



A LETTER FROM UUCGT'S HEALTHY CONGREGATIONS TEAM

What has the UUCGT Healthy Congregations Team been up to? This article builds on an article published last month that strives to answer this question. We want your input and questions. We are working on a process to lead us through our journey to a Healthy Congregations System. We want to discuss how we ideally ARE with each other and share the three steps to guide what we DO with each other when conflict arises. Below are the three steps of our proposed HEALTHY CONGREGATION GUIDELINES FOR THE HCT AND THE CONGREGATION AT LARGE. These will be voted on at our upcoming Annual Meeting.

HEALTHY CONGREGATIONS GUIDELINES

STEP 1:

Talk directly with the person (member, Minister, staff) with whom you have the conflict.

- Anonymous complaints are not acceptable. Own the issue.
- Examine your role in the conflict. Why is this matter important to you? Get clear in your mind what happened and why. Write down your thoughts.
- Email is not an acceptable means of communication in a time of conflict.
- As soon as possible after the incident, agree on a mutually acceptable time and place to talk in private with the other person(s) involved.
- During the discussion, use “I” statements (“I feel” not “you did”). Actively listen to the other person with your full attention. Check in by sharing what you heard along the way to verify that you have accurately understood her/him. Communicate to achieve understanding.
- If you feel that safety is an issue, or that the conversation is too difficult to manage alone, seek the assistance of an appropriate, mutually acceptable, third party. The Healthy Congregations Team has members who are available to help.
- Avoid any action that can lead to gossip. Choose your support and help wisely.
- If the conflict is not with the person, but with how that person is performing a job (staff, RE teacher, etc.), address your concern to the Minister if one-on-one discussion does not work or does not feel possible.

STEP 2:

If, after having a direct discussion, the issue remains unresolved, go to the Minister

- Counseling by the Minister must be acceptable to all parties. If the Minister is not appropriate or available, seek a member of the Healthy Congregations Team.
- If the conflict involves the Minister, the issue should be taken to the Healthy Congregations Team with strong encouragement to direct them back to the Minister, or offer to go with them to the Minister. The HCT will let the Minister know regardless of which direction the person chooses.

STEP 3:

If, after Ministerial counseling, the issue remains unresolved, the services of the Safe Congregation Response Team (SCRT) will be requested and the Board may become more engaged. The SCRT is empowered to formalize the resolution process between the parties involved with a focus on keeping our community safe in alignment with our UUCGT covenant and policies.



Our Healthy Congregation (continued)

In summary, our Healthy Congregations guidelines are recommended to clearly communicate to all who walk together at UUCGT:

- Whenever two or more people gather, it is normal for conflict or upset to occur.
- It is expected by the Congregation and the Board of Directors that conflicts can and will be resolved respectfully by the individuals involved, acting in alignment with Unitarian Universalists Seven Principles and our UUCGT covenant.
- The Healthy Congregations Team is here to help us practice healthy communications every day and learn healthy ways to resolve conflicts when they do occur.

OUR REQUEST TO YOU AND WHAT IS COMING SOON Please spend some time reviewing what is presented here. The HCT looks forward to input from everyone in the Congregation. We will be working with Rev. Cathy to present this material in services, small groups, and future articles in the Beacon. Given we cannot gather together in person at the moment, if you have feedback, please contact Susan Lio (susanlio53@gmail.com). Also, keep your eyes open for:

- Ongoing offers to participate in Small Group Circles - an excellent place to practice the interpersonal aspects of our covenant.
- Our website calendar has links to many ways to connect via Zoom, including small groups and social time together; these are great opportunities to put active listening into practice!
- We will have several services exploring what it means to be a People of Covenant and Right Relationship. We had one on April 26 and another is planned for June 7. After the June 7 service you will be invited to join a break out group to discuss the above steps for healthy conversation and interactions.
- Consider purchasing the book [Growing Yourself Up](#) by Jenny Brown, which will help us to develop skills in our life relationships, including those within our congregation. Shortly you will see an offer to join a Zoom book reading group to discuss this book.



I am writing this on Memorial Day. I do remember and am grateful for all those who gave their lives so I could live in a Democracy today under our Declaration of Independence, Constitution, and Bill of Rights. I remember many of them and feel deeply grateful for their sacrifice! I do not want them to have given their lives in vain. Therefore, it is my responsibility to live up to their expectations and make come true what they died for: freedom and liberty for all. I try. Hopefully, we all try.

But I feel fresh wounds for the innocent Black jogger, Ahmaud Arbery, who was gunned down near his home in Georgia. They said he “looked like” a person who had done some robberies in the area. There was only one robbery, and how do they know it was he? They “assumed” since he was Black. That is called racial profiling.

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Also they said they had the right of “citizens’ arrest.” But for what offense? It was an assumption. The victim also has rights: a Right to a Trial of Impartial Jurors. They said they had a right to “self defend,” fearing he had a gun. He had no weapon and nothing that even looked remotely like one. It took weeks, months, before anyone even looked at this as an act of murder. The right to murder an innocent black man, is that what our soldiers died for? They died for the victim’s right to Life and the Pursuit of Happiness, according to our Declaration of Independence.

Adding another pertinent issue today, some think our pandemic was sent from China on purpose, then they feel anger towards many citizens of Asian decent, even to the point of physically beating them. This is also racial profiling and accusing, without due process. Hate Crimes have increased over 150% against minorities in our country, all due to misinformation and people feeling their right to express Free Speech. We have a right to Free Speech, but not with hateful rhetoric inciting angry actions.

Looking at it a different way, our Constitution’s Bill of Rights guarantees the Right to Free Speech, and its extended interpretations. But if your right of free speech impinges on others’ rights, are there consequences? We are all responsible for our words. If they incite to riot or can hurt another, think again. We have a right to speak, act, but with care. Our soldiers died for that Right. But does that Right allow us to encourage a riot, a lynching or actions that impinges on another’s Right to Life and Pursuit of Happiness.

In this age of a critical pandemic, we still have rights. But we are responsible for them. We have the right to speak, but does that include shouting into another’s face, possibly shedding this infectious virus onto another? If I know I have an infectious sexual disease, do I have the right to give it to another through sexual intimacy without telling, asking permission? Can my Right to Free Speech and its interpretations and actions be curtailed when it meets the Rights of others?

Our Declaration of Independence spells out our rights and expectations well as said by Thomas Jefferson:

We, the people, have inalienable right to life, liberty, and the pursuit of happiness. Can I pursue my life and pursuit of happiness if I have no means to support myself? You and I reading this probably can sleep protected from weather and eat fairly healthily. Can all of us? Our education and ability to live wherever helps us pass on privileges to our children. Can all citizens of our nation do this? We are in the midst of a pandemic. Some of us can work from home and still get paid. What about the hamburger maker at McDonalds? Can he make your hamburger at home? If he has health care from his employment, does that continue when he is sent home, laid off, due to the pandemic order to stay at home? How can he pursue happiness with worry of illness and no alternatives for health care? Our soldiers died for our Rights to Pursue Happiness but with considerations for our entire fellow Americans! We all deserve basic Rights!

If you want to help with justice for Ahmaud Arbery, please see: https://www.gofundme.com/f/i-run-with-maud?utm_source=customer&utm_medium=copy_link-tip&utm_campaign=p_cp+share-sheet

If you want to know more about Asian Hate crimes, please see: <https://www.aclumich.org/en/press-releases/aclu-michigan-calls-elected-officials-denounce-rise-racist-attacks-asian-americans> and https://michigan.adl.org/?_ga=2.57583337.2128402065.1591033823-1455071997.1591033823

Be sure you are Registered to Vote or to Register to Vote see: https://www.michigan.gov/sos/0,4670,7-127-1633_8716--,00.html

To obtain a Vote by Mail Ballot see: <https://www.vote.org/absentee-ballot/michigan>

Emmy Lou Cholak—Social Justice Committee

UU Board Meeting Summary for May



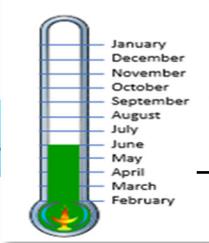
The UUCGT Board of Trustees met Wednesday, May 6 and Wednesday, May 20

Following are key items from those meetings

- The Board spent considerable time in both meetings planning for the on-line Annual Meeting on June 21.
- You will have an opportunity to vote on-line the week prior to the meeting. Those members who do not have computer access will receive ballots by mail to be returned prior to the meeting.
- The Board reviewed results of the canvas of the Congregation regarding who would make good members for the Ministerial Search Team. Tom Darnton and Pat Light were assigned to call the people who got the most mentions and see who was willing to serve on the Search Team.
- We have five people who have agreed to serve as of May 20, and will have a full seven-person Search Team identified prior to the Annual Meeting for our members to confirm in the Annual Meeting voting.
- We agreed to forward the 2020-2021 Budget proposed by the Finance Committee to the Annual Meeting for Congregational approval.
- The Board approved submission to the UUA of a pledge of \$11,780 for 2021 dues which will be 2/3 of the amount requested. However, this is more than double what we paid for 2020 and is another step towards our goal of paying 100% of our dues in 2022.
- We reviewed proposed changes to our building rental agreements, but postponed approval until our June 3 meeting in order for some suggested changes to be considered.
- Held a lengthy discussion regarding physical reopening of our building. We concluded that it is not yet safe to hold worship services in the building. This decision will be revisited at least every other month until it is safe to reopen. Our current actions are consistent with UUA recommendations and the actions of other UU congregations.
- Reviewed status of the job search for a new Office Administrator to replace Susan Sherman who has informed us that she wishes to retire effective July 1. The job was posted the week of May 20 and we hope to have a new hire in place by June 15.
- We plan to share highlights from our monthly Board meetings throughout the year. You can also find the minutes of Board meetings on our website. Our Board meetings are open meetings and you are welcome to attend.
- Our next meeting is scheduled for Wednesday, June 3 at 7:00 pm on-line via Zoom as the board is now meeting twice a month. A link to the meeting will be published prior to the meeting.

Mike McDonald, President

Stay
STRONG



PLEDGE DRIVE

Financial Summary

As of April 30, 2020 (83.3% of fiscal year)

| | Current Year | | Prior Year | |
|------------------------------|--------------|-------|------------|-------|
| Budgeted Income Received YTD | \$259,945* | 98.7% | \$221,458 | 87.1% |
| Budgeted Expenses Paid YTD | \$210,534 | 79.9% | \$194,921 | 76.7% |
| “For Those in Need” YTD | \$ 10,249 | | \$ 8,891 | |

(*includes \$54,594 in prepaid pledges for 2020-2021)

Budgeted income includes the total of all pledged and unpledged donations and miscellaneous income including building rent, etc. “For Those in Need” collections are in addition to Budgeted Income Received and are disbursed quarterly to worthy causes, including Congregational Care, Tuesday Community Lunch and other Community needs outside our congregation. The percentage reflects the portion of the total amount of income or expense budgeted for the fiscal year.

Please note that we have had a significant fall off of current year pledge payments, operating fund donations, rental income and “for those in need” contributions during March and April due primarily to the pandemic. We need your help. If you can, send your pledge payments and contributions to the office or contribute on-line at uucgt.org. If you want more detailed information, you can look at our website, click on Board, then on Board Packet, then on Monthly Comparison. Questions can be directed to your Finance Committee which includes Dusty Culton, Karl Keinath, Mike McDonald, Jim Walworth and Price Watts.



Please continue to give!

Support for our congregation and its work can be done in three ways

1. Mail a check to the church
2. Go to our website (www.uucgt.org) and choose the Give option
3. Download the GivePlus app on your iPad or smart phone

NEW SMALL GROUP OPPORTUNITY!

Mary Anne Rivers would like to offer a small ZOOM discussion group using the book, “GROWING YOURSELF UP” by Jenny Brown.

The sub-title is *How to bring your best to all of life’s relationships*. She suggests reading the book together, then meeting on ZOOM to discuss it. This very well-written book is based on the theory developed by psychiatrist and researcher, Dr. Murray Bowen.

If you are interested in joining us, please contact Mary Anne Rivers at 267-5058 or maryanne.riversfriese@gmail.com

**Unitarian Universalist Congregation
of Grand Traverse**
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RETURN SERVICE REQUESTED

the BEACON

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UUCGT Calendar

The UUCGT building remains closed until further notice

All meetings and classes will take place via Zoom.

Zoom links and updates can be found in Ministry Message and Thursday Flash newsletters and here: <https://www.uucgt.org/calendar/>
Check back often for updates!

JUNE 2020

- 01 **Mon** Stretch & Strengthen 10:00 AM
- 02 **Tue** Community Lunch @ Friends Church - Sack lunch 10:30 AM
- 02 **Tue** Sunday Service Committee 1:30 PM
- 02 **Tue** Sunday Service Coordinators 2:30 PM
- 02 **Tue** Small Group - Susan Lio 4:00 PM
- 03 **Wed** Stretch & Strengthen 10:00 AM
- 03 **Wed** Lunch with Cathy 12:00 noon - 1:00 PM
- 03 **Wed** Staff Resources 3:00 PM
- 03 **Wed** Wednesday Zoom Happy Hour 5:30 PM
- 03 **Wed** UUCGT Board Meeting 7:00 PM
- 04 **Thu** Zoom Office Hours w/ Rev. Cathy 11:00 AM - 1:00 PM
- 04 **Thu** Congregational Care Team 1:00 PM
- 05 **Fri** Facilities Team 10:00 AM
- 05 **Fri** Sunday Rehearsal 2:00 PM
- 05 **Fri** Vespers Service 8:00 PM - UU Social Time @ 7:30 PM
- 07 **Sun** 2020-21 Budget Review Q&A via Zoom 9:00 AM
- 07 **Sun** RE Children & Youth 9:45 AM
- 07 **Sun** **Sunday Service 10:30 AM Lay-led Sign in @ 10:00**
- 07 **Sun** UUCGT Spring Clean-up 12:00 noon - 2:00 PM
- 08 **Mon** Stretch & Strengthen 10:00 AM
- 08 **Mon** A Way to Write Class w/ Alison Ernst 7:00 PM
- 09 **Tue** Community Lunch @ Friends Church - Sack lunch 10:30 AM
- 09 **Tue** Sunday Service Coordinators 2:30 PM
- 09 **Tue** A Way to Write Class w/ Alison Ernst 3:00 PM
- 10 **Wed** Stretch & Strengthen 10:00 AM
- 10 **Wed** Lunch with Cathy 12:00 noon - 1:00 PM
- 10 **Wed** Finance Committee 3:30 PM
- 10 **Wed** Wednesday Zoom Happy Hour 5:30 PM
- 11 **Thu** UUCGT Spring Clean-up 10:00 AM - noon
- 11 **Thu** Zoom Office Hours w/ Rev. Cathy 11:00 AM - 1:00 PM

- 12 **Fri** Sunday Rehearsal 2:00 PM
- 12 **Fri** Vespers Service 8:00 PM - UU Social Time @ 7:30 PM
- 14 **Sun** Program Council 9:00 AM
- 14 **Sun** RE Children & Youth 9:45 AM
- 14 **Sun** **Sunday Service 10:30 AM Rev. Cathy - Sign in @ 10:00**
- 15 **Mon** Stretch & Strengthen 10:00 AM
- 16 **Tue** Community Lunch @ Friends Church - Sack lunch 10:30 AM
- 16 **Tue** Sunday Service Committee 1:30 PM
- 16 **Tue** Sunday Service Coordinators 2:30 PM
- 16 **Tue** Leadership Development 3:00 PM
- 16 **Tue** A Way to Write class w/ Alison Ernst 3:00 PM
- 16 **Tue** Small Group - Susan Lio 4:00 PM
- 17 **Wed** Stretch & Strengthen 10:00 AM
- 17 **Wed** Lunch with Cathy 12:00 noon - 1:00 PM
- 17 **Wed** Wednesday Zoom Happy Hour 5:30 PM
- 17 **Wed** UUCGT Board Meeting 7:00 PM
- 18 **Thu** Zoom Office Hours w/ Rev. Cathy 11:00 AM - 1:00 PM
- 18 **Thu** Congregational Care Team 1:00 PM
- 19 **Fri** Sunday Rehearsal 2:00 PM
- 19 **Fri** Vespers Service 8:00 PM - UU Social Time @ 7:30 PM
- 21 **Sun** RE Children & Youth 9:45 AM
- 21 **Sun** **Sunday Service 10:30 AM - Rev. Cathy - Sign in @ 10:00**
- 21 **Sun** UUCGT Annual Meeting via Zoom 12:00 noon
- 22 **Mon** Stretch & Strengthen 10:00 AM
- 22 **Mon** A Way to Write class w/ Alison Ernst 7:00 PM
- 23 **Tue** Community Lunch @ Friends Church - Sack lunch 10:30 AM
- 23 **Tue** Sunday Service Coordinators 2:30 PM
- 23 **Tue** A Way to Write class w/ Alison Ernst 3:00 PM
- 24 **Tue** UUA General Assembly through June 28 on Zoom
- 24 **Wed** Stretch & Strengthen 10:00 AM
- 24 **Wed** Wednesday Zoom Happy Hour 5:30 PM
- 26 **Fri** Sunday Rehearsal 2:00 PM
- 28 **Sun** RE Children & Youth 9:45 AM
- 28 **Sun** **Sunday Service 10:30 AM - GA Assembly Live Service**
- 29 **Mon** Stretch & Strengthen 10:00 AM
- 30 **Tues** Community Lunch @ Friends Church - Sack lunch 10:30 AM
- 30 **Tues** Sunday Services Committee 1:30 PM
- 30 **Tues** Sunday Service Coordinators 2:30 PM

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