

Minutes  
RVUUF Board Meeting  
March 21, 2019

Roger Howe convened the meeting at 6:32 PM. Present were Alex Lukacs, Roger Howe, John Limb, Joanie Kintscher, Phil Westergaard, Jim Meckel, and Rev. Sean. Diane Werich could not attend. Joe Martone was present to represent the Finance Committee, and Mary Rexford and Suzanne Andersen were present representing CFM.

Joanie lit the Chalice to start the meeting with the following words:

“For everything in this journey of life we are on, there is a right wing and a left wing: for the wing of hate there is one of love, for the wing of pain there is healing, for the wing of taking, there is giving, for the wing of rejection, there is acceptance, for the wing of judgment, there is grace. We can only fly with two wings, and two wings can only stay in the air if there is perfect balance between them. There are those who idealize perfection as the existence of only one wing, but I see that a bird with only one wing is handicapped, a butterfly with one wing is dead. Sadly, those who strive to cut off the other wing in the hopes of embodying their idea of perfection are upsetting the balance of humanity, potentially crippling the human race.”

– The Dalai Lama

### **Consent Agenda**

The February Board Meeting Minutes, Treasurer's Report for March 2019, the Ministers' Reports for March 2019, and the Schedule of upcoming events were on the Consent Agenda for Board Approval. Roger requested that the Schedule of upcoming events be removed from the Consent Agenda. Roger then moved that the Board approve the remaining items on the Consent Agenda. With no further discussion the Board approved the Consent Agenda. Copies of the Treasurer's Report, and Ministers' Reports are appended to these minutes.

### **Decision Items**

#### Thank You Notes

Thank you notes will be drafted for Jan Waite for her work on RVUUF Cleanup, Thanksgiving, and BAG, and Joe Marcone, for all of his work as chair of FinCom.

### **Discussion Items**

#### CFM Report

Suzanne Andersen and Mary Rexford reported on progress toward resolving certain covenantal issues within the Congregation that they brought forward at the last Board Meeting. It was felt that there has been some movement toward resolution.

#### Preliminary Budget

Joe Martone and John Limb presented a preliminary Budget – as drafted by FinCom -- for our next fiscal year. Joe reported that budget input has been received from Music, BAG, Finance, Fun, RE, Technology, Membership, Caring, Social Justice, the Minister, and the Administrator. Draft line item numbers were presented and discussed. It is still unclear as to whether there will be an auction this fiscal year; auction revenue is not included in next year's draft budget. A smaller Endowment contribution to revenue as the current fiscal year was assumed in the draft. For next year's budget, personnel expenses were increased in accordance with UUA guidelines. UUA / PNWD dues will be collected differently next year and those numbers are reflected in a different way in the budget (PNWD will be funded directly from dues paid to the UUA). Next year's dues will be based on Fellowship expenditures versus per-head membership. Budget draft totals currently reflect a deficit in net operating income. This deficit will be addressed before the final budget is submitted. The Board and FinCom will discuss appropriate adjustments before meeting next month's Board Meeting and reconcile the number to finalize the budget that will be brought before the congregation.

### Congregational Safety

The Board discussed putting together an evacuation plan for the building. Jim Meckel and others on the Security Committee will meet to plan a path forward, with a view toward providing instruction and follow-through with the congregation.

### Delegating Authority

The Board will be asking for names of those interested in attending GA as delegates. The Board will put forward a statement regarding how delegates will be chosen.

### Planning for a Planning Session

Roger is in the process of contacting a food service for the Board / CFM / Ministerial planning meeting. He put forward his hope that the group can schedule regular congregational meetings and other repeating events a year in advance so that important calendar events are always pre-scheduled well ahead of time.

### **Other Business**

#### Appointments:

Process Observer – Joanie volunteered to be the Process Observer at the next Board meeting.

Time Keeper – Jim volunteered to be the time keeper.

Chalice Lighter – Rev. Sean volunteered to light the chalice.

Covenant Reader – Alex volunteered to read the Covenant.

Process Observation – John reported that there was a lot of “cross flow of ideas” during the meeting. There was not as much control as we would like. All should hold back somewhat on commenting to let the flow occur appropriately.

Roger adjourned the meeting at 8:40 PM.

## **APPENDICES**

### **TREASURER'S REPORT: John Limb**

On the income side, pledges are down for the month by about \$6,000 over the budgeted target. Fundraising is still just 5% of the annual budget due to the fact that there has not been a book sale or auction so far. Rentals for the month were just \$20, but for the year are at 53.5% versus being 67% of the way through the year. Despite all this, our income for the year stands at 55.25% of the budgeted yearly figure.

As with last month the three committees that are underspent significantly are Worship, Technology and SJA. Thus, so far this year our income is running ahead of our expenditures by \$9,816. As noted last month these committees are expected to increase their expenditures in the next few months.

The bottom line; we are in the black by \$1080 for this point in the year.

While usually not mentioned, the balance sheet shows total liquid assets of \$82,992, so no problems there. It is down \$3000 from last month. Minor changes are to be expected depending on the ebb and flow of our income and expenses. Our total current assets are \$270,890.

The Board asked FinCom to provide a more accurate estimate of the cost of a flat screen computer display for the conference room, with a suggestion that this money be sought from the Endowment Fund as a special grant. The more accurate breakdown of costs was estimated to be \$800. FinCom is waiting for a response from the Board.

John Limb

### **MINISTERS' REPORTS for March, 2019: Rev. Sean Parker-Dennison, Rev. Theresa I. Soto**

#### **Report to the Board of Directors & Committee on Fellowship Ministry Rogue Valley Unitarian Universalist Fellowship**

March 13, 2019

Rev. Sean Parker Dennison

Dear Friends,

It's time for another report, and I have to say it feels like time is flying by at an astonishing rate. How can it be March already? I am getting this to you earlier, as promised, so it covers only three weeks. Hopefully, that means it will be brief.

Aside from preparing worship, my time this month was spent primarily on pastoral care. I am thrilled that the Calendly system I use for making appointments seems to be working well and I am experiencing an increase in appointments, especially among newcomers. I'm seeing about three appointments a week from new or newer members and friends, expressly for learning more about RVUUF and Unitarian Universalism. I've been able to direct new folks to activities and groups I think will be a good fit for them, as well as encourage people to volunteer, and connect with committees. I've also been able to listen to the stories and struggles of the people finding us, and let me tell you without a doubt, Unitarian Universalism saves lives. We may sometimes forget, but RVUUF is more

than a fun place to hang out with friends. Many of our newcomers are telling stories of their grief, loneliness and despair before they found us and how becoming a part of our community is helping and healing them. We can't underestimate the importance of our presence and ministry.

This, of course, is also true for those who have been at RVUUF a long time. I also met for support and pastoral care with a number of long-term members facing changing and/or difficult circumstances. I was in contact with Mamie Kreisman's family after her death, though I was not asked to officiate at the memorial service. I have also been in touch with Kate Cleland-Sipfle to begin planning a celebration of Bill's life, which will take place in late spring.

The next most time-consuming part of these weeks has been working with the CFM to attend to the situation they shared with you at the last Board meeting. I believe it is the first time the CFM has dealt with a conflict that did not arise from a difference of opinion about RVUUF itself. While the situation is complex and difficult, I want to let you know that the CFM has handled it brilliantly. They have been boundaried, kind, compassionate, and determined to do their job. They know that their work upholding the covenant of the congregation is powering the change in congregational culture that we are seeing unfold.

In my research for the meeting between CFM and the couple involved, I found this lovely summary of the RVUUF covenant that I had not seen before:

*Earnestly desiring that this congregation shall flourish, I therefore promise:*

- *to support and nurture myself so that I may bring a spirit of balance and wholeness to the community;*
- *to seek to understand others with patience, humility, and tolerance, and to value integrity and respect as I interact with my UU sisters and brothers;*
- *to use wisdom and forbearance in challenging or conflictual situations, being slow to anger and quick to seek honest reconciliation if disagreement becomes hurtful;*
- *to be attentive to guests and new members as well as those I already know, thereby contributing to and atmosphere of welcome and hospitality;*
- *to inform myself of RVUUF policies and issues, and to support and empower the work of the Fellowship with my skills, resources, wisdom, and good will.*

*In a spirit of high resolve, I join others in making this covenant so that this Fellowship shall become known for its vitality, warmth, and transformative energy.*

I am looking forward to using this summary in worship and other contexts to help people feel more comfortable with the application of our covenant in our lives and interactions. I think it will be a good reminder for all of us of our aspirations and promises.

Among all these rich and rewarding connections and ministry, I am also working on:

- Staff evaluations
- Budget planning
- Continuing to implement the new Pledge process
- Overseeing the implementation of our new Church Management Software
- Building relationships with my interfaith colleagues in Ashland
- Working with the Worship Team to begin planning for my summer vacation
- Working with the Worship Team and Membership to plan the next New Member Ceremony
- Beginning planning for the next Congregational Congregation with the CFM
- Self care

Thank you for all you do!

Love Will Guide Us,



**Rev. Sean**

### **Report to the Board of Directors**

Rogue Valley Unitarian Universalist Fellowship

March 13, 2019

Rev. Theresa I. Soto

Dear Board of Directors:

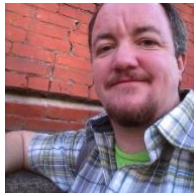
The past couple of months have accelerated the volume and reach of my ministry, beginning with the convening of my committee on ministry. The following members offer me their support and counsel:



Alison Duren-Sutherland, a member of RVUUF and seminarian at Starr King School for the Ministry.



Rev. Jamila Tharp, a community minister doing parent coaching, healing ministry, and teaching inclusive Islam in the Humboldt, California area.



Hayden Nevill, an activist and organizer for trans\* equity in Fairbanks, Alaska.



Whitney Reed, an organizer and activist for racial equity in Ashland, Oregon.



Christina Rivera, a Latinx religious educator and membership professional in southern Virginia.

We plan to meet monthly and prepare evaluation materials to submit to the UUA. This month, a sample of my work includes that I have met with the Racial Equity Coalition, People of Color caucus based here in Ashland, Oregon. I will be able to host and support the POC caucus, which plans to continue meeting in Emerson House. They are grateful for the space. I also met with the Pacific Northwest District Board of Directors, as we work on regionalization and support of the Chalice Lighters program. I have hosted a covenant group with trans\* UU religious professionals, in the wake of the harmful article in the UU World. I have provided sabbatical coverage, preaching and pastoral care, for the UU Church of the Palouse in Moscow, Idaho, in both February and March. My writing ministry included a sensitivity review of the summer UU World family pages and a blessing for trans\* folks that I shared on social media. I share it with you here:

dear trans\*, non-binary, genderqueer  
and gender-expansive friends and kin:  
(and those of us whose gender is survival)  
let me explain. no,

there is too much. let me sum up\*.  
you are not hard to love and respect  
your existence is a blessing.

your pronouns are not a burden or a trial;  
they are part of your name, just shorter.  
someone getting them wrong is not a  
poor reflection on you. it is not your fault.

your body (really and truly)  
belongs to you. no one else.

the stories of your body  
the names of your body's parts  
your body's privacy  
the sum of your body's glory.

it is not okay for anyone  
to press their story of you,  
back to the beginning  
of your (of our) liberation.

we will find the people ready to be  
on the freedom for the people way.  
we will go on. no one can rename you  
Other, it can't stick, as you offer the gift  
of being and saying who you are.

mostly, though, your stories belong to you.  
your joy and complexity is beautiful,  
however you may choose to tell it (or not  
tell it). some folks (cis) may take their liberty  
for an unholy license. you are beloved. please  
keep to our shared tasks of  
healing  
getting free.

In faith and covenant,

Rev. Theresa I. Soto