

2018-19 CHARTER Khasi Hills Ministry Team

Section A: Name

1. What is the name of your group? Khasi Hills Ministry Team

Section B: Purpose

1. What is the purpose of your group?

We are in friendship with partner churches in the Khasi Hills in the NE region of India, specifically with the Unitarian Churches of Kharang and Smit. We helped build a English-language primary school called the Friendship School, and we support the salaries for five teachers at the school. We make periodic pilgrimages to the region, where we visit with our friends, share cultural and spiritual values, and learn about the most pressing needs and aspirations of their community.

As a founding congregation of the global partner church movement (thanks to our late minister emeritus the Rev. Leon Hopper, first UUPCC President), East Shore is one of 186 North American churches in mutually rewarding relationships with Unitarians in other countries. Our group's purpose is to help ESUC sustain and deepen our friendships with our siblings in spirit in the NE region of India, specifically the Unitarian congregations in Kharang and Smit.

This purpose reflects East Shore's Mission and Vision as well as those of the Unitarian Universalist Partner Church Council. UUPCC's mission includes promoting global friendships, international awareness, human rights, and providing opportunities for pilgrimage, hospitality, learning, and service, through partnerships integral to congregational life. (<http://www.uupcc.org/who-we-are/vision-mission>)

2. How is your work related to one or more of our Unitarian Universalist Seven Principles? They are listed in the Overview Section above.

1st Principle: The inherent worth and dignity of every person

We recognize the love, drive, resourcefulness, wisdom, emotional intelligence, rich cultural heritage and caring of these incredible Unitarians in India.

2nd Principle: Justice, equity and compassion in human relations;

We practice our commitment to equity and compassion with mutual care and aid that each side of this friendship receives.

3rd Principle: The goal of world community with peace, justice, and liberty for all;

We support better cross-cultural understanding, and provide support for the Unitarian Union of North East India (UUNEI)'s humanitarian programs.

3. How does your group connect with East Shore's Mission and Vision? Please see the Mission listed in the Overview Section above. The full Vision based on the Mission can be found at www.esuc.org under Governance and Bylaws.

The programs of the Khasi Hills Ministry Team promote all of our 4 Missions: Practice Love, Explore Spirituality, Build Community and Promote Justice. The loving relationship we have with the Khasi people is so valuable. We learn about each other's spiritual lives, we build community through deepening connections with people in the Khasi Hills churches and schools, and, by improving village youths' education prospects, we are **helping to address poverty in that region**.

4. In order to intentionally live our mission in our daily team work, a set of Right Relations guidelines is recommended for all Committees and Teams. Do you have an agreed upon set of guidelines? If not, please develop one this year. The Right Relations Committee will assist you as needed.

We began work on our RR guidelines this past summer. The work was impactful. We'll continue in the new year.

5. What relationship does your group have, if any, to the 2018/19 Ends? Ends are East Shore's goals. Leave this question blank until the Board establishes the Ends.

Board Goal 1. Financial strategy. Impact: KHMT has achieved its goals while being financially self-sustaining. We raise funds through a rummage sale and other special projects.

Board Goal 2a. Inspire a healthier culture at East Shore. Impact: KHMT inspires over 60 volunteers and gives East Shore an extremely positive outlet for expressing love in community.

Board Goal 3. Beloved Community. Impact: KHMT is actively promoting anti-racism by supporting the educational achievement and Nangroi (progress) through Unitarian values for and by the Khasi people. The Khasi's are a marginalized, indigenous community, who face discrimination from the dominant culture.

6. What are your group's specific goals for the next year? What impact do you expect from your efforts? If an activity is listed, what result do you expect from it? How will you evaluate the impact of your efforts?

1. Continue to fund teacher salaries at the current level (\$3500) plus a 20-30% increase (\$700-\$1050) in keeping with trends in teacher salaries at government schools, plus

additional projects for the churches and schools in our partnership – measured by the transfers to UUPCC.

2. Support teacher certification scholarships – measured by number of teachers who want and receive training. Three teachers are involved in the certification process at this time.

3. As a stretch goal, to fund repairs and expansion of the school. Specifically: to build at least 2 additional classrooms, to repair the latrine, to provide necessary school room furniture and fittings, to install solar power to support lights, to install a Wifi hub, and to donate computer equipment. Cost estimate is \$25,000 capital fund and \$4000 operating expenses.

4. To encourage East Shore members and friends to make extended visits of 4-6 weeks to assist in English, computer, music and other educational programs at the schools.

5. To gain broader participation in this friendship by East Shore Members – measured by number engaged in our meetings, Skype calls with our Khasi friends, and those interested in pilgrimages to NE India Unitarians.

6. To develop a process for orienting new members

7. To develop a Covenant for Right Relations

The impact will be continuing and increased educational opportunities for Khasi children, eventual long term ability improve their economic means, and greater cross-cultural understanding and empowerment between team members and Khasi families, plus a stronger functioning of the Khasi Hills team in order to promote this progress.

Section C: Group Structure, Leadership & Decision-Making

1. Where does your group fit into East Shore's organizational structure – as a Board Committee, Ministry Team or Core Team? Who is your staff representative or partner? Khasi Hills Partner Church is a Ministry Team that works with the Earth and Social Justice Council and the Minister. Ann Fletcher is our staff representative.

2. What are the minimum and maximum number of participants? To ensure community representation, no fewer than five members is recommended. If you have fewer than five members, please explain. Who are your current team members?

Mary Lou Lewis, Doug Strombom, Barb Clagett, Karen McManus, John Chmaj, Roger Corn, Fran Corn. We also are assisted by 60 volunteers in running the Trinkets and Treasures sale to raise funds.

3. What are the leadership roles and responsibilities within your group?

Co-leaders (Barb Clagett and Doug Strombom) lead monthly meetings and set overall direction.

Treasurer (Roger Corn) tracks our accounts and manages transfers to the UUPCC.

Trinkets and Treasures leader (Barb Clagett).

4. How are leaders determined, and what are their term limits? Committees, please explain any differences from the term limits recommended in the Overview Section above.

Leaders have a term limit of three (3) years. They can mentor new leaders and return to leadership after a period of one (1) year.

5. What, if any, are the term limits for your members? Committees please explain any differences from the term limits recommended in the Overview Section above.

No term limit established for membership.

6. How are decisions made in your group (consensus, majority vote, officers, super majority percent)? What quorum is needed? Is email vote allowed?

Decisions are made at monthly meetings and documented in minutes. The criterion is consensus, with a backup to majority vote if necessary.

7. How are records kept and passed on for your group? If you are a Board Committee, what one person on your team will send the meeting minutes to the Chair of the Archives Team?

We appoint a secretary for each meeting and make minutes of our monthly meetings. Barb Clagett writes the monthly board report.

8. How are members recruited and oriented to your team?

We have bulletin boards and have tables in the foyer to meet interested people and to answer questions and educate them about our ministry. We hold an annual partner church worship service to update the congregation and ask for members. We do not yet have a process for orienting new members, but we need to focus on how to make this fulfilling ministry more attractive for new members to join this year.

9. What, if any, qualifications are required for membership or leadership?

We are committed to work toward Right Relations and adhere as well as possible to our Right Relations Covenant, which is in the process of being developed. We are looking for new members who have passion for connection and dedication to process, and who work well as team members.

10. How does your group communicate and collaborate with the larger East Shore community?

Through promotion of our annual Trinkets and Treasures sale, by getting volunteers to help with the sale, through Beacon announcements, hosting informational lunches, and through our annual partner church worship service.

11. What one person on your team is authorized to approve communications publicized by Staff? Who is the designated back up person?

Barb Clagett, a co-leader, will approve all communications to the East Shore community. Roger Corn and Doug Strombom will serve as back ups for Barb.

12. What types of decisions is your group authorized to make?

To evaluate our level of commitment to support sustainable projects developed by our partners.

To hold fundraising events and activities.

To allocate available funds to the UUPCC on behalf of our Khasi Hills partners.

13. What kinds of recommendations, if any, does your group make and to whom (Board, Minister, Staff, congregation)?

We make specific recommendations for the KHMT annual budget to the Earth and Social Justice Coordinating Council and the Finance Committee.

We make a general recommendation to the Congregation and Board of Trustees that East Shore continue to participate in our partnership with the Khasi Hills community.

14. Does your group plan to sponsor any outside groups to use the church facilities? If so, please see Board Policy 1.16a and the Staff Procedures for Sponsorship of outside groups.

No plans at this time.

15. What is the expectation for longevity of the group and the plan, if any, for disbanding the group?

We expect to continue to support the teacher salaries for five or more years. In the future, the Friendship School may become self-supporting, at which time our donations could be reduced or be redirected to other needs of the Khasi Hills community. Longevity is dependent upon our ability to recruit new team members.

Section D: Finances

1. Will your group present a budget proposal to the Budget Team next year?

Yes

2. If the Operating Fund is unable to grant the full amount of your budget request, will the group reduce its expenses or do its own fundraising?

We have been engaged in fundraising and expect to continue fundraising in the future.

3. If your group plans to do fundraising, please describe how it will go about this. If you plan to solicit donations, use the following wording: "Your donation goes to East Shore's operating funds which supports (name of your team) and other programs."

We hold an annual Trinkets and Treasures flea market.

We utilize the collection plate from the second Sunday ask one time a year.

In the past we have held dining events where we ask for donations.

4. What kind of decision process exists for how money is used?

We discuss the allocation of available funds at our monthly meetings.

We prioritize our commitment to education and to the continuation of the Friendship School.

Decisions are made by consensus, with a fall back to a majority vote of team members if necessary.

5. Which one person on your team is authorized to approve team expenses? Who is the designated back up person?

The Treasurer (Roger Corn); Co-leaders (Barb and Doug) serve as backups

6. Does your group have the need for a Prudent Reserve (funds set aside to hedge against a contractual liability)? If so, how much and what for?

Yes, we suggest a reserve of \$4200 to cover the teachers' salaries.