

The 2019-2020 Annual Report



Unitarian
Universalist
Church of the
Brazos Valley

A report to the congregation
of the fiduciary work
of UUCBV leaders

fiduciary \fə 'dū-shē-, er-ē-, -shə-rē-, - 'dyü-\ *adj*
(L *fiduciarus*, fr. *fiducia* trust + *-arius* -ary)

1: holding, held, or founded in trust or confidence **2:** of, having to do with, or involving a confidence or trust : of the nature of a trust (a ~ capacity) (a ~ relation) **3:** resting upon public confidence for value or currency.

—Webster's Third New International Dictionary



Board of Trustees

Unitarian Universalist Church of the Brazos Valley



President **Jerry Wagnon**

President-Elect

Secretary **Carolyn Clark**

Treasurer **Deb Wilson**

Past President **Katie Womack**

Trustees **Eleanor Ford**
Nancy Granovsky
Rob McGeachin
Alice Scott

Minister **Rev. Donna Renfro**

Agenda

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| 11:45 Voting Members "Sign In" by being acknowledged by Secretary | 12:50 Presentation of Slate of Nominating Committee Members, Nominations from Floor for Nominating Committee Members |
| 12:00 Chalice Lighting, Opening Reading and Welcome | 12:55 Election of Nominating Committee Members (Vote #5) |
| 12:05 Confirmation of Quorum and Acknowledge Majority | 1:00 Presentation and Discussion of Proposed Budget for 2020-21 |
| 12:10 Adopt Agenda (Vote #1) | 1:15 Vote (#6) on Budget for 2020-21 |
| 12:15 Approval of Minutes of 2019 Annual Meeting (Vote #2) | 1:20 Presentation of the Jesse Coon Awards |
| 12:20 Presentation and Adoption of the Principles of the Reproductive Freedom Congregation Program (Vote #3) | 1:30 Appreciation of Out-going Board and Nominating Committee Members |
| 12:30 Presentation of Slate of Board Officers and Members, Nominations from Floor | 1:35 Other Business from Floor |
| 12:45 Election of Board Officers and Members (Vote #4) | 1:45 Extinguishing the Chalice and Closing Reading |



UUCBV Annual Congregational Meeting Minutes UUCBV May 26, 2019

- Hillel Meeting Room; The meeting was called to order at 12:02 PM by President Katie Womack.
- Announcements were made by Rev. Donna Renfro. She put forward a goal to triple membership in the next 4-5 years. She looks forward to building the future of the congregation.
- Agenda: A motion to adopt the agenda was made by Deb Wilson and seconded by Teri Metcalf; it passed by voice vote.
- Approval of minutes of 2018 congregational meeting: A motion to approve the minutes with corrections was made by Kathy Wheeler, seconded by Judy Hart, and passed by voice vote.
- Correction: Nominating Committee slate of Nominees should include Molly Ward and Allison Faber but not Gaye Webb, who is already on the Committee.
- The slate for Board nominations:
 - President: Jerry Wagnon
 - President elect: Harriet Smith
 - Treasurer: Deb Wilson
 - Secretary: Carolyn Clark (currently at Large Member of the Board, moving to Secretary for one year to complete the term of Joe Castiglione)
 - Trustees At-Large: Rob McGeachin, Alice Scott, Eleanor Ford (1 year to replace Carolyn Clark as At-Large Trustee), and Nancy Granovsky
- Gaye Webb moved to accept the slate of nominees by acclimation; seconded by Bob Presley; the motion carried by voice vote.
- There were two nominees for the Nominating Committee: John Ivy and Joyce Langenegger (Molly Ward and Allison Faber continue on the Committee). Eleanor Ford moved to accept the nominations and the motion was seconded by Kathi Appelt; the motion was passed by voice vote.
- Presentation of Budget by Deb Wilson: there is \$24,000 in uncollected pledges from the current year; \$7700 are not collectable due to members dying or moving away. Service auction and football parking have made up a lot of this deficit. And committees have come in under budget this year, which helps. At the end of April we are at 85% of budget.
- In the proposed budget, budgets for committees were reduced to the levels of this year. Only 42 of 62 pledging units have responded to this year's pledge drive. We still need about \$20,000.
- General discussion about options to make up the budget deficit of about 13%.
- Accept the deficit budget as is
- Move money from the savings account to the operating budget
- Try to increase fund raising
- Make a second ask for pledges.
- Kathi Appelt moved to accept the budget as proposed, with the knowledge that it is a deficit budget; this was seconded by Carolyn Clark. Kathy Wheeler proposed an amendment to the motion, that we reserve the option of a second ask later in the year if needed. This was seconded by Maya Lazarus. The amendment to the motion was passed by a voice vote. The amended motion itself was then passed by a voice vote.
- The Jess Coon Awards were presented to:
 - Pam Johnson (presented by Katie Womack)
 - Bob Presley (presented by Deb Wilson)
 - Teri Metcalf (presented by Carolyn Clark)
- This was followed by the Commissioning of New Board of Trustees by Rev. Donna.
 - Jerry Wagnon - President
 - Harriet Smith - President-elect
 - Katie Womack - Past president
 - Carolyn Clark - Secretary
 - Rob McGeachin - At-large Trustee
 - Nancy Granovsky - At-large Trustee
 - Eleanor Ford - At-large Trustee
 - Alice Scott - At-large Trustee
- The closing reading by done by Rev. Donna.
- President Katie Womack adjourned the meeting at 12:54.

Respectfully submitted,
Joe Castiglione, Secretary



UUCBV Special Congregational Meeting Minutes UUCBV March 1, 2020

- The meeting was called to order by Jerry Wagnon at 12:04 pm. Members were asked to sign in before the meeting began. Sue Bloomfield, Membership Chair, confirmed that we had a quorum with 32 members present, since the minimum for a quorum was 12.
- This special meeting was held at the request of five members who earlier had filed a petition to that effect.
- Gaye Webb read the UUCBV covenant.
- Joyce Langenegger moved that the agenda be accepted; Karen Bachman seconded the motion. All except one member voted in favor.
- Jerry Wagnon reviewed in detail the various types of ministries available within the UUA: interim, contract, developmental, and settled. He then explained that the Board decided to go into search for an interim minister in preparation for a search in 2022 for a settled minister, rather than renew the two-year contract of Rev. Donna Renfro.
- Letters from three absent members were read, then the floor was open for comments. Common themes emerged:
 - While there was general support for the Board's right to make this decision, there was a strong request that the Board get congregational feedback before making major decisions like this. The Board proposed so-called Heads-Up Meetings to address this need.
 - There was encouragement for more people to run for Board positions and for newer members to be more involved in church leadership.
 - Several members spoke of their appreciation of Rev. Donna and disappointment that she would be leaving.
 - Many expressed the need to build community within the church and to get new members.
 - Some members were in favor of forming an ad hoc bylaws committee.
- Jerry Wagnon read closing words and adjourned the meeting at 1:53 pm.

Respectfully submitted,
Carolyn Clark, Secretary



Nominated Board Members Biographies

President: Gaye Webb

"Gaye has been a Unitarian Universalist since 1995 when she joined First UU Church in Houston. She was raised in the Southern Baptist faith, as a preacher's kid. She has been an active member and leader at UUCBV since 2008. During the last 25 years, she has accumulated years of experience as a church leader in congregational life in multiple areas, serving on many committees and teams, including governing boards (as president, secretary, treasurer, and at-large member), worship, adult religious education, membership, finance, stewardship, hospitality, pastoral care, bylaws, nominating, committee on ministry, healthy congregations, social justice, sacred space, and others.

She also served on the Board of the Southern Conference (District) of UU Congregations of the UUA and was instrumental in making the switch from a "district" structure (which were 19 separate legal entities) to "regions." There are now five regions who are part of the UUA and not separate entities. This process spanned several years, and the Southern Conference was one of the first to make the transition. This was a major paradigm shift and required "non-anxious" leaders to successfully navigate all the challenges this entailed. She received the "presidential excellence in service" award for the contributions she made to this successful transition.

Gaye states the reason she accepted the nominee for Board President is the dream she shares with many members, families, and friends of the congregation – that our church becomes a vibrant force of progressive faith and values in the Brazos Valley, in Texas, in the Nation, and the World. She believes that we can, all working together, can accomplish this dream – and other dreams we have collectively. To this end, she hopes the Board, the congregation, and our minister will work together to:

- - reaffirm our values and our church covenant,
- - review, reaffirm, or create our mission and vision
- - develop and implement a 5- to 7 year-strategic plan that lives out our mission and achieves our vision
- - identify short-term (1-3 year) goals that align with our strategic plan
- - involve the members of the congregation in "making it happen" by providing support and direction
- - develop an assessment/review process to keep us on track This, too, will require "non-anxious" leadership and the commitment of all of us to be the best we can be."

President Elect: Pam Johnson

"My name is Pam Johnson and I have lived in College Station and have been a member of the UUCBV for about six years. Originally raised as an Episcopalian, I was drawn to the Unitarian Universalist religion based on its Seven Principles and the multiple sources of our faith. I am very excited to be on the board as president-elect and look forward to working constructively with President Gaye Webb, other members of the board, and committee heads. As we work towards moving into our new church home, I hope that we can be a more progressive and prominent church in the area, and a church known for its good deeds and faith. I feel that in everything we do internally and externally, we should keep the Seven Principles in mind. I also hope that the board can become an efficient model that is more open to the thoughts and feelings of the congregation, while acting in a more transparent fashion."

Secretary: Alice Scott

"I am a Spanish speaking native Texan born in El Paso Texas. I've been married to my husband John for 46 years and we came to College Station in 2016 to be closer to our Son Vince, Daughter-in-law Adrienne, and Granddaughter Amelia. I also have a daughter Vanessa. I am currently an At large Member of our Board. I was born and raised Catholic but feel UUCBV is a much better fit for me. I became a member of UUCBV in August 2018."

At Large (1 year term): Richard Imlay

My brothers and I grew up in Maryland where we attended local Unitarian churches. After high school I majored in physics at the University of Maryland and then went to Princeton for my PhD. Following positions at several universities I spent 26 years as head of the experimental high energy program at Louisiana State University. My wife, our daughter and I attended the Unitarian Church in Baton Rouge for a number of years. In 2003 my wife and I moved to Charlottesville, Virginia where I retired after spending two years at the United States Department of Energy. My wife and I attended the Thomas Jefferson Memorial Church UU in Charlottesville. I served on the finance committee for several years. In 2019 we moved to College Station, Texas to be near our daughter and grandkids. I believe I will bring a perspective to the board from my experience with other UU churches."

At Large: Maya Lazarus

"I became a member of the UUCBV in September, 2015 after moving to Texas from Colombia. I've been involved in the Ministry of Social Justice and the Earth for a few years, with particular interests in reproductive justice and immigration issues. I'm excited about increasing my involvement in church leadership because I think UUCBV has much to offer the BCS community and wish to make our church more visible."

At Large: Josh Wilkinson

"I was raised in Texas City, TX. Both of my parents were educators. I have an older brother and younger sister. I met my wife Erin as an undergraduate at TAMU. I finished my BA in History at the University of Houston-Clear Lake. We have a daughter, Sydney, and a son, David. I have worked in and out of various libraries since 2000."

Nominated Nominating Committee Members Biographies**Nominating Committee 1: Katie Womack**

"In May 2020, Katie will complete a 5-year term on the UUCBV Board, serving two years as At-Large Trustee, followed by President-Elect, President, and Past President positions. She looks forward to serving on the Nominating Committee and the responsibilities of identifying, recruiting, and striving to generate as much enthusiasm as she can in future church leaders. Katie has been an active member of UUCBV almost 40 years. She has prior experience on most committees and all board positions except Secretary."

Nominating Committee 2: Erin Wilkinson

"I grew up in Angleton, TX. (South of Houston). Went to Texas A&M from 1993 to 1997 where I met my husband, Josh. We worked at the Kroger on Texas Ave together. Married Josh in November 1998. Started our family in 2000 with the birth of our daughter Sydney. After working as a lab tech then a pharmacy tech, I decided to go to pharmacy school in 2002 at U of H. I graduated in May 2006 and promptly had my son David the next month! Then I started my career at Walgreens in Bryan/CS. My kids are now 19 and 13!! I grew up Catholic and the views didn't always align with my feelings. I love the open mindedness of our UU church and feel at home here."



President's Report Jerry Wagon

Each year in the life of a church is unique, but I think it is safe to say this was one like no other in the history of our congregation. We saw enormous progress moving forward in the design of our new facility. And yet we were thrown quite a curve ball as our whole way of operating as a congregation was upended by a pandemic.

A milestone was reached as we interviewed several firms and selected an architectural team that would respect our UU values and guide us toward manifesting these in material form. PACT Design Studios has a wholistic approach to green design that will give us the spaces we need in a way that leaves a lighter footprint on the environment and preserves the natural beauty of our lot on 29th Street in Bryan. Long hours were spent in this process with the Sacred Space Team and the final designs are almost complete.

Another major event, one not without controversy, was the Board of Trustees' decision about the future of ministry at UUCBV. After some deliberation, the board moved forward with a plan to bring in an interim minister this fall for two years with the intent to call a settled minister in 2022. A special Interim Minister Search Committee has been formed and is in the process of seeking and reviewing candidates.

This choice caught many in the congregation by surprise. Many members felt their voice had not been heard in the process, but from this conflict and with a special congregational meeting on March 1, I feel the board and members are moving forward to create greater transparency on matters of extreme importance to the church.

By late February and early March, a realization started to sink in that we are facing one of the most pivotal periods in modern history. For the indefinite future, the way we conduct services and meetings is radically changed. Rev. Donna and our professional staff have worked diligently and creatively to create a new kind of worship experience. We continue to develop other ways to meet our charge to provide educational and spiritual contributions to members and the community.

I would like to thank the board and committees and the many individuals who have come together this past year to make the UU Church of the Brazos Valley a force for good in the area and the world for years to come. As we enter a period of great uncertainty and change, our presence is needed here more than ever.



Property Committee

Ken Appelt and John Ivy, Co-chairs

Members: Eleanor Ford, Rev. Donna Renfro

Property Committee Responsibilities. The Property Committee has the primary task of overseeing the maintenance and repair of the physical plant and grounds of the church. As we now are guests of Texas A&M Hillel and we have retained only a small portion of the land at our former location on Wellborn Rd., the actual responsibilities of the Property Committee this year were minimal and we convened no official meetings this fiscal year.

Wellborn Rd. Property. We still have title to land at 305 Wellborn Rd corresponding approximately to the playground and the land behind and under the former Jefferson building, kitchen, breezeway, and minister's office. This land was used to generate donations to our ministry through football parking, managed by Bob Presley. Our title to this land and football parking activities requires that we upkeep the grounds for appearance, health, and safety. Bob Presley also has

organized and led crews to manage the weeds on this land.

E. 29th Street Property, Bryan. All members of the property team were active this year with the Sacred Space Team as proposals from architects were reviewed, building design plans and drawings have been developed and reviewed, trees to retain were identified, and an inventory of furniture in storage was created and photo-documented. Bob Presley helped with this last task. Ken Appelt hired a worker to mow the grass on this property twice during the year.

Safety Policy. A safety policy was reviewed by members of the College Station Police Department, who provided favorable feedback, and the policy was shared at the Worship Like a Pro workshop in the Fall. Our Philosophy. We all are the church, and the Property Committee asks that everyone serve as stewards of our property. We thank all who have lent a hand in past years to our work parties and efforts. We continue to ask members to bring to the committee's attention any maintenance or safety concerns they notice so that they may be addressed.



Sacred Space Team Kathy Wheeler, Chair SST; UUCBV

In June of 2019 we had already selected our civil engineer. We were involved in the process of selecting an architect. Most of our work during the summer and early fall was involved with interviews and contracts. The SST interviewed three local architectural firms and unanimously selected Pact Design Studio (Brian Gibbs) as our architect. Our attorney, Cully Lipsey was engaged to help us with our contracts.

Brian Gibbs had working relationships with and subcontractors built into his contract. The SST had multiple meetings with Brian. Brian led several Town Halls to get direct input with the Congregation. Congregants have been encouraged to submit ideas (and still are encouraged to do so!) for our new Church. Several people submitted ideas that are stored in the office and with the SST Chair. Suggestions were/are brought up and discussed when relevant ideas were/are being discussed.

The SST is made up various members of the

Congregation who have a mixture of ideas that reflect the Congregation. I am very proud of the members of the SST who have willingly donated their time and selfless effort to do this work. I also thank Ken & Kathi Appelt for their generosity in funding the acoustical architect to bring great acoustics to our Church's Sanctuary. I also want to thank Mary Lind Bryan for donating her realtor's fee for the property purchase to the UUCBV for her pledge last year.

We have had and continue with a multitude of meetings during March, April, and May as we try to work out any kinks before construction is started. Input has been solicited from our RE director Vicki Carter that was helpful for small changes to our classroom configuration.

The Board of Trust is to plan a Town Hall in the very near future to update the Congregation on the architectural plans for our new Church home!

I think we will have a beautiful, functional Church of which to be proud!

-Kathy Wheeler, Chair SST; UUCBV



Membership Committee

In June 2019, committee members included: Sue Bloomfield (Chair), Katie Womack, John Faber, Eleanor Ford, Gaye Webb, Cheryl Jacobsen, and Rev. Donna Renfro

Our committee met monthly throughout this last church year, working on these initiatives: Pictorial Membership Directory*: collecting pictures, integrating with text information, designing and executing "opt-out" plan for members/friends. This was finally released via a link sent by email in March 2020 to all listed in the Directory, which includes our staff.

Participated in Worship Like a Pro workshop* 7/30/19—considered new system for better follow-up with frequent visitors as part of greeter training

Chair managed/scheduled greeter volunteers* until services went virtual late March

Tested a Newcomer Table* at coffee hours every Sunday to replace once/month Newcomer Circles with minister (Newcomer Table ruled not effective: one-on-one talks with visitors seem to work better)

Reviewed the many aspects of our online church presence (website/Facebook /discussion blogs/ digital membership privileges) with John Faber; grateful for John's initiative, agree these are good mechanisms for connecting with new folks

By November, initiate simplified version of visitor tracking by generating Welcome Envelopes* to be distributed to all visitors, emphasize collection of contact info

Hosted one Pathways to Membership class (4 attendees) on November 9; very successful, with 3 signing the membership book that day and one several months later. New Member Recognition held Nov 17 for those 3 new members. Subsequent versions of Pathways class in 2020 delayed, then cancelled, due to demands on minister time and complications post-COVID19

Certified voting member lists for February and May congregational meetings: latest count = 63 (certified list yet to be completed for May meeting as of today).

- These activities had invaluable support from our Church administrator, Nancy Deer.

Challenges ahead/tasks to be completed:

- Reconstituting this committee: S Bloomfield resigned 5/1/20 (moving out of town); other members departing since last summer: K. Womack, J Faber, C Jacobsen.
- Coordinating with Communications team on getting a PW-protected, members only page on our website hosting our UUCBV Member Directory
- Greeters list (and coordinator) needs to be organized before resuming in-person Sunday services
- Assure New Member Recognition soon (if not on May 17) (O Kuchment, Imlays)
- Better integration of visitors into congregation activities beyond Sunday services

Respectively submitted by S. Bloomfield, 5/6/2020



Director of Religious Education

Vicki Carter

We added Marcella Deer in May 2019 after the board gave approval for hiring ages 14 and up with safe sitter training. We also have 4 adults on staff, including Lauren Owens, who doubled as a paid teacher on my Sunday off starting in March 2019.

RE Committee

We met 9/4/19 to touch base about all ages RE and worship and youth group. We met 1/20/20 via Zoom (ahead of our time) about coffee hour activities for kids.

All Ages RE

We began the current program in March 2019. The (Tapestry of Faith) Moral Tales curriculum was not well suited for adults, even though it was suggested by a group of experienced UU ministers. Beginning in June 2019, I revised lessons I had created myself in 2015. Starting in September I followed the Touchstones Project monthly theme.

All Ages Worship

The activity table at the back of the Sanctuary was popular, but some children and youth preferred staying in the nursery where they could make noise. Before the pandemic hit we were having a lot more success in getting kids involved in more aspects of service.

I have very much enjoyed taking part in so many great all age services, particularly, Frozen, Purim, Yom Kippur, Samhain, Bread Communion, Christmas, Winter Solstice, Valentine's Day and Moana.

I was asked to monitor feedback on all ages RE and worship. I compiled everything that was said to me March through June 2019. There was some negative feedback, but most families and RE committee members were in favor.

Youth Group

Two volunteers took an interest in mentoring youth. We set up a youth table for coffee hour, represented the church at Wolf Pen Creek Halloween, and had planned to volunteer at the Brazos Church Pantry in March.

Budget

I spent \$400 for RE supplies and snacks, \$35 for worship, \$198 for LREDA membership and \$8.33 for a background check.

New Members

Three families involved in RE became members this year.

UbarU

An RE student was awarded a scholarship to attend a summer camp. Camp was cancelled.

Average Weekly Attendance
5/12/19-3/8/20:

Adults 1.5,
Youth 1,
Children 2,
Nursery 1

Facebook views for RE alone:

3/15/20 155;
4/19/20 48

RE & Worship Facebook views

average 105
other Sundays
(59-237)



Stewardship Team

Chair: Sue Bloomfield [Early assist over first several months from Harriet Smith gratefully acknowledged]

This year's stewardship campaign pursued the Cottage Dinner model. A number of members graciously agreed to host dinners in their homes and one large family-oriented dinner was planned to be held at Hillel on March 21. With the onset of shelter-in-place in mid-March, the Hillel dinner and most in-home dinners/brunch had to be cancelled. Thanks to those members who graciously volunteered to host stewardship events in their homes! [Teri Metcalf/Bobby Presley, Jerry Wagnon, Eleanor Ford, and Joyce Langenegger; S Bloomfield and Ken& Kathy Appelt were able to hold their events in late February, early March.]

Many more members volunteered to give those all-important affirmations during our Sunday services; a sincere thanks for wonderful statements from John Ivy, Allison Faber, Lauren Owens, Joe Castiglione, Rob McGeachin, Bobby Presley, and Molly Ward.

A mail out to all members was completed by early March with letters and financial commitment forms. Thanks go to many individuals who assisted on those, including Rev. Donna Renfro, Jerry Wagnon, Deb Wilson and several other members of the Board.

I am grateful that so many church members have committed their financial support in these uncertain times, even as I recognize the challenge our Board has had in dealing with a smaller-than-hoped-for dollar amount of financial commitments. I will be happy to share my materials with next year's Stewardship Campaign Chair.

Here are the results of this year's stewardship campaign:

Total pledged: \$106,775

Total pledging units active last church year recommitting: 35 out of 43.

For those returning pledge units, average % change in financial commitment: +12.2% (range -58% to +140%)

Number of new (or newly returned) pledge units: 2

This total of \$106,775 represents 71% of our original \$150,000 goal, which—in retrospect—was likely unrealistic. If we accept a revised goal of \$120,000, this current total achieves 89% of goal.



Communication Team: Deb Wilson (Lead), John Faber and Nancy Deer

In light of the COVID-19 outbreak and the urgent push to get everyone connected online, it's a proud moment to be able to continue and build our interconnected community by utilizing our online church community, now titled "The Community HUB"!

During the course of John Faber's term on the Board of Trustees, what began as a project between Reverend Aaron Stockwell and John Faber attempting to fix the old website (uucbv.org), became John's journey to building a "digital church" for UUCBV, now titled "The Community HUB". As John learned about the church's inner operations and hierarchy, he noticed UUCBV was in need of a rapid solution for its many struggles.

Digital Church is such a solution. In the digital world, our website is our address, it's our front door, our means of congregating, our publishing outlet, our discussion forum, our collection plate, our store, and more. This is expanded through the use of social media and teleconferencing programs, where we can hold virtual congregational meetings, and so much more! All of these branches of the Digital Church make the digital equivalent to our greeter, our church leadership and staff, our meeting spaces and events, and our public presence where we publish and share information with the larger community about what UUCBV is up to. Then we can link people to our website for them to find all the necessary information, and interact with the global online community in a variety of ways through the many avenues available to us all.

Our Digital Church home at brazos-uu.org is where we've centralized the church's information and online activities. Our church's entire physical and online presence is tied directly to brazos-uu.org. The

information available to you about this rapidly changing way of doing church is constantly updating and evolving every day, but the central HUB of UUCBV information can now be found on the website in one form or another.

We have many tools available as a congregation, as an organization, and as a part of the larger community, so please feel free to email the tech support of the Communication Team with your questions or concerns at artist@jmfstudios.biz

The Community HUB is a complex web of interconnected programs, accounts, and connections. John Faber is currently creating Video Tutorials for everyone to learn more about this complex web at their own pace. The Community HUB Consists primarily of:

BRAZOS-UU.ORG Website. The site is built using the Wix.com website building platform, which provides endless tools and applications that can literally run the entire church when fully utilized and properly staffed. There is even a Wix app for mobile devices where users can interact with the website blog and discussion forum from their phone, tablet, or other mobile devices!

Church staff and other church leadership have many tools available to them through the Wix.com dashboard, the "back room" of the website, and the G-Suite account registered to brazos-uu.org enabling our "@brazos-uu.org" staff emails.

Brazos-UU.org has endless features, including but not limited to: Publishing (Blog), Online Membership and Growing Membership Database, Discussion Forum (Website Members Only), Church Email Integrations, Church Calendar Integrations, Church Calendar Adjustment Request Form, Payments/Donations, Social Media Integrations, Digital Office and 1-Click Solutions... It has tools available for our Staff, our Board of Trustees, our Committee Chairs, our Membership, Friends of the Brazos UU Church, and even Volunteers!

- **Videos.** All Ages Sunday Morning Service occurs weekly, running typically from 9:30am to 12:30pm. All Ages Religious Education and All Ages Worship Services videos are archived and made available the same day as broadcasting.

- **Blog.** We have an our own online news publishing, the BLOG at brazos-uu.org/blog, which has several categories and can have multiple authors, such as Committee Chairs who need to spread their information with everyone, or Staff who are categorizing their information to make it easily available and shareable, such as Vicki and the Religious Education category. Our Administrator shares links to the newest blog post(s) in the weekly

eCast. If you want news instantly, go to the source and read the blog as news is shared and regularly updated!

- **Discussion Forum.** While the Blog is the church's online publishing outlet, our Discussion Forum brazos-uu.org/forum is available for EVERYONE to join the discussion once they click Sign in/Sign-up at the top of the home page.

- **Interactive Calendar.** We have an Interactive Calendar at brazos-uu.org/calendar organizing, referencing and updating the same calendar. Links to meetings and information are often found on events. If you see an edit needed with the Calendar, request a change using our Calendar Adjustment Request Form found near the top of the brazos-uu.org/calendar page.

- **Online Donations.** Financial Contributions to the UUCBV are made easy on our brazos-uu.org/donate here page, which operates as an online store with shopping cart, secure checkout features, and more.

- **Voting Members Only.** Voting Member Directory and the Voting Members Only portion of the website are still in progress at the time of this report. Once complete, the "Voting Members Only" page will be a password-protected web page only accessible by the password that the office provides to approved Voting Members upon written request.

Social Media: UUCBV has social media accounts on Facebook, Instagram, and Twitter that is an extension of the church's online presence and our information reaches several thousand people every week. Simply hop on the social media platform of your choice, and search for "uucbv". Using social media is crucial for the church's survival in the 21st century.

If brazos-uu.org is the "tree trunk" of our church, our social media outlets are the main branches and leaves of that trunk.

- facebook.com/uucbv
- instagram.com/uucbv
- twitter.com/uucbv

A Social Release Form, respecting privacy is available to all. If you have not expressed your preferences to the church, email Admin@Brazos-UU.org about your privacy regarding the church.

Zoom and Google Meet: Our church Zoom and Google Meet account capabilities allow for us all to directly connect with our device's microphone, camera and keyboard for full video conferencing and online chat capabilities. A computer is recommended for maximum quality, but your tablets or phones are also capable of joining! Anyone who wants to dial-in from their phone/device can call a number provided to join the meeting as well! Links to zoom and google meetings can be found on our Interactive Calendar.

Our Zoom Account, which allows for 100 devices to join in one Video Conference meeting, will have a

unique meeting ID, pre-scheduled by the administrative account ONLY, as per-request using the website Calendar Adjustment Request Form found at brazos-uu.org/calendar.

Google Meet is Google's version of Zoom, but is integrated more deeply into our Church's G-Suite account and our Staff's Gmail accounts than Zoom is, and also allows for 250 devices to join one meeting. G-Suite: Our church staff emails operate through brazos-uu.org and are part of the UUCBV subscription to G-Suite, which is essentially Google's version of a digital office. There is file storage, information backup, several means of communication and administration, and provides oversight of all other online accounts.

A Digital Filing Cabinet has been in process using our Google Drive, backing up all paper files found in the office's physical filing cabinets. Not only is this useful,

and is ever-expandable into the future, but it provides an amazing record of the past by scanning all available paper documents, combining them with digital documents, and putting them in a searchable archive!

With these key pieces, our online community and online outreach is fully underway! Our digital home at **brazos-uu.org** is where we are centralizing the church's information and online activities. Through our site we have global publishing and outreach capabilities for all things UU, we have an online discussion forum for all who register as website members, and it's integrated with several capabilities including search engine results optimization to guide search engine users towards our website as well.

Stay Tuned to the Community HUB for constant updates!



Ministry for Social Justice and the Earth (MSJE) Pam Johnson, Co-chair MSJE

During the 2019 - 2020 year the Ministry for Social Justice and the Environment (MSJE) has been very busy, continuing with the topic of homelessness and housing and moved to the topic of the Environment and Sustainable Living. The UUCBV is actively working at living its values to uphold our Mission and Covenant Statement.

In November 2020, co-chair Zoe Dobbs moved away from this area so a vote was cast and her position as co-chair was replaced by Pam Johnson. The present co-chairs of the group include - Pam Johnson, Sybil Jones, and Josh Wilkinson. Current positions are: Treasurer Jerry Wagon, Brazos Valley Interfaith Immigration Network (BIIN) representative Nancy Granovsky, Family Promise (FP) coordinator Pam Johnson and Molly Ward, and the Brazos Valley Coalition Homelessness (BVCH) representatives Sybil Jones and Pam Johnson. We currently have XX members on our email list, MSJE-brazos-uu@googlegroups.com.

The MSJE has the largest number of volunteers from our church. Since 2016, we have been expanding our influence in the church and local community.

- **Historical Notes:** In 2016, with our developmental minister, we made the transition from making small monthly monetary donations to various nonprofit organizations to focusing on one theme per year. We felt this would be a more meaningful transition

to make. In 2019, we changed our Split-the-Plate collections from occurring only one Sunday a month to every Sunday. We split the cash offerings to support a non-profit organization with which the MSJE is actively working and supporting. We support four different organizations each year with a three-month collection for each group. The guidelines for Split the Plate are presently,

- There will be 4 Split the Plates per year, each lasting 3 months
- MSJE will choose each Split the Plate recipient no later than the 20th of the month (to give enough time to include it in the Latitudinarian and worship script)
- Before that recipient's 3 months begin.
- At least two congregants need to be personally involved in the organization, or UUCBV must be involved in supporting the organization in some other way (e.g., hosting or co-planning events with them, donating items through UUCBV collection drives, etc.).
- The congregant(s) who want(s) to sponsor the group will invite someone from the organization to give a presentation to the church
- The organization will support an area of social justice MSJE and UUCBV are actively working on

Since 2010, the MSJE contributed \$17,546 through Split the Plate to different organizations.

The MSJE theme for 2018 to 2019 was Homelessness and Housing Affordability in the Brazos Valley. By choosing this topic, we were able to focus on broader issues of income inequality, racism, immigration and other concerns.

The group started with reading "Evicted: Poverty and Profit in the American City" by Matthew Desmond. Many of us were shocked and demoralized by what we learned about the landlords and renters in trailer parks. One church member then presented an informational review of homelessness in Brazos Valley based on "The Bush School of Government And Public Service Consulting Capstone: Understanding Poverty in Brazos County, May 2016," focusing on the homelessness section. Soon we began talking about tiny homes for those experiencing homelessness in Brazos Valley. We invited Dan Kiniry, founder of Tiny Hope Village, who delivered an inspirational sermon one Sunday and then subsequently provided two interactive sessions concerning his personal experience with homelessness and his plans for Tiny Hope Village. Tiny Hope Village is a nonprofit organization with the immediate goal of building about 20 tiny homes of between 350 and 400 square feet each to house those experiencing homelessness in the Brazos Valley. The group recently bought a 7-acre area of land for this project. We continue to support this group financially and spiritually.

During our year of focusing on homelessness, we became very active with Family Promise (FP) of Bryan/College Station, TX. FP is a transitional living shelter for homeless children and their families. MSJE invited the Director of Family Promise to introduce the organization to the UUCBV congregation. Several church members, along with the TAMU Women's Club, then adopted a room to paint and remodel at the former school that was converted to Hope Crossing residential facility. One church member was instrumental in obtaining an \$800 Community Development grant for a multi-cultural library in the facilities group room. Several members worked together with her to collect the books.

In March 2018, we joined other local churches and committed the UUCBV as a Host Church for Family Promise. This is a volunteer-heavy commitment with a trained church member responsible for training

volunteers before they are able to participate in the program. As a Host Church, we are responsible for providing warm meals, groceries, evening and overnight hosts one week per quarter. Many church member volunteers have been involved over the past two years. Volunteers involved with FP find their experience to be fulfilling and very rewarding, so they continue to volunteer each quarter as well as on their own time. We also support Family Promise with needed supplies, Secret Santa presents for the children, monetary donations and participating in their fundraising programs.

Also in 2018, the MSJE Committee become active with the Bryan Independent School District (BISD) Hope's Locker. This is a program at a local middle school that provides clothing, underwear, socks, school supplies, etc for the homeless children and their families in the district. We initiated a fashion show fundraiser for them and also continue to have periodic clothing and supplies collections at our church.

For the 2019 to 2020 year, while we continued working on our homelessness projects, the MSJE decided to focus on the theme, Our Environment. The E in MSJE stands for the Environment. Every Sunday, the MSJE Committee provides a "Green Tip of the Week" that is listed in our church ECAST and Order of Morning Worship. Several church members continue to replenish the list of tips, so that a new interesting tip is announced each week.

On an annual basis, the MSJE participates in several community activities, including-

- NAACP Scholarship Dinner every June, in which we fund and fill a table representing the UUCBV. This was canceled in June 2020 due to COVID-19 restrictions.
- Crop Hunger Walk in October with a team of walkers from our church. In October 2019, only a very small group participated. This is a Church World Service fundraiser with other local congregations to help fight food insecurities locally, nationally and internationally. We plan to participate in October 2020 and hope to encourage the children of the congregation.
- Family Promise Annual Comfort Food Fundraiser.

For the past two years we have filled a table and participated in this fun eating fundraiser event.

- Trick or Treat for UNICEF with the RE children collecting coins and bills to contribute to the UNICEF fund. This occurred in October 2019 and we plan to continue this drive in October 2020.
- MLK Day March and Rally in Bryan, TX. Several members of MSJE participated in the March 2020.
- Also, on an annual basis, the MSJE is budgeted by church members to contribute \$200 annual payments to important nonprofit organizations in our area. During the past two year they included-
- TxUUJM - Justice Ministry
- BCS Habitat for Humanity
- BIIN
- Tiny Hope Village
- Family Promise of BC/S

In addition, we contributed \$200 to Puerto Rico Aid Fund in January 2020 after their devastating earth quake.

Split the Plate and Change 4 Change.

Historical Notes: Since the emergence of the COVID-19 virus social distancing policies and the church performing services on-line starting in March 2020, Split-the-Plate collections have been very low with a collection of \$57.08 In April 2020.

From June 2019 to March 2010, MSJE raised \$2766.38 through Split-the-Plate. This averages to \$277/month up from \$137/month during the June 2018 to May 2020 collection.

Split the Plate donations to one organization every quarter included:

- Hope's Locker - supplies clothing/supplies to homeless children in the BISD
- Black Mamas Bailout, a campaign organized by the National Bail Out Collective & supported by Black Lives of Unitarian Universalism (BLUU).
- Bryan/College Station Chapter of Citizens' Climate Lobby (CLL) — a nonprofit, nonpartisan, grassroots advocacy organization focused on national policies to address climate change.
- Tiny Hope Village, a 7-acre area of land set aside for a tiny house village to permanently house the chronically homeless in the Bryan/CS/Hearne area.

Change-4-Change raised \$234 from June 2019 - April 2020. Again, due to the COVID-19 social distancing policies, Change-4-Change collections became \$1.48 for April and May 2020. The ending balance for Change-4-Change us \$912.06. This money is often used to pay for supplies for our Family Promise project and for other designated projects.

Family Promise. The UUCBV continues as Host Church for Family nPromise every quarter. We have a solid group of volunteers. Some members of the church also volunteer on their own time. We also had a UUCBV Family Promise Volunteers Happy Hour August 27, 2019.

Duties include:

1. Breakfast and Lunch Supplies: Dr. Phebe will provide a grocery list for the week's breakfast and bag lunch supplies. The best time to bring them to FP is on Sunday either in the afternoon or early evening.
2. Dinners should be warm and healthy. We will know at the beginning of the week how many guests will be staying at FP. Please provide enough food for the guests and a little extra for volunteers.
3. Dinner Host 5:30 - 7:00 pm - Help serve dinner and mingle with guests.
4. Evening Host 7:30 - 8:30 pm - The main responsibility is to mingle with guests.
5. Overnight Host(s): 8:00 PM - 7:00 AM - The main responsibility is to lock the lobby and office doors, turn on and off the building alarms, make sure guests are in their rooms and sleep in the host room present in case of an emergency (i.e., illness, accident, etc.).

Pride Community Center. In November 2019 we became more involved with the Pride Community Center (PCC). This organization lost many of its supporters due to threats in 2017 when they planned their annual picnic. Due to the threats, they have had to be more covert about their activities. We discovered that they were looking for a safe place to have their programs, so we offered our rented space at our temporary church. We sponsored the Pride Community Center Potluck July 2019 that was a resounding success! At least 60 people attended, representing multiple local LGBTQ-related organizations. This was also part of an attempt to revitalize the Pride Community Center, which has been dormant the past few years. We also sponsored

the PCC PrideGiving Dessert Potluck right after Thanksgiving on Dec. 1, 2019. We also included the PCC in our Split-the-Plate. The UUCBV Youth Group actively participated in the PrideGiving Dessert Potluck.

Brazos Valley Interfaith Immigration Network (BIIN)

In April 2020, we supported the Emergency BIIN Cares Fund for immigrant families who will not receive assistance from the Coronavirus stimulus package. We collected over \$2000 in donations and also donated \$1250 from our Neighbors in Need Grant (for Sanctuary Movement work) to this emergency fund.

Reproductive Justice (RJ)

The MSJE coordinated with the UUCBV section of the UUWF in presentations following the UUA Reproductive Justice Curriculum working with the UUWF towards "Becoming a Reproductive Justice Congregation." The meetings were led by Maya Lazarus.

Climate Change Lobbyist (CCL). The MSJE Committee became involved with CCL due to two church members being regular participants of the CCL. CCL has long advocated leveraging the market economy to move away from fossil fuels through a carbon tax (while lowering personal impact by returning revenues raised to all US citizens). The MSJE Committee sponsored a presentation to the congregation by the local head of the CCL, Raymond Tarpley. Mr. Tarpley gave a wonderful presentation explaining the benefits of a Carbon Tax and the potential bipartisan upcoming bills in the US House of Representative and the US Senate that would support the Carbon Tax in January 2020. In February 2020, Mr. Tarpley again met with us and we grouped together to write letters to our Congressman and Senators in support of H.R. 763 - Energy Innovation and Carbon Dividend Act of 2019, and the equivalent Senate bill, (S.) 2284 - The Climate Action Rebate Act of 2019. We sent about 25 letters, and since they were from a variety of zip codes, this was thought to be very impressive and useful. Since March 2020, the MSJE Committee provides links to the congregation regarding online CCL meetings and CCL-sponsored talks. In April 2020, the Committee on Ministry group of members provided a congregation led Earth Day Service in commemoration of the 50th anniversary of Earth Day. With this, we hope to continue learning and

educating ourselves on ways to improve the environment.

BISD Hope's Locker. On Sunday, February 24, 2019, following a Breakfast Service, the MSJE presented Tara Dupper, LMSW. Tara is the BISD Homeless Services Coordinator of Project Hope & Hope's Locker. She led a discussion about student homelessness in our public schools and what impact it has on our students. She also educated us on how do HUD vouchers work, the effect if the government shut-down at the time on HUD vouchers, categorization guidelines for students as homeless and the impact this has on them in school, etc.

Hope's Locker is a clothing closet open to all students in Bryan and their families to shop free of charge for clothing, shoes and toiletries. It is housed under Project Hope, a support center serving BISD students experiencing homelessness and providing family support for anyone in need in the district.

We sponsored a fundraising program called, Reveal Your Dignity, "Finding Your Style Personality," featuring Terry Moon, a professionally trained Style Coach & Speaker with a deep desire to inspire others to feel better about themselves. This was then followed by a fashion show presented by high school students involved in Hope's Locker and members of the UUCBV. Since then, the MSJE sponsored two cloth collections and in December 2019, we had a special collection of new underwear and socks for the students.

Twin City Missions. We continue to provide monetary donations for Twin City Missions, a shelter for homeless men, women and families, serving the seven counties of the Brazos Valley: Brazos, Burleson, Grimes, Leon, Madison, Robertson & Washington.

TX UU Justice Ministry (TXUUJM). The involvement of the MSJE with the TXUUJM has been minimal In 2019 - 2020 most likely because the Texas legislature has not been active. MSJE Co-chair, Pam Johnson became active in the monthly TXUUJM phone meetings in April 2020 and future plans have been set in place for Rev. Chuck Freeman to work with us in becoming more involved in the UU the Vote program. Rev. Chuck Freeman will be invited to perform a church service in late summer or early fall 2020 to help

Unitarian Universalist Church of the Brazos Valley
Ministry for Social Justice and the Earth
Monthly Financial Update April 30, 2020

Split-the-Plate

Month Ending	Funds In	Funds Out	Ending Balance	Recipient of Funds
Beginning Balance			0.00	
06/30/19	226.08	0.00	226.08	carry forward to add to July STP
07/31/19	312.58	0.00	538.66	TENT, paid out 8/5
08/31/19	226.08	538.66	226.08	TENT
09/30/19	337.58	226.08	337.58	Citizens' Climate Lobby Third Coast (carry forward till complete through November) TENT paid out 9/2
10/31/19	320.58	0.00	658.16	Citizens' Climate Lobby Third Coast (carry forward till complete through November)
11/30/19	238.58	0.00	896.74	Citizens' Climate Lobby Third Coast (carry forward till complete through November)
12/31/19	245.58	896.74	245.58	Tiny Hope Village (carry forward till complete through Feb 2020) Citizens' Climate Lobby paid out 12/6
01/31/20	385.08	0.00	630.66	Tiny Hope Village (carry forward till complete through Feb 2020)
02/28/20	198.08	0.00	828.74	Tiny Hope Village - payout in March
03/31/20	219.08	828.74	219.08	Pride Community Center (carry forward through May), Tiny Hope Village paid out 3/9
04/30/20	57.08	0.00	276.16	Pride Community Center (carry forward through May)
Annual Total	2,766.38	2,490.22	276.16	

Change for Change

Month Ending	Funds In	Funds Out	Ending Balance	Recipients or Uses of Funds
Beginning Balance			950.40	\$158.11 net proceeds from FY 2018/19 carried forward + Fidelity account balance 5/31/19
06/30/19	18.37	0.00	968.77	\$17.29 in donations, \$1.08 Fidelity interest
07/31/19	37.66	0.00	1,006.43	\$36.26 in donations, \$1.40 Fidelity interest
08/31/19	1.73	42.70	965.48	\$1.73 in Fidelity interest; \$42.70 paid out for items for Pride Potluck
09/30/19	21.13	0.00	986.63	\$18.17 in donations, \$2.98 in Fidelity interest
10/31/19	52.58	0.00	1,039.21	\$51.04 in donations, \$1.34 in Fidelity interest
11/30/19	1.13	0.00	1,040.34	Fidelity interest
12/31/19	1.06	0.00	1,041.40	Fidelity interest
01/31/20	68.09	30.00	1,079.49	\$66.89 in donations, \$1.20 in Fidelity interest, \$30 out for NAACP Banquet tickets
02/28/20	31.09	200.00	910.58	\$29.98 in donations, \$1.11 in Fidelity interest, \$200 payout for Puerto Rico aid
03/31/20	0.44	0.00	911.02	Fidelity interest
04/30/20	1.04	0.00	912.06	Fidelity interest
Annual Total	234.36	272.70	912.06	

Family Promise Special Fund

Month Ending	Funds In	Funds Out	Ending Balance	Recipient of Funds
Beginning Balance			486.82	
06/30/19	0.00	0.00	486.82	
07/31/19	0.00	43.59	443.23	paid out reimb for UUCBV week @ Family Promise
08/31/19	0.00	77.85	365.38	paid out reimb for breakfast & lunch items requestd
09/30/19	0.00	0.00	365.38	
10/31/19	0.00	0.00	365.38	
11/30/19	0.00	0.00	365.38	
12/31/19	0.00	45.90	319.48	breakfast & lunch items for UUCBV week of support to Family Promise
01/31/20	0.00	0.00	319.48	
02/28/20	0.00	0.00	319.48	
03/31/20	0.00	0.00	319.48	
04/30/20	0.00	0.00	319.48	
Annual Total	0.00	167.34	319.48	

Neighbors in Need Grant (for Sanctuary Movement work)

Month Ending	Funds In	Funds Out	Ending Balance	Recipient of Funds
Beginning Balance	0.00	1,250.00	0.00	Paid out to BIN 4/28/2020 per MSJE
			0.00	
			0.00	

Community Foundation BV Grant (Family Promise Multicultural Library)

Month Ending	Funds In	Funds Out	Ending Balance
Beginning Balance			152.33
			152.33

General Budget Disbursements (Memberships, Annual Contributions, MSJE Expenses)

Item	Date	Amount	Budget Remaining
Habitat for Humanity	01/19/20	200.00	800.00
Brazos Interfaith Immig	01/19/20	200.00	600.00
TX UU Justice Ministry	01/19/20	200.00	400.00
Family Promise BCS	01/19/20	200.00	200.00
Tiny Hope Village	01/19/20	200.00	0.00
Total Spent		1,000.00	0

mobilize the MSJE in this venture.

What's next? For the year 2020 - 2021, the MSJE plans to continue working with our current partners and

developing closer and stronger ties. We also plan to become more involved with UU The Vote.

The UUA has begun a campaign to help

congregations shore up our support for democratic processes in our governments. Our religious community must speak with moral courage and act with prophetic clarity and determination in the 2020 electoral cycle. We plan to work with the UUA, Texas UU Justice Ministry (TxUUJM) and the local chapter of the TX Democratic Women (TDW) to get out the vote.

<https://www.uua.org/justice/vote2020>

<http://txuujm.org> <https://tdw.org>

Rev. Chuck Freeman plans to work with us in becoming more involved in the UU the Vote program and opposing voter suppression. Rev. Chuck Freeman will be invited to perform a church service in late summer or early fall 2020 to help mobilize the MSJE in this venture.

We also plan to include the UUCBV RE and Youth Group in as many of our projects as possible.



Artist in Residence Report

Joe Daigle

The music program has continued to develop and change as this year unfolded. We continue to use guitar to accompany our services as we search for a pianist to join our staff. Many new members of the congregation joined our collaborative ensemble, Collage, which is open to anyone that wants to join. We have typically met before church to rehearse and communicate through email for distributing parts and lyrics. I hope to have more involvement from our congregation in the music of the church when we move into our new building and am excited about the acoustic possibilities that it will offer. As we transition our music into the sounds of the future, we will be able to better capture the spirit of connection found in singing together without pews and with the ability to mix our sound and broadcast it to all parts of the room. This way we can move around as we sing and still fully utilize our hearing assisted devices for those that need them. In the past year, we have also been very interested in keeping our music uplifting and accessible to the children as we transitioned to all-ages services. This has seen mixed involvement depending on the number of children that are in the worship service, but has been a positive for keeping the energy of the room in a good place.

Online church is in itself a very difficult prospect, and from the music perspective, it is even more difficult. The ability to coordinate the efforts of everyone in order to produce a live broadcast, is challenging to say the least. I have learned through my membership in the Association for Unitarian Universalist Music Ministries and my work as a teacher that playing live music is nearly impossible. This means that we have been unable to tap into the talents of the full congregation and due to copyright issues and we must be very careful with what we play and how we play it online. A positive side effect of this is that we have obtained the licensing for us to perform music outside of an official church service and stream our music services. Now, composers and artists will see benefits when we use their works and we will be able to host events such as coffee houses and public workshops easily. We continue to rework our online offering so that once we return to a more normal worship experience, we can keep our presence on the internet strong.

Next year is full of potential for a strong music program and I am committed to the positive impact that music has on our church and the community around it. We may miss singing together in person, but we are still singing the songs of peace and love together in our hearts.



Committee on Ministry (CoM)

The UUCBV bylaws authorizes the Committee on Ministry (CoM) as follows:

ARTICLE XI. COMMITTEE ON MINISTRY

§1. The Committee on Ministry (COM) assesses and supports the institutional health and safety of the congregation.

§2. The COM consists of three Voting Members and the minister, who is a voting member of the committee. COM members should be Voting Members of the church a minimum of three years. The only officer of the COM is the chair, who is selected by members of the committee.

§3. Terms for COM members are three years, staggered, determined by the date of assignment to the committee.

§4. New members of the COM are selected by the board from a list of three names provided by the COM.

§5. The COM will be suspended as may be suggested by the UUA.

Members and terms:

John Ivy, 2018-2021

Joyce Langenegger, 2019-2022

Gay Webb, 2017-2020, chair 2019-2020

Rev. Donna Renfro, Contract Minister

During the 2019-20 fiscal year, the CoM

implemented or completed the following:

- Developed a conduit (CommUUnicate Table during coffee hour) for communication between congregational members or visitors and the Board and/or minister
- Completed the ministerial evaluation (for the 2018-19 fiscal year) in accordance with the UUA-Ministerial Fellowship Committee guidelines and timeline
- Solicited and distributed holiday donations for the church staff
- Solicited congregational feedback for the 2019-20 ministerial evaluation
- Recommended potential new CoM members to the Board
- Served as "sounding board" for the minister
- Attended monthly Board meetings as an observer (one CoM member per month)
- Wrote and submitted three Latitudinarian articles, which also are posted in the "Committee on Ministry" Discussion Forum on our website
- Coordinated with church administrator to create "Committee on Ministry" Google Drive and stored all 2019-20 documents on new drive



The Caring Committee, composed of Eleanor Ford, chair, Carolyn Clark, Nancy Granovsky, Sharon Boston, Gary Hart, Ron Ross, Lucy Deckard, Katie Womack, and Rev. Renfro held a "reorganizational" meeting on January 7, 2020 to review our mission and ministry. At this meeting, we identified members of the congregation who might be in need of support, mainly because of health issues. Each member took several names of those we had identified to contact and follow up with. Soon after the beginning of the covid 19 epidemic and social distancing, Rev. Renfro assigned the names of nine congregants to each of the Caring Committee asking them to make contact with these members to see if there might be special needs and to let them know that help would be available when needed.

The committee was privileged to provide support to Joe Castiglioni during the terminal illness of his wife Evelyn and, after her passing, to provide a reception in his home following the memorial service.



Financial Reports: Deb Wilson,

dfwilson9553@gmail.com 901-570-6191

Funds and Balances ending April, 2020

- Fidelity: \$2,211,997.04

- Fidelity Designated Funds not included in above amount \$12,456.51.
- FedStar: \$29,981.11 includes \$8,500 for Appelt Match that will be transferred to Fidelity
- FedStar without \$8,500 = \$21,481.11
- FedStar: \$327.74 Savings

Total Assets: \$2,254,762.40

Operating Budget –VS- Actual

3 Year Income Comparison:

Financial commitments are at \$116,991.46 (79.4% of budget, should be 91.7%)

- \$1,438.81 below last year
- Memorials & Celebrations are 718 below last year
- \$30,433.83 pledges yet to be collected

Sunday offerings are \$2,816.38 (\$1,135.86 below last year's figure)

- The virtual church has negatively impacted this figure since an offering basket is not circulated. However there is a "collection" option on the "donate" button on the website.

Fundraising Report:

Football parking has yielded \$19,177.00 (213.1% of 9K budget)

- 8/29: \$1,919
- 9/14: \$1,954
- 9/21: \$2,920
- 10/19: \$3,301
- 10/26: \$3,420
- 11/2: \$2,440

- 11/16: 3,223

Other fundraising: \$244.42

Income: 2019-2020

\$134,400 collected in 2019-20 pledge commitment forms

Pledges collected: \$116,991.46 (79.4 of budget, should be 91.7)

- April: \$12,165.00
- March: \$6,532.00
- February: 11,187.00
- January: \$5,602.00
- December: \$19,191.46
- November: \$5,445.00
- October: \$6,545.00
- September: \$6,752
- August: \$25,635
- July: \$5,480
- June: \$12,457

Church Capital Campaign update:

- \$50,000 matching Appelt commitment
- \$20,000 McGeachin/Payne commitment
- \$5,000 donation received 12/1/2019
- \$2,500 donation received 12/29 (posted 1/2/2020)
- \$1,000.00 donation received 01/13/2020

Expenses: (91.7% of year expended)

Action Items from April:

- Application accepted for Payroll Protection Plan – waiting for final approval
- Pledge Statements emailed, a few mailed
- Notice in ecast: CAN YOU DONATE YOUR STIMULUS CHECK TO UUCBV? For some of our members, the government issued stimulus check

Unitarian Universalist Church of the Brazos Valley
Bank Account Balances & Funds
 As of April 30, 2020

Apr 30, 20

0.00

Unitarian Universalist Church of the Brazos Valley									
Income - 3 Year Comparison									
April		2020							
				Jun 1 '19 - Apr 30, '20	budgeted	Jun 1 '18 - Apr 30, '19	budgeted	Jun 1 '17 - Apr 30, '18	budgeted
				46 pledging units, average pledge \$2885		58 pledging units, average pledge \$2458		57 pledging units, average pledge \$2228	
Ordinary Income/Expense									
	Income								
	Events & Projects Income					35.00		7890.5	
	Financial Commitments **			116,991.46	147,425.29	118,430.27	142,555.00	125,181.72	127,002.00
	Football Parking			19,177.00	9,000.00	10,299.00	0.00	5,240.00	0
	From Relocation			0.00	0.00	12,749.00	13,908.00	11,000.00	12000
	Fundraising			244.42	5,000.00	5,078.00	10,000.00	9,152.06	10000
	Memorials & Celebrations			137.00		855.00	0.00	795	0.00
	Rental Income			0.00	0.00	0.00	0.00	0	0.00
	Sunday Offerings			2,816.38	5,500.00	3,952.24	4,000.00	3,993.50	4,000.00
	Total Income			139,366.26	166,925.29	151,398.51	170,463.00	163,252.78	153,002.00
	Gross Profit			139,366.26	166,925.29	151,398.51	170,463.00	163,252.78	153,002.00

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05/03/20

Cash Basis

Unitarian Universalist Church of the Brazos Valley
General Fund - Operating Budget vs. Actual
 Fiscal Year June 2019 through May 2020

	Jun '19 - Apr 20	Budget	% of Budget
Ordinary Income/Expense			
Income			
Financial Commitments	116,991.46	147,425.29	79.4%
Football Parking	19,177.00	9,000.00	213.1%
Fundraising			
Amazon Smile	85.29		
Uke workshops	159.13		
Fundraising - Other	0.00	5,000.00	0.0%
Total Fundraising	244.42	5,000.00	4.9%
Memorials & Celebrations	137.00		
Sunday Offerings	2,816.38	5,500.00	51.2%
Total Income	139,366.26	166,925.29	83.5%
Gross Profit	139,366.26	166,925.29	83.5%
Expense			
Congregational Programs Expense			
Caring Committee	0.00	300.00	0.0%
Committee on Ministry	10.44	40.00	26.1%
Finance/Stewardship Teams	28.84	300.00	9.6%
Governance			
Umbrella Insurance	350.00	350.00	100.0%
Governance - Other	302.99	400.00	75.7%
Total Governance	652.99	750.00	87.1%
Hospitality			
Coffee, Water & Supplies	63.66	175.00	36.4%
Hospitality - Other	74.47		
Total Hospitality	138.13	175.00	78.9%
Membership	220.47	100.00	220.5%
Music Program			
Accompanist-Substitute	469.60	3,000.00	15.7%
Guest Musicians	75.00		
Piano Tuning	0.00	125.00	0.0%
Sheet Music & Supplies	0.00	50.00	0.0%
Music Program - Other	-20.00		
Total Music Program	524.60	3,175.00	16.5%
Religious Education			
Adult RE	0.00	100.00	0.0%
Children's RE	615.83	500.00	123.2%
Total Religious Education	615.83	600.00	102.6%
Social Justice	1,000.00	1,000.00	100.0%
Worship Program			
Honorarium & Travel	1,500.00	2,000.00	75.0%
supplies	551.24	200.00	275.6%
Total Worship Program	2,051.24	2,200.00	93.2%
Total Congregational Programs Expense	5,242.54	6,640.00	60.7%
Contract Services			
Bookkeeping Services	4,438.06	4,841.53	91.7%
Total Contract Services	4,438.06	4,841.53	91.7%
Denominational			
UUA-Annual Program Fund Dues	8,160.00	8,158.00	100.0%
Total Denominational	8,160.00	8,158.00	100.0%
Office Expenses			
Banking, PayPal & Square Fees	340.24	200.00	170.1%
Equipment/Software & Repairs	0.00	100.00	0.0%
Marketing / Communications	637.10	1,000.00	63.7%
Memb.Database & Website Hosting	937.19	450.00	208.3%

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05/03/20

Cash Basis

Unitarian Universalist Church of the Brazos Valley
General Fund - Operating Budget vs. Actual
 Fiscal Year June 2019 through May 2020

	Jun '19 - Apr 20	Budget	% of Budget
Office Supplies	1,335.57	1,100.00	121.4%
Postage and Delivery	99.00	125.00	79.2%
Printing and Reproduction	321.81	200.00	160.9%
Staff Recruiting/Background Cks	8.33	75.00	11.1%
Telephone & Internet	573.61	700.00	81.9%
Total Office Expenses	4,252.85	3,950.00	107.7%
Property			
Building & Grounds			
Repairs & Service	0.00	300.00	0.0%
Total Building & Grounds	0.00	300.00	0.0%
Insurance	432.00	870.00	49.7%
Rent	29,150.00	31,800.00	91.7%
Storage Facility rent	1,749.00	1,908.00	91.7%
Total Property	31,331.00	34,878.00	89.8%
Staff Salaries/Benefits & Devel			
Artist-In-Residence			
Professional Exp. Reimbursement	0.00	711.75	0.0%
UUMN Dues	0.00	110.00	0.0%
Artist-In-Residence - Other	6,486.49	6,512.48	99.6%
Total Artist-In-Residence	6,486.49	7,334.23	88.4%
Communications & Office Admin			
Professional Exp. Reimbursement	0.00	155.00	0.0%
Communications & Office Admin - Other	8,409.99	10,667.70	78.8%
Total Communications & Office Admin	8,409.99	10,822.70	77.7%
Director of Religious Ed			
Professional Exp. Reimbursement	198.00	100.00	198.0%
Director of Religious Ed - Other	7,913.90	8,633.32	91.7%
Total Director of Religious Ed	8,111.90	8,733.32	92.9%
Minister			
Dental Insurance	507.20	537.60	94.3%
Life Insurance	244.49	416.16	58.7%
Long Term Disability Insurance	610.86	612.00	99.8%
Medical Insurance	3,484.40	3,773.00	92.4%
Minister's Salary & Housing	49,408.25	53,900.40	91.7%
Pension	4,940.87	5,390.00	91.7%
Professional Expense Reimbursement	4,105.51	5,390.00	76.2%
Supplemental Salary/Lieu of FICA	3,779.82	4,123.35	91.7%
Total Minister	67,081.41	74,142.51	90.5%
Nursery Caregivers	3,588.65	4,000.00	89.7%
Payroll Processing Fees	1,465.75	1,400.00	104.7%
Total Staff Salaries/Benefits & Devel	95,144.19	106,432.76	89.4%
Total Expense	148,568.64	166,900.29	89.0%
Net Ordinary Income	-9,202.38	25.00	-36,809.5%
Net Income	-9,202.38	25.00	-36,809.5%

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05/03/20

Cash Basis

Unitarian Universalist Church of the Brazos Valley

Non Budget Funds Income & Expense

Fiscal Year - June 2019 through May 2020

	Designated Funds	Non-operating	TOTAL
Ordinary Income/Expense			
Income			
Church Capital Campaign	8,500.00	0.00	8,500.00
Dividends & Interest Received			
Fidelity Dividends & Interest	42,054.32	0.00	42,054.32
Insur. Safety Div-Church Mutual	0.00	224.00	224.00
Interest earned on checking	0.00	100.05	100.05
Total Dividends & Interest Received	42,054.32	324.05	42,378.37
Events & Projects Income	0.00	0.00	0.00
Memorials & Celebrations	767.00	0.00	767.00
Minister's Benev/Discretionary	240.00	680.00	920.00
Special Offerings			
UNICEF	0.00	71.52	71.52
Special Offerings - Other	0.00	1,350.00	1,350.00
Total Special Offerings	0.00	1,421.52	1,421.52
Split-the-plate income	0.00	0.00	0.00
Staff Holiday Bonus Income	0.00	3,140.00	3,140.00
Total Income	51,561.32	5,565.57	57,126.89
Gross Profit	51,561.32	5,565.57	57,126.89
Expense			
Congregational Programs Expense			
Social Justice			
Change 4 Change	0.00	-105.04	-105.04
Family Promise	0.00	-319.48	-319.48
Grant-Community Foundation BV	0.00	-152.33	-152.33
Grant-Neighbors In Need	0.00	0.00	0.00
Split-the-Plate Expense	0.00	-276.16	-276.16
Total Social Justice	0.00	-853.01	-853.01
Total Congregational Programs Expense	0.00	-853.01	-853.01
Office Expenses			
Marketing / Communications			
KEOS Underwriting	0.00	800.00	800.00
Total Marketing / Communications	0.00	800.00	800.00
Total Office Expenses	0.00	800.00	800.00
Property			
Church Construction			
Design & Pre-Construction work	100,274.79	0.00	100,274.79
Property Acquisition & Research	22,142.30	0.00	22,142.30
Total Church Construction	122,417.09	0.00	122,417.09
Total Property	122,417.09	0.00	122,417.09
Special Offerings Expense			
UNICEF	0.00	71.52	71.52
Total Special Offerings Expense	0.00	71.52	71.52
Staff Holiday Bonus Expense	0.00	3,139.00	3,139.00
Total Expense	122,417.09	3,157.51	125,574.60
Net Ordinary Income	-70,855.77	2,408.06	-68,447.71
Net Income	-70,855.77	2,408.06	-68,447.71

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05/03/20

Cash Basis

Unitarian Universalist Church of the Brazos Valley
General Fund - Operating Budget vs. Actual
 Fiscal Year June 2019 through May 2020

	Jun '19 - Apr 20	Budget	% of Budget
Ordinary Income/Expense			
Income			
Financial Commitments	118,991.48	147,425.29	79.4%
Football Parking	19,177.00	9,000.00	213.1%
Fundraising	244.42	5,000.00	4.9%
Memorials & Celebrations	137.00		
Sunday Offerings	2,816.38	5,500.00	51.2%
Total Income	139,366.26	166,925.29	83.5%
Gross Profit	139,366.26	166,925.29	83.5%
Expense			
Congregational Programs Expense			
Caring Committee	0.00	300.00	0.0%
Committee on Ministry	10.44	40.00	26.1%
Finance/Stewardship Teams	28.84	300.00	9.6%
Governance	652.99	750.00	87.1%
Hospitality	138.13	175.00	78.9%
Membership	220.47	100.00	220.5%
Music Program	524.60	3,175.00	16.5%
Religious Education	615.83	600.00	102.6%
Social Justice	1,000.00	1,000.00	100.0%
Worship Program	2,051.24	2,200.00	93.2%
Total Congregational Programs Expense	5,242.54	8,640.00	60.7%
Contract Services	4,438.06	4,841.53	91.7%
Denominational	8,160.00	8,158.00	100.0%
Office Expenses	4,252.85	3,950.00	107.7%
Property	31,331.00	34,878.00	89.8%
Staff Salaries/Benefits & Devel	95,144.19	106,432.76	89.4%
Total Expense	148,568.64	166,900.29	89.0%
Net Ordinary Income	-9,202.38	25.00	-36,809.5%
Net Income	-9,202.38	25.00	-36,809.5%

UUCBV Proposed Budget 2020-2021

Proposed 2020-2021 Budget

Current Fiscal Year 2019-2020

Financial commitments Salary Increases Included

2020-2021
June-May

2019-2020
Jun - April

2019-2020
Budget

2019-2020
% of Budget

Ordinary Income

Financial commitments	106,895.00	116,991.46	147,425.00	79.36%
Paycheck Protection Plan	20,237.00			

Fundraising

Football Parking	0.00	19,177.00	9,000.00	213.08%
Amazon Smile	95.00	85.29	0.00	
Uke workshops	0.00	159.13	0.00	
Fundraising - Other	0.00	0.00	5,000.00	0.00%
Total Fundraising	95.00	19,421.42	14,000.00	138.49%

Memorials & Celebrations

	150.00	137.00		
Sunday Offerings	2,500.00	2,816.38	5,500.00	51.21%
Total Income	129,877.00	139,366.26	166,925.00	83.49%
Gross Profit	129,877.00	139,366.26	166,925.00	83.49%

Expense

Congregational Programs Expense

Caring Committee	300.00	0.00	300.00	0.00%
Committee on Ministry	40.00	10.44	40.00	26.10%
Finance/Stewardship Teams	300.00	28.84	300.00	9.61%

Governance

Umbrella Insurance	350.00	350.00	350.00	100.00%
Multi-Peril NEW INSURANCE	432.00	302.99	400.00	75.75%
Total Governance	782.00	652.99	750.00	87.07%

Hospitality

Coffee, Water & Supplies	0.00	63.66	175.00	36.38%
Hospitality - Other		74.47		
Total Hospitality	0.00	138.13	175.00	78.93%
Membership	200.00	220.47	100.00	220.47%

Music Program

On line Streaming Needs	1,000.00	469.60	3,000.00	15.65%
Guest Musicians		75.00		
Piano Tuning	0.00	0.00	125.00	0.00%
Sheet Music & Supplies	0.00	0.00	50.00	0.00%
Music Program - Other		-20.00		
Total Music Program	1,000.00	524.60	3,175.00	16.52%

Religious Education

Adult RE	0.00	0.00	100.00	0.00%
Children's RE	100.00	615.83	500.00	123.17%
Total Religious Education	100.00	615.83	600.00	102.64%

<i>Social Justice</i>	1,000.00	1,000.00	1,000.00	100.00%
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Worship Program

Honorarium & Travel	2,000.00	1,500.00	2,000.00	75.00%
supplies	200.00	551.24	200.00	275.62%
Total Worship Program	2,200.00	2,051.24	2,200.00	93.24%

Total Cong. Prog. Expense	5,922.00	5,242.54	8,640.00	60.68%
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Contract Services

Bookkeeping Services	4,842.00	4,438.00	4,842.00	91.66%
Website Development and Maint.	4,000.00			
Total Contract Services	8,842.00	4,438.00	4,842.00	91.66%

Denominational

UUA-Annual Program Fund Dues	8,158.00	8,160.00	8,158.00	100.02%
Total Denominational	8,158.00	8,160.00	8,158.00	100.02%

Office Expenses

Banking, PayPal & Square Fees	200.00	340.24	200.00	170.12%
Equipment/Software & Repairs	100.00	0.00	100.00	0.00%
Marketing / Communications	500.00	637.10	1,000.00	63.71%
Member Database & Website Hosting	1,000.00	937.19	450.00	208.26%
Office Supplies	600.00	1,335.57	1,100.00	121.42%
Postage and Delivery	125.00	99.00	125.00	79.20%
Printing and Reproduction	100.00	321.81	200.00	160.91%
Staff Recruiting/Background Cks	75.00	8.33	75.00	11.11%
Telephone & Internet	700.00	573.61	700.00	81.94%
Total Office Expenses	3,400.00	4,252.85	3,950.00	107.67%

Property

Building & Grounds	0.00	0.00	0.00	
Repairs & Service	0.00	0.00	300.00	0.00%
Insurance	870.00	432.00	870.00	49.66%
Rent	6,000.00	29,150.00	31,800.00	91.67%
Storage Facility rent	1,908.00	1,749.00	1,908.00	91.67%
Total Property	8,778.00	31,331.00	34,878.00	89.83%

Staff Salaries/Benefits & Development*Artist-in-Residence*

Professional Exp. Reimbursent	0.00	0.00	712.00	0.00%
UUMN Dues	110.00	0.00	110.00	0.00%
Artist-in-Residence - Other	6,512.00	6,486.49	6,512.00	99.61%
Total Artist-in-Residence	6,622.00	6,486.49	7,334.00	88.44%

Communications & Office Admin

Professional Exp. Reimbursement	0.00	0.00	155.00	0.00%
Communications & Office Admin - Other	10,668.00	8,409.99	10,668.00	78.83%
Total Communications & Office Admin	10,668.00	8,409.99	10,823.00	77.70%

Director of Religious Ed

Professional Exp. Reimbursement	200.00	198.00	100.00	198.00%
Director of Religious Ed - Other	8,633.00	7,913.90	8,633.00	91.67%
Total Director of Religious Ed	8,833.00	8,111.90	8,733.00	92.89%

Minister

Dental Insurance	538.00	507.20	538.00	94.28%
Life Insurance	416.00	244.49	416.00	58.77%
Long Term Disability Insurance	612.00	610.86	612.00	99.81%
Medical Insurance	6,800.00	3,484.40	3,773.00	92.35%
Minister's Salary & Housing	53,900.00	49,408.26	53,900.00	91.67%
Pension	5,390.00	4,940.87	5,390.00	91.67%
Professional Expense Reimbursement	5,390.00	4,105.51	5,390.00	76.17%
Supplemental Salary Lieu of FICA	4,123.00	3,779.82	4,123.00	91.68%
Total Minister	77,169.00	67,081.41	74,142.00	90.48%

<i>Nursery Caregivers</i>	4,000.00	3,588.65	4,000.00	89.72%
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<i>Payroll Processing Fees</i>	1,000.00	1,465.75	1,400.00	104.70%
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Total Staff Salaries/Benefits & Development	108,292.00	95,144.19	106,432.00	89.39%
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Total Expense	143,392.00	148,568.58	166,900.00	89.02%
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Net Ordinary Income	-13,515.00	-9,202.32	25.00	
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Minister Report Rev. Donna Renfro

We are nearing the end of my two-year contract/consulting ministry agreement. It officially ends August 31, 2020. The 2018-2019 Board and I agreed on a contract ministry that would be for two years and could be continued as that or move into other forms of ministry at the end of two years. In our contract of what you expect from me as your current contract minister there are three specific goals of the shared ministry between the minister and the congregation:

1. Identifying a governance structure that will provide flexibility and strengthen relationships between Minister, lay leadership, and members in the context of soulful ministry.
2. Moving from current location by identifying what we need/want in a new facility and where it should be, and raising funds for acquisition and construction costs, if necessary.
3. Discerning what it means to be a church.

Goal 2: I am happy to report that the second goal has been mostly completed. Obviously, it has taken longer than two years, and will take another year before move-in happens. The Sacred Space Team led by Kathy Wheeler has done a great job. The location was chosen, an architect chosen, all other contractors have been chosen, and ground-breaking is set for the end of July. No other funds are needed at this time for the current plans. If the church wants to pursue getting Green Sanctuary certification, there might be fund-raising for those requirements. I have been fully engaged with this new church location and building goal, bringing my experience of being in so many UU buildings for meetings, trainings, and work over my 20 years of being a UU lay and professional leader.

Goal 3: I have worked steadily on this goal, in sermons, meetings, conversations. Church life was changing already before the Covid-19 Pandemic. The whole church world knows church life has to change to stay relevant for future generations. I have worked with Administrator Nancy Deer and congregant/tech guru/contractor John Faber to begin the changes to have more of an online presence. I have worked with Joe Daigle and Vicki Carter to make worship more inviting and hopefully exciting, by bringing more

contemporary music and more participatory elements into worship. I have continued to work with the Faith Leaders for Justice Group, and UUCBV's MSJE – Ministry for Social Justice and the Earth – to have UUCBV be more involved and recognized for being a justice-seeking congregation. I am excited that at this meeting the congregation will vote to be recognized as a Reproductive Freedom Congregation. I do have some regret that we haven't worked together more on racial and economic justice. I hope that this church will find ways to make these pressing justice issues more understood and be willing to work towards being more welcoming in these areas.

One area of church life that has been well attended to is Pastoral Care by the Pastoral Care Team. Carolyn Clark led this group for over ten years with much care and appreciation. Eleanor Ford took over leadership this year and has worked well with the team members to have occasional in-person meetings and has done a great job in the Covid-19 crisis. Though pastoral care is one of my strengths, I have recognized that it is very different in a small church, and I could have done better in recognizing the dynamics new to me, never having served a small church before.

Goal 1: This goal has had a lot of attention in some areas. I especially thank the Committee on Ministry for their commitment to strengthening relationships to realize a soulful ministry. I believe the new Board of Trustees is ready to work with a professional minister to identify and finalize the aspirations that I believe are behind this goal. I believe there is a need to have a true Shared Ministry between the professional minister, the church leadership, and the church members and friends, and stop the frequent turnover of ministers. There is still much work to be done here. One of the biggest challenges is delving into the way different size churches operate. The attendance numbers still place this church as family size, and there are ways to understand the dynamics and solutions. This is a good beginning place. This will require some honest, direct, and respectful conversations in all parts of congregational life, and more education and understanding of how the UUA can help. Not everyone needs to delve into all of this. I do hope church members will look at the way professional ministers are chosen, and what the timing and options are. It is a very complex system, and the UUA has put it

all in one place now, in a 100 page pdf document, and a slightly abridged video.

I regret that the relationship between the 2019-2020 Board of Trustees and me devolved over this church year. I still truly believed I could be the minister to help this church move into a 'soulful ministry' and stop the short-term professional ministries. I believe this church would be better served by a ½ or ¾ time minister, and additional hours for other staff, especially with the current financial challenges. I look forward to working

with the new Board of Trustees through August to begin the changes that will make for a true shared ministry between them and the next professional minister, whomever is chosen.

I have loved most aspects of being your minister, and I love all of you and all that this church can be. I wish you much health and growth in the coming years, financially, relationally, and spiritually.

Reproductive Freedom Congregations...

- Have public conversations about what it means to be a Reproductive Justice Congregation, discussing the principles and the congregation's values
- Formally vote to adopt the principles
- Determine the level of involvement best matching the congregation's values
- Pledge to make their sacred space safe and accepting for everyone

Principles...

- We trust and respect women
- We promise that people who attend our congregation will be free from stigma, shame or judgment for their reproductive decisions, including abortion
- We believe access to comprehensive and affordable reproductive health services is a moral and social good

Three levels of involvement:

1. Public affirmation of the principles
2. Commitment to regular education around reproductive justice issues
3. Provide public witness for reproductive justice in the political arena and the media

Once the principles are adopted, the congregation will be listed on the Just Texas: Faith Voices for Reproductive Justice website and Facebook page, and given a placard to display in the church.

**FOR MORE INFORMATION ABOUT THE REPRODUCTIVE JUSTICE CONGREGATION
PROJECT IN TEXAS, VISIT JUSTTX.ORG**

JUST TEXAS
FAITH VOICES FOR REPRODUCTIVE JUSTICE



Brazos-UU.org