

**Unitarian Universalist
Community Church
Augusta, Maine**



**Annual Report
2023-2024**

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BOARD & COMMITTEE LISTS

BOARD AND COMMITTEE ON MINISTRY LISTS

Board Members

President, Michaela Loisel
592-5655 (C)
michaelatloisel@gmail.com

Vice-President, Susan Claska
242-9100
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Clerk, Cheryl Ring
629-8889
cherylringmaine@gmail.com

Treasurer, Nancy Fritz
213-3047
treasurer@augustauu.org

Finance, Harry Grimmnitz
685-9270
hgrimmnitz@gmail.com

Member-at-Large (2024) – VACANT

Member-at-Large (2025) –Hal Booth
623-8383 (H)
halbooth1@yahoo.com

Member-at-Large (2026)–Jim Caldwell
458-7346
Jmcaldwell976@gmail.com

Youth Representative, <Vacant>

Committee on Ministry

Kathy Kellison
445-4415
kell6787@gmail.com

COMMITTEE AND WORK GROUP LISTS

By-Laws Review Committee

Kathy Ann Shaw, Chair
620-4082 (C)
kathyannshaw@roadrunner.com

Terry Cairn (Co-Chair)
557-2557
tlnaturalhealth@yahoo.com

Communications / Website Work Group

Helen Zidowecki, Chair
582-5308 (H)
440-7707 (C)
hzmre@hzmre.com

Member-at-Large

June Zellers
582-5248 (H)
582-5862 (C)
jzellers@roadrunner.com

Congregational Engagement Team

June Zellers, Chair
582-5248 (H)
582-5862 (C)
jzellers@roadrunner.com

Planned Giving

Wick Johnson
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Facilities, <VACANT>

Buildings & Grounds Work Group

Bill Allen, Chair
622-3868 (H)
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History

Richard Bridges, Chair
(207) 626-8134 (H)
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Finance

Harry Grimmnitz, Chair
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Leadership Development

Kathy Ann Shaw
620-4082 (C)
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Fundraising

Karen & Allison Foust
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Hilary Neckles

441-2464
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Invested Funds

Marilyn Dunn
512-5382
Maine2007@hotmail.com

Membership

Denis Thoet (Co-Chair)
624-1681
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Stewardship

Betty Cairn (Co-Chair)
215-6394
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Hannah Faulkner (Co-Chair)
293-8063 (H)
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hannahbfaulkner@gmail.com

Music

Dale McCormick, Chair
242-9278
dmccormick11@aol.com

Orchestra

Michael P. Atkinson, Director

Pastoral Ministry

Martha Pelletier, Chair
685-9592
Pellsav64@gmail.com

For Pastoral Emergencies, contact:

Reverend Donna Dolham
P.O. Box 8
Augusta, ME 04332-0008
623-3663 (W)
701-1581 (Pastoral Emergencies)
minister@augustauu.org

Caring Cooperative**For meal support:**

Vacant – Contact Martha Pelletier
Pastoral Ministry Chair

For card requests:

Peggy Lamb
622-5174
plambflowers@outlook.com

Congregational Engagement Team

June Zellers, Chair
582-5248 (H)
582-5862 (C)
jzellers@roadrunner.com

Religious Exploration**NOW Lifespan Faith Formation****Safety Committee**

Jim Caldwell, Chair
207-458-7346
jscaldwell@roadrunner.com

Small Group Ministry Coordinators

Helen Zidowecki
582-5308 (H)
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Linda Findlay
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Social Activities

Cheryl Clukey, Chair
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Social Justice

Debbie Mattson (Co-Chair)
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Mary Kane (Co-Chair)
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Augusta Food Bank & Bridging the Gap

Stef Barley (Co-chair)
629-8890
stefbarley@gmail.com

Susan Shaw
215-6790
susanmaine@gmail.com

Capital Area New Mainer's Project

UCC has a number of Mentor Teams that work with CANMP

Kennebec Advocacy Team**Maine Unitarian Universalist Social Action Network (MUUSAN)****Neighbor to Neighbor Partnership (St. Mark's Public Suppers)**

REPORTS – OFFICERS, STAFF & AFFILIATES

CLERK’S REPORT

DRAFT – Clerk’s Report

Minutes of Annual Meeting – June 4, 2023

10 am – Noon, by Owl, Zoom and in Person

Present: 55 UUCC Members and several UUCC friends gathered for our “Annual Meeting as Spiritual Practice.”

Board Packet: A packet of information was sent to congregants on May 31, 2023, including the Annual Meeting Agenda, Proposed FY23-24 Budget, Nominations for Board of Trustees & Leadership, Nominations for 2024 Settled Minister Search Committee, proposed UUCC Covenant and Annual Report 2022-23.

Minutes:

As congregants gathered on a rainy, cold morning in the Church and on Zoom, Stefanie Barley played in-gathering music. Sara Hodgkins, Worship Associate, welcomed everyone and Rev. Christina Sillari invited the silence. Micah Strave played an original song as Prelude called “Comfort Zone.”

Sara invited everyone to join in the chalice lighting and Rev. Sillari offered a brief Invocation.

Hymn: Enter, Rejoice and Come In

1. Call to Order: The Meeting was called to order by Board President Michaela Loisel at approximately 10:15.
2. Establishing a Quorum: Board Clerk Catherine Palmer confirmed that a quorum of the membership was reached with 55 UUCC members and several UUCC friends participating. A 30% quorum for 150 members is 45 members. Members participated by a multi-platform setting that included Sanctuary attendance and virtually on Zoom.
3. Electing a Moderator: It was moved and seconded to elect Nancy Fritz as the Moderator for the meeting. All were in favor. Nancy presented the protocols for the meeting. She stated that votes would be observed with a show of hands and that exact counting would only be used if there was a close vote.
4. Minutes of the 2022 Annual Meeting: It was moved and seconded that the members approve and adopt the Minutes of the 2022 Annual Meeting as written by Karen Foust. There was no discussion. All voted in favor.
5. Report of Committees: It was moved and seconded that the members accept the Report of Committees. There was no discussion. All were in favor.

Offering: “From You I Receive”

6. Report of the Treasurer: Michaela welcomed Nancy Fritz to report on the status of the FY 22/23 financials. Nancy provided a summary of the UUCC May 30 Treasurer’s Report- 91% of the year has passed with the fiscal year ending June 30, 2023. Pledges for this fiscal year have reached 103% and one-third of pledge donors increased their pledges this year! Sunday morning offering was more than twice the budgeted line item. an anonymous donor donated enough to pay off the church’s \$4,000 energy loan balance. Nancy acknowledged a \$23,580 Mark Goldberg bequest that the Board has voted to allocate to pay for our share of the Sandy River Community Solar Farm. The bequest money shall be repaid to the UU Endowment over ten (10) years at 4% annual interest.

An unexpected Yard Sale over Memorial Day weekend brought in more than \$2,000. In addition, donations to the monthly Share the Plate quadrupled as compared to the budgeted amount. Total income at the end of May was \$230,696 and additional amounts will be added in June. On the expense side, costs for Utilities are increasing and bookkeeping expense was less than expected. Total expenses were \$177,780 with a difference of \$52,916. Payroll and other expenses to post in June will reduce this expense total considerably.

The Treasurer's Report was accepted.

- 7. Vote on the Proposed Budget:** Harry Grimmnitz and Nancy Fritz presented the proposed budget for FY 23/24, which showed a deficit of \$13,435. Wick Johnson made a motion to amend the Proposed Budget. The motion was seconded. Wick offered the amendment as follows:

Two thousand (\$2,000) dollars be added to the Pledge line item, One Thousand (\$1,000) to the Yard Sale income line and Ten Thousand Four-Hundred Thirty-five (\$10,435) added as carryover funds from Fiscal Year '22-23. If approved, these changes would flatten the proposed budget. Wick's amendment was unanimously approved.

The proposed budget included funds to hire a three-quarter (3/4) time Contract Minister for next year.

Nancy called for more questions and seeing none called for a vote on the motion to accept the FY 23/24 budget as amended. All were in favor.

- 8. Leadership Development Report** – Cheryl Ring and Stefanie Barley presented the nominations for Officers of the Board of Trustees:

President: Michaela Loisel

Vice President: Susan Claska Burnett

Treasurer: Nancy Fritz

Clerk: Cheryl Ring

Member at Large: Hal Booth

Member at Large: Jim Caldwell

Member at Large: vacant

Youth Representative: vacant

Chair of Finance Committee: Harry Grimmnitz

Stefanie and Cheryl presented the Committee Chairs and Nancy Fritz asked if there were any other nominations for the Board At Large position.

- 9.-10. Vote of Committee Leadership and Board of Trustees:** Nancy requested a motion to cast one ballot for the Board and Committee Leadership. It was moved and seconded. All were in favor.

- 11. Vote of Proposed Ministerial Search Committee:** A motion was made and seconded to accept the nominees of the Settled Minister Search Committee. All were in favor.

Commissioning of Church Leaders

Hymn: What Gifts Can We Bring

- 12. Vote on Proposed Covenant.** All were in favor.

- 13. Vote on Adoption of 8th Principle.** All were in favor.

Meditation and Prayer

14. Minister Vacancy. Susan Claska Burnett announced that an offer had been made to hire a three-quarter time Minister for 2023-24, but that a Board meeting of June 8 was needed to finalize. Stay tuned!

15. Recognitions: Michaela Loisel recognized Mary Kane and Debbie Mattson's efforts to bring weekly breakfasts, transportation, and fellowship to the members of the local Unhouse Community. Also congratulated was the Restorative Justice Committee (Michaela Loisel, Susan Claska Burnett, Kathy Ann Shaw and Rev. Christina Sillari) for all their hard work. The president thanked Monique Bergere for her dedication to membership development and faith formation. Two other thank you gifts for absent staff members Lynn Smith and Bridget Convey will be hand delivered. Michaela also recognized the leadership and gift of our outgoing interim Minister, Rev. Christina Sillari.

16. Adjournment of the Meeting: It was moved and seconded to adjourn the Annual Meeting at 11:50 a.m. All were in favor.

Parting Hymn: As We Leave This Friendly Place

Sara Hodgkins extinguished the chalice and Rev. Christina Sillari offered a Benediction.

Stefanie Barley played a postlude.

Respectfully submitted by Catherine Palmer, Board Clerk

NOMINATIONS TO BOARD AND COMMITTEES – LEADERSHIP DEVELOPMENT REPORT

UUCC Leadership Development Nominees for Next Year’s Board and Committee Chairs 2024-2025

For the upcoming church year: July 1, 2024 to June 30, 2025

Submitted by Hilary Neckles and Kathy Ann Shaw, Leadership Development Co-Chairs

UUCC By-Laws: Article 8. Section 2. The Leadership Development Committee shall nominate the officers, members at large of the Board of Trustees, chairs of standing committees, and member-at-large of the Finance Committee.

Officers of the Board

President	Michaela Loisel
Vice President	Karen Allen
Clerk	Cheryl Ring
Treasurer	Nancy Fritz
Finance Committee Chair	Harry Grimmnitz
Member at large	Hal Booth (2025)
Member at large	Jim Caldwell (2026)

Committee Chairs/Co-Chairs

Buildings and Grounds	Bill Allen and Matt Foust
Communications	Helen Zidowecki
Finance	Harry Grimmnitz
Finance Member at large	Marsha Stone
Finance Subcommittees:	
Fundraising	Karen Foust and Nan Bell
Invested Funds	Marilyn Dunn
Stewardship	Betty Cairn and Terry Cairn
Planned Giving	June Zellers
History	Richard Bridges
Leadership Development	Hilary Neckles and Kathy Ann Shaw
Global Hospitality Membership	Susan Claska
Pastoral Ministry	Martha Pelletier
Small Group Ministry Coordinators	Helen Zidowecki and Linda Findlay
Social Activities	Cheryl Clukey
Social Justice	Debbie Mattson and Mary Kane
Worship Associates/Worship Arts	Sara Hodgkins

TREASURER'S REPORT

Current treasurer: Nancy Fritz

The FY 2024-25 proposed budget (and any notes) will be provided with the Call to Meeting email packet. The FY23-24 budget update through May 31, 2024 will be provided at or before the Annual Meeting on June 2, 2024.

BOARD PRESIDENT'S REPORT

Overall reflections:

The Board shared a meal together just before our May meeting so that we could connect with one another and reflect on the pulse of our community. We are awed by the abundance of positive energy, new members with unique contributions, fundraising events that are both lucrative and truly fun. It is wonderful to laugh together, to dance and sing, to serve on our many work crews, to worship and share our joys and concerns. We are a community full of love, joy, and compassion and we are creating a beloved community.

This has been a year of happy transition for our community. Rev. Donna arrived as a contract minister in August and, at our Congregational Meeting in February, received a 100% endorsement by the congregation to serve as our settled minister. Clearly, the congregation lovingly receives Rev. Donna's gifts -spiritual leadership and inspiration, compassionate pastoral care, vision, and creativity along with a great sense of fun! Rev. Donna's contributions are helping us to become who we want to be as a congregation. She is also making our Board stronger and more effective. We have a synergy going here at UUC that is worth celebrating.

Now, I will share some highlights of the Board's work -the details of which will show up throughout this Annual Report:

Living our UU Values:

At last June's Annual Meeting, we adopted both the **8th Principal** and our new **Congregational Covenant**. Each reflects our larger values and long-term hopes. We believe that actively moving forward with these important initiatives will make us a stronger, healthier, and a more resilient congregation. The journey that will unfold will include new opportunities for group gatherings, learnings, and personal growth.

In order to realize these ideals, the Board has:

1. Established the **8th Principal Task Force** to lead us through the journey of exploring and understanding how white privilege impacts our UUC Community. Karen Allen will work with Hilary Neckles, Martha Naber and Jamez Riot to determine the next steps we might take to incorporate new learnings.
2. Empowered the Congregational Engagement Team to oversee the process of bringing our Covenant into the fabric of congregational life so that we all fully know what it means to **live our covenant**.

This important work furthers our journey towards becoming a beloved community.

Other Board Highlights:

Protecting our environment: Under the leadership of Board Clerk, Cheryl Ring, the Board is almost entirely paperless. This is no minor feat- our work involves lots of reports which have laid waste of too many trees. Cheryl tirelessly encouraged, gently cajoled, and patiently prodded us to use our google drives. This is a good move. The Board and the earth thank you, Cheryl.

Our fiscal strength: We are in an unprecedented time of financial health thanks in large part to you -the congregation, to the amazingly talented, hard-working, Finance Committee members all under the competent leadership, dedication, and fiscal acumen of fabulous and fun Finance Chair - Harry Grimmnitz along with our Treasurer extraordinaire - Nancy Fritz.

Safety & Security: Under the leadership of Jim Caldwell and Susan Claska work is underway to create a safer and more secure church space. This work has been on our radar for a while, and it is comforting to know we are moving in the right direction. It is heartening to see them seeking a balance between creating a safer environment and being an open and welcoming congregation.

Buildings & Grounds: It is no secret that we need to attend to our physical plant. We anticipate this will be a Board priority for next church year. Hal Booth, Board Liaison to B & G, has long been active in many building updates and behind the scenes improvements- donating the heat pumps and, most recently, the improved lighting in the Sanctuary.

In closing, we have much for which to be grateful. May you all feel the positive energy, comfort and love of our community.

In so much hope and gratitude,

Michaela Loisel
Board President

MINISTER'S REPORT

"You can prepare, but still, it will come to you by surprise, crossing through your doorway, calling your name in greeting..."

These words of Jan Richardson from her writing titled Joy, capture some of what this church year has been like. What a joy it is to be with you as we live into the Unitarian Universalist Community Church's mission and vision! Our journey in this shared ministry began as I climbed up the steps to Judd House to meet with UUCC's contract ministry interview team! Almost one year ago on a Friday afternoon at 3:30, a conversation of the strengths and aspirations of the congregation and my ministry unfolded. I was drawn back to parish ministry having worked for the prior year as a Hospice Chaplain. It was a delight to receive the call from the interview team with an invitation to this one-year, 3/4th time contract ministry!

UUCC has grown in ways that are evident and ways that are less evident. Behind the scenes, Lynn Smith and I have worked together toward an administrative structure and process that will continue to support increased programming, community engagement and communication.

The Worship Arts Committee has engaged new ways of worship on Sunday mornings with the use of slides and tech coordination. It is wonderful to collaborate creatively as we move forward to increase engagement for folks who are in person and those who join us on Boxcast. We are building tech and graphic arts teams to support Sunday programming.

UCC has a strong music program. Bridget Convey, Director of Music and Michael P. Atkinson, Orchestra Director, have helped raise the roof with amazing music. Morgan Lee, choir pianist along with a full slate of other musicians who help at the piano, including Stefanie Barley, Karen Foust, Karen Allen and for this upcoming summer, a return of Hannah Faulkner help create worship experiences. As I move into the end of this 3/4th time contract ministry, I will have filled the pulpit 32 times, offered several monthly contemplative evening services, and collaborated with the Pastoral Ministry Team to offer a quiet refuge service around the winter holidays. It is a joy to create and facilitate worship with the many folks who are both up front and behind the scenes.

Social Justice at UCC runs deep in the roots and the heart of the congregation. On any Saturday morning, you will find a team of people who are feeding our unhoused and food insecure neighbors and guests. This community of people share stories of life together. There have been weeks where over 70 meals are shared. If you would like to help with this community ministry, please don't hesitate to reach out to the Social Justice Committee.

Care for each other is evident in the kind outreach among friends and within the context of the Pastoral Ministry team. As the congregation grows, we hope through invitation and coordination to increase our capacity to support each other. If you haven't filled out the Pastoral Care Survey yet, please let us know how you'd like to contribute. Pastoral Survey Link: <https://forms.gle/BtPoia3bo29NTKXH9>

As this year progressed, my deep appreciation and love for the congregation crossed my threshold by surprise! And to my delight, on November 28th, I met with the settled ministry search team at 10am at Granite Hill to explore a possible match for our ministries. And WOW!!! I am so grateful to have the opportunity to be your next settled minister. This full time settled ministry will officially begin on August 1st. It has felt like we have already been living in a growing, evolving and exciting ministry together.

As we move forward in our ministry, we will continue to grow, engaging UCC's covenant and live into our commitment to the *8th Principle. We will continue developing effective strategies to reach out to the greater Augusta area as we build our advertising and outreach efforts. This year, Nan Bell serves as graphics lead for UCC.

So much is on the horizon. With the resignation of Monique Bergère, UCC's Lifespan Faith Formation Director in the beginning of the church year we have begun to explore a way forward and will continue with more opportunities for congregational discussion as we explore what type of position will best help us support our growth.

The Board of Trustees, Committees and Teams are committed to Unitarian Universalism here at UCC and in the greater community. UCC has dedicated and creative leaders, engaged congregation members and places to join in. Behind the scenes the members of the board of trustees focus on healthy leadership and courageous conversations. This leadership helps build a foundation of health focused on the mission and vision of the congregation.

*"...It will astonish you, how wide your heart will open in welcome for the joy that finds you so ready and still so unprepared."
~ Jan Richardson*

I wasn't expecting how much joy this year would bring! It is heart expanding to be in this shared ministry with all of you. I can't wait to see what we will do together!

Love & Light,
Rev. Donna Dolham, she, her

*8th Principle: "We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions."

AFFILIATED COMMUNITY MINISTER'S REPORT

I continue to serve as a full-time staff chaplain at CMMC in Lewiston, providing pastoral ministry to patients, families and hospital staff. This position leaves me with limited availability for congregational engagement, but I participate as I am able. I served as an on-site delegate for our congregation at GA 2023 in Pittsburgh, PA.

Per my agreement of affiliation with the congregation's board, I remain in covenanted relationship with our serving minister, Rev. Donna Dolham. In addition to joining Michaela Loisel and Helen Zidowiecki in "reporting back" from General Assembly last August, I also led worship on mythology and meaning-making, titled "Monsters in the Sky and Other Stories" in April 2024.

Professional development and credentialing processes have been a significant part of my professional work this past year. In November 2023 I interviewed for, and was granted, Board Certification in Chaplaincy with the Association of Professional Chaplains; the Unitarian Universalist Association recognizes this as my second renewal of preliminary fellowship. I am looking forward to reconstituting my Ministerial Fellowship Team (a small committee, including members of the congregation TBD) for the purpose of preparing a third and hopefully final renewal packet over the course of the coming church year, pending the finalization of some changes in the UUA's process expected this summer.

Submitted,
Rev. Claire Curole, BCCi
Chaplain, CMMC, Lewiston ME

CHURCH ADMINISTRATOR'S REPORT

Here we are at the end of another church year as spring has rocketed into summer. Traditionally as the church year comes to a close for the summer, things slow down a bit. The minister is often off for the summer and lay ministers offer services to our community. Some of the events and happenings take a break over the summer – fundraising and special events are not usually held in the summer months.

This summer, Donna and I will take some time off to restore ourselves but when we are in the office we will be working hard at closing out this year, tidying up from the tsunami that hit us this year as the church propelled into high gear AND we will be getting ready for a new year. Rev. Donna intends to lead worship three times over the summer which will be a welcome change and will help with continuity.

In late November, I will celebrate my 10 year anniversary as Administrator at UUCC. Who would have thought? While I have not aged at all (right??), many of the systems that we use to support this church have been here before me and they have aged! The systems need to be updated and modernized. Some of that work will happen this summer as we begin with updates to my office computer and our church management system.

Work will also begin soon (hopefully) to design and develop a new website. In the fall, I will be looking into a new backup and storage solution since we use our Google Drives more and more. I will also ensure that security updates to our network Wi-Fi system are up to date. Then we will need to tackle our phone system upgrade and more...

I provided many stats in my last report but here are just a few notable successes this year:

- I mentioned that we added 16 members this year. What I didn't say was that we also had a few longtime "friends" decide to become members so that they could participate in our governance by

voting at our congregational meetings and they have begun to support our church financially. Most of us were surprised that they weren't already members since they have been so involved in our community!

- Rentals have returned and we exceeded our budgeted income for rentals for the 1st time since COVID and 12 step programs, like AA and Al-anon, are also starting to return to provide this important community service.
- Speaking of community service: I remain inspired by the community's commitment to the Saturday breakfast program which has grown to service up to 75 people each week.
- New programming is being offered to support the physical and mental health of our community and the wider Augusta community is being offered. Thank you Debbie Mattson (Yoga, not new but fabulous), Susan Roberts (Qigong), Marty Soule (Intro to Mindfulness – coming soon). We also greatly appreciated Betty Cairn's program on "Getting to know Dementia".
- We have been busier than ever – engagement is way up. We had to report participation stats to the UUA in February and the number had improved so much they questioned if we had made a typo! -- NOPE we didn't. –
- Bottom line, we are rocking this work, gittin 'r done, making it happen... Well – you get the idea!!! Congrats and thank you to all of you for doing your part to make it all happen!

Until next time...
Peace to you all.

Lynn Smith, Church Administrator

MUSIC DIRECTOR'S REPORT

As my ninth season as Music Director at the UJCC is coming to a close, I reflect on an exciting year of growth and transformation. The choir has gained many new members and welcomed back returning members, our numbers have returned to pre-pandemic levels. We hired Morgan Lee, our new choir collaborative pianist (accompanist). Morgan has enriched our music program with her amazing skill and musicianship, our congregation enjoys her beautiful piano solos during worship as well. We are also fortunate to have welcomed our new UJCCO Director, Michael Atkinson. As our previous orchestra director needed to step-down Michael sprang into action with only two weeks to prepare for Music Sunday 2023. Our orchestra has grown not only in size, but also in musical ability since Michael stepped-up to the podium. As we all know, we also welcomed our new settled minister Rev. Donna Dolham to our church, I am so excited to continue working with Rev. Donna as we move forward together. Wow! What an exciting year it has been!

Our season began with the In-gathering service/Water Communion on September 10, 2023 and will end with Flower Communion on June 9, 2024. The choir sang many inspiring and beautiful pieces of music during the season, they challenged themselves and enjoyed themselves, we do tend to laugh a lot at rehearsals. The orchestra began rehearsing more often under Michael's leadership, in turn they flourish. Our choir and orchestra members' commitment to our music program is exemplary. The choir and orchestra rehearse many hours during their ten-month season, choir rehearsals are Wednesdays from 6:00pm to 7:30pm and orchestra rehearsals are Saturdays from 9:30am to 11:30am. We are so fortunate to have so many dedicated musicians serving our music ministry that bring so much joy to our worship services and community!

Our annual benefit concert returned this year, which is a very welcome addition to our season. The choir and orchestra prepared a fabulous program of music, accompanied by an amazing silent auction organized by our Fundraising Committee

and Eowyn Levene. Money raised was split 50/50 with the UUCC and Kennebec Land Trust. We look forward to hosting another event like this next year. It is a great celebration of our music program and a wonderful way to support a local charity/non-profit.

I would also like to thank other music volunteers who graced our worship services this year, Barbara Moody (viola), Eowyn Levene (violin) and Stefanie Barley (violin). Lastly, I also want to celebrate our pianists at the UUCC: Karen Allen, Stefanie Barley, Karen Foust and Hannah Faulkner. They offer to step-in to assist the choir in Morgan's absence, as well as create beautiful music for the Sundays when the choir is not singing.

If you are interested in joining either the choir or orchestra, please email me at: musicdirector@augustauu.org. All are welcome!

UUCC Occasional Orchestra Director

Since stepping in to conduct the UUCCOO in the fall of 2023, I agreed to stay on in 2024, and have enjoyed the freedom to institute an improved rehearsal schedule and process, which has led to a more consistent and unified sound from the ensemble.

I have also introduced new and challenging repertoire to the UUCCOO, nearly all of which has been arranged by me to be more friendly to musicians of mixed abilities, creating a more inclusive and welcoming environment. Joining forces with Bridget Convey and the UUCC Choir has been a highlight for the Music Sunday and Easter services.

A strong musical presence is a vital dimension of spiritual vocation for all humans, and the priority that UUCC Augusta places on this aspect of the community bodes well for the future.

-Michael P. Atkinson

REPORTS - STANDING COMMITTEES / WORK GROUPS / OTHER GROUPS

BUILDING AND GROUNDS COMMITTEE REPORT

Prepared by: Bill Allen

Committee members: Bill Allen, Marilyn Dunn, Matt Foust, Angie Blevins, Becky Harvey, Caroline Ladd

Work done this year -

- Thanks to all who helped with the yard cleanup days.
- Thanks to our lawn mowing crew.
- Bill and Marilyn painted the entryways with black paint.
- A volunteer crew worked in the Fellowship Hall. Thanks to Stefanie Barley, Ed Democracy, Angie Blevins, Becky Harvey, and Cheryl Ring for repainting walls, hanging curtains, and washing floor and chairs.
- We got a brand new carpet in the church hallways.

- In September a UUCU crew replaced the stairs to the side porch of the Drew House, and jacked up the porch. It looked like the stairs were about to disconnect from the porch. Participants in the project were Harry Grimnitz, Matt Foust, Angie Blevins, Bill Allen, Dale McCormick, and Jim Caldwell.
- Angie built some shelves for the storage room.
- Marilyn and Nan Bell reorganized the cellar, after water damaged the shelving on the east side of the cellar.
- Hal repaired the hot water heater.
- Thanks to Marilyn, Becky, and Carolyn Ladd for their work on the garden, and the bushes around the church.

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

- Last summer the line from the Drew House to the sewer got plugged, and we paid Casella to pump out the cellar. When our tenants move out in the fall, Augusta Fuel will replace the house trap in the cellar.
- Repair the Judd House ramp. Some boards are warped, and the top of the lower ramp is not level with the adjoining section. This is an obstacle for wheelchairs, and a tripping hazard for others.
- Fix the drainage on the Summer Street side of the church, to prevent water from entering the cellar.
- Respond in a timely way to special requests or emergencies

Anyone interested in painting or staining should contact Marilyn Dunn – maine2007@hotmail.com.

BY-LAWS WORK GROUP REPORT

During the summer of 2023 a small group met to review and revise the bylaws of the Unitarian Universalist Community Church. We sent our recommendations to the Board and the final version that they adopted will be voted on by the congregation at our June 2 Annual meeting.

Members of the group were Cheryl Ring, Kathy Ann Shaw, Scott Klinger and Kathy Kellison.

FINAL 2023 REVISIONS RECOMMENDATIONS TO THE BOARD FROM THE BYLAWS WORK GROUP:

1. We have added an introduction to the Bylaws that recognizes our reliance on our principles, including the adoption of the Eighth Principle, our Covenant and the purpose of the Bylaws in the running of the church.
2. We have added preambles to the major Articles that relate to the members, the community and the significant work of the church. These preambles attempt to introduce and ground this work in the spiritual principles of our faith.
3. We have combined some of the Articles in the effort to truncate the Bylaws. (We started with nine pages and present here with six!) We felt this was important because on several occasions, significant, separate Articles could easily fit into another Article as a Section.
4. We updated what is required to be a member to reflect current practices and make it more relevant and rewarding to be a UUCU member.

5. We suggest that the Committee on Ministry is created only at the request of the Board or the Minister (see Article IX, Section D), and have therefore assigned the Board the task of developing the annual compensation package for the Minister.

ADMINISTRATIVE REVISIONS

1. We updated legal action verbs: shall, must and may throughout to reflect correct usage. We also tried to adjust the tense to first person, when possible, without impacting any legal language.
2. We removed the required use of Robert Rules in meetings because we believed these were not being used currently or correctly.
3. We made phrases parallel throughout the document, i.e., Board throughout rather than Board of Trustees, and ten, rather than Ten (10). We kept finding these differences throughout the document.
4. We have adopted San Serif font (rather than the old Times New Roman) to reflect the accessibility guidelines for text as outlined in the ADA.

The Board has the responsibility to review our work and make final recommendations to the congregation for its approval.

COMMUNICATIONS WORK GROUP REPORT

The Communication Work Group has been reviewing the document called *How Our Church Works* (HOCW) to see how clear our current policies are. During this review, several key words come to mind regarding communication. congregational growth, change, and continuity!

Congregational Growth:

- Sunday morning is only one way people connect. People may participate in several areas of church life. This gives us a community of blending and growing together. We invite others to join in additional ways.
- The increasing number of people create the need to share space more and sometimes differently, from meeting and eating to parking. In addition, needs of people in community may present additional requests for assistance.
- Technology connects us with broader range of resources (media, YouTube, etc.), cultures, language and traditions, increasing levels of interaction and understanding.

When the congregations consolidated in 1992, physical safety was the major concern within the congregation. In 2011 edition of the publication *How Our Church Works* safety included use of technology, personal identity and dangerous situations. The 2017 edition included information about areas of congregational life so that participation would be more inviting and engaging. With the increasing growth and diversity at UUCG, we are all called upon to assist with communication.

Change:

- Congregational growth requires change. New ways of doing things may be implemented and things that are no longer viable may be let go or changed. This will always be the pattern if we plan to remain viable.

- Factors from weather to costs of food and living necessities are constantly changing. What works one time may not work for another time. Every time a group meets it is at a different place—we experience life in the time in between. Reality of “How is it with your spirit today?” recognizes change that experiences bring.
- Looking back over time, from even a day to many years, gives a perspective of change, even with the realization that we sometimes prefer not to change! And historic perspective can also give reason for celebration.

Change in life and community is a process. The HOCW review indicated items and parts that have been added and parts that have been discontinued or modified over the years. Unitarian Universalism itself is ever changing. We adopted the Eighth Principle last June and voting on revision of Article II of the UUA Bylaws will occur at General Assembly in June. How do we want to engage in change that is transformational in UUC and the beyond?

Continuity:

--Unitarian and Universalism in Augusta is over 200 years old. May we learn from our UUC stories of prosperity and challenge so that the continuity may extend far into the future.

--What from our history do we want to continue, to enhance and to move into the future? What are the guidelines for determining inclusion? Who makes the decisions?

--Adoption of a church covenant this year gives a sense of engaging together, of deepening relationships, and of stability – certainly all of which relate to continuity.

How our church works is key to how we will we grow into our future, continue to live out Unitarian Universalist values and remain a strong presence for our own community and beyond. Please see the following “**Special Report: Review of How Our Church Works**” for where we are and what might be needed ongoing.

Communications Work Group: Lynn Smith, Church Administrator, Contact; Helen Zidowecki, Chair; Kathy Kellison

Special Report: Review of How Our Church Works

This year the Communications Work Group recognized the need to review and update the document called How Our Church Works. Our intention was to be sure we are clear about our current policies, procedures and practices so that anyone in the congregation can have access to information to help them know what they need to be active in our community. We hope to have a document that reflects current practices without cutting off the flexibility our church needs to respond to changing circumstances.

Our first step was to create a list of all of the committees and work groups currently incorporated in the life of the church. We asked representatives from each group to review the material that described them and their work and make any changes that would make the description more current. We were thrilled with the enthusiastic response we received. We didn't have to pull teeth; they didn't drag their feet. When we complete our work you will be able to find out what each group is doing as of spring 2024. From here it will be much easier to review the document on a regular basis and keep it up to date.

The second step was to review all of the policies that have been written over the last 15 or so years and organize them in a systematic way so they can be located easily. Our hope is that many in the congregation will use this document to be sure the decisions they are making are in accordance with the expectations of our community. Our group has created an index which is still to be reviewed by the Minister and Church Administrator to be sure it is useful and accurate. Once that process is complete, we will do a final review to be sure everything in the document complies with the church bylaws. We hope to have the document available soon after that, both in hard copies in the church buildings and on the church website. We consider How Our Church Works to be as fundamental to the smooth functioning of our church as our Covenant and Bylaws.

How our church works will always be a work in progress. Currently some committees are being redeveloped and we have funding for a staff position which is still to be defined. As these issues are clarified, there will be appropriate material added to How Our Church Works.

The Communication Work Group has spent time this year working with the challenge of creating a document that provides continuity while facilitating change.

CONGREGATIONAL ENGAGEMENT TEAM REPORT

Background: In 2022, the Board called together a Restorative Justice Ad Hoc Committee to implement the suggestions in Rev. Paul Langston Daley's report following his May Listening Circles with the congregation. After an initial exploratory meeting, Rev. Christina, Susan Claska, Allison Foust, Michaela Loisel, Kathy Ann Shaw, and June Zellers comprised this Committee.

Our primary charge was to gather information about the congregation's needs and to write a Covenant based on those needs. We devised a new format – the Sharing Cafes – as a transparent way to engage the congregation and gather information. By the end of that church year, we had run almost monthly Sharing Cafes and appointed a team who, in turn, wrote the Covenant. We also hosted a Non-Violent Communication workshop. In the spring of 2023, Monique Bergere joined us, as we prepared to move into a more “program-based” approach, anticipating additional recommendations from Rev. Paul Langston-Daley.

The 2023-2024 Church Year: We began this church year, following the resignation of Monique Bergere, with members Susan Claska, Michaela Loisel, Kathy Ann Shaw, June Zellers, and welcomed Rev. Donna as our advisor. As it seemed that the label “restorative justice” no longer fit our charge, we changed our name to the Congregational Engagement Team. Our plan was to use a visit from Rev. Paul in October 2023 to focus us on next steps in implementing our Covenant. The Lewiston mass shooting delayed this work until 2024.

Nevertheless, we hosted two Sharing Cafés: in December to explore issues around hospitality, as encountered in the church's Saturday morning community breakfast work; and in March to explore how we might use our Covenant to create a place where everyone belongs.

Rev. Paul returned this spring to host a well-attended workshop at which we identified the need to further effective communication skill building and continued work on living our Congregational Covenant.

In April 2024, the Team met with the Board to seek further direction. In general, we asked whether this Team (or some other configuration of volunteers and staff) should be the designated group to plan and offer Sharing Cafes as a regular part of congregational life. Or, whether this Team should focus on exploring ways to embrace our Covenant, including hosting Sharing Cafes as appropriate. At its 5/9 meeting, the Board passed a motion to empower this Team to reconfigure itself so that it may determine, plan, and oversee the process of bringing our Covenant into the life of our congregation, using Sharing Cafes as appropriate.

We on the Congregational Engagement Team have found it to be a great pleasure and honor to do this important work with our congregation at this time in our development. Thank you all for trusting in our guidance and for participating so fully in what we have offered.

Respectfully submitted by Susan Claska, Michaela Loisel, Kathy Ann Shaw, and June Zellers

FINANCE COMMITTEE REPORT

[Submitted by Harry Grimmnitz, Finance Committee Chair]

The Finance Committee has oversight of multiple areas of the church's fiscal health and is composed of:

Chair – Harry Grimmnitz

Fundraising – Allison & Karen Foust

Invested Funds – Marilyn Dunn

Member at Large – June Zellers

Planned Giving – Wick Johnson

Stewardship – Betty & Terry Cairn

Treasurer – Nancy Fritz

Church Governance:

- The Committee reviewed and updated the descriptions of the Finance Committee in both the Bylaws and the How Our Church Works documents.

Finance:

- Financial Oversight
 - The Committee reviewed our Fiscal Agent Agreements with:
 - MUUSAN and recommended that MUUSAN obtain its own 501(c)(3) certification by the end of calendar year 2024.
 - We entered into a new agreement with the United Community Living Center not to exceed one year in duration.
 - The Committee reviewed our rental agreement with Capital Area New Mainers Project for the Drew House.
- The final FY 22-23 (last year's budget) budget was reviewed. Highlights were:
 - Fundraising was \$14,104, 158% of budget.
 - Offering income from in person services was \$5,109, 255% of budget.
 - Net carryover was \$23,103.
- UUCS made the final payment to Revision Energy for our Solar Farm share. We financed this purchase by loaning ourselves \$23,500 from the unrestricted Mark Goldberg bequest. In September, we began repaying the loan into our endowment account at 4% interest.
- The Committee completed two semi-annual financial reviews and found no issues.
- The Committee is working to formulate changes that will simplify the job of the church volunteer Treasurer. This job now requires nearly ten (10) hours a week of time and highly specialized skills and is no longer compatible with a volunteer position.
- The Committee formulated a balanced budget for FY 24-25.
 - This includes:
 - Funding for a full time settled minister.
 - A 3.2% raise for staff.
 - Dramatically reduced expenses for electricity due to our purchase of a share in a community solar farm.
 - A reintroduced line item for a "Rainy Day Fund" to begin saving for eventual major infrastructure projects.
 - A new line item for known buildings and grounds contingencies.

Fundraising :

- Fundraising could not be possible without such an amazing community of people. Many events are community-building and fun while raising money to support the UUCS of Augusta. Fundraising has held several events this

year that combined will have raised over \$23,000 for our church by the end of the fiscal year. (The budget was to raise \$13,700).

- Wreaths, Swags and Holiday Boutique – Raised \$3,335 thanks to the efforts of **many** talented crafters in the UUC.
- Hannaford Gift Card Program – This continues to be a solid money maker that does not cost anyone more than the face value of the gift cards that are purchased. Through the generosity of Hannaford Brothers we will have raised almost \$5000 for the UUC through the purchase of gift cards in FY 23/24.
- CLYNK – Thanks to Hannah Faulkner for keeping this important fundraising activity going. Through the generosity of Hannah and those who fill the CLYNK bags for the UUC, this program has had a record year raising almost \$1,000 this year.
- Pie Sale – Special thanks to Catherine Palmer and Kathy Ann Shaw who organized the pie sale and raised \$767 through the sale of pies that were generously baked and/or donated by the UUC community for the sale.
- Auction – The live auction as an event was held for the first time since the COVID-19 shut-down and raised approximately \$4,000. So many hands and talents combined to make this happen, and what an entertaining evening. Special thanks to Terry Cairn, auctioneer extraordinaire, Nan Bell for her creative advertising and Cheryl Ring for creating an amazing catalogue. Half day work crews of 6 people, which have been auctioned off in the past, were sold separately and prior to the auction. Thirteen community members purchased half-day work crews, which will raise approximately \$6,000 for the UUC. Many thanks to the more than 30 people who have signed up to volunteer on work crews, and to those who purchased them. Many hands make light work; the community that is made by working together on a common goal is truly heart-warming and satisfying.
- Miscellaneous Fundraising, so named from the budget line, included a Dinner Dance in February and a silent auction of chocolate baskets in March that were donated and created by Small Groups. Many thanks to all who helped make these two events so much fun and so successful. These events raised \$1,154.
- Tomato/Plant Sale – This great event is still in process and hopes to raise \$1,000 from the sale of tomatoes, peppers, other vegetables, flowers and herbs that are happily growing at the homes of Dale McCormick (tomato queen), Nan Bell, Pam Lombard, Don Nabor, Betty and Terry Cairn, Eowyn Levene and Karen Foust – the merry planters.
- UUC Benefit Concert does not have its own line item in the UUC 23/24 FY budget, but the concert and silent auction event will attract people from the surrounding community and highlight the talents and generosity of community members. Proceeds from the event will be shared between the Kennebec Land Trust and the UUC. This novel combined event will likely raise close to \$1,000 for the UUC. Many thanks to Eowyn Levene for spear-heading the silent auction.
- Yard Sale – This fundraising event will happen on May 25 with a goal of raising \$1,500. This event builds community, provides an outlet and opportunity for people to clean out some of the unwanted but usable items in their homes, and opens up the church to the surrounding community.

Invested funds:

- **Ballard Trust** is managed by the Maine Community Foundation.
 - 03/31/2023 value \$235,667
 - 12/31/2023 value \$246,507
 - This year we received \$9,680 (\$380 over budget).
- **Endowment Fund** is managed by the Unitarian Universalist Common Endowment Fund (UUCF).
 - 03/31/2023 value \$310,069
 - 12/31/2023 value \$324,384
 - This year we received \$16,901 (\$401 over budget)
- **Adam Trust** managed by Bank of America. We are a 23% beneficiary (there are 7 other beneficiaries at 11%).
 - 03/31/2023 balance is \$309,363
 - 12/31/2023 balance \$327,506

- This year we received \$1188 (awaiting second payment of \$1187).
- **Rev. Carie Johansen Social Justice Fund**
 - Invested with Maine Community Foundation.
 - Account does not impact the church budget as it's distributed \$1000 annually by the Social Justice Committee to a worthy social justice group.
- The Committee reviewed our returns on investment from our invested funds. We found that the UU Common Endowment Fund has consistently underperformed the Maine Community Foundation's returns. As a result, the Committee recommended and the Board approved establishing a second endowment account, this one with the MCF. The Board approved moving \$100,000 from the endowment account with the UUCEF to fund this new endowment account.

Planned Giving:

- The Committee presented a Legacy service on Sunday, March 24th.
- The Committee updated the UUCG Guide to Holistic Stewardship.

Stewardship:

- The annual campaign raised a record \$19,590 including a \$6,000 match from an anonymous donor.
- The Committee offered the congregation a video Finance 101 session, available to view whenever a community member desired. This was followed by an in person kickoff event with pizza and a financial Jeopardy game.
- The Stewardship Campaign concluded with 74 pledge units and \$175,300 (our goal was \$180,500). A nearly 15% pledge increase over the current fiscal year.
- The Committee and Board distributed the proposed FY 24-25 budget with an explanatory letter to the entire congregation and will hold an in person follow up question and answer session during Fellowship lunch on May 19th.

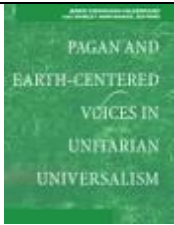
GODDESS/EARTH CIRCLES REPORT

Goddess/Earth Circles usually meets on the fourth Sunday of the month from 1-2:30pm in the Fellowship Hall, unless noted otherwise. Several sessions have occurred by zoom due to weather and we are working toward hybrid arrangement to accommodate accessibility. We had several broad themes this year: Wisdom through life stages; exploring earth-based practices, and resources.

Wisdom through life stages: We celebrated Samhain on October 29 with the sharing of wisdom and introducing Sophia, the Goddess of Wisdom, and creating the Women of Wisdom book 2023. We have looked at the various phases of our lives and of the goddess. We are planning a Croning and Croning Recelebration, with a focus on croning and renewal. We are starting a Memory Book of Goddess/Earth Circle participants, using "the veil thins" awareness of spiritual connections over the ages. And it is with gratitude that we remember and reflect on the contribution of Heide Munro, one of our crones.

Exploring earth-based practices: We incorporate earth cycle celebrations and various goddesses. On December 31 we had a "Celebration of Cards" with introduction of Tarot cards and ways we anticipate the future. In the January session, we celebrated Imbolc, incorporating the Nine Noble Virtues from Norse Paganism, stressing the harmony of the natural world and the search for harmony in the life of individuals. This also broadened understanding of pagan or earth-based spirituality around the world.

Resources abound: We started, and work to increase, the use of music in our gatherings. We have started a listing of items to share. We have a selection of books in the Library (upper left section) that are available to borrow, including the following:



Exploring *Pagan and Earth-Centered Voices in Unitarian Universalism*, by Shirley Ranck and Jerrie Hildebrand, Skinner House. We include material from the book into gatherings, and may offer discussions for the broader UUCC community. The theme for this session is the impact earth-centered spirituality and Unitarian Universalism have had on each other, respectively. There are copies in the Library and a few for purchase. Consider earth-based selections in our singing, readings and community life.

And our major resource is our own wisdom which is accessed by living and expanded by sharing. How do we stay connected and supporting? Consider where we encounter earth-centered spirituality in our community.

Information on Goddess/Earth-circles is in the E-Blast. and on the UUCC website

All ages and genders are welcome. Resources are found in the Library in the Committee Room. Scripts and schedule of gatherings are on the website at <https://augustauu.org/minister-staff-and-church-life/goddess-continuing/> Contact Helen Zidowecki (207-582-5308, hzmre@hzmre.com) with questions or if you would like to consider croning, or have questions about the book.

HISTORY COMMITTEE REPORT

Have you met someone who “has the story behind the story”? The person that knows the feeling and details that may not appear in official histories? Heide Munro was such a person. We are saddened by her death on March 29, 2024.

Heide Munro was a member of the History Committee since its formation in 2004, started by Ron Le Blanc, along with Barbara Thurlow, church Administrator and Heide Munro. Here are some of the items in UUCC History of particular interest to Heide.

The religious artifacts: On January 20, 1960, All Souls purchased a collection of world religions artifacts from the minister of the Charles Street Universalist Church, Rev. Kenneth L. Patten. Selections from the collection are in *Universalists & Unitarians of Maine*, by Rev. Peter Tufts Richardson, Red Barn Publishing, 2017, p.214-215. The artifacts were collected for children in Religious Education to become aware of a broader concept of god throughout the world. Heide’s first question after the various moves of the History items in the last twenty years was, “Where are the artifacts.” We need to complete a display.

Wayside Pulpit on the front lawn: This public display of UU values in quotes was started by Unitarians in the 1920’s, primarily in the Boston area. The Wayside Pulpit was first used for many years at All Souls Church. The present stand was built by Jim McKendry and Bob Rand in 2010. Heide organized and changed the sayings and making it possible for Angie Blevins to continue its presence on our corner. She would have been pleased that the frame was painted this year.

Oral Histories: **While events set the stage of history, it is the people involved that set the personality of the community.** With this in mind, Heide was actively involved with Oral Histories. We need to organize a number that have been recorded over the years, including one for Heide in 2005. It is important that we organize and extend the collection. **The information is important; the voices – like Heide’s -- are unforgettable!**

The Memorial Book: People connected with the Augusta congregations who have died since consolidation (1992) are included. As we visit the Memorial Book, we connect with their lives, give thanks for their gifts to our heritage and are aware

of the importance of our places in Unitarian Universalism here today. Heide collected notices and frequently added other information for the Memorial Book, which increased our understanding of our heritage.

The Community: Heide was interested in how people from the congregations were involved in the community. There are pictures and articles that still need to be sorted and added to the collection of scrapbooks that have been made over our history. Her broad involvement in the Augusta area helped us understand our history. Indeed, a few weeks before she died, she met with Hannah Faulkner about creating more current scrapbooks.....her interest continues.

To Heide, History – our history and heritage – remained a living part of time between the past and the future. May we indeed continue to “capture our history as we make it.”

Thank you, Heide.

Richard Bridges, Chair

History Committee: Richard Bridges, Chair;

Members: Heide Munro, Helen Zidowecki

MEMBERSHIP COMMITTEE REPORT

Denis and I thoroughly enjoy our work as “gate-openers” for the Sunday Welcoming team. Denis is present at the church each Sunday, and Hannah is the behind-the-scenes nametag producer. Most Sunday mornings about 9:15 a.m. Denis sets up the UUCC Welcoming Table to display orders of service, both new and temporary nametags, applications for permanent nametags, and yellow visitor cards. Denis is soon joined by a member of our UUCC Board taking their turn to warmly greet each person who enters our building. We deeply thank Michaela Loisel, Susan Claska, Cheryl Ring, Nancy Fritz, Harry Grimmnitz, Hal Booth and Jim Caldwell for directly communicating with both newcomers and congregation members on Sunday mornings. Ken Farrington is a great volunteer who lends a hand often as well.

As welcomers, we also carry a huge debt to the ministry team who have breathed new life into our church with meaningful services and presentations. These include Rev. Donna’s soul-touching reflections, the fine work of Karen Allen’s Worship and Tech teams, and June Zellers’ Sharing Cafes, to name just a few of our church’s outstanding programs. Just as importantly, the rehearsals and programs of Bridget Convey’s UUCC Choir and Michael Atkinson’s UUCC Orchestra have been a huge factor in bringing people back to the church after they attended for the first time. We also pay tribute to Debbie Mattson’s long-standing Wednesday Yoga Class and Saturday Breakfasts for the Unhoused, and to Marty Soule’s leadership of Buddhist observances.

The ways that we are all working together now are helping membership to increase. We are happy that a substantial number of new members joined Unitarian Universalist Community Church of Augusta on April 14, 2024.

Sincerely,
Hannah Faulkner and Denis Thoet

MINISTRY, COMMITTEE ON (NO REPORT SUBMITTED)

No report submitted.

MUSIC COMMITTEE REPORT (NO REPORT SUBMITTED)

No report submitted.

PASTORAL MINISTRY TEAM REPORT

Looking back over the church year, I see positive changes in our committee. The first is the settled ministry of Reverend Donna Dolham. Her experience, imagination, and technological knowledge enhance our effectiveness. She has created an on-line sign-up system for volunteering and requesting pastoral services that is nearly ready to roll out. The second change is the addition of Lori Milner to our committee. Among the many duties Lori has assumed since joining UUCC is her compassionate pastoral care of congregants and friends. Welcome, Lori.

The day-to-day work of our committee is to provide visits, phone calls, compassionate listening, meals in difficult times, and rides to appointments and activities, as needed. We continue to see needs increase as our congregation ages, especially requests for rides, but also for more specific needs, like help with technology. We are ever aware that we do not work alone and appreciate the ongoing ministry that takes place during church group meetings, activities, fellowship hour, and, of course, through lasting friendships. We also experience the generosity of our congregation as they prepare and deliver meals and offer rides to meet one another's needs. We are proud to be part of a larger loving ministry.

This year has been one of positive change for our church. The UUCC feels more settled and cohesive than it has in a long time, which inspires our committee to consider offering additional services, such as trainings and forums in response to congregational needs. We plan to have the on-line sign-up system available soon. As for the next few months, our services continue through the summer, so please feel free to contact us. As in previous years, we will use the E-blast to communicate when various Pastoral Ministry members are on call during the summer.

We look forward to another year of working with beloved community to meet the pastoral needs of our members and friends.

Martha Pelletier, Chair, Pastoral Ministry Team

Other members: Reverend Donna Dolham, Helen Zidowecki, Peggy Lamb, and Lori Milner

PERSONNEL COMMITTEE REPORT (NO REPORT SUBMITTED)

No report submitted.

READ LEARN SHARE BOOK GROUP REPORT

With enthusiasm, our group has read and discussed nine books again this year. We meet on Zoom and in person so that we are as accessible as possible. We choose our titles, approximately half fiction and half non-fiction, from a ballot created by suggestions from anyone who knows of a book that would lend itself to discussion. Because we use ranked choice voting, we have a list that has broad appeal within the group. We are an open group, so anyone who is interested in a particular book is welcome to join us for that discussion. There are up to ten people who attend regularly enough that we

have a degree of continuity. Discussions are lightly facilitated, energetic and wide ranging, focused on questions and topics raised by attendees.

The list of authors and titles from this year will show the range of our interests: Fellowship Point by Alice Elliot Dark, Rough Sleepers by Tracy Kidder, Horse by Geraldine Brooks, Rooted: Life at the Crossroads of Science, Nature and Spirit by Lyanda Hautpt, My Antonia by Willa Cather, The creative Lives of Animals by Carol Gigliotti, Mad Honey by Jodi Picoult and Jennifer Finney Boylan, Our Migrant Souls by Hector Tobar and Lessons in Chemistry by Bonnie Garmus.

We anticipate another stimulating year of reading discussing beginning in October.

SAFETY COMMITTEE REPORT

The UCC Board established the Safety Committee as a standing committee during the January 2024 Board meeting.

The committee is overseeing the safety and security improvements to the church building which began with an award from a Federal Emergency Management Agency grant of up to \$34,540 that was approved in 2023. That work includes:

- impact resistant film recently installed on all church windows (completed)
- improved outdoor lighting
- new locks with security code installed on outer doors
- installment of closed circuit television (CCTV) at church entrances
- installation of new exit door in Fellowship Hall

Other accomplishments of the Committee include:

- development of an incident report for tracking accidents and/or congregant concerns on church property;
- a walk-through of our church building with two members of the Augusta Fire Department (their suggestions were addressed); and
- updated fire emergency evacuation plan included in “How Our Church Works” document.

Safety Committee Members: Jim Caldwell (Chair), Susan Claska Burnett, Harry Grimmnitz, Nancy Fritz and Bill Allen

SEASONED SOULS REPORT

The Seasoned Souls Group has been operating in a dual mode for the past year, with 2 meetings per month, on the second and fourth Wednesdays. The meeting time was recently moved to 1:00 PM in the afternoon to reduce conflicts with other activities by the members, which helped sustain attendance. The first meeting of the month has traditionally been in person at the church and the second meeting on ZOOM, as the group has some members who strongly favor each option.

Attendance has been moderate, with the ZOOM meetings seeing 4-7 attendees and the live meetings from 4-8 persons. The live meetings see more attendance when members who can drive are able to provide transportation to members who no longer have their own transportation or ability to drive. Likewise, the ZOOM meetings see an uptick in attendance when those who can access and work with computers bring non-technology members into their homes or carry technology to those who lack it and share from their residence. The changing landscape for transportation and technology use among the membership has made the gathering process very logistically complicated.

One event over the past year that seemed to stimulate greater connection in the group and between the group and the larger church was the addition of a day of recognition with cakes, organized around the 90th birthday of the most senior member. A list of birthdays had been compiled for this event and offers a tool to create more social connection.

As the group leader, I have had some support from several of the more physically active members to keep the group operating over the past year. My thanks goes out to Hal Booth, Marty Soule, Nancee Campbell, and Catherine Palmer. That being said, the group finds a fair proportion of its members operating with limited mobility, limited technology capabilities, and other aging challenges.

Due to ongoing changes in my own personal circumstances, I will be unable to continue my own level of volunteer support for various church functions. I have met with Rev. Dolham to share the situation and set up a transition path for the group going forward.

Respectfully submitted,
John Seksay

SMALL GROUP MINISTRY COMMITTEE REPORT

Small Group Ministry groups started at UUCC in 1999. Over 200 people have been part of groups, including a first group and one of the original members who are still involved! Over the years, people have remained in groups, left and/or restarted, or changed groups because of life changes. Several people have or are in the process of joining. Small Group Ministry is a way to get to know a small (6-10) group of people more intimately as we each travel on our own spiritual journey.

Participants meet for about 2 hours once or twice a month either at church, people's homes, or lately, virtually or a hybrid version of meeting options. We use session plans, many of which our church members created or were chosen from the UU Small Group Ministry Network. Meetings begin with a Chalice Lighting and related Reading, followed by each member "checking in" without interruptions. All that is shared during the meeting is confidential. Questions are then read to stimulate discussion on a specific topic selected by the groups, followed by Closing Words and extinguishing the Chalice.

A component of SGM is offering service to the church community and beyond. This was the theme of the SGM Sunday Service in October 2023, "[SGM Service: "Service: The Unspoken Principle," October 22, 2023](#)". This can be downloaded from the UUCC website Small Group Ministry section. This included a member of a group who joins on zoom from Ghana. The breadth of service within UUCC is noted in a collage.

Groups also took on a new venture this year for church fundraising: the Chocolate Auction Raffle baskets and related items on Easter. Continuing service activities include hospitality for Fellowship Hour and lunches, using CLYNK bags with UUCC tag, Library, taking medicine bottles to the Animal Shelter, and involvement of SGM participants with services done by others throughout the community.

We have had five active groups this year. We look forward to adding where there are vacancies and starting new groups. The Small Group Ministry brochure is available in the front hallway of the church. We look forward to talking with you about the program.

The next Small Group Ministry Sunday Service will be November 3, 2024. Look for the title and description in the E-Blast and announcements and join us. The service will be offered by Small Group Ministry participants.

Please contact us to consider participating in a small group. There are places in the groups and we can develop new groups on short and long term basis.



Coordinators: Linda Findlay and Helen Zidowecki

SOCIAL ACTIVITIES COMMITTEE (NO REPORT SUBMITTED)

No report submitted.

SOCIAL JUSTICE COMMITTEE REPORT

The Social Justice Committee is robust and busy. We meet monthly to discuss ongoing programs, to consider new activities and ways of supporting and encouraging social justice advocacy and activities.

Most notable to the church, we organize the **UUC ministry to the unhoused**. We are joined by Temple Beth El and St. Michael's Parish in this ministry and commitment to provide radical hospitality to our unhoused neighbors. Together, volunteers and guests join to create an inclusive and welcoming community.

Volunteers are familiar with the Saturday Breakfast Covenant. We seek to treat each other and ourselves with care. There is always a copy of the covenant in the kitchen to remind us to remain curious and encouraging.

Each Saturday we host up to 75 guests; providing a nutritious breakfast and sandwiches to go. We have a cache of first aid supplies and feminine hygiene products. Often, a volunteer will bring clothing for the season.

This ministry will continue into the next year.

We prompted the UUC Board of Trustees to:

- launch a Living Into the 8th Principle Task Force;
- urge Augusta to adopt a cease fire resolution between Israel and Gaza;
- support the Social Justice Committee in forming an active Southern Kennebec County Interfaith Social Justice Team.

We continue to collaborate with and encourage ongoing **collaboration** with Mobilize Recovery, Capital Area New Mainers Project, Poor People's Campaign, United Community Living Center, and Maine Unitarian Universalist State Advocacy Network.

We will continue the practice of "Sharing the Plate" each month. By asking the congregation to financially support to the work of other social justice organizations, our social justice influence is felt in a variety of ways in the Augusta community,

State of Maine, nationally, and internationally. Here is a list of the organizations and the amount collected during the 2023-2024 church year to date.

Wabanaki Alliance	\$193.12
Unitarian Universalist Service Committee	\$300.00
Maine Children’s Home	\$314.00
New England Grassroots Environmental Fund	\$335.00
KVCAP Poverty Action Coalition	\$538.00
Mobilize Recovery	\$624.00
United Community Living Center	\$785.00
Maine Equal Justice	\$361.00
Kennebec Land Trust	\$288.90
So. Parish Amy Buxton Pet Pantry	\$438.00
World Central Kitchen	\$771.00
MUUSAN	\$275.00
Maine Conservation Voters (May - not yet taken)	
Project Fresh Start (June - not yet taken)	

We have the privilege of maintaining the **Reverend Carie Johnsen Social Justice Fund**. We also choose an organization as the recipient of the yearly \$1,000 Social Justice Award. This year’s recipient was the Wabanaki Alliance—an organization advocating for sovereignty of Maine’s Tribes.

Each year we present **one or two social justice sermons**. This year’s sermons were “Radical Love” which included training on the use of naloxone to interrupt accidental drug overdoses and “Living into the 8th Principle: A Call to Beloved Community.”

Current members: Mary Kane and Debbie Mattson (co-chairs), Hilary Neckles, Susan Shaw, Janet Caldwell, Ed Democracy, Scott Klinger, Judy Bulliner, Priscilla Jenkins, and Roberta Whitney.

UU CONNECTIONS REPORT

August 2023, Michela Loisel, Claire Curole, and Helen Zidowecki offered a summer service about attending the UUA Association General Assembly in June 2023. The title was “How Do We Stay Relevant?” Throughout this year, Social Justice has been implementing the Eighth Principle that was adopted by UUCC at our Annual Meeting in June 2023. The importance of Article II of the UUA Bylaws, primarily focus on values, has been evident in programs, notices and worship. We are more connected with the wider UU community through music, readings and Sunday services from various UU sources than we were at this time last year!

As General Assembly June 21-25, 2024 approaches, the Board set aside funding for the registration for two delegates to represent UUCC at GA. General Assembly will be virtual this year. There is still time to register: contact Michaela Loisel.

In the Sunday service on May 12, Rev. Donna invited us to “explore the process of transformation individually as an Association of Unitarian Universalists. What do we add and what do we let drop away...” This continues the process of transition as an UU presence in Augusta and beyond.

It would be helpful for delegates attending GA 2024, to have input from the congregation on votes, especially on two critical votes:

One vote is the *Actions of Immediate Witness*. General Assembly delegates may submit an Action of Immediate Witness (AIW) calling for UU member congregations' and groups' immediate engagement on a significant event or development requiring justice in the world. During General Assembly, delegates will vote on whether to formally adopt a total of three AIWs to suggest that congregations actively pursue.

- Draft proposals were due to the Commission on Social Witness by May 15 for inclusion on the agenda at GA.
- The Commission will make eligible AIW proposals available for discussion and preliminary voting between May 26 and June 1. This is where congregations vote for three proposals to be discussed further at GA. Let's participate in this process this year!
- The top three AIWs will be admitted to the General Assembly agenda and delegates will vote on whether to formally adopt them.
- AIWs that are adopted will be sent to congregations with additional supporting material to use throughout the year.
- Look for announcements about how we at UUCC can participate in the selection process in the next few weeks this year.

The second critical action is voting on adoption of [UUA Bylaws Revision to Article II for GA 2024](#). The draft was accepted at GA 2023. Study and some revisions were made by the Study Commission throughout the year. The vote this year is for adoption of the revisions.

This can be read at UU Connections in the UUCC website ([UU Connections Link](#)). This will be voted on at the GA as a basic structure.

And watch for announcements of special events of GA that might be available for watching at UUCC, GA information in the June E-Blasts, and a post-GA service or presentation.



General Assembly

Are you going? Or/and come, join parts of GA that we bring to UUCC!

UU Connections, Helen Zidowecki

WEBSITE WORK GROUP REPORT

The UUCC Website has two primary functions:

1. Inviting people who are searching for information about Unitarian Universalism in the Augusta area to come and see who we are and what we have to offer.
2. Providing a communication network for people who are already involved with UUCC.

The Website Work Group focuses on outreach, internal communication, and technology.

Outreach. Visitors and newcomers increasingly rely on the website for information about Unitarian Universalism, a connection with a local community, and to see what our church offers. Updated technology would allow us to make an appealing first impression. This includes awareness of evolving technology in general.

Internal communication. The website can offer timely communication, keeping UJCC participants connected and informed about activities and opportunities within our community. *The information on this website is developed by/with those involved with the respective committees and related groups, and programs, and congregational leaders. The Website Work Group collaborates with Leaders of Committees and other groups and programs to keep the information on the website current and relevant.*

Technology. The UJCC platform and hosting arrangement must be current and sustainable now as well as in the future. The Website Work Group works closely with the technology, the church leadership, the Church Administrator and the Minister. This includes media availability and technics.

The Website Group follows the policies, procedures and guidelines related to Safety and Security of content, access, and usage of personal and community information.

We are in the process of updating all phases of the website. Please consider how you use the website and can contribute to this process of having a vital communication tool and process. Thank you.

Website Work Group:
Helen Zidowecki

WORSHIP COMMITTEE REPORT

The Worship Committee had an adventurous year as we incorporated more uses of technology and worked to diversify the voices heard in our worship services.

We began by getting to know our third minister in as many years, Rev. Donna Dolham. While we have enjoyed working with all our ministers, we were delighted when UJCC and Rev. Donna proved to be such a good match that she was unanimously voted in as our next settled minister. The Worship Committee was excited and grateful to be able to prepare for the future with the minister who will share it with us.

One of our aims for the year was to work toward a greater diversity of voices in our services. Through both in-person and virtual guest ministries we heard from more people of color and of diverse genders than in the past. The Social Justice Committee was especially interested in helping with this aspect of our work and sponsored one of the services by a person of color. We also had a number of interesting services led by lay persons and groups within our community. Attendance at worship services grew over the year both in person and online. We plan to continue to expand the variety of voices heard and to consider how to make our services more welcoming to more people.

We continued to explore the possibilities offered by technology for improving and updating the worship experience. We went from occasionally using the TV monitor at the front of the sanctuary for a video or a few pictures, to making it an essential element of Sunday services with slides detailing upcoming events, words to hymns and group readings, embedded videos, and descriptions of each element of the service. We became more adept at incorporating videos and Zoom into services, and purchased an additional laptop to support the technology. We appreciated the congregation's patience with the inevitable glitches as we tackled a fairly fierce learning curve. Given the increased use of the sanctuary monitor, we will

shortly move to printing a simplified order of service, with the aim of eventually reducing the printing to a few or none. The order of service will remain electronically available for personal viewing and printing.

An additional change was our experiment with a five-minute period for quiet preparation immediately before the service, initiated with the ringing of the meditation bell and an announcement on the monitor. We will continue this practice through the summer and make a determination later as to whether it will continue. Members of the worship team have noted with appreciation that having that quiet time makes the process of beginning the service less hurried and stressful.

The congregation enjoyed glorious music from the choir, the orchestra (UCCCO), and the various pianists, including Morgan Lee as the new choir accompanist. We were grateful for the ongoing leadership of Bridget Convey as Director of Music and we welcomed Michael Atkinson as Director of the UCCCO after the resignation of David Morris. We discussed how best to fulfill our responsibilities to the composers and publishers of music, considering that we now stream our services, and presented a request to the Board to purchase licenses for the coming church year that will cover broadcast use of much of our worship music.

While we found that Zoom meetings worked well for monthly business – members can attend with fewer limitations due to location, other commitments, and illness – we also appreciated the chance to meet together for an in-person worship workshop. Building community was at least as significant an outcome as the ideas generated by pondering important questions together. We plan to make the workshops a regular event.

We welcomed several new members to the Worship Team, including both Worship Associates and Tech Assistants. We continue to work at defining the many tasks that go into creating worship and considering how best to organize the team. We foresee that eventually there will be two distinct though interrelated teams, with the Worship Committee proper focusing on the content and process of worship, and the tech team on the supporting technology. This should streamline the work of both groups and simplify the work of the Committee Chair.

I have greatly enjoyed the past two years as Worship Committee Chair and value the opportunities I've had to work with both Rev. Christina and Rev. Donna. As I have accepted a nomination to join the Board, I look forward to continuing to work with Rev. Donna in that capacity. I am both grateful and delighted that Sara Hodgkins has accepted nomination as Worship Committee Chair. She brings several years of Worship Committee experience and a thoughtful presence to the position. I leave the team in good hands!

I would also like to say a huge "thank you" to the entire Worship Team. You are a joyful and committed group. It has been a privilege to work with every single one of you.

Karen Allen, Chair

BYLAWS OF THE UNITARIAN UNIVERSALIST COMMUNITY CHURCH - INTRO

Background:

A By-Laws subcommittee met last summer to revise UUCC bylaws to not only serve as a clear guide for UUCC's administrative operations but to also reflect UUCC's covenant and principles. Please see the By-Laws Work Group annual report above for more details on the group's recommended revisions made to the Board and the administrative revisions made by the group.

The Board reviewed and discussed these bylaws in November 2023 and unanimously approved the bylaws for presentation to the congregation at the Annual Meeting on June 2.

We bring your attention to the following highlights:

These bylaws:

1. Include contextual preambles to several sections, including an introductory paragraph to the bylaws themselves as well as the sections regarding Membership §VA, the Board of Trustees § VIII A, and the Standing Committees § IX A
2. Update the membership process to ensure readiness to take on the rewards and responsibility of membership as well as to reflect current practice § V.B.
3. Reduce the size of the Board by one, by reducing the number of Members-at-Large from three to two (§ VIII H)
4. Authorize the Committee on Shared Ministry to be created at the request of either the Board or the Minister, rather than as a required Standing Committee, to reflect reality (§ X.A)
5. Create a Committee on Compensation (§IX.D)
6. Clarify authorities, decision-making and other processes. (throughout)
- 7 Simplify language, re-order some sections, combine related sections, and follow ADA accessibility guidelines to enhance readability and understanding; (throughout)
8. Remove the required use of Robert's Rules of Order to reflect reality (formerly in § VI- Membership Meetings)

BYLAWS OF THE UNITARIAN UNIVERSALIST COMMUNITY CHURCH<PROPOSED/CORRECTED>

Bylaws

Unitarian Universalist Community Church

Augusta, Maine

November 9, 2023 - Board approved these revised bylaws for presentation to the congregation for final approval at the Annual Meeting in June 2024

These bylaws are part of a three part structure that guides UUCC as a community. The first is our Principles, the [seven](#) that we share with the entire UUA and [our 8th principle](#), which we adopted in 2023. The second is our [Covenant](#) which we created and endorsed in 2023. The third is these bylaws which are a legal document outlining the duties and responsibilities of church members and leaders. Together these three pillars guide us as we create our community and live out our values.

I. Name

The name of this religious society is the Unitarian Universalist Community Church of Augusta (UUCC).

II. Purpose

The purpose of the UUCC is to worship, learn, and minister together consistent with our mission and vision.

III. Non-Discrimination Policy

The UUCC 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.

IV. Denominational Affiliation

The UUCC is a member of the Unitarian Universalist Association of Congregations (UUA) and therefore is part of the UUA's New England Region. Member congregations are committed to https://www.uua.org/files/2023-05/uua_bylaws_05222023.pdf.

V. Membership

- A. As a community, UUCC members are joined by a [shared covenant](#) which calls us to share our spiritual gifts with others, encourage and support others in developing and sharing their spiritual gifts, and to show care for our kin outside of the church, including in the natural world.
- B. Any person who desires to be a member and is at least 13 years of age must have a conversation with the Minister or a member of the Board of Trustees (the Board). This conversation may include, but not be limited to, UUCC's covenant and purpose, participation in congregational life, and financial support. Subsequent to this discussion, this person may become a member by signing the membership book.
- C. The Board may remove members from the rolls if:
 1. the member has not attended worship or participated in other church ministries or activities or financially supported the church for over a year's time; and
 2. no response is received within 30 days to a written notice asking if the person wishes to remain a member.
- D. Members may withdraw their membership at any time by notifying the Clerk of the church.

VI. Membership Meetings

- A. All authority rests with the membership and is exercised through the meetings of the membership except as herein designated.

- B. Business meetings of the congregation are referred to in these bylaws as membership meetings, and are open to all with voting restricted to church members.
- C. Members may participate in membership meetings either in person or remotely over video-conference.

VII. Annual Meeting

- A. An annual meeting of the membership (Annual Meeting) must be held on the first Sunday in June of each year. The Annual Report must be made available to the membership at least ten days before the meeting and must include, but not be limited to, information about any matters to be voted on at the meeting, the proposed budget for the next fiscal year, reports from the Minister, other staff, the Clerk, the Board, the Treasurer, and committees as well as a copy of the current bylaws.
- B. In addition to the slate proposed by the Leadership Development Committee, nominations for Board positions may be made by petition of ten active members to the church administrator for publication ten days prior to the Annual Meeting. Such nominations must be published to the membership, available at the church, and included in the slate presented at the Annual Meeting itself.
- C. Nominations for any position may be made from the floor at the Annual Meeting.
- D. The Board may fill vacancies for which no nominations were made at the annual meeting for a term ending on the date of the next annual meeting.
- E. The purpose of the Annual Meeting is to:
 - 1. elect officers of the church, Members-at-Large of the Board, Chairs of all Standing Committees and all other elected positions;
 - 2. receive the Annual Report;
 - 3. vote on the proposed annual budget of the church; and
 - 4. transact any other business for which proper notice has been given.
- F. Special membership meetings may be called by the Board for any purpose.
- G. The Board must call a membership meeting if petitioned in writing by twenty percent of members. The request must state the business to be considered. Actions at the meeting must be limited to the stated purpose. The meeting must be held within thirty days of the request.
- H. Notices for all membership meetings must be transmitted to all members at least ten days prior to the date of such meetings, and must include a description of the subjects to be considered, matters to be voted on, date, time, and location including any links necessary for video access.
- I. Thirty percent of the membership constitutes a quorum.
- J. Those who have been members of the church for at least ten days prior to the date of the meeting are eligible to vote. Any member may request that voting take place by written ballot. Except where otherwise specified here, the outcome of votes are determined by a simple majority of those present and voting.
- K. The Board must nominate a moderator for confirmation by the membership at the meeting.

VIII. Board of Trustees (the Board)

- A. The Board is authorized by the congregation to conduct all church business. Serving on the Board is significant and membership is to be held with honor and dignity. The Board leads the congregation in accordance with UUCC's covenant and principles ~~to build~~ with the aim of building beloved community.
- B. The elected officers are the President, Vice President, Clerk, and Treasurer.
- C. All nominees for officers must have been members of the congregation for a minimum of one year.
- D. The President must:
 - 1. preside at meetings of the Board;

2. convene the first meeting of the Leadership Development Committee in September of each year to discuss the charge to the committee; and
 3. delegate responsibilities as appropriate.
- E. The Vice President must:
1. discharge the duties of the President when the President is absent;
 2. aid and assist the President with administrative duties; and
 3. succeed to the Presidency for the unexpired portion of a term upon the death, resignation, or removal of the President.
- F. The Clerk must:
1. maintain the official record of Board proceedings as well as church meetings and correspondence;
 2. issue notices of meetings;
 3. accept legal service on behalf of the UUCC;
 4. verify the membership list prior to all membership meetings, determine the quorum requirement, and determine the proportional vote required; and
 5. serve as the final authority in determining vote outcome.
- G. The Treasurer must:
1. be custodian of all monies and securities, as overseen by the Board;
 2. present the current financial statement at each meeting of the Board and the Annual Meeting;
 3. account for all receipts and disbursements and present these records upon reasonable notice, except for identification of individual pledges;
 4. oversee contracted financial services; and
 5. serve as a voting member of the Finance Committee.
- H. In addition to the officers, the Board includes two members-at-large and the Chair of the Finance Committee. The immediate past president may serve on the Board at the request of the President. Board members may serve on other church committees. The Minister serves as a non-voting member.
- I. Vacancies on the Board may be filled by appointment of the President, subject to approval of the Board. The people appointed to fill vacancies must serve until the next Annual Meeting.
- J. The Officers of the Board serve a one-year term. At-large members of the Board are elected for staggered two-year terms.
- K. The members of the Board assume office immediately following the Annual Meeting.
- L. A quorum of the Board is two-thirds of the positions filled at the time of the vote, provided that at least one-half of the Board's positions are filled.
- M. The outcome of votes of the Board are determined by a simple majority of those present and voting.
- N. When a decision is required between regular meetings, the Board may hold a meeting by electronic means and any vote taken at said meeting must be affirmed at the next regular meeting to assure its inclusion in official minutes.
- O. Attendance at Board meetings is a necessary function of all members of the Board. 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.
- P. The Board must:
1. implement the decisions and policies of the membership,
 2. conduct and approve all business transactions of the church, consistent with these bylaws;

3. establish policies and appoint persons and committees as necessary to achieve these functions and fill vacancies among committee chairs until the next annual meeting;
4. implement the budget approved at the annual meeting with the provision that the Board may adjust that budget not to exceed ten percent of the total; and
5. publish a written Annual Report.

IX. Standing Committees

- A. Committee work is the lifeblood of the UUC. Committee members demonstrate commitment to the principles of the church and compassion for our community. Service on a committee is a ministry to the church and is received by the congregation with gratitude.
- B. The Finance Committee
 1. assists the Board in overseeing the financial affairs of the church, including the annual budget and periodic internal audits;
 2. is responsible for stewardship, fundraising, endowment, gifts and bequests;
 3. submits recommendations for the annual budget;
 4. conducts special financial reviews at the request of the Board; and
 5. is composed of the committee chair, member-at-large, the Treasurer, and the Chairs of Fundraising, Invested Funds, Planned Giving, and Stewardship subcommittees. Vacancies must be filled by the Board.
- C. The Leadership Development Committee
 1. develops and submits nominations for Board officers, the members-at-large of the Board, the chairs of standing committees, and the member-at-large of the Finance Committee for election by the membership at the Annual Meeting;
 2. consists of, at least, two members of the congregation who have broad familiarity with the congregation;
 3. submits the slate of qualified candidates to the church administrator for publication one month prior to the Annual Meeting.
- D. Committee on Compensation: the President and Minister shall appoint two members annually to recommend to the Finance Committee compensation packages for the minister and staff and to advocate for the package.

X. Other Committees

- A. The Committee on Shared Ministry must be:
 1. created upon the request of either the Board or the Minister;
 2. comprised of up to three members chosen by the Board from a list of active church members submitted by the Minister. Members serve for no more than three years.
- B. The Board may authorize other committees necessary to carry out the business of the church. All authorized committees must submit a report for the church's annual meeting.

XI. Ministerial Search

- A. In the event of a vacancy in the office of the Minister, the Board must nominate up to seven members of the congregation to serve as a Ministerial Search Committee, with the slate of nominees subsequently confirmed by the congregation at a duly called meeting of the congregation
- B. The purpose of the Ministerial Search Committee is to nominate a candidate to serve as Minister in accordance with the UUA transitional procedural guidelines.
- C. The Minister must be called by at least eighty percent of the voting membership present at a membership meeting. The vote to call a Minister must be by written ballot. One-half of the members eligible to vote constitute a quorum at such special congregational meeting.

XII. The Minister:

- A. serves as the spiritual and administrative leader of the congregation;
- B. must be in fellowship with the Unitarian Universalist Association of Congregations;
- C. has primary responsibility for worship and other religious ceremonies;
- D. is a non-voting member of the Board;
- E. serves as the spokesperson for the church with the endorsement of the Board;
- F. supervises and evaluates all employees, maintains written job descriptions for each position, is responsible for the administration of the church, and keeps complete and accurate records concerning the membership;
- G. has indefinite tenure upon election by the membership;
- H. is bound by a contract detailing the terms of agreement between the Minister and the congregation which is proposed by the Ministerial Search Committee, agreed to by the Board, signed by the officers of the church, and reviewed annually by the Board;
- I. 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 must be sought; and
- J. may continue working for 90 days after a written notice of resignation is received by the President, or after a membership decision for dismissal.

XIII. Fiscal Year

UUCC's fiscal year begins on July 1 and ends on June 30 of the subsequent calendar year.

XIV. Bylaws and Amendments

- A. Proposed changes to these bylaws must be submitted to the Clerk, and if approved by the Board, must be presented to the membership.
- B. 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 ten days prior to the meeting.
- C. The bylaws must be reviewed at least every five years.

XV. Dissolution

In the event of dissolution and liquidation of this corporation, either voluntarily or involuntarily, the Board (in the event of voluntary dissolution) or the appropriate public official (in the event of involuntary dissolution) must transfer any surplus in excess of the corporation's outstanding liabilities to the Unitarian Universalist Association of Congregations.