

Board of Trustees Meeting Agenda

Date: February 16, 2021

Time: 6:30 - 8:00 pm



Attendees: Stacy Callender David Morgan Patricia Ice
 Eric Wood David Voisin Bob Keller
 [President-Elect] Min. Justin McCreary

Please read: Written Reports, Budget, Agenda

6:30 **Opening**
Opening Reading and Chalice Lighting
Covenant
Check In

6:45 **Meeting Reports**
Approve Minutes and Reports

7:00 **Ongoing/New Business**
Annual UUA Certification
Updates on Annual Priorities

- Internal & External Communications
- Engage Members & Develop Leaders
- Establish Infrastructure & Process

Intentional/Strategic Planning

- Where Are We Now?
- Where Do We Want To Go?
- How Will We Get There?

7:50 **Closing**
Process Observer Report Out
Check Out
Extinguish the Chalice
Next Meeting Date

Additional Information: Join the Zoom meeting online at
<https://zoom.us/j/98945246207?pwd=d1dwMTFzYkIIRVY2bC9KQWpkOUJ5QT09>

**Unitarian Universalist Church of Jackson
Board Meeting
Tuesday, January 19, 2021**

Attendance

Past President: Eric Saulters-Wood
President: Stacy Callender
Treasurer: David Voisin
Secretary: David Morgan
Trustee: Bob Keller
Quorum Reached

Justin McCreary, Minister

Agenda

1. Opening Reading and Chalice Lighting
2. Covenant
3. Check-In
4. Minutes
5. Treasurer Report
6. Minister Report
7. Ministry Teams, Advisory Councils, and Taskforces Reports
8. Pledge Drive Evaluation
9. Update on Building the Future Fund
10. Updates on Annual Priorities
 - A. Internal & External Communications
 - B. Leadership Development: Appointments & Vacancies
 - C. Establish Process & Infrastructure: Revise Policies & Procedures
11. Building Use Policies & Procedures
12. Process Observer Report Out
13. Check Out
14. Extinguish the Chalice
15. Set Next Meeting

Opening Reading and Chalice Lighting

The chalice was lit at 6:55 p.m., beginning the meeting. Due to the current COVID-19 pandemic, members met using the Zoom video conferencing app.

Minutes; Treasurer Report; Minister's Report; Ministry Teams, Advisory Councils, and Task Forces Reports

Eric Wood motioned to approve the December 22, 2020 board meeting minutes and reports as presented. David Voisin seconded. All members approved.

Pledge Drive Evaluation

The board discussed the 2021 Time, Talent and Treasure campaign, including what worked well and what could be improved upon for next year. As of the board meeting, 22 pledge units – 32 congregation members in total – had been received as part of this year's pledge drive.

This 2021 drive deadline was the 2020 winter congregational meeting. Members must have pledged for the new year by then in order to vote at the meeting. The campaign was publicized on the church website, Facebook, and during Sunday services. Pledge cards and board letters were mailed to members, while past members and friends were sent donation cards and a board letter. Stamped envelopes with UUCJ's mailing address were also included in the packets. Members also had the

option to pledge using the online form on the website. While members did use both the mail-in and online options, only one donation card was sent back from a former member or friend out of the 60 or so mailed. This suggests the donation mailers cost more in time and money than they generate in money.

On the Saturday before the winter congregational meeting, the board called members who hadn't yet pledged. These calls were effective, but occurred so late in the process that the 2021 budget had to be updated less than 24 hours before it was to be presented to the congregation.

It was suggested that next year's campaign start earlier, possibly October. Stacy Callender said that at a minimum the theme, imagery, script, and other promo materials should be completed by then. But, Bob Keller instead proposed the board keep the pledge drive simple and directly call each member. Since church membership is fairly small, this could be done quickly and easily. This would save the time and effort of running a campaign scaled for a much larger church, and likely bring the exact same pledge income. Eric advised calling members who haven't yet pledged for 2021. Did they forget, move, or did they have concerns with the church the board should know about? Justin recommended he and the CAREing make the contact first without mentioning pledging – just check in and see how those members are doing. He also suggested coming up with a strategy for involving young adults in the church leadership.

Update on Building the Future Fund

David V. had reconciled the funds set aside within the main church account for the building remodeling expenses. As of the meeting, he had received a least one donation to the new building fund.

Building Use Policies & Procedures

David Morgan mentioned that a group wanted to rent the sanctuary January 30. He asked if the church had or needed to have any COVID protocols in place before finalizing the contract. Stacy found a COVID rental waiver online that could be adapted to be used as an addendum to the current UUCJ rental agreement. David M. volunteered to revise the form. David V. motioned to approve the form. Eric seconded. All members present voted in favor.

Update on Annual Priorities

Discussion on annual priorities was tabled until the next meeting due to time. A date for a board strategic planning retreat will be set at the next meeting.

Extinguish the Chalice

The chalice is extinguished at 8:30 pm. The next board meeting is scheduled for Tuesday, February 16, 2021.

**Unitarian Universalist Church of Jackson
End-of-Year Report**

I N C O M E

Category	Approved Budget, 2020 (\$)	Obtained (\$)	Excess over Budget (\$)
Pledge (Plg. made: \$33,680)	35,000	31,522*	-4,428
Plate	5,000	7,911	3,861
Material Donation	100	0	-100
Fundraising	1,000	102	-898
Rentals	1,000	700	-300
Income from N. Campus.	0	7,000	7,000
Appreciation on Investments	<u>100</u>	<u>22</u>	<u>-78</u>
TOTAL BUDGETARY INCOME	42,200	47,257	5,057
 <u>Restricted Funds Received</u>			
South Campus Renovations (incl. G. Vockroth memorial)		250	
N. Campus Security Deposit		1,000	
Repayments		<u>100</u>	
TOTAL INFLOW:		48,607	

* Includes donation of stock

Green Highlight: \$500 or more above budget
Red Highlight: \$500 or more below budget

CORE BUDGETARY EXPENSES

Category	Approved Budget, 2020 (\$)	Spent (\$)	Remaining (\$)
Administration			
Secretary	100	0	100
Treasurer	300	548	-248
Fundraising	300	342	-42
Board	600	0	600
Storage	700	696	4
Affiliation	3,600	3,804	-204
Minister			
Salary, Housing, FICA Taxes	26,913	26,912	1
Benefits.	4,192	0	4,192
Travel & Discretionary	2,500	298	2,202
Child Care			
Childcare, Salary	1,000	136	864
Childcare, FICA	80	0	80
Welcoming Community			
Hospitality	200	0	200
Social Events	0	0	0
Outreach	200	150	50
Membership	100	70	30
Exploring our Beliefs			
Programs	2,800	1,665	1,135
Religious Education	700	430	270
Living Our Values			
Building & Grounds	7,600	7,824	-224
Utilities.	6,900	8,364	-1,464
Internet service, website, phone	2,100	1,874	226
Security	1,400	1,449	-49
Pest Control	500	0	500
CareRing	500	0	500
Insurance.	3,100	1,761	1,339
Changing Our World			
Social Concerns	300		300
Other			
Awards	150	0	150
Office & Kitchen Supplies	600	19	581
Unallocated	0	0	0
OPERATING BUDG. EXPENSES .	67,435	56,521	10,914
BUDGETARY INCOME	42,200	47,257	
BUDGETARY SURPLUS	-25,235	-9,264	

Green Highlight: \$500 or more under budget

Red Highlight: \$500 or more beyond budget

EXPENSES FOR NORTH CAMPUS

Category	Approved Budget, 2020 (\$)	Spent (\$)	Remaining (\$)
Buildings & Grounds	15,000	675	14,325
Utilities	4,000	2,040	1,960
Insurance	3,100	3,794	-694
Internet service, website, phone	<u>0</u>	<u>1,085</u>	<u>-1,085</u>
TOTAL	22,100	7,593	14,507

Green Highlight: \$500 or more under budget

Red Highlight: \$500 or more beyond budget

SUMMARY OF EXPENDITURES

	Spent (\$)
OPERATING EXPENSES	56,521
NORTH CAMPUS	7,593
ORDINATION	902
OTHER RESTRICTED FUNDS	<u>0</u>
TOTAL EXPENDITURES	65,016

MONETARY ASSETS

Account	Start of 2020 (\$)	End of 2020 (\$)	Incr. from Jan. 1 (\$)
Bancorpsouth Checking	15,460	11,575	-3,885
Bancorpsouth MM	16,965	10,977	-5,988
Rosenfeld Memorial (Regions)	576	576	0
Schwab Sweep (Cash)	49,976	39,986	-9,990
Amts not yet Deposited	1,090	915	-175
Atmos Credit, S. Campus	185	0	-185
S. Campus Utility Deposits	2,256	2,256	0
City of Jackson, N. Camp. Cred.	<u>17</u>	<u>0</u>	<u>-17</u>
TOTAL	86,526	66,286	-20,241

MONETARY INFLOW LESS TOTAL EXPENDITURES: -\$20,240

AMT. UNACCOUNTED FOR: <\$1

OVERALL DEFICIT: \$20,240

LONG TERM ASSETS

Asset	Value, Start of 2020 (\$)	Received in 2020 (\$)	Value, End of 2020 (\$)
Schwab Stocks	77,494	3,832	88,291
Church Property, N. State St.	<u>135,000</u>	<u>0</u>	<u>135,000</u>
TOTAL	212,494	3,832	223,291

RESTRICTED FUNDS

Fund	Start of Yr. (\$)	Increase, 2020 (\$)	Used, 2020 (\$)	End of Year (\$)	Incr. from Jan. 1 (\$)
S. Campus Renovations	0	*†1,671	0	1,671	1,671
Ordination	2,323	0	*2,323	0	-2,323
Travel to General Assembly	46	0	0	46	0
Fran Leber Book Project	200	0	0	200	0
N. Campus Security Deposit	0	1,000	0	1,000	1,000
Repayment	<u>0</u>	<u>100</u>	<u>0</u>	<u>100</u>	<u>100</u>
TOTAL	2,569	2,671	2,323	2,917	348

* Includes \$1,421 transferred from Ordination to S. Campus Renovations

† Includes \$250 given in memory of George Vockroth

Ministers Report

Rev, Justin M McCreary

January 2020

February 9, 2021

I believe we began 2021 very well. The years' service began with a burning bowl. I had planned on streaming this service through zoom from the church but arrived to find an issue with the internet connection that forced me to return home and lead service from zoom at home. Stacy Callender and Patricia Ice helped with that service. It went very well. The focus was on what we are bringing with us and what we were letting go into the new year. The second service took place on Martin Luther King Jr Sunday. I lead a service called "Sticking with Love," Stacy also helped me with this service, Anabelle Morgan played piano and David Morgan controlled the streaming of the service. And because of the diligence of David the service can be found on Youtube here https://youtu.be/_zV6dpKt3Ec . To address certain issues with my services, I've begun waking up early on Sunday morning and running through the sermon a few times before preaching it.

This month I called a Ministry Council meeting on January 9th, where we schedule the rest of our meetings for the year, April 10th, 2021, July 10th, 2021, Oct 9, 2021. During the meeting we decided we would meet again the following week January 13th to plan the annual 30 Days of Love, Stacy Callender has taken the lead and has done a wonderful job of making sure that resources are available throughout the month and asked that we interact with those resources online.

We held our Monthly board meeting on January 19th. I also had to pay my quarterly taxes in January. Prior to the board meeting the leadership created a statement regarding the riot at the capital on January 6th, asking members to avoid downtown protests in fear of right-wing violence, I will add that text in addendum. I have been keeping a record of my hours since the beginning of the year but am awaiting a timesheet from the board. We also need to set up who my board contact person will be, per my contract. I'd also like to note that my paycheck has not reflected the raise from the new contract, I understand this is just an oversight, but felt it was important to note.

I have been connecting with members multiple ways based on their specific style and need. I cold call many members and react with others through text or chat. Doing so has allowed me to set up specific member counseling periods throughout the week that aren't during my normal office hours on Tuesday and Wednesday. I have also tried to connect with members that I hear are sick or hospitalized. I often hear about these members on Sunday morning or during Vespers which I try to attend twice a month, to know who to reach out to or plan some form of intervention.

I heard this week that Steve Bollinger died this past month, I have tried to reach out to Mary Margarete but have been unable to get through to her. I have left multiple messages. The Funeral was set for February 8th at 2:00 PM Eastern, I was unable to attend due to a prior UUCJ commitment. I did try to facilitate an opportunity on Facebook for people to share their memories of Steve.

During the month of January, I have reached out to the greater UU faith through the Southern Region, the UUMA good offices, my mentor, and the UU Mississippi Minister's Cluster.

The Welcoming Community team has also planned class for new members or older members who would like to attend on Sunday's in February. This is important for multiple reasons, first it is required in our Bylaws but more importantly it give new members an introduction to the faith, while at the same time gives older members to interact with an ever-evolving faith. We are utilizing the Soul Matters Curriculum, Starting Point. The Leaders of the Course will be Stacy Callender, Eric Wood, David Morgan, and me. I plan on teaching the first unit focused on our personal faith histories.

I was invited to take part in a national Poor People's Campaign prayer service on January 17th. I will provide the text of my prayer in addendum for historical record. I have also been reading Ibram X Kendi's How to Be an Anti-Racist.

Appendix

Statement

PPC Prayer

A request from the leadership of the Unitarian Universalist Church of Jackson.

All of you are no doubt aware of the horrific violence in our nation's capital last week. Now there is real concern that that this violence might continue, not only in Washington, DC, but in each state capital.

Although it has long been the heritage of The Unitarian Universalist Church of Jackson to stand at the forefront in seeking social justice, we join with the UUA in asking that you avoid counter protesting in Jackson at this time. During this point in history counterprotesting could easily break out into violence, and we do not want to see any of you hurt.

And though, it is not realistic to say you should avoid the downtown area, we ask that you step with care over the next few weeks.

It is truly a difficult day in our history, but our hope is that we can get through this together, safely.

Signed,

Rev. Justin M McCreary

(other Board Members)

Rev. Justin M McCreary
Poor People's Campaign Prayer Meeting for the Beloved Community

January 17, 2021

To whom it may concern,

To the spirit of life, that that blows through us, to the spirit of hope that calls us to rise from bed every morning. To the spirit of love that calls us to look beyond ourselves and asks us to build a new world.

To the God that is our parent and our sibling, the god that walks beside us, the god that calls us, not to child like simplicity but to maturity.

To those who hear my voice, my friends, my acquaintances, to strangers...

To whom it may concern,

The land cries out in pain under the weight of late-stage capitalism. Our mother cries out, her ocean polluted, her skies darkened with industrial haze, and her land, harvested, torn apart for the needs of the machine.

People cry out, broken under the weight of an economy built on their objectification, a system that robs them of their labor, by crushing their humanity. Driving them to break their own bodies for minimal survival sacrificing their health for a system that doesn't even support them. A healthcare system that prioritizes profit over care. A system that objectifies the sick and industrializes their care.

Bound in an economy divested from morality, pitting human against human, dividing us arbitrarily so that we struggle to unite. In fighting ourselves, we ignore rising poverty and a broken healthcare system.

Our loved ones are dying, and we are still waiting for promises made, to trickle down so that we too can experience the American Dream.

To whom it may concern:

The path forward is long and hard. MLK told us in 1967 that the plant of freedom is only a bud. Let's help each other, water and feed the plant of freedom. Let's help each other, through commitment to justice and hope to tend a garden so that the plant can be safe. Let us remember we are responsible for the new Jerusalem. We are responsible for Co Creation with god. We must remember that the world we live in will be a reflection of our inner most selves. Too many have decided to reflect their fear in the world around us, because from fear, comes hatred, and from hatred violence, but today we can choose to reflect our love, and from our love our hope.

We must remember that faith is active, it is the remembrance of the hope and love we have for each other.

To whom it may concern:

Let me join you as you are welcome to join me, in the co-creation of the beloved community.

And to whom it may concern:

Hear my hope, as I say amen!

PRESIDENT REPORT TO THE BOARD

I. Activities

- In January, I participated on the UUCJ team for *Retooling for New Realities: A Year-Long Learning Community for Congregational Leaders*, an offering from the UUA.
 - Each team member was assigned to small group focusing on different aspects of engagement and decision-making. I participated in a small group focusing on Member Demographics to explore the pathways to membership, reasons people become and remain members, how to support youth and young adults at this time, and how to be more hospitable and inclusive. (see attached documents)
- In January, I completed a *Report on Annual Minister Evaluation and Recommendations* to be shared with the MRC and Minister (see attached report).
 - The Board will need to consider and implement recommendations for congregation involvement and support for the Minister.
- **Ministry Council** – In January, I participated in a Ministry Council meeting (1/9), providing an update on vaccinations in the state and planning church ministries through June 2021. I also participated in a special Ministry Council meeting (1/13) to plan activities for *30 Days of Love*.
- **Welcoming Community** – In January, I maintained the website, made daily posts on social media, updated the formal Communication Plan, and scheduled Starting Point (new member) classes with Rev. McCreary, David Morgan, and Eric Wood.
- **Exploring Our Beliefs** – In January, I participated in several services, offering readings and stories. I also shared the Soulful Home resources and monthly video link with families via the UUCJ Families Facebook Messenger group.
- **Living Our Values** – No activities this month.
- **Changing Our World** – In January, I scheduled daily social media posts to support the *30 Days of Love* campaign and shared resources with families and youth.

II. Expenditures

- In January, I signed several checks prepared by the Treasurer for payments.

III. Needs

- The Board needs to schedule times to continue our ongoing leadership learning and to begin intentional/strategic planning.
- The signed contract with the Minister needs to be affirmed by the congregation. This may occur at a special meeting (possibly held at the Winter/Spring Town Hall scheduled for March 21) or the next congregational meeting (scheduled for May 23).
- I need candidates from the Leadership Development Council to appoint to fill vacancies.

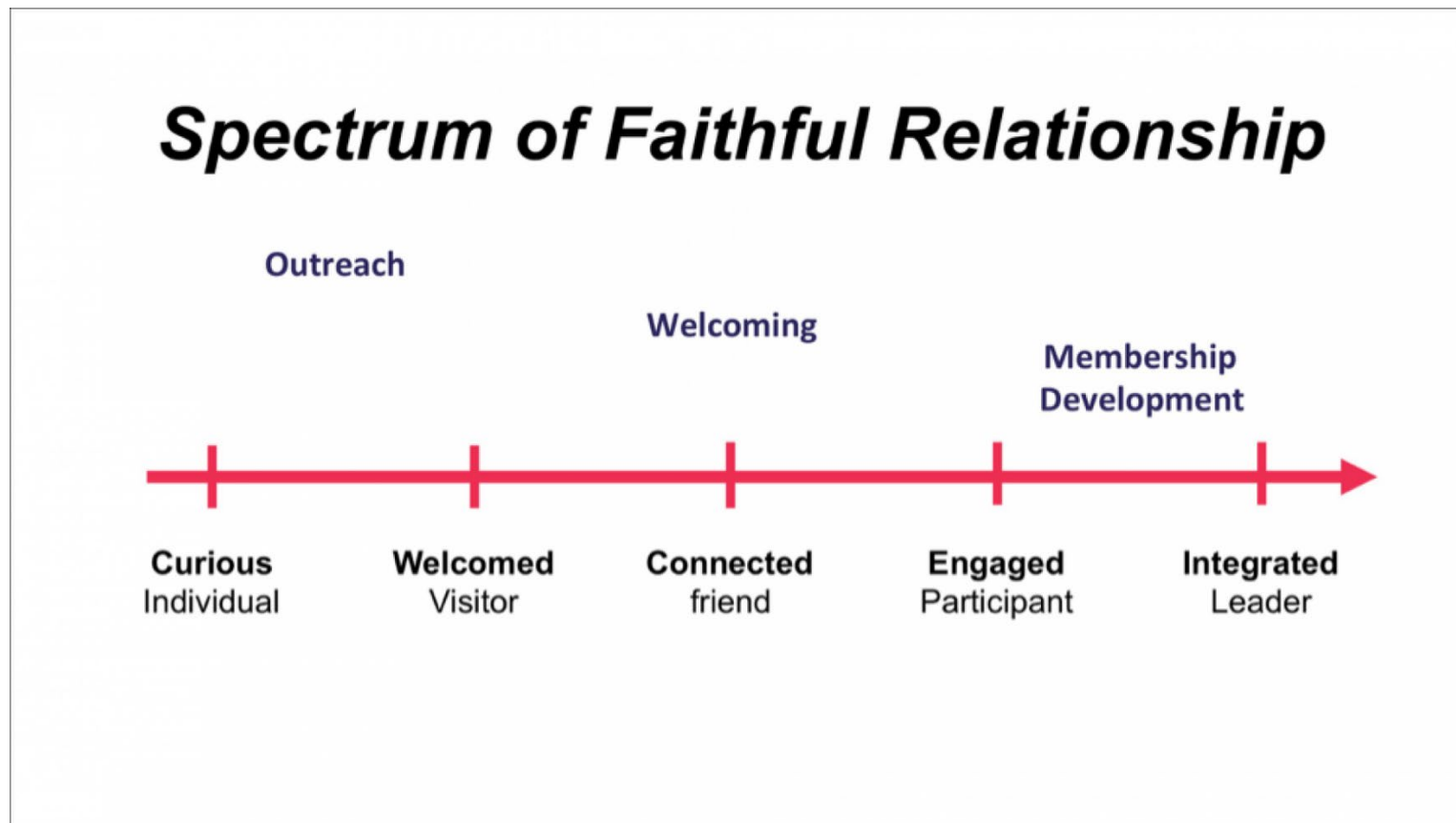
Report Submitted: By Stacy Callender on 2/16/2021

What if Membership Was a Spectrum?

By Carey McDonald, Lori Emison Clair, Marie Luna

https://www.uua.org/leadership/library/membership/spectrum?fbclid=IwAR2NgvLpOk6FCFJOhEpk_sfZ-GAKaN1zEz71qfryhCsmPKQktjszNn5X1N0

“Looking at these stages calls us to pay attention to how we help people move from one stage to another. Again, most of us will move up and down the spectrum over time, but transitions between stages will always be important for religious leaders to support (the transition of “bridging” from youth to young adulthood is a great example). We hope this model will inspire UUs to think differently about their faith, from outreach to curious individuals all the way to spiritual enrichment for our integrated leaders. It can even include non-congregational groups, conferences or ministries. Embrace the full spectrum!”



Stopping Harm

Restoring Relationship

Responding to Racial Microaggressions and Oppression in Unitarian Universalism

Part of a family of resources provided by Beloved Conversations



Learn more at www.meadville.edu/fahs

WHAT ARE MICROAGGRESSIONS?

A term coined by psychologist Dr. Derald Wing Sue, microaggressions are comments or behaviors that “other” or demean someone because of their racial identity. They are often unintentional, but can cause serious psychological and spiritual harm over time—the effect known as “death by a thousand paper cuts.”

A Few Common Microaggressions in UU Spaces:

- “Where are you really from?”
- “You must be new to Unitarian Universalism.”
- “You speak English so well!”
- “Welcome! Do you want to join the Racial Justice Team?”
- “Ooh, I just have to touch your child’s hair.”

NOTE: A comment experienced by one person as a microaggression may not impact another person in the same way. Rather than commenting about someone or making assumptions about their experience, ask open-ended questions that invite people to tell you about themselves and what is important to them.

DOs And DON'Ts for Interrupting Microaggressions (for White Allies)

- **DO** build relationships with people of color to develop trust.
- **DO** practice approaches to interrupting before you're in a real-life situation.
- **DO** take cues from the target, rather than “playing the hero.”
- **DO** focus on the impact, rather than the intent, of the microaggression.
- **DON'T** accuse the speaker of being a bad person; **DO** focus on behavior and why it was problematic.
- **DON'T** forget to ask the target how they're doing, and what they need.

Possible Ally Responses to Microaggressions

- “Ouch. Those words are really hurtful.”
- “I don't know what you mean by that [offensive joke/remark.] Could you explain?”
- “I know that comment made me really uncomfortable. Are you okay, [person being targeted]?”
- “I'm sure you didn't mean to cause harm, but I need you to know that your words are problematic.”

WISDOM: WHEN TIMES GET TOUGH for People of Color*

We are all born into systems of white supremacy, yet our ancestors gifted us with the strength of their survival. Consider using the following practices to build on a legacy of resilience and audacious hope:

Self-Care. Get in touch with spiritual practices and sources of life that refill your cup, affirm your humanity, make you feel whole, and give you integrity. Protect and use those practices and spaces regularly.

Gather your people. Activate a small group of trusted friends who will take your call and give you honest and loving feedback.

Refuse either/or thinking. Strengthen UU values of interconnectedness of mind, body, and spirit in everything you do. Build and celebrate your web of life.

Deepen your multi-cultural self! Live into the advantages of code-switching, allowing you to function in oppressive environments while maintaining a sense of self-worth.

Be strategic with social media. Social media is great for organizing, but not a good alternative for working through personal challenges. Rely on your trusted people.

Notice privilege. Think about the intersections of identity in your life. When are parts of your identity rewarded? Untangle and own the complicity of your privilege (e.g., gender, able-bodied, class, age, education, etc.).

Understand your patterns of internalized oppression. When in your life do behaviors such as avoidance and denial of conflict, deflecting responsibility, learned powerlessness, anger toward others in your racial/ethnic group appear? What cultural toxins have you internalized?

Explore your ancestral story. Call upon ancestral wisdom stories about resilience, creativity, pride, and excellence. How do those traits exhibit themselves in your personal and spiritual lives?

Celebrate! Don't let racial oppression steal your joy. When you feel defeated, practice gratitude. Show loving kindness. Be wildly generous. Celebrate community. Make art. Laugh. Sing loud. Dance. Restore your soul.

*“People of Color” is an imperfect term, in this case, referring to people whose racial/ethnic background, language, nationality, and/or religious tradition is routinely marginalized and subjected to questions of authenticity and integrity.

www.meadville.edu/fahs



UNITARIAN UNIVERSALIST CHURCH OF JACKSON

Report on Annual Minister Evaluation and Recommendations

In the Fall of 2020, the leadership of UUCJ and the Minister conducted an evaluation to fulfill the requirements of both the Bylaws of the UUCJ and for continuation of the Minister's Fellowship process with the Unitarian Universalist Ministers Association. This report summarizes the process, results, and recommendations of this evaluation.

Evaluation Process

Three evaluations were completed as part of the annual minister evaluation. One was completed by the Board of Trustees, one by the Ministerial Relations Council (MRC), and the Minister completed a self-evaluation. Each evaluation provided a summative rating for each competency area as defined by ***Fulfilling the Call: A Model of UU Ministry in the 21st Century*** using a rubric ranging from "Strength" to "Unsatisfactory" supplemented with general comments, comments on the congregational involvement in the area, and recommendations for continuing education and/or action steps.

After the evaluations were completed independently, the Minister and the President met for a review of the evaluations to provide feedback and clarification on the Board and MRC evaluations as well as to allow the Minister to share his self-evaluation and to respond to the comments from the Board and MRC.

As the Minister is moving through the Preliminary Fellowship process, this information was submitted to the Ministerial Fellowship Committee by the Minister as part of his annual packet to maintain progress toward full fellowship with the UUA.

Summary of Evaluation Ratings

There were some areas of agreement and some areas of considerable disagreement across the three evaluations. The Minister, Board, and MRC agreed on a rating for *Administration*; however, no evaluators agreed on the rating for *Pastoral Care and Presence*. Of note, the Minister's rating for *Worship and Rites of Passage* was significantly different than the ratings provided by the MRC and Board. Generally, the Minister's ratings were more consistent with those provided by the MRC than with the Board. The Board provided higher ratings for *Spiritual Development for Self and Others*, *Social Justice in the Public Square*, *Serves the Larger Unitarian Universalist Faith*, and *Leads the Faith into the Future* than the MRC and/or Minister.

COMPETENCY AREAS	STRENGTH	SATISFACTORY	AREA FOR GROWTH	UNSATISFACTORY
Worship and Rites of Passage	Minister		Board MRC	
Pastoral Care and Presence		Minister	MRC	Board
Spiritual Development for Self and Others		Board	Minister MRC	
Social Justice in the Public Square	Board	Minister MRC		
Administration			Minister Board MRC	
Serves the Larger Unitarian Universalist Faith		Board MRC	Minister	
Leads the Faith into the Future		Board	Minister MRC	
Personal Renewal and Professional Development	NOT RATED	NOT RATED	NOT RATED	NOT RATED

UNITARIAN UNIVERSALIST CHURCH OF JACKSON

Rating Discrepancies and Cautions

Despite overlap of some ratings, there is a considerable amount of difference across the three evaluations. Although these ratings differences may reflect genuine differences in the perspectives of the various evaluators, there are additional factors that may explain the lack of consensus in the ratings, including but not limited to:

- The number of people involved in generating these ratings differed across evaluators/ evaluation teams (i.e., one, three, and five);
- Many evaluators were unaware they would be participating in an evaluation and had not adequately prepared for the process prior to conducting the evaluation;
- The evaluations relied on individual memories instead of a shared collection of performance samples and/or records;
- Most of the individuals who participated in the evaluation process were not familiar with the evaluation process and tool;
- The evaluators/evaluation teams did not come to a shared understanding of the competency areas prior to conducting the evaluation; and
- The evaluation/evaluation teams did not come to a shared understanding of their expectations for professional ministry prior to conducting the evaluation.

Areas for Minister Growth

The Minister, MRC, and/or Board identified the following areas for growth/improvement:

- Worship and Rites of Passage
- Pastoral Care and Presence
- Spiritual Development for Self and Others
- Administration
- *Serves the Larger Unitarian Universalist Faith**
- Leads the Faith into the Future

* The Minister was the sole evaluation to identify *Serves the Larger Unitarian Universalist Faith* as an area of growth. All other competency areas were identified as an area of growth by more than one evaluator/evaluation team, reflecting greater consensus.

Recommended Continuing Education and Action Steps for the Minister

The following recommendations were offered to the Minister for continuing education and action steps for each competency area. Special attention should be given to the competency areas identified as areas for growth/improvement by multiple evaluators/evaluation teams and set as key priorities for the Minister by the Board: *Worship and Rites of Passage, Pastoral Care and Presence, and Administration.*

AREA	BOARD RECOMMENDATIONS	MRC RECOMMENDATIONS
Worship and Rites of Passage	<ul style="list-style-type: none">• Spread out sermon development across two weeks.• Prepare services towards using an outline or talking points instead of reading directly from prepared notes.• Work with the Worship Ministry team to create worship services using thematic materials for improving the continuity across the month.• Ground services in UU theology and mind-body-soul experiences rather than esoteric or obscure material to engage the congregation more directly during the service.	<ul style="list-style-type: none">• As co-chair, Justin should ensure the Ministry Council continues to meet as it is a critical function of the church. The adding of a co-chair of his choice is suggested as an interim solution to assist him in leading the Council.• Justin should practice service preparation, delivery and continuity earlier in the week before services so that there will be clear and prepared presentations.

UNITARIAN UNIVERSALIST CHURCH OF JACKSON

AREA	BOARD RECOMMENDATIONS	MRC RECOMMENDATIONS
Pastoral Care and Presence	<ul style="list-style-type: none"> • Work with his mentor, the UUCJ Board, and the Ministerial Relations Council to gain a better understanding of expectations for pastoral care. • Ensure regular contact with each member and friend at least once a quarter, or more frequently based on personal needs or issues. • Provide leadership to and coordinate with the CareRING on responding to identified needs of members and friends. • Account for time and activities spent in pastoral care. 	<ul style="list-style-type: none"> • With better time management, develop a plan of action so that more pastoral care of church members can be exhibited. This pastoral care plan can be developed with the Ministerial Relations Council.
Spiritual Development for Self and Others	<ul style="list-style-type: none"> • Participate in formal spiritual development opportunities such as a retreat or workshop, instead of relying exclusively on self-study. • Consider spiritual mentorship to support development. 	<ul style="list-style-type: none"> • With his ability to exhibit religious/spiritual materials, we would hope that Justin would learn how to simplify some of these concepts so that ordinary parishioners could better understand them. We would also wish to see Justin participate in some hands-on education/teaching.
Social Justice in the Public Square	<ul style="list-style-type: none"> • Learn about the basics of community organizing to identify ways to engage more people in the work both behind the scenes and in public. • Work with the Changing Our World team to develop more coordinated social justice action. 	<ul style="list-style-type: none"> • A continuing call to action from the pulpit to congregants in the form of inspiration, support and understanding.
Administration	<ul style="list-style-type: none"> • Schedule Ministry Council meetings consistently according to the bylaws. • Ensure reports are submitted in a timely manner to be shared prior to meetings. 	<ul style="list-style-type: none"> • Justin should prioritize his time to align with his primary focus first before taking on additional tasks. Justin should meet with the personnel committee/board to develop a plan of action for forward development of the above-mentioned activities or for a better understanding of responsibilities.
Serves the Larger Unitarian Universalist Faith	<ul style="list-style-type: none"> • Continue networking with other Mississippi UU congregations and fostering connections within the Southern Region and the UUA. 	<ul style="list-style-type: none"> • With clear delivery of the importance of the larger UU faith, our congregation will thrive with Justin's leadership.
Lead the Faith into the Future	<ul style="list-style-type: none"> • Continue to work with the Ministry Teams on exploring how to serve the congregation and community online or other innovative methods. • Given the limited time, redirect focus on other areas. 	<ul style="list-style-type: none"> • Work on the delivery and presentation of sermons and other educational offerings that are asked for so that the faithful remain fortified and strong. Justin has the opportunity to work with the Ministry Council and the Worship Team on sermons and educational offerings. As minister, his role should be one of providing spiritual leadership to the Council and the Team.

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Areas for Congregational Growth and Support of the Minister

As a part of the evaluation process, the Minister, MRC, and Board provided the following comments on the congregational ownership and involvement in each competency area:

AREA	MINISTER	BOARD	MRC
Worship and Rites of Passage	<ul style="list-style-type: none"> • Serving half-time means I am responsible for services twice a month. Due to this status unlike a fulltime minister, I am not responsible for all services, there is a worship team that is in charge of the rest of services. This service to the church, is primary for them. The reason this is so, is that this small lay-led congregation had trouble filling services monthly, prior to my history and education introduced them to regularity of presence and voice. They are also geographically isolated, meaning, the closest UU ministers are about three hours away. • Alternatively, they wanted to have someone to perform life events like weddings and funerals, as needed or asked. This year alone I've preached three funerals and multiple weddings. When I have been unavailable for this service, the church has other members who are available to handle these services in a professional manner. • The church is also very connected to the social justice work of the area, and makes that a central • Al though they've worked over the last few years to make service themes more unified, they still struggle with being collaborative. Often the worship team leader feels stuck leading services more than he'd like because of open slots unfilled by congregants, it is the challenge that will consistently present itself through this document is that the church lack a cohesive vision and every new board decides whether they will continue to work through vision of previous boards. After seven years I sill can't get a solid statement on what the church wants beyond Sunday services. 	<ul style="list-style-type: none"> • UUCJ provides an engaged and active worship ministry team that prepares the services not officiated by Justin; however, the worship ministry team has provided a hands-off approach to the services led by Justin. In an effort to respect the freedom of the pulpit the team has not provided any support for service delivery unless asked by Justin. UUCJ has provided access to prepared resources, including worship materials (i.e., SoulMatters). • The worship ministry team, nor has the Board, provided feedback on services, delegating this role to the Ministerial Relations Council. 	<ul style="list-style-type: none"> • According to our Bylaws, Justin co-chairs the Ministry Council with the president-elect of the Board. The congregation has not filled the position of president-elect, therefore we have not provided a co-chair for Justin. This has effectively hampered the ability of the Ministry Council to do their work. • The Worship Team within the Ministry Council serves as the main resource for worship services when Justin is not in the pulpit. The team also conducts mid-week Vespers on Wednesday evenings. This team has worked well with Justin.

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AREA	MINISTER	BOARD	MRC
<p>Pastoral Care and Presence</p>	<ul style="list-style-type: none"> • The church cares about its people, it also cares for its people. However, as much as they would like this care to be broad and all consuming it usually falls on one or two people sometimes doing it officially as a team member, but often on their own. The lack of collaboration and commitment to vision causes these leaders to burn out, and sadly often leave the church for one reason or another. Many of the duties managed by lay-people, such as organizational duties, are generally handled by a minister, so the system is often full of anxious people who feel as though they aren't doing the job very well either, and the fact is, they haven't been trained for the job. • I often see two sides of the church, one side that loves to have services and chat and one that wants to approach ministry more broadly creating a force for justice in the deep south. And though neither side rejects the other there is consistent anxiety traveling through the system because it seems as though they are always in flux, never settling on one vision. This anxiety often causes the church to respond in fear and frustration. Fear for some that the church as a sanctuary will disappear if mismanaged, presenting itself in scarcity around finances, and frustration because others see the church stagnating, presenting itself in members leaving the church. 	<ul style="list-style-type: none"> • UUCJ and the Board has provided little feedback on how to best provide pastoral care. The Board needs to provide a clearer explanation of expectations related to this area of ministry. 	<ul style="list-style-type: none"> • The congregation has struggled to achieve an adequate level of correspondence and communication with church members/friends. • The Ministerial Relations Council works with Justin to recognize and nurture his needs and to maintain a channel of communication between the minister and congregation. This Council works closely with Justin to achieve these goals.
<p>Spiritual Development for Self and Others</p>	<ul style="list-style-type: none"> • The congregation in Jackson has been historically humanist, with a strong sense of social justice, though the humanism has changed in the last 20 years, there is still that element that refers to spirituality as "Navel Gazing." The congregation is much more open to spirituality than it used to be, however, it still has that element, that is very prominent. At the same time, the church is incredibly open to 	<ul style="list-style-type: none"> • UUCJ provides dedicated time in Justin's contract dedicated toward spiritual development and discretionary funds for use towards education, retreats, and/or opportunities for spiritual growth. 	<ul style="list-style-type: none"> • Wednesday evenings, the Worship Team conducts Vespers. This has been a mainstay for some of our more involved members and has functioned as an outreach to another church in Mississippi. In the time of pandemic,

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AREA	MINISTER	BOARD	MRC
	<p>social-justice and often highlight that over self-care. This is evident in the church leadership, which often leads to church leader burn out and taking long breaks from church after leaving the board. This is a common tenant of small congregations.</p> <ul style="list-style-type: none"> • Our church has opened its mind to spirituality but still lives in a cycle of over functioning and under functioning, basically the same 10-20 people do everything. Getting them to take care of themselves during times of board services has been a long process. The church is very good, as one member once put, “Chewing people up and spitting them out.” • The church is small in membership but larger in attendance, we have lots of friends, but not as many members. There are many visitors that never become members for one reason or another. This is one of those places vision and collaboration would be very helpful. This presents itself most visibly in our Religious Education Program, that has regularly struggled to collaborate usually ending with one person teaching classes every week, and that person burning out. 	<ul style="list-style-type: none"> • UUCJ has supported Justin in moving from serving as a Church of Christ Chaplin to becoming a UU Minister 	<p>this has been our main outreach in spiritual development for now. We intend to begin small group ministries in the near future.</p>
<p>Social Justice in the Public Square</p>	<ul style="list-style-type: none"> • As I state above, the congregation has always been very socially justice minded, that has to do with its history and it’s location in the heart of the Deep South. What I often find is a very well-motivated, and exhausted group of people who aren’t very good at self-care as they often try and shift the balance of power by themselves. We are a congregation of great ideas, that doesn’t have the people power or financial support that it needs to see them come to fruition. I will say more about this in the Administrative section. What I have found though is that, the vote to hang a BLM banner a few years ago before anyone in Mississippi had considered it was 	<ul style="list-style-type: none"> • The UUCJ has appreciated and spoken highly of his work in this area. • Although many of the members engage in individual social action, the congregation has not always been engaged in coordinated activities. 	<ul style="list-style-type: none"> • In non-pandemic times, the congregation turns out for various social justice activities and is vocal and seen. In pandemic times the congregation has seen fit to spend time on book studies and other zoom activities concerning social justice affairs.

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AREA	MINISTER	BOARD	MRC
	<p>almost Unanimous, and they don't get waylaid by other national UU conversations, around white people who feel as though they are being oppressed.</p> <ul style="list-style-type: none"> • UU's in Mississippi understand what it means to live a faith that justice demands, and also the price they pay for it, sometimes in their own safety. I would say not only is the Jackson Congregation an example of that but the 3 others in the state. A Mississippi UU speaks out because they must, because there is no choice. I say this to say, they do not get hung up on Gadflies. 		
Administration	<ul style="list-style-type: none"> • I believe part of the problem is that the congregation has never had long-term professional ministry, I have now been there 7 years at half-time status and one of the longest-term minister's in the church's history, and the church has a hard time moving New Members to Active Members. At no time during this seven years has any leaders tried to create a plan to bring full time ministry to the table. I tried to take this on this past year and failed, and it made me ask the questions, "Am I trying to give the church something they don't want?" • The church has also struggled to organize itself. There is a constant cycle that moves from New to Active to over functioning to burn out. I have read that this is a normal problem in smaller congregations. The church wants to grow but struggles with the concept of giving up personal ownership over specific service actions. In some cases, this has even led to congregants having to leave the church because they refuse to work within the confines of the plan. • I have also noticed that the administration of the church is different depending on the president, I have found that even more evident during this renewal 	<ul style="list-style-type: none"> • The Board has struggled to fill the position of President-Elect and leaders of the various Ministry Teams; therefore, they have not pushed Justin on scheduling the Ministry Council. 	<ul style="list-style-type: none"> • Although there has not been a concerted effort from the congregation to move in the areas of church resources/ property development, there was an initial understanding that Justin wanted to take administrative lead. As a part-time minister, taking on leadership of a developmental task force was probably not the right focal point. • The challenge of time management as a part-time minister in areas that need ministerial attention would be a better focus.

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AREA	MINISTER	BOARD	MRC
	<p>period and as the church moves toward negotiations of my next contract. Different leaders attach a different expectation to church governance and we are still small enough that we struggle to maintain regular policy. I believe this process of renewal itself has driven many conversation about who supervises who and how does an evaluation take place. Often it feels like every new president as though they are the first president of the church dramatically shifting priorities year after year, without followup of the past presidents work.</p> <ul style="list-style-type: none"> • This has been problematic as the only employee of the church, what it means is that nothing is approached year after year with regularity. However, it has given us the chance to have open dialogue about process that will benefit the church as we continue to work together for years to come. Having said that, it doesn't mean they don't see the problem and aren't doing their best to fix it. Often my feeling of being tossed about by the wind is because they are trying to correct this issue. And I also have to consider, before me they'd never ordained a minister, and this is the first time this church has ever been part of the renewal process, it has been hard, but the important things often are, especially when it is the first time. 		
<p>Serves the Larger Unitarian Universalist Faith</p>	<ul style="list-style-type: none"> • I have been impressed with the congregations over the last 7 years I've been working with them. In that time they've experienced a lot of firsts, and we moved location to a donated building and piece of land covering three acres in the heart of Jackson Mississippi. • But it has been a long journey, our church did not covert to the regional system very well initially, it became harder for the small churches in Mississippi to work together, having to rebuild from 	<ul style="list-style-type: none"> • UUCJ provides funding for Justin to attend annual UUA convention and supports his leadership within the state among other UU churches with the Southern Region. 	<ul style="list-style-type: none"> • As necessary, members of the congregation attend offerings of and requests aid from the Southern Region.

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AREA	MINISTER	BOARD	MRC
	<p>scratch a local system of connection. When all the churches around us (by around I mean within 200 miles) are small, we suffer from similar problems, we don't have enough people to do the work demanded by being part of a greater faith. When members serve on multiple committees it gets very difficult to energize them by adding something else, especially when that other thing feels so far away and removed from our statewide context. We all know that the American South is different than the north, there is also a broad range of cultural differences in the American South. Southern people are not homogeneous.</p> <ul style="list-style-type: none"> • Having said that, our leaders stay connected to the association to the best of their ability utilizing presidential calls, educational opportunities, and various other benefits being part of an association offer. Having said that, our connection is still moderate to low compared to churches with more resources. It did my hear joy when I watched them begin to sign up to better understand and integrate Widening the Circle into the future of the church. 		
Lead the Faith into the Future	<ul style="list-style-type: none"> • Leading a congregation of UU's can be difficult, and that is exactly what the church in Jackson Mississippi is, they are proud UU's who love to hear about their faith and their history. We may have our organizational issues; however, they never shy away from the demands of justice and the desire to be on the right side of history. The church is also still committed to using our donated land and buildings for the community, it is just taking longer than we'd hoped. 	<ul style="list-style-type: none"> • UUCJ has invested in resources to supporting an online presence and engage the community in new ways. UUCJ has recently moved into new facilities and has established a taskforce to explore opportunities with these facilities to serve the community. 	<ul style="list-style-type: none"> • The mere isolation factor of living in the deep South requires that a minister bring into focus the greater whole of a universal world. This, in turn, inspires and encourages the congregation to move forward and to strive for greater truths and understandings. This congregation seeks to find a minister who gives a vision of the future.

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Recommended Continuing Education and Action Steps for the Congregation

Based on the Minister, MRC, and Board comments on congregational ownership and involvement in each competency area, the following recommendations were offered to the Congregation for continuing education and action steps for supporting the Minister's development in each competency area:

AREA	CONGREGATIONAL INVOLVEMENT	SUPPORT FOR THE MINISTER
Worship and Rites of Passage	<ul style="list-style-type: none"> • Ensure the EOB (Worship) Ministry Team shares the responsibility for leading services among multiple congregants and works in a collaborative manner for service planning and delivery. 	<ul style="list-style-type: none"> • Ensure the Worship Ministry Team provides support for services led by the Minister, including providing access to worship resources (i.e., SoulMatters) and musicians/singers, readers, and storytellers. • Provide clear feedback to the Minister on services (and other responsibilities).
Pastoral Care and Presence	<ul style="list-style-type: none"> • Ensure the LOV (CareRING) Ministry Team shares the responsibility for caring for members of the church community among multiple congregants and works in a collaborative manner to support members in need. • Ensure all members and friends are provided regular and meaningful communication/correspondence. • Develop strategies for managing anxiety in the church system and prevent overreaction due to fear and frustration. 	<ul style="list-style-type: none"> • Continue the work of the Ministerial Relations Council to work with the Minister to recognize and nurture his needs and to maintain a channel of communication between the Minister and the Congregation. • Provide clear explanation of and feedback to the Minister on expectations for pastoral care.
Spiritual Development for Self and Others	<ul style="list-style-type: none"> • Support congregants in being more open to spiritual development. • Develop a plan for supporting the spiritual development and moving people from visitor or friend to engaged member. • Continue to offer weekly Vespers. • Offer small group ministry to support spiritual development of members and friends. • Ensure the EOB (Religious Exploration) Ministry Team shares the responsibility for leading RE classes among multiple congregants and works in a collaborative manner for RE planning and delivery. 	<ul style="list-style-type: none"> • Continue to provide dedicated time and discretionary funds to support the Minister's spiritual development and education. • Continue to support the Minister in completing the fellowship process with the UUMA.
Social Justice in the Public Square	<ul style="list-style-type: none"> • Ensure the COW (Social Justice) Ministry Team shares the responsibility for organizing social justice action among multiple congregants and works in a collaborative manner within and outside of the congregation to promote social justice. • Continue to push the congregation to 	

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AREA	CONGREGATIONAL INVOLVEMENT	SUPPORT FOR THE MINISTER
	<p>understand what it means to live out a faith that justice demands.</p> <ul style="list-style-type: none"> • Continue book studies to promote learning about social justice topics. • Emphasize coalition building and engaging in coordinated social justice activities with allies. 	
Administration	<ul style="list-style-type: none"> • Acknowledge transformational growth will require current leaders to give up personal ownership and control to move to shared ministry. • Develop a shared understanding of church governance and policies. • Delineate clear lines of supervision. • Focus on establishing organization (i.e., policies and procedures). • Congregational leaders assume the responsibility of church resource and property development. 	<ul style="list-style-type: none"> • Delineate clear lines of supervision. • Elect/Appoint a President-Elect Co-Chair and Ministry Team Leads to support the work of the Ministry Council. • Support the Minister in scheduling regular Ministry Council meetings. • Support better management of the Minister's limited time by limiting responsibilities and duties to those most pertinent and that will fit within the allotted time.
Serves the Larger Unitarian Universalist Faith	<ul style="list-style-type: none"> • Request aid from the Southern Region, as needed. • Reestablish connections with local Mississippi churches and strengthen these relationships with regular collaboration. • Find novel ways to stay connected to the UUA/Southern Region through presidential calls, educational offerings, and other opportunities. • Continue participation in the Widening the Circle learning community (Retooling for the Future). 	<ul style="list-style-type: none"> • Continue to provide dedicated time and discretionary funds to support the Minister's attendance at the UUA General Assembly. • Continue to support the Minister's leadership among other UU churches within the state and in the Southern Region.
Lead the Faith into the Future	<ul style="list-style-type: none"> • Maintain an online presence. • Consider new ways to engage the community within and outside the church. • Continue to explore opportunities to use our donated land and buildings for the community. 	<ul style="list-style-type: none"> • Engage the minister in visioning for the future.

In addition to the above recommendations related to the specific competency areas, additional general, overarching recommendations include, but not limited to:

- Develop a cohesive vision (or multi-year plan) for growth, including a path to full-time ministry.
- Emphasize the importance of self-care among the congregation and ensure congregants are supported in engaging in self-care, especially church lay leaders, to prevent burnout and encourage sustained and sustainable engagement with the church community.
- Engage more members who have not been involved and reduce the number of obligations on some leaders who have taken on too much.
- Ensure each successive Board continues to build on the work of previous Boards for sustained progress on the plan for growth, specifically increased continuity from President to President.
- Ensure leaders are provided training for the specific roles to be undertaken in the church.

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REPORT TO THE BOARD

Team: Welcoming Community
Members: Stacy Callender (Lead)
Natalie Maynor, Cheryl Lynn, and Ethan Helton

I. Activities

- Social Media
 - Several updates were made to the uujackson.org website, including plug-in updates, as well as posting new events, services, and congregational news.
 - To support thematic exploration (EOB) and the 30 Days of Love campaign (COW), posts were added daily to social media sites (official UUCJ Facebook page) and shared with the UUJackson group page, UUs of MS page, and various groups on Messenger and GroupMe.
- The formal Communication Plan was updated. The WC Team needs to continue to meet with various groups to determine communication needs to finalize the plan.
- The gifts provided for visitors, friends beginning the Stepping Stones process, and new members are being reviewed for recommendations for updates.
- Starting Point (new member) classes were organized for February 2021.
 - The four sessions were planned for every Sunday in February at 2:00pm.
 - The session topics and facilitators are:
 - (1) Your Journey, Rev. Justin McCreary
 - (2) UU & UUCJ Journey, David Morgan
 - (3) Our Journey Together, Part 1, Eric Wood
 - (4) Our Journey Together, Part 2, Stacy Callender
 - Announcements were made for two previous Sundays and event pages were created on the website, Facebook page, and Facebook group.
 - Current and potential new members were invited to participate.

II. Expenditures

- SoulMatters materials for January through June were purchased last year. Renewals will be made in July/August.
- Due to suspension of in person services, there is no need for hospitality supplies.
- Supplies for gifts for visitors, Stepping Stones, and new members will be replenished.

III. Needs

- Need people to assist with managing the social media sites.
- Need submission of content to update the website.

Report Submitted: By Stacy Callender on February 15, 2021

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REPORT TO THE BOARD

Team:	Exploring Our Beliefs
Members:	Snowdancer (Co-Lead) & VACANT (Co-Lead)
	<u>Worship Team:</u> Snowdancer, Laurie Bertram-Roberts, Stacy Callender, Lisa Dunn, Lisa Hill, Patricia Ice, Bob Keller, Justin McCreary, David and Zeke Morgan, Yolanda Walker, Eric Wood
	<u>Worship Support:</u> Katie Coates, Paul Kuhn, Natalie Maynor, Eve Moore
	<u>Religious Exploration (RE)/Youth:</u> Stacy Callender, Nikki Castillo, Katie and Maddie Coates, Kristen Dreaper, Bob Keller, Douglas Krafft, Maureen McGuire, Esther Newell, Eric Wood
	<u>Small Group Ministry (SGM):</u> Stacy Callender, Snowdancer, Eric Wood
	<u>Vespers:</u> Snowdancer
	<u>Affiliated Groups:</u>
	<ul style="list-style-type: none">• <i>Drumming Circles:</i> Baba Asante, Lisa Dunn• <i>Phoenix of the Grove CUUPS:</i> Eric Saulters-Wood

I. Activities

- **Worship Team:**
 - Soul Matters materials have been purchased through June 2021.
 - Sunday Services have been planned through June 2021.
 - Sunday Worship is being conducted online weekly.
 - In March 2021, will plan for Easter Sunday in April and will provide another UUA recorded service on the second Sunday of March (We had great success utilizing the UUA recorded offering on February 14.).
- **RE Team:**
 - The lead was passed by Esther Newell in March 2020-there has not been a resurrection of the team. That will probably be completed once there is a solid date for meeting in-person again.
 - RE resources for use by families at home and online are available through Soul Matters and are being utilized via our Facebook page.
 - Youth Gatherings were suspended in December. They will be resurrected in March after February 2021's Starting Point series is completed.
- **Small Group Ministry (SGM):**
 - Team will meet before the end of February to formulate structure, beginning times, recruitment of leaders, name for SGM, and set a method to appoint interested members/friends into groups.
 - Anticipated start of SGM in March.
- **Vespers:**

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- Continue to provide Wednesday evening learning/meditation/social gatherings.
- This group reaches beyond our congregation. Weekly we have a number of people joining us from other UUs.
- Affiliated Groups:
 - Phoenix of the Grove successfully uses zoom for various gatherings. Have schedule and been hosting New-Moon and Full-Moon rituals and other gatherings as deemed appropriate, including UU and non-UU participants.
 - Drumming Circle has not been meeting and has no plans for such at present.
 - Continue to stay in touch with all affinity groups and monitor as to developments and the desire to begin meeting in-person again.

II. Expenditures

- Thanks to the generous forethought of the Board and Budget Team, we move forward as anticipated with purchases of SoulMatters resources and to support guest ministers.

III. Needs

- We need a volunteer to serve as the Co-Lead and head up RE.
- We need volunteers to support RE online and follow-up work.

Report Submitted: By Snowdancer (Jim Becker) on February 15, 2021

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REPORT TO THE BOARD

Team: Living Our Values
Members: Patricia Ice (Co-Lead) & Lisa Dunn (Co-Lead)
Alexandra Rosenblatt, Frank Rosenblatt, Amanda Dear, Cheryl Lynn, Ethan Helton, Lisa Hill, and Stacy Callender

I. Activities

- We obtained addresses and birth dates from Judy Gore for UUCJ members and friends.
- Cards were sent out in the name of the UUCJ CareRing.
 - I gave some Christmas cards to Lisa Dunn and she sent them out to UUCJ members and friends. I believe she added some of her own cards.
 - I gave Lisa Dunn some birthday cards and she sent them out in January to those members and friends with January birthdays. I believe she added some of her own cards.
 - Lisa Dunn will also send out birthday cards to February born members and friends.
 - Jody Gore contacted Patricia to tell her Mary Margaret Bollinger called her from Virginia to inform her that Dr. Steve Bollinger had passed away. We obtained Mary Margaret's address and phone number. Patricia called Mary Margaret and her daughter and gave our condolences. Lisa Dunn obtained a sympathy card and sent it to Mary Margaret.
- We are preparing to send out "Hello" cards to UUCJ members and friends and we are continuing to send out birthday cards to members and friends.

II. Expenditures

- Cards were purchased and mailed.

III. Needs

- None noted.

Report Submitted: By Patricia Ice on February 15, 2021

UNITARIAN UNIVERSALIST CHURCH OF JACKSON

REPORT TO THE BOARD

Team: Changing Our World
Members: David Voisin (Lead)
Patricia Ice, Natalie Maynor, Laurie Roberts, Alexandra and Frank Rosenblatt, Yolanda Walker, Lisa Dunn, Eric Wood, and Stacy Callender

I. Activities

- Patricia Ice organized and facilitated the UUCJ Social Justice Book Circle by:
 - Advertising the meeting on the UUJackson Facebook Events page.
 - Led the meeting on Sunday, February 7, 2021 at 12:30pm on the first 6 chapters of the book *How to be an Antiracist* by Ibram X. Kendi. About 7 people participated in the lively discussion: Bob Keller, Eric Saulters Wood, Patricia Ice, Amy Craig, Justin McCreary, Kristen Golden, and Natalie Maynor (who left early to attend Dr. Steve Bollinger's memorial service).
 - Set the date for the next meeting for Sunday, March 7, 2021 at 12:30pm to review chapters 1-12 and advertised it on the UUJackson Facebook Events page.
- Stacy Callender facilitated UUCJ members and friends participation in the *30 Days of Love* campaign.
 - Daily posts we placed on the official Unitarian Universalist Church of Jackson Facebook page. Specific content was posted daily for adults, children, youth, and multi-generational families.
 - Resources were also shared with Youth via the GroupMe app and families via the UUCJ Families Facebook Messenger app.

II. Expenditures

- None noted.

III. Needs

- None noted.

Report Submitted: By Patricia Ice and Stacy Callender on February 15, 2021