

Leader's Circle Minutes

2/3/21

Facilitator (interim): Gina Hart

Scribe (rotating): Stephanie Santiago

Time keeper: Carole Campbell

Attendance: Candy DeGreen, Susan Lithgoe, Evanna Morris, Laurie Thompson, Kyki Bobotas, Darcy Pollack, Linda Dobbins, Diane Tiogo, Mandee Metzger, Robert Close, Lenore, John & Barbara Snyder. Lenore Bajare-Dukes, Rev. Israel, Kay Welty,

Opening / Chalice Lighting - Robert Close - Reading from Renee Brown

Rev Israel - Opening thoughts:

- "What is the function of us being together here, as leader's circle"
 - Not just time to report, but time to reflect deeply on what we are doing as a congregation and how well we are doing.
- How does that work attribute to our sense of Why?

Widening the Circle materials (Susan L. - Official Church Lady per fancy mug)

- 8th Principle - " We, the member of congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions." Began in 2013 by Paula Cole Jones & Bruce Pollack-Johnson.
- UUA is promoting 8th Principle so congregations do the work to understand what it is about then adapting it.
- UU history has not always been good with battling white supremacy. M
 - Most recently (2017), a qualified Latinx was looked over by the UUA and hired a white person. This forced the resignation of President Morales.
 - 3 UUA Presidents served at the time and invited BIPOC (Black Indigenous People of Color) in the ministry and service to UUA to have a conversation about the continued oppression and white supremacy in our institution.
 - Widening the Circle of Concern was the result. It was presented in June 2020.
- Widening the Circle is essential before we adopt the 8th Principle. Work is currently being done, but we need to completely understand white supremacy culture. Current climate is showing how whiteness has been centered for so long.
- Discussion to bring work to the congregation with Rev. Israel, Lenore, Susan & Naomi Levine.
 - Study Group/Soul Matters type groups
 - Deep/heavy work.
 - Needs to be done by more than the core of the congregation.
- PDF Link to Widening the Circle -
<https://www.uua.org/uuagovernance/committees/cic/widening>

- Book link
<https://www.uuabookstore.org/Widening-the-Circle-of-Concern-P18686.aspx?ItemId=543133>

Annual Campaign - Darcy

- Stewardship Committee is moving the yearly campaign to April & May to avoid conflicting with the auction
 - Name will be changed.
- What can we (Leader's Circle) do to support:
 - As leaders, help get the message out.
 - Research shows that people that have connections to other groups are vital to get out the message that it's important to participate in the annual campaign.
 - No specific campaigning, but in conversations - get the message across that it's important to pledge. There are other ways to support the church and mission, but money is one of those.
- Leaders think about the importance of pledging. It is a commitment to the church so we can with confidence go out and increase hours of our staff so they can continue to support the mission and church
- Contributing vs Pledging
 - Contributing is a one-time donation
 - Pledging is throughout the year. Pledging is the money that ***makes the budget***
- More details to come. Shoutout to darcy for taking over and having passion.

Auction (event date 3/26)

- Overview
 - Virtual event - March 26 to April 2
 - Start evening with Murder Mystery (30 min. Run time)
 - Some messaging and possibly entertainment.
 - Whole event is about an hour
 - Whodunit will not be revealed until the following week. Clues will be dropped on the auction website to encourage people to visit and bid.
 - Items not sold will be left on the website for a few weeks after the auction closes.
 - Tickets will be \$5 per person to encourage participants.
 - \$5 fee will go to internal initiative Rev. Israel chooses.
 - Auction Committee will NOT be handling physical items. They will be the liaison between buyer and seller. Meetups are scheduled through buyer and seller.
 - Training and tutorials for the website will be available. Committee members will also be available.
 - If members don't find anything they would like to buy, there will be an opportunity for donations.
- Auction Item Types

- Premiere items - in place of live action
- Instant items - experiences and meals at a set dollar amount
- Silent items - starts at minimum bid and increases
- Vote items - Creative and family friendly activity that invites all the church. People can vote on their things. ---- (Auction Committee is being secretive ;)
- How we can help:
 - Reach out to our committees to spread the word
 - Sponsorships needed - Contact Sharron Nelson & Jonas Kauffman
 - Donations.
 - Purchase a ticket for yourself or someone else.
 - Breakout room after service to help sell tickets in place of coffee hour.
 - Lenore to include in next month mailing to families with kids

Caring Team - Candy DeGreen

- Most amazing project in a short amount of time in this church.
- Started to help Rev. Israel.
- For details and mission, follow link:
<https://docs.google.com/document/d/1s29Jptc96T13FLhAlroKHr03k66no9dgZs6y0C-Z8gY/edit>
- “Teams work together and committees have meetings”
- New members encouraged
- Grieving book to help - hand delivered or mailed.

Committee Budget Requests: John Snyder: Cameo appearance ;)

- It's the time of year again! Budget sheet requests sent to every sent to every for the coming year.
- Deadline 2/17. Sooner rather than later.
- Budget Process
 - Committees submit requests to Finance committee
 - Finance committee creates budget and submits proposal to BoT in March
 - BoT approves in April
 - Congregation approves the budget during the Spring meeting.
- . Questions/Concerns or a hello: jsnbarb@comcast.net

Events and invitation Announcements

- Invitations
 1. Caring Team
 2. UUJusticePA - liaison for each team needed. Contact” Michele Capobianco & Susan Lithgoe - <https://uujusticepa.org/>
- Events
 1. UU Expressions - Feb. 20

2. Two Years: Diaries of a divided nation (eventbrite, facebook):
<https://www.eventbrite.com/e/two-years-diaries-of-a-divided-nation-screening-discussion-tickets-138156328297>
3. 8th Principle Learning Community: Topic: RE Students and the 8th Principle
 - a. Time: Feb 24, 2021 / 8-9:30 PM Eastern Time
 - b. Join Zoom Meeting
<https://us02web.zoom.us/j/81619740179?pwd=S1RGMjJLak5vb3laNklDd0xVZVdCZz09>
 - c. Meeting ID: 816 197
4. 30 Days of Love: <https://sidewithlove.org/thirty-days-of-love> - including Feb 9 @ 7pm: “Gather At the Table” by its co-authors!
5. Beloved Conversations: Beloved Conversations is the signature offering of the Fahs Collaborative at Meadville Lombard Theological School. It is a program for UUs seeking to embody racial justice as a spiritual practice. meadville.edu/beloved
6. UUA CER (Central East Region) Winter Institute:
<https://www.uua.org/central-east/programs/camps/wi>

Updates from Mandy

- Zoom/Events
 - All requests need to be emailed to Mandee at communications@uuclonline.org
 - Start and end time are required
 - Once scheduled, Mandee will email host instructions and zoom link.
 - Send requests 1 week in advance.
- Website:
 - Thanks to grant money - Mandee & Rev. Israel are looking for someone to create the website.
 - Content needed:
 - Testimonials: How has UUCL changed your life? What do you love about UUCL?
 - Must be short and concise.
 - Picture/Headshot would be great to go with
 - Information from each committee
 - Official name
 - Phrase describing what the committee does
 - **THREE** sentence detailed description of committee
 - How to get involved.

Important Note: Mandee is **PART TIME**. She is not available on weekends and has a limited Monday. If you have not received a response from her, please email her again.

Mission - Rev. Israel Mission (not formally adopted): “Come. Nourish the spirit; connect in love; live for justice.”

- Rev. Israel asked the following questions to help leaders be conscious about how this time together is used. These questions have helped the BoT change their meetings to be more productive and fun.

1. What did we do here that could have been done away from the table? (What could have been an email? what was necessary to do in person)
 2. How are we working in service of the mission?
 3. Are we having conversations that help us to discern our future?
 4. Are we using our time to fuel a deep sense of purpose?
 5. FOR TODAY: From the perspective of you and what you are involved in, how are we doing at living out our mission?
- History of Leader's Circle:
 - Not enough communication across the congregation
 - Everyone was working in silos
 - Thoughts on current Leader's Circle:
 - Connection is important to avoid falling into the old pattern of working alone.
 - Meetings not being used to their full potential
 - Circle is here to listen, share, & support each other when there is a need.
 - Still evolving and forming.
 - "We are claiming our own collective personality"
 - Helpful to collaborate with other committees
 - Helps with communication
 - Share knowledge with others
 - Not evolved enough yet
 - Widening the Circle will help with the systems we are creating and sustaining
 - Important body for newcomers to turn to
 - Missing the chance to have a back and forth to think/discuss/interact
 - Thoughts on future Leader's Circle
 - Focus on purpose, passion, mission, future.
 - Can some committees be merged or turned into teams
 - 3 C's - Communicating, Connecting, & Collaborating
 - How can committees move together towards a shared mission
 - Does our work fit or support our mission
 - Mission will bring centering to the church and help keep our efforts cohesive
 - Sometimes we need to report/communicate, but we could be more efficient to spend less time doing that. Put things in writing and share before the meeting.
 - Meetings can be for answering questions - answering deeper questions. - how are we together, connection, living to mission etc.
 - Agenda organized with Present to Future
 - Rev Israel to help with next agenda - next meeting to be a little different
 - Send thoughts and opinions to Rev. Israel ;)

"Powerful conversations are conversation where the topic at hand is complex, difficult to define, and feels vitally important"

Chalice Extinguished