

**Unitarian Universalist
Community Church
Augusta, Maine**



**Annual Report
2016-2017**

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BOARD & COMMITTEE LISTS

BOARD AND COMMITTEE ON MINISTRY LISTS

Board Member List

President, Martha Naber
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naber@midmaine.com

Vice-President, Jill Watson
623-4537
Jillwatson223@gmail.com

Clerk, Abbie Lourie
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Treasurer, Janine Bonk
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Finance, Diane Smith Howard
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Member-at-Large (2017), Liza Gottlieb
409-1642 - lizarosegottlieb@yahoo.com

Member-at-Large (2018), Dylan Voorhees
Dylan.voorhees@gmail.com

Member-at-Large (2019), Karen Foust
441-8971
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Youth Representative, Sara Chapin
Gary's Phone: 485-1023
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Committee on Ministry List

Jeff Janell, Chair (2018)
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Debbie Mattson (2017)
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Marty Soule (2019)
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Jim Caldwell (2020)
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Committee List

Facilities, Chair

Don Naber
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Buildings & Grounds Work Group

Bill Allen, Chair
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Finance, Diane Smith Howard

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Fundraising, Chair

Catherine Palmer
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Invested Funds, Chair

George Lapointe
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Stewardship, Chair

Denis Thoet
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History, Chair

Helen Zidowecki
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Leadership Development, Chair

Doug Rooks
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Long Range Planning

<Committee is inactive>

Membership, Chair

Cheryl Ring
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Hospitality

Jill Watson
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Music, Chair

Hannah Faulkner
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Orchestra, Director

Dan Gilbert
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Pastoral Ministry, Chair

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Caring Cooperative

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Personnel Committee, Chair

Michaela Loisel
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Religious Exploration, Co-chairs

Christine Little
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Nicole Benoit

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Small Group Ministry, Chair

Beth Olsen (Nasberg)
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Social Activities, Chair

Cheryl Clukey
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Social Justice, Chair

Dale McCormick
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Augusta Food Bank

UUCS Rep., Becky Harvey
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Capital Area New Mainer's Project

Susan Parks (Steering Committee)
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Deb Mattson (Housing Group)

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Pam Lombard

(Literacy, Youth-to-Youth Initiative)
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Kennebec Valley Organization

UUCS Rep. (Roberta Record)
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Maine Unitarian Universalist Social Action Network (MUUSAN)

Dale McCormick, Co-Chair
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Neighbor to Neighbor Partnership

Jenny McKendry, Chair
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Website Work Group

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Worship, Chair

Noah Gottlieb
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Greeting

Richard Fisher
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REPORTS - OFFICERS AND STAFF

CLERK'S REPORT

UUCU Augusta Maine Church Annual Meeting June 5, 2016

Quorum Reached- 58 voting members checked in.

Introduction to Process and Announcements.

1. Nancy Fritz elected as moderator unanimously.
2. Annual reports voted in to be accepted unanimously.
3. Current Budget 2015-2016- Janine Bonk Treasurer presents info and answers questions. Motion to accept budget report passed.
4. Proposed Budget 2016-17 presented Questions answered. Pledges currently equal 155,000 but 162,000 is needed. Acceptance of proposed budget passes, looks unanimous.
5. Dog Rooks Leaders hop Development Chair introduces proposed leadership for next year.
6. A motion is made and passed to cast one ballot to accept all leaders of the church and committees. Motion passes, all leaders accepted.
7. Clarification – Summer program Coordinator is not a nominated role; the Worship Committee oversees this position.

Milestones Recognized –

Martha Naber and Gary Chapin, incoming and outgoing Board Presidents, present an honor to:

- Hannah Faulkner and Terry Cookson for their ongoing fundraising work.
- Kathy Shaw honored for her worship committee work.

Other Business –

Special Recognition goes to Reverend Carie for her deepening connection and personalized, extemporaneous worship, for integration of social justice to her co commitment to community presence, and her strong presence in community faith and her most fabulous boundaries.

Meeting Adjourned.

Respectfully Submitted
Abigail Lourie
Board Clerk.

NOMINATIONS – LEADERSHIP DEVELOPMENT REPORT

UUCC Nominations, 2017-18 Submitted by Leadership Development Committee

Board of Trustees:

President: Martha Naber
Vice President: Jill Watson
Treasurer: Nancy Fritz
Clerk: Karen Foust
Board member at large, term expiring 2019: Liza Gottlieb
Board member at large, term expiring 2020: David Rand
Youth Member: Sarah Chapin

Finance Committee:

Chair: Diane Smith
Member at large: Kathy Ann Shaw
Stewardship: No nomination
Invested Funds: Janine Bonk
Fundraising: Catherine Palmer

Committee Chairs:

Facilities: Don Naber
Building and Grounds Work Group: Bill Allen
History: Helen Zidowecki
Leadership Development: Gary Chapin
Membership: Kathy Kellison and Jani Clark, co-chairs
Music: Hannah Faulkner
Personnel: Michaela Loisel
Religious Exploration: No nomination
Small Group Ministry: No nomination
Social Activities: Cheryl Clukey
Social Justice: Dale McCormick
Worship: Noah Gottlieb

TREASURER'S REPORT

The FY17-18 proposed budget to be voted on at the June 4, 2017 Annual Meeting is included with this Annual Report. Hard copies of this proposed budget, as well as a FY16-17 budget update through May 31, 2017, will be provided at the Annual Meeting.

PRESIDENT'S REPORT

President's Report 2016-2017

Do you feel the excitement at UUCC? Do you experience vibrancy in the activities at UUCC? UUCC continues growing in so many ways to meet the wants, needs, and requests of "US". We are challenged by Rev. Carie to reexamine previous ways of being together and of our place in the neighborhood, city, state, and world of today. We are fed by worship, by social activities, and social action.

Change is in the air.....This church year has been full of changes and we are looking forward to continuing with this movement. Some of the activities or ways we have tried new strategies which demonstrate our commitment to support change have been:

- Greeters now are organized by the worship committee.
- Hospitality/coffee hour is headed up by the Vice President with a sign up calendar in Fellowship Hall.
- A new facilities committee is working on planning for long and short term campus maintenance.
- Fewer small groups are meeting with fewer members these days.
- A pilot RE intergenerational program is being planned to begin in the fall 2017 following a very successful RE retreat.
- Attendance at several UUA webinars has helped board members and church members gain new skills for leadership at UUCC.
- Our church building provided a warming center and snacks for those attending the Women's March in January.
- An interfaith worship experience was held following the presidential election of 2016.
- Rev. Carie brought her work of decolonizing faith to us and to many others in Maine
- New models of committee structures are being explored.
- The finances of the church are being transitioned to an accrual accounting system.
- Community concerts were held as fundraisers for the artists and UUCC
- New faces are seen in services on Sunday, and more children are attending the nursery and RE.
- As additional members join UUCC they are welcomed and enfolded into the church.
- The music program continues to enhance worship and social activities by offering wonderful choir and occasional orchestral music with a marvelous year end concert.

One goal the board continues to work on is to set up systems that provide transparency in all activities to the members and friends of UUCC. We want all at UUCC to understand how we operate, how the money is used, how decisions are made. We encourage your ongoing participation.

We are also using current information about church attendance and membership in the U.S. as we examine how UUCC can grow to meet the needs of more people. We know many families' routines have changed and Sunday is often very busy in ways other than church attendance. We are asking how to meet them in new ways. How can we be a resource for them to grow spiritually in today's world?

In this first year of being the President of the Board I want to thank all of you who have supported me by attending board meetings, by agreeing to be on a workgroup and by attending to the church's business on behalf of us all. The staff have been phenomenal as they work together to support UUCC in RE, youth work, music and the office administration. I also want to acknowledge how supported I have felt working with Rev. Carie. We have formed a great team to work on UUCC issues. I look forward to another year as your president. Thank you.

Martha Naber
President, Board of Trustees

MINISTER'S ANNUAL REPORT

Annual Report of the Minister
Rev. Carie Johnsen

Wow! What a whirlwind year! It seems like just yesterday we gathered for our water communion ceremony to celebrate the riches of a community committed to each other. Then... POOF! We are miraculously transported to the other side of the annual PeaceJam service and Coming-of-age service. We are once again planning for the Religious Exploration Recognition Ceremony, Annual Meeting, Flower Communion and summer lay-led services

Equally astonishing to me, I am completing my eighth year serving as your Minister. Eight years ago I was a newly minted minister; fresh out of seminary and eager to serve. Today I am a well-recognized spiritual leader in the greater Augusta community who feels blessed and proud to be serving Unitarian Universalist Community Church.

Eight years ago we embarked on a shared ministry. I was called to be an after-pastor minister with a charge to join with all of you in strengthening and building congregational systems and structures toward a vital, thriving and healthy community. In the wake of ministerial misconduct we were called into a shared ministry of healing and trust building which included developing safe congregation policies and practices, while strengthening administrative procedures. As Parish Minister and staff supervisor, I was charged with building a professional staff team rooted in Unitarian Universalist identity, professional guidelines/ethics and affirmed in covenant with each other and the congregation. Developing personnel policies, job descriptions, evaluation tools and grievance process was only a piece of this work. While there is always refining of practices and policies along with new learning to guide future outcomes, much of that administrative and personnel ministry has been accomplished. We have worked hard together to build a solid foundation for our ministry to thrive, and our ministries today are stronger than ever.

Just as one might expect, we have become a congregation whose past no longer defines its present. While we will always need to keep an eye on our history, it is no longer leading our ministry. Leap of Faith along with the Relevance Pilot project laid a foundation for us to stretch and grow into something bold and courageous. Our hard work and commitment to this faith community is bringing into being something new and something novel. Together we have and are becoming something new together.

Our conversations planning for the future are innovative, inspiring and thought provoking. Our justice ministries are well-respected in Unitarian Universalist, interfaith, non-profit and political communities on a local, state and national level. Our children and youth programs are experiencing a bit of growth. Our vision of who we want to be and what church will look like in the twenty-first century has been and is emerging organically and intentionally in the pews, in the streets and in hearts and minds of the people.

This annual report focuses on some of the exciting programs, conversations and visions beginning to take form in our community.

Justice Ministries

For eight years UUCC's committee structure has served this congregation well. People committed to keeping the church running smoothly have joined various committees to administer, strengthen and expand the vital and flourishing programs, initiatives and support tasks.

The one exception to this has been the social justice committee that each year struggles to find traction and a core group of people to attend meetings. In the wake of the Presidential elections, for the first time anyone can remember, the meeting of the social justice committee was overflowing with people eager to be part of a more compassionate and just future. People gathered and shared what was on their hearts and minds. They shared where their deepest convictions lay. They spoke passionately about their efforts to live their values. Then, one month later at the next meeting only a handful of people showed up. Now that is not to say people lost interest because (and let me be clear) they did not. Bottom line, people don't want to go to a meeting-- people want to take action.

People didn't show up because the committee model of doing social justice work was inadequate. People didn't show up because the committee model failed to meet the people where they were at. It failed to affirm and equip and fortify people who are showing up at the rallies, marches and state house hearings, volunteering at local non-profits, welcoming new Mainers, examining white supremacy and racism, writing letters to the editor, calling legislatures, serving meals, walking dogs, making phone calls. We cannot possibly even quantify the number of hours given by this community to strengthen the world community.

So Dale McCormick, Social Justice Chair and I spoke at length about a new vision to support, strengthen, empower, equip, and fortify the passionate engagement of our people and our values. As we began our deep dive into a variety of questions plaguing our thoughts, we quickly came to understand the committee model was a poor measurement of UUCC's success and impact on the local and world community.

The challenge in front of us is finding a new model for **Justice Ministry** at UUCC. A model that:

- helps people to discern their gifts and passions.
- supports people to better understand Unitarian Universalism and how to live their UU values in the world.
- supports people to articulate and share their deepest held convictions.
- equips and fortifies people to go back out into the world week after week after week.
- meets people where they are at, supports them to grow and stretch and be the person they are called to be in this aching and joyful universe.

Dale and I have just embarked on a journey leading thought provoking conversation about Justice Ministry. In conversation with justice leaders we are asking, "What do you need from your church—the people, the leaders, your minister – to be equipped to discern your gift/call/passion and live into it boldly week after week after week. We have begun the deep dive into curiosity and discovery. Stay tuned, the journey has only just begun.

RE Retreat > Wisdom Weavers > Faith Café: New adventures in faith formation.

It all began with a simple question: How will we remain relevant in the lives of families, children and youth? With declining church programs impacting congregations across the nation, I approached UUCB Board of Trustees and Religious Exploration Committee with the recommendation to plan a congregation wide religious exploration retreat. The recommendation for the entire community to be involved was central to the outcome. For our ministry to children and youth and their families to thrive, we would need the whole congregation on board with a new vision for doing church.

And so the journey began. A call to the New England Region to request a facilitator from our UUA staff led us to Kimberly Sweeny and a Saturday night retreat with 70 people of all ages present for a fast moving and lively engagement about the past, present and future of religious exploration. The information gathered filled the long hallway between the sanctuary and the fellowship hall. A small group of committed people gathered on Sunday to debrief and consider next steps. An even smaller group (Wisdom Weavers) volunteered to engage the information gathered, listen for the deepest longing within the community, and discern 1 or 2 items to implement in the upcoming year.

The deepest longings they heard:

- music, more music, and even more music from, for all ages!!
- greater understanding of Unitarian Universalism: the values, principles and sources.
- extended opportunity for multi-age engagement around food, fellowship, fun and meaningful activity.

Two distinct initiatives are being planned for next year.

1) The 2017/18 theme will be Unitarian Universalist Principles. This theme will be implemented in religious exploration classrooms, worship and soul matters packet.

2) On September 8th the Wisdom Weavers will launch the first of monthly **Faith Cafes**. These new adventures in faith formation will be planned monthly around the principles. Each new principle will be launched with a Faith Café event sponsored by various members, families, and groups in the congregation. The Wisdom Weavers will plan and organize the first event then mentor teams to develop subsequent monthly events. The expectation is simple: an evening of food, fellowship and meaningful activity for all ages. What the activity, engagement, or fun looks like will be up to the organizing group. It simply needs to be an inviting prospect for people of all ages.

As for MUSIC we will seek opportunity throughout the year to expand the music beginning with Faith Cafés and worship on Sunday mornings.

The Political Climate

I would be remiss if I didn't take the time to name the challenge of ministry during tense political times. The 2016 Presidential election brought new lessons in how to provide a neutral pastoral presence to a

congregation straddling various candidates, parties, campaigns and issues. The outcome of the Presidential election was for most UUCC members and friends an unexpected and unwelcome outcome. While some were unhappy, but not surprised, others were pleased and unsure how to express their joy. My ministry in the days that followed was mostly filled with people baffled, confused, grieving, and angry. There were members and friends who were traumatized and some found PTSD symptoms triggered. While it seems the silent voter showed up on Election Day to surprise a nation, so too, the massive emergence of advocates and activists in our churches, on the streets, and at the state house surprised the silent. Lives changed that day. Ministries shifted that day. The year has been challenged by the call to show up over and over again. People are empowered to stand up, speak out and fight back. Some are fatigued but most find strength in numbers and remain resilient in the call to be part of the democratic vision of balance of power and power in the people.

It has been an invigorating year. My call to ministry at UUCC is affirmed in our justice ministries, our innovative conversations, our thriving community, our commitment to this faith, and the grace and love of a community that cares for each other.

In faith,
Rev. Carie

Mid-Maine YoUUth – Safe Passages, Guatemala

Five Unitarian Universalist congregations (Augusta, Belfast, Bangor, Rockland, Ellsworth), 19 youth (six from Augusta) plus 6 advisors. After two years of monthly yoUUth meetings, a multitude of fundraisers, a few overnight and weekend retreats, the plan for six of our youth to spend ten days in Guatemala is just around the corner. Our youth include: Charlie Caldwell, Eli Spahn, Ben Hodgkins, Sarah Chapin, Phyllis Clark, and Karen Nielsen. Youth Advisor: Rev. Carie Johnsen.

The trip to Safe Passages is a unique opportunity for Unitarian Universalist youth from across mid-Maine to get to know each other while working toward the goal of supporting the mission of Safe Passages: *empower the poorest, at-risk children of families working in the community of the Guatemala City Garbage Dump, by creating opportunities and fostering dignity through the power of education.* Safe Passage a top-rated charity working in Guatemala City since 1999, brings hope, education, and opportunity to the children and families making their lives around the City's garbage dump".

For one week our youth will work in the schools alongside children and youth. They will take them on a field trip and facilitate a learning project helping them to learn, grow and explore the world.

Many of the members, families and friends at UUCC have supported the yoUUth by buying lunches at fundraising events, buying postcards and raffle tickets, and by contributing directly to the trip fund. We are incredibly grateful for the support UUCC has given to the Safe Passage initiative. Your support is making a difference in the lives of children, youth and families in Guatemala and in Maine.

And, last but not least, we are grateful for the opportunity to meet, engage and travel other UU youth in Maine.

All of the lasting relationships that are nurtured will last a lifetime.

For more information <http://www.safepassage.org>

ADMINISTRATOR'S REPORT

It has been my pleasure to continue to serve the UUCS Staff, Board of Trustees, Committees and members and friends of our church community for another year. I am honored to play a role in this community as we continue to evolve and extend our mission.

By: Lynn M. Smith

I plan to continue to improve office systems by:

Eliminate dual email entries. Generate the email list for the Weekly Bulletin and special announcements directly from our Database.

Update the **Church Calendar (on Google)** to reflect the space abbreviations implemented by the Communications Work Group this year.

Continue to expand our advertising policies and **media contacts** so that our special events can be advertised to the wider community by both printed media AND several online community calendars.

Website. Continue to work with Helen Zidowewski as needed to assume more responsibility of the regular maintenance of the Website.

Facebook (Social Media) Begin utilizing our Facebook page to reach more people for events and services.

Purge and/or shred old records once a Records Retention schedule is approved by Finance Committee and/or the Board of Trustees.

As part of my duties, I am to report on the following contracts and missions of the church.

Cleaning Contract

After working with Central Maine Cleaners ("CMC") since Oct. 2012, we awarded the contract to Clean Sweep (A Division of Motivational Services) in Augusta as of Oct 2016 reducing our costs from \$915 per month to \$754 per month. The contract includes: cleanings of all of our buildings at least once per week, cleaning supplies, roll towels and toilet paper, and a one-time per year carpet shampooing at the church and waxing of the Fellowship Hall floor.

Copier Contract

Our lease on the office copier expired in October 2016. After accepting bids from 3 local companies, we entered into a 5-year lease for a NEW copier in October 2017 through A-Copi. The lease is for a better copier and costs the church less on a month to month basis. We also contracted with A-Copi for the yearly copy contract at a cost of \$565.70. The contract allows for 70,000 b&w copies and 1,300 color copies. (b&w copies over 70,000 are billed at \$0.0068 per copy – color copies over 1,300 are billed at \$0.069 per copy). Overages on b&w and color copies are due at the end of the contract.

Sharing the Plate 2016-17

I am pleased to report on the congregation's commitment to our Social Justice program during FY 2016-17. Share the Plate donations are the collections generally taken on the 1st Sunday of each month.

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| Sep 2016 | Standing Rock Sioux | \$ 558.69 |
| Oct 2016 | MUUSAN | \$ 275.31 |
| Nov 2016 | UUSC | \$ 195.26 |
| Dec 2016 | Family Violence Project | \$ 501.31 (plus \$5 paid direct to FVP) |
| Jan 2017 | Augusta Warming Center | \$ 368.94 |
| Feb 2017 | CANMP | \$ 399.81 |
| Mar 2017 | Maine Council of Churches | \$ 204.00 |
| Apr 2017 | Kennebec Land Trust | \$ 248.89 |
| May 2017 | Black Lives of UUism | \$ 591.95 |

MUSIC DIRECTOR ANNUAL REPORT

By Bridget Convey.

My second season as Music Director at the UUCC comes to a close. I reflect on what wonderful music we have made together, in collaboration with the UCCCOO and other community musicians. We had several musical highlights already this season and I look forward to our Spring 2017 Community Concert, in collaboration with the UCCCOO, to take place on May 7th.

We have continued to learn and perform choral music of different styles and periods, as well as continuing our collaborations with instrumentalists within our UUCC community.

I continue to find great support and comradery amongst the musical community, which is a true joy. Our choir accompanist, Karen Foust, continues to be a patient and wonderful support to the choir. Her diligence and hard work are greatly appreciated.

Special mention of our guest instrumentalists is needed: Abigail Stratton (percussion), members of the Augusta Area Drum Circle, choral students from Erskine Academy, Dale McCormick (cello), Edith "Ish" Bicknell (EWI), Annie Nessen Voorhees (percussion), and Mary Simpson (flute). When asked, these instrumentalists were more than willing to assist with the choir pieces and their talents and time are so appreciated.

The choir and the UCCCOO collaborated more often this season. These collaborative services included: October 23rd, the December Music Service, February 5th (Stewardship Sunday), Easter and the Spring 2017 Community Concert (to happen on May 7th). When our musical forces join, great things happen!

We are so fortunate to have such a large musical community under our roof. I am looking forward to next season.

The choir has welcomed several new members this season, which is so wonderful. We look forward to welcoming even more new members in the Fall. All are welcome!

The choir sang the following pieces during the 2016-2017 season:

September 11, 2016: "Yemaya Asesu" arranged by Brian Tate
With Abigail Stratton, percussion

September 25: "Set Me as a Seal" arranged by John Leavitt

October 9: "We Are..." by Ysaye Barnwell
With Annie Nessen Voorhees and Mel Morrison, soloists

October 23: "And So It Goes" by Billy Joel, arranged by Bob Chilcott
With the UUCCOO

November 6: "Who Can Sail?" Finnish Folk Song

November 20: "Peze Kafe" Haitian Folk Song
With members from the Augusta Area Drum Circle, and choral students from Erskine Academy

December 4: "Hodie Christus Natus Est" by Benjamin Britten (from the Ceremony Carols)
"I wonder as I wander" Appalachian Folk Carol, arranged by Thomas Coker
With the UUCCOO
"Barechu" by Solomone Rossi
"Still, Still, Still" arranged by Norman Luboff
"Patient Presence" by Thurlow Weed

January 8, 2017: "Let This Be a House of Peace" by Jim Scott

January 15: "Shed A Little Light" by James Taylor, arranged by Greg Jasperse
With Annie Nessen Voorhees, soloist

February 5: "Reap What You Sow" by Pepper Choplin
With Mel Morrison, soloist; and the UUCCOO

February 19: "If You Forget Me" by Kelsey Hohnstein

March 5: "I Need You To Turn" by Elton John, arranged by Rick Rau
With Mary Simpson, flute and Dale McCormick, cello

March 19: "Decision" by Debra Scroggins
With Mary Simpson, flute

April 2: "Vine and Fig Tree" Israeli Folk Song
With Ish Bicknell, EWI and Annie Nessen Voorhees, percussion

April 16: "There Will Be Rest" by Frank Ticheli
With the UUCCOO

May 7: Spring 2016 Community Concert

May 21: "Seasons of Love" from Rent, arranged by Roger Emerson

June 11: "The Blessing" from Celtic Women, arranged by Audrey Snyder

Our choir roster for the 2016-2017 season:

SOPRANOS: Patty Dushuttle, Becky Harvey, Lusine Jagharian, Melanie Lanctot, Joelle Morris, Jenny McKendry, Elizabeth Rowell, Rachel Snow

ALTOS: Cheryl Abruzzese, Charlene Cleven, Hannah Faulkner, Susan J. Parks, Sunshine Perlis

TENORS: Terry Lee Cairn, Annie Nessen Voorhees, July Thiele, Marty Thornton

BASSES: Hal Booth, Nancee Campbell, Mel Morrison, Martin Peters, Doug Rooks

Accompanist: Karen Foust

GUEST ARTIST CONCERT SERIES 2016-2017 AT THE UCC

By Bridget Convey

In celebration of our beautiful Steinway grand piano and sanctuary, I decided to start a Guest Artist Concert Series at the UCC. Honestly, we have the best piano and performing space in Augusta. We are centrally located and easy to get to, why not embrace this by inviting wonderful guest musicians into our space. This was a collaborative effort between myself, the fundraising committee (headed by Catherine Palmer), and other fabulous volunteers!

These concerts are held on selected Saturdays from 4:00 PM TO 5:00 PM, followed by a light reception, a chance to meet our guest musicians.

During the 2016-2017 season we featured and welcomed the following musicians:

August 28, 2016: Krysia Tripp, flute

Fabulous Flute Repertoire of the 20th Century: featuring the music of Barber, Gieseking, Glanville-Hicks and Hue

November 5, 2016: Resinosa Ensemble

Joelle Morris, mezzo-soprano

Eliza Meyer, cello

Bridget Convey, piano

Music by Women Composers, Through the Ages

April 29, 2017: Mary Sullivan, soprano

Favorites from the Opera and Musical Theater Stage: music of Puccini, Gershwin, Floyd, Bernstein, and others.

I have already booked guest artists for next season 2017-2018. Here is what we get to look forward to:

September 16, 2017: James Johnson and Friends, jazz and percussion

October 21, 2017: John D. Adams, bass-baritone

January 13, 2018: Christine Letcher, piano
(Snow date January 20, 2018)

Spring 2018: St. Mary's Schola, Bruce Fithian, director
Early Music Vocal Ensemble

More details regarding our 2017-2018 to come in our newsletters and announcements...keep your eyes peeled!

SUNDAY MORNING RE COORDINATOR REPORT

Sunday Morning Religious Exploration

Like the services in our main church, Religious Exploration has been split between two Sunday-morning sessions. At 9:15 we have offered RE, and at 11:00 we have had our Spirit Play classroom.

Our classrooms were divided into two age groups this year by grade: 1-5, and 6-8. However, because the 6-8 group was often engaged in Coming of Age activities and few children were attending RE on a weekly basis, the two classes were eventually collapsed into one all-ages classroom.

RE followed a curriculum called "Harry and UU," a Unitarian Universalist social justice curriculum based on the *Harry Potter* series by J.K. Rowling. The year began with wand-making workshops and was studded with magical activities every week including classes in such wizardly subjects as herbology, potions, arithmancy, and divination. The goal of the curriculum was to complete seven social justice projects in the course of the year, which we accomplished in various iterations.

The social justice challenges were called Horcruxes (after a magically cursed object from the books), and each project was called a Horcrux Battle. Each battle began with a period of learning about the problem and how it affects people in Maine and people in the world, and used this knowledge to develop an action that would make a difference.

We began the year with a shortened unit on the Bullying Horcrux, because this is a problem which we know has afflicted children in our program, both at church and outside of church. This allowed us to begin the year by thinking on a small scale about how our individual actions can change the world for an individual person by curbing the impulse to be unkind or by standing up for a bullying victim.

We fought the Hunger Horcrux by hosting a Halloween food drive outside of Shaw's to collect donations for the Augusta Food Bank. On one Sunday afternoon a group of our children collected donations in costume and, in the space of three hours, filled three large shopping carts with nonperishable goods to go to the food bank. The next Sunday, during RE time, they carried the donations across the road to the food bank, sorted them by type of food, and then stocked them in the pantry, making a visible difference in the resources of that establishment. Over one hundred dollars in cash was also collected and given to the food bank.

Related to the problem of hunger, we fought the Poverty Horcrux by collecting donations of dental hygiene items for the Augusta Warming Shelter. Several boxes of toothbrushes, toothpaste, floss, and mouthwash were carried next door by volunteers. The children also made fleece scarves for adults and children in various patterns, which were also donated to the warming shelter.

To fight the Child Slavery Horcrux, RE learned about the kinds of global industries that tend to use slave labor, and then identified one industry they would like to impact: the chocolate industry. To fight this horcrux, the children wrote letter to the Hershey's company, asking that they make the switch to become a fair trade company by only working with cocoa farmers who did not use slave labor. In order to make this possible, Hershey's would have to lend support to the poorest regions of western Africa where these farmers live, paying them enough for their product that they would be able to pay real employees. Fair compensation can make a significant difference in this battle.

We fought the Sickness Horcrux by supporting an organization which works on a local level to improve the outcome for children who are battling life-threatening diseases, the Maine chapter of the Make-A-Wish Foundation. We welcomed a guest speaker into our classroom, a volunteer for Make-A-Wish, and her son, who had received a wish when he was a child. They held the class rapt as they spoke of their experience within the organization, and explained what work volunteers do and how the children might be able to help. The next week, RE made bean soup jars and bath salts to sell at coffee hour, raising almost \$200 for Make-A-Wish.

We were a tiny bit off the mark on the Animal Cruelty horcrux. Instead of revisiting the Kennebec Valley Humane Society (which we had visited at the end of the last church year), we decided to work with the Maine Greyhound Placement Services, a nonprofit that rescues, rehabilitates, and rehomes retired racing greyhounds. The first thing we learned when we started doing research was that greyhounds are usually not mistreated by their breeders or handlers. Nevertheless, we learned about responsible pet ownership and how to help animals who have suffered abuse, then we collected jars of peanut butter and delivered them to the shelter, and got to meet and play with some dogs.

Our final horcrux battle aligned with Earth Day, and was the Environmental Injustice Horcrux. Taking inspiration from our Peace Jam youth group, RE worked to save the bees by learning about gardens and

planting bee-friendly flowers on church property. It was very exciting to see the first crocuses and daffodils pop up at the beginning of this unit.

RE attendance averaged about 10 kids a week, with 8-10 present at the first service and 2-4 at the second service.

RE classrooms were supported by our wonderfully dedicated teachers: Nicole Benoit, Susan Caldwell, Emma Chapin, Jani Clark, Liza Gottlieb, Christine Little, Tracy McNaughton, Martha Naber, Cathie Nielsen, Aimee O'Connor, David Rand, Annie Voorhess, Sunshine Perlis, Terry Cairn, Ida Gammon, Gary Chapin, Linda Conti, Heather Lyon, and Matt Lyon.

Nursery support was provided by our skilled and fun youth caregivers: Charlie Caldwell, Sarah Chapin, Morgaine Kmen, Sedona Kmen, Oliver Gottlieb, Phyllis Clark, Marcelle O'Connor, and Moira O'Connor.

In Peace,
Brigid Chapin
Sunday Morning RE Coordinator

YOUTH ADVISOR REPORT

2016 - 2017 Programs: Coming of Age for our junior youth, 12 to 15 years
 Peace Jam, 8th to 12th grade

Coming of Age: "We Believe"

Throughout history, communities have welcomed youth on the cusp of adulthood with rituals of recognition, honor and celebration. The Coming of Age Program helps our youth discern for themselves what it means to live a life of faith, individually, and as part of a larger Unitarian Universalist faith community. It involves spiritual learning and enrichment activities, community service, group discussions, bonding games and working with mentors. We had 9 Coming of Age Youth (COA) in our program this year.

We began our COA journey in September with a team building experience at Chewonki and a sleep-over at the Drew house. During our 8 month program, our youth bonded and explored spiritual practices of meditation, prayer, authentic movement, art, music, social justice, mindful practices and sharing in community service while developing their personal credo or faith statements. We met on the 3rd Sunday of the month at the Drew house from 9:00am to 1:00pm. We ended our day sharing lunch, conversation and things we are grateful for.

Our final COA adventure in April was a weekend UU heritage pilgrimage to Boston. We stayed at the First Parish Church, Unitarian, in Weston, MA on Friday and Saturday night. We departed Augusta early Friday morning and met up with Rev. Carie at Harvard Unitarian Universalist Ministry to attend their 12:00pm service hosted by studying UU ministers. The youth were very engaged in conversation after the service with the students and excited to meet the two guides for our Saturday Boston tour of UU historical sites. After lunch and a quick tour of the Ministry Campus we headed for First Parish Church in Weston MA.

On Saturday morning we drove into Boston for a 9:15am Boston Harbor Tour: Save the Harbor/Save the Bay and Massachusetts Bay Lines hosted a free Marine Mammal Safaris to search for seals and porpoises and share songs and stories of Boston Harbor and the sea. Afterwards, we had a picnic lunch before meeting up with our HUUS guides for our 2 hour walking tour that goes through the history of Unitarians and Universalists in the U.S./Boston, and highlights important locations in Boston. Our guides were full of stories, rare anecdotes and fun facts about our faith. We then headed to the renovated Somerville Theatre and the Museum of Bad Art: The Somerville Theatre, part of the Hobbs Building in the heart of Davis Square, was designed by the firm of Funk & Wilcox of Boston and built in 1914 by Joseph Hobbs. Designed for stage shows, vaudeville, opera, and that new fad – motion pictures. We toured the Museum of Bad Art and watched a movie in the theater. Pizza dinner followed, then back to our resting place at First Parish Church.

On Sunday morning we went to the Boston Aquarium from 9:00 to 11:00, a personal COA youth request, then had another fun picnic lunch outside by the water. Afterwards we attended a tour of Arlington Street Church with another COA group from Maryland. This tour was highlighted by the ringing of the bells in the tower! Everyone got a turn. We left for home directly and arrived back at UUCA at 6:30.

Our year together culminated with an inspirational worship service created by our COA youth where they shared their Credo's. It was a service filled with music, hope, courage, joy and love. Thank you COA youth for your openness and your commitment to the program, for your wisdom, your insights and for making it FUN!

A special **thank you (!)** to the adult volunteers in our community who helped our youth work toward their Coming of Age Credo's: Leah Hayes, Marty Soule and Lynn Deeves, Judy McGown and Bruce Bierce and Annie Voorhees. The youth and I are especially **appreciative and grateful** for all the help, support and positive energy of Emma Chapin as our COA Youth Mentor and my teaching partner! **Thank You!**

Peace Jam: "UNLEASH YOUTH POTENTIAL FOR GOOD" - a movement

Peace Jam's *One Billion Acts of Peace* is made up of young people around the world, working together on community and global action projects. There are 10 *Global Calls to Action* recognized by the founding Nobel Peace Prize Laureates of Peace Jam that the youth learn about. They then select an issue(s) they want to focus on and develop projects to help address that issue. These projects are created and run by young people in schools, community centers, clubs, churches and other local groups around the globe.

We had 9 committed youth in Peace Jam this year. We met every 2nd Sunday in Fellowship Hall. Our positive and creative UUCA youth mobilized around 2 Community Action Projects for Peace Jam 2016 - 2017; Raising awareness on the plight of Honey Bees and how we can help

Starting up a YoUth to YoUth Welcome New Teen Mainers Project.

The Peace Jam youth gave 2 presentations on the plight of Honey Bees at our Stewardship Sunday Event in February. Afterwards they were approached by a representative of MOFGA and asked if they would share their presentation during the Common Ground Fair. Our youth jumped at the opportunity and sent in the MOFGA registration form in March. The registration has been approved and we are now waiting to hear what day/time the presentation has been scheduled for.

The YoUth to YoUth project formed from an idea of how to welcome new immigrant families into our community. The Peace Jam youth connected with the Augusta Capitol Area New Mainers Group to learn

more about the needs of the immigrant families. They also visited Tree Street Youth Center in Lewiston which supports immigrant youth with language and tutoring as well as offering a safe place to play and build community. Inspired by this our youth initiated a Game Day at the Buker Center in Augusta and invited teenagers new to Maine to join them for soccer, games, snacks and a chance to get to know each other. The first event was very successful and Game Day has been continuing once a month. Pam Lombard has been instrumental in supporting and organizing our youth to launch this project. YoUth to YoUth Game Day has been scheduled into the early summer.

In November our PJ youth attended the Maine Peace Jam Slam event at Unity College. The Unity Peace Jam Scholar's group hosted this event. It was an exhilarating and fun day where our youth were engaged with Unity College student mentors playing team building games and activities that focused on youth leadership, taking risks and finding your voice to make positive change. Our youth attended workshops and interacted with Unity College President and speaker, Melik Peter Khoury.

The annual weekend Peace Jam Conference was on February 25-26 at Western CT State University with Nobel Peace Laureate Leymah Gbowee (Liberia). In a time of death and terror, Leymah Gbowee brought Liberia's women together and together they led a nation to peace.

Sara Hodgkins and I were chaperones and we stayed at St James Episcopal Church in Danbury CT.

Throughout the RE year our UU Peace Jam youth are also active volunteers for St. Marks Public Suppers. Every first Saturday, they volunteer and help with set up, food prep, serving and clean up. Each year the Peace Jam youth cook and share a *Peace Meal* with the residents at Spring Rock Park Affordable Housing in December and for an Elder Lunch in February. In May our PJ youth hosted both worship services that included their project presentation for Leymah Gbowee at the PJ Conference. Thank you PJ Youth for your positive, inspirational, happy spirits, *can do* energy and beliefs with conviction! ***Change Starts Here!***

A Special ***Thank you*** to Pam Lombard who took the lead with our Peace Jam youth in organizing the YoUth to YoUth Game Day Peace Jam Project. ***Thank you*** to Sara Hodgkins for chaperoning our youth with me to the Peace Jam Conference and to all our actively supportive Peace Jam parents! We are grateful!

Coming of Age, Peace Jam and OWL (next year) are youth programs that are self-empowering and strengthen individual confidence as they challenge youth to define their inner convictions and act on them. Youth begin to "see" themselves as a positive, needed force in their world and ours. Our UUCA Congregation values to inspire! Our Youth, Parents of our youth, and I, your Youth Advisor, are grateful to you all for your continued support and belief in these RE Youth Advisor programs!

Love is louder,
Monique

"You can tell people the need to struggle, but when the powerless start to see that they really can make a difference, nothing can quench the fire."

~ Leymah Gbowee

REPORTS - STANDING COMMITTEES

FACILITIES COMMITTEE REPORT

The new Facilities Committee is in its first year of existence and continues to seek its place in the governance structure of the church. The committee, having only one member over this past year, was constrained in activity. Its value was reduced both by being “new” and by the need to differentiate itself from the Buildings and Grounds Work Group.

Two concerns were taken on by Facilities this past year. The first was conducting two members and friends “Walk Throughs” of the buildings with about one dozen people in an effort to determine a list of needs, concerns and wishes for the care, maintaining and future of our buildings. A complete list of these items for each building was created and presented to the Board and several have already been dealt with. The second concern was for the four fuel oil tanks that are now unused in the buildings. Investigation found that options for removal were very limited, and that stabilizing the remaining oil in the tanks does not eliminate the possibility of future leaks. Further investigation will be presented to the Board, detailing the potential expense of clean up should an oil tank leak occur.

The information gathering potential of the committee has become obvious. The committee’s role in additional duties will likely become clear in the future.

Don Naber

BUILDING AND GROUNDS WORK GROUP

Building and Grounds Work Group Report

Prepared by: Bill Allen

**Committee members: Bill Allen, Marilyn Dunn, Matt Foust,
Becky Harvey, Tom Waddell, Caroline Ladd**

UUCU Living Our Faith Goals:

1. Sustainability: “We are a congregation where the sustainability of the congregations’ time, talent and treasure are intentionally balanced within the spectrum of church activities, faith formation, worship, and governance.”
2. Inspiration and Engagement: “We are a People of faith who intentionally, courageously, and creatively engage our membership and our community. We seek to inspire and be inspired.”
3. Interconnectedness: We are an interconnected community committed to age diversity and family ministry.”
4. Communication: “We are a congregation that is transparent in its decisions and actions. We strive for communication that is abundant, clear, compassionate, and inclusive.”

Work the committee did towards meeting these goals:

- We are trying not to overload any one person with building maintenance duties.
- We had a four person team to mow the lawn.
- We have recruited larger groups to maintain the grounds, when we rake, trim hedges, and maintain the gardens.
- Special thanks to Marilyn for organizing the lawn mowing crew, and sending out the communications for our work days.
- We had a good turnout for work days, and our special projects.

Work we want to do and/or plan to continue into the new church year:

- Replace the ramp to the Judd House
- Groundskeeping
- Respond in a timely way to special requests or emergencies
- Renovate the Drew House screen porch
- Get an estimate for repaving the driveway

How we worked with other committees/people this year:

- Requests can come from the office, a committee member, or anyone who sees a problem.
- We had a lot of input from the community on lighting issues.
- Hal Booth installed energy efficient lights in the sanctuary. The lights were not bright enough, however; and he had to reinstall the old ones.
- In response to requests from the community and the minister, we will be installing new outdoor lights this spring.
- I communicate with Don Naber, our Facilities Committee Chairperson, on long range issues.

Other information you want the congregation to know about your work:

- Matt Foust jacked up the side porch of the Drew House.
- Marilyn purchase new shelving for the storage room.
- I had to replace some loose boards on the ramp to the Judd House.
- We hired a tree surgeon to prune the big branch which was growing over the Drew House.
- There was a crack in a huge branch which hung over our picnic table. Richard Bridges cut it down.
- Thanks to all who participated on work days, or helped us with special projects.

FINANCE COMMITTEE REPORT

Finance Committee Report

Prepared by: Diane Smith Howard

Committee members: Denis Thoet, Catherine Palmer, Janine Bonk, George Lapointe, Harry Grimmnitz, and Diane Smith Howard

The committee has worked with the Treasurer and Board to carefully examine all expenses during the year, and with the Board and the Stewardship Committee to develop the 2017-18 budget.

Among other activities, the committee undertook to examine each of the UUCC's many contracts to ensure that each was the most frugal possible while remaining in right relationship with our values. The committee created a schedule for future contract review as well.

As a result, several contracts were re- bid, including cleaning and insurances, resulting in a significant cost savings. Additionally, funds were located to make important repairs to the piano. Lastly, the committee also made recommendations to the Board regarding a significant financial gift to the UUCC.

How we worked with other committees/people this year:

The Finance Committee is a committee of committees. Its membership includes the chairs of Fundraising, Stewardship, Invested Funds and Planned Giving. As the year progressed it met regularly and engaged actively with the Board as the 2017-2018 budget was being developed.

Other information you want the congregation to know about your work:

We addressed several significant issues as addressed above. All were successfully addressed in the 2017-18 draft budget, after thoughtful discussion and diligent fact finding.

FUNDRAISING SUB-COMMITTEE REPORT

Annual Meeting Report for Fundraising Committee

Submitted by Catherine Palmer, April 23, 2017

- Work we did toward meeting our goal of raising \$16,940 for church operations: We held 17 fundraising events, four of which were new this year (KSB promotion for new accounts, January LGBT Dance, January Book Sale and April Early Easter Bake Sale and Egg Hunt). As of this writing we have reached 85% of the revenue goal with one more fundraiser (yard sale) remaining in this fiscal year.
- Work we plan to continue: All fundraising events held in 2016-17 will be offered in 2017-18, except the Cabin Fever Book Sale. We will no longer sell more than a few books at the yard sale.
- How we worked with other committees: We participated in the Finance Committee meetings, sat in on two board meetings, met with the Right Relationship representative, and worked continuously with church member-volunteers, who helped at all fundraising events.
- Other information you want the Congregation to know about your work: The Hannaford cash card program and annual auction generate more than one-half of our financial goal, but are not participated in fully by the Congregation. If we ask members to post more notices in the community, and add two or three more volunteers to help with each event, we could be certain to reach our objectives.

INVESTED FUNDS SUB-COMMITTEE REPORT (NO REPORT SUBMITTED)

No report submitted.

STEWARDSHIP SUB-COMMITTEE REPORT

Stewardship Committee Report

Prepared by: Denis Thoet

Committee members: Denis Thoet, Harry Grimmnitz, Sunshine Perlis

Living our Faith Goals:

1. Sustainability: "We are a congregation where the sustainability of the congregations' time, talent and treasure are intentionally balanced within the spectrum of church activities, faith formation, worship, and governance."
2. Inspiration and Engagement: "We are a People of faith who intentionally, courageously, and creatively engage our membership and our community. We seek to inspire and be inspired."
3. Interconnectedness: We are an interconnected community committed to age diversity and family ministry."
4. Communication: "We are a congregation that is transparent in its decisions and actions. We strive for communication that is abundant, clear, compassionate, and inclusive."

Work the committee did towards meeting these goals:

In 2016/17, the committee conducted a pledge campaign that produced over \$160,000 in pledges and a Year End Appeal of \$2,100.

Work we want to do and/or plan to continue into the new church year:

The Church is sustainable when:

- The UU board keeps expenses below income (no deficit);
- Our efforts to raise funds are realistic and not beyond the possibilities

How we worked with other committees/people this year:

Stewardship worked closely with the Finance Committee, the UU board, and Rev. Carie to carry out our mission.

Other information you want the congregation to know about your work:

We are grateful for the generosity of our Members and Friends. We appreciate the great work by Lynn Smith and by Treasurer Janine Bonk; and the hard (and very successful) work by Catherine Palmer, Hannah Faulkner and others.

HISTORY COMMITTEE REPORT

History Committee Report

Prepared by: Helen Zidowecki

Committee members: Heide Munro, Helen McKendry, Helen Zidowecki.

Work the committee did towards meeting the Congregational Goals:

Sustainability: The History Committee collects, preserves, verifies and makes accessible the rich history of the Universalism and Unitarianism in Augusta. The History section of the UUCC Website has timelines of the three congregations in Augusta: Winthrop St (Universalist), All Souls (Unitarian) and the present UU Community Church, which celebrates its twenty-fifth anniversary this year.

Inspiration and Engagement and Interconnections: The History Committee continues to archive pictures, articles, and information from all three congregations. We maintain a **Members Notebook** of newsletter articles and other information about people involved with the congregation. There is also a **Memorial Book** of obituaries, articles, memorial services of people connected with UUCC who have died.

We have acquired some book shelves for historic books and information about UUism in Augusta as well as denominationally. Some history items are also in the UUCC Library in the Committee Room. We thank Kathy Kellison for the donation of meditation manuals from 1940-1950's, primarily for Lent and Advent, that were donated to the Library and will be maintained in the History Room.

Communications: Ten people joined an Oral History orientation in March, and we hope to have seven oral histories recorded by early Fall. These stories share the meaning of our faith community beyond the meeting notes and reports. Thanks to Doug Rooks for his interest and assistance. Contact us for the Orientation material.

Work we want to do and/or plan to continue into the new church year:

--We need a systematic way to capture our history in the electronic age. This will involve the administrator, minister, and congregational leadership.

--We have talked with RE about the possibility of engaging youth in Oral Histories this fall.

Other information you want the congregation to know about your work:

We worked with Rev. Peter Richardson to include the history of the UU congregations in Augusta in his publication of UU congregations in Maine. Publication is expected later this year.

Thanks to Becky Harvey and Catherine Palmer for assisting with Wayside Pulpit for a year, through January.

The History Committee presently meets the first Thursdays, Noon-2pm, in the Drew House. We need additional participants so that we can continue to organize our historical materials and make our history available. Please join and help us in this adventure where history gives meaning to today and the future.

LEADERSHIP DEVELOPMENT COMMITTEE REPORT

In addition to the nominating list of officers, board members, and committee chairs that will be presented to the annual meeting on June 4, the Leadership Development Committee ("LD") continues to assist the Board of Trustees in its ongoing review of our leadership structure.

Nearly 10 years ago, the board was given greater oversight of committees, with an eye to creating more flexibility and accountability in how we carry out UUCC's goals and mission. This year, the LD committee assisted in developing additional bylaw changes, to be considered in June, to reflect this continuing responsibility. We recommend removing a dormant committee (Comprehensive Long Range Planning) from the bylaws, and omitting language concerning the Invested Funds Committee, which is now a subcommittee of the Finance Committee, and will be charged with a larger mission concerning planned giving to UUCC.

The LD committee is committed to helping the board undertake further review of our committees in the coming year, to discern which groups may need to be reorganized to become more effective.

It is gratifying to see the results of the leadership model we created in revamping the old Nominating Committee. Rather than a once-a-year effort to fill positions, it has become a more consistent review of our leadership team, with an emphasis on voluntary and joyful service, and members serving different roles for only as long as they feel they can serve effectively. It has resulted in more members becoming leaders, and in a greater sharing of the burdens and rewards of service. Beyond the board and chairs, the LD committee has helped recruit new members of committees, task forces, and work groups suited to the many and varied tasks that keep this a vital and growing community.

I am happy to report that, while I will be stepping down as LD chair, my successor will be at least as well qualified to lead this important committee.

Doug Rooks, Chair

LONG-RANGE PLANNING COMMITTEE REPORT (INACTIVE COMMITTEE)

Committee remains inactive. A proposal to eliminate this inactive committee from our by-laws will be voted on at our Annual meeting. Please see the By-Laws section of this report.

MEMBERSHIP COMMITTEE REPORT

Membership Committee Report

Prepared by: **Cheryl Ring**

Committee members (alphabetical, by last name): Nancee Campbell, Ellie Duhamel, Kathy Kellison, Janet Provost

Sustainability:

- We created, organized and executed a new event this year, specifically designed for members and friends of the church. The evening program, with dinner, served to encourage and sustain engagement in the church.
- Participated in organizing two new member welcoming ceremonies during the church service to celebrate and welcome those who have become members recently.

Inspiration and Engagement:

- The Committee gained two new members on our committee this year, bringing our committee membership up to 5 active members.
- All members are actively engaged in the purpose of the Committee, and we always have a lot of fun!

Interconnectedness:

- Membership Committee held three membership and newcomer evening events this year, complete with dinner and a program. These events are a means to learn more about congregational life, as well as have dinner with the Minister!
- Membership Committee took the lead on providing coffee during Fellowship time between the services in September.
- Revised the Membership Committee bulletin board in the foyer, and update it as events unfold, posted a list of church programs and offerings that might be especially helpful for folks looking for ways to build connections within the congregation
- Met with a representative from the church's Right Relationship committee, discussing our sense of the quality of relationships within the church and how that group might address some concerns that we raised.

Communication

- We called or contacted each person on the church's Visitor list to connect, answer questions, and provide a personal welcome to the church.
- the Membership Committee organized and led two 3-session classes entitled "UU-101" – to provide an opportunity to make connections with new members of our church and learn some history about Unitarian Universalism and our own UUCC. Participants were invited to share their own spiritual journeys and to consider how we are guided by our UUA Principles.
- We purchased pamphlets and materials from the UUA for the hallway racks to communicate our UU values and principles.
- We monitor the clip boards in the pews and keep them replenished over time.
- The Committee thanks Bruce Bierce for creating the new UUCC Visitors' Guide, which we now include in mailings to visitors
- The Committee thanks Marty Peters for taking on the task of creating new nametags that are requested on the clipboard in the foyer

Work we want to do and/or plan to continue into the new church year: In the Fall of 2017, the Membership Committee intends to hold a Committee Retreat to review its mission of retaining and sustaining membership, review the current ways and means in which it carries out this purpose, and to identify other avenues it might take to strengthen its efforts in this regard.

Other information you want the congregation to know about your work:

The purpose of the Membership Committee is to ensure effective, robust, and active practices for attracting and retaining members for UUCC. To achieve this purpose, the Membership Committee 1) Oversees an accurate, easily accessible, and up-to-date list of active members of the Church and a list of others with an interest in UUCC; 2) Provides nametags, literature, newcomer packets, and newsletters for Sunday

service; **3)** Encourages new membership; **4)** Welcomes, orients, integrates, and communicates with Newcomers; **5)** Retains members and friends.

MUSIC COMMITTEE REPORT

Music Committee Annual Report
Prepared by Hannah Faulkner, Chair

According to our Leap of Faith goals, here is what the Music Committee has accomplished during the 2016-2017 church year.

1. **Sustainability** The Music Committee energetically worked with the minister, music director and others to provide, in an ongoing manner, inspiring music reflecting our Unitarian Universalist values.
2. **Inspiration and Engagement** The Music Committee benefited from the organizational expertise and musical insights of our minister, Rev. Carie Johnsen; our music director, Bridget Convey; and our orchestra conductor, Dan c Gilbert, as well as the enthusiasm of members and friends in our church community and the wider community.
3. **Interconnectedness** Our presenting enchanting music in 2016-2017 called upon the vocal and instrumental talents of people of all ages in our congregation and beyond. This music was enhanced by musicians who have many years of experience as well as the youth involved with Peace Jam and Coming of Age, as well as younger children. These young people receive inspiration from their teachers who are led by our youth director, Monique McAuliffe; youth mentor, Emma Chapin; and religious exploration director, Brigid Chapin. Our Committee worked closely with the Worship Committee and Rev. Carie to provide special music for the Sunday services when the choir does not sing. Some special pieces recently enjoyed were compelling melodies sung by Mel Morrison and Annie Voorhees, a trio featuring Dale McCormick on cello with Martha Naber and Stefanie Barley on violins playing *Prelude in D Major* by J. S. Bach; a Dvorak *New World Symphony* piano/trumpet duet played by Karen and Allison Foust; *Adagio Ma Non Tanto* from the *J. S. Bach Sonata in E Minor for Flute & Piano* presented by William Fahy and Karen Allen; and two solos-- George and Ira Gershwin's *Love Walked In* and Richard Strauss's *Beim Schlafengehn (Time to Sleep)*--sung by guest soprano Mary Sullivan with Bridget Convey accompanying.

This year Composer/Conductor Dan c Gilbert led our UUCU Occasional Orchestra in many of his own compositions or arrangements, which, in addition to the choir pieces noted in the Music Director's report, included *Andante and Allegro* by W.A. Mozart, *Beware the Forest Mushrooms*, *Bach's Orchestral Suite in B Minor – BWV 1067*, and *Pirates of Penzance Overture* by Gilbert & Sullivan. Catherine Palmer, chair of Fundraising Committee, worked closely with our Committee to provide widespread publicity before, and fabulous receptions after, our May 7 concert as well as supporting the special series of four musical events arranged by Bridget Convey for August, November, January and April 2017. See the Music Director's report for details about these fine

fundraising concerts that Bridget presented with her colleagues. Graphic Artist Bruce Bierce provided, at no charge, strikingly beautiful and colorful posters and programs for our concerts.

Each year Music Committee Chair Hannah Faulkner attends the national Unitarian Universalist Musicians' Network Conference to bring back to UUCC fresh music and insights from Unitarian-Universalist musicians across the country. In July 2016 she traveled to Madison, Wisconsin. In July 2017 she will journey to Arlington, Virginia to join her Hartland Four Corners, Vermont roommate, Patty Talbot, in again making musical connections with other UU's.

4. **Communications** Our UUCC musicians strive continually to communicate our values of love, peace and justice. Music is emotion and a language in itself. We believe that our communications are helping to make peace in the world.

PASTORAL MINISTRY TEAM REPORT

Pastoral Ministry, Chair: Rev. Carie Johnsen

Lay Pastoral Ministers: Nancee Campbell, Annie Nessen Voorhees, Gary Chapin, Tracy McNaughton, Cheryl Abruzzese (Caring Cooperative)

Pastoral Ministry at UUCC

The Unitarian Universalist Community Church (UUCC) is committed to providing a caring, helpful response to the needs of our members, friends, families and community. While the Minister is available to meet with members and friends for pastoral care the ongoing needs of the growing community requires a more expansive caring community.

The lay Pastoral Ministry Team (PMT) was started in 2011 to respond to the pastoral needs of UUCC. Members of the Pastoral Ministry Team are members and friends of UUCC who have a desire to be present to the community during times of stress, grief and change.

The lay Pastoral Minister is an extension of the Minister not a substitute. When serving in the role of lay Pastoral Minister, he or she represents the church as the Minister would. He or she is committed to providing an expansive pastoral response to the community. One lay Pastoral Minister takes up the work of organizing the Caring Cooperative which includes arranging for rides to church services, congregational events and providing meals to families when they are sick and in times of grief.

The Pastoral Ministry Team is prepared to provide *confidential, caring and compassionate presence to members and friends of UUCC during times of grief, loss, life changes and stress. The team is prepared to respond to the communal needs of the congregation, disheartening community events and social issues of our times. Pastoral responses to the community have included holiday grief service, holiday delivery of poinsettias to grieving families and individuals, honoring our elders.*

Our Journey's End: Conversations on Living and Dying

This seven-month series offered by the Pastoral Ministry Team was a huge success for our community. Who would have known so many people were eager to talk about living and dying in the company of like-minded people. This series offered 25-40 people an opportunity to talk about and engage in end-of-life planning. Guest speakers shared their expertise and opened space for people to bravely discuss the precious and vulnerable moments of their lives.

What we learned: members and friends are looking for substantial and meaningful topics to deepen their personal spiritual experiences and relationship.

As the Pastoral Ministry Team evaluates the series, they have set their sights on a new series for 2017/18 possibly engaging the topic of Sacred Sexuality or Joyful Aging.

PERSONNEL COMMITTEE REPORT (NO REPORT SUBMITTED)

No report submitted.

RELIGIOUS EXPLORATION COMMITTEE REPORT

RELIGIOUS EXPLORATION COMMITTEE REPORT 2016-2017

The purpose of the RE Committee is to support the religious exploration mission through implementation of programming at the UUC of Augusta.

Committee Response to Annual Report Goals:

1. Expand RE volunteer base and welcome new committee members.

The RE Committee remained stable during this year and consisted of returning members: Christine Little and Nicole Benoit, Co-Chairs, Cathie Nielsen, Daisy Dore and Aimee O'Connor. The Committee attempted to recruit new members and volunteers via monthly newsletter invitations, weekly Order of Service announcements, and one on one conversations. At least 2 new adults were recruited for Nursery care and 2 new adults were recruited for Sunday morning RE
UUC Staff: Brigid Chapin, Monique McAuliffe

2. Ensure stability of quality youth programming

Brigid Chapin returned for her second year as the Sunday Morning Coordinator. Brigid has brought a thoughtful and creative energy to our program! Her creative authorship and deliverance of Wisdom Stories, gentle nurturance of child-led exploration, and energetic commitment to quality programming have all served to support the path our children take in their search for truth and meaning. She initiated the Harry Potter curriculum, which has been enthusiastically embraced by our children, youth and greater church community.

3. Expand programming to cover traditional offerings: Sunday morning religious exploration, OWL, and Peace Jam, and yearly rituals such as the Holiday Pageant, Cookie Walk, Easter Egg Hunt, etc.

Sunday morning RE explored the Harry Potter curriculum, a social action curriculum based upon the popular Harry Potter books, for 2 age specific classrooms. The groups, creatively named into houses (given the Harry Potter theme) were named Flamewood and Ali-Uni-Pegasaurs. Each house was staffed with 2 adults, or 1 adult and 1 youth volunteer. Flamewood was originally designed for students in grades kindergarten through grade 3 and Ali-Uni-Pegasaurs was designed for students in grades 4 through 8. Many times, small class size or insufficient volunteer resources necessitated the need to combine classes throughout the year.

Classes expanded on the Harry Potter theme by fighting “horcruxes” which include the sickness horcrux, hunger horcrux, poverty horcrux, animal cruelty horcrux and environmental horcrux. Students engaged with materials in the classrooms and participated in service learning outside the classrooms with these projects:

- A food drive at Shaw’s with all food and cash donations given to the Augusta Food Bank
- Visiting the Maine Greyhound Placement Service
- Visiting with a recipient of the “Make A Wish” Foundation
- Creation of soups and bath salts

Attendance and enthusiasm was abundant in response to the Service Learning offerings!

The RE Committee provided 1-2 adult volunteers for each week, as well as drivers for off -site programming.

Nursery care was provided each week for both services through the volunteerism of 1 adult and 1 paid youth per service.

OWL

This was not an OWL training year for RE. We are preparing for OWL programming again next year. The RE Committee sees the need for more member training, since several past volunteers are no longer interested in participating. We see a particular need for male volunteers.

Peace Jam

Monique ensured the continuation of this vital and relevant Senior Youth offering by leading the program “solo” this year; the Committee continues to search for an engaging co-leader of this important program. Jim Caldwell has just indicated that he will co-chair with Monique next year. RE parents volunteered to chaperone, provide snacks, and drive for an array of activities which included:

- St. Mark’s Public Suppers
- Peace Jam Slam at Unity College
- Peace Jam Conference with Nobel Peace Prize Laureate Lehmah Gevowee
- Elder Brunch in February
- Presentation of honeybee plight at Stewardship weekend
- Easter brunch Fundraiser
- YoUth to YoUth Initiative with New Mainers Group
- Peace Jam Worship Service in May

Coming of Age

This group was led by Monique and met once monthly for various workshops around the Seven Principles. Church member, Emma Chapin, volunteered for several special programs with this group. They participated in a UU history tour in Boston April 21-23rd and will be sharing with the congregation at the May 14th service.

Safe Passage

Six UUCC youth continue to meet, collaborate, and fundraise with other local UU communities to embark on a group trip to Guatemala in July 2017. While there, this youth group to work with impoverished children and youth. This group is led by Susan Caldwell and have organized several fundraisers for the upcoming trip.

Spirit Play

Spirit Play is run with the help of 1-2 adult volunteers per week. Older participants played UU based cooperative games and younger participants continued exploring the Wisdom Story through free form, multi-media and multi-age offerings.

Annual UUCC Rituals

The RE Committee supported the implementation of our congregation's beloved rituals:

- Holiday Pageant
- Cookie Walk
- Easter Egg Hunt
- Easter Brunch to raise funds for Peace Jam
- RE Recognition Sunday

4. Examine expansion of creative program offerings to meet 21st century family needs.

The UUCC hosted a highly attended RE Retreat on March 11th. Kim Sweeney from the UUAA facilitated a multigenerational event as we delved deeper into our niche here at UUCC and the future of RE. She hosted a smaller group the following afternoon to discuss the results of the retreat and the next steps. Further exploration, review and planning has been entrusted to the Wisdom Weavers, a group of people meeting monthly to further engage and process for the future. The UUCC has decided to focus on our Seven Principles church-wide next year. In addition, a webinar for educating students with Autism, is being made available to interested adults as we want our programs to be relevant and inclusive to all.

We thank all of the many volunteers who create safe and engaging environments for our children and youth to explore their curiosity and respond to their inner call to action within the context of the UU faith. We most especially thank the children and youth for their adventurous participation!

Submitted by Christine Little & Nicole Benoit, RE Committee co-chairs

SMALL GROUP MINISTRY COMMITTEE REPORT

Prepared by Beth Olsen, Committee Chair.

Committee members: Luke Curtis, Linda Findley and Helen Zidowecki.

Our committee is dedicated to growing the church community through Small Group Ministry, (SGM). To achieve that goal we recruit and support leaders for groups, maintain regular contact with SGM groups through their links, and offer support and information. We work to ensure open access to and make information about SGM available to our church community through coffee hour and preparing articles that appear in the Flaming Chalice monthly newsletter. Our committee also maintains information about Small Group Ministry in the literature rack and on the church website

There are eight groups that meet bi-monthly or monthly. These groups have met the needs of their members for intimacy and ministry among themselves and offered service projects to the congregation and our wider community. They have helped newcomers find a place of connection within our community. They have supported their members through losses, celebrated life's milestones together and created deep bonds of friendship with one another.

In addition to our spring and fall celebrations for our SGM leadership, we have had several leader meetings throughout the church year to bolster the work done by our leadership team. This past year our committee led a church service devoted to how Small Group Ministry enriches our lives.

Luke Curtis remains our Small Group Ministry Coordinator. The SGM Committee supports Luke and through our teamwork, we are able to assure that the functions of the Small Group Ministry continue to be fulfilled. I would like to thank Helen, Linda and Luke for their support. Their contributions during the last year have made my time as Committee Chairperson a pleasurable one. I would like to thank Karen Allen, who is part of the Topics Group for her dedication to that work.

SOCIAL ACTIVITIES COMMITTEE

Social Activities Annual Report 2016-17

by: Cheryl Clukey

This year UUCC Social Activities was busy and offered an eclectic array of activities. They are as follows:

September: Presentation by Author and Wild Life Lecturer, and "Dining Out" and wilderness columnist/activist George Smith

October: the Musical duo of Fendrick and Peck performed

November: Harvest Supper; Craft Circle: Making Books.

December: Cooking class: Making Needhams for Xmas. Book Talk by author Ron Chase: The Great Mars Hill Bank Robbery.

January: Author Maureen Milliken, former editor of the Waterville Sentinel offered a presentation on her mystery series.

February: DIY Workshop: Making homemade lip balm, laundry soap, and hand soap

March: Augusta Historian Phyllis Von Herrlich offered a presentation on MAINE SUFFRAGETTES; Asian Cooking Class; Bingo/ Game Night

April: "Dinner and a Movie" with Judy McCown and Cheryl Clukey

June: Author Caitlyn Shetterly will offer a book talk (partnership with Lithgow Library and UUCC Social Activities)

Social Activities has always worked with other committees, worked with the fundraising committee, the RE Leaders, RE Youth and continuously work with church-member volunteers.

Social Activities is open to any and all suggestions.

On the calendar for the Fall:

- Christine Littlefield is willing to help organize a CONTRA DANCE.
- Jill and Isabel Greenlaw are willing to offer their experience of their travels to India with the LIMITLESS CHILDREN INTERNATIONAL Program

Report submitted by Cheryl Clukey, Chair, Social Activities

SOCIAL JUSTICE COMMITTEE REPORT

Social Justice Report 2016-17
with extensive input from members Jenny McKendry,
Rev. Carie Johnsen, Melanie Lancot, Susan Parks and Dale McCormick, Chair

The Social Justice Committee isn't really a committee. At the UUCC many members in the congregation are working in groups and individually to put our UU principles to action. As a committee, we rarely meet; as a group committed to Justice, we are a force to be reckoned with. In fact Rev. Carie and I are in the midst of a process to create a new infrastructure for justice ministry that better communicates and supports the work we are doing. It started with a Social Justice Summit in April and will continue into the Fall with a larger group.

After the election in November the numbers of UUCCers involved in social justice work and resistance to the mean spirited policies of the Trump administration have exploded. The importance of putting our faith's principles to work in the world around us is more important than ever. Our activities have been concentrated in three areas: welcoming new Mainers, outreach and support of Muslims and Native people, healthcare, climate change.

Our church was a founding member of the Maine Unitarian Universalist State Advocacy Network (MUUSAN) and continues to host the meetings and is its fiscal sponsor. The Social Justice ministry of the UUCC and MUUSAN are entwined—each enhancing the other. In addition our congregation has participated in the effort to ensure that all in Augusta have enough to eat. All in all, at least 50% of our congregation was involved in social justice work last year. Here are some of the highlights of 2016-17.

Capital Area New Mainers Project

The Capital Area New Mainers Project (CANMP) is an all-volunteer organization that welcomes immigrants and refugees and helps them thrive in central Maine. Based in Augusta, CANMP helps meet the immediate and long-term needs of immigrants by coordinating volunteer support services, soliciting resources and in-kind donations, and hosting meetings and events to give immigrants and local community members the opportunity to build lasting relationships. Through our network of volunteers and family support teams, we offer help finding housing, English language tutoring, interpreters at meetings, transportation to doctor's appointments and grocery stores, provision of material resources and more.

The UUCC Board, Minister and members of the congregation and the Capital Area Multi-Faith Association actively support the Capital Area New Mainers Project.

The group consists of 30 people working with 6 families from Iraq, Syria and Afghanistan. CANMP assists in finding employment, tutoring English, finding the clothes and other essentials that the family needs, and generally serves as a liaison for the family to the Augusta Community at large. Members of the UUCC serve as the mentor team for a woman headed family from Afghanistan.



Healthcare

Having worked for the past three years to convince the Legislature to pass Medicaid expansion, a vital component of the Affordable Care Act only to have it vetoed, Maine Equal Justice Partners and the Maine Peoples Alliance led an effort to go around the Governor and gather signatures to allow voters to decide. In fact the Governor's insistence that Maine not participate in expanding Medicaid, has cost Maine \$1 billion in federal aid.



Members of the Augusta UU church were the backbone of the Kennebec County signature gathering effort on Election Day 2016 to put expanding Medicaid on the November 2017 ballot collecting 12,000 of the 65,000 needed. At one of the shifts at the Augusta Civic Center, all four of the people collecting signatures were UUs.

Climate Change



Melanie Lanctot (centered behind the MUUSAN banner) emerged as an energetic leader on the biggest environmental issue of the legislative session—The Solar Policy Stakeholder Bill. Melanie has represented both MUUSAN and the UUCC on the issue of climate change. She organized UUs and MUUSAN to attend the Natural Resources Council of Maine (NRCM) Solar Bill rallies and lobby days and spoke often on the UU's concept of stewardship of the planet and MUUSAN's advocacy. Melanie and UUCC members lobbied their legislators, wrote letters,

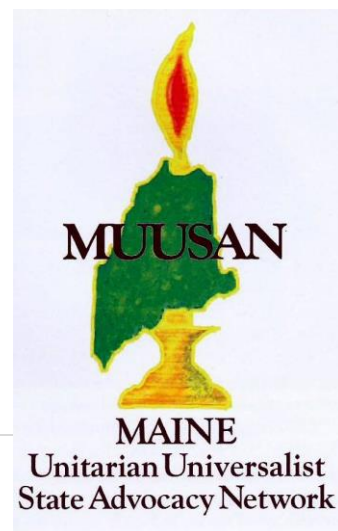
attended rallies and meetings, testified at public hearings and organized an in district meeting with Sen. Katz and Rep. Pouliot.

MUUSAN

The Maine Unitarian Universalist State Advocacy Network (MUUSAN) is a statewide advocacy and public policy network anchored in our Unitarian Universalist faith and animated by its principles.

In 2012, Maine became the 17th state to create a social advocacy network; by the next year that number had swelled to 22 states. SANs are the fastest-growing arm of Unitarian Universalism nationwide, and for good reason.

UU congregations and individuals are creating Advocacy Networks, including MUUSAN, because they realize that, vital as they are, worship services, good



works, and study groups are not enough. In a denomination that is characterized by social activism, we are called to bring our values to the public arena: in the State Legislature, the news media, the development of policy, and the pursuit of justice.



Across the nation, UUs are finding that Advocacy Networks spur congregational growth. They add value to being a UU and deepen denominational identity through publicly seeking justice.

And they do influence legislation and public policy. Discovering power in collaboration that eludes individuals and congregations, networks meld UUs and kindred spirits statewide into a force to be reckoned with.

MUUSAN is co-chaired by Trudy Ferland and Julia Fitzrandolph. It is four years old and this year has been focusing on three issue areas: expanding democracy, health care for all, and climate change and the environment. MUUSAN can be found at <http://www.muusan.org/>, and like the [MUUSAN Facebook Page](https://www.facebook.com/MaineUUSAN?ref=br_tf) (https://www.facebook.com/MaineUUSAN?ref=br_tf) The UUCC is invaluable to MUUSAN. The UUCC is its fiscal sponsor, hosts its meetings, two of our members serve on the steering committee, and several UUCCers are active members.

Food Security

UUCC's Neighbor to Neighbor/ St. Mark's Public Supper is lead by Jenny McKendry. A group of UUCC volunteers work with a few volunteers from the 209 Church as a team, to serve 12 meals a year. at the Outreach Center aka the St. Mark's parish hall on the first Saturday of each month. We are the only Augusta Angel Food Network group at present that serves all year long. The other churches discontinue for the summer. The Augusta Angel Food Network includes UUCC, The 209 Church(St. Mark's Episcopal and Prince of Peace Lutheran, South Parish Congregational, Penney Memorial Baptist, Temple Beth El, Saint Michael's Parish, and Green Street Methodist.

Some might call what we do a kind of ministry, similar to the way that small group ministry works. We work as a form of ministry for our selves and we spread goodwill to our neighbors. Also an interdenominational

blessing is spoken before each meal. Thank you very much to all volunteers, who help on site, donate goods or bake at home, to create a pleasant healthy place for our neighbors to share a meal as part of a supportive community.

Reverend Carie Johnsen

We are lucky to have Rev. Carie, whose mind and heart are focused on justice and caring.



She is a key player in MUUSAN; helped organize the Capital Area Multifaith Ministry



that has a wonderful banner created by the Rapid Response Artist Collective.

Carie is continuing her anti-racism work with the Maine Decolonizing Faith project; the Wabanaki Reach project; and MUUSAN's new working group on Immigrants and racial justice.



WEBSITE WORK GROUP REPORT

Website Work Group Report: UUCC Website (www.augustauu.org, website@augustauu.org)

Prepared by: Helen Zidowecki, **Chair, Website Work Group**

Work Group Members: Lauren Mier (Webmaster), Lynn Smith (UUCC Administrator)

Work the committee did towards meeting goal: Communications

The website especially relates to outcomes for the Communications Goal:

The website is a dynamic tool for communication and information about UUCC and UUism. Broad areas of information are [Home Page](#); [Worship, Calendar & Communications](#); [Minister, Staff, & Church Life](#); [Social Justice](#); [Visitors, Newcomers, & Membership](#); [Buildings & Rentals](#)

We encourage leadership to update their respective pages regularly.

Calendar is user friendly and current and used. This is undoubtedly the most used part of the website. The Office Administrator does an excellent job of keeping the calendar current. However, it is only as current as the information that is received.

Work we want to do/plan to continue into the new church year:

We have not been using the capacity of the website. We would like to see usage increase.

We need volunteer support to:

add pictures onto the website,
monitor to make sure that we have the latest information on the website,
and be aware of how the website is and can be used to enhance the life and work of the UUC
and Unitarian Universalism.

Other information:

The technical Webmaster is a contracted position for less than an hour a month. Website management is through the Administrator for the ongoing calendar and communications and the Workgroup Chair for other content.

WORSHIP COMMITTEE ANNUAL REPORT (NO REPORT SUBMITTED)

No report submitted.

OTHER REPORTS

COMMUNICATIONS WORK GROUP

Annual Meeting Report June 2017

Prepared by: Helen Zidowecki

Work Group Members: Helen Zidowecki, Chair; Lynn Smith, Sheila Comerford (Resigned Nov.); Kathy Kellison (Jan. to present)

Goal: (Communication) "We are a congregation that is transparent in its decisions and actions. We strive for communication that is abundant, clear, compassionate, and inclusive."

Ad hoc Communication Work Group Charge was established May 2016 for one year to:

- 1) review current communication practices and policies.
- 2) review implementation and education process of policies with leadership and membership.
- 3) explore ways to improve community interest, readership and engagement.

The **Communications Work Group (CWG)** has met the first and third Wednesdays throughout the year. The work of the CWG has been shared in *The Flaming Chalice (TFC)* and several reports have been given to the Board and the Leadership Council.

Work of the committee toward meeting the Board directives:

Task 1) Review current communication practices and policies

Policies and Procedures The Board asked the Communications Work Group to review and revise policies and procedures which we found in *How Our Church Works*. We reviewed it for current practice, consistency and clarity. We wrote new descriptions as we looked at specific communication issues. Updates will be included in the revision which is underway.

Communication Methods We did an inventory of communication methods within the congregation from which we created a survey. We received 56 responses and reported on the use of the calendar, *The Flaming Chalice* newsletter, The Weekly Bulletin and the Sunday Announcements. We clarified and delineated the scope and target of the four. (See Major Communication Table.)

Space Identifiers In collaboration with the board, Leadership Council, Membership Committee and the Office Administrator, we established consistent names for all of the spaces in our buildings. We published them in *The Flaming Chalice* and have begun using them.

Newsletter We looked at the publication process of *The Flaming Chalice*. The group which has been producing the newsletter for the past five years is stepping down and we want to be sure that whomever takes over has a streamlined process that works well for the congregation. *We extend sincere appreciation to Sheila Comerford, Janet Sawyer and Nancee Campbell for countless hours of work keeping our community connected.* We suggested a new publication process for next year.

Mailboxes We updated the mailbox system already in place for messages to committees. We also added a process by which written notes or information for staff and the minister can be exchanged even when the church office is not open.

Suggestion Box We received a request to create a suggestion box for use by the congregation. After much discussion, we concluded that a suggestion box can circumvent the direct communication to which this community aspires. We encourage anyone with suggestions to seek out the appropriate church leader or committee chair and share the thought or idea directly.

Directory We addressed the need to have contact information for members and friends available to all while adhering to the privacy guidelines in *How Our Church Works*. The Directory is updated at regular intervals and distributed via email to members and friends. Paper copies are no longer available in the church vestibule. They can be obtained from the Administrator.

Task 2) Review implementation and education process of policies with leadership and membership

Availability of *How Our Church Works* was noted increasingly throughout the year, including location and content.

Task 3) Explore ways to improve community interest, readership and engagement

The work of the CWG has improved community interest, readership and engagement in our community.

Interest begins with knowledge. We have made many changes to assist our community in finding timely information when physically at the church building (bulletin boards) or by reviewing the weekly publications

or the Monthly newsletter. The weekly publications have been revised for easier readability and more consistency (Fonts/graphics and colors).

Engagement is not possible without inclusion. In an effort to increase engagement through better inclusion, we reviewed worship service systems for the hearing and sight impaired. We also created a system to ensure persons who do not use email can be notified when important notices are sent to the congregation. (Phone Tree)

Work for the new church year:

Addressing the goal of "a congregation that is transparent in its decisions and actions with communication that is abundant, clear, compassionate, and inclusive" has just begun. We have recommended to the Board that:

1. The Communications Work Group continue, specifically to assess, receive, and process communication concerns in the congregation.
2. A representative of the Leadership Council be part of the CWG to assist with dissemination of changes in the policies and procedures and communication concerns.
3. Review of current communication practices and policies in *How Our Church Works* be an ongoing process. Revisions and additions would be made as they are needed, working with the Office Administrator, Minister and Board.
4. Increased in use of social media, and website capability and current technology be key in exploring ways to improve the interest and engagement within our church as well as in the larger community.

UUCC MAJOR COMMUNICATION PUBLICATIONS

| Item | Scope/Target | Due | Published | Distribution |
|---------------------------------------|--|---|---|---|
| Calendar | Optimal use of space; clarity of space among groups; rentals/non-church events. Internal/External | <i>Before event is publicized, with changes.</i> admin@augustauu.org Space is available on a first request basis. Space may or may not be available. | As confirmed. | On the UUCC website (http://www.augustauu.org/calendar-and-communications/) and provides information for the newsletter, announcements and weekly bulletin. |
| Newsletter <i>The Flaming Chalice</i> | Activities of minister, leadership and various groups, events and items of interest to UUCC. Covers <i>the month</i> , some notices for future events, space permitting. Internal, External | Items due 3 rd Monday to newsletter@augustauu.org | 4 th week of the month | Distribution: Members, friends, visitors via e-mail or mailed when there is no e-mail. Also available on the web, in the church vestibule. |
| Weekly Bulletin | Church-related meetings and events <i>Wednesday through the next Sunday (12days)</i> , and notice of future items in the next 30 days, space permitting. Internal | Wednesday 9am to admin@augustauu.org | E-mailed to members, friends, visitors late Wednesday afternoon | E-mailed to members, friends, visitors. |
| Announcements | Church-related events <i>Sunday through the next Sunday (8 days)</i> , and notice of future items, space permitting. Internal, External | Items due Thursday 9am to admin@augustauu.org | Sunday order of service | Printed copy in the Sunday Order of Service. Posted on website the following Tuesday |

GODDESS/EARTH CIRCLES REPORT

UUCC Annual Meeting Report June 2017 Report: Goddess/Earth Circles

Prepared by: Helen Zidowecki

Goddess/Earth Circles has met monthly on Sunday after second service, usually in the Fellowship Hall. Gatherings are open to all genders and youth and adults.

Work towards meeting goal: Inspiration and Engagement, and Interconnectedness.

July 31, 2016 Goddess/Earth Circles led the Sunday Service for Lammas: Harmony and Hope in First Harvest

July and August have Summer Connection of Goddess/Earth Circles, an informal time, usually around the picnic table in the side yard, weather permitting.

September 25 Reflections on the Fall Equinox,

October 30 Celebration of Samhain (Halloween) Goddess/Earth Circles did Fellowship Hour. Following the second service, we had a pot lunch honoring Women of Wisdom (Crones) and sharing wisdom that is available in a booklet. Twenty-one Women of Wisdom from UUCC have been 'Croned: *Alice Gifford, Hannah Faulkner, Helen Zidowecki, Lorna Doone, Mary Perkins, Maggie Ricker, Ida Gammon, Judy Gallant, Linda Findlay, Marilyn Gordon, Mary Shifman, Nance Caldwell, Nancee Campbell, Phillis Cudmore, Priscilla Jenkins, Beth (Nasberg) Olsen, Lois Whitcomb, Ruth Butts, Terry Culligan. Darlene Bassett and Jean Sizelove* were Croned this year. Alice Gifford and Ruth Butts have moved from Augusta to be closer to family. We hope that the WOW luncheon will be an annual event around Samhain.

November 27 meeting focused on how to include Goddesses in our daily lives. We decided to use *Learning from the Ancient Goddesses of Indigenous Cultures from Around the World*, new curriculum from Connie Dunn as our basic document.

January 29 Compassion, Kwan Yin. Leader: Helen Zidowecki

February 26 Resources and planning the specific sessions, and the concept of meditating on a goddess throughout a month.

March 26 Social Justice, Medusa, Oya. Leader: Ida Gammon

April 30 The Environment and Spirituality, Gaia as Mother Earth and Spider Woman as a creator, Leaders: Mary Perkins and Darlene Bassett.

May 21, Motherhood and Family, Ceres and Perserpina, and Hestia, with the celebration of Mother's Day. Leaders: Beth Olsen and Jean Sizelove,

June 25 Matriarch/Patriarch, Amatersu, Leader: Nance Caldwell

Work we want to do and/or plan to continue into the new church year:

Sessions involving Goddesses are planned through December, with Women of Wisdom Lunch on October 29. Watch for more information on plans.

We will continue to place our materials for specific celebrations on the UCC website (Church Life, Goddess/Earth Circles)

How we worked with other committees/people this year:

Goddess/Earth Circles thanks Marilyn Dunn for making storage space available for items that we use and resources. We also thank Thursday AM Small Group Ministry for space in the UCC Library for books on goddess, earth-based faith traditions, and women's issues.

The Worship Committee has asked Goddess/Earth Circles to do a Summer Worship service. Date to be determined.

We would like to engage more with Religious Exploration.

RIGHT RELATIONS WORK GROUP

Right Relations Work Group

Members: Peggy Lamb, Annie Lunt, Luke Curtis, Debbie Mattson, Stephanie Ralph

The Right Relations Committee received a charge from the UCC Board of Directors to (1) review current practices (and barriers) which minister, leadership, and members commit to being in right relationship with each other; (2) explore current trends to improve congregational practices; (3) recommend new policies and practices.

We began by learning the meaning of "right relations" as it pertains to congregations by reading two books: *Practicing Right Relationship* and *Behavioral Covenants in Congregations*. A few group members attended a Circle Training with other Maine UU churches. The training taught us a method of engaging in conversation with divergent points of view and developing consensus.

We developed a Small Group Session Plan and invited ourselves to listening sessions with Small Group Ministry groups and other committees/work groups of the church. We learned that the phrase "right relations" is a difficult concept to hold onto and to teach. Some church members did not like the phrase and others struggled with the concept, wondering what we are trying to achieve. At times, we wondered too. There were some reactions to the phrase that made people think we were involved because they did something "wrong" or there were undisclosed problems within the church. Neither of which is true. The charge we are working on is a proactive charge, not a reactive charge.

Positive themes from the listening sessions describe the church as:

(1) safe and welcoming; (2) a gathering of people with similar values; (3) a congregation that listens to each other; (4) a place where friendships develop and personal support is provided; (6) congregation representing a wide variety of people; (7) respectful relationships committed to the well-being of the church.

Some of the challenging themes included:

(1) Not knowing how to deal with difficult personalities; (2) expression of strongly held political beliefs that diminish others; (3) feeling excluded from cliques and uncomfortable with gossip; (4) pressure to be task oriented to conduct the business of the church at the expense of developing interpersonal relationships.

When questions were posed about church leadership, the answers were consistently about Reverend Carie. Overall, there are very positive feelings about Reverend Carie's leadership within the congregation and in the wider community. Some

commented on dissatisfaction with some of the minister's decisions but were able to speak with her about their dissatisfaction.

As a committee, we have learned from the congregation. We have not examined policy and have not made recommendations. We do not believe that the congregation finds a need to focus on right relations at this time. The largest problem expressed is not knowing how to engage in dialog with difficult personalities. We leave it to the Board to decide if a Right Relations Work Group should be re-convened.

SMALL GROUP MINISTRY COORDINATOR

Greetings from the Small Group Ministry Committee. As the committee has been winding down before the summer break, we have been busy planning an Appreciation Breakfast for the SGM Group Leaders on June 11, 2017 at 8:30 AM, just before the first service. We are excited to have Rev. Carie speak with the group during this breakfast on the topic "When to Call the Minister".

The SGM Committee had a busy year. We have sent new, relevant, and timely session plans to the SGM Leaders as a resource for the groups. These sessions either complemented the monthly theme or addressed current events of concern to our congregation. Earlier this year, we planned and led a Sunday Service that discussed the history of Small Groups in our church and highlighted powerful testimonies of how Small Groups have impacted the lives of participants of this ministry. We were also honored to participate in the New UU classes for new members. As the Small Group Ministry Coordinator, I also sat on the Right Relationship Committee which was charged by the board to examine the practices and policies on how, as a church body, we practice being in Right Relationship with each other.

Serving on the committee as Small Group Ministry Coordinator has been a wonderful experience. It allowed me to connect to new members and with the congregation in ways I would not have if I had remained little more than a visitor on Sunday mornings. However, due to life and work changes, I have decided to step down from this role. As the committee has discussed the evolution of the Small Group Ministry Coordinator role, I believe whoever does step into this role will be faced with exciting possibilities to support Small Groups and the congregation at large.

Thank you so much for letting me experience this opportunity for the past two years!

Luke Curtis, Small Group Ministry Coordinator

UUCC COMMITTEE DESCRIPTIONS & GROUP FUNCTIONS

Following are descriptions of Committees, or a reference to a Bylaws section. Additional information about these Committees and other groups within UUCC are on the website. (See www.augustauu.org) Contact information for the Committees chairs is shown above.

BOARD OF TRUSTEES

See Bylaws Article 10 Board of Trustees

BUILDING AND GROUNDS COMMITTEE

The Building and Grounds Committee (BAG) manages the care of and improvements to the property owned by UUCC. Join the workdays and special work crews. With a wide variety of things to be done, from cleaning and raking, to painting and repairing, from providing refreshments for work crews, be part of making our facilities reflect our enthusiasm for our community and our faith. The Responsibilities and Activities of the Buildings and Grounds Committee are:

1. Develop and implement a program of routine and preventive maintenance for Church property and grounds; currently at 69 and 71 Winthrop Street and 6 Summer Street in Augusta
2. Submit a report to the Board in September that outlines any major repairs or improvements recommended and includes a program for routine maintenance.
3. Solicit bids with contractors or businesses for work necessary to maintain Church property and equipment, as specified in the annual plan and the safety and building access policies. In the case of bids likely to be over \$1000, the Committee must receive Board approval before soliciting bids. The Board must approve any contract over \$1000.
4. Implement UUCC policies on safety, security and accessibility.
5. Designate one member to be contacted when an emergency situation on one of the Church properties requires immediate attention. This person will respond to the emergency, consulting as necessary, and contact appropriate services to stabilize or fix the immediate situation. This person will promptly report any and all actions taken to the chair of the BAG, who will also report to the board as soon as practicable. The BAG will maintain a list of preferred services / businesses to be called, and provide a copy for the church office.
6. Arrange for snow removal and grass cutting, and carry out other routine grounds work
7. Annually solicit bids or prices for heating oil for all church buildings and purchase oil as provided by the annual budget. If a pre-buy is recommended, consult with the Treasurer and Board Chair to provide the necessary cash flow.

FINANCE COMMITTEE

Oversees the financial health of the congregation so that we can live out our mission, including several subcommittees: The Stewardship, the Fundraising, and Invested Funds. The responsibilities and activities of the Finance Committee are found in the See Bylaws Article 13, Finance Committee

Responsibilities and activities:

1. Prepare an annual budget proposal for consideration by the Board of Trustees after soliciting input from the minister, church staff and the Board of Trustees. The first draft of the budget will be available for the board's April meeting, and the Finance Committee will make any revisions before the board's May meeting, in preparation for the June annual meeting for the fiscal year beginning July 1.
2. Lead the annual canvass of the membership, through the Stewardship Subcommittee with a designated chair, and reporting on the status of annual pledges to the Board at intervals prior to consideration of the budget.
3. Meet at least quarterly throughout the year, and, where necessary, make recommendations to the Board concerning adjustments to the budget.

4. Make recommendations to the Board of Trustees regarding whether to conduct an independent audit or financial review or compilation of church financial records.
5. Create a Gift Acceptance subcommittee.

The chair of the Finance Committee is selected through the Leadership Development Committee and serves on the Board of Trustees. The Treasurer serves ex officio on the Finance Committee.

Liaison to the Long Range Planning Committee will be maintained through a designated member of the LRPC. When necessary, the Finance Committee and the LRPC or their chairs may meet jointly during revisions of the UUCU five-year plan.

The STEWARDSHIP SUBCOMMITTEE conducts the annual canvass and is designed to function as part of the Finance Committee.

The FUNDRAISING SUBCOMMITTEE conducts events each year for the support of the UUCU annual budget. Events are also intended to build community among congregation members.

Responsibilities and activities:

1. Conduct both recurring and special fund-raising events.
2. Consult with the Finance Committee or Treasurer to propose a fund-raising goal for the following year.
3. Inform members about fundraising events through the newsletter, announcements, and bulletin boards.
4. Publicize events to the broader community.
5. Coordinate the calendar with the Social Activities Committee and others, as needed.
6. Recruit members to assist with events.

The INVESTED FUNDS SUBCOMMITTEE manages the financial investments of UUCU in a fiscally and socially responsible manner, as defined by the board of trustees.

Responsibilities and activities:

1. Develop and implement a written plan for managing investments, revised annually and submitted to the board for approval.
2. Provide information and consultation with the Treasurer at least quarterly.
3. Consult with the Finance Committee during its preparation of annual budget.
4. Advise the board of trustees in all matters relating to financial investments.

One member is chosen each year through the Leadership Development Committee. At least three members, each serving a three-year term.

HISTORY COMMITTEE

The History Committee collects, preserves, verifies and makes accessible the rich history of Universalism and Unitarianism in Augusta and how that history informs who we are as a congregation today. The entire congregation helps capture history as we make it.

The History Committee Responsibilities and Activities:

1. Acquire, catalog, archive, maintain, and preserve historic records, artifacts, and historic items belonging to the Unitarian Universalist Community Church. This includes collecting oral histories to record first-hand experiences and feeling of important events.
2. Promote the preservation of currently generated historic documents and artifacts. This includes collecting information about ongoing activities and congregants, and creating a Book of Remembrance containing short histories, pictures, and contributions of members who have died.
3. Advise as requested regarding donations and disposition of church artifacts.
4. Promote knowledge and appreciation of congregational history and heritage through periodic displays of historic documents and artifacts for the church community, articles in the Newsletter, and special History Events.

5. Establish working relationships with the Kennebec Historical Society and the State of Maine Library Archive department.
6. Prepare a chronological record of the UUCC and its antecedents

LEADERSHIP DEVELOPMENT COMMITTEE

See Bylaws Article 8 Nominations for Elections

LONG-RANGE PLANNING COMMITTEE

See Bylaws Article 12

MEMBERSHIP COMMITTEE

The Membership Committee welcomes visitors to UUCC, documents current membership, seeks and new members, and provides information about the Church's faith and congregation to interested persons. You are invited to assist with greeting and hospitality on Sunday mornings.

The Membership Committee responsibilities and activities:

1. Oversee the maintenance by the Office Administrator of an accurate, easily accessible, and up-to-date list of active members of the Church and a list of others with an interest in UUCC.
2. Coordinate the Hospitality and Greeting Subcommittees to plan and arrange for: greeting Sunday attendees and providing relevant information.
3. Provide nametags, literature, newcomer packets, and newsletters for Sunday service.
4. Arrange Sunday coffee hours between services, and after summer services.
5. Seek new members.
6. Welcome, communicate with, and plan activities for newcomers where information about the UU faith can be shared.
7. Promote an awareness of our Church within the larger community, and publicize the programs, events, and activities of the Church for members.

MINISTRY, COMMITTEE ON

See Bylaws Article 15 Committee on Ministry

MUSIC COMMITTEE

Plans, oversees and supports musical offerings and activities at Sunday services and on other occasions.

The Music Committee responsibilities and activities are:

1. Work with the minister and Worship Committee to support the life and ministry of the church through music, and advocate for the music program.
2. Make sure that the musicians have the physical resources they need (sheet music, instruments) and that these are in order and well-maintained.
3. Oversee the scheduling of pianists for worship services, and promote communication with the congregation.
4. Prepare a yearly budget request, and advise Board of Trustees on musicians' pay.
5. Maintain a connection with the larger community of UU musicians through UU Musicians Network (UUMN) membership and, when possible, attendance at the UUMN annual conference.
6. Sponsor and assist with musical events.
7. Musicians are supervised by the minister and the board president. Music for worship, other than hymns, is selected by the musicians in consultation with the minister or worship leader.

PASTORAL MINISTRY TEAM

The Unitarian Universalist Community Church has a team of trained lay Pastoral Ministers who provide an extension to the Minister's pastoral presence. They offer a caring response to emergencies that affect individuals, families and the congregation as a whole, as well as issues within our community. The Team provides a connection to the church for members and friends when worship service attendance becomes impractical or impossible. Some members bring our church's values and concerns out into the wider Augusta community.

The CARING COOPERATIVE TEAM is led by a trained lay Pastoral Minister who is skilled in accessing needed resources within and beyond the congregation. This team facilitates the good works and assistance of the congregation when a member or friend is dealing with times of hardship, loss, illness or stress.

PERSONNEL COMMITTEE

Purpose: The responsibilities of the Personnel Committee include: advising and consulting with the minister on staff related employment matters; developing and participating in selection processes for paid staff; reviewing and revising job descriptions and personnel policies and practices.

Membership: The Committee will consist of a chair appointed by the Board of Trustees and the Minister, as well as at least two other members of the Church. At least one member will have knowledge of and experience with personnel practices, laws and policies.

Meetings: The Committee will meet on an as needed basis as called by the Committee Chair or Minister.

Hiring and Selection Processes: The Committee will facilitate hiring processes for the paid staff to include: Office Administrator; Religious Exploration Coordinator; Youth Advisor; and Music Director. Interview panels will include membership from the Personnel Committee; Church member with subject matter expertise and other members to be determined.

The hiring panel will:

1. review job description of vacant position
2. discuss desired tasks and competencies
3. draft and circulate a recruitment bulletin
4. establish a selection plan to include interview questions and experiential demonstration/presentation as appropriate
5. conduct interviews
6. contact references; and
7. make hiring recommendations to the Board of Trustees.

Other Committee Responsibilities:

- Consult with and assist the Minister with personnel issues including job performance concerns, staff development, disciplinary matters;
- Assist Staff with personnel related concerns or complaints;
- Develop and update personnel policies and Employee Handbook;
- Conduct exit interviews with departing staff;
- Participate in annual retreat and staff development related initiatives.

RELIGIOUS EXPLORATION COMMITTEE

Supports the Religious Exploration staff in developing lifespan RE programming.

Responsibilities and activities:

1. Brainstorm with the [staff] on new ideas related to all aspects of the RE program;
2. Make consensus recommendations on the direction and implementation of lifespan RE programming;
3. Provide input to the [staff] and Board on financial decisions relevant to lifespan RE programming;
4. Ensure that RE activities run smoothly during scheduled and unscheduled absences of the [staff];
5. Coordinate certain functions during the year, such as the cookie walk, Easter activities and the spring RE volunteer appreciation.

SMALL GROUP MINISTRY COMMITTEE

Works to ensure the vitality of the UUCC Small Group Ministry program as it furthers the mission of the church.

Responsibilities and Activities:

1. Assisting the SGM Coordinator, particularly in maintaining contact and working out issues that may arise in groups or the program
2. Recruiting and supporting leaders for Small Group Ministry (links, facilitators, topic writers);
3. Maintaining regular contact with SGM groups through their links, and offering support and information
4. Updating, creating, and revising the sessions, handbooks, and other materials used by Small Group Ministry
5. Ensuring open access to and making information about SGM available to the broader church community
6. Offering new opportunities to explore SGM, including Sunday Open Group and events such as potlucks and workshops.

SOCIAL JUSTICE COMMITTEE

The Social Justice Committee promotes social justice, equity and compassion through words and actions. The committee uses the time, resources, and leadership of members to forge connections with and provide service to our community and the wider world. The Social Justice Committee Responsibilities and Activities:

1. Provide forums, study groups, presentations, youth activities, etc. for UUCC members to learn about social issues;
2. Maintain resources for UUCC members seeking information;
3. Identify and provide leadership for projects and actions that further its purpose;
4. Work with other organizations with similar goals; and
5. Recommend appropriate public releases concerning social issues for Board of Trustees approval.

IMMIGRATION WORK GROUP

The IMMIGRATION WORK GROUP plans programs to raise awareness around issues of immigration, refugees and migrant worker justice and partners in activities with non-profit organizations and others with similar interests. The Group encourages and provides opportunities for action and advocacy relating to immigration issues. UUCC has: *welcomed migrant farm workers with a summer picnic * reached out to Muslim neighbors. *made an award to Green Thumbs Farm in Fryeburg for its excellent relations with migrant farm workers.

MAINE UNITARIAN UNIVERSALIST SOCIAL ADVOCACY NETWORK (MUUSAN)

In a denomination that is characterized by social activism, we are called to bring our values to bear in the public arena – in the State Legislature, in the news media, in the development of policy, in the pursuit of justice. And they do influence legislation and public policy.

Realizing that we cannot take on every issue and solve every problem, we have chosen three areas of public policy on which to focus our initial interest:

**Democracy in Action*, including voting rights, electoral processes, such as Instant Runoff Voting, and Clean Election laws.

**Health Care*, including costs, insurance coverage, MaineCare, implementation of the Affordable Care Act, and Single Payer options.

**Climate Change*, in all its likely guises, including rising sea levels, radical changes in agricultural practices and yields, and effects of higher temperatures on land values and the tourist industry.

NEIGHBOR TO NEIGHBOR PARTNERSHIP

UUCC partners with St. Mark's Episcopal Church to help reduce hunger and poverty in the local neighborhood. UUCC members generously support the following St. Mark's programs: the Angel Food Network (UUCC Summer Suppers), the Augusta Food Bank, Essentials Pantry, specifically with a quarterly Diaper Drive.

WEBSITE WORK GROUP

The UUCC Website has two primary functions:

- Inviting people who are searching for information about Unitarian Universalist and/or a connection to come and see what we have to offer.
- Providing a communication network and prominent resource for people who are already involved with UUCC.

The information on this website is written by those involved with the respective programs and committees, and/or taken from UUCC publications, including the *Program Book* and *How Our Church Works*.

Following privacy and Safe Congregation practices,

- Contact information may be used only when an individual's permission is obtained. The exception is for UUCC staff, where name, e-mail and phone number may be listed. Sending an article or announcement with personal information included will be considered consent.
- Personal information submitted by a second party will not be included unless the second party has provided written or emailed consent.
- Additional contact information may be available in the church Directory for members and active friends. Request for that information can also be made through info@augustauu.org and will be forwarded to the individual.
- Photos of activities involving people will not include identifying information, unless permission is specifically given by the person.

For a more complete policy regarding identification of individuals and use of pictures see the accompanying sections for administrative policy.

WORSHIP COMMITTEE

The Worship Committee responsibilities and activities

1. Assist the Minister in planning, implementing, and evaluating the worship program.
2. Make arrangements for guest speakers and other persons participating in worship program.
3. Coordinate summer programs.

BYLAWS OF THE UNITARIAN UNIVERSALIST COMMUNITY CHURCH

SUMMARY OF RECOMMENDED 2017 BYLAW CHANGES

- Eliminates Article 12, and all related references to the Comprehensive Long-Range Planning Committee, which is now longer active.
- Removes references to the Invested Funds Committee, and to the need in the Nominations section for election of additional members, besides the chair.

Changes were approved for submission to the membership meeting by the Board of Trustees on May 8, 2017.

AS PROPOSED - BYLAWS OF THE UNITARIAN UNIVERSALIST COMMUNITY CHURCH

Bylaws of the Unitarian Universalist Community Church Augusta, Maine As amended, June 2013

Article 1. Name

The name of this religious society shall be the Unitarian Universalist Community Church of Augusta [UUCC hereafter]

Article 2. Purpose

The purpose of the UUCC shall be to worship and operate consistent with our mission and vision.

The *mission* of the UUCC is to worship, learn, and minister together embracing diversity and religious freedom.

The *vision* of the UUCC is to:

- enhance spiritual growth;
- provide a respectful religious home for all ages;
- join in celebration and friendship;
- be a common voice for justice;
- share the light of our principles with the wider community

We also:

- affirm, defend, and promote the worth and dignity of every person;
- promote and provide religious exploration for all in our congregation;
- promote a deliberately diverse and inclusive congregation that welcomes and supports all forms of respectful, loving, age-appropriate relationships: gay, lesbian, bisexual, transgender or straight; and
- create an inclusive ministry in the community and work against oppression in all its forms.

Article 3. Non-Discrimination Policy

The Unitarian Universalist Community Church of Augusta, Maine declares and affirms its responsibility to promote the full participation of persons in all activities and in the full range of human endeavor, without regard to race, color, gender expression, disability, affectional or sexual orientation, age, or national origin and without requiring adherence to any particular interpretation of religion or to any particular religious belief or creed, in accordance with our safe congregation policy.

Article 4. Denominational Affiliation

This church shall be a member of the Unitarian Universalist Association of Congregations and of the Northern New England District of the Unitarian Universalist Association of Congregations.

Article 5. Membership

Section 1. Any person 13 years of age and over may become a member by signing the membership book and declaring him/herself in sympathy with the purpose of this church, participating in congregational life, including congregational meetings, making an annual pledge, and transmitting this information to any officer of the church. The person will be acknowledged as a voting member by the Board of Trustees at its next scheduled meeting.

Section 2. The Board of Trustees may remove members from the rolls if:

- the member has not attended or financially supported the church for over a year's time; and
- there is no positive response within 30 days to a written notice asking if the person wishes to remain an active member or be removed from the rolls.

Section 4. Any member may withdraw his/her membership at any time by so notifying the Clerk of the church.

Article 6. Authority

All authority rests in the membership and is exercised through the meetings of the membership except as herein delegated.

Article 7. Membership Meetings

Section 1. The business meetings of the congregation shall be referred to in these by-laws as "membership" meetings, and shall be open to all.

Section 2. An annual membership meeting shall be held on the first Sunday in June of each year. Copies of an Annual Report (containing reports from the Minister, Director of Religious Exploration, Clerk, Board of Trustees, Treasurer, ~~Collector, Comprehensive Long Range Planning Committee~~, and other active committees, election information, and by-laws) shall be made available at the church 10 days before this meeting. Budget and end-of-year financial materials shall be available at this meeting.

The business shall be:

- to elect Officers of the church, Members-at-Large of the Board of Trustees, Chairs of all standing Committees, except the Committee on Ministry, and all other elected positions.
- to hear the Minister's annual report and other reports scheduled by the Board;
- to vote on the proposed annual budget of the church; and
- to transact any other necessary business for which notice has been given.

Section 3. Special membership meetings may be called by the Board of Trustees for any purpose deemed important for the maintenance and/or enhancement of the church.

Section 4. The Board of Trustees shall call a membership meeting if petitioned in writing by twenty percent (20%) of active members. The request must state the business to be considered, and actions at the meeting shall be limited to the stated purpose. The meeting must be held within 30 days of the request.

Section 5. Notices for all membership meetings shall be transmitted at least 10 days prior to the date of such

meetings, and shall include a description of the subjects to be considered, date, time, and location.

Section 6. Thirty percent (30%) of the active membership shall constitute a quorum.

Section 7. Voting at membership meetings shall be afforded to members only. Voting shall be by ballot upon any issue, upon request by any member. Except where otherwise specified here, the outcome of votes will be determined by a simple majority of those present and voting.

Section 8. The Board of Trustees shall select a member of the church to act as a Moderator during membership meetings.

Section 9. The rules contained in Robert's Rules of Order, Revised shall govern in all issues as to which they are applicable, to the extent that they are consistent with these bylaws or special rules of order adopted by the active members in the course of the membership meeting to which said special rules of order are to apply.

Article 8. Nominations for Elections

Section 1. The Leadership Development Committee shall serve until the final election of the Board of Trustees. The President of the Board of Trustees shall convene the first meeting of the Leadership Development Committee to deliver the charge to the committee, and answer any questions.

Section 2. The Leadership Development Committee shall nominate the officers, members at large of the Board of Trustees, chairs of standing committees, ~~members of the Comprehensive Long Range Planning Committee~~, and member-at-large of the Finance Committee. [delete]

~~Section 3. The Leadership Development Committee also shall nominate one active member of the congregation to the subcommittee on Invested Funds each year. The subcommittee on Invested Funds shall consist of three persons serving three-year staggered terms.—[delete]~~

Section 4. The Leadership Development Committee shall publish the slate of qualified candidates 10 days prior to the General Elections annual membership meeting. The Committee shall, of possible, avoid nominating persons to a third consecutive term and shall nominate for the chairs of the committees persons who have served on those same committees for at least one year.

Section 5. Nominations for the Board of Trustees positions may be made by petition of ten (10) active members to the Clerk of the Board. This list will be published prior to the election and shall be made available at the church at least one week in advance of the General Elections annual membership meeting. Such nominations shall be included in the slate for the position to be filled.

Section 6. Nominations for any position may be made from the floor at the General Elections annual membership meeting.

Article 9. Officers

Section 1. The elected officers shall be:

- President
- Vice President
- Clerk
- Treasurer.

Section 2. All officers must have been members for a minimum of one year.

Section 3. The President shall:

- preside at meetings of the Board of Trustees;
- be the chief executive officer;
- delegate responsibilities to others as appropriate.

Section 4. The Vice President shall:

- chair the Council on Leadership
- discharge the duties of the President in his/her absence;
- aid and assist the President in his/her administrative duties; and
- succeed to the Presidency for the unexpired portion of the term upon the death, resignation, or removal of the President.

Section 5. The Clerk shall:

- provide for the written record of all proceedings of the Board and meetings of the church;
- issue notices of meetings;
- conduct the correspondence of the Board;
- verify the membership list prior to all membership meetings, and determine the proper quorum requirement, and determine the proper numerical vote required for all issues; and
- be an ex officio member of the Membership Committee.

Section 6. The Treasurer shall:

- be custodian of all monies and securities;
- present the current financial statement at each meeting of the Board and the membership meeting at which there is a vote on the proposed annual budget;
- keep a full and accurate account of all receipts and disbursements and present these records upon reasonable notice, except for identification of individual pledges;
- submit the books to be examined annually by a person(s) designated by the Board;
- be bonded at the expense of the church; and
- serve as an ex officio member of the Finance Committee in preparing budget recommendations for the next fiscal year.

Article 10. Board of Trustees

Section 1. The Board of Trustees shall consist of the officers, the immediate past president, members-at-large, youth member, and the Chair of the Finance Committee. Ex officio members shall include the Minister and the Director of Religious Exploration. The immediate past president shall serve for one year.

Section 2. Vacancies on the Board shall be filled by appointment of the President, subject to approval of the Board. Persons appointed to fill vacancies shall serve until the next membership meeting.

Section 3. The Officers of the Board of Trustees shall serve a one-year term. There shall be three members of the Board of Trustees elected at large by the membership for staggered three-year terms. One member shall be elected each year. There shall be one youth member of the Board of Trustees elected at large by the membership for a one-year term. Members at large will serve as liaisons to the standing committees. Board members and officers will not serve as chair of standing committees, except for the Finance Committee.

Section 4. The members of the Board of Trustees shall assume office immediately following the vote of the slate of officers at the General Elections annual membership meeting. The Board shall have its first organizational meeting at the next regularly scheduled Board meeting.

Section 5. The Board shall hire and dismiss all employees of the church not elected by its members, and shall determine conditions of employment.

Section 6. The outcome of votes of the Board shall be determined by a simple majority of those present and voting.

Section 7. Attendance at Board meetings is a necessary function of all members of the Board of Trustees. Resignation from the Board may be requested by the President with Board approval if an individual's absence interferes with the workings of the Board.

Section 8. The Board of Trustees shall:

- conduct and approve all business transactions of the church, consistent with these bylaws;
- implement the decisions and policies of the membership, guided by the Strategic Plan;
- ^a establish such policies and appoint such persons and committees as necessary to achieve these functions and fill vacancies among committee chairs until the next annual meeting;
- maintain a balanced budget with the provision that the Board may make changes to the annual budget not to exceed 10 percent of the total; and
- publish a written annual report.

Section 9. A quorum of the Board shall consist of two-thirds of the positions filled at the time of the vote, provided that at least one-half of the Board's positions as specified in these bylaws are filled.

Article 11. Council on Leadership

The Council on Leadership consists of the chairs of all standing committees, and is chair by the vice president of the board. It shall meet at least three times a year and will set goals and coordinate joint activities among the various committees, and carry out assignments as directed by the board.

Article 12. Long Range Planning Committee

~~Section 1. The task of the Long Range Planning Committee is to monitor and update biannually the Five Year Strategic Plan to reflect accurately the anticipated future needs of the church. The Plan will be guided by our Purpose, Mission Statement, and Vision Statement.~~

~~Section 2. The Revised Five Year Strategic Plan shall address the following items at a minimum: Staffing, Membership, Operating Budget, Programs, and Facilities. Items needing updating will be the primary focus of the biannual review. Prioritizing items for the biannual review shall be done with input from the Board of Trustees, church leadership, and congregation. This plan shall be used by the leadership of the church to maintain a steady and consistent course of action and direction that aligns with our Purpose, Mission Statement, and Vision Statement.~~

~~Section 3. The Committee shall consist of six (6) members elected by the membership for staggered three year terms. Two (2) members shall be elected each year. A seventh member shall be a member from and appointed by the Board of Trustees for a one year term. There shall be no term limit restriction placed on the members. The~~

~~Long Range Planning Committee may use short term or ad hoc non-voting members to support work in special focus areas. Vacancies on the Committee shall be filled by appointment of the Board of Trustees, subject to approval of the Committee. Persons appointed to fill vacancies shall serve until the next membership meeting.~~

~~Section 4. The Committee shall provide a biannual planning process including the following elements:~~

- ~~• Review and, if necessary, update the current Five-Year Strategic Plan;~~
- ~~• Solicit input from the Board of Trustee, church leadership, and congregation to identify church needs, trends, and goal;~~
- ~~• Document a consistent overall long range direction of church needs and activities, including how major church operations are working together or if improvements need to be made in church operations;~~
- ~~• Present biannual revisions to the membership via the UUCU Annual Report, annual membership meeting, 5 year plan updates, and any requested reports by the Board of Trustees~~
- ~~• Report to the Board of Trustees on changes needed in Long Range Planning Committee duties or functions.~~

~~Section 5. The planning process shall provide for church members:~~

- ~~• to be kept informed of the work of the Committee; and~~
- ~~• to have input and be consulted in the updating of the strategic plan.~~

Article 13. Finance Committee

Section 1. The Finance Committee assists the board in overseeing the financial affairs of the church, including its annual budget, stewardship, endowment, gifts and bequests. It will submit recommendations for the annual budget, and conduct reviews at the request of the board.

Section 2. Membership. The committee chair and a member-at-large are elected by the membership to one-year terms. The chairs of the ~~Long Range Planning Committee~~, Invested Funds subcommittee, Stewardship subcommittee, Fundraising subcommittee, and the Treasurer serve ex officio. The committee chair also serves on the Board of Trustees, for a one-year term. Vacancies will be filled by the board, with the consent of the committee.

Article 14. Standing Committees

Section 1. The Board of Trustees shall authorize other committees necessary to carry out the business of the church and will keep a list of committees and the charges of the respective committees. This list will be posted in the church and will be included in the annual report of the Board of Trustees. All authorized committees will submit a report for the church's annual membership meeting. No members of the congregation shall chair more than one standing committee.

Article 15. The Committee on Ministry

Section 1. The Committee on Ministry shall be comprised of four (4) members, serving staggered two-year terms. No members shall serve more than two consecutive terms. Two (2) members will be appointed to the Committee on Ministry each year. One member will be chosen by the Minister from a list of three (3) active church members submitted by the Board of Trustees. One (1) member will be chosen by the Board of Trustees from a list of three active church members submitted by the Minister.

Section 2. The Committee on Ministry shall have a chair nominated by the Committee members and approved by the Board of Trustees.

Section 3. Vacancies in the Committee on Ministry occurring in unexpired terms shall be filled by the Board of Trustees, in consultation with the Minister.

Section 4. The purpose of the Committee on Ministry is to strengthen the quality of ministry within the congregation. The Committee on Ministry focuses on all aspects of the congregation's shared and professional ministry.

- the Committee shall meet regularly in a non-crisis, goal-oriented manner with an agenda to explore the various concerns and challenges of the Minister/Congregation relationship and the Congregation's own role and agreed-responsibility in shared ministry.
- the Committee shall assist and support the Minister in his/her plans for professional development, continuing education, sabbaticals, etc. The Committee shall alert the Board to any emerging concerns between the Minister and Congregation.
- consult with the Minister and submit an annual compensation recommendation to the Board of Trustees; and
- the Committee shall promote and facilitate healthy relationships in all aspects of professional and shared ministry. The committee shall receive, investigate and respond to all matters affecting the shared ministry of the congregation and the professional ministries. The Committee shall alert the Board to any emerging concerns.

Article 16. Minister

Section 1. A candidate for the office of Minister of this church shall be nominated as outlined in the Article of these bylaws concerning the Ministerial Search Committee. The Minister shall be called by means of a vote at a membership meeting held for the purpose of decision on a candidate nominated by the Ministerial Search Committee. The Minister shall be considered to have indefinite tenure upon election by the membership.

Section 2. A contract detailing the terms of agreement between the Minister and the congregation shall be proposed by the Ministerial Search Committee, agreed to by the Board of Trustees, signed by the officers of the church, and shall be reviewed annually by the Board of Trustees.

Section 3. A Minister may be dismissed by a two-thirds vote of the members present at any meeting convened for that purpose. In the event of a potential dismissal, the advice of the Unitarian Universalist Association of Congregations and the Unitarian Universalist Ministers Association will be sought.

Section 4. The Minister shall continue his/her duties for 90 days after written notice of resignation is received by the President, or after membership decision for dismissal, unless it is mutually agreed otherwise.

Section 5. The Minister shall:

- be in the fellowship with the Unitarian Universalist Association of Congregations;
- have primary responsibility for worship and other religious ceremonies;
- be an ex officio member of the Board of Trustees
- be available for advice and guidance of members and committees when requested;
- in consultation with the President, supervise all employees and maintain written jobs descriptions for each position, and coordinate the administrative and communicative aspects of the church;
- report at the annual membership meeting any matter which seems pertinent to the general welfare of the church, and make such recommendations as in his/her judgment may be appropriate; and
- keep complete and accurate vital statistics (that is, marriages, dedications, and deaths) concerning the membership.

Article 17. Ministerial Search Committee

Section 1. In the event of a vacancy in the office of the Minister, the members of the church shall elect a Ministerial Search Committee.

Section 2. The Ministerial Search Committee shall consist of seven (7) members of the church. Two (2) members of the Committee will be selected by the Board of Trustees, and five (5) members will be elected from the membership at a special meeting following the rules for selection of the Leadership Development Committee.

Section 3. The membership shall instruct the Ministerial Search Committee regarding the general terms of agreement that it shall tentatively negotiate; a tentative salary shall be approved by the membership prior to any interviews.

Section 4. The Ministerial Search Committee shall:

- consult with appropriate members of the Unitarian Universalist Association of Congregations and the Unitarian Universalist Ministers Association;
- conduct a membership survey;
- interview potential candidates and select one;
- make necessary arrangements to ensure the candidate has reasonable knowledge of and acceptance of the church, its membership, finances, and Bylaws, and of the community at large;
- agree tentatively in writing with the selected candidate regarding the terms of agreement;
- nominate such candidate, with the Board of Trustees' concurrence, at a membership meeting called for the purpose of decision on that candidate, and present the terms of agreement for action at that meeting;
- prepare a contract containing the detailed terms of agreement, in consultation with the candidate, and propose it to the Board of Trustees;
- assist the new Minister to become settled and acquainted in the community; and
- comply in all matters with the UUCU Non-Discrimination Policy.

Section 5. Any vacancies on the Ministerial Search Committee can be filled by nomination of the President with the Board of Trustees' approval.

Article 18. Calling a Minister: Quorum and Plurality of Call

The Ministerial Search Committee shall present a Ministerial Candidate to the membership. The minister shall be called by at least an eighty percent (80%) vote of the voting membership present at a special congregational meeting held for that purpose. The vote to call a minister shall be by written ballot. One half (1/2) of the members eligible to vote shall constitute a quorum at such special congregational meeting.

Article 19. Fiscal Year

The fiscal year shall be set at July 1 through June 30 of each year.

Article 20. Bylaws and Amendments

Section 1. Suggested changes for these bylaws shall be submitted to the Clerk, and if approved by the Board of Trustees, shall be presented to the membership.

Section 2. These bylaws may be amended by a two-thirds vote of the members present at any membership meeting, provided that written notice of any proposed change is included in the notice for that meeting, at least 10 days prior to the meeting.

Section 3: If for five years no amendments shall have been made to these Bylaws, the president shall appoint, with the concurrence of the Board, a bylaw committee to review this document.

Article 21. Dissolution

In the event of dissolution and liquidation of this corporation, either voluntarily or involuntarily, the Board of Trustees (in the event of voluntary dissolution) and the appropriate public official (in the event of involuntary dissolution) shall transfer any surplus in excess of the corporation's outstanding liabilities to the order of the Northern New England District, Unitarian Universalist Office for Maine, New Hampshire, and Vermont, 10 Ferry Street, Suite 318, Concord, NH 03301.

Revised 8/04 to include amendments passed at the June 6, 2004 Annual Meeting
Revised 6/05 to include amendments passed at the June 5, 2005 Annual Meeting
Revised 3/09 to include amendments passed at the March 9, 2009 Membership Meeting
Revised 6/10 to include amendments passed at the June 10, 2010 Annual Meeting
Revised 6/12 to include amendments passed at the June 3, 2012 Annual Meeting
Revised 6/13 to include amendments passed at the June 2, 2013 Annual Meeting