

## Minister's Board Report - April 2018

Congratulations are in order for the entire Fellowship after such a successful stewardship month. I am grateful for the leadership of Susan Kinney and Michael Carr. Should you see them, thanks would be called for. I will say that having a church blow past their goal by over \$30,000 is not a common thing into today's landscape. It is truly a measure of how people are relating to and feeling served by the congregation. That is work we all do together. Thank you.

Virlene announced her retirement to the choir and to the congregation last Sunday. Virlene has been moving toward this decision for a while. It was a discussion for us during my candidating week. Unrelated to Virlene's departure, Dick is also stepping down after beginning his musical career as a church organist at the age of 14, 63 years ago. He is looking forward to focusing on musical projects with Randy and spending more time with his family on weekends. I would like to officially hire Mark as Virlene's successor. (See below.) This comes after conversation with Mark, Virlene, and choir members. One of Mark's first thoughts was to make sure Virlene and Dick both felt welcome to continue participating. Virlene was sensitive and was willing to step away while Mark began. But it looks like we will all be going forward together. I am grateful for Virlene's leadership over the years and for Dick's spirit behind the keyboard. And I am really excited for a partnership with Mark to continue the tradition of beautiful music here at UUFCO.

A new congregation means a new budgeting process for me to learn. I want to thank Sylvia and Amy for their guidance and patience as I have been learning the ropes here.

At a recent LDC meeting, it was suggested that the "Fellowship Collaborative" on our organizational chart be changed to the "Leadership Collaborative." These meetings are facilitated by LDC, and we all agreed that this was a helpful adjustment and is happening before there is widespread use of the previous title.

I led a section of Judy Hurlburt's class last night on Friendship and Covenant. There were over 30 people there. The attendance at our Adult RE offerings has been very impressive. There is a real need being met in this area. I plan to meet with Kathleen Harrington in the near future to begin looking at next year's offerings.

Thank you for your feedback on the document about sexual ethics, policies, and sexual offenders. I am meeting with the Healthy Congregants Team today to gather more feedback and to include more people in the pre-conversation.

To my knowledge, we have 13 people registered for Regional Assembly. This is fantastic! I will be taking some vacation days before the assembly and then attending the professional day before the conference.

On the Saturday of the assembly, I will likely go to The Dalles for a non-violent protest at NORCOR, which is the culmination of a campaign that Central Oregon Neighbor Love has been organizing along with our statewide partners. In brief: (from CONL literature) *immigrants have been hunger striking that are detained at NORCOR, a four-county, for profit public jail in The Dalles with an ICE contract. That same week, local organizers began to host daily vigils and clergy began to visit those detained. Faith communities from around Oregon have traveled to stand in solidarity with those detained. We've now heard countless stories of poor conditions, the outrageous cost of phone calls, why this contract is in violation of our state sanctuary law, and the effect a no visitation policy is having on families.*

I began my service on the CONL Advisory Committee. The committee is made up of community leaders and will guide the work of CONL, the Immigrant Solidarity Network, and the relationship to statewide with Interfaith Movement for Immigrant Justice (IMIJ).

Installation! What a day! Much has been said, but it is worth saying one more time that it was such a special day for the congregation and for me personally. So many hands went into making it all happen. Of note are Marty, Noreen, and James Simmons-Cox. It's official! I've been installed!

Together, we mourned the loss and celebrated the life of Shirley Furst in March. This was my first time leading a memorial service at UUFCO. There is an old minister's adage that you are not really the pastor of a congregation until after you have led a service honoring a beloved congregant. I believe there is likely some truth to this. And Shirley certainly was beloved. It was good to be together to celebrate Shirley's life and to hold Max and Shirley's family within the embrace of our congregational love.

Another first was Easter. Two services and they both went smoothly. There were over 400 people here on Easter morning.

Holy smokes! Over 60 people came to the One-to-One conversations led by the Healthy Congregation Team. This was a program we had at the North Hills church. The HCT adapted it to serve this congregation. The idea is that a healthy congregation is built upon the foundation of knowing one another. The response tells us that people are excited to have more of these conversations, so it will become a repeating event.

Breeze - Mark Hickman will (after I notify the staff) be having discussions with each of our staff members to see how they may better utilize Breeze and to hear the pros and cons of moving all of our database operations to the Breeze platform (membership, registration, communications, and financial).

I am always impressed by the UUFCO turnout at local marches. The March for Our Lives was no different. We were in strong numbers to support local high school youth as they lifted up their voices in protest.

Update on Sexual ethics and procedure document.

## **For discussion or action**

### **Personnel**

*2.7.2. The Minister participates in annual staff evaluations and recommends personnel actions to the Board of Trustees. The Board and Minister will jointly decide on hiring, discharging, and changing compensation of church staff pursuant to UUFCO policy.*

- Mark Hickman as Music Director
- Event Hosts - from Jenn: *Per our discussion, it makes sense to increase the Event Host and Kitchen Host pay from \$15 to \$20 per hour. Rationale being it's difficult to keep a pool of ad hoc staff available for \$15 hours. The average event length is about 3 hours which pays the host \$45 before taxes. We are better equipped to attract and retain hosts if we increase the rate to \$20. Since we need several hosts due to the needs of*

*larger events (kitchen and event hosts), there isn't an opportunity for someone to make working at UUFCA a steady source of income. Also remember that the \$5 increase per hour impacts UUFCA's budget for event hosts only. All kitchen host fees are paid for by the renter.*

#### Children and Youth RE Consultant

*Rev. Christina Leone-Tracy currently serves as the senior minister of the Fox Valley UU Fellowship in Appleton, WI. In the past, she has served as Faith Development Minister for six years at the UU Church of Annapolis, and served two small congregations as a Director of Religious Education and at another congregation serving as college Campus Ministry Coordinator. She has her MDiv from Meadville Lombard Theological School, and an MS in child psychology from The University of Memphis. She has served for six years on the UUA Religious Education Credentialing Committee.*

*Rev. Christina has a passion for creating multigenerational community, and finding innovative strategies to help congregations serve all ages with intention and depth. She is experienced in crafting all-ages worship, and originated the Wonder Box time for all ages technique which is used widely throughout the UUA. She also pioneered Middle Hour, an approach to Sunday morning that encourages RE for all ages and worshipping as an all ages community, all on a Sunday morning. Four UU congregations now use Middle Hour. She has led workshops at GA and participated in worship at GA, including preaching at the Synergy youth-bridging service in 2014.*

*Rev. Christina created Camp Beagle, a weeklong summer camp for ages 4-14, now heading into it's 9th summer. She also has written two curricula, "UU Values and the Hunger Games" for middle schoolers, and "URUU (You Are UU)" for 3rd-5th graders. Rev. Christina enjoys helping congregations find their RE and multigenerational vision, and crafting steps to empower leadership and structure the organization to make the vision a reality.*

#### Aesthetics recommendation

The Aesthetics Committee is currently a committee of the board. The aesthetic impact of our physical space and surroundings shapes our experience of congregational life, represents us to the wider community, and gives life to our shared values. Because of this, it is recommended that the committee be considered a ministry of the congregation. As such, it would fall under the supervision of the minister. Aesthetics would retain its seat on the Facilities Cluster.

Much of our work together has a visual aspect to it. This means the work of the Aesthetics Committee is often and naturally a partnership between the committee, the ministry teams, facilities cluster, and members and friends who are bringing our mission to life in varied ways. Aesthetics has been clear in its intent of collaboration, aiming to empower and include the working groups in the congregation. Likewise, while the minister has final decision-making authority, the board and minister hope that the Aesthetics Committee will feel empowered to bring their vision, insight, alongside the collected wisdom of the congregation to fulfill their stated purpose and to support the mission of the fellowship: to seek meaning, celebrate life, and serve the spirit of love and justice.