

UUCGT Annual Reports 2014-15

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When I walked into this presidency, I knew that this board's job would be to survive the murky depths of transition, and attempt to make it less swampy by the end. Somewhat of an intimidating goal, actually. It is like getting an assignment with no boundaries, but some expectations that no one has bothered to share with you. So, after much consideration, and some prompting for several meetings with the previous board, we started off by doing the seemingly invisible work of taking all of the efforts of the previous board's works, and solidifying it into policy. This was a lot of work in regards to separating Governance from Ministry. In August of 2014, Chava asked the board: "[W]hat is ministry, and what is governance going forward?" The more we worked to address this question, the more we realized what a Pandora's box it was. As nothing seems to clearly fit on either end, every question seems to land somewhere on the spectrum between governance and ministry. As this process was occurring, the realization hit that this process cannot be completed in one year, but it helped us to see a greater goal. We were considering the knowledge of and effort of a long history of boards, and using it paved the way forward for the congregation by creating a gentle structure on which we could walk. Knowing that our goal was to build some structure so the next board could do its job more easily, gave us a more tangible task to work on.

This year has been about transformation. This year has been about growth.

As I mentioned above, I feel like the goal morphed into one about support. There are a few areas that I would really like to elaborate on for you:

The Board: (Supporting each other, therefore the whole)

So that you may understand what I am about to say, I would like to read to you the covenant our board shares at the beginning of each meeting.

UUCGT Board Covenant

Adopted, Nov. 19, 2013

We build our Board on a foundation of trust of intention and honesty with one another,
To communicate with kindness and support,
To communicate openly, even when a topic is difficult,
To accept responsibility for our individual acts and promote justice and peace,
To hold each other accountable for all of the above.

The board has made several small, but powerful changes in the way it works moving forward. Several of these have to do with how our meetings work, and how we prepare for them to be more efficient without time. And we have really taken the board's covenant to heart and do our best to speak honestly especially when a topic is difficult. I can honestly say that each and every idea that I have brought forward to this board, has arrived at the end of the meeting in a much better state. By having an open forum for

people to honestly and constructively critique an idea for the betterment of a greater goal, each idea is improved upon. And above that, any perspective, or idea that I might miss with my idea, has been picked up and pointed out by someone on this team. I am truly grateful the board I have worked with. I would like to personally thank:

~ Jerry Beasley, Kay Sturgeon, Jan Zerbel, Becky Somsel, Richard Miller, Mike McDonald, Karl Love, and Sally Mitchell. I am infinitely grateful for the effort, and thoughtfulness you have brought to what has become a true ministry for me.

Rabbi Chava Bahle: (Supporting our new Spiritual Leader, therefore the whole)

Working closely with Chava has allowed the board to come up with a set of expectations of what her position should be that is based in reality. We work hard assure that our expectations are clear, and she communicates clearly with us to assure that those expectations are what is right in her heart, and that tangible. Working with the Committee on Ministry, we are creating a subtle and flexible structure to make sure that our leader is able to accomplish the job to her expectations, while honoring that she must be whole, and have a balanced life.

~ Chava, you are a beloved friend, and an honored mentor. Thank you so much for all that you have offered me, this board, and this congregation.

The Personnel Committee: (Supporting the staff, therefore the whole)

In order to be type of employer that people thought highly of, we needed to work with our staff, our staff supervisor, and our Personnel Committee to come up with a clear understanding of expectations and supports for each staff member. Each position is considered from the perspective of, "What should this position do?", balanced with, "What support can we offer the person in this role, to make sure they have every opportunity to succeed?" We have taken this one step further in creating an employee evaluation system that allows our staff and their supervisor to always be in communication about expectations, struggles, and allow for individual achievable growth. And in an attempt to assure that this congregation remains a safe environment for our staff, we have also created the volunteer positions of Staff Liaison to assure that the staff always has a way to approach a dilemma and feel safe in doing so.

The Policy Committee: (Supporting the Committees, therefore the whole)

The supports we could construct for the committees were centered around solidifying policies so everyone is clear on what expectations are moving forward. This past month, the board has approved a framework recommended by the Policy Committee as a template for re-writing committee job description. This allows our committees a way to redefine themselves to assure their job description actually fits the work that they do. Accounting for the growth of each committee, and reminding each committee that our policies are written on paper, not in stone.

Leadership council: (Supporting the leaders, therefore the whole)

This is not something I can yet say is an accomplishment. There is a meeting is scheduled for June 27th. This council will make sure that our leaders have the opportunity to be in a small group ministry program with other leaders. The goal here is

to make sure that we can start to chip away at the loneliness and challenges of leadership, and make sure this is a ministry worth pursuing and allows us to see our amazing growth as nothing but the wonderful gift it is. This council also has the opportunity to:

- Communicate with other leaders
- Share resources
- Share ideas
- And identify the overarching goals that allow the board to continually be working with the congregations changing needs in mind.

And this helps to close the loop.

Board → Rabbi → Staff → Committees → Leaders → and back to the Board.

And this circle of support works to hold up, and support the entirety of the congregation.

We started out this year knowing little more than we are working towards the end of this transition. And we are approaching the end of this year knowing that we will never stop transitioning, but instead of creating a structure that can be broken by change, we have now built the idea of change into the structure, As we grow, as our needs grow, a conscious effort and recommendation can assure that the congregations works to match the needs. And we still ask the question, “Is that Governance, or is that Ministry?” And while the correct answer to that question may change greatly based on the circumstance, I feel like we all have a strong idea, on how to answer it in each instance.

I am so remarkably impressed by the growth I have witnessed from within this congregation. I am so unbelievably proud of Committees and teams that made this year what it was, and I am astonished by the board, and their willingness to take on the challenge of personal growth to the ends of benefiting this whole congregation.

Thank you all. And I look forward to the wonders that will come from the next year.

Marco Cabrera
President of your Board of Trustees (2014-2015)

Director of Religious Education Annual Report
2014/2015

❖ **Lifespan Religious Education Goals and Highlights for 2014-2015**

My main goals for this past year have been to strengthen the Lifespan RE program in terms of congregational support and participation, and to create a program that meets the wants and needs of members and friends of all ages.

Along with Rabbi Chava Bahle, I have continued to strive to help the congregation to be aware of children and families, not only in terms of what's going on in Religious Education for Children and Youth, but also in terms of the full spectrum of congregational life, including providing child care for congregational events, and helping to make more programs available for children, youth, and families. I am very pleased to report that the 2014-2015 year boasts 63 registered children/youth/infants/toddlers. Although regular attendance on Sundays is lower than this, this number: a) is in line with averages expressed by my DRE colleagues and b) reflects children/youth/infants/toddlers we serve in some capacity from a program standpoint which does not necessarily have to be Sunday morning.

In addition to these successes, the congregation has continued its efforts to move toward a Lifespan Religious Education program. We currently offer 7 programs on a regular basis that fall within the purview of Lifespan programming that meet the needs of adults – some of which are also multigenerational. It can also be noted that we frequently have special programs, classes or events.

❖ **Religious Education Goals for 2015-2016**

My primary goal as Lifespan DRE for the coming year is to continue to strive to strengthen the Lifespan RE program in terms of continued growth in enrollment and continued congregational support and participation, as well as increasing the number and variety of offerings of programs, classes, and social events.

We often talk about visionary and strategic goals for our Lifespan RE program at meetings of the RE Committee, which consists of:

- Mary Cheney (chair)
- Mary Lee Orr
- Claire Cabrera
- Mary Van Valin

As a group, this committee works tirelessly to support and promote Lifespan programming for the congregation.

❖ **DRE Professional Development**

I was privileged to have the opportunity to participate in a Philosophy of Religious Education Renaissance Module course this year. I was also able to Skype in for several regional gatherings of DREs and have maintained relationships with other religious educators through email list serves and Facebook groups.

❖ **Lifespan RE Experiences**

- **Children and Youth - School Year Groups:** We arranged the Religious Education experiences in 4 groups this year. The youngest three groups focused on World Religions accompanied by an ecological component. Our oldest class focused on ecology and ethics. Several times throughout the year the classes join together for a large group lesson or chapel:
 - **The Beatrix Potter Group** (preschool – k)
 - **The Henry David Thoreau Group** (1st-3rd grade)
 - **The Christopher Reeve Group** (4th-5th grade)
 - **The Susan B. Anthony Youth Group** (6th – 12th grades) used the “Buy, Use, Toss” curriculum available from Facing the Future about ecology, economics, ethics and consumerism. They also viewed environmentally related films such as “The Story of Stuff”, “An Inconvenient Truth” and “Flow”.
- **Beyond Sunday Morning:**
 - **Adult Programs** – Green Sanctuary book talks, small group ministries, CUUPS and after service teachings are just a few of the opportunities that have been made available this year. Additionally, the Wednesday Night Colloquiums have featured a variety of speakers from within our congregation, as well as special presenters. The popular “Brewing Community” group continues bringing all ages together for happy hour fun in an adult and child friendly environment. More recently, the Family Freezer Meal Share program is currently serving 4 families – a ministry that helps alleviate a bit of the burden of preparing meals on busy nights.
 - **Friday Night Out**– This is our drop-in childcare/program offering for children and their adults. This gives the adults a chance to attend to their own needs, giving them the opportunity to recharge and be the best caregivers they can be. It also gives the children the opportunity to build community with their UUCGT friends in a social setting. Friday Night Out occurs the 2nd Friday of every month and continues to be well attended.

❖ **Communication**

- I highlight RE activities in my weekly “Flash” column and monthly “Beacon” column.
- I update the “chalkboard wall” (used to be the bulletin board in the congregation’s hallway) weekly with descriptions of RE activities.
- I use email, texting, phone, and Facebook to keep everyone up to date on the happenings here at UUCGT.

❖ **Worship**

- I created or co-created and lead or co-led several Multi-Generational worship services throughout the year. We are striving for the balance required to provide a Sunday morning experience that fills the spiritual needs of all ages of people who attend.

❖ **Challenges**

- Although we have had much success this year over previous years in volunteer recruitment, we are still in need of more volunteers to teach and lead programs (we have about half of what we actually need on a regular basis). I am extremely grateful for those who currently volunteer, and could not conduct our RE program without their help.

❖ **Hopes for the Future**

- I hope to grow our Lifespan RE program, so that we serve more and more individuals of all ages. This includes more youth (teen) events/activities.
- I hope to involve more adults in RE for children and youth.
- I hope to strengthen our current Sunday RE Volunteer model. Our Teacher Team Model has 4-5 volunteers committed to teach each given class FOR THE YEAR on a schedule that the team arranges for themselves. This provides stability for the children, and consistency in the volunteer schedule. These teachers need the resources and support to work as collaborative teams. We need more volunteers to teach as well as assist in the Nursery!
- I hope to be able to continue to engage in Professional Development, attending educational opportunities and denomination-wide events, as time and budget permit. Additionally, I aspire to complete the UUA Credentialing Program for DRE's as time and budget permit.

In Peace,

Sarah E. Montgomery-Richards

Director of Religious Education - Lifespan

Annual Board Report: Music

2014-15 was an exciting and lively year for the UUCGT Music program. Some highlights:

Year in Review

Our year began with a series of lay-led summer services and a “goodbye to Rev. Cassie” service featuring “Give Yourself to Love.” A very helpful Sunday Services Committee summer retreat established a process of learning how we will plan services collaboratively, and incorporate music into our worship life. The UU Musicians—about 45 of them-- met for a potluck at the Flanagans’ in August, before resuming VE rehearsals.

Over the course of the year, we bought 50 new teal and 50 gray hymnals to accommodate growth, part of a hymnal project where members donated funds to purchase hymnals. John and Penny Ort led this project and created bookplates to recognize donors.

The Vocal Ensemble (which had approximately 12 members in January of 2012), grew to a mailing list of 36 members, averaging about 24 singers on VE Sundays and at Thursday rehearsals. Becky Somsel agreed to serve as rehearsal accompanist, and compensation for her services is included in the upcoming budget allowance for guest musicians. Having three fine piano accompanists is a great resource for UUCGT; a cushion against a time when one or the other is unavailable. The Vocal Ensemble continues to sing once a month, and supply musicians for solos, small ensembles, etc. We have invited folks who are not regular singers to join us for special occasions, and perhaps a dozen people have joined us for a single service or event.

We have not been able to pull together an Impromptu Orchestra, as space is at a premium in the sanctuary on Sunday. But we are anticipating an instrumental ensemble performance in September, using the narthex area—we have too many good instrumental musicians to abandon the Impromptu Orchestra concept.

We had special music on every single Sunday in 2014-15—either the VE, or another musician or ensemble. Guest instrumentalists have included: A harpist, four violinists, two string bass players, two clarinets, three trumpets, four flutists, plus a mandolin, guitars and basses—and a professional brass ensemble.

Highlights of the year included a wonderful “Day of the Dead” service featuring Shelley Burnes singing “Gathering of Spirits,” Jim Horrocks singing “Christmas in the Trenches,” a sung grace at the Thanksgiving feast, an all-music service (“Simple Gifts”) in December, Rebecca Lessard’s mandolin, the Singing Sisters and their drummers, and of course, the joyful Christmas Eve at the State Theatre.

Music Director's Responsibilities and Reflections

My first goal this year has been developing a workable set of processes for coordinating the right music and musicians for each service theme and message. That's going well.

I have produced twelve monthly columns for the Beacon, and send weekly messages to UUCGT musicians. I have been present at 47 of the last 52 Sunday services.

In August, November, December, March and May, I was coordinator or primary speaker at a Sunday service—five different topics. Only one of these five services was an all-music service.

In the winter, I received a computer, and am now able to work at the UUCGT office, including printing documents. I am still doing most music selection, emailed and phone communication and all music arranging at home. I began taking piano lessons to improve my skills on the Sundays when I am at the piano. I was invited to begin attending staff meetings (prior to Rabbi Chava's tenure, I was considered a contract employee and not part of the regular staff)—which has been terrific. UUCGT secured a new (and better) piano tuner, which has a surprisingly important effect on many aspects of music in worship.

And—I will be attending the UU Musicians Network annual conference in Boston in July. I applied for and got a \$900 scholarship to attend, and am thrilled to consider all the ideas and information I will bring back.

Goals and challenges for 2015-16

- Continue to increase music for children, including more “kid-friendly” songs for early in the service, before children leave for RE, and a handbell group for elementary-age children.
- Update music section on UUCGT website—including an occasional blog.
- Begin doing monthly mini-reports for the Board (beginning in June 2015).
- Continue to rethink use of available space and where to put larger performing groups.
- Distributing hymnals, perhaps using a cart pick-up system, to put a hymnbook in the hands of everyone who needs one.
- Getting the vocal ensemble and musicians out into the community. (We are headed to Bortz nursing facility in May to do a rehearsal and group sing there. We need to do more of that.)

- Continue to explore copyright and fair usage issues, in hopes of getting more of our message out to the world, without violating the law or disrespecting composers, musicians and arrangers.
- And—the biggest and most critical challenge: Figuring out how to incorporate music into two services in ways that enrich both, and maintain our status as a singing, music-loving congregation.

Nancy Flanagan, Music Director

Beryl Striewski
Chair
Art and Exhibition Committee
May 26, 2015

ANNUAL REPORT

The Art and Exhibition Committee serves the UU community by creating educational opportunities and community enrichment through art related experiences. The experiences have tended to be art displays that touch on different expressions that relate, albeit loosely, to what the overall message is in the sanctuary.

Since January of 2015, we have hung five different displays in the Sanctuary, while the Corridor Gallery was being installed. The Corridor Gallery was completed in March of 2015 and we have hung two different shows as of June 1, 2015. The Social Hall has had one push pin show since January.

The two shows that were displayed prior to January helped us to form the committee and propelled us forward. The first show was called Abstract Art; Art in UUCGT. This show was comprised of one or two images from a variety of people interested in forming the committee. The show was an open invitation to the congregation to engage with art. It was displayed in the Sanctuary for the duration of six weeks. The second show was a series of images by Sally Mitchell that depicted unitarian universalists themes or people. Both of these shows hung on the south wall of the Sanctuary.

During this time, the committee made a formal proposal to the Board, Facilities, Senior Minister, RE Minister, Office Administration, et al to convert the hallway between the social hall and the classrooms into a small gallery, complete with track lighting. The Board and administration approved our proposal and funded the committee with \$3500.00. This was seen as a huge breakthrough and it also funded our project to convert the hallway into a gallery.

January of 2015 began our semi-official show season. Our first show was comprised of large and prominent color photographs from Chuck Brackett entitled The Great Lakes, A Spiritual Journey. His photographs spoke to the interconnectedness of humans and water and emphasized water as a nourishing force; both physically and emotionally. Chuck also read his statement during the service on water with Jim Olsen from FLOW.

Sally Mitchell's portraits of UU Pioneers and Heroes followed Chuck's show. Her show consisted of 12 images of individuals and dovetailed nicely with the theme during the month of February of UU Pioneers and Heroes.

March was the month dedicated to "pledging" - and baskets and weavings by Janet Reed and Nancy Doughty decorated the wall in the Sanctuary. "...During the pledge drive, our attention to the ancient and cultural art form mimics our congregation's collective desire to move the ministry forward and into the future through the collection of our many gifts.", Beryl Striewski wrote in her statement.

The Art and Exhibition Committee decided to hold a "Call for ART" for the month of April and the Sanctuary theme of "Beauty". The committee decided that we would not reject any work unless it was of an offensive nature or for some other unforeseen reason. We were pleased and surprised by the participation of the congregants and friends. The Sanctuary was filled with art and the Social Hall was filled with unframed art. Many artists "came out of the closet" if you will, and were very well received. The show was a huge success and from it, many contacts were made for future shows.

The theme for May in the Sanctuary was Appreciation, and we chose to hang handmade hooked rugs by Shelley Burnes and two needlepoint pieces by Karen Mars and also quilts by Linda Martin. These pieces related to and supported the Second Corridor Gallery display.

The Corridor Gallery sprung to life in March and is now the representative gallery of our Congregation. It was exciting to hang the very first show in March called Sacred Landscapes by Gloria Katz. Her colorful paintings of lone rocks and landscapes touched on the divine. The hallway had been transformed and people were standing, lingering, sometimes even sitting on the piano bench opposite the gallery wall, contemplating the artwork. This was wonderful to see.

The second show for the Corridor Gallery consisted of two handmade quilts from our very own PeaceMaker NeedleWorkers. The show was entitled Home is where the heART is, and was dedicated to all those individuals that are "home insecure". The quilts are beautiful and colorful and highlight the talent within our congregants and their committees.

During the spring, a suggestion was made to the Art and Exhibition Committee that the wall facing out from the kitchen be painted with chalkboard paint. After approval from the board, we painted the wall. This has achieved many purposes. The wall is now a topic of conversation and a "trendy" way to communicate. The DRE is using the chalkboard instead of a corkboard to talk about the RE happenings. Children can color on the lower part of the wall and have offered up many interesting things. Congregants have commented that it feels as though we have a coffee bar within the UU.

The next exhibition year is being planned now and we are gearing up for a Retrospective of Sally Mitchell's work, and a large painting show by Elizabeth Paxson. The Art and Exhibition Committee is slowly coalescing into a lively and active group. With the support of the Policies Committee, we have formed our committee policies and are now constructing a structure for the group. The Senior Minister and the Board have also supported our work and for that we are thankful. We look forward to the coming year.

Community Lunch

Committee Members: I have no committee but a great group of dedicated volunteers both from UUCGT and other places.

Chairperson-Elect: Mary Kiner

We have provided lunch for 20-50 people on a weekly basis. We manage to provide a nutritious and tasty lunch for \$150 per week. We do this at the Friends church at Fifth and Oak because it is more centrally located and many of our guests have transportation problems.

Our vision for the next year is to continue serving more of the hungry in our community.

The only difficulty is that we never know how many are going to show up and there is nothing we can do about that.

Mary Kiner

Facilities Committee Annual Report

7/10/14: We received a \$563.15 rebate for the purchase of 18 LED bulbs of varying wattage from Traverse City Light and Power.

7/11/14: We authorized repair of dry wall in Causeway for \$2,375. We evaluated our landscaping and planting with regard to Green Sanctuary standards. Obtained authorization for sewage pump replacement as recommended by D&W Company. Planted a tree in the west lawn. Mary Kiner oiled the interior wood work. Recommended dividers for the large RE room. Created a Facilities Project List. Coordinated parking for Sunday services due to increased attendance. Coordinated effort to make the building more secure internally and externally—obtained a monitoring system for the front entrance.

11/18/14: Met with representative Jim Moore of American Disability Act (ADA) re standards required of. Authorized heat tape in eave trough gutter to prevent ice buildup and interior ceiling leak.

12/15/14: Painted the hallway.

Financial Activity 7/1/14-1/31/15: Operating Expenses - \$3,051, Capital Improvements - \$12,290.42, Facilities Improvements - \$740.

4/11/15: Mary Kiner and others removed the old kitchen counters and sink. Mary painted the kitchen.

5/1/15: Conducted spring clean-up with volunteer help—did one in Fall of 2014. Set up monitoring of electrical usage pattern. Purchased an 8-step ladder.

1/10/14: Handled several fire alarm incidents.

2/21/14: Discussed duties of Facilities manager and Housekeeper. Discussed building parking lot expansion.

3/14/14: Discussed wear of carpet sections. Will check with installer re maintenance.

4/3/14: Planned for Spring clean up. Discussed status of playground equipment. Discussed need for more parking.

5/2/14: Met with ad Hoc Task Force re facilities issues for near future. Still need to paint north wall. Parking lot needs maintenance.

Dave Halsted, Facilities Chair

MEMBERSHIP COMMITTEE ANNUAL REPORT – 2014 – 2015

The membership committee members at the beginning of this period consisted of Cathy Annelin, Dottie Cain, John Hoffmann, Pinkie Hoffman, Mercedes Kimling, and Jane Watts. As the year progressed, Mercedes Kimling and Dottie Cain left the committee due to health reasons. New committee members added include Sue Pyne, Lee Edwards, Chris Walter, Richard Walter, and Karen S. Williams.

During the May meeting, 2015, a new Chairperson took the helm: Chris Walter. Cathy Annelin will remain on the committee.

The committee held orientation sessions in October and April for prospective members. They also made WELCOME GUEST packets to have available on the Welcome Table for those interested in knowing more about UUCGT. Both orientations were held in the Sanctuary and led by Rabbi Chava Bahle. They were well attended.

New Member Joining Ceremonies were held on June and November of 2014, with another being planned for June 7th of this year with an additional 15 new members being honored. Total membership at UUCGT is 228.

We continue our tasks of staffing the Welcome Table and arranging for greeters for Sunday Service.

Jane Watts and John Hoffmann assisted the Congregational Administrator in the annual UUCGT Membership count reported to the UUA in January and the determination of Members and Friends for the directory.

Jane Watts also kept the kiosks filled in informative flyers from the UUA and updates on the bulletin board.

Respectfully Submitted
Cathy Annelin, Chair 2014-2015

UUCGT ANNUAL REPORT - PASTORAL CARE 2015

Members of the Team:

Arline Howe, Chair; Judith Briggs; Don Fraser; Joanie Jackson; Pat Light; Marilyn Mayo; Connie Metcalf; Carolyn Thompson.

Our Team meets bi-weekly on Thursdays from 1 - 2:30 p.m. We monitor the needs of our congregation by word of mouth, calls from family, notes in the book in the sanctuary as well as in newspaper articles and obituaries. We then provide whatever care is needed which includes food, calls, visits, transportation, cards and in doing so we determine what particular needs would warrant us to follow through with as long as necessary.

We also have a program whereby members of the congregation knit or weave or crochet shawls or lap robes. When a member of the congregation is very ill, or home from the hospital recovering from surgery, and illness and for whatever reason they would benefit from receiving a shawl or robe from the pastoral care group we have a member visit and wrap our love around that person.

We continue to keep the congregation informed of what is happening by putting notices in The Flash and/or the All About Us column in the Beacon.

We help a bereaved family when someone dies and if they wish to have a memorial service with a reception following, then after the minister informs us of their wish we walk them through the process and determine a menu for the reception committee and give them that information in order that they might carry that out. They (the reception committee) then carry it out from thereon. Occasionally a member wishes to do internment following the services and before the reception. There is a garden under the oak tree and a wild flower garden on the other side of the UU where ashes may be spread. Those arrangements are made with the Memorial Garden Chairperson.

We report deaths within our fiscal year rather than annually by calendar year. Since Judith Lindenau's death fell in May of 2014 we have the following to report for this fiscal year.

Kathleen Prentice - June 2014
Nancy Philcrantz - July 2014
Mary Lou McGue - August 2014
Sally Malone - March 2015

Memorials were performed for all but for Nancy Philcrantz.

Pastoral Care has a discretionary fund which comes from the offertory basket which is passed at our service on Sunday mornings. It is 25% of the proceeds from the needs side of the basket. The pastoral care chair as well as the minister may distribute monies from this fund at their discretion. A Fund Distribution Guideline determined by the Finance keeps this fund in check with certain limitations. Mostly we have food and

gas cards in increments of \$25 which can help, but occasional a request is made for some emergency cash and then the bookkeeper will write a check for that amount the minister or pastoral care chair indicates is needed.

Our main purpose within the congregation is to assist the minister in any way possible with the needs of a congregant who may be ill, or is near death and/or who may have a catastrophic event in their lives.

Respectively submitted,
Arline Howe, Chair
Pastoral Care Team

Sunday Service Committee Annual Report, 2015

Committee Chairperson: Jalene Moore

Committee Members: Mary Van Valin, Judy Weaver, Betsy Emdin, Paula Ward, Nancy Cotcamp, Hal Gurian.

The goal of the Sunday Services Committee is to create weekly celebrations that bring us together as a whole community to engage and connect with each other and with what is sacred and most deeply cherished in our lives. We strive for the worship experience at UUCGT to engage heart, mind and spirit in a way that grows our sense of joy and meaning and empowers us in actual living. Worship creation is an individual and collective spiritual practice.

Special thanks to all who courageously shared their gifts to make our worship beautiful and meaningful.

This past year we said goodbye to Rev. Cassie Howe and welcomed Rabbi Chava Bahle.

Last summer we had a retreat with Rabbi Chava Bahle to get to know each other and plan the fall services.

We meet the first Wednesday of each month to plan monthly themes, topics, guest speakers, and determine who will coordinate each service. The monthly lay-led service requires additional time for planning and coordination. The coordinators meet with Rabbi Bahle individually to brainstorm and help with details of the services.

My wish for this upcoming year is having assistance with updating our SSC Handbook, so it would be easier to train new committee members and it would be helpful for them to refer to it as needed.

It has been a challenge to maintain a stable membership due to transfers to other committees and also to recruit younger members and males to better reflect the needs of our congregation.

Jalene Moore