannon Owen James
Veronica Pasiiecki
Chuck Powell
Paula Powell
Kelsey Rice
R.J. Rice
Rita Romero
Joy Rooney

Members Removed from Membership Since May 2018 (24):

Denise Benshoof	Jennifer Hettenhouse	Dena Moseley
Lexi Blount	Pat Holt	Tom Moseley
Tyler Blount	Kirk Leopard	Marie McIntyre
Cindy Clark	Onika Long	Steve Perkins
Debra Greenwood	Julie Mabie	Sara Schuler
Kelly Cody Grimm	Steph Mabie	Evan Varner
Janet Hazzard	Isaac Mazur	Paige Varner
Ian Hettenhouse	Paul Mazur	Ember Webb

Property Beautification

Carol Kreson

Focus: Improve the care of our outdoor spaces in order to provide a more welcoming space for our members, visitors and the community. Ensure a bequest of \$2,200 from the estate of Nancy Jacobsen specifically for the beautification of our property in her honor is put to appropriate use.

Team Members: Joy Rooney, Betsy Connell, Carol Kreson with the guidance of Rev. Taddeo

Activities: The group began meeting in the spring of 2018 to discuss, identify and prioritize projects. Our first priorities became cleaning out the wooded areas at the front of our grounds, trimming the shrubs, and generally finding natural ways to deter weeds, poison ivy, and underbrush without using harmful chemicals.

We engaged a landscape architect and master gardener from Ahimsa Gardens to help guide us. He marked and removed some larger brush to give some of our trees a better opportunity to grow. He also suggested we rent a chipper in order to better recycle the materials and use it to deter weeds, which we did.

Two workdays took place July 28 and August 4, 2018. We had an AMAZING turnout with over 35 volunteers and we send out a huge thank you to everyone for all the excellent and hard work!

The work included:

- cleaning out the privet, climbing vines, brush, weeds and poison ivy from the front and side wooded areas
- running limbs through the chipper
- laying cardboard and spreading the chips throughout the area
- removing the treated lumber from the raised island bed at the parking lot
- trimming the shrubs and placing pine straw near the building

A third workday was held on November 17 to prepare and plant a Pollinator Garden near the bench and cherry tree in the grove between the building entrance and the labyrinth.

Plants include echinacea, dianthus, salvia, and buddleia. This garden was created in memory of Nancy Jacobsen, original landscape architect for UUCG, who died in 2015.

The team continues to plan for the completion of the next priorities including a more permanent walkway between the building and the overflow parking lot, and a sign for the Pollinator Garden to honor Nancy J.

NATURE ENHANCEMENT BEQUEST	\$2,200.00
8/2018- Ahimsa Gardens: Project planning, guidance, and labor	- \$ 675.00
11/2018 - Growers Outlet: Plants for pollinator garden	- \$74.37
BALANCE AS OF MARCH 30, 2019	\$1,450.63

Social Justice Council

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 the council has continued the new format of regular meetings on even months and educational programs on odd months, with a few scheduling irregularities to accommodate speakers or available time slots. There is continuing emphasis on congregational involvement and more direct service.

Our core of 6-8 members still regularly attend meetings and participate in planning and attending programs. A big thank you goes to Karen Smith for always being willing to fill the leadership role when needed. The plan is to continue within the topics of racial equity, immigrant rights and support, LGBTQ+ support, environmental justice and community service.

The new Rainbow Team planned this year's Pride Week/Parade activities. They led two worship services, one for PRIDE Sunday and one for Transgender Day of Visibility. They have a question box in the foyer for people to ask what may feel like difficult questions about gender identity and sexual orientation. This year the team consisted of Nathalie Bigord, Josh Gentry, Jezza Hehn, Natalie Mann, Dmitri Novak and Brienne Strallow.

The Green Team has become revitalized with regular meetings. Programs included a presentation by Ted Terry on Climate Change and Refugees. A \$1,500 matching grant from GIPL for upgrading church thermostats and purchase of more LED lights was received in March. Terry Welsher and

Sara Heath attended the Climate Reality Project training in Atlanta in March (along with 2 former members of this Committee, Kevin McKinney and Mark Causey.)

We had a large group participate in the annual Gwinnett County Martin Luther King, Jr. Day Parade. Attempts to arrange a trip to the Legacy Museum and National Memorial for Peace and Justice in Montgomery did not come to fruition this program year; this will be a priority of the Racial Equity Team next year.

We continue to actively support El Refugio, with several members visiting prisoners at Stewart Detention Center and assisting at El Refugio. We have collected duffel bags for deportees, supplies for El Refugio, and are currently collecting men's clothing for people who are released or being deported.

Service Projects for Corley Elementary School again provided congregational donations of backpacks for the beginning of the year, donations of gift cards at the holiday season and refreshments for Teacher Appreciation Day in February. Carol Richardson, Toby Lyles, and Peggy Averyt have been key leaders in this relationship with Corley.

Social Justice Programs have included:

- A former Iraqi Air Force pilot speaking about his experience as a refugee (approximately 30 attendees)
- Amnesty International Write for Rights letter writing sessions (36 letters by approximately 10 participants)
- Atlanta Transit Angels introducing us to their mission of providing guidance and needed supplies to asylum seekers as they travel through Atlanta by bus (approximately 40 attendees with many of the congregation donating needed items to the group)
- Fair Districts GA advocating for transparency in the redistricting process and equitably drawn legislative districts (approximately 15 attendees)
- May 5, Meghan Vesel from the New Sanctuary Movement of Atlanta presented how we can collaborate to build power to work for immigration justice in Gwinnett.
- Upcoming June 1, Beth Remmes from GA Interfaith Power and Light will present Active Hope, A Workshop on Sacred Activism.

Social Justice continues to be integrated into many aspects of UUCG's ministries including Rev. Jan's messages, Faith Developments topics, Give Away the Plate donations, community marches and other witness opportunities. Social Justice will continue to be the way we live our faith in the world.

Nurturing Connections

Pastoral Care Associates

Wally Watson

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

Pastoral Care Team:

Wally Watson, Chairperson

Jan Taddeo, Minister

Christiana McQuain, Coordinator of Family Ministries

Josh Gentry, Student Minister

Bill Benshoof

Rob Kohl

Mandy Miller

Carol Richardson

We met once per month for about 2 hours. We provided support to UUCG members and friends through various ongoing methods.

- Maintained a Pastoral Care line available 24/7 (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 as needed
- Made notes of people who participated in the Circle of Compassion
- 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.
- Sent anniversary cards in memory of relatives who have died in recent years
- Planned and executed Pastoral Care Programs - Me Too Reflection Group, Couples Enrichment, etc.
- Reached out to people who have not been attending UUCG services or events recently

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.

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.

Yarns from the Heart

Wally Watson

Yarns from the Heart meet the first and third Wednesdays of each month from 10 AM - noon at UUCG. The size of the group varied from one to eight this year.

We participated in various sorts of needle work including knitting, crocheting, quilting, cross stitch and mending. Items such as care shawls, lap blankets, scarves, hats, baby blankets and booties were donated to UUCG to be given to people in need. Some items were given or sent to people serving in the armed services, the International Rescue Committee, immigrants traveling through the Atlanta airport, hospitals and cancer victims. 'Knitted Knockers', (prosthesis made for cancer victims on Medicaid) were made and donated to a shop selling breast prosthesis. The shop donated the hand made items to victims who could not afford to purchase needed prosthesis. Each person created their own project whether for a personal need, gift or donation to a cause.

Care Shawls are blessed by the congregation during worship services several times a year. The Pastoral Care Team gives shawls to members and friends of the congregation, and friends and family of congregants, during times of grief, transition, health challenges, and other circumstances as a reminder that our congregation cares and supports them. A baby blanket is given to a child during their dedication ceremony.

In addition to creating handmade items, the group bonded and created valuable friendships while chatting during the sessions. Many meaningful stories, needs and discussions were shared.

Walkers Group

Wally Watson

The UUCG Walkers' Group gathered several times a month to walk and build relationships. Usually we walked on the 1st and 3rd Wednesdays either at 9 AM or 12:30 PM at Bethesda Park. If weather did not permit we went to Sugarloaf Mills Mall. Often we also gathered for lunch before or after the walk.

Two to eight walkers joined in the walks. The group consisted of UUCG friends and members as well as walker friends who are not connected to UUCG. Meaningful community was built.

Give Away the Plate

Bert Schuster

Committee members: Nathalie Bigord, Bill Kennedy, Toby Lyles, Bert Schuster (chair), Judy Teelon.

Each quarter we split our plate collection with an organization nominated by someone in the congregation and selected by our Give Away the Plate Committee.

As in previous years, the committee selected one charity for each quarter of the year from nominations made by members of the congregation. In each case, the committee carefully reviewed available information to ascertain that the selection criteria spelled out on the UUCG website were met and discussed the merits of each nominated organization in the light of UU values.

Our contributions to the selected organizations average about \$1,300. Details are available on our website.

Here are the recipients for this annual report:

3rd Quarter 2018: Hispanic Organization Promoting Education (HOPE)

4th Quarter 2018: Southerners on New Ground (SONG)

1st Quarter 2019: Planned PETHood

2nd Quarter 2019: UU Trauma Response Ministry

Our third quarter recipient for 2019 will be Abundant LUUV, the emerging congregation in the west end of Atlanta, under the leadership of the Reverend Duncan Teague.

Other UUCG Ministries & Programs

Book Club, meets 4th Wednesdays at 7:00 pm

Boy Scout Troop 99, meets Mondays at 7:00 pm

Gwinnett: Understanding Secular Truths (GUST), meets 2nd Mondays at 7:00 pm

Men's Breakfast, meets 3rd Saturdays, 8:00 am, Eagles Landing Cafe & Grill

Seniors Aging with Grace and Enthusiasm (SAGE), hold special events as scheduled

Music Night, meets 1st & 3rd Mondays, 6:00 pm

Belief Exploration, meets 2nd Sundays, 12:30 pm

Yoga, Wednesday evenings, 5:45 pm, \$70 for 7-sessions, \$15 drop-in

Two Hands Sangha, Sunday evenings, 6:00 pm, Love offerings appreciated

Unitarian Universalist Association Annual Certification Data

Financial Statistics

Total Expenses	\$173672
Denominational Contributions Only	\$3500
Capital Expenses Only	\$8427

What was your Total Pledge Income for the most recently ended fiscal year?	\$135735
What was the total number of individual and family units making formal pledges for the most recently ended fiscal year?	77

Long-Term Investments and Debts

Does your congregation own or rent its primary facility?	OWN
What is the dollar value of your congregation's endowment and reserves at the close of its last fiscal year?	\$62290
How much did your congregation own in long-term debt at the close of its last fiscal year?	\$68434

Membership and Attendance

Unitarian Universalist members	131
Multi-Denominational or Federated Congregation members	
How many people (ranging in age from nursery through high school) are currently enrolled in Religious Education?	18
What is your current Average Weekly Attendance at your congregation?	72
How many Non-Member Friends do you estimate are currently involved in or contribute to your congregation but are not members?	172

Stewardship

UUCG Statement of Financial Position

We refinanced our mortgage on January 11, 2019, taking just over \$35,700 cash out in part to create a contingency fund in the event of unexpected operating expense shortfalls or emergency repairs beyond what can be covered by our Building Reserves. \$8,100 was put in Building Reserves, \$4,000 in the operating budget for staff computers and software, and the remaining \$23,600 in the Contingency Fund.

All Funds, 04/30/18 & 04/30/19

Assets	4/30/18	4/30/19
Bank		
1110 Checking - Primary	\$ 23,917.78	\$ 21,687.99
1120 Checking - Minister's Discretionay	\$ 1,413.89	\$ 1,601.75
1130 Checking - Reserve	\$ 9,533.98	\$ 37,886.62
1185 Amazon Credit	\$ 67.94	\$ 108.10
Total Bank	\$ 34,933.59	\$ 61,284.46
Accounts Receivable		
Allowance for Bad Debt	\$ 9.60	\$ 9.60
Total Accounts Receivable	\$ 9.60	\$ 9.60
Fixed Assets		
1302 Buildings	\$ 234,500.00	\$ 234,500.00

1311 Building Sign	\$ 1,400.00	\$ 1,400.00
1372 Land	\$ 97,000.00	\$ 97,000.00
1376 Furniture	\$ 11,977.24	\$ 11,977.24
1392 Grand Piano	\$ 5,300.00	\$ 5,300.00
Total Fixed Assets	\$ 350,177.24	\$ 350,177.24
Total Assets	\$ 385,120.43	\$ 411,471.30
Liabilities		
Accounts Payable	\$ 1,990.75	\$-
2400 Payroll Withholding and Taxes	\$ 1,846.57	\$ 1,816.11
2702 Prepaid Pledges	\$-	\$ 770.00
2802 Note Payable - Building	\$ 73,066.56	\$ 103,121.52
Total Liabilities	\$ 76,903.88	\$ 105,707.63
Unrestricted/Restricted Net Assets		
Bookstore AF	\$ 309.34	\$ 405.34
Building Use AF	\$ 115.48	\$ 1,868.30

Coffee AF	\$ (346.90)	\$ (595.08)
General Fund	\$ 296,012.70	\$ 255,088.78
Give Away the Plate AF	\$ 1,126.55	\$ 5,832.73
Guest At Your Table AF	\$-	\$ 235.00
Building Reserve AF	\$ 4,969.32	\$ 14,529.32
Contingency Reserve AF	\$ 484.35	\$ 23,601.41
Memorial Garden Reserve AF	\$ 148.96	\$ 148.96
Minister's Discretionary AF	\$ 1,413.89	\$ 1,601.75
Nature Enhancement Reserve AF	\$ 2,200.00	\$ 1,450.63
Next Year Fundraising Reserve AF	\$ 1,782.86	\$ 3,546.53
Sabbatical Reserve AF	\$-	\$ 800.00
Sewer Project AF	\$-	\$ (2,750.00)
Total Unrestricted/Restricted Net Assets	\$ 308,216.55	\$ 305,763.67
Total Liabilities and Net Assets	\$ 385,120.43	\$ 411,471.30

UUCG Endowment Fund, Inc

Current Value \$ 72,532.80 (as of 5/01/19)

UUA Common Endowment Fund	\$42,278.56
BB&T Checking	25,506.42
BB&T Savings	4,587.99
Coca-Cola Stock	159.83

History

Founded March 23, 1997 by Ken Ihlo, Sharon Stepler, Larry long, Wes Allen & Doug Beers; the Endowment Fund was created as a long term savings plan to provide for solid financial security with UUCG as beneficiary. It is a separate corporation.

Past EF Board members include Helen Fields, Deb Millette, Jill Ihlo, Sue-Ann Soloway, and Mary Beth Hamburger.

Current Board is Dave Averyt, Doug Beers, Rob Kohl, Amy Guildroy, and Steve Smith.

Financial Info

From June 2018 to May 2019 we received \$667 in Birthday Club donations; \$100 in memorials.

We provided \$1,000 to UUCG for GA Delegates/Leadership Development.

We are committed to loaning \$25,000 to UUCG for the sewer connection project.

Our approach on donating funds to UUCG is that we will make funds available based on income (dividends & interest) from the previous calendar year rather than anticipated income for the current year.

Secondarily, we have in place an agreement to provide ½ of the remaining Memorial Obelisk nameplate donation (after expenses) to maintain, or improve, the Memorial Garden.