

Annual Report 2017-2018

Unitarian Universalist Church of Charlotte



Unitarian Universalist Church of Charlotte

234 North Sharon Amity Road

Charlotte, North Carolina 28211

(704) 366 8623 Office

(704) 366 8812 Fax

www.uuccharlotte.org

uucc@uuccharlotte.org

TABLE OF CONTENTS

IN MEMORIAM	2
STAFF AND LEADERSHIP DIRECTORY	3
BOARD OF TRUSTEES INFORMATION	5
MINUTES OF LAST CONGREGATIONAL CONVERSATION (JUNE 4, 2017)	6
REPORT OF POLICY FOR CONGREGATIONAL YEAR 2017-2018	9
SPIRITUAL DEVELOPMENT AND ADULT PROGRAMMING	
SENIOR MINISTER'S REPORT	10
ADULT RELIGIOUS EDUCATION AND SPIRITUAL DEVELOPMENT REPORT	13
CHILDREN AND YOUTH RELIGIOUS EDUCATION (CYRE) REPORT	16
COMMUNITY BUILDING REPORT	20
CONGREGATIONAL CARE REPORT	21
ENVIRONMENTAL TRANSFORMATION	22
MEMBERSHIP PROGRAM REPORT	23
MUSIC PROGRAM REPORT	25
SMALL GROUP MINISTRY STEERING TEAM REPORT	28
ADMINISTRATION	
DIRECTOR OF ADMINISTRATION'S REPORT	29
BUILDING AND GROUNDS REPORT	31
COMMUNICATIONS	32
FINANCE REPORT	33
MEMORIAL ENDOWMENT TRUST 2016 ANNUAL REPORT	35
SECURITY	39
STEWARDSHIP REPORT	40
OPEN DOOR SCHOOL	42

IN MEMORIAM

May 26, 2017– May 28, 2018

Here we record the names of members of our church
who have died during the past year.

We remember them with affection and here express
our grateful appreciation for their loyalty and devotion.

* * *

Gloria Kuczminski

Lou Palomba

* * *

In addition, several persons have died who,
although not members of our Congregation, were dear to our members.
We offer our condolences and sympathy to all those who mourn.

STAFF

The Unitarian Universalist Church of Charlotte has a professional staff of four full-time and five part-time members along with many committed lay members who provide leadership for our congregation. As a self-governing church, we are both free and responsible to determine the mission, programming, and structure that best meet our own spiritual needs.



Spiritual Development and Adult Programming

Rev. Jay Leach <i>Minister</i>	(704) 366-8623 ext. 6032	jay@uuccharlotte.org
Rev. Eve Stevens <i>Minister</i>	(704) 366-8623 ext. 6040	eve@uuccharlotte.org
Kathleen Carpenter <i>Director of Religious Education for Children and Youth</i>	(704) 366-8623 ext. 6034	kathleen@uuccharlotte.org
Martha Kniseley <i>Adult Programming Coordinator</i>	(704) 366-8623 ext. 6036	martha@uuccharlotte.org
Kelly Greene <i>Membership Coordinator</i>	(704) 366-8623 ext. 6039	kelly@uuccharlotte.org
Rev. Melissa Mummert <i>Affiliated Community Minister</i>		

Administration

Doug Swaim <i>Director of Administration</i>	(704) 366-8623 ext. 6031	doug@uuccharlotte.org
Alesia Hutto <i>Office Administrator</i>	(704) 366-8623 ext. 6030	alesia@uuccharlotte.org
Belinda Parry <i>Administrative Assistant</i>	(704) 366-8623 ext. 6033	belinda@uuccharlotte.org

Music

John Herrick <i>Director of Music</i>	(704) 366-8623 ext. 6037	john@uuccharlotte.org
Donna Fisher <i>Children's Choir Director</i>		donnfish@bellsouth.net

Open Door School

Shelia Locklear <i>Director</i>	(704) 364-1521 ext. 6042	sheila.locklear@opendoorschool.org
Amy Crew <i>Program Coordinator</i>	(704) 364-1521 ext. 6041	amy.crew@opendoorschool.org

LEADERSHIP

The vitality of our church depends on the involvement of our entire religious community. Below is a list of our leadership teams and their chairpersons. To learn more about these teams and their work within the congregation for 2017-2018 please see their corresponding reports.



Spiritual Development and Adult Programming Teams

Adult Religious Education/Spiritual Development (ARESD)	Carol Hartley <i>Chair</i>	Martha Kniseley <i>Staff Liaison</i>
Children and Youth Religious Education	Lisa Walls <i>Chair</i>	Kathleen Carpenter <i>Staff Liaison</i>
Community Building	Rita Heath Singer <i>Chair</i>	Martha Kniseley <i>Staff Liaison</i>
Congregational Care	Sheila Lay <i>Chair</i>	Martha Kniseley <i>Staff Liaison</i>
Environmental Transformation Team	June Blotnick <i>Chair</i>	Martha Kniseley & Doug Swaim <i>Staff Liaisons</i>
Membership	Kelly Greene <i>Chair</i>	Kelly Greene <i>Staff Liaison</i>
Small Group Ministry Steering Team (SGMST)		Martha Kniseley <i>Staff Liaison</i>
Social Justice	N/A <i>Chair</i>	Rev. Jay Leach <i>Staff Liaison</i>
Worship	Jay Leach <i>Acting Chair</i>	Rev. Jay Leach <i>Staff Liaison</i>

Administrative Teams

Building and Grounds	Michael Raible <i>Chair</i>	Doug Swaim <i>Staff Liaison</i>
Communications	Chris Clark <i>Chair</i>	Doug Swaim <i>Staff Liaison</i>
Finance	Randy Whitt <i>Chair</i>	Doug Swaim <i>Staff Liaison</i>
Memorial Endowment Trust	Richard Pratt <i>Board Chair</i>	Doug Swaim <i>Staff Liaison</i>
Ministerial Search/ Transition Team	Lauren Hood <i>Chair</i>	Rev. Jay Leach <i>Staff Liaison</i>
Stewardship	Ann Helms <i>Chair</i>	Kelly Greene & Doug Swaim <i>Staff Liaisons</i>

Music

Music	Sheila Gallagher <i>Chair</i>	John Herrick <i>Staff Liaison</i>
--------------	----------------------------------	--------------------------------------

Open Door School (ODS)

ODS Managing Team	Sherry Sample <i>Chair</i>	Doug Swaim <i>Staff Liaison</i>
--------------------------	-------------------------------	------------------------------------

BOARD OF TRUSTEES

In consultation with the congregation, the Board reviews the objectives which guide all activities of the UUC. The Board creates and reviews policies that determine how the work of the church will be done. They are also charged with monitoring the Coordinating Team (the Minister and the Director of Administration) and how they conduct the work of the church.



The Board of Trustees monitors the work of the Coordinating Team through their monthly report to the Board, conversations, email, meetings, and the monthly Board meetings. These Board meetings generally take place the third Tuesday of each month at 6:30 p.m. in the Conference Room. Board Meetings are open to any member of the UUC. Please contact the Board Chair if you plan to attend (board@uuccharlotte.org).

Your 2017 2018 Board of Trustees are:

Tom Cole
Co-Chair

Todd Willems
Co-Chair

Barry Ahrendt
Trustee-at-Large

Lincoln Baxter
Trustee-at-Large

Colin Hood
Trustee-at-Large

Margie Storch
Trustee-at-Large

Megan Van Fleet
Trustee-at-Large

Rebekah Visco
Clerk

Sandy Wade
Trustee-at-Large

UNITARIAN UNIVERSALIST CHURCH OF CHARLOTTE

ANNUAL MEETING OF THE CONGREGATION

Meeting Minutes for June 4, 2017

Page 1 of 3

Opening

The meeting opened at 1:00 with words from 2016-17 Co-chairs of the Board Susan Cox and Marsha Kelly. After an opening hymn (“Gather the Spirit”), Board member Rebekah Visco read chalice lighting words.

After the introduction of the Board members, Susan Cox also introduced the members of the paid staff one by one, with words of appreciation for each.

Reports

Susan discussed the Board’s activities for the year, leading up to the issuing of the “Call for Action” under the Vision statement that was approved at the previous year’s Congregational Conversation.

Lauren Hood, chair of the Second Minister Search Committee, reviewed the process that led to the hiring of Eve Stevens, including the unanimous agreement of the committee to hire her despite circumstances that prevent her from joining the UUCC until May 2018.

Establishment of Quorum

There being not enough qualified members present to establish a quorum, a vote was taken to determine if at least 80% of those present agreed to continue anyway, which, under the bylaws, is sufficient to give authority to this duly called meeting of the congregation. The motion to proceed was made and seconded and passed without a dissenting vote.

Stewardship Results

Jim Lay, chair of the Stewardship Team, and Ann Helms, member, presented the results of this year’s stewardship campaign. The church fell short of its fund-raising goal for this year. Although the total number of pledges was up, and more people increased than decreased their pledges, the average amount pledged by new members was not enough to make up for the loss of two large pledges belonging to families that were no longer members of the church. The result was that pledge income for the coming year was projected to be down \$6,180 (<1%) from the current year.

The fact that 80% of the church’s pledge income comes from 20% of the members makes it vulnerable to income shocks if a few big donors step out. Jim and Ann also explained that starting in September 2017, the Stewardship Team would move to a year-round fundraising model: A different 10% of the congregation would be asked to make their pledges in each of the ten months from September to June.

Budgets for 2017-2018

Doug Swaim followed with a presentation of the 2017-2018 budgets for the Unitarian Universalist Church of Charlotte and for the Open Door School. Both budgets projected a deficit for the 2017-2018 fiscal year. Doug singled out Ron Maccaroni, head of the Finance Team, for recognition of his work for the church.

UNITARIAN UNIVERSALIST CHURCH OF CHARLOTTE
ANNUAL MEETING OF THE CONGREGATION

Meeting Minutes for June 4, 2017

Page 2 of 3

In the church's case, expenses were held down by keeping staff salaries flat for the second year in a row (the fourth year in a row for some staff members) and by suspending contributions to reserves, the stated goal of \$250,000 in total reserves having been met. Even so, income is projected to fall \$35,000 short of covering expenses. Marsha Kelly explained that the church would still be able to hire a second minister because the Board had authorized that up to the first \$100,000 of her salary should be paid out of reserves if ordinary income proved insufficient, the expectation being that income will rise to meet the need as the second minister becomes established.

The budget for the Open Door School showed a deficit as a result of retroactive payment of retirement benefits. Going forward, income is expected to adjust to meet this additional payroll expense.

In the discussion that followed, Tom Nunnenkamp recalled that members had met financial challenges in the past and added that our future depended on members giving at a level that conformed to the importance they say the church has to them. Margie Storch rose to say that keeping staff salaries flat represented, in fact, a decrease in real terms.

The budgets were approved unanimously by both the members present and by those who had voted as absentees.

Introduction of new Board Members

To fill the three regularly scheduled vacancies in the Board, the Nominating Committee chose Colin Hood, Margie Storch, and Sandy Wade. They were presented to the Congregation by Marsha Kelly and unanimously approved by voice vote.

The Board also announced that Megan van Fleet would fill an unscheduled vacancy caused by the resignation of Sage Brook, who had one year to go in her term.

Election of UUA President

By show of hands, the members present and choosing to vote added their votes to those already cast by absentees for candidates for UUA president. The combined totals were as follows:

2017 UUA Presidential Election Candidates	1st Choice	2nd Choice
The Rev. Susan Frederick-Gray	23	27
The Rev. Alison Miller	42	23
The Rev. Jeanne Pupke	12	21
Total Vote	77	71

Thus, at the General Assembly, the UUCC will cast eight of its fourteen first-choice votes for Rev. Alison Miller, four for Rev. Susan Frederick-Gray, and two for Rev. Jeanne Pupke. Five of the second-choice votes will go to Rev. Miller, five to Rev. Frederick-Gray, and four to Rev. Pupke.

**UNITARIAN UNIVERSALIST CHURCH OF CHARLOTTE
ANNUAL MEETING OF THE CONGREGATION**

Meeting Minutes for June 4, 2017

Page 3 of 3

Final Remarks

Following a spoken affirmation of faith, and before the delivery of Concluding Remarks, Senior Minister Jay Leach asked for an opportunity to address the congregation. He used the time to express his gratitude for the work of the Board this year, especially its two co-chairs, Susan Cox and Marsha Kelly.

Board members Thomas Cole and Todd Willems, who will serve as co-chairs in the coming year, rose to give concluding remarks. After expressing their appreciation as well for the service of Marsha and Susan, they announced to the Congregation that the Board had been working on new Ends Statements and would present them to the congregation in 2017-2018 with plenty of opportunities to discuss what they mean for individuals and teams and staff in the church.

Adjournment

Following a closing hymn (“Blue Boat Home”), the Congregational Conversation of 2017 adjourned at 2:30.

Respectfully submitted,
Thomas Cole, Secretary

REPORT OF POLICY

Record of policy and significant action taken by the UCC Board of Trustees
from July 2017 – April 2018

Submitted by: Thomas Cole, Co Chair, Board of Trustees
page 1 of 2

This summary, taken mostly from the minutes of the Board's monthly meetings, presents the most significant decisions and actions taken by the Board as well as milestones in the life of the church that came to the Board's attention.

July 2017

- At the first meeting of the 2017-2018 Board, official business included a review of how the previous year's expenses and income tallied with budgeted amounts. Thanks to conservative budgeting and some energetic fundraising efforts at the end of the year, the church finished \$42,760 in surplus. This amount did not go into the 2017-18 budget. Half went into reserves and half was designated to fund current needs not provided for in the current year's budget.
- At this meeting Jay also shared the news that Rev. Kathleen McTigue of the Unitarian Universalist College of Social Justice had accepted his invitation to serve as visiting minister on five Sundays this year. The Board unanimously approved paying a total of \$5,000 to provide for an honorarium and travel expenses.

August 2017

- Discussion of ways to measure progress towards achieving the goals in the Call to Action.

September 2017

- Livestreaming of the services through our website began this month, as did improvements in the sound within the sanctuary using a digital mixing board.

October 2017

- The Coordinating Team instituted a new report to the Board on staff compensation. Each year, the team will document that salaries do not "deviate materially from the Unitarian Universalist Fair Compensation Guidelines and/or the geographic or professional market for the skills employed." (UCC Governing Policies, rev. Oct. 2015, II..C.3.a)

December 2017

- The Board presented the Sybil Bernstein Award to Fred Dodson
- The Board voted to revise the current Mission Statement

January 2018

- The Board drafted a proposed new Mission Statement

February 2018

- The Board-led service of February 25, "Living the Vision," used personal testimony of Board members to illustrate the beginnings of the transformation to which the 2016 Vision Statement calls us personally and collectively.

REPORT OF POLICY

Record of policy and significant action taken by the UUCU Board of Trustees
from July 2017 – April 2018

Submitted by: Thomas Cole, C Chair, Board of Trustees

page 2 of 2

April 2018

- The Stewardship Team has spent a lot of time setting up the new system for monthly pledging. Now that this system is largely in place, the team anticipates being able to shift more of their time moving forward to personal canvassing. While new member pledges have exceeded expectations for this fiscal year, pledges from existing members have not increased significantly.

Respectfully submitted,
Thomas Cole, Co-Chair, Board of Trustees

SENIOR MINISTER

Annual Report 2017 2018

Submitted by: Rev. Jay Leach, Minister

Page 1 of 3

In a very intentional, intense process, we as a congregation moved through a process designed to help us forge a new Vision for the UUCC. After two years, we voted to embark on a transformative journey, one that assured that we would experience considerable change in who we are and how we understand our reasons for being.

Then, the visionary leaders on our Board of Trustees, set about to articulate the first steps toward this very ambitious, long-term Vision. After months of struggle, they released their “Call to Action,” a defined statement intended to describe the work upon which we must embark if we are to find our ways toward the Vision.

Throughout the long weeks and months of this process, rightful, understandable concern was expressed. Would this all prove to be just an ultimately inconsequential, overly institutional approach, one that did little more than produce documents soon to be shelved? Would it be like many strategic plans that only gather dust until the next round of strategic planning? Would it make a real difference? Or, would we simply continue with the status quo, ignoring challenging commitments we claimed to have made?

The 2017 – 2018 congregational year has offered an initial response. Anyone who has participated in the life of the UUCC in this year now understands clearly that our Vision is indeed shaping and shifting us. This year proved consequential in that it was the first one to embody significant steps in a new direction. The deep investment of our collective time and energy in planning is beginning to pay off in a much clearer understanding of who we are and of the work that it ours to do.

Guided quite specifically by our Vision and the Board’s “Call to Action,” this congregational year has been defined by a focus on Environmental Justice and on Racial Justice. In Sunday services, in Adult Religious Education/Spiritual Development offerings, in our Children and Youth Religious Education programming and in special opportunities and offerings within and beyond our walls, we have challenged ourselves to engage in the deep work of “listening and learning.” Our publication—*Soundings*—has offered the whole congregation regular updates on how we are progressing through this focus and on the difference it is making in the lives of our members.

In addition, we created an opportunity for members who were both interested and able to engage in deep work in our two focus areas throughout the course of the whole year. Our Environmental Justice Core Group and Racial Justice Core Group have taken some of us through a challenging time of listening and learning, developing fluency in these areas that will serve as a resource for our work both in the congregation and in the larger community. Another large group of us spent an intense two-and-a-half days in a facilitated Anti-Racism training, an experience made possible by a generous grant from our Memorial Endowment Trust. Now, we’re in the final stages of this first step, beginning to codify our learnings and to translate them into guiding principles for our ongoing work.

Throughout the year, we’ve continued to offer challenging, inspiring, cohesive Sunday services. While we have been intentional in keeping our two foci in front of the congregation, most services have invited us to reflect on other aspects of our personal, relational, and communal lives. Our Lay Service Leaders remain a strong element in services while the music proves forever remarkable in its quality and variety. How fortunate we are to have the talent and commitment that make a strong music program possible.

SENIOR MINISTER
Annual Report 2017 2018
Submitted by: Rev. Jay Leach, Minister
Page 2 of 3

We continued to expand our technical capacities where Sunday services are concerned. We've deepened our understanding and use of projected images and text in services. The enhanced visual experience has become an important part of services for many of us. This year we not only continued broadcasting services to our Bernstein Room for those unable to be in the Sanctuary, but we began live-streaming our 11:15 am service. Members and visitors alike are appreciating the remarkable opportunity to access the service remotely every Sunday.

As we've begun to consider our commitment to spiritual, societal and environmental transformation, we benefitted this year from the presence of our Visiting Minister, Rev. Kathleen McTigue, director of our UU College of Social Justice. In periodic services and in workshops, Kathleen offered opportunities for us to reflect more deeply on the intersection of spirituality and societal transformation. We were fortunate to have her presence in this particular year.

Our annual Martin Luther King, Jr. service in January featured activists Marcus Bass and Bree Newsome. It was quite a coup to hear from two leading young black activists who are distinguishing themselves now on the national stage.

Then, in March, we were honored to host new Unitarian Universalist Association president Susan Frederick-Gray. Early in her term as the first woman president of our Association, Susan challenged us with the clarion call that this is "No Time for a Casual Faith."

In April I was honored and deeply touched by an exquisitely planned and executed celebration of my fifteen years as your minister. In a delightful Saturday evening reception and show and in poignant Sunday morning services, I was moved to both laughter and tears. I'm profoundly grateful to all who made this celebration possible.

In the fall and spring, we all benefitted from the opportunity to experience our youth in leadership. Our Senior High service and Middle School service surprise and astound us with depth and passion. Some cite these as some of their favorite services of the year.

This congregational year is defined not only by our initial forays into the work of our new Vision but also by the arrival of our new minister, Rev. Eve Stevens. After a long delay, Eve arrived on May 1 to begin her ministry here with us. Now, just weeks into her time here, our members are beginning to understand more deeply the very fine job done by our Minister Search Team in making Eve's presence here possible. I am delighted to have a ministerial colleague here with me and excited about the possibilities for the coming years together.

For all of our talent, vitality and clarity of purpose, we've also experienced concerning challenges. Our struggle to attract families with children and our struggle to get children and youth here and involved on Sundays and at other times has deepened. Our registration numbers have declined rather precipitously, a concerning trend reflected also in our larger movement. While we enjoyed another robust year in our Coming of Age program and in our Our Whole Lives offerings, the absence of many families and kids is notable now.

SENIOR MINISTER

Annual Report 2017 2018

Submitted by: Rev. Jay Leach, Minister

Page 3 of 3

We are aware that some in the congregation find our new focus challenging. While much of what we offered did not directly attend to either Environmental or Racial Justice, some distanced themselves this year finding these emphases problematic. While we attracted new members who were drawn to a congregation because of our Vision, we have experienced another year without growth in our overall membership. And, garnering the necessary generosity to make everything we're offering possible is a perennial challenge.

We recognized together that our new Vision would present opportunities for, in the words of last summer's theme, "comfort, discomfort, and the expansion of our comfort zones." We remain a caring congregation, responding with compassion to members in times of need. We continue to be a place calling each of us to spiritual depth along our personal paths. We still offer social gatherings and other places where people can meet and enjoy one another's company. And, true to our Vision, we are also challenging ourselves in new and discomfiting ways.

At the time of this writing, we are hard at work finalizing plans for the second year of serious engagement with our Vision, enhanced, we hope, by a new Mission. We have left the shores of the familiar. In the coming months, we will continue our venture together ever further into the depths. It promises to be both inspiring and challenging.

I close, again, with an expression of immense gratitude to my beloved colleagues. To Alesia, Belinda, Donna, Doug, John, Kathleen, Kelly, Martha and now Eve—my affection and respect for you grows each year. You make it all possible and you make doing it together a source of both joy and pride. My thanks, truly, for all you offer.

Peace, Jay

ADULT RELIGIOUS EDUCATION / SPIRITUAL DEVELOPMENT (ARE/SD)

Annual Report 2017 2018

Submitted by: Carol Hartley, chair

Page 1 of 3

Staff member, Martha Kniseley, has been faithfully supported by the ARE/SD Team members: Bob Bushorn, Shelagh Gallagher, Carol Hartley (chair), Melissa Vullo and Sharon Walker. The generous support of our pledging members allows us to continue to make educational opportunities available at no charge to participants. We are also fortunate to be able to rely on talented members of the congregation to serve as course facilitators.

Mindful of the Board's Call to Action to focus on the twinned topics of Racial Justice and Environmental Justice for church-wide thematic programming in the coming year, the summer planning team decided to lay the ground work with a summer series called, "Expanding our Comfort Zones."

Phyllis Bertke facilitated **Poetry as a Transformative Experience**, encouraging participants to select a poem and reflect deeply on its meaning, through a variety of ways of engaging with the poem. Bob Bushorn and Louise Cleveland led a two-part workshop on **The Gift of Discomfort: Learning to Stretch through Our Comfort Zones**. Attendees engaged in a light hearted and informative conversation about things that make us uncomfortable and ways to become more "comfortable with discomfort." Carol Hartley offered **Expanding Your Comfort Zone with Writing Your Own Credo – A Workshop to Get You Started** to encourage more members to write their own credo, also known as "that to which you give your heart". Several members of the workshop subsequently offered to present at the Sunday morning Credo series. One of the most powerful offerings was **Personal Journeys in Expanding Comfort Zones**. Members Sage Brook, Curtis Cook, Lauren Hood and Ron Spake told of their experiences with major life changes as they moved from comfort, through discomfort and into expanding their comfort zones. Their stories were followed by small group discussion and then a final reflection as a whole group.

Moving into the fall, the congregation's Core Groups on Environmental Justice and Racial Justice were formed. While participants in those groups delved more deeply into those topics, the ARESD Team provided programming for the rest of the congregation. Aware that there are many opportunities for education on these topics outside our congregation, the Team promoted other events in the city for our members, especially the Racial Justice Advocacy Program offered through the Stan Greenspon Center of Peace and Justice at Queens University.

Funded by a grant from the Memorial Endowment Trust, 40 members of the church congregation, board and professional staff were able to take part in a two-and-a-half-day anti-racism training led by **The People's Institute for Survival and Beyond**. Follow-up feedback from this initial group strongly recommended that the training be offered to an additional 40 members.

The Team organized repeat opportunities for members to participate in two very popular classes. Ann Doss Helms led a six-week discussion group on the PBS documentary series **Many Rivers to Cross: The African Americans**. Participants watched the six episodes covering 500 years of African-American history, and then followed each viewing with in-depth discussion. They also engaged in discussion with an assigned partner between the sessions. Tom Cole provided additional historical context for the conversations. Liz Pratt and Karen Bringle then offered a six-part book study series based on **Waking Up**

ADULT RELIGIOUS EDUCATION / SPIRITUAL DEVELOPMENT (ARE/SD)

Annual Report 2017 2018

Submitted by: Carol Hartley, chair

Page 2 of 3

White by Debby Irving. The series urged readers into a serious self-examination of their own color-blindness and unconscious racism. Each *session* provided opportunity for discussion and reflection.

The UUCP People of Color group sponsored the first of the **Racial Justice Film Series** with the screening of *I am Not Your Negro*, a film examining the history of racism in the US, based on an unfinished manuscript by James Baldwin. With a large attendance of 75-100 people, the POC group provided an opportunity for small group discussion after the film. The second screening was the powerful and disturbing documentary “13th”, which focuses on mass incarceration and African-Americans. Melissa Mummert organized the panel discussion with two previously-incarcerated women, Ramona Brant and Kristie Williams, and Rev. Mitchel Blue as they spoke to their own experiences with the prison system and re-entry. The congregation was saddened to hear of Ramona’s untimely death just a few months later.

To round out the year of educational offerings, Charlotte activist Ash Williams offered a series on **Allyship, Accomplice-ship, and Advocacy**. This course encouraged participants to identify and determine how to move from *allyship* to *accomplice-ship* (for white people). There was reflection on what it means to be a white accomplice and a traitor to white supremacy. The advocacy portion offered a critical perspective of advocacy norms in organizing.

The Team also partnered with the Environmental Transformation Team for an **Environmental Justice documentary film series** issues. The series began with Al Gore’s *An Inconvenient Sequel*, covering progress made since the first film on climate change. Filmed in nine countries and five continents over four years, “This Changes Everything” re-imagines the challenge of climate change. There was a parallel book discussion on Naomi Klein’s book of the same title. We also screened *From the Ashes* about the polluting coal ash process and *Cowspiracy* on the impacts of the animal agricultural industry. The final film in the series was *The Reluctant Radical* which follows activist Ken Ward as he confronts his fears and puts himself in the direct path of the fossil fuel industry to combat climate change. Ward joined a post-screening discussion via Skype.

The Team also intentionally sought to offer classes that addressed other topics relevant to the spiritual lives of our members.

Our visiting minister, Kathleen McTigue, Director of the UU College of Social Justice, generously offered two Sunday afternoon workshops that spoke to our personal choices around activism and spirituality. The first workshop, **Saying Yes and Saying No**, she described as, “This workshop introduces a discernment process based on contemplative practice, as a way to listen for where we feel most called to say “yes” — and then to empower that affirmation by how we say “no”. For **Talk the Walk: Speaking the Language of our Faith**, McTigue stated, “In today’s charged political climate, progressive communities of faith have a unique opportunity to elevate fundamental values that cut across many political differences. But to do this well, we need to be comfortable speaking in language deeply grounded in those values. This workshop introduces practices that help us articulate our justice concerns in the values of our faith.” Both workshops were well-attended and McTigue shared the slides from the presentation with the attendees.

ADULT RELIGIOUS EDUCATION / SPIRITUAL DEVELOPMENT (ARE/SD)

Annual Report 2017 2018

Submitted by: Carol Hartley, chair

Page 3 of 3

Following the shocking events in Charlottesville, Bill Gay led a timely course on **Civility and Resistance**. Participants examined the trends towards offensive language and violent behavior in political discourse, and discussed nonviolent alternatives for resistance. In late November, Barbara Conrad offered a successful poetry class called, **Walking Among Strangers: The Art of Turning Overheard Conversations or Observations into a Poem**. Members of the class agreed to continue as a monthly poetry workshop group, with Barbara as the facilitator.

Bob Bushorn and Vivian Brenner offered a two-part series on a **Nurturing a Spiritual Base for Activism** as a follow up to Kathleen McTigue's workshops. This two-session class was designed to help participants find the "sweet spot" where activism meets and is supported by an inward centering practice.

Marsha Kelly and Carol Hartley offered a new session of the popular **Writing Your Spiritual Journey** class. This shared experience offered space to see and make sense of one's life experience through exercises with the intent to produce a short spiritual autobiography.

Credo: A Personal Spiritual Journey continued to be offered on the fourth Sunday of the month. Gratitude and thanks are due to Dave Walsh, who transitioned the role of facilitator to Carol Gay. This series provides an opportunity for members to write and present their journey to a very appreciative audience of as many as 50 between services.

The Adult Religious Education and Spiritual Development Team is looking forward to exciting new programming for the coming year, as we plan with the Board's Call to Action in mind.

Additional Ongoing Affinity Groups under ARES umbrella:

Lotus Path facilitated by Edie Gelber-Beechler

Open Mind Book Club facilitated by Gwynne Movius

Religious Humanism facilitated by Rich Greene

Sunday Morning Meditation facilitated by Margie Storch

Writing Group facilitated by Marsha Kelly

Poetry Group facilitated by Barbara Conrad

RELIGIOUS EDUCATION FOR CHILDREN AND YOUTH (CYRE)

Annual Report 2017 18

Submitted by, Kathleen Carpenter, Director of Religious Education for Children and Youth

Page 1 of 4

Children and Youth Religious Education Team Members and Staff:

Lisa Walls, Chair

Peg Argent, Priscilla Claiborne, Melba Evans, Donna Feely, Holly Hoerst, Claire Lukens, Kathryn Whitfield

Staff: Kathleen Carpenter, CYRE Director, Belinda Parry, Admin. Assistant

Program Enrollment:

- Total Children and Youth –208 (219 in 16-17)
9:15am: 62 (60) / 11:15am: 146 (159)
- Class attendance AND registration continue a downward trend. This is not unique to our congregation nor is it unique to Unitarian Universalism. A number of reasons have been identified, including competing programming on Sundays, over-committed families, a declining interest in organized religion, and a model of Sunday morning classes too much like school. With the guidance of the CYRE Director, different strategies are being considered to best meet the needs of our families while adhering to the congregation's new Call to Action.

Staffing:

- Professional staffing remained stable. Note that this is uncommon for Unitarian Universalist congregations according to statistics and speaks to positive and supportive working conditions staff-wide. Kathleen Carpenter was recognized for 25 years of service in January.

Volunteers:

- The number of volunteers remained stable in all areas but the CYRE Team. Three of the 13 members resigned for personal reasons before September and two were asked to step down due to poor attendance. It continues to be the case that those people who volunteer are the most likely to stay engaged in all areas of CYRE, and in most cases, of the church.

Nursery:

- Our nursery is fully staffed with two paid adults and two paid HS youth. Adult-youth pairs alternate weeks. In addition, middle school youth volunteer as assistants. All staff report to the DCYRE.

Safety:

- First Aid and CPR training was offered in October to all nursery staff, childcare providers, and teachers.
- A CYRE staff member joined a group charged with creating a set of procedures for Sunday morning safety, focusing on armed intruder situations.

Balancing Out Registration at 9:15 and 11:15:

- One of the goals for the 2015-16 CYRE team was to create a new class at 9:15 a.m. to provide smaller age spans in classes. This was accomplished with the addition of a K/1st class. On the less positive side, the 9:15 a.m. middle school class rarely had more than 2-4 youth in attendance in 2016-17 and was discontinued this year. At least three MSers could not make the 11:15 a.m. class and dropped out.

RELIGIOUS EDUCATION FOR CHILDREN AND YOUTH (CYRE)

Annual Report 2017 18

Submitted by, Kathleen Carpenter, Director of Religious Education for Children and Youth

Page 2 of 4

Classes and Curriculum:

- ***A total of nine classes were held each Sunday*** morning, three at 9:15 a.m. and six at 11:15 a.m.
 - ***Special 2017-18 Curricular Focus:***
 - This year's programming reflected the first phase of our congregation's Call to Action (listening and learning) in two of the four focus areas: Racial Justice and Environmental Justice.
 - What happened in our nine classes each week differed dramatically based on age, but it was all designed to address the issues that impact justice: truth, love, respect, kindness, marginalization, power, and fairness.
 - Our preschool and early elementary classes continued to use "SpiritPlay," an approach to religious education that invites children to explore life's big questions through stories. Many of the stories used with the K-1st graders directly relate to racial and environmental justice.
 - Our elementary and middle school classes used curriculum from the UUA's *Tapestry of Faith* program. These curricula remind us that while in spirit we embrace the contribution of diversity, in practice, we often fail to appreciate all the experiences and viewpoints in our communities as respectfully or as wholly as we might. The focus with our Middle Schoolers was specifically on justice. Their curriculum was intended to explore linked oppressions in our society and encourage participants towards personal growth in values that counteract the marginalization of others.
 - Our high school youth devoted many of their Sunday classes to discussions around racial injustice -- deepening their understanding of terms like white supremacy, intersectionality, and white privilege and how these play out in their lives and in society's larger systems.
 - ***Two "Our Whole Lives" (OWL) classes*** were held: 5th-6th and 8th.
 - Fourteen children participated in the 1-2nd class. Demand was such that this class will also be offered next year even though it is traditionally offered biannually.
 - Sixteen youth participated in the 8th grade class.
 - All participating children in the younger class were from UUCC member families. Six of the youth in the older class were not.
- ***Coming of Age Program:*** Nineteen youth participated in this biannual program, along with their mentors. More time was focused on writing credos and the result was a very strong set of credos.
- ***Parenting Classes:*** The feedback from parents was that shorter commitments were better than 4-6 week classes. As such, the three offerings this year were all stand alone. One was titled "Talking to Children About Race" and the other, "Gender Identity Part 1" and "Gender Identity 2."

Special Task Forces / Evaluation Groups

- **Family Concerns Task Force:** This short-term task force was convened in the fall to take feedback from parents to the CYRE team. Eleven people attended and shared ideas around worship, non-Sunday programming, parent concerns, social events, and curriculum. The youth-led Poverty Simulation in February was a direct result of the request for more multigenerational interactive social justice events.

RELIGIOUS EDUCATION FOR CHILDREN AND YOUTH (CYRE)

Annual Report 2017 18

Submitted by, Kathleen Carpenter, Director of Religious Education for Children and Youth

Page 3 of 4

- **COA and OWL:** Leaders in both groups were invited to share feedback in the late spring.

Special Events / Outreach:

- **Parent and Mountain Con Orientations:** Both were held on the same day. A separate Parent Orientation was held after each service with good attendance at both. This was one more opportunity to explain the congregation's new vision and Call to Action. The Mountain Orientation was held immediately after the second PO and was also well attended.
- **Three Youth-led Brunches:** One was held in October and led by the Middle School youth and the others were held in December and April and led by the High School youth. Attendance was down for the latter two due to a Panthers game and competing programming.
- **Quarterly Operation Sandwich** for the Urban Ministry Center (quarterly): All were successful.
- **Multigenerational theme events:** With the move away from thematic ministry, these events (which had never been well attended) were discontinued.
- **Crafts with Santa/Potluck/Yulefest:** Although all three of these December 9th events were billed as family-friendly, few families (most with very young children) stayed for all of them. The CYRE team led the joyful and well-organized Crafts with Santa.
- **The 9th Annual Luna Rising** theme was *Earth Mother: Honoring Our Connections*. With increased attention around gender identity, it was described as "a day-long celebration of the Feminine Spirit: Honoring all who live their lives as girls, women, femmes or who celebrate the feminine energy in their lives." Held March 10, it was attended by approximately 100, ages 8-80s.
- **February Friends (formerly Secret Valentines):** Cancelled when a coordinator could not be found.
- **Easter Egg Hunts:** Held during class time. For the third year, coins were placed in the eggs which children then used to "vote" for their favorite of the four UUCS Social Justice Grant recipient organizations. Well received.
- **Teacher Brunches:** Held on three Sunday mornings.
- **Youth Mission Trip:** Cancelled when only one youth signed up.
- **Boston UU Heritage Trip:** Fifteen of the 19 Coming of Age youth will attend this six-day trip, along with three chaperones. June 13-18.
- **Cons:** UUCS youth attended all six of the youth cons at The Mountain Retreat Center. A con was held for each of three age groups in the fall and in the early spring: 3rd-5th, 6th-8th, 9th-12th. It was more challenging than usual to find con advisors.
- **Young UUs Away:** This was the 6th year for this CYRE team-coordinated outreach to our recent HS graduates. Each 2017 graduate received four greeting cards, two gift cards, and a birthday card. With no acknowledgements of receipt from them, the team did not know whether the effort was worthwhile and asked the DRE to contact them in May. All responded very appreciatively, encouraging the team to continue this outreach.

Worship:

- For the third year, children and youth (K-12th) attended two "regular" services each semester in addition to the two Sunday morning youth services and the August "water ceremony" service. These were uniformly poorly attended by families and by Middle and High School youth. The exception is when the Children's Choir sings and those children HAVE to attend.
 - Current wisdom suggests that multigenerational worship is critical to retaining families and youth after graduation. However, if not done with all ages in mind, the exact opposite seems to happen and families simply vote with their feet and do not attend. This is our challenge.

RELIGIOUS EDUCATION FOR CHILDREN AND YOUTH (CYRE)

Annual Report 2017 18

Submitted by, Kathleen Carpenter, Director of Religious Education for Children and Youth

Page 4 of 4

- The 2017-18 youth services were: “What Would You Do?” (High School) and “Knowing Ourselves” (Middle School). Both were excellent.
- The June Senior Bridging service will be held June 3 with nine seniors.
- The CYRE Team did not lead a service for the fourth year in a row.
- The CYRE Director led monthly chapels for the elementary children on various topics, including the Call to Action, the arrival of the second minister, and considerations for a just world.

Youth Programming:

- ***The youth leadership team*** (the SQUUAD) moved into its second year committed to its mission to better integrate youth into the larger congregation. To that end, they held several events: one youth/adult conversation, a Poverty Simulation designed with families in mind, and a brunch. In addition, the group helped brainstorm class ideas and organized a fall retreat, a winter lock-in, and an end-of-the-year field day. Continued success of the group will largely depend on adult support. Communication continues to be a challenge along with a very full church calendar.
- ***The High School group held its 26th annual youth con this year.*** It was well attended with about 60 youth (although nothing like in past years when youth were turned away at 100.) The schedule was changed around from past years with success. All morning workshops were devoted to RJ/EJ efforts and a service project was held as an afternoon option.
- ***Both Middle and High School groups are healthy,*** but both need more volunteer help to grow and prosper.

COMMUNITY BUILDING

Annual Report 2017 2018

Submitted by: Rita Heath Singer, Chair

Page 1 of 1

Our Ends statements begin with the claim that “We are a joyful, dynamic community of people who care about and are connected to each other.” The Community Building Team aspires to expand and deepen our personal connections within our congregation.

Team Members

This year we have seen a committed team that is eager and excited to work together to bring interesting community building activities to the congregation. The team consisted of the following members: Judy Calabrese, Jennifer Dove, Anne Forcinito, Lauren Hood, Pam Huser, Kathy Jackson, David Reynolds, Rita Heath-Singer, Erin Maness and Martha Kniseley, as Staff liaison. We continue to look for additional ways to bring members together to strengthen our connections to each other outside the sanctuary walls. Our coffee service on Sunday after both services has never been stronger under the leadership of David Reynolds, we continue to recruit and retain new members to assist with this vital service. We also have a very robust group of team members that continue to look for ways to expand our involvement with appealing offerings that challenge the interest of our greater congregational members and strive to be multi-generational. Next year we will develop additional programming that aligns with the UCC Board’s Call to Action.

Activities

- Halloween Party-multigenerational
- Two Christmas Receptions
- Crafts with Santa and holiday coffee house
- Summer Suppers
- UCC Hiking Group-monthly; first Saturday of each month.
- Community Seder-Fourth Annual
- UCC Community Picnic
- Three UCC Dances; “Monster Mash,” “Summer Splash,” and “Kelly Green’s St. Patrick’s Day Dance”
- Tables for Eight Dinners and holiday party at member’s home
- Movie Night at member’s home
- Brunch/Lunch after Sunday Services

Additional Affinity Groups:

Men’s Group

Women’s Circle

Gen X Women

People of Color

Straight Spouse Support Group

Open Mind Book Club

Jabberwocks

Moneybaggers

Men and Women’s Walking Groups

Hiking Group

Senior Connections

Differently Abled Group

Spanish Talks

CONGREGATIONAL CARE

Annual Report 2017 2018

Submitted by Sheila Lay, Chair

page 1 of 1

The Congregational Care Team meets monthly and is comprised of several subcommittees that serve several areas in the life of the UCC.

The Team's current members are: Sheila Lay, Nancy Greene, Sage Brook, Jane Kusterer, Karen Foster, and Annie Flint

In an annual reporting of our activities we have done the following:

- The CC Team has mailed 88 cards to celebrate joys, offer sympathy, and encourage recuperations.
- Nancy Greene and Sheila Lay planned and provided only one Memorial Service for congregants with the help of an outstanding group of volunteers, with a budget ranging from \$100-\$175 per occasion, depending on the size of the reception.
- Delivered 22 poinsettias to congregants and staff for the Holidays. We were assisted by the Gen X group, who made the tags and bows to encourage multi-age participation. A total of 21 Holiday greeting cards were mailed to members who can no longer attend services, many made by our CYRE youth.
- Provided four prayer shawls to grieving or gravely ill members, all made by members of our Healing Threads group, who also meet monthly. Kathleen Moloney-Tarr oversees this group, and has delivered 61 shawls to Southminster and Levine Huntersville Hospice House tagged from UCC. Three baby blankets were also delivered in celebration of new babies.
- Under the leadership of Jane Kusterer, we provided 60-70 meals this year, and two Discovery teams helped to stock the Congregational Care freezer.
- Provided over 50 visitations to members in need by the Team and volunteers, with special recognition to Dale Brook.
- Accepted the resignation of Karen York Elder, Mary Wilburn, Carol Rousey, and Rita Heath Singer.
- The CC Team would like to expand their role in meeting the needs of the congregation. With that goal in mind, Sheila Lay & Martha Kniseley (representing the ARES Team) collaborated with Richard Pratt from the Memorial Endowment Trust, Cindy Hostetler and Elizabeth Pruettt with expertise in Healthcare challenges to plan a class for June about End-of-Life decisions.

Martha and Sheila have worked on an improved communication process as the sharing of information is truly the key to our success in meeting the needs of the congregation.

ENVIRONMENTAL TRANSFORMATION TEAM

Annual Report 2017 2018

Submitted by: June Blotnick, Chair

Page 1 of 1

The UUC Environmental Transformation Team (ETT) underwent changes in membership prior to the start of the second. Dia Steiger, Elaine Scott, Bria Singer and Luis Rodriguez resigned from the team for various reasons. Elizabeth Pruitt and Charles King, both active in the Green Sanctuary Group joined myself, Dave Walsh, and Michael Amy Cira.

In August, 2017 we learned that the team's primary focus this year was to oversee the monthly Environmental Justice Core group meetings and activities which would engage a group of about 15-20 people in deep exploration of the topic and also offer programming for the congregation at large. We had a strong group of members committed to learning more about the topic. While the first few meetings were lead by ETT members, eventually other team members raised topics to discuss and facilitated meetings. Local, state, national and international environmental justice issues were discussed in our meetings and we included time for small group interaction to increase participation and reflection. A book study using the book *This Changes Everything* by Naomi Klein provided broad insights about environmental "injustice" being a consequence of a capitalistic economic system and what is needed from a global perspective to address these injustices.

We also addressed the topic of Ecowomanism, an approach to environmental justice centering on the perspectives of women of African descent. Rev. Sophia Betancourt, the Assistant Professor of Theology and Ethics at Starr King School for the Ministry, joined us via Skype to describe her work in the field of ecowomanism. The ground of ecowomanist ethics is watered by multigenerational responses to racial and gender stereotypes in relation to communal knowledge of the land. This wisdom survived through centuries of violence and the daily lived experience of bigotry and abuse in a white supremacist world, and rests on pluralistic understandings of the sacred relationship between human and non-human nature. Film shown throughout the year to highlight environmental justice issues to the congregation and to the public included:

- *An Inconvenient Sequel*
- *Coal Ash Chronicles*
- *Burned: Is Wood the New Coal*
- *This Changes Everything*
- *The Age of Consequences*

Environmental Transformation Team members are prepared to move forward into the next iteration of the church's commitment to environmental justice work by engaging with a partner.

MEMBERSHIP

Annual Report 2017 2018

Submitted by: Kelly Greene, Membership Coordinator

Page 1 of 2

The Membership Team looks for ways to improve the welcoming and engagement of visitors and new members. This year's Team Members were Cate Stroud, Cecily Manejwala, Phyllis Bertke and Rich Greene. Kelly Greene was the staff liaison.

Membership

- 671 members as of April 30, 2018. That is down from 683 as of April 30, 2017.
- From May 1, 2017 to April 30, 2018, we added 37 new members. That is down from the 48 members we added in 2016-2017. 10 of the people who joined are under 40 and 8 are over 65. 9 have school-aged children who have attended CYRE. 4 are people of color. 5 had been visiting for several years before joining. 5 had belonged to UU congregations in other cities. Several new members included our Call to Action as a motivation for them to join. Almost every new member said a large part of why they joined UUCC is to be in a community of like-minded people.
- Of the 51 removals, 18 people moved, one died, 13 requested to end their membership and 19 were Board removals. The membership tenure of the 32 members who were Board removals or who requested to leave ranged from 2 to 22 years. 13 were members for five or fewer years; 12 for 5-10 years; 3 for 10-15 years and 4 for more than 15 years. 4 who left mentioned their commutes to UUCC felt too far. 3 told us UUCC didn't feel like a spiritual fit for their families. 2 said they didn't connect to the people here. 2 left because of a specific incident with another member. The remaining 21 didn't let us know why they left the congregation.

Visitors

- From May 1, 2017 to April 30, 2018, 338 visitors completed yellow cards. That is 23 fewer visitors than the previous year, which was 36 fewer than the year before that. All visitors who provided email addresses were emailed by the Membership Coordinator and invited to upcoming visitor activities. On Sunday mornings, visitors were personally invited to attend that day's visitor activities whenever possible.
- 63 visitors attended *Getting to Know Us* sessions. This is up from 54 in 2016-2017.
- 26 attended *Meet the Minister* sessions. This is down from 44 last year.
- 31 attended *Discovering the UUCC*. This is up from 18 last year.
- Overall, 4 more visitors attended visitor sessions this year.

Joining the UUCC

- The path to membership has stayed consistent. Prospective members attend at least one visitor session. They are then invited to meet with the Membership Coordinator for about an hour to discuss what membership might be like for them, UUCC expectations of membership, what ways they want to be involved in the life of the congregation, how our congregation operates, the Vision and Call to Action, and the pledging process. Members are encouraged to get involved in a group or volunteer activity within the first few months. New member paperwork is completed and a photo is taken for the directory. Then a meeting with a member who will encourage generosity and provide a pledge card is scheduled. After the pledge card is received, the visitor becomes a member.
- Though we had fewer new members, that smaller number of people pledged over \$5000 more than the \$12,000 that was budgeted.

MEMBERSHIP

Annual Report 2017 2018

Submitted by: Kelly Greene, Membership Coordinator

Page 2 of 2

Membership Engagement and Volunteering

- This year, the Membership Team began contacting members who had stopped attending or who left the congregation. This was done to let members know they are cared for and missed and to hear any concerns they might have. Responses have been minimal so far. Feedback received included members having activities that conflict with attending services; not feeling a pull to attend after their children left CYRE; a member attending UUCC again without responding to the email or phone call; one member thought we took too long to ask why she'd stopped attending.
- Approximately 39% of members volunteered in at least one role last year. That is down from 3% from the 2016-2017.

MUSIC

Annual Report 2017 2018

Submitted by: John Herrick, Director of Music

Page 1 of 3

Music Program Staff and Volunteers:

John Herrick, Director of Music

Donna Fisher, Children's Choir Director

Scott Whitesell, Choir Accompanist and Keyboard Substitute (left in the fall of 2017)

Laura Hamilton and Jane McLaughlin, Music Librarians

Music Team:

Lisa Lackey (Chair), Laura Hamilton, Peggy Henderson, Rob Katz, Judy Love and Paul Wilson

Purpose/Mission:

The mission of the of the UUCC music program is to enrich and enhance the experience of spirituality and UU values for church members and the wider community.

Summary:

The Music Team oversees all aspects of the music program, including participation in ensembles, community building and spiritual growth through music and acts as a sounding board for the director of music. The music program seeks to be welcoming and encouraging of all who wish to participate in the musical life of the congregation.

Choirs

Following an active summer of monthly Summer Choir rehearsals and community building activities, regular rehearsals for the Adult and Chamber Choirs resumed on September 6. The Children's Choir resumed rehearsals in late September. Both the Adult and Children's Choirs continued to attract new singers. The latter is drawing 14-26 children each rehearsal. A Youth Choir, comprised of 8 middle and upper elementary school singers was organized for Music Sunday, April 29. The Adult Choir has 40 active singers, and the Chamber Choir, an auditioned ensemble, has 15.

- **Handbell Ensemble:** The Handbell Ensemble, consisting of 10 ringers, participated in five services this year, including Passover/Easter.
- **UUCC Band:** The newly formed UUCC Band infused new musical energy into our services. Their debut was Sunday, October 22 and they performed four additional Sundays this year. Band musicians added instrumental accompaniment—percussion, guitar, synth—in services throughout the year, including Music Sunday.
- **Choir Retreats:** On Saturday, September 23, 23 singers participated in an all-day retreat at UUCC, working on musical skills and taking part in community building activities. The retreat was very well received by participants and was led by John Herrick, Paul Wilson and Scott Whitesell. A one-day rehearsal was held on Saturday, March 17 to work on music for Music Sunday.

MUSIC

Annual Report 2017 2018

Submitted by: John Herrick, Director of Music

Page 2 of 3

- **Outreach:** On Sunday afternoon, December 3, 24 singers from the choir participated in a caroling outreach program, performing for UUCM members and other guests at the Brookdale Carriage Club and at nearby Waltonwood. A holiday gathering was held for the singers afterwards at the home of Ellen Holliday. On Sunday, February 11, 23 singers and John Herrick took a “Singing Valentine” outreach program to Brookdale Carriage Club and nearby Avante Assisted Living. The singers were received warmly at both locations. Peggy Henderson hosted a potluck gathering afterwards. The Music Team is busy planning a summer outreach concert for Summer 2018.

Concerts and Guest Musicians

On Sunday afternoon, August 20, the Music Program hosted a string quartet concert to a most appreciative audience. The concert featured violinist Mila Gilbody, violinist David Strassberg, violist Matthew Darsey and cellist Henadz Shepiotkin. On Saturday evening, December 9, the Music Program hosted a holiday coffee house in Freeman Hall with 15 UUCM Musicians participating before a receptive audience. This followed the annual crafts with Santa and a holiday potluck. On Saturday afternoon, May 5, Charlotte’s Renaissance Choir gave their spring concert at the UUCM; the Music Team hosted a well-received reception following the concert. Guest service musicians included jazz pianist Simon George with jazz drummer Ocie Davis, gospel singer Katrina Reese, folk/rock singer Shana Blake and guitarist Keith Shamel, and accordion player Alan Davis. Guest accompanists (following Scott Whitesell’s departure) included Shannon Faryadi and Veronica Leahy.

Services and UUCM Musicians

In Sunday morning services, a choir sang at least twice a month, either the Chamber Choir or Adult Choir. The Handbell Ensemble played in five different services and the Children’s Choir sang in six services. The newly-formed UUCM Band performed in five services this year. For Christmas Eve there were two family-friendly services and one adult service. UUCM member service musicians included John Burns, Fred Hutchinson, Olivia Jones, Emily Greene Kats, Rob Katz, Dave Lauderbaugh, Jim Lay, Sheila Lay, Kaarin Leach, Pete Moore, Kirstin Rogentine-Lee, Mike Raible, Patrick Sullivan, Scott Whitesell and Eddie Wielunski.

Music Sunday

This year’s Music Sunday, “...My Dear Beautiful People,” fell on April 29 and was a celebration of LGBTQ+ lives, lifting up their voices and recognizing the many gifts they bring to our lives. A musical highlight of the morning was the choirs and congregation singing Lady Gaga’s “Born this Way” as closing music. The Adult Choir, expanded by the Youth Choir, and the Chamber Choir led music that morning. John Herrick directed the Adult and Chamber Choirs, accompanied by guest pianist Veronica Leahy; Donna Fisher directed the expanded Adult and Youth Choir, accompanied by John Herrick. Additional musicians included soloists Pete Moore, Emily Greene Katz and Josie Parry, guitarist, trumpet and synth player Ben Schomp, percussionist Eric Wilhelm. Members of the Youth Choir included Isabella Corzine, Gretchen Hackenberg, Rachel Lauderbaugh, Eliza McClelland, Cora Mussay, Lily Russell-Pinson, Alex Szanton and Lilly Wade.

MUSIC

Annual Report 2017 2018

Submitted by: John Herrick, Director of Music

Page 3 of 3

Acknowledgments

Many thanks to our talented music staff – John Herrick and Donna Fisher – for their inspiration and dedication, and to our congregational musicians who graciously shared their talent and time to musically enrich our services. Special thanks to our Music Team chaired by Lisa Lackey, Laura Hamilton, Peggy Henderson, Rob Katz, Judy Love and Paul Wilson, to our music librarians Nancy Greene, Laura Hamilton and Jane McLaughlin, and to the many volunteers who helped with musical events. Lastly, our heartfelt thanks go to our music program participants who spend countless volunteer hours to provide weekly inspiration and leadership in our worship services and special programs.

Music Program Ensembles

- **Adult Choir:** Directed by John Herrick; approximately 40 singers.
- **Chamber Choir:** Directed by John Herrick, this auditioned group provides music for services and special occasions; 15 singers.
- **Handbell Ensemble:** Directed by John Herrick, this ensemble rehearses and plays for services during the school year; 10 ringers.
- **UCC Band:** Coordinated by John Herrick, members include Emily Greene Katz, Rob Katz, Jim Lay, Sheila Lay, Dave Lauderbaugh, Pete Moore, Mike Raible, Patrick Sullivan and Eric Wilhelm.
- **Children's Choir:** Directed by Donna Fisher and accompanied by John Herrick, this K-5 ensemble meets weekly to rehearse during the school year. They appear in Sunday services throughout the year, including the Christmas Eve family service. Approximately 26 singers.
- **Youth Choir:** Directed by Donna Fisher and accompanied by John Herrick, this group comprised of middle and upper elementary school sings annually for the Music Sunday service. Approximately 8 singers.

SMALL GROUP MINISTRY STEERING TEAM (SGMST)

Annual Report 2017 2018

Submitted by: Martha Kniseley, Adult Programming Coordinator

Page 1 of 1

SGMST Members: Mike Long, Camilla Mazzotta, Jan McNeely, Julie Smith, and Ron Spake

The Small Group Ministry Steering Team (SGMST) was created in 2016 to ensure that our congregation was well-served by covenant groups. Because of the Team's initial hard work, this year we were able to utilize our annual timeline of tasks and maintain continuity for the program—including facilitator training, publicity, participant orientation, and ongoing support for the facilitators. In addition, we took on the job of creating monthly session plans.

Three Discovery Circles were launched with a total of 36 participants, meeting from October-May. This was half the total from the previous year. We think that the decrease in commitment could be attributed to the forming of new Environmental and Racial Justice Core Groups which attracted 40 people. Some members also reported that they wanted to free their calendars for other educational offerings.

The Team maintains that small group ministry should remain a priority for a congregation our size. Whether we are able to provide two groups or ten in any given year, there will always be a need for members to connect in small settings. We would like to consider a few changes that may enhance the program: 1) seek a higher level of ministerial support for facilitator training and member involvement, 2) maintain a group covenant while providing a more relaxed setting that encourages more sharing and connecting, 3) look at other models of small group ministry, such as intentional groups that meet at alternative times (i.e. Sunday mornings, afternoons), have similar interests, or meet other needs.

DIRECTOR OF ADMINISTRATION REPORT

Annual Report 2017 2018

Submitted by: Doug Swaim, Director of Administration

Page 1 of 2

I see two “big stories” for our congregation for the fiscal year soon coming to an end: One is that we have taken the first concrete steps to implement the new vision adopted in June 2016. I am sure Jay will be treating this momentous development in his annual review, so I won’t write about it at length here, save to say that I feel extremely fortunate to have had the opportunity to help lead the Environmental Justice Core Group, which was a key part of our initial effort. Along with the other members of the Core Group, I gained a deeper understanding of systemic environmental injustice in preparation for our important work in this area.

The second big story is the fact that we went into the year having adopted a budget that projected a deficit of \$34,000, whereas from this vantage – one month from year’s end – it appears we will actually finish with a surplus in the range of \$30,000. We outperformed the budget both on the income side and on the expense side. On the income side, the new year-round pledging regimen looks to produce pledge income that is ahead of budget by \$16,000-\$18,000. Contributions by pledging members above and beyond their pledges are set to exceed budget by a similar amount. On the expense side, it looks like we will underspend in all categories – personnel, programs, facility – except maintenance and repairs, where we overspent.

Our balance sheet remains strong as well. Despite suspending monthly allocations to our reserves, and despite spending over \$50,000 from reserves during the year (on Board-approved items such as visiting minister expenses and a new HVAC unit), it appears we will end the year with reserves well above the \$250,000 goal recommended by our Finance Team and set by our Board two years ago.

Our facility and grounds look as good as they have in many years. Our grounds have benefitted from the work of a new landscape maintenance company, Cityscapes, and from the efforts of several key volunteers, especially Shannon Bradley, who took over maintenance of the traffic-circle plantings after Lib Jones “retired” from the post of chief volunteer gardener last summer. The Building & Grounds Team, under the leadership of Mike Raible, has diligently pursued improvements to the planting strip along our Hardwick Road perimeter.

Three MET grant-funded projects are coming together to improve the appearance of our building’s interior: We are currently mid-stream on a project to upgrade and standardize our interior signage. Perhaps most notable among the new signs is a large schematic map of the building that has been mounted at the foot of the steps in the vestibule. Under the second grant-funded project we are rehabbing the vestibule. So far the lighting has been upgraded, the walls and stair railing repainted, and some of the furniture replaced. What remains to be done are: changing to plantings that better fit the space, installing a new nametag holder, hanging new artwork and, possibly, installing an area carpet or two. The third MET-funded project has involved upgrading the furnishings in several of our meeting rooms – Schweitzer, Priestley and Sigismund. That project is complete.

At long last we went “live” with our live stream of Sunday services starting early in 2018. The video equipment was installed in the fall of 2015 using MET grant monies. Over the next two years we recruited and trained a crew of video operators who practiced by live streaming to our “Alternative

DIRECTOR OF ADMINISTRATION REPORT

Annual Report 2017 2018

Submitted by: Doug Swaim, Director of Administration

Page 2 of 2

Worship Space” in the Bernstein Room, and we developed and implemented a “good faith” policy to follow applicable copyright laws. We “went public” with the live stream in January 2018 and cleared up most of the remaining glitches a month later by purchasing additional broadband capacity from Spectrum (formerly Time Warner) and dedicating it to the live stream.

In a related vein, we upgraded our sanctuary sound equipment by installing a digital mixer during the summer of 2017.

Further to our communications efforts: Our member Facebook page, which was created a little over a year ago, has seen a lot of activity over the past year as members have used it primarily to publicize community events and activities that relate to our social justice concerns. We continue to publish two electronic newsletters: *Currents* for our events and activities, and *Soundings* for reflective pieces that relate to our programming and efforts to be true to our vision. During the past year we published *Soundings* on a bi-monthly schedule and used it to report on the progress of our Racial and Environmental Justice Core Groups.

Because I am not sure others will do so, I cannot close this review without mentioning the activities around our commemoration of Jay’s 15 years serving the UUCC that took place the weekend of April 14-15. A year ago the UUCC Board appointed an ad hoc “Celebrations Team” composed of Susan Cox, Jan McNeely, Jim Lay, Janet Zick, Laurie Reed and Doug Sea. With assistance from Catherine Barnes, Kimberly Melton, Pete Moore and Donna Fisher, this team diligently planned and executed a totally wonderful two-day celebration of Jay’s tenure here that included an amazing Saturday evening theatrical roast. The roast, which featured original songs and choreography, was authored by and starred Doug Sea, Pete Moore and Belinda Perry. The commemoration adopted a more tender and moving mood as it continued into Sunday’s services. The services featured an homily by visiting minister Rev. Jennifer Ryu, a tribute by Jay’s longtime friend and mentor, Rev. Mark Belletini, video tributes from friends and colleagues around the country, and an original musical offering by Rev. Melissa Mummert. The sense of the occasion was heightened as it occurred on the eve of our welcoming our second minister, Eve Stevens, who joined us May 1. It was a deeply moving and thoroughly fitting celebration of Jay’s tenure as the sole minister of this congregation.

As in years past, I’d like to take this opportunity to thank the “super volunteers” who do so much to keep this place running: Pete Parks remains our go-to guy where facility issues are concerned; Ron Maccaroni continues as our high-performing volunteer Treasurer; June Blotnick is always ready to lead where environmental and environmental justice issues are concerned; and Melissa Schropp continues to be incredibly generous with valuable graphics skills that keep our internal communications interesting and effective. There are many others – I suspect you know who you are – without whom I could not do my job.

I thank my colleagues on the professional staff and the many members with whom I enjoy regular contact for making this another rewarding year. And, once again and always, special thanks to Office Administrator Alesia Hutto, whose productivity, cheerfulness and wisdom keep this place running and inspire us all.

BUILDING AND GROUNDS

Annual Report 2017 2018

Submitted by: Michael K. Raible, Chair

Page 1 of 1

Among the issues the Building and Grounds Committee has worked on this year have been the following:

- Planning for the replacement of the aging mechanical units has been an ongoing concern for several years. Although discussion continues, it seems the best approach will be to deal with each failure as it happens. Sometimes failure is the best indicator of the need to replace. Several units have been replaced over the past three years, including one of our largest units this year. We know there will be others in the future.
- The team has continued to plant and pave the Hardwick planting strip.
- We organized fall and spring “work days” and invited members to join us as we spruced up the property.
- The parking area was sealed and re-stripped this year.
- A professional landscaping firm was hired to do the mowing and mulching this year.
- Our request for a MET grant to create consistent interior signage was approved last year and is in the final stages of completion.
- We have also coordinated with the other teams that received grants last year for furniture replacement and the revitalization of the foyer.
- A subset of the Green Sanctuary group is working on sustainable landscaping with native non-invasive plantings.
- What’s next?
 - We hope our request for a MET grant to refurbish Freeman Hall will be approved this year. That will make our summer busier than usual!
 - We hope to continue lighting replacement per the green sanctuary recommendations.
 - We still plan to get involved in documenting and publicizing our energy usage on a monthly basis in the hope that awareness will lead to conservation.
 - We would like add something to the stairs that makes the edges more visible, thus eliminating what seems to be a tripping hazard. We are still discussing possibilities at this point.

Thanks for your support.

Michael K. Raible
for the Building and Grounds Team

COMMUNICATIONS TEAM REPORT

Annual Report 2017 2018

Submitted by: Doug Swaim, Director of Administration

Page 1 of 1

The Communications Team was chaired by Chris Clark again this past year. Other Team members were Melissa Schropp, Scott Royle and Denise Weldon.

Scott Royle led an effort to complete the UUCC's "Style Guide," the graphic design guidelines that keep our communications products consistent and through which we project a consistent "brand image."

Scott and Melissa both helped publicize Community Building events by designing posters and other publicity materials. As in the past, they assisted the Stewardship Team as it developed materials used in the stewardship process.

Melissa completely redesigned the Memorial Endowment Trust's Legacy Society poster and made substantial progress redesigning the congregation's prospective member "Welcome Sheet."

Chris and Denise contributed their photography skills to various projects and began to develop and index a large inventory of photographs that will someday be available to serve our graphics and communications needs.

FINANCE

Annual Report 2017 2018

Submitted by: Randy Whitt, Chair of Finance Team

Page 1 of 2

The Finance Team for the fiscal year of 2017-2018 has been Chaired by Randy Whitt. Other members of the Finance Team include Jeff Barnes, Deb Swindlehurst, George Ladner and Warren Tadlock. Doug Swaim serves as the UUCC staff liaison to the Finance Team.

The Finance Team meets monthly, and the primary role of the Team is to monitor the financial operations of the UUCC. As a Team, we review the monthly financial statements including the UUCC Balance Sheet and the Profit and Loss Statement, sometimes referred to as the Statement of Operations. By monitoring the monthly financial statements, the Team considers how the income and expenditures of the UUCC are comparing to the annual budget approved by the UUCC congregation. We have witnessed for several years, and especially for the 2017-2018 fiscal year that the UUCC outperforms the annual budget. What that means is that the income from pledges and other contributions has slightly exceeded the budgeted income, but the actual expenses are usually less than the budgeted expenses.

For the fiscal year 2017-2018, the UUCC membership approved a budget that showed a deficit for the year of \$34,306. So far, this fiscal year, the income of the UUCC is greater than expected compared to the budget and the expenses are less than expected. It does appear with two months to go that there will be no deficit for this fiscal year. The fiscal year of 2018-2019 will be more challenging because of additional expenses, but the response of the congregation for the current fiscal year has been very encouraging.

The budgeting process for the current fiscal year and for the upcoming fiscal year has proved to be more challenging than usual because of the UUCC move to year-round pledge campaign. The Finance Team has worked closely with the Coordinating Team to help ensure that we are properly monitoring and interpreting the new pledge process and results.

We work closely with Doug Swaim of the UUCC Coordinating Team, and some of the issues we addressed this past fiscal year include the following:

1. The Finance Team took on the significant task of inventorying every significant piece of property and equipment in the UUCC building and on the UUCC property. Every item was videoed as well as a still photo taken, and a written description was also completed for each item. The complete inventory of property and equipment will be helpful with insurance issues, and replacement and identification from loss.
2. The Team regularly discussed the year-round pledge drive and assisted the Coordinating Team in interpreting the new type results and how to use the results in the budgeting process.
3. The Finance Team also completed an internal financial audit of the Memorial Endowment Trust (MET) for the calendar year 2016 and will be completing the audit for the calendar year 2017 before the UUCC fiscal year end of June 30, 2018.
4. The Finance Team has begun discussions of a network and security audit of the UUCC systems. That discussion is ongoing.

FINANCE

Annual Report 2017 2018

Submitted by: Randy Whitt, Chair of Finance Team

Page 2 of 2

5. The Finance Team had significant discussions during the year regarding the payroll tax reporting and the retirement benefit funding of Open Door School (ODS), and how it compares to the UUCC. We addressed with ODS if there were any benefit, financially or otherwise, of separating the ODS into a different entity. After analysis and discussion, we agreed that separation of the two was not the best for either the ODS or the UUCC.
6. The Team discusses each year the disposition of any annual surplus with the Coordinating Team, and any potential uses of the Reserves.

The Finance Team meets on the second Thursday of each month and keeps a close watch on the financial operations of the UUCC. If there is something a member feels that the Finance Team should discuss, please contact the Chair prior to one of our meetings.

Submitted by Randy Whitt, Chair of the Finance Team

MEMORIAL ENDOWMENT TRUST

Annual Report 2017

Submitted by Richard Pratt

Page 1 of 4

The **Mission Statement** of the Unitarian Church of Charlotte Memorial Endowment Trust (**MET**) as established by the Board of Trustees (**MET Board**) is as follows:

The Memorial Endowment Trust provides a perpetual, prudently managed fund for generous legacy giving to support the Unitarian Universalist Church of Charlotte, its present and future members, and its liberal religious mission.

Calendar year 2017 marks the third full year the MET has operated under the terms of the amended and restated Trust Agreement (the **2014 Agreement**) approved by the congregation at the June 8, 2014 Annual Meeting. As required by the 2014 Agreement, the MET Board submits the following annual accounting and report to the Unitarian Universalist Church of Charlotte (**UUCC**):

MET Board of Trustees

Mike Long

Patrick McNeely

Richard Pratt - chair

Laurie Reed

Cathlean Utzig

Legacy Society Membership

The Legacy Society (formerly, the Chalice Society) consists of those UUCC members who have designated the Memorial Endowment Trust as a beneficiary in their will, retirement plan documents, life insurance or other legacy documents. As of December 31, 2017, there were just over 80 Legacy Society members: couples or individuals who have included the Memorial Endowment Trust in their estate documents.

Donor Development

During 2017, the Trustees mailed an announcement to all UUCC members describing the new UUA administered Legacy Challenge Program. Under the Legacy Challenge, the UUCC (and other UU organizations) are eligible to receive a matching contribution of up to 10% of any new legacy gift commitments made between January 1, 2017 and December 31, 2020. A “legacy gift” is a gift or contribution to the MET or UUCC made in a will or trust and also includes gifts or contributions made through a beneficiary designation form for life insurance, IRA, 401(k) or other estate planning document. Approximately eight UUCC members have made legacy gifts eligible for a matching contribution under the Legacy Challenge.

Thanks to the hospitality of Lib Jones and Tom Nunnenkamp, the MET Board sponsored a Legacy Society gathering at their home to thank the Legacy Society members for their commitment to the MET.

On April 30th, the MET Board hosted a reception in Freeman Hall after both Sunday Services to celebrate the life and artwork of Rod MacKillop in honor of his generous bequest to the MET.

Finally, on an approximately quarterly basis, the MET Board ran articles in Currents listing people who have donated to the MET and the names of the people in whose name the money was given. In

MEMORIAL ENDOWMENT TRUST

Annual Report 2017

Submitted by Richard Pratt

Page 2 of 4

conjunction with those articles, the MET Board sets up and staffs a table in Freeman Hall following the Sunday services to distribute material and talk with members about the MET. In November, 2017, Mike Long participated in the Sunday Service as a Lay Leader and in that role, talked about the MET. Our strategy is to promote the MET to the members of our congregation through various means, including:

1. Yearly mailings of individual Legacy Society members' profiles.
2. Communications in *Currents*, and Sunday service bulletins.
3. Periodic presentations from the pulpit.
4. Periodic after-service MET tables in Freeman Hall.
5. Periodic social events.

Our publicity stresses several important facts about legacy giving:

1. The MET is a charitable trust with tax advantages for donors.
2. Giving through estate planning does not affect one's income stream.
3. Giving through estate planning can be as simple as adding the MET as a beneficiary to a life insurance policy, IRA or other retirement plan.

In 2017, the MET received 54 gifts and bequests in memory of or to honor UUCU members or their families. The total of the gifts and bequests for 2017 was \$17,931.77. This amount includes a significant bequest from the estate of Tommy Singer.

Contributions to the MET since 2005 are as follows:

Year	Total Contributions
2005	\$ 1,740
2006	\$22,900
2007	\$ 5,269
2008	\$43,743
2009	\$ 5,145
2010	\$ 7,590
2011	\$30,165
2012	\$27,245
2013	\$11,459
2014	\$ 5,080
2015	\$ 6,837
2016	\$133,517
2017	\$17,932

Financial Review and Investment of MET Funds

The MET Rules and Procedures require the MET Board to have a financial review of the MET accounts and records conducted annually by the UUCU Finance Committee or its appointee. During 2017 the UUCU Finance Committee completed its 2016 financial review and found the MET accounts and records to be in good order, except for the funds held in a checking account to pay grants and cover routine expenses, all of the MET's funds are invested in the Unitarian Universalist Common Endowment Fund (the "UUCU").

MEMORIAL ENDOWMENT TRUST

Annual Report 2017

Submitted by Richard Pratt

Page 3 of 4

The UUCEF is a diversified investment fund created by the UUA for use by UU churches and UU endowment funds like the MET. The overall investment objective of the UUCEF is to increase the fund's asset value in order to maintain the real purchasing power of the invested funds while allowing for regular distributions. With the guiding lens of Unitarian Universalist values and principles, the UUCEF strives to achieve consistent returns within a moderate risk tolerance over the long term, sufficient to allow UU congregations and endowments to take regular distributions and maintain the value of principal after adjustment for inflation and after all expenses. It pursues this goal through diversification among asset classes (large cap equities, small cap equities, fixed income, global asset allocation funds, private capital, and hedge funds), geography (U.S., international developed markets and emerging markets) and investment managers, each with its own specialty. The UUCEF has a written Investment Policy and Guidelines, an Investment Committee, many of whom are professional money managers themselves, uses a professional investment advisor and has low investment fees. The MET Board feels the UUCEF is the best investment option for the MET's assets.

MET Assets as of December 31, 2017

As of December 31, 2017, the MET assets consisted of \$746,139.85 in an investment account and \$28,234.96 in a checking account for a total of \$774,374.81, which represented a significant increase in the market value of the MET assets. The increase is due in part to the good performance of the financial markets in 2017 and to the generosity of our UUCA members during 2017. A summary of the year end MET balances since 2001 follows:

Yearly MET Account Balances	
2001	\$170,178
2002	\$188,734
2003	\$271,485
2004	\$290,150
2005	\$310,909
2006	\$372,528
2007	\$404,993
2008	\$299,652
2009	\$387,387
2010	\$419,188
2011	\$436,429
2012	\$495,032
2013	\$547,839
2014	\$549,756
2015	\$504,272
2016	\$648,935
2017	\$774,375

MEMORIAL ENDOWMENT TRUST

Annual Report 2017

Submitted by Richard Pratt

Page 4 of 4

2017 Grant

The MET is authorized to award grants to UUCS Teams or other recognized groups within the UUCS totaling up to 5% of the average value of the MET assets over the preceding year. Grants are not to be used for expenses normally covered by the operating budget of the UUCS. Finally, grants can only be made in a calendar year if the value of the MET, less any proposed grants, exceeds \$500,000 as of the preceding December 31. The 2014 Agreement provides that this threshold amount can be adjusted up (but not down below \$500,000) by the MET Trustees. Due to the large bequest received in late 2016 and consistent with the terms of the 2014 Agreement, the MET Board decided to increase the threshold amount from \$500,000 to \$600,000 beginning in 2017.

In 2017, the MET awarded four different grants totaling \$18,800. \$10,000 was awarded to the ARES D Team to underwrite the cost of a two and one-half day professionally led Workshop on Racism for 40 UUCS members; \$3,800 was awarded to the Membership and the Building and Grounds Teams towards the cost of redecorating the Church’s Vestibule; \$2,500 was awarded to the Building and Grounds Team for new Interior Building Signage; and \$2,500 was awarded to the ARES D and the CYRE Teams for new, more versatile furniture in our Educational Wing.

2017 Revenues and Disbursements

A summary of the MET Revenue and Disbursements for 2017 is as follows:

2017 Income (Dividends and interest)		\$8,649.73
Contributions and bequests		\$17,931.77
Advisory fees	(\$8,119.81)	
Trustees expenses (printing, stamps, insurance, etc.)	(\$1,514.31)	
2017 Grants (paid during 2017)	(\$2,500.00)	(\$12,134.12)
Excess of revenues over disbursements		\$14,447.39
Realized and Unrealized gains/losses in market value for 2017		\$110,992.07
Increase/decrease in MET assets for 2017		\$125,439.46

Other Memorial Endowment Trust information:

Prior to the 2014 Agreement, MET Trustees could serve up to two 4-year terms. Beginning with the 2014 Agreement, Trustees can serve up to two 3-year terms. On June 30th, Cathlean Utzig will complete her second term as a Trustee of the MET and a new MET Trustee will be appointed with the approval of the Church Board. Cathlean, due to her accounting knowledge and experience, took the lead in developing a formula, consistent with the 2014 Agreement, for calculating the amount of funds available for our grants each year. The MET Board will miss her thoughtful guidance.

SECURITY TEAM REPORT

Annual Report 2017 2018

Submitted by: Doug Swaim, Director of Administration

Page 1 of 1

The Security Team was reorganized midway through the year with Evan Visco serving as chair, along with Scott Hickman, Rich Exley, Dan Maples, Belinda Perry (staff representing the CYRE program) and Doug Swaim (staff). The Security Team develops and implements security policies and protocols and coordinates a 10–12 member Safety Patrol. The Safety Patrol has the responsibility of opening and closing the building on Sunday mornings and is responsible for providing the physical presence that assures our safety and security. A Safety Patrol member is “on duty” in the vestibule during services each Sunday morning.

The Security Team has developed plans for responding to a violent intruder and has begun training the Safety Patrol in these protocols. The protocols will be rolled out to the full congregation late this summer.

STEWARDSHIP

Annual Report 2017 2018

Submitted by: John Herrick, Staff Liaison to the Stewardship Team

Page 1 of 2

Members of the Stewardship Team included: Ann Doss Helms (chair), Ben Baxter, Thad Clements, Fred Dodson, Neal Sigmon and Jim Van Fleet. Kelly Greene and John Herrick were the staff liaisons.

The Stewardship Team was charged with devising and implementing a stewardship campaign for the purpose of securing financial pledges from our members to support the work of the congregation. In addition, the team took seriously the work of stewardship as a spiritual practice and discipline by giving members the opportunity to become an integral part of the congregation's mission through meaningful financial involvement.

The focus of the team this year was the conversion to year-round pledging, which began in September. By dividing the congregation into ten monthly stewardship groups, September through June, the team hoped to accomplish the following:

- Focus on ongoing monthly giving, rather than once a year pledges, which we believe is a healthier way to make, pay and receive pledges.
- Pledges are ongoing and don't zero out at the end of the fiscal year—pledges continue until a member tells us to stop, so that each pledge renewal doesn't start from scratch.
- Better focus on our pledging members—rather than approaching the entire congregation at one time through an annual stewardship campaign, we can focus on 40-50 members at a time.
- Increased canvassing conversations—approaching 15 members each month, we're able to canvas 150 members in a year, one-third of our pledging members.
- Pervasive and more frequent stewardship message—with news and reminders about monthly pledge renewals and a monthly stewardship team table in Freeman Hall, we have more than one annual opportunity to share the importance of stewardship.
- All-inclusive invitations to stewardship events—in the past we've held stewardship events for generous givers only; with the new system we hold three stewardship events over the course of the year, inviting every pledging member to one event.
- Ability to tweak stewardship message over time—with a ten-month pledge packet rollout, we're able to tweak the stewardship message as needed and are not confined by a three-month annual campaign.

At the time of writing this report, this year's stewardship effort is 80% complete. The congregation was broken into 10 monthly stewardship groups, from September through June, and all but the May and June pledges are in. The following can be reported:

- Pledges for existing members (those who were members when the year began) decreased by \$5,283 overall despite many individual increases. We received a total of \$37,580 in new member pledges, which yields a net increase in pledges of \$32,297, bringing the new annual pledge total to \$840,857. All members were asked to consider a 10% increase to their current pledge, unless they were pledging less than \$1,000 per year, in which case they were asked to increase their pledge to \$1,000.

STEWARDSHIP

Annual Report 2017 2018

Submitted by: John Herrick, Staff Liaison to the Stewardship Team

Page 2 of 2

- Of those who received stewardship materials, the average monthly response rate was 63%, 34% did not respond, yet were active members, and 3% we didn't expect to hear from due to inactive membership. With the new stewardship program, if members who are currently making pledge payments don't respond to the stewardship campaign, their pledge payment amount automatically continues until they direct otherwise. The Team followed-up with active members who did not respond to the stewardship campaign to confirm their understanding and to encourage them to increase their pledges.
- While canvassing got off to a late start this year due to the time and focus required on set-up, a more concerted effort was made February through May. The Team is gearing up to focus on more intensive canvassing efforts in the coming year.
- During the month of April, a focused effort to communicate with the congregation through targeted emails and tailored pulpit announcements was made to encourage those who had not made increases this year to consider doing so.

Overall, the team worked on creating a more pervasive stewardship message through monthly pulpit announcements, a monthly stewardship table in Freeman Hall, speaking directly to major organizational teams and by hosting stewardship events. The Charlotte Observer event in the fall attracted 33 members, but was only targeting members of the September through November pledging months. In late January, the Stewardship Team hosted an event at Brightwalk Village, but opened up the event to all pledging members. 54 members attended that event and were treated to a personal tour by UUC member Fred Dodson, who is also the chief operating officer of the Charlotte-Mecklenburg Housing Partnership, the organization behind the creation and development of Brightwalk.

OPEN DOOR SCHOOL

Annual Report 2017 2018

Submitted by Cindy Thomson, Chair

Page 1 of 2

Mission:

"Open Door School is dedicated to child-centered preschool education, meeting each child where he or she is. We teach life skills where children are empowered. The classroom activities are teacher facilitated with developmentally appropriate routines and materials to engage children's natural curiosity for learning and discovery, leading to confident, self-sufficient and ethical members of society."

History:

Founded in 1966 by Sue Spayth Riley, a UUCC member, Open Door School (ODS) holds the distinction of being the first racially integrated kindergarten in Charlotte. ODS exists to provide children with a high quality educational experience consistent with the mission and ends of the UUCC. Following the philosophy of Ms. Riley, author of the book, *How to Generate Values in Young Children*, ODS is a unique, non-sectarian, progressive preschool.

Administration:

The Managing Team governs ODS, providing primary responsibility for financial, facility and policy management. The team is made up of 8 members: 5 church members, a church staff member, the chair of the FCA (see below) and the Director of the school (ex-officio). This year the team included Gillian Baxter, Roger Coates, David Flynn, Liz Pratt, Cindy Thomson, Doug Swaim (UUCC staff), Tyler Hamilton Larmme (FCA Chair) and Sheila Locklear (Director).

School Makeup:

ODS has one full-day, multi-age, licensed class serving 17 children and six half-day preschool classes with a total of 88 children. Of the 105 children attending ODS, there are 5 children with diagnosed special needs/conditions and 21 children from diverse ethnic backgrounds. Many are bilingual or multilingual. Families travel from 22 different zip codes to attend the school. At the present time, enrollment is at 98% and there are waiting lists for next year's classes. The school has 15 employees: a director, a program coordinator and 13 teachers.

Finance:

ODS operates as a non-profit school and is intended to be financially self-sustaining. The school has its own bank accounts along with separate accounting and payroll systems. The fiscal year runs on an academic year, September 1 to August 31. For the period ended 8/31/2017, a deficit of \$76,088 was reported. The Unitarian Universalist Organization Retirement Plan that the church participates in required that eligible ODS employees be included. A make-up contribution of \$77,040 was made on their behalf and is continuing with each payroll. The school had reserves to cover the deficit. The current financials for FY 17-18 are running favorable to budget. Of the budgeted \$487,824 total revenue, 96% comes from tuition fees. Of the \$499,621 budgeted expenses, 84% is for personnel expense. The school pays \$31,487 to the church in monthly installments for their fair share. In addition, the school maintains the playgrounds and works with the church to pay for a share of maintenance in the CYRE wing.

Family Community Association (FCA):

Formerly known as the Parent Council, the FCA serves as one of the backbones of Open Door School and is comprised of adult volunteers from the school's family community. We come together with a positive intent to support the present and future families, teachers, directors and associations of the school.

OPEN DOOR SCHOOL
Annual Report 2017 2018
Submitted by Cindy Thomson, Chair
Page 2 of 2

Providing an arena for discussing Progressive Education and parenting topics, FCA organizes programs for family member/guardian education, volunteering and social activities. This year, the FCA continued that tradition with Beautification Day, Kindergarten Readiness Parts 1 and 2, the Teachers Discipline Panel Discussion, the Positive Discipline Seminar, Springfest and multiple peer-to-peer coffee sessions. We also added new programming: Early Intervention seminar for those families addressing or concerned about potential special needs of their children; a four-part active reading seminar provided by the Charlotte-Mecklenburg Library; and family Spirit Nights to raise money for the school. All of these events are organized and provided on a volunteer basis and are what make ODS entirely unique.

Throughout the year, the FCA raises money for the Sue Riley Scholarship Fund. Continuing Sue Riley's mission of making ODS accessible to all children, the FCA has a goal to raise at least \$10,000 a year. The fundraisers include the annual Fall Harvest Bake Sale, Springfest Snack Shack, Class Photos, two Toys & Co proceeds weeks, Harris Teeter e-Vic proceeds, Mabel's Labels, Spiritwear and, of course, our biggest effort of the year, the Silent Auction. This school year \$14,863 was distributed between eight children.

ODS is a life changing environment, not just for the children that are taught by our amazingly patient, talented and well-trained teachers, but the parents and guardians of these children.