



Unitarian Universalist
Church of Charlotte



ANNUAL REPORT

2018-2019



Unitarian Universalist Church of Charlotte
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IN MEMORIAM

May 29, 2018– May 28, 2019

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.

* * *

Judy Ghoneim

Jay Johnson

Gloria Kuczminski

Richard Lake

Carolyn Lord

Elena Maya-Scott

Hannah Miller

Betty Robinson

Harriet Webster

Bill Whitman

* * *

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 2018-2019 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>	Eve Stevens <i>Staff Liaison</i>
Congregational Care	Sheila Lay <i>Chair</i>	Martha Kniseley <i>Staff Liaison</i>
Family Ministry	N/A <i>Chair</i>	Eve Stevens <i>Staff Liaison</i>
Membership	N/A <i>Chair</i>	Kelly Greene <i>Staff Liaison</i>
Small Group Ministry Steering Team (SGMST)	N/A <i>Chair</i>	Martha Kniseley <i>Staff Liaison</i>
Intersectional Justice	N/A <i>Chair</i>	Jay Leach & Doug Swaim <i>Staff Liaisons</i>
Worship	Jay Leach <i>Acting Chair</i>	Jay Leach <i>Staff Liaison</i>

Administrative Teams

Building and Grounds	Michael Raible <i>Chair</i>	Doug Swaim <i>Staff Liaison</i>
Communications	Scott Royle <i>Chair</i>	Belinda Parry <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>
Stewardship	Fred Dodson <i>Chair</i>	Kelly Greene & John Herrick <i>Staff Liaisons</i>

Music

Music	Lisa Lackey <i>Chair</i>	John Herrick <i>Staff Liaison</i>
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Open Door School (ODS)

ODS Managing Team	Cindy Thomson <i>Chair</i>	Doug Swaim <i>Staff Liaison</i>
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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 2018-2019 Board of Trustees are:

Rebekah Visco
Co-Chair

Barry Ahrendt
Trustee-at-Large

Catherine Barnes
Trustee-at-Large

Lincoln Baxter
Trustee-at-Large

Colin Hood
Trustee-at-Large

Cindy Hostetler
Trustee-at-Large

David Reynolds
Trustee-at-Large

Margie Storch
Trustee-at-Large

Sandy Wade
Clerk

UNITARIAN UNIVERSALIST CHURCH OF CHARLOTTE CONGREGATIONAL CONVERSATION 2018 MINUTES

June 3, 2018 at 1:00 p.m.

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Welcome

Board of Trustees Co-Chairs Tom Cole and Todd Willems offered welcoming words. Board member Sandy Wade offered chalice lighting words.

Board of Trustees

Tom and Todd presented some highlights from this past year including the celebration of Jay's 15 years in ministry at the UUCC, the addition of a second minister, and progress on the Board's Call to Action. Work on the Call to Action included the dedicated efforts of our two Core Groups on racial and environmental justice. The Board also offered a worship service in February on the topic of living our vision with personal reflections on the call to action. A large portion of the Board's work also centered on a review of our current mission statement, how it fits with our new vision statement, and how we might bring it into better alignment with our Vision and Ends statements. At a retreat in January, the Board considered all of the information gathered during our visioning process as well as work around the Call to Action and crafted a proposed new mission statement. The new proposed statement was shared with past Board members, staff, and members of the congregation in small group conversations.

Vision

Margie led the congregation in stating our current Vision statement: We are a loving, liberating religious community inspiring spiritual, societal and environmental transformation in the larger community, in our congregation, and in the personal lives of children, youth, and adults.

MET Grant Awards

Laurie Reed, Memorial Endowment Trust Board member presented this year's MET grant awards. Three out of four submitted proposals received awards totaling \$35,000. A proposal to improve Freeman Hall was granted \$20,000. A proposal to offer a second Undoing Racism training so that an additional forty members will be able to participate in this program received \$11,000. A proposal for redesigning the platform area in the sanctuary received \$4,000.

Stewardship

Board member Megan Van Fleet introduced Ann Doss Helms, outgoing Stewardship team chair and Fred Dodson, incoming Stewardship team chair. Ann highlighted the progress of the new year-round pledging process, noting that staff liaisons John Herrick and Kelly Greene spent a lot of time working out the logistics of this process. Ann shared that in the past year, 103 pledge units had increased their pledge and that 37 new members within the last year totaled \$37,850 in new pledges. Of our current 109 generous givers, those who pledge at least 5% of their income, 5 are members who joined within the past year. Our generous givers make up less than one quarter of our membership. Fred invited more members to consider becoming canvassers. Now that the pledge process logistics are mostly in place, there will be more focus on personal canvassing and training offered for those who are interested.

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Quorum

Board member Lincoln Baxter reminded the congregation that only those present who have been members longer than three months are eligible to vote. Of the 671 eligible to vote, 132 members present, or 20%, would be a required quorum to proceed. Board member Colin Hood stated that at this point in the meeting 92 (91) members are present. Including 25 absentee ballots totals 116 voting members. A quorum has not been achieved. Our by-laws allow us to continue with business if 80% of members present agree to do so. A motion was made to proceed without a quorum. This motion was seconded and passed unanimously by a show of hands.

Business Agenda

Tom Cole explained the rules for voting, which will be the same for each item on the agenda. For each item, the presenter will explain the proposal. Time will be offered for any questions or comments. We will then proceed to vote yes or no by a show of hands. The item as presented will then pass or fail based on the result of the vote.

Budget

Doug Swaim, Director of Administration, offered projections for the current fiscal year 2017-2018. He anticipates that this fiscal year will end with a surplus of approximately \$26,000-\$32,000. Although the current budget included a significant deficit, he credits the success in overcoming this to conservative spending and higher than expected pledges from new members.

Doug also updated the congregation on the status of our current reserves. He reminded the congregation that our goal is to maintain at least \$250,000 in reserves. We began this fiscal year with a little more than \$300,000 in reserves. The Board approved expenses from reserves totaling \$47,000. These expenses include HVAC improvements, repaving the church parking lot, a visiting minister, and the addition of the second minister. All budget surpluses are transferred to our reserve funds.

Doug presented the proposed budget for fiscal year, which will also include a deficit of approximately \$76,000. The budget is endorsed by the Coordinating Team, the Finance Team, and approved by the Board. The largest portion of the deficit is due to increased personnel costs, which include the addition of a second minister as well as pay increases for four staff members to keep them well within the Fair Compensation ranges provided by the UUA.

Doug responded to a question about whether programming will likely come under budget again in the coming year by noting that this year has been closer than most to meeting budgeted numbers. Programming has not been reduced in any way. There was also a question about budgeting for The Environmental Transformation team and the Green Sanctuary group and whether they will now fall under Social Justice. Doug clarified that there will likely be some restructuring of these groups. Some activities may fall under Social Justice and some activities may fall under building maintenance. A member commented, and Doug confirmed that the amount included in the budget for pledges reflects 95% of what is pledged, as it has in the past. A member asked whether there is money included in the budget for promotion. The member suggested that our live streaming capability might allow us to expand our message by having satellite locations to broadcast our services to areas that are farther away. Doug noted that there is no specific allocation in this year's budget for such an initiative and that

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it might be something to be considered for a future budget. After all questions were answered, the congregation voted to approve the budget for fiscal year 2018-2019 by a vote of 116 - 0 with no abstentions.

MET Amendments

Patrick McNeely, MET Board member, introduced the first proposed amendment to the MET Trust Agreement. This proposal would eliminate the provision in the current MET Trust Agreement requiring the MET Board to obtain a suretyship bond (Provision 3.2 of the MET Trust Agreement.) He explained that this was originally included with the intent to protect against potential abuse or theft but that these types of bonds are obsolete. Responding to a question, the MET Board feels that there are adequate policies and practices in place with checks and balances to ensure that MET monies are handled properly. The proposed amendment passed with a vote of 111 - 1.

Patrick then introduced the second proposed amendment to the MET Trust Agreement to change the meeting notice requirements to at least eight days, instead of the current four-week requirement. This would mean that in the future if the MET Board had items to bring to the congregation for a vote, they would only have to provide eight days notice, which is in line with the congregation's notice requirements for a meeting. This amendment proposal passed with a vote of 111 - 0.

Mission Statement

Board member Barry Ahrendt provided some background on the process of developing a new mission statement. After the congregation approved a new vision statement in 2016, the Board had to consider how we were going to work toward achieving this vision. In 2017 the Board issued a Call to Action which provided some initial guidance for getting started. The Board noted that we needed to consider our direction after the Call to Action expires in June of 2019. After a regular review of our current mission statement, the Board concluded that we need to consider a new congregational mission statement that better aligns with our more outwardly focused vision.

Barry introduced the proposed mission statement:

“Challenged by our liberating faith, we discover deeper spiritual meaning, nurture loving community, cultivate courageous connections, and partner in the work of justice.”

A lengthy discussion ensued including numerous questions and many comments both in favor of the proposal and against the statement. Much of the discussion surrounded specific language and wording chosen.

Discussion on the proposed mission statement:

- There was a concern that environmental justice is not specifically named and that the word justice is too broad. Some members suggested adjectives may be needed before the word justice.
- One member suggested that including the word equity might be better than justice. Other members also agreed that justice is very broad and may not be clear.

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- There were a few concerns about the use of the word challenged. Some members suggested that the word inspire may fit better, but some expressed acceptance of the word challenged used as a verb and that it is stronger than inspired and calls us to look at areas where we struggle and requires action.
- There were concerns expressed about using the word faith. Several members expressed discomfort with the term and felt that it doesn't represent them. A couple members suggested substituting "principles" for the term faith.
- One member noted that our vision uses the words "liberating religious community" which includes faith.
- Tom noted that we commonly refer to ourselves as a "non-creedal faith."
- Jay commented that the word faith is commonly used within the denomination and that the UUA refers to "our UU faith" on a regular basis.
- One member commented that the current mission is fine.
- There were a couple of questions for about the voting process. Todd clarified that if the proposed mission statement is not adopted, it will go back to the Board. The process does not include voting on amendments to the statement. If the statement is approved, the staff will begin work on implementation.
- What is process for formal and informal feedback on proposed mission? Balance inward and outward focus - internal work still needed, model behavior we affirm. Todd - lots of discussions, review of visioning process and input, need to start moving forward toward vision. Small groups solicited feedback from staff, leaders.
- Several members inquired about the process for developing the proposed statement and how it was communicated to the congregation. Some members felt that it was not communicated well enough while others felt that it was. Todd noted that there were lots of opportunities to discuss the proposed statements and the Board took into consideration many suggestions from members. He confirmed that no changes were made to the proposed statement from received feedback.
- Several members commented that the proposed statement is an attempt to align our mission, vision and ends statements
- Barry read an excerpt from our vision framework to confirm that it thoroughly explains our work for both justice and equity.
- Several members commented that although we can debate specific wording, but there weren't many strong objections to the statement as a whole. We can agree to disagree about wording but overall the statement aligns with our long-term goals

A motion was made from the floor and seconded to table to vote on the proposed mission statement. After thorough discussion on the proposed statement, the motion to table the vote did not pass. 11 members present voted to table the vote on the proposed mission statement, and 71 members voted against the motion. There were 2 abstentions.

After discussion concluded, we proceed to vote on the approval of the proposed mission statement. The proposed mission statement was approved with a vote of 96 - 9 with 3 abstentions.

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BOT Nominations

Sage Brook, chair of the Nominating team, presented the slate of candidates for the three upcoming vacant Board of Trustees positions. The following members were nominated for the Board: Cindy Hostetler, Catherine Barnes and David Reynolds.

The slate of candidates was approved with a vote of 92 - 0 with one abstention.

Rebekah Visco, incoming Board Chair, offered closing words. The meeting concluded with a congregational reading of the new mission statement.

The meeting adjourned at 3:10pm.

Respectfully submitted,

Rebekah Visco

REPORT OF POLICY

Record of policy and significant action taken by the UUCB Board of Trustees
from July 2018 – April 2019

Submitted by: Rebekah Visco, Chair, Board of Trustees
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General Organization

The 2018-2019 Board includes the following members: Rebekah Visco (chair), Lincoln Baxter, Barry Ahrendt, Margie Storch, Sandy Wade (secretary), Colin Hood, David Reynolds, Cindy Hostetler, and Catherine Barnes. The Coordinating Team of Jay Leach, Minister, and Doug Swaim, Director of Administration attends each Board meeting. The Board meets on the third Tuesday of each month. Executive Session meetings are called as needed, and sub-groups meet at various times. Below are specific highlights from regularly scheduled Boards meeting of the 2018-2019 fiscal year.

Each meeting of the UUCB Board of Trustees begins with opening word, reading of the leadership covenant and the church mission and vision. Board members also briefly “check-in” with each other as a way to stay better connected. Agenda items include a review of the Coordinating Team Report, which provides an update on membership, a current financial report, summary of team activities and priorities and significant items of note related to the Church. These reports are publicly available, and discussion is primarily devoted to clarification as needed. A majority of the Board meeting is typically spent on Policy Governance Ends agenda items, with most attention paid during this year to reviewing progress toward the ambitious goals laid out in the Call to Action adopted by the Board in February 2017, which expires in June 2019, and deciding next steps toward living our vision. During this year the Board conducted a regular review of the church bylaws and proposed changes for approval by the membership at the Congregational Conversation in June 2019.

In July 2018, a Board orientation was held in lieu of a regular meeting to provide new Board members information on policy governance, the bylaws and governing policies, and the roles and responsibilities of the Board.

August 2018

- Doug provided the Board with a final financial report for the 2017-2018 fiscal year. After starting the fiscal year with a budget deficit, the fiscal year ended with a \$31,403 surplus, half of which is put into reserves and half of which was applied toward existing needs. The Board approved the spending of \$15,700 for updates to Freeman Hall, enhanced IT security and servers, and a new website. Reserve funds increased to \$269,100.
- Eve Stevens settled into her role as our second minister and identified family ministry and community building as priority areas of interest. She and Jay began preparations to lead the Cultural Justice Core group together and will coordinate a worship schedule.
- Jay offered two sessions for those interested in learning about the formation of the Intersectional Justice team and their efforts to identify community partnerships and guide our vision work as we move into the larger community.

September 2018

- The UUCB Finance Team completed its annual audit of the Memorial Endowment Trust accounting and submitted its report to the Board of Trustees. The Finance team found the MET accounting to be accurate. As of July 31, 2018, MET assets total \$784,567.
- The Board began discussions on evaluating progress toward the Call to Action.

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October 2018

- MET grants allowed for new signage throughout the church and much needed improvements to the vestibule and Freeman Hall.
- Barry provided the Board with an overview power analysis of the church using a framework for anti-racism work provided by the People's Institute for Survival and Beyond.
- As required by the bylaws, a sub-group was tasked with reviewing the church bylaws.
- The Board presented the Sybil Bernstein award to Jan McNeely.

November 2018

- The Board engaged in detailed discussions about the Call to Action and evaluating progress toward the goals stated in the Call, expiring June 2019. The staff responded enthusiastically to the Call and has challenged the membership to engage in this process. Core groups have spent time deeply exploring systemic issues of injustice and inequity. Many members have been engaged either through core groups or other opportunities to listen and learn about these issues. After a long period of learning, guiding principles were identified to guide the intersectional justice team in exploring community partnership opportunities.
- All Board members were tasked with submitting feedback on progress in specific areas of the Call to Action.

December 2018

- Toward the End of making environmental stewardship a priority within our congregation and the larger community, the Board voted to approve up to \$45,000 to be spent out of reserve funds toward green facility improvements. A short-term capital campaign was identified as an opportunity to help cover a portion of the costs. This project included the installation of solar panels on the church roof and upgrades to light fixtures.

January 2019

- Starting in January, the church held Our Whole Lives classes for four different age groups.
- The Board continued discussions on progress toward the Call to Action.
- Suggested bylaw revisions were reviewed and further revisions identified. The subgroup working on the bylaw changes received input on possible changes from the Coordinating Team and the Open Door School managing team.

February 2019

- The Board led a worship service on February 24th entitled "Embodying Hope." The Board shared personal reflections and readings that reflected the theme of hope that is woven through our vision, mission, Ends statements, and the Call to Action. This service was a celebration of accomplishments we have made toward living our vision and the hope that carries us forward in this challenging work.

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March 2019

- The Board discussed challenges faced by the Stewardship Team. Pledge income for existing members has continued to be stagnant.
- The Board endorsed a planned effort to focus on outreach to include a facilitated process for exploring the relationship between our vision and the name of our congregation, increased branding and enhanced signage, and a marketing plan. The Coordinating Team submitted a MET grant request to fund this project.
- The Intersectional Justice team offered a worship service that provided inspiration and information about opportunities for partnerships within the community. This service received tremendous feedback and sessions offered after the services allowed members to sign up for specific engagement opportunities with newly identified community partners. This was a key step toward the End of establishing deep and meaningful connections with others in our community invested in working to end injustice and inequity and a direct response to the Call to Action.
- The Board held a day long retreat with the primary goal of summarizing our progress on the Call to Action and creating a plan to move forward toward our vision after the expiration of the Call to Action in June 2019. The Board recognized significant progress made since the Call to Action was adopted by the Board in February 2017 and confirmed that the work that has begun should be continued. The Board spent time reflecting on the relationship between the Ends statements and the Call to Action. The Board made the decision to renew the Call to Action with modifications to reflect our work thus far and priorities moving forward focusing on our Ends statements. The Board identified as priorities strategies to communicate regularly with the congregation as well as the teams, an effort to develop a covenant of right relations, continuing to nurture loving community, and deepening our understanding of transformation and intersectional justice.

April 2019

- The Board presented proposed bylaw changes to small groups of members after services on Sundays.
- Toward the End of understanding our personal, institutional and community involvement with systemic injustice and inequity and demonstrating a commitment to dismantling these systems, proposed bylaw changes include a new anti-discrimination statement to be included under Article I, General Provisions. This new statement replaced the previous non-discrimination statement within the Membership section and has been expanded to reflect our efforts to become a more inclusive community. Other significant proposals include language to reflect that we now have two ministers and a new process for presenting the Open Door School budget alongside the church budget for membership approval at the Congregational Conversation annually.
- Solar panels were installed on the roof the church and members attended a presentation offered by the installer to learn more about the installation and how the use of solar energy will benefit the church, the larger community, and the environment. This presentation was well attended and received with enthusiasm as we continue our efforts to become a Green Sanctuary and demonstrate a commitment to environmental stewardship.

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- The Greening Our Facility capital campaign launched to raise funds toward the \$45,000 cost of the project. This campaign was extremely successful and raised the full amount of the project, limiting the need to use reserve funds.

Respectfully submitted,
Rebekah Visco, Chair, Board of Trustees

BOARD CHAIR REPORT

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Members of the Board of Trustees:

Rebekah Visco (Chair), Sandy Wade (Secretary), Lincoln Baxter, Barry Ahrendt, Margie Storch, Colin Hood, Catherine Barnes, David Reynolds, Cindy Hostetler

During the 2018-2019 church year, your Board of Trustees focused its energies in these primary areas of leadership:

1. Review of the bylaws
2. Implementation of Mission and vision
3. Review of the Call to Action and measuring progress
4. Prioritizing vision planning after the expiration of the Call to Action
5. Measuring progress toward Ends statements adopted in 2016

Bylaw Review

A subgroup of the Board was tasked with reviewing the existing bylaws and identifying possible revisions. Early on in the process the Board agreed that it was important to perform this review intentionally through an anti-racism, anti-oppression lens. A subgroup engaged in an organizational power analysis using a framework offered by the People's Institute for Survival and Beyond to help identify opportunities to move further toward becoming an anti-racist organization. This subgroup acknowledged that our existing bylaws contained no language to demonstrate a commitment to inclusivity. This group recommended removing the existing non-discrimination language from the membership section of the bylaws and adding a new non-discrimination statement to Article I, General Provisions. Under this section, the statement applies not only to membership but all church practices and policies. The non-discrimination statement was also broadened widely to be inclusive of a wide variety of marginalized groups. Current suggestions and guidelines from the UUA were used to help craft some of the language for this statement. The Board feels that this is an important step as we move toward becoming a more intentionally inclusive community.

Language throughout the bylaws needed to be updated to reflect the fact that we no longer have a single, called Senior minister. Language about professional ministry was updated to accommodate for a second minister and for ministers who may not be called ministers.

Changes were recommended to the section of the bylaws related to the Open Door School. The Open Door School Managing Team requested the name of the Parent Council to be changed to its current name, the Family Community Association. Per a recommendation from the Coordinating Team, the Open Door School budget will be presented alongside the church budget for approval by the membership of the congregation at the annual Congregational Conversation. The Open Door School budget has previously been included as a single line item included in the overall church budget. The Board agreed with the Coordinating team that church members should be provided with a full budget for both the church and the school to be fully informed before voting. Though this bylaw change will not take effect until the following fiscal year, this practice change will begin at the annual meeting in June 2019.

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Mission and Vision Implementation

After the adoption of a new mission statement in June 2018, the Board focused on ways to integrate the Mission and Vision of the congregation. Staff has done a wonderful job of tying all that we do back to our Mission and Vision and making clear how these statements reflect who we are as a congregation and what we are called to do together. The Board recognized that as we continue working toward our Vision we will need to continue to find ways to tie these core elements together to provide inspiration and motivation to meet the challenges ahead on our journey.

Call to Action

Over the last three years, work toward living our Vision has centered around the document entitled Living Our Vision, informally referred to as the Call to Action, adopted by the Board in February 2017. The Board spent a great deal of time throughout the year reviewing the Call to Action and evaluating our progress. This document contained immediate action items and has guided much of the work done by the professional staff since that time. It was intended to be a short-term effort, originally scheduled to expire in June of 2018. Once staff began working to implement the Call, they requested that the deadline be extended through June 2019, to which the Board at that time agreed. With the expiration date of the Call approaching, the Board this year reflected on the progress made toward its goals. Individual Board members provided reflection and feedback over several months. This feedback was then aggregated and summarized to identify areas where we have had significant successes and areas where there are opportunities for more work to be done.

The Board highlighted the following successes in responding to the Call to Action:

- The staff created summer themes, ARESD programming, both staff and lay led, and CYRE programming all around the Call to Action. Since the Call to Action, members have had more opportunities than ever to listen and learn about systemic issues of injustice and inequality.
- The staff has done an outstanding job of building all-encompassing programming around the Vision and the Call to Action toward living this Vision. The Call to Action has been emphasized from the pulpit, in all communications, and all educational opportunities have been tied in to our Vision work.
- Core Groups took the time for deep learning about racial, environmental, economic and cultural injustice. Members of these groups have expressed numerous accounts of changes perspectives and understanding, as well as a commitment to continuing this process.
- MET grants allowed more than 70 members to attend two Anti-Racism trainings with the People's Institute for Survival and Beyond.
- A significant number of members have challenged old assumptions and been open to new ways of thinking and addressing justice issues.
- The Intersectional Justice Team has guiding principles to help them identify opportunities for community partnerships. Initial opportunities for partnerships were offered for member sign-ups with more than 70 members signing up for opportunities when they were initially announced.

The Board recognized that there are areas where more work related to the Call to Action needs to be done and questions to be answered. To this end, we agreed to keep the following in mind as we move forward toward living our bold Vision:

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- We must acknowledge that change can cause discomfort and while this is not unexpected, we also need to seek to understand its ongoing impacts on overall participation and stewardship in particular.
- We need to support healthy relationships as we undergo the painful process of letting go of some activities.
- We need to develop methods to gauge level of engagement as we move forward. Difficult conversations about growth and transformation should be as inclusive as possible.
- While the process of engaging in the community has been intentionally delayed while we listen and learn, we need to acknowledge varying needs for engagement. We will never truly be “ready” to do this work, it will be an ongoing process. Members may be at different places on this journey and we need to be able to meet them where they are. While a significant number of members have participated deeply in this process, we need a better understanding of how this learning can be shared with the rest of the membership.
- We need to continue to seek ways to the three dimensions of transformation: spiritual, societal, and environmental.
- Members have responded favorably to calls for urgent moral action and are interested in ongoing opportunities for immediate action.
- Environmental transformation work should include the promotion of environmental justice as well as sustainable policies and practices.
- We need to find strategies for keeping members informed about progress toward our Vision even when we are not completely sure of where we are headed. As we gain more clarity about the path ahead and may need to adjust course as needed, continued transparency will be important.

Vision Planning after the Expiration of the Call to Action

After reviewing our progress on the Call to Action, the Board spent a day long retreat to discuss ways to move forward after its expiration in June 2019. The Board reflected on the significant changes that have occurred in the last several years.

Background: A more than two year process led to the adoption of our new Vision statement in 2016. Following this, the Board developed the Call to Action to provide guidance on taking initial steps toward living our Vision. With a focus on this new Vision work, the Board recognized that we needed Ends statements that better aligned with the Vision to help guide us forward and help us monitor progress. New Ends statements were written by the Board shortly after the Call to Action was adopted in 2017. As we shifted focus toward our new Vision work and new priorities emerged, the Board recognized the need to for a new mission statement to guide us on this new journey. Last year’s Board crafted a new mission statement that incorporated the congregation’s priorities that was adopted by the congregation in June 2018.

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Moving Forward: During our retreat, the Board acknowledged that the entire congregation has made tremendous progress in responding to the Call to Action. From lay leadership to staff to membership, the congregation has taken our Vision work seriously and has been willing to become very uncomfortable as we have learned about systems of inequity and oppression and how we might play a role in spiritual, societal and environmental transformation. The Board identified the core principles outlined in the Call to Action as still particularly relevant and recognized that continuing the important work we have begun is critical at this point on the path to living our Vision. The Board drafted a new Call to Action for 2019 that builds on the previous Call and offers further guidance as we move forward. In addition to the great efforts that have been made, the Board detailed several areas that should receive attention in the next phase of our Vision work. The Board agreed that we need to deepen our understanding of transformation as well as intersectional justice. Communication between the Board, staff, teams, and membership will be crucial maintaining healthy relationships as we embark on difficult work together. Toward this end, the Board sees a strong need to continue to nurture loving community through the development of a covenant of right relations.

Progress Toward Ends Statements

In order to provide guidance for future Boards to evaluate progress toward our Ends statements, this year's Board spent some time tying the ideals within the Call to Action to specific Ends statements. Each of the Ends statements is reflected in the goals of the renewed Call; most are seen multiple times. To achieve this, the Board found it helpful to number the Ends statements not to prioritize them but simply for reference purposes.

As a congregation, we name these Ends to which we aspire:

1. We are a joyful, loving, religious community of people who are deeply connected to each other. Here people are heard, included and respected.
2. Our policies, programming and practices reflect an integrated understanding and experience of spiritual, societal and environmental transformation.
3. We understand our personal, institutional and community involvement with systemic injustice and inequity and we demonstrate a commitment to dismantling these systems.
4. We have deep and meaningful connections with others in our community invested in working to end injustice and inequity.
5. Environmental stewardship is a priority in our personal lives, within our congregation and with the larger community.
6. We are advocates for environmental justice alongside marginalized communities who are disproportionately impacted by environmental degradation and injustice.

After our review of the Call to Action, the Board recognized that we have made great progress toward many of our Ends statements and that the work we are continuing to do will keep us on a path toward achieving these. The Board identified the first Ends statements as an important area where there is much opportunity for growth. The Board feels strongly that without a commitment to maintaining healthy relationships within a loving, nurturing, religious community, we will not be able to fully achieve any of the other Ends.

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End of Year Wrap-up:

Wrapping up our year, the Board once again created an independent Nominations Team, this year consisting of members Jim Lay (chair), Mary Ann Hendrick, and Melissa Vullo. This team selected an outstanding slate of candidates to join the Board for a three-year term beginning in July 2019. The nominees are Ann Doss Helms, Tawana Allen, and Rocky Hendrick, and their nominations will be put to a congregational vote on June 2, 2019.

It has been a privilege to serve as Chair of your Board of Trustees. I would like to extend special thanks to Barry Ahrendt and Lincoln Baxter who will also be rotating off the Board and to those Board members whose terms will continue in 2019-2020: Cindy Hostetler, Catherine Barnes, Colin Hood, Margie Storch, and Sandy Wade.

I am confident that the new Board will continue the work of UUCB in its progress toward our Vision.

Vision

*We are a loving, liberating religious community
inspiring spiritual, societal and environmental transformation
in the larger community, in our congregation,
and in the personal lives of children, youth, and adults.*

Mission

*Challenged by our liberating faith,
we **discover** deeper spiritual meaning,
nurture loving community,
cultivate courageous connections, and
partner in the work of justice.*

In faith and gratitude,

Rebekah Visco
Chair, UUCB Board of Trustees

MINISTER

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Submitted by: Rev. James C. (Jay) Leach, Minister

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Where other religions have sacred texts to guide them, we Unitarian Universalists have none. Where other faith traditions offer spiritual exemplars whose lives they seek to emulate, our liberating faith has no one to whom we all look as *the* central figure. Where other faith communities may express their collective identity in a shared set of beliefs, our congregation has no such creed.

In the place of these elements we appeal to our experiences, to our consciences, to wisdom for other religious traditions, to reason and to the use of both representative and collective democratic processes. At the heart of our faith is an awareness that spirituality isn't some separate, set apart category but is centrally related to what we actually do as individuals and as a group. It is in the choices we make personally and collectively and in how we live in relationship to each other and to the "interdependent web" that we most clearly express that which is at the heart of our liberating faith.

So, when in recent years our members created and then voted to adopt a new Vision for the UCC and then created and voted again to adopt a new Mission for our congregation, these were not just organizational decisions. These were affirmations of our collective faith, expressions of a shared trust. The long, slow deliberate work of crafting these statements and the careful and intentional work of inviting all members to reflect on them exemplified the very traits that define us as a religion.

We recognized in the wording of these statements and in the collective choice to affirm them as our guides for the coming years the reality that the days ahead would require both courage and commitment. Both our Vision and our Mission make audacious claims, inspiring if also daunting ways of defining our congregation in these times.

The actual implications of these statements became much clearer to many of us in this congregational year. We understand now that these aren't simply words on paper but are aspirations that our professional and lay leadership are working to make real among us. In committing to this course, we are not, and we will not be the same congregation; we're being changed by who we claim to want to be.

So now, we plunge ever deeper into the intersection of spiritual, societal and environmental transformation, recognizing that these are not separate but, rather, intertwined arenas. We heed with ever greater intention the challenge of our liberating faith to discover deeper spiritual meaning, to nurture loving community, to cultivate courageous connections and to partner in the work of justice.

Our Sunday services this year have endeavored to express that complex array of personal, relational, congregation and communal experiences. In another year of comprehensive programming for children, youth and adults, we've endeavored to offer opportunities for discovery, nurture, and connection all while continuing to point to our longing for justice. We've cared deeply for those in need, have mourned and celebrated the lives of members we lost in this year, have paused, often, for opportunities to connect and enjoy one another, and reached out to include new members along this way.

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We've now left the dock of the familiar, are no longer in sight of the safe shores of what has been, are out in the open seas having to trust a course that is often less than fully clear to us. And, we remain a long, long ways from our intended destination. This journey into the spiritual depths, into deep connection with one another, and into the real and deep implications of a very different approach to the work of justice is asking a great deal of all of us. It will continue laying claim on us in profound and life-changing ways.

Will enough of us respond, in the words of our past summer series, "I am willing . . ."? Will enough of us show up, be involved, offer critically needed financial support? Will enough of us care enough to help us sustain a nurturing, loving congregation while expanding our involvement in a transformational work of justice? For now, as another congregational year draws to its close, that verdict remains unsettled.

Peace, Jay

MINISTER

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Submitted by: Rev. Eve Stevens, Minister

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It is hard for me to believe that I have now been here a little over a year. The experience of sharing in this ministry with you all has far exceeded the hopeful expectations I had during the interview process.

When I arrived last May, the Ministerial Search Team (now the Ministerial Transitions Team) presented me with a board filled with colorful sticky-notes on which congregants had written words of welcome as well as favorite parks, restaurants, and things to do around Charlotte. I still enjoy your welcome notes daily. Our Congregational Care Team sent me a hand-knitted blanket when my son Ethan was born and then stocked our fridge and cabinets with all the essentials to see us through unpacking. The Ministerial Transitions Team has continued to check in on me and offer support throughout the year. I am more grateful than I can say for the warm welcome I've received from you all.

In a congregation this size, I know I will be in the process of continuing to get to know you for quite some time. Yet as faces become more familiar and I have chances to interact with you through worship planning, programming, and events I continue to be amazed by the insight, creativity, compassion, and commitment I observe in so many of you. I feel very fortunate to share in the life of this community.

Shortly after I arrived, the professional staff devoted a full day retreat to helping us get to know one another better and ensuring that I felt welcome in their midst from the start. Throughout the year, I've been struck by the intention and focus the staff team shares while also being able to laugh and enjoy our time together. There are a variety of strengths and perspectives always at the table, and it's a privilege to work with a group of people who take their work seriously and demonstrate their love of our congregation consistently. I feel incredibly grateful for all the time staff members took this year to help orient and support me, personally and professionally, as I worked to figure out the flow of UCC congregational life while being new to parenthood.

As promised during the interview process, I had the opportunity to spend my first few months here building my job description. I had a number of conversations with each member of the professional staff to figure out how my strengths might best contribute to meeting the congregation's current needs. I was delighted to find that the areas of congregational life awaiting expansion were the very areas I feel most called to—worship, building a sense of community, and engaging with our congregation's families.

Over the past year, I've discovered, with immense gratitude, that I get to share in ministry with a supportive and inspiring colleague. As many of you have known for longer than I have, to work with Jay is to be constantly learning something new and thinking more deeply about how your own convictions and strengths might better serve the greater good. Jay and I have overlap in interests and strengths while also being very different ministers in approach and style. The coming together of our differences is engaging and fruitful and will continue to be a great asset for our work together. I feel profoundly lucky to have found a colleague who brings out the best in me, provides continual support in the ups and downs of everyday life, with a skill-set so different from my own that promises to keep me learning and growing for years to come. I'm delighted to find that it's even more energizing than I imagined to not do ministry alone.

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Jay and I continue to think about what a future co-ministry would look like. I've been grateful to start my ministry here contributing leadership to the areas of congregational life where I feel most strong and at home. In the coming months I'll begin to immerse myself in the aspects of ministry that I consider my "growing-edges" as a necessary step in our process. I look forward to continuing the creative exploration and professional growth that has made this past year so engaging and fulfilling for me.

I am still amazed by my good fortune in joining a congregation with such an inspired and challenging Vision and Call to Action. My seminary years were spent immersed in studying systemic oppression and efforts toward collective social liberation. However, I left that experience feeling cynical and stuck. After studying the intricacy with which oppression has been woven into our society, injustice seemed like too messy and overwhelming a problem to face in a meaningful way as an individual. And imagining that a congregation could cultivate and maintain a shared focus with enough intention and commitment to make meaningful change in the face of such intricate and prolific injustice felt impossible.

As I've played catch-up on the work you have done as a congregation over the past five years—exploring who UCC is called to be in the world, creating the Vision and Call to Action, and then slowly and intentionally creating the infrastructure to make your most ambitious hope for spiritual, societal, and environmental transformation real—I am amazed and inspired by your faithful commitment. Coming together to dismantle systemic oppression still feels daunting. But having found a community living our faith so vibrantly has me less focused on what's impossible and feeling more hopeful that meaningful and lasting change can be made if enough people commit faithfully to the relentless effort and focus that are required.

Living in ever-deepening relationship with this congregational community over the past year has caused me to grow in all the ways I've dreamed church could help a person grow. I feel so privileged to have joined your journey and endeavor to work hard to contribute in ways that deepen our commitment to this work and our sense of community while we do it.

Gratefully,
Eve

ADULT RELIGIOUS EDUCATION & SPIRITUAL DEVELOPMENT

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The Adult Religious Education & Spiritual Development Team (ARESD) worked to support the Vision, Mission, and Call to Action through its programming for the congregation. Members Sharon Baker, Bob Bushorn, Shelagh Gallagher, Shannon Maples, Melissa Vullo, and Sharon Walker accepted the challenge by evaluating potential educational opportunities and by facilitating many of the events themselves. We invited outside speakers and offered films, discussions, and presentations for members who might be entering the conversations for the first time and for members who were ready to deepen their learning. As has been our custom for the last few years, our experiential programming in July and August provides ways for us to prepare us for the coming year. The **2018** Summer theme-- *Open & Willing: Moving Towards Courageous Connections*-- gave us the opportunity to get to know each other better. Staff members Eve, Kathleen, Kelly and Martha took turns on a few Sundays after the service to host *Sparking Conversations* in Freeman Hall. To help us start thinking about forming new relationships, we encouraged members to "bring their empty cup, beginner's mind and trust the process." To that end, we offered several different experiential classes: *Connecting Through Words and Images* with June Blotnick, *A Tree of Life: Creating A Community Forest Art Project* with Carol Hartley, *Collage Night: Animal, Vegetable, Mineral?* with June Blotnick and Carol Hartley, and *The Uncommon Art Project* with Sherry Sample. And to encourage us to prepare ourselves for deeper listening and new relationships, Bob Bushorn offered *First Empty Your Cup: Contemplative Practices*; Eve Stevens and Melissa Vullo brought us *Building Rituals and Connections with Friends*; and Shelagh Gallagher presented a session on complex thinking-- *Why Can't You See It from My Perspective?* Erin Maness, David Reynolds, and Thelma Reynolds were invited for an evening gathering to "reflect on a personal experience in which they found themselves as new learners, when they had to set aside expertise and trust another, when they were forced or invited to reimagine things." Over the summer months, attendance ranged from eight to twenty-five members at each session.

While the ARESD Team strives to find a balance between our annual themes, spirituality, and UU Identity, our primary focus for 2018-19 was on Cultural and Economic Justice. We began the fall with films addressing Economic Justice--*Requiem for the American Dream* and *American Revolutionary: The Evolution of Grace Lee Boggs*. In January/February, 18 members attended the 4-session course *Class Conscious: Classism in UU Life*. Heather Douglas and Shannon Maples facilitated the UU curriculum. The attendees were asked to reflect on their own classist views and then were asked where they witnessed classism in our own congregation.

As we began looking at different aspects of Culture Justice, we invited O'Neale Atkinson from *Time Out Youth* to provide us with an updated version of the LGBTQ 101 session. Thirty members returned to the topic this spring with the viewing and discussion of *Gender Revolution* facilitated by Sharon Baker and Shannon Maples.

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The subject of immigration attracted as many as 40 members per session in October when we hosted a series of four speakers from the *Charlotte Refugee Resettlement Agency*, *Charlotte Center for Legal Advocacy*, and *OurBridge for kids*. Imam John Ederer from the Muslim Community Center shared his perspective on Islamophobia. Members Marsha Kelly and Sharon Walker shared their personal experiences working with asylum seekers navigating the legal process at the Texas border. Sharon Baker and Sharon Walker also facilitated discussion of the documentary *This is Home* about the experience of Syrian immigrants. We will complete the year by taking a look at feminism and patriarchy with a presentation by Carol Gay and the screening and discussion of the film *Miss Representation*.

We shifted our focus in January to Spirituality, but not in isolation. Bob Bushorn worked with our two ministers to offer a well-attended course on Spiritual Practices in our daily lives, including *Lectio Divina* and Prayer. Jay ended the series with *Activism as a Spiritual Practice*. Fifty members joined us in the sanctuary on a Sunday afternoon when Jay was finally able to give the talk he presented last year in a religious series at Temple Bethel entitled *What Does God Want and Who Speaks for God? —from a Unitarian Universalist perspective*. We would like to continue providing sessions such as these so that we can be more articulate about our own faith and “talk the walk” in our community. We are also grateful to Carol Hartley and Marsha Kelly for offering the longstanding course *Writing Your Spiritual Journey* course for eight more members this spring. This intensive experience is often a life-changer for our members, and always proves to be one more way for members to connect with each other through telling their own stories.

The ARES D Team was also charged with continuing to offer educational opportunities on last year’s themes, Racial and Environmental Justice. Most of the group’s time and efforts have gone to managing this year’s themes of Cultural and Economic Justice, so we welcomed Jay’s offer to address the topic *What Do We mean by White Supremacy?* Thirty-two members gathered on two evenings to hear his presentation and many agreed that he needed to offer it again in the near future. Beth Mussay and Melissa Vullo followed up with a well-attended Book Study about *White Fragility: Why It’s So Hard for White People to Talk about Racism* by Robin Diangelo. This also received positive feedback, including the desire to have more opportunities to discuss the topic.

As we look forward to next year, the ARES D Team hopes to offer more programming under the heading of Intersectional Justice. Bill Gay’s course this May on *Language as a Tool for Change* is a good example as we seek to integrate the Societal, Environmental and Spiritual aspects of our learning. It should also be noted that when participants are asked to comment on how a course has “fed their spiritual life,” it is obvious that they no longer separate spirituality from their total experience.

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While it was not the responsibility of the ARES D Team, it should be noted that the UCC was able to offer the *PISAB's Undoing Racism* training for a second time through a generous grant from the Memorial Endowment Trust. Coupled with two years of educational engagement at the UCC and in the Charlotte community, we can say that we are much better equipped to work with our new partners. And finally, it is important to recognize the work of our long-standing Small Group Ministry Steering Team. Many of them have been active since we re-configured the Discovery Circles. Jan McNeely and the facilitators-- Camilla Mazzotta, Ron Spake, Carole Ellis, and Suzanne Lake--provided guidance and true commitment to the success of the two groups. With competition from Core Groups and ongoing educational opportunities, we understand that a congregation of our size needs to continue offering a place for our members to feel more connected as we share our lives together.

RELIGIOUS EDUCATION FOR CHILDREN AND YOUTH (CYRE)

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Children and Youth Religious Education Team Members and Staff:

Lisa Walls, Chair

Peg Argent, Heather Douglas, Kat Eason, Tracy Hickman, Holly Copeland, Claire Lukens, Erin Maness, Debbie Rubenstein, Greg Schropp, Stefanie Smith

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

Program Enrollment:

- Total Children and Youth – 167 (208 in 17-18)
9:15am: 45 (62) / 11:15am: 122 (146)
- 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. The CYRE Team is devoting the last quarter of the year to address Program mission and strategies to address this decline and better meet the needs of today's children and their families.

Staffing:

- Professional staffing remained stable.

Volunteers:

- The number of volunteers remained stable in all areas. 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 DRECY.

Safety:

- A task force reviewed the Child and Youth Protections Program in the fall and recommended a series of updates. The primary challenge is how to communicate policies and rules to parents, teachers, and others directly impacted. The CYRE Team will address this.
- Changes were made to Sunday CYRE protocols to bring the CYRE Program into compliance with the congregation's new security protocol, including the issuing of walkie talkies to all teaching team for use in case of an armed intruder incident during class time. Further changes are in the works.

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 2018-2019 Curricular Focus:

- Here at the UUCC, we are charged with providing our children, from preschool to high school, with the learning that might enable them to be courageous partners in working for change, and the understanding that this work is spiritual work.

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- With this in mind, aligning our programming for our children and youth with our congregation's Vision, Mission and Ends has been crucial. Work began last year in the areas of racial justice and environmental justice. This year, we moved into cultural and economic justice, tackling topics like immigration, misogyny, LGBTQ+ discrimination, and poverty. How that translates in the classroom depends on age, as we program for ages 3 to 18.
- 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 related to cultural and/or economic justice.
- Our elementary classes used curriculum from the UUA's *Tapestry of Faith* program, as well as lessons written by the CYRE Director and culled from other sources. These children spent the first semester learning how to recognize situations where they can join others in working for change. During the second half of the year, they were challenged to consider specific areas of injustice. Books were often the springboard for discussion, along with videos and activities—and UUCC worship services. April focused on projects teaching about environmental sustainability.
- A variety of source material was used with our Middle Schoolers, along with the Teaching Tolerance curriculum, "Using Photographs to Teach Social Justice." These older children are capable of great passion and more depth in their discussions around societal inequities.
- Our high school youth devoted many of their Sunday classes to deepening their understanding of intersectionality and on how best to navigate a deeply divided world while retaining their own values. Among other things, these older youth heard from guest speakers, participated in off-site educational opportunities, and engaged in discussions aided by videos.

How effective has our programming been in moving our children and youth into a deeper understanding of injustice?

- Unlike the immersive learning experiences provided for adults which include commitments around reading and attendance, our CYRE teachers and staff only see the children in their classes a few hours a month at most. It is almost impossible to define an arc in the kids' understanding of the issues. Having said that, informal conversations with children who regularly attend the UUCC's elementary and middle school classes show some important insights after two years of vision work. These children can verbalize that injustice exists everywhere and that we all suffer because of it. They understand that our experiences are shaped by membership in groups defined by race, gender, socioeconomic status, culture, ethnicity, ability, and other identities and that laws and practices are in place that benefit some people while disadvantaging others. And because time is devoted every week to a reflection on how the Unitarian Universalist principles and their own personal values call them to action, they understand that this is spiritual work. The goal of our programming for children and youth is for each experience they have here, whether on Sunday morning or weekday evenings, to be another part of a foundation of learning that empowers them to work on the side of justice.

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- **All four “Our Whole Lives” (OWL) classes** were held: 1st-2nd, 5th-6th, 8th, and 10th-12th.
 - 1-2nd class: 12 participants. All children were UUCC members.
 - 5th-6th class: 16 participants. Five of the youth were not UUCC members. Of those five, three were from the Lake Norman Fellowship.
 - 8th class: 11 participants. All but two were UUCC members.
 - 10th-12th class: 13 participants. Three were not UUCC members. Of those three, two were from the Piedmont UU Church.
- **Coming of Age Program:** This was not a Coming of Age year.
- **Parenting Classes:** None were held as we moved into Family Ministry.

Special Task Forces / Evaluation Groups

- **The CYRE Team:** The team decided to focus its spring and summer on crafting a new mission statement for the program to better align it with the congregation’s mission and vision. Members will also develop strategies for moving the program into alignment with that mission, while understanding the challenges facing Religious Education programs in the 21st century around demographics, technology, and a move toward cultural secularism. This will include two all day retreats and three regular meetings. The process is not yet complete (effective May).
- **OWL:** The 16 facilitators were invited to share feedback in the late spring.

Special Events / Outreach:

- **Parent and Mountain Con Orientations:** Cancelled due to weather.
- **Two Youth-led Brunches:** One was held in November and led by the Middle School youth and the other was held in December and led by the High School youth.
- **Quarterly Operation Sandwich for the Urban Ministry Center (quarterly):** Only one will be held this year, in June.
- **Crafts with Santa/Potluck/Yulefest:** Although all three of these December 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 10th Annual Luna Rising** was held March 2. An intentionally multigenerational event, it was attended by approximately 100, ages 8-80s.
- **Easter Egg Hunts:** To coordinate with the congregational focus on environmental sustainability, the egg hunt included sustainability themed puzzles and seed bombs.
- **Teacher Brunches:** Held on two Sunday mornings.
- **Youth Mission Trip:** This trip will run June 9-14 with eight UUCC high school youth and six from the Greenville (SC) Fellowship. This will be the fifth year the two youth groups have joined together in Hartsville, SC to work on a Habitat for Humanity house.
- **Cons:** UUCC youth attended all six of the youth cons at The Mountain. A con was held for each of three age groups in the fall and in the early spring: 3rd-5th, 6th-8th, 9th-12th.
- **Young UUs Away:** This was the 7th year for this CYRE team-coordinated outreach to our recent HS graduates. Each 2018 graduate received a total of seven cards.

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Worship:

- For the fourth 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 youth. The exceptions were when the Children’s Choir sang and those children HAD to attend.
 - Current wisdom suggests that worship attendance by all ages is critical to retaining families and youth after graduation. However, if not done with all ages in mind, the exact opposite seems to happen. This year saw some changes as our new minister, Eve Stevens, worked to make the services she led on these Sundays more inviting to them. The families in attendance were very positive but it will take time to change the culture here. Despite low attendance, involved parents repeatedly name more time in worship with their children as a priority. The CYRE Team is addressing this issue in its strategy planning.
 - The 2018-2019 youth services were: “Being Fluid” (High School) and “Between Innocence and Maturity - Middle School Perspectives” (Middle School). Both were excellent.
- The June Senior Bridging service will be held June 2, with five seniors.
- The CYRE Director led monthly chapels for the elementary children on various topics, including: listening respectfully, the plight of migrant children, intersectionality and identities, and the Do One Thing movement (environmental sustainability).

Youth Programming:

- The youth leadership team (the SQUAD) moved into its third year committed to its mission to better integrate youth into the larger congregation. Unfortunately, few events were held as there was confusion around what constituted a CYRE teen-led event and what qualified as family ministry. The youth led only one event but helped with several others.
- The High School group held its 27th annual youth con. Approximately 55 youth from UU congregations in the Carolinas attended. For the second year, all morning workshops were devoted to justice themes and a service project was held as an afternoon option.
- A Parent-led Middle School Youth Group was created in the fall and monthly events held October – February. Lack of interest or conflicting schedules resulted in canceled events for March and April. Ten middle schoolers attended the May lock-in at Camp Canaan.

The Impact of the new Family Ministry Program on the CYRE Program was profound. While viewed as a very positive addition to the life of the congregation with its focus on better integrating families into congregational life and supporting them in their unique needs, there was expected confusion around responsibilities. Until this year, CYRE was charged with supporting parents and providing events that serve all ages. These now fall under Family Ministry (and to a lesser extent, Community Building), with the CYRE Program focusing exclusively on programming and events for children and youth only. At this point, all options are open as the two teams and staff liaisons work together to best meet the needs of our families and our congregation.

COMMUNITY BUILDING

Annual Report 2018-2019

Submitted by: Rev. Eve Stevens, Minister and Staff Liaison

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As a team, we have a growing awareness of how vital it is to help the people of our congregation build relationships and find opportunities to relax and have fun together. Replenishing our spirits with joy and spontaneity strengthens our sense of community, making us more resilient as we commit ourselves still more deeply to the challenging, painful, and fulfilling work of spiritual, societal, and environmental transformation. Through the events we host, we hope to contribute to creating a spiritual home that nourishes the coming together of our busy and complex lives here in community. Our current Community Building Team members are: Emily Katz, Kathy Jackson, Melissa Schropp, Jenn McLeod, Judy Calabrese, Erin Maness, Anne Forcinito, and Chip Dickerson.

The generous commitments of volunteers contributing potluck items, set up and clean up help, hosting casual lunches and hiking opportunities kept regular opportunities for social gatherings going all year. We have sixteen consistent and committed coffee service volunteers each month who host the social time between and after worship services every Sunday. We hope to recruit further help for next congregational year to allow our regulars more breathing room.

We noticed this year that attendance has been lower, than in previous years, for some of our recurring events. The Halloween Party and a number of our dances were sparsely attended. On the other hand, we were excited by the response to some of our first-time events, including “Sparkling Conversations” which invited people to participate in a series of guided “speed-dating-esque” conversations in Freeman Hall. We hosted a game night for all ages that intentionally allowed a mix of separate adult and child play-time and a time for people of all ages to socialize together. We coordinated with the Music Team to put on a full evening of music beginning with a musical rumpus for young children in the sanctuary, a potluck for all ages, and finishing the evening with a Coffee House geared toward an adult audience.

In the coming congregational year, we look forward to continuing some of our beloved annual events like the Christmas Eve cookie receptions and congregational picnic, while continuing to experiment with a variety of small group and congregation-wide social opportunities.

Affinity Groups

- (dis)Abled Advocacy and Support Group
- Gen X Women
- Hiking Group
- Jabberwocks
- Moneybaggers
- Open Mind Book Club
- People of Color
- Rainbow Connections
- Senior Connections
- Straight Spouse Support Group
- UUCU Hiking Group
- Women’s Circle

CONGREGATIONAL CARE

Annual Report 2018-2019
Submitted by: Sheila Lay, Chair
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The Congregational Care Team meets monthly and is comprised of several subcommittees that serve several areas in the life of the UUCC.

The Team's current members are: Sheila Lay, Nancy Greene, Sage Brook, Jane Kusterer, Karen Foster, Annie Flint, Judy Love, and Martha Kniseley (staff liaison).

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

- The CC Team has mailed 80 cards to celebrate joys, offer sympathy, and encourage recuperations, as well as 29 Holiday greeting cards. Annie Flint manages most of these communications.
- Nancy Greene and Sheila Lay planned and provided eight Memorial receptions for congregants with the help of an outstanding group of volunteers, and assisted with one reception offsite, with a budget ranging from \$100-\$150 per occasion, depending on the size of the reception.
- Delivered 21 poinsettias over the Holidays to staff and congregants who can no longer attend services.
- Provided ten prayer shawls to grieving or gravely ill members, all made by members of our Healing Threads group, who also meet monthly. Kathleen Moloney-Tarr, who oversees this group, delivered 65 shawls to Southminster, Aldersgate, and Levine Huntersville Hospice House tagged from UUCC.
- Gifted five baby blankets along with a meal, all made by church members, to new UUCC parents.
- Provided over 40 meals and home visits to congregants, many on a continuing basis. Jane Kusterer provides many of these meals, with support from other CC Team members. A special thanks to Liz Pratt for being on call this year.
- Hosted a three-session educational series in conjunction with Adult Religious Education/Spiritual Development and the Memorial Endowment Trust members. Elizabeth Pruitt, Cindy Hostetler, Jay Leach, and Richard Pratt facilitated sessions on estate planning, end-of-life decisions, and planning a memorial service.
- Hosted a visitation training session conducted by Eve Stevens with the goal of attracting more volunteers willing to commit to a regular visitation schedule with a member in need. Sage Brook and Martha Kniseley monitor ongoing visits and needs.
- Karen Foster provided the Minutes for our monthly meetings. Judy Love created a beautiful display in the vestibule cabinet about the Congregational Care Team's service to the community.

FAMILY MINISTRY

Annual Report 2018-2019

Submitted by: Rev. Eve Stevens, Minister

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The first thing to note is that this is the first Family Ministry annual report as this is our first year having Family Ministry at the UUC! It has been a joy this year to begin experimenting with different ways to help families explore their collective spiritual life, and with different ways of engaging families more intentionally in congregational life.

In September, Kathleen Carpenter and I offered a worship service inviting the congregation to think with us about what it might look like for us to better live the communal vow we take to nurture the well being of our children and families during our annual family dedication in June: “We, the members of the Unitarian Universalist Church of Charlotte, join with you parents as spiritual guardians of these young lives. We covenant to support you, encourage you, and assist you in your vital, challenging, and wonder-filled roles as parents. We commit to continue building a community of love and respect where your children will be welcomed, accepted for who they are, and encouraged to grow and mature spiritually. We will hold before you and your children the shared values of this congregation and will seek to embody those ideals in lives of justice equity, beauty, and peace.”

Following that service we had a conversation in the sanctuary to hear more from families about their hopes and spiritual needs. Beginning with this conversation, Kathleen and I have been exploring (now with the CYRE and Family Ministry Teams) how the work of our two programs can collaborate to best nourish and engage our children, youth, and families in congregational life as well as our larger work of spiritual, societal, and environmental transformation.

In February, the Family Ministry Team met for the first time. Our members include: Karen Duvall, Melanie Greely, Ryan Feely, Alex Szanton, Lilly Hagen, Craig Harbold, Lynne Friedheim, Sam Visco, Kathleen Carpenter and myself. The team has brought great insight to what Family Ministry means and how to better nurture the families in our congregation.

We began programming by offering the framework for intentional family conversations and activities in November and December. In November participants learned why the flaming chalice is the symbol of Unitarian Universalism, engaged in conversation about the risks and joys of committing ourselves to something greater than our individual lives, and then decorated their own chalice as a family. In December, families were invited to explore their own holiday traditions by making their way through four different activity stations. At one station, families learned more about the significance and symbolism behind the foods served in Jewish homes during Hanukkah and then had the chance to think about which foods they would choose to create a meaningful holiday meal in their home while creating a model of their ideal family meal out of play-dough.

Since January, two Wednesdays a month, we have hosted casual evening worship services followed by a potluck dinner. We have most often had families with toddlers through fifth grade in attendance and the topics and format of worship have been geared toward the developmental needs of younger children.

FAMILY MINISTRY

Annual Report 2018-2019

Submitted by: Rev. Eve Stevens, Minister

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These have been a wonderful opportunity for families to get to know one another and for parents to experience worship with their children.

I've started to bring the lens of Family Ministry to worship preparation, exploring ways to ensure all ages can engage together in a meaningful experience that can also feed the collective spiritual life of our families. It is challenging to create a Sunday service that has the depth in content that adults come here seeking, while also ensuring younger children feel welcome and engaged. The experimentation continues.

In May we had our first ever Family Retreat at Camp Canaan in Rock Hill, SC. Friday evening of the retreat our Middle School and High School youth stayed overnight, sharing in vespers, games, and relationship building. Saturday morning, our youth helped welcome families to the retreat. We began the morning with a workshop for all ages to help participants identify their core values as individuals, then as families, and then to explore as a family how they might better align the way they spend their time each week with those values. The afternoon included worship as well as a climbing wall, archery tag, field games, water play for toddlers, hiking, arts and crafts, board games. We ended the day with s'mores and songs.

The retreat was an inspiring experience. I caught a glimpse of what it would look like to have people of all ages engaging in meaningful spiritual growth, play, and a shared sense of community. This experience will guide us as we begin to imagine what Family Ministry opportunities will be next congregational year.

INTERSECTIONAL JUSTICE

Annual Report 2018-2019

Submitted by: Jay Leach, Minister

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The 2018 – 2019 congregational year marked the transition of our former Social Justice Team into our newly formed Intersectional Justice Team. The name change is reflective of the deep learning that has been occurring in the congregation. Many members now understand that the injustices about which we are most deeply concerned “intersect” thus compounding their impact on the lives of individuals and the community.

Members of the initial team included: Barbara Conrad, Ann Doss Helms, Dustin Taylor, Megan Van Fleet, Dave Walsh and Janet Zick along with professional staff members Jay Leach and Doug Swaim.

The transition to this team also reflects a new approach to our work in the larger community. While celebrating the benefits of our prior efforts, we are now engaged in a very different understanding. First, we now see our role as partner/ally/accomplice, those following the lead of partners in the larger community who call us into particular aspects of their work. Secondly, we are seeking to be involved in efforts that don't simply meet individual needs but that create possibilities for systemic change. Third, our work is being informed by certain “guiding principles,” understandings of both how we will go about our work and the ultimate aim of our efforts. Perhaps the most important of these asserts that those who are most deeply impacted by the injustices about which we are concerned have the most authority in both naming the problem and in proposing the solutions.

The work of this team begins with the creation of our “core groups.” Following on last year's deep learning in our Environmental Justice and Racial Justice Core Groups, this year new groups of members spent months exploring Cultural and Economic Justice in monthly sessions augmented by work in between sessions. Last year's core groups gave rise to an Environmental Justice Engagement Group and a Racial Justice Engagement Group. These are small groups of members who, acting on their learnings from within the core groups, then seek appropriate partners within the larger community.

Late this winter, our Racial Justice Engagement Group identified our initial three partners—Madeline McClenney and her work through the Exodus Foundation, Kristie Puckett Williams and her work on the staff of the ACLU, and Robert Dawkins and Bree Newsome who help coordinate the work of the Housing Justice Coalition. As of this writing, sizeable groups of our members are being trained to engage in the work to which these partners are now calling us as a congregation.

In time, we anticipate a wide array of ways for UCC members to be involved in our intersectional justice work. We'll continuing on an annual alternating basis to offer core groups, returning in the coming year to a focus on environmental and racial justice. We'll continue calling core group learners to lead us in identifying new partners through our engagement groups. And, we'll continue urging members to commit to being as involved as possible in our efforts to support those doing transformational work in the larger community.

MEMBERSHIP TEAM

Annual Report 2018-2019

Submitted by: Kelly Greene, Membership Coordinator and Staff Liaison to the Membership Team
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The Membership Team looks for ways to improve the welcoming and engagement of visitors, new members and existing members. Cecily Manejwala, Phyllis Bertke, Tara Anderson and Rich Greene served on the Membership Team this year. Kelly Greene was the staff liaison.

Membership

- As of April 30, 2019, membership is down to 631 from 671 as of April 30, 2018.
- From May 1, 2018 to April 30, 2019, we added 27 new members. That is 10 fewer than we added in 2017-2018. These new members bring thirteen school-aged children, up from the nine children we added last year. Only one of our new members is a person of color. Eight new members were involved in other UU congregations before joining this one. Our newest members have quickly become involved in the life of the congregation, with all but five regularly attending services and other programming, volunteering or giving generously.
- From May 1, 2018 to April 30, 2019, we also removed 70 members, which was 19 more members than were removed in 2017-2018. Of the 70 removals, 30 requested to be removed, 18 were Board removals, 13 members moved and nine members died. Requests to be removed from membership were up to 30 from 13 last year. Of those 30, one said they lived too far away, two joined a UU congregation closer to them, three said they can't find the time to attend, two said their kids didn't want to attend, eight noted they are now on a different spiritual path, two mentioned a lack of friendships here, four are not in agreement with the direction of the congregation, eight told us they were resigning but did not explain why. The number of people who did not explain why they left is down from 21 last year. This improvement is due to the exit interviews done by the Membership Team.

Visitors

- From May 1, 2018 to April 30, 2019, 246 visitors completed yellow visitor cards. That is 92 fewer than the previous year. This is the third year in a row that we have had fewer visitors than the year before. 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.
- 34 visitors attended *Getting to Know Us* sessions. This is down from 63 in 2017-2018.
- 16 attended *Meet a Minister* sessions. This is down from 26 last year.
- 10 attended *Discovering the UUCC*, which is down from 31 last year. We held one fewer session and had only four people express interest in a scheduled session that was cancelled.

Membership Engagement and Volunteering

- Approximately 37% of members volunteered in at least one role in 2018-2019, compared to 39% last year.
- The Membership Team continues to contact members they notice are no longer attending. We let them know they have been missed, invite them back and welcome any feedback they will share.

MUSIC

Annual Report 2018-2019

Submitted by: John Herrick, Director of Music and Staff Liaison to the Music Team
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Music Program Staff and Volunteers

John Herrick, Director of Music

Donna Fisher, Children's Choir Director

Kaarin Record Leach, Choir Accompanist and Keyboard Substitute

Laura Hamilton and Jane McLaughlin, Music Librarians

Music Team: Lisa Lackey (Chair), Kathy Allen, Peggy Henderson, Rob Katz, Patrick Sullivan 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 5. The Children's Choir resumed rehearsals in mid-September. The Youth Singers choir, comprised of 7 middle and high school singers was organized for Music Sunday, May 5. The Adult Choir has 40 active singers, and the Chamber Choir, an auditioned ensemble, has 15. The Children's Choir has 20 singers.

Handbell Ensemble

The Handbell Ensemble, consisting of 10 ringers, participated in six services this year, including Christmas Eve. Two ringers have been on leave-of-absence this year due to health and family concerns.

UUC Band

Now in its second year, the UUC Band infused musical energy into our services. The group performed four Sundays this year. Band musicians added instrumental accompaniment—percussion, bass, guitar—in services throughout the year.

Southeast District Choir Festival

On Saturday and Sunday, September 29 and 30, 20 singers from the UUC traveled to Winston-Salem to participate in the Southeast District Choir Festival. Singers participated in an all-day rehearsal for the services the following morning, and on Saturday evening performed several selections for an appreciative audience. Because of the time commitment for the festival, the annual fall retreat was not held.

MUSIC

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Submitted by: John Herrick, Director of Music and Staff Liaison to the Music Team

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Outreach

On Sunday, August 26, we held our first summer outreach concert at Curis (formerly Avante) and the new Windsor Run, where a number of our retired members now reside. We sang for a large group at both locations, then enjoyed a potluck at the home of Sage and Dale Brook. On Sunday afternoon, December 2, 24 singers from the choir participated in a caroling outreach program, performing for UUCC members and other guests at the Brookdale Carriage Club and at nearby Curis. A holiday gathering was held for the singers afterwards at the home of Ellen Holliday. On Sunday, February 10, 20 singers and John Herrick took a "Singing Valentine" outreach program to Brookdale Carriage Club and Royal Park in Matthews. The singers were received warmly at both locations. The singers gathered for dinner at Pizza Peel following the concerts. The Music Team is planning another summer singing outreach for 2019.

Concerts and Guest Musicians

The Music Program hosted a UU College of Social Justice (UUCSJ) benefit concert on July 14 with singer songwriter Dave Nachmanoff, UUCC member Pete Moore and his sister, Liz Bligan. Over \$2,000 was raised for the UUCSJ. The program hosted David Tan's Vox Ensemble in an Icelandic music concert on Saturday, October 20. On Saturday, December 15, the program hosted Yulefest 2019, an evening community potluck and concert with musicians from the congregation. On Saturday, January 26, the program hosted a special program on race in America, entitled "Deeper Than the Skin." Performer/story-tellers Reggie Harris and Greg Greenway inspired the audience of 150 with their songs and firsthand accounts of racism in this country. Prior to the concert, the Community Building Team hosted a community potluck. On Saturday afternoon, April 6, Emily and Rob Katz organized our first Musical Rumpus, with dedicated music time for children, followed by a community potluck and coffeehouse. On Sunday afternoon, May 19, the program hosted Lily Wei Ye in a solo violin recital, followed by a reception.

Guest service musicians included folk/rock singer Shana Blake and guitarist Keith Shamel, violinist Sabu Yamamoto, singer Emily Witte, singer/songwriter Dave Nachmanoff, and singer/songwriter Greg Greenway.

Music Sunday

This year's Music Sunday, "Singing for a Better World" fell on May 5 and offered songs from around the world focusing on justice, freedom and a deep connection to our planet. Both the 9:15 and 11:15 services featured our Adult Choir, Chamber Choir, Youth Singers, Soprano/Alto Chorus, Tenor/Bass Chorus, soloists and musicians. Musicians included soloists Mary Hackenberg, Laura Hamilton, Cindy Hammond, Lisa Lackey, Susan McClelland, Jenn McLeod, Pete Moore, Wendy Pond and Doug Sea, with recorder player Kathy Allen, pianist Kaarin Record Leach and percussionists John Burns, Fred Hutchinson and Cate Stroud. John Burns additionally played the didgeridoo. Musical highlights included "Sesere eeye" from the Torres Strait Islands, "Barso Re" from India, the Kenyan-inspired "Sisi ni moja," "Solid Rock" from Australia, "The Island" from Ireland, the Celtic and African-inspired "Adieumus," "Umi Sono Ai" from Japan, and "Profetiza, Pueblo Mio" from Mexico.

MUSIC

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Acknowledgments

Many thanks to our talented music staff – John Herrick, Donna Fisher and Kaarin Record Leach – 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, Kathy Allen, Peggy Henderson, Rob Katz, Patrick Sullivan 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.
- **UUC Band:** Coordinated by John Herrick, members include Rich Greene, Emily Greene Katz, Rob Katz, Lisa Lackey, Jim Lay, Sheila Lay, Susan McClelland, Pete Moore, Mike Raible, Ben Schomp, 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 20 singers.
- **Youth Singers:** Directed by John Herrick, this group comprised of middle and high school students sings annually for the Music Sunday service. 7 singers.

WORSHIP TEAM

Annual Report 2018-2019

Submitted by: Jay Leach, Minister

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The 2018 – 2019 Worship Team included members Michael Amy Cira, Mic Elvenstar, Lisa Lackey, Lee Movius, and Judy Weingarten along with professional staff members John Herrick, Jay Leach and Eve Stevens. The group met monthly on the first Thursday evening of each month.

This year's team continued the process of providing general oversight for our Sunday services and offering specific feedback on each service that was offered. The team continues to have a significant role in shaping the overall approach to worship at the UCC. Its observations and suggestions contribute a much needed "member perspective" on both the form and content of our services.

The team began an in-depth conversation about potential enhancements to our sanctuary. This was prompted by a Memorial Endowment Trust grant providing for the possibility of hiring a design consultant to make our space more inviting and aesthetically engaging. This process was put on hold as the team delved into an even broader reaching conversation about the optimal use of our Sunday mornings here. We anticipate continuing both conversation in the coming year.

Some members of the team participated in this year's weekend-long anti-racism training. That led the team to reflect on what it might mean to evaluate worship benefitting from an intentional focus on becoming an anti-racist congregation. That conversation too is a work in process.

Amidst the intense work of this team, a bond was formed that allowed for deep and poignant sharing among the team members at the beginning of each meeting. This became an important part of meetings as members offered honest glimpses into the joys and sorrows that define their lives.

DIRECTOR OF ADMINISTRATION REPORT

Annual Report 2018 - 2019

Submitted by: Doug Swaim, Director of Administration

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From my perspective, this congregation continues to make solid progress against the goals we have set for ourselves under the exceptionally strong leadership of minister and colleague Jay Leach, and with the important addition and support of second minister and colleague Eve Stevens. We are the beneficiaries of a talented and committed professional staff and a dedicated and generous core of fully-participating, fully-committed member volunteers.

Further Steps to Implement Our Vision and Our Board's "Call to Action"

Three year's after adopting our "new" 25-year vision, and following the prompts provided by our Board in their "Call to Action," we are making substantial progress putting into place structures and programming that are enabling us to be true to that vision. This past year the new Economic and Cultural Justice Core Groups provided vehicles for interested members to do deep study in preparation for action that will seek to address systemic injustices and work for transformative change. Following deep study of racial and environmental justice last year our Racial and Environmental Justice Engagement Groups have sought out partners for our work and have recently begun to introduce those partners and specific opportunities for engagement. The new Intersectional Justice Team is finding its feet as it seeks to evaluate and coordinate our justice work. These early steps are difficult and somewhat "messy," but they represent significant progress and signal our deep commitment to our vision.

Progress Against Deficit Budget and Overall Financial Picture

In June of last year we adopted a budget that forecast an operating deficit for FY18-19 of over \$76,000. The deficit was caused by increases in personnel expenses, resulting primarily -- but not entirely -- from the addition of our second minister. It is important to note that the projected deficit was no surprise -- that, in fact, in committing to hire a second minister, the UUCB Board had foreseen the potential for two years of operating deficits, and had resolved to cover those deficits out of our reserves, up to a total of \$105,000, which was thought to be about a-year-and-a-half of the second minister's costs.

We budget conservatively and have a history of "doing better than budget." We also had the hope that with year-round pledging starting up in September, increased pledges would help reduce the deficit as the year progressed. At this point, with ten days remaining in May, it appears we will indeed do better than budget, although perhaps not as well as we would have wished. We now project we will end the fiscal year with a deficit in the range of \$40,000-\$50,000 -- so, \$26,000 to \$36,000 better than budget. Almost all of that gain will be due to under-spending, primarily in our personnel and programs lines. Disappointingly, our income, including current year pledge income which is the largest component, is running below budget by about \$22,000, or just under 3%.

Year-round pledging offers the opportunity for "more stewardship conversations" and the opportunity to move the needle on expected income throughout the year. However, we have to admit that it also comes with downsides, one of which is *added uncertainty*. The pledge cycles of most of our members now straddle fiscal years, and although we still have their promises to pay -- same as before -- no one promises to pay on a particular schedule, and so we do not know for certain in which fiscal year it will come in! If not in this fiscal year, then we can only assume in the next.

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At the Congregational Conversation on June 2nd, three weeks from now, the membership will be asked to adopt another deficit budget. This time, for the 2019-20 fiscal year, we forecast a deficit of \$58,000. We project that income will be “up” slightly (2.6%) due primarily to the boost from this year’s new members and their pledges. We’re doing our best to keep expenses as flat as possible. Inescapable increases (health insurance, other personnel related) are partially offset by decreased utility costs (see “Greening Campaign” below), so the overall increase in expenses is projected at just 0.6%.

Several years of surpluses, plus several years of budgeted contributions to our reserves, leaves us in good shape to absorb these deficits. If we end this year with a deficit of \$45,000, and end next year with the full projected deficit of \$58,000, our reserves will remain above \$150,000 (not counting any other draws on reserves). Clearly, however, “something’s got to change” soon. Either we increase income -- through increased generosity or by attracting additional members -- or we cut expenses. And none of the options for materially reducing expenses is very attractive.

Membership Transition

After “plateauing” at just under 700 for several years, our adult membership has over the past two years slipped to about 630, a 10% decline. I’m sure there are many reasons for the decline (congregation “aging out,” societal trends and, perhaps, some dissatisfaction with our “new direction”); however, one can also see the transition we are going through in a positive light: First of all, total member pledges continues to increase. This is due to the fact that the new members we gain more than make up for the pledges of members we lose -- we are trading less committed and supportive members for more committed.

The fact that we are in a strong position today is undeniable. As one long-time member recently put it, “We know where we are going, we have hired a wonderful second minister who perfectly complements Jay, and our finances are strong. We have a great story to tell!” The logic is inescapable and we are following it: we have committed to embark on a new program of “outreach” in an effort to build our congregation (see MET “Re-branding and Outreach” grant project below).

Impact of MET Grant Program

Our endowment is now valued at well over \$700,000 and for the last several years has been funding important improvements and programs that would not have been possible through the operating budget. Without a doubt the Memorial Endowment Trust’s (MET’s) grant program is making a huge -- and hugely positive -- impact on the congregation. In this past year alone it has funded a much-needed renovation of our fellowship hall (Freeman Hall) and a second round of anti-racism training so that 80 members of the congregation have had that powerful experience.

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Although it has yet to be publicly announced, the MET has awarded a grant for the upcoming year for a potentially momentous project with the working title, “Re-branding and Outreach.” The project will have four parts: consideration of the name of our institution; re-branding; new signage; and “outreach,” or marketing. We will soon embark on a summer series around names and naming designed to set us up for consideration of our name early next fall. The preliminary plan is to find someone from the UUA to play the role of “objective outside party” to facilitate the potentially sensitive process of consideration of our name. And the project moves on from there: to re-branding, new signage and outreach/marketing. It has been a long time since this congregation has done any outreach. This will be an interesting exercise indeed.

Frustratingly Slow Progress on Website “Refresh”

We have an excellent website that was developed five years ago and launched four years ago. During the summer of 2018 we began a process of “refreshing” the website with several goals in mind:

- make the website more useful for members, less oriented to “wanderers and seekers”
- incorporate our new focus on intersectional justice
- incorporate a newly formatted, web-based *Soundings*
- update photography
- rely less on highly-customized templates and in doing so take control over the design and management

What we initially expected would be a three- or four-month project has now taken up the better part of a year. During that time a dedicated “Website Refresh Task Group” has met multiple times per month to guide the process and critique prototypes that have been developed, first, by an outside consultant and, more recently, by a talented staff-member who has assumed technical leadership of the effort. We are now making progress and hope to have the new website ready for launch by the beginning of the new congregational year in September. Admittedly, the pace of progress on the project has been extremely frustrating.

Successful “Greening Our Facility” Capital Campaign and Green Sanctuary Designation

About five years ago, a Green Sanctuary interest group was formed under the leadership of long-time member and professional environmentalist June Blotnick. One of the first things the group did was to lobby for an energy audit of our facility by Interfaith Power & Light (a faith-based nonprofit first organized in California). The audit was conducted in 2015 and the audit report provided us with a road map for making our facility more energy-efficient. One of the audit’s recommendations was that we install solar panels on our roof. At the time, that seemed like an expensive and less-than-practical goal. Many of the easier-to-achieve recommendations involved converting various kinds of lighting to more efficient fixtures and bulbs. Over the last four years we have focused on the lighting improvements.

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Submitted by: Doug Swaim, Director of Administration
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During 2018, in keeping with a newly-adopted ends statement that calls on the congregation to make environmental stewardship a priority, we committed to a “Greening Our Facility” project that would include putting solar panels on our roof and converting all our lighting to LEDs. After obtaining bids on both parts of the project, the initial budget was set at \$45,000. In December I went to the UUCB Board seeking authorization to spend out of reserves to fund the project -- but only after conducting a capital campaign to raise as much of the \$45,000 budget as possible. At the time we thought we could raise at least 50% from contributions.

The project officially kicked off in December and January when we signed a contract with RED Group (Renewable Energy Design Group) for the solar installation and applied to Duke Energy for a rebate to bring down the cost. Then we organized a capital campaign leadership group which set about planning for the campaign which would run the month of April -- Earth Day/Month. Installation of the solar array also began around the first of April. In the end we ran the campaign for about six weeks. We officially concluded and “flipped the switch” on solar power generation on Sunday, May 12. One hundred and twenty members contributed or pledged support and we succeeded in raising the full \$45,000 budget.

The conversion of our lighting to LEDs is scheduled for the month of July when it will be least disruptive to activities including Open Door School.

One of the most gratifying parts of the project is the reduction in utility costs that we will see. The utilities line in the budget for FY19-20 is lower than this year's by about \$5,000.

Also on May 12, June Blotnick announced to the congregation that we have been certified as a Green Congregation by the UUA. This achievement represented the successful conclusion of a multi-year effort spearheaded by the members of the Green Sanctuary group, and effort which also coincided with our re-commitment to “environmental transformation” as set out in the 2016 vision statement.

In Thanks

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. 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 2018-2019

Submitted by; Michael K. Raible, Chair

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

- The team has completed the planting and paving of the Hardwick curb.
- Our project for a MET grant to create consistent signage was completed this year.
- We have also coordinated with the other teams that received grants for furniture replacement and the revitalization of the foyer including the floor covering.
- We applied for and received a MET grant to refurbish Freeman Hall. That project was completed this year.
- We participated in the successful Greening Our Facility campaign to place a solar array on the roof of the sanctuary and replace the lighting in the facility to a “greener” alternative.
- We compiled a list of projects that need to be done in coming years and prioritized that list.

What’s next?

- We still hope to get involved in documenting and publicizing our energy usage on a monthly basis in the hope that awareness will lead to conservation.
- There are several projects on our project list that are safety issues that should be done in the coming year.
- We need to do a better job of planning and funding critical needs. It is somewhat naïve to fund capital projects from the fund balance or the MET grants. We have always believed that there should be a capital project line item in the budget. Perhaps the successful capital campaign this year is an alternative.

Thanks for your support.

Michael K. Raible

for the Building and Grounds Team

COMMUNICATIONS TEAM REPORT

Annual Report 2018-2019

Submitted by: Belinda Parry, Administrative Assistant and Staff Liaison to the Communications Team
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The Communications Team was chaired by Scott Royle this year. Other team members were Joe Argent, Courtney McLaughlin (resigned mid-year), Paul Nisely, and Nancy Pierce.

At the request of the UUCB Board, the team envisioned and drafted a campaign designed to educate the congregation about our Vision, Mission, and Ends and how the three relate/work together. This campaign appears to have been tabled for the moment.

Likewise, the team's exploration of a new tagline is on hold.

The team provided graphics and advise for the Greening Our Facility Campaign. Joe served as liaison between the Communications Team and the Greening Our Facility Team.

The team provided, and continues to provide, feedback on the ongoing website refresh project. Nancy and Paul have offered their assistance to Chris Clark and Denise Weldon in creating and organizing a UUCB photo library for use by staff and teams for the website, UUCB publications, and marketing.

FINANCE

Annual Report for 2018-2019
Submitted by: Randy Whitt, Chair
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The Finance Team for the fiscal year of 2018-2019 has been Chaired by Randy Whitt. Other members of the Finance Team include Jeff Barnes, George Ladner, Warren Tadlock, and Mary Ann Hendrick. 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 again for the 2018-2019 fiscal year that the UUCC usually outperforms the annual budget. For the current (2018-2019) fiscal year the operating challenge has been greater because the UUCC started the fiscal year estimating a loss of more than \$75,000. It appears that there will be a loss for the fiscal-year, but it is expected to be approximately \$30,000 less than what was expected. The very important budget process has been very effective for many years and has proved to be more challenging with the year-round pledging, but the coordinating team and staff has met the challenge to continue to prepare detailed, accurate and well-planned budgets.

The Finance Team works closely with Doug Swaim and the UUCC Coordinating Team, and some of the issues we addressed this past fiscal year, in addition to the monthly financial statements, are as follows:

1. We spent a lot of time this year discussing the possibility of a Capital Campaign to purchase solar panels for the UUCC. In addition to solar panels the capital campaign would include other “greening” enhancements such as replacing much of the lighting with low energy, more efficient LED lighting. In addition, we considered other significant expenditures to include in a Capital Campaign, but eventually decided that this would not be the year to take on too much. We settled on a Capital Campaign in the range of \$40,000 to \$45,000 to pay for the solar panels and the new lighting. The project is still in progress as of the time of this report, but the solar paneling installation is essentially complete.
2. The Finance Team discussed the possibility of the UUCC purchasing a new server and updating the network security protocol. A new server was purchased and installed and is operating smoothly. The UUCC staff has completed a thorough review of the UUCC network security and has prepared a preliminary detailed Network Security Policy. The Policy is in the process of review and will be completed soon.
3. The Finance Team and the Coordinating Team continue to review the financial relationship between the Open Door School (ODS) and the UUCC. The UUCC is reimbursed by the ODS for expenses the UUCC pays on behalf of the ODS, and the monthly obligation was reviewed and analyzed, and an amount was reestablished to what is believed to be a fair share calculation.

FINANCE

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4. The Team continues to discuss and monitor the year-round pledging and to try and make the workload less for the staff and volunteers. The UUCC is in its second year of the year-round pledging and there are still challenges interpreting the information accumulated and how it can be used effectively for the annual budgeting process.
5. The Finance Team completed an internal financial audit of the Memorial Endowment Trust (MET) for the calendar year 2017. The internal audit for the MET for 2018 has not yet begun.
6. The Finance Team also monitors with the Coordinating Team any potential capital expenditures that are usually suggested by the Building and Grounds Team. Those possible expenditures are prioritized, and it is determined what funds are available to proceed with any of the capital expenditures.
7. The Finance Team did an analysis of expenditures over the past 10-15 years to determine what capital (larger) expenditures the UUCC has paid for from our reserves, and still manage to keep the reserves intact. The total expenditures totaled \$489,055.
8. Each year the Finance Team discusses the disposition of any annual surplus with the Coordinating Team, and any potential uses of the Reserves. The UUCC will be completing this fiscal year without a surplus, but it was expected because of personnel additions.

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 anything a UUCC member believes 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

2018 Annual Report (For Calendar Year 2018)

Submitted by: Richard Pratt, Chair of MET Board of Trustees

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The **Mission Statement** of the Unitarian Universalist 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.

At a regularly scheduled meeting held on June 3, 2018, the congregation of the Unitarian Universalist Church of Charlotte (UUC) adopted the amended and restated Unitarian Universalist Church of Charlotte Memorial Endowment Trust Agreement (the 2018 Agreement). The 2018 Agreement made only minor technical amendments to the prior agreement adopted by the congregation in 2014 (the 2014 Agreement). As required by the 2018 Agreement, the MET Board submits the following annual accounting and report to the UUC:

MET Board of Trustees

Mike Long

Patrick McNeely

Richard Pratt - chair

Laurie Reed

Joy Bruce

Legacy Society Membership

The Legacy Society consists of those UUC members who have designated the MET as a beneficiary in their will, retirement plan documents, life insurance or other legacy documents. As of December 31, 2018, there were just about 80 Legacy Society members: couples or individuals who have included the MET in their estate documents.

Donor Development

Our strategy is to promote the MET to the members of our congregation throughout the year by 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.

On approximately a quarterly basis throughout 2018, 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 conjunction with those articles, the MET Board set up and staffed a table in Freeman Hall

MEMORIAL ENDOWMENT TRUST
 2018 Annual Report (For Calendar Year 2018)
 Submitted by: Richard Pratt, Chair of MET Board of Trustees
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following the Sunday services to distribute material on Legacy Giving and talk with members about the MET. The materials included information about the UUA administered Legacy Challenge Program which will make a matching contribution of up to 10% of any new legacy gift commitments made to the UCC or MET during the campaign. The \$5 million allocated to the campaign has been fully allocated and thus the program ended in 2018, earlier than the original December 31, 2020 end date. During the program, 5 UCC members made qualifying legacy gift commitments. As a result, the MET will receive \$19,500 in matching contributions from the UUA as early as the Fall of 2019.

The MET Board helped with the planning and program materials for a three session End of Life Decisions class in June. Richard Pratt presented a summary of the MET to the class in the last session. In November of 2019, the MET Board prepared and mailed to all UCC members a profile of Carol Hartley and Tom Cole who recently included the MET in their estate planning documents. Later in November, Richard Pratt made an announcement during both Sunday Services about the MET. Members of the MET Board staffed a table in Freeman Hall following the services.

In 2018, the MET received 36 gifts and bequests in memory of or to honor UCC members or their families. The total of the gifts and bequests for 2018 was \$5,650. 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
2018	\$5,650

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 UCC Finance Committee or its appointee. During 2018 the UCC Finance Committee completed its 2017 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 "UUCEF").

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 Submitted by: Richard Pratt, Chair of MET Board of Trustees
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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. Mindful 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, 2018

As of December 31, 2018, the MET assets consisted of \$689,172.59 in an investment account and \$16,871.35 in a checking account for a total of \$706,043.94, which represented a decrease in the market value of the MET assets from 2017. The decrease in value is due in part to the poor performance of the financial markets in the later part of 2018 and in part to the timing of the funding of grants. 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
2018	\$706,044

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2018 Grant

The MET is authorized to award grants to UUCS Teams or other recognized groups within the UUCS totaling up to 5% of the value of the assets in the MET Trust. 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 \$600,000 as of the preceding December 31.

In 2018, the MET awarded three different grants totaling \$35,000. \$11,000 was awarded to the ARES Team to underwrite the cost of another two-and one-half day professionally led Workshop on Racism for 40 UUCS members; \$20,000 was awarded to the Building and Grounds Team towards the cost of redecorating the Freeman Hall; and \$4,000 was awarded to the Worship Team to explore a redesign of the pulpit area in the Sanctuary.

Originally, the value of the MET Trust was determined by taking the average of its value on the last day of each month over the prior calendar year. Consistent with the terms of the Trust the MET Board decided, beginning in 2019, to value the Trust by taking the average of its value on the last day of each month over the prior 3 calendar years. This approach will provide a more consistent sum of money for grants each year.

2018 Revenues and Disbursements

A summary of the MET Revenue and Disbursements for 2018 is as follows:

Revenue		
2018 Income (Dividends and interest)		\$10,400.62
Contributions and bequests		\$5,650.00
Total Revenue		\$16,050.62
Disbursements		
Advisory fees	(\$8,635.94)	
Trustees expenses (printing, stamps, insurance, etc.)	(\$ 713.61)	
Grants paid during 2018 (\$16,300 of 2017 and \$20,000 of 2018 grants)	(\$36,300.00)	
Total Disbursements		<u>(\$45,649.55)</u>
Excess of revenues over disbursements		(\$29,598.93)
Realized and Unrealized gains/losses in market value for 2018		<u>\$ (38,731.94)</u>
Increase/Decrease in MET assets for 2018		(\$68,330.97)

Other Memorial Endowment Trust information:

On June 30, 2018, Cathlean Utzig completed her second term as a Trustee of the MET and Joy Bruce was appointed to the MET Board effective July 1, 2018. With her accounting knowledge and experience, Joy has ably provided the necessary accounting expertise needed to manage the MET and its funds.

STEWARDSHIP

Annual Report 2018-2019

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

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Members of the Stewardship Team include: Ben Baxter, Fred Dodson, Kelly Greene, John Herrick, Neal Sigmon and Jim Van Fleet. Fred Dodson is the chair and Kelly and John are the staff liaisons.

The Stewardship Team is 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 takes 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.

We're in the second year of year-round pledging, in which the congregation is broken into ten pledging groups, September through June. At the time of submitting this report, pledges from the May and June groups have not been collected; however, we can report the following:

- Pledging amounts have increased minimally, by about \$2,000, for the fiscal year ending in June 2019, bringing the new pledge total for FY2018-19 to \$842,393. However, despite congregational membership dipping to 631, generous pledges from new members and \$7,900 resulting from targeted "second-plea" asks by staff members in March and April have increased the annual total that we can budget for FY2019-20 to \$865,696. This represents an 8.6% increase over the pledge total of \$797,222 from two years ago. The team credits year-round pledging with its constant stewardship message for part of this growth.
- Of those who have received stewardship materials, the average monthly response rate is 68%, 5% above last year's average response rate of 63%. We attribute this positive change to an increase in canvassing. Kelly Greene follows up with active members who do not respond to the stewardship campaign to confirm their participation and to encourage them to increase their pledges. Kelly also keeps a watchful eye on members whose participation has lapsed and is in communication with them.
- On February 2, the Stewardship Team hosted a stewardship event at the Goodwill Opportunity Campus on Wilkinson Boulevard. Approximately 53 members attended and were treated to food and drink and a tour of the campus. The event was made possible in part by UCC member Michael Elder, former CEO and President of Goodwill Industries of the Southern Piedmont.

The team is working to reinvigorate the stewardship campaign for next year, especially in light of the \$45,000 raised in the recent UCC Greening Capital Campaign. While we will be losing chair Fred Dodson, who rotates off at the end of this year, we've had new interest from members in serving on the Stewardship Team.

OPEN DOOR SCHOOL (ODS)

Annual Report 2018-2019

submitted by Cindy Thomson, Chair, ODS Managing Team

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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 school operates under the UUCC tax status and is governed by a Managing Team, charged with 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 Family Community Association (FCA) and the Director of the school (ex-officio). This year the team included Gillian Baxter, Meghan Beverley, Roger Coates, David Flynn, Cindy Thomson, Doug Swaim (UUCC staff), Mary Beth Foster (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 85 children. Of the 102 children attending ODS, there are 7 children with diagnosed special needs/conditions and 24 children from diverse ethnic backgrounds. Many are bilingual or multilingual. Families travel from 18 different zip codes to attend the school. At the present time, enrollment is at 97% 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 year ended 8/31/2018, a surplus of \$4,092 was reported. The budgeted revenue for fiscal year 2018-19 is \$528,799, 98% coming from tuition fees. Budgeted expenses are \$528,907 and are running favorable to budget as of March. This year the school is paying \$32,431 to the church in monthly installments for their fair share to cover facility costs. 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)

The FCA is a team of parent volunteers who work together to accomplish two goals: raising money for the Sue Riley Scholarship Fund and fostering community through educational, volunteer and social opportunities for ODS Families.

OPEN DOOR SCHOOL
Annual Report 2018-2019
submitted by Cindy Thomson, Chair, ODS Managing Team
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This year, the FCA continued to provide an arena for learning more about progressive education through adult education events presented by ODS teachers. The topics for these events included Intentional Parenting, The Complex Emotional Lives of Children, and Power Dynamics between Preschoolers. They empowered parents to move confidently beyond the world of ODS with School Options Night and Kindergarten Readiness Night. They fostered a sense of community amongst ODS Families by providing opportunities to gather and socialize like the Back to School Mix & Mingle, Springfest, and multiple Spirit Nights, which also brought in money for the school's scholarship fund. They enabled parents and children to serve their school and the greater community through Beautification Day and the annual coat drive, book drive and food drive.

One of the most important functions of the FCA is to raise money for the Sue Riley Scholarship fund. Continuing Sue Riley's mission of making ODS accessible to all children, the FCA voted last year to increase its annual fundraising goal from \$10,000 to \$12,000. Nine families received scholarships this year for a total of \$12,156. Fundraisers run by the FCA 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, Spirit Nights and, of course, our biggest effort of the year, the Silent Auction. This year's Silent Auction was by far our most successful to date, bringing in over \$8,000 for the school's scholarship fund. This record-breaking total has us well on track to reach our annual goal by the end of 2019. Unfortunately, in today's tough financial climate, the need for financial aid only increases year to year. As we move forward, we hope that our vital connection with the UUCG will enable us to bring in increased funds for the Sue Riley Scholarship Fund.

Sue Riley Scholarship Fund at Foundation for the Carolinas

Several years ago, to honor our founder Sue Riley, \$28,000 was raised for scholarships. A Quasi-endowment account was opened at Foundation for the Carolinas and has since been increased through contributions. The balance at the end of December was \$55,532. Each year a grant from the fund is distributed to the school that is used for scholarships. The school recently received \$2,612.