



NOVEMBER 2014 Unichord



THE UNITARIAN UNIVERSALIST CHURCH OF ELGIN

Ways to Get Involved

LISTEN TO THE MUSIC

NOVEMBER 9 is Music Sunday! The worship service will showcase the musical talent of young and old. Tune in for a full hour of the music this congregation holds so dear. A special offering will be taken to support UUCE's music programming.

FALL FOR A GREAT HARVEST

UUCE is hosting another Fall Harvest Market on Music Sunday, **NOVEMBER 9**, from noon to 3:00. This is the church's 16th semiannual indoor market! It is a combination indoor farmers' market and artisan fair. We'll have a wide variety of farm goods from local producers committed to sustainable farming practices. Talented artisans will offer their handcrafted artwork for purchase. Come one, come all, and tell your family and friends!

CELEBRATE SAMHAIN

Pagan Unity's annual Candlelight Labyrinth Walk & Samhain Ritual is set for Saturday, **NOVEMBER 1**, at 6:00. The Labyrinth Walk will start promptly at 6:30 and the ritual will be in the center of the Earth Wisdom Labyrinth. Please bring a candle in a jar for the walk. There will be a Memory Altar in the Fellowship Hall where you may place a picture of your departed loved one. Afterwards, rather than a Potluck Feast, there will be coffee and tea; please bring cookies or other types of snacks to share. In fact, it is traditional to offer the first plate or serving to the ancestors and place it on the memory altar. This is a great time to bake "Remembrance cookies" in the shape of people, then you can write the name

of the departed in icing on top and place it on the memory altar. This will be a closed ritual to adult members only (not open to children under 12). Costumed or ritual attire is preferred. Contact [Sandy Russel](#).

SHARE A GOOD BOOK

The Afternoon Book Group will meet at 12:30 on Monday, **NOVEMBER 24**, to discuss "[Behind the Beautiful Forevers: Life, Death, and Hope in a Mumbai Undercity](#)" by Katherine Boo. Place TBD. On **DECEMBER 29** they will discuss "[The Orphan Master's Son](#)" by Adam Johnson. Contact [Alice Macy](#).

FEED THE HUNGRY

The All People's Inter-Faith Pantry supplied food to 1,847 people in September. This month the pantry needs donations of 3-lb packages of rice, 1-lb packages of pinto beans, canned meats, cans of soup, boxed dinners with meat, and the old standbys of cereal, peanut butter, and jelly.

Try to bring donations on our pantry Sunday, **NOVEMBER 2**, but contributions are welcome any time during the month.

BREAK BREAD TOGETHER

During the **NOVEMBER 23** worship service, those present will be invited to share in the church's annual Bread Communion, which celebrates the interwoven bonds of community. The Bread Communion is the second of three such annual celebrations. The Water Communion is an important part of Ingathering in September, and the Flower Communion in spring celebrates our diversity.

Lise's Letter



A wise person once told me that it's difficult to be down in the dumps when we're practicing gratitude. And you know what? I've found, at least in my experience, that they're right.

Life is short and wonderful; I hope we all can find a way to appreciate and be grateful for it to the best of our abilities.

Please let me know if there's any other way I can help.

Love,
—Lise

Reverend Lise Adams Sherry,
Interim Minister

Practicing gratitude does not always come easily, however. That's something that I can attest to as well. For those of us who can't find that attitude of gratitude at a moment's notice, I can suggest a few techniques that might help us tone our gratitude muscles.

- Keep a gratitude journal—each morning or evening write three or more things you're thankful for. These items don't have to be profound, just something for which you're thankful. Whether it's for blueberries on your cereal or another "blankety-blank" growth experience, write it down. Some folks are sharing their gratitudes on Facebook as a way to stay accountable to this practice.
- Find a book that will help you with this practice. For years I kept *Attitudes of Gratitude* by MJ Ryan by my bedside and read a few pages each night. Even if I didn't feel like reading it I could appreciate the bright colors decorating the cover. I'm sure there are many more such books out there.
- Cultivate a friendship with someone who always seems to be optimistic. You might learn some of their habits or secrets to their positive attitude.
- Watch Monty Python's "[Always Look on the Bright Side of Life](#)" on YouTube or listen to the song. I just did and am chuckling as I write this.

A Gentle Reminder

As cold and flu season arrives, we'd like to give a gentle reminder to please stay home from church if you're exhibiting contagious symptoms. Some folks may also be taking the extra precaution of not wanting to shake hands during greeting time; please know this doesn't mean they love our community any less. Here's to all our health. Santé!

Need a Hand?

The Care Team coordinates the church's efforts in caring for members and friends at significant and/or vulnerable times in their lives. Contact [Leslie Yoshitani](#) or [Rev. Lise Adams Sherry](#) with such concerns.



A Month of Sundays: November

11/2: Celebrating the Gifts of Life and Loss
It's the time of year when nature goes into hibernation and many things die. Pagans recognize it through the celebration of Samhein. The Mexican culture celebrates Day of the Dead and honors those who have left this world. What things do we have to grieve and is there a way we can celebrate these transitions as well as mourn them? Service led by Reverend Lise Adams Sherry.

11/9: Music Sunday

It's our twice yearly multigenerational celebration of music. All are welcome and there's still time to contribute. Contact Rev. Lise if you'd like to share your musical gifts with the rest of UUCE. We'll also have our special offering to contribute to our music fund—teal hymnals are on our wish list. Service led by UUCE and Reverend Lise Adams Sherry.

11/16: In Remembrance and Appreciation
November 20 is Transgender Day of Remembrance and we'll explore this topic as we explore our third UU principle: acceptance of one another and encouragement to spiritual

growth in our congregations. Service led by Reverend Lise Adams Sherry.

11/23: Grace and Thanksgiving

Our children will join us for our annual breaking of bread together. Then we'll explore the mystery of grace and how it blesses our lives. Bread baked by Donna Askins and Elizabeth Closson. Service led by Reverend Lise Adams Sherry.

11/30: Getting Serious About Unitarian Universalism: A Sermon by The Reverend Scott Alexander

"For too long we have not taken ourselves seriously. We have offered a haven for those on their way out of institutionalized religion. We have demanded little and received the same. Too many of us have actually espoused the notion that one can believe anything and still be a Unitarian Universalist. We have ... embraced a laissez-faire spirituality that has commanded the respect of nearly no one." Service led by Andrea Schmidlin.

Services begin at 10:30

How the Worship Service is Changing

It is change, continuing change, inevitable change, that is the dominant factor in society today. No sensible decision can be made any longer without taking into account not only the world as it is, but the world as it will be. - Issac Assimov

It goes without saying that our congregation has seen a lot of change in many different areas of the church over the last couple of years. One of those areas has been in our weekly services. Just as a symphony conductor imparts their own interpretation on a piece of music, every minister and service leader adds their own touches to a service—and UUCE became accustomed to the stylings of a 25-year minister. As co-chair of the Worship Committee, I wanted to present you with the background behind some of the changes that

have been made, and some that haven't, so you can have a view of what goes on behind the scenes of a worship service.

Before I highlight specific changes, there are a few pieces of information that are vital to the understanding of the worship service. The first piece is to understand the role of the minister and the Worship Committee within UUCE. According to our governance system, the Minister is given complete "Freedom of the Pulpit"—the minister can structure the service and say whatever they want. The job of the Worship Committee is to collaborate with and assist the minister with feedback and suggestions related to the worship services,

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Lifespan Religious Exploration and Education

For so many of us, our congregation is a family. And like a family, we have our good times and bad times. We have fun as well as struggles. We help each other out. We have an extended family, full of brothers and sisters, mothers and fathers, grandparents, and lots of cousins.

And like a family, sometimes things get a bit crazy and our anxiety increases. We all have a relative who's a bit "off" or difficult to deal with. We want to run away, or as I tell my family, "I just want my own little apartment!"

The saying, "you can choose your friends but not your family" suggests that no matter what, we are stuck with our families. And this is where UUCE is different from a family, for we all choose whether or not to be a part of it.

So what keeps us together, especially during the challenging times? Perhaps it is knowing that we are on a common path, facing the same bumps on the road. Maybe it is knowing that we can do more together than we can do solo.

Whatever your reasons, remember, together we are still the flame, the beacon of hope.

Here is what the young people will be doing this month:

NOVEMBER 2

- Preschool "Moon Belongs To All"
- K-2 "Hinduism: Holi"
- 3-5 "Sacred Places"
- 6-8 "Wicca & Witchcraft Part 2"
- High School "We Need Not Think Alike"

NOVEMBER 9

Music Sunday Multigenerational – no classes

NOVEMBER 16

- Preschool "Boys & Girls Can"
- K-2 "Buddhism: Meditation"
- 3-5 "Jewish Traditions"
- 6-8 "Judaism"
- High School "Youth Pew"

NOVEMBER 23

- Preschool "Native Americans"
- K-2 "Buddhism: New Year"

- 3-5 "King Solomon & the Otter"
- 6-8 "Guest Speaker"
- High School "Beloved Community"

NOVEMBER 30

- Preschool "Winter Brings Changes"
- K-2 "Confucianism: Ancestors"
- 3-5 "Hanukkah: Miracle of Lights"
- 6-8 "Visiting a Synagogue"
- High School "Beloved Community Part 2"

In Faith,
– **Kathy Underwood**
Director of Religious
Exploration and Education

REE Programs for Families, Adults, and All Ages

INTERNATIONAL POTLUCK AND GAMES – NOVEMBER 14

In celebration of learning about world religions, we'll have a potluck followed by games. All ages are invited to come on November 14 at 6:00 in Fellowship Hall. Bring a dish to share from your country of origin- or your favorite ethnic food, and a favorite game.

GRACE BEGINS AT HOME – NOVEMBER 23

Families are welcome to come to this special program on grace in room 302 after the service. Snacks will be provided. Please RSVP to Kathy at dre@uuce.org.

ADULT REE - THROUGH NOVEMBER 16

The Everyday Spiritual Practice class explores the book of the same name by Scott W. Alexander (ed.). The class is facilitated by Andrea Schmidlin and Elizabeth Olson. You do NOT need to purchase the book to participate in the class. There is one copy in the church library. Drop-ins are welcome.

President's Reflections



Back in the day when I was in college, some of my classes were based on what was called the Action/Reflection model. For all I know that method may still be taught. I hope so because it was a highly instructive one.

We would go out “into the world,” so to speak, and engage in a social action activity, then come back to the classroom to reflect on what we had done, how others had responded and what came of it all. Part of the exercise was just to observe others and ourselves, to note the facts of the event. The second half was to think deeply and collectively about the more subjective, the harder to measure aspects. These included answering questions like: Was I actually helpful? Did I listen to the person/group I was trying to help? Did I truly work to understand their perspective and meet them where they were? What might I have done differently and how would that have affected the outcome?

I am often reminded of those times and the lessons I learned there. It is so easy to rush

headlong into things, thinking we know the solutions to problems, thinking if we just can get someone else to understand, they will see it our way.

And how often do we discover that all the “others” have something to contribute that we didn’t see? How often are there unintended consequences to our actions? Every time we do something, it is wise to sit back, even while a process is unfolding, to consider what the results and effects are.

Almost everyone comes from a place of good intentions. We want the world to be a better place. We believe our viewpoint is right or we would not be promoting it. The trick is to also be open at all times to learning more, discovering something new, finding out we might even be wrong or misled.

I encourage us to refrain from locking ourselves in, closing ourselves to others’ viewpoints and to seek together the larger truths that enable us to live well in community.

— Elizabeth Closson

President,
UUCE Board of Trustees

SPECIAL ANNOUNCEMENT

The Board of Trustees (BoT) is sad to announce the resignation of Jason Engel as President Elect. It is also very pleased to announce that Jun Yoshitani has been appointed to serve as Acting President from 12/31/14 to 6/30/15; current President Elizabeth Closson will be on the Board during this time to serve as a consultant should need arise. Dan Kalkbrenner has been appointed as a Trustee at Large from now until 6/30/15. The BoT will be working with the Nominating Committee in the coming weeks to determine the President and President Elect after June 2015.

How the Worship Service is Changing

Continued from page 3

but at the end of the day, what happens on Sunday morning is up to the minister.

With our current search for a settled minister underway, Freedom of the Pulpit is an important concept to fully grasp. With the hiring of our next minister, we need to prepare ourselves for more changes to our service (and our church as a whole). In most cases, a new minister will adhere to many of the traditions a church has established, but there may be some that they are not comfortable with. Calling our settled minister is not the end of the transition, but rather another step that will undoubtedly bring new changes to many areas of the church.

The second piece I want to emphasize is that many of the changes we have tested and implemented this year have been discussed by the Worship Committee and the ministers, both past and present. As you will see below, we have been considering the growth of our congregation for a number of years, and that has influenced some of the thoughts related to our service format. The changes we've made have not been made lightly—in every case, we have considered the spirit of the activity, the underlying meaning, and its impact on the service both now and in the future (imagining a congregation double our size).

With all of that in mind, below are changes to the service that have been considered over the years, the “concerns” that brought each item to our attention, and the current status of the service element.

GENERAL SERVICE ELEMENTS

After having a single minister for 25 years, we are used to hearing the same words and elements in the worship service. Over the last year, we have incorporated some subtle changes to the service that I don't want to overlook. We now start the service with the ringing of the Tibetan Singing Bowl to symbolize the

beginning of our sacred time together. We have also added a worship assistant from the Worship Committee to highlight that we are all a part of our shared search for truth—both ordained and non-ordained alike. Finally, we've incorporated new words to accompany the chalice lighting, the greetings, quieting, etc. Realizing that some of Dan's words have become almost ritualistic for some, we still include some of the “old” with the “new.”

GREETINGS

As the community has grown in size and strength, the length of the greetings continues to grow. What is intended to be a quick “Good Morning” has become a chance to catch up with friends we only see every week or two. Service leaders have been trying to keep the length to around one minute before reminding everyone that fellowship hour is a great time to continue to catch up with everyone. We continue to monitor the greetings each week.

JOYS AND CONCERNS

Joys and Concerns is designed to tie us together in compassion and acceptance of what is happening in our friends' lives. Earlier this year, we added a final, lit candle to serve for all of those joys and concerns that remain unspoken—an appropriate closing to the ritual that has been well received. Over the years we have received feedback related to Joys and Concerns—both positive and negative. Many in the congregation feel that this is a key component of our service that defines who we are. Others, however, have noted that it is sometimes used to further a personal or political cause and that it sometimes goes on for ten minutes or more. Suggestions have been made to move Joys and Concerns after the children leave for their RE classes—they usually have their own version of Joys and Concerns in their classrooms. We continue to monitor Joys and Concerns each week.

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How the Worship Service is Changing

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A TIME FOR ALL AGES

This was a new introduction to the service format modeled after services in other UU churches. It is designed to show our youth that they are valued as they grow in faith as members of our community. It has been well received.

SHARED REFLECTION

The original impetus for discussing Shared Reflection was our search for a new, settled minister. Shared Reflection has declined in usage in the greater UU community, and we received feedback that many ministers won't even consider a position if it is a part of the congregation's service. To understand why it's popularity has waned, imagine you are ministering to a new congregation and you've spent days (if not weeks) fine-tuning the message you want to deliver in the service. Now imagine you've finished delivering that message and someone from the congregation stands up and tells you you're an idiot or uses the open microphone to advance their own personal agenda or just says something offensive or inappropriate. Any time you open the floor to general comments, you run the risk of all of those happening—and plenty of ministers can tell you horror stories of it happening to them. Even in our church, we have had visitors and members leave the church, never to return, because of things that have been said in Shared Reflection.

With all of that in mind, over the summer, we tested a service format moving Shared Reflection from a public

forum to a small group discussion immediately following the Closing Circle. During the test, we wanted to see how important the opportunity to discuss the topic was to the congregation—if everyone stuck around, we would know it needed to remain a part of the service. During the test, we found that only a few people (5-8) joined in the discussion after the service. Based on that and other feedback we received from the congregation, we chose to keep Shared Reflection as an option after the service. With the appointment of a new settled minister, we may find it is something they are open to in the future once they get to know us.

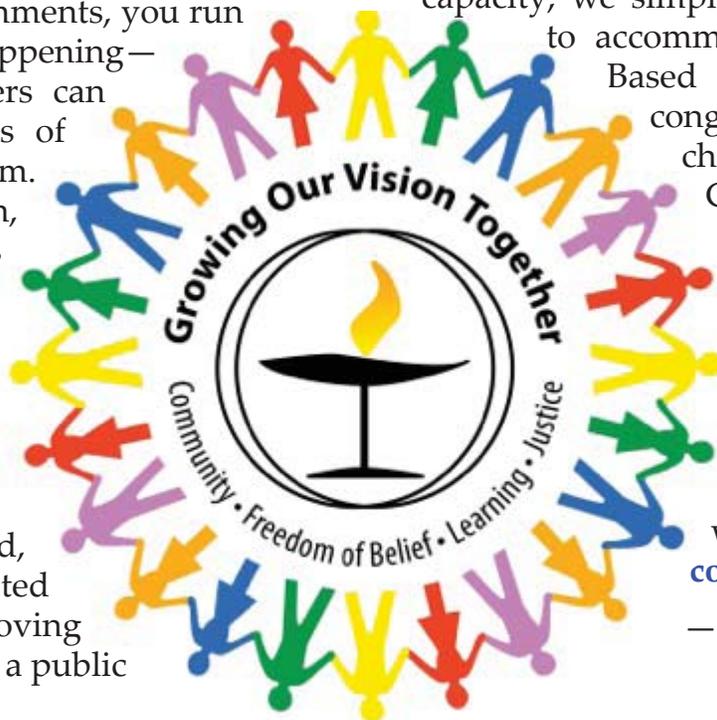
CLOSING CIRCLE

The closing circle has been an important part of UUCE's tradition for some time now, but its popularity in the greater UU world has been declining. There are two main reasons we wanted to test a service format that didn't include the Closing Circle. The first is due to physical abilities—the physical activity involved in creating the Closing Circle can discriminate visitors that have mobility issues. The second reason is due to space—if our numbers grow and our sanctuary is at capacity, we simply don't have the room to accommodate a closing circle.

Based on feedback from the congregation, we have chosen to keep the Closing Circle as our standard closing, but we will continue to monitor its impact on the service, our members, and our visitors.

If you have questions or concerns about the worship service, please [contact me](#). Thank you.

—**Stephen Day**, Co-Chair
Worship Committee



Ministerial Search Update

For all of you who either participated in the Beyond Categorical Thinking sermon or the subsequent Workshop, or both, you are well aware of the discussion about expanding the parameters of our search for our settled minister. We were all left with a great deal to think about. So, not in the sense of closure but to give, at least, some additional information for your consideration, here is some additional data. Remembering that the searches for settled minister positions in 2015 will not be identical but certainly history is instructive.

In 2014, there were 121 ministers in search for 39 positions. Of the total, there were 60 men, 60 women and 1 trans person. The men explored an average of 4.5 congregations and the women expressed an interest in 5.5. A majority of the ministers (66 or 55% of the total- 26 men, 40 women, 0 trans gender) were asked to precandidate with at least one congregation. Further, all the openings were filled by 18 men and 22 women. For all of you math geeks, one man and one woman were hired as a co-ministry team and only count as a half in each group.

Continuing our statistical theme, there were 12 ministers of color (9.9%) with 109 identifying as white/Caucasian (91.9%) in search. Ministers of color expressed interest in 1.9 congregations on average, while the white ministers were interested in 5.3 congregations. Precandidating offers were made to 6 ministers of color and 58 white ministers. Ministers of color were called to 5 congregations, with 34

white ministers being called.

Looking at sexual orientation/gender identity, 22 GLBT people (12 lesbians, 5 gay men, 4 bisexual, 1 trans person, totaling 18% of the total) and 99 heterosexual people were in search. Both subgroups expressed similar interest (5% vs. 5.2%) in congregations. There were 12 offers to precandidate extended to 12 GLBT people and 52 heterosexual people. Calls to a congregation were made to 8 GLBT people and 31 heterosexuals.

Concerning disabilities, 6 ministers with disability (5%) were in search although only 4 were open about the issue in the process. All received precandidating offers and 3 were called to minister.

There were 2 ministers in search younger than 30 years of age (2%); 24 between 30-39 (20%); 26 between 40-49 (22%); 44 between 50-59 (36%); 21 between 60-69 (18%) and 1 70 or older (1%). No ministers under 30 years old or older than 57 were called, with 13 between 30-39 (33%); 7 between 40-49 (18%) and 18 between 50-59 (37%) being called to ministry.

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Ministerial Search Update

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The preliminary indication is that in the present search cycle, there are 53 congregations looking for a minister, of which 48 are for senior or solo ministers. The congregations range in size from over 350 members (5 churches), 22 are between 150-350 members and 21 are under 150 members. We at UUCE fall into the last group. The expectation is that there will be approximately 150 ministers in search, falling roughly into the same percentages as last year. Finally, if the percentages don't add up neatly to 100%, rest assured it's rounding error. Please don't send me the correct number to 5 decimal points, even if you do own a special math calculator you've been waiting for the chance to use.

To make a long story a little longer, we did learn some things from the folks who chose to participate in the workshop. Regarding Racial/Ethnic Identity of a potential new minister, the vast majority (87%) personally did not feel this is an issue in our congregation and a smaller majority (68%) did not feel that it was an issue in the other members of the congregation. In fact, the large majority (84%) saw benefits to such a hire including stretching our comfort zones, gaining new perspectives and drawing new members. Concerning a hire with a disability, 64% did see this as a problem and 59% felt their fellow members would also see it as a problem. On the other hand, 71% did see additional benefits, including increased congregational empathy. Concerning hiring a minister where sexual orientation/gender identify was a factor, 71% personally and 76% looking at the congregation as a whole saw this factor as a non issue. Again, most saw the benefit of an additional perspective and the attraction of

new members. Other issues identified by very small numbers of the participants were ageism, political diversity, diverse spiritualities and weight discrimination. The conversation was open and frank and, ultimately, helpful.

So, by now, we've sung to you, we've written to you and we've thanked you personally. We're taking your survey and focus group information to compile an idea of what the minister you'd like to see looks like. We're putting together a composite picture of what the job entails. Then we'll participate in the UU version of match.com to see if we can fulfill your ideas. So you can sit back for a while, read that novel you're been saving and chill. The ball is in our court. We'll use the next opportunity to give you a picture of who we're looking for, utilizing what we've heard from you.

Until next month,

Dan Hislip, Sheriff
Pulpit Posse

Last qUUilt Up For Grabs

The UUCE qUUilters have finished the raffle quilt and are selling tickets. The raffle tickets cost \$1 or 6 tickets for \$5. The drawing will be held December 7th. We are hoping that some people will help us sell tickets. We will have packets of tickets and a picture of the quilt to assist with sales. You can buy tickets or pick up tickets to sell at church after the service. The proceeds from the raffle will be donated to the church. See Darla Musson for tickets.

The qUUilters have dispersed, so this is your last chance to win one of these beautiful quilts.



Happy Birthday!

~NOVEMBER~

2	Henny DuBois	16	Zachary Burger
6	Mary Alice Masonick	20	Bonnie Schwank
7	Kay Kummerow	24	Jeff Burger
7	Miles Anderson	25	Michelle Sweeney
10	Sylvie Colburn	25	Cheryl Janu
11	Phil Webster	26	Norm Wilkinson
11	Janette Spink	26	Helen King
13	Betsi Waldron	27	Elizabeth Olson
15	Andrea Schmidlin	27	Mara Jade Clough
16	Camilla Rose Hussein	28	Krista Flanagan

*If we missed your birthday this month, we apologize.
Please let us know and we will add it to the list.*

GREEN CORNER

Growing Climate Justice

Three weeks ago 1,500 UUs joined 400,000 other people for the largest climate march in history. Mary Alice Masonick was in New York and saw "Standing On the Side of Love" banners everywhere! As leaders in the movement for Environmental Justice, our Green Sanctuary team has just accepted an invitation to join the other 236 member congregations with Green Sanctuary status and endorse a new UU initiative to expand climate justice efforts among UUs and other people of faith and conscience. Commit2Respond is backed by UU Ministry for Earth, UU Minister's Association,

UU College of Social Justice, UUSC and the UUA.

Commit2Respond is building toward a month-long period of commitment in the spring, a climate justice-themed public witness at General Assembly 2015, and more. Our actions will focus on shifting to clean and renewable energy, growing the climate justice movement, and advancing the human rights of people impacted by climate change. UUCE was the first congregation in Illinois to earn Green Sanctuary status and is proud to take this vital ministry to the next level. Together we can do what we cannot do alone.



Kudos!

- From church administrator

Sheena John: a big thank you to Mike Moutrie for the number of hours he spent figuring out how to fix stubborn tech issues that now allow me to work from home and more smoothly at church. Thanks also to Donna Askins for help with transitioning the admin email.

- To Rick Yucuis and Joe Masonick for raising and repainting the church sign.
- To Susan Anderson for directing the design of a new autumn floral arrangement for the pulpit.
- To Donna Askins and Elizabeth Closson for baking the bread for the Bread Communion— Donna has now done so for 20 consecutive years.
- The motion detector light switch in the men's room works well and the women's restroom will get one, too, in our ongoing effort to conserve energy. Thank you, D.J. Jensen!



UUCE Board of Trustees Minutes

September 17, 2014

Members present:

David Yaeger, Elizabeth Closson, Jamie Yucuis, Jason Engel, Rev. Lise Adams Sherry, Stephen Day, Steve Stultz, Tim Davis.

I. OPENING

- a. Centering
- b. Approval of Agenda
- c. Appointment of Time Keeper and Observers
- d. One Minute Check ins

II. BOOK DISCUSSION – Jason.

Discussing portions of the book “Congregational Leadership in Anxious Times.” Ten-minute discussion of chapter one. Will spend some time at each meeting processing segments of the book.

III. APPROVAL OF REGULAR AND SPECIAL MEETING August 2014 MINUTES

- a. Tim will type up the items generated from the special meeting.
- b. Minutes approved.

IV. REQUEST TO DIRECT EARMARKED FUNDS TOWARD MUSIC – Steve Askins.

Motion made by Tim Davis to approve Steve’s request to use monies allocated in the budget for paying the Andersons and also include the use of the Music Earmark Fund. Seconded by Stephen Day. Motion passed.

V. REPORTS

- a. Financial/Earmarked Funds Report: Need to payback General Fund within three months from Scrip account.
- b. Minister’s Report and Q & A

1. Need to work on job descriptions and protocols for the bookkeeper position. Carl has given notice as of January 31, 2015. Lise suggests putting out the job notice in early November.

2. Covenant discussion. Jason suggests revisiting our current covenant in this interim year so we can focus on being in right relationship.

c. Executive Team Report: Shared in the Minister’s Report.

d. Transition Team Report: N/A

e. Personnel Task Force Report – Lise

1. Bookkeeper position
2. Discussed whether an additional member is needed for the Personnel Committee; Elizabeth will talk to Kathy Wachholder about this.

f. SMSC Report: Jamie stated that the Finance Committee was ready to offer information for the Bargaining Team.

VI. UNFINISHED BUSINESS

- a. Policy Governance

1. Started to review the comments on the document that was posted in Google Groups.

2. Tim will put together a clean version for our October meeting.

b. Conflict Resolution proposal – Elizabeth. Elizabeth proposes to work on this during her last six months on the BoT.

c. Notebook updates

d. Bulletin Board maintenance

e. Approval of electronic vote recording

1. Motion made by David Yaeger to approve the BoT online vote approving the hiring of Sheena John as Office and Facilities Administrator. Seconded by Jamie Yucuis. Motion passed.

2. Motion made by Jason Engel that we record the eight yes votes for the Employer Participation Employment Plan Agreement. Seconded by Jamie Yucuis. Motion passed.

VII. NEW BUSINESS

a. Interim Ministry Survey.

b. Motion made by Jason Engel to extend the meeting by ten minutes at 9:00 p.m. Seconded by Jamie Yucuis. Motion passed.

c. Motion made by Jason Engel to extend the meeting by fifteen minutes at 9:10. Seconded by Jamie Yucuis. Motion passed.

Meeting adjourned at 9:23.

Respectfully submitted,
— Tim Davis, Secretary

Ways to Get in Touch

WEBSITE

www.uuce.org

E-MAIL

minister@uuce.org

administrator@uuce.org

newsletter@uuce.org

PHONE

847-888-0668

POSTAL MAIL

P. O. Box 1032

Elgin, IL 60121

PHYSICAL LOCATION

39W830 Highland Avenue

three miles west of Randall

Rd.

Pledges Short By 8%

Here are the numbers:

Total pledge income budgeted: \$43,363.92

Actual pledge income received: \$40,063.16

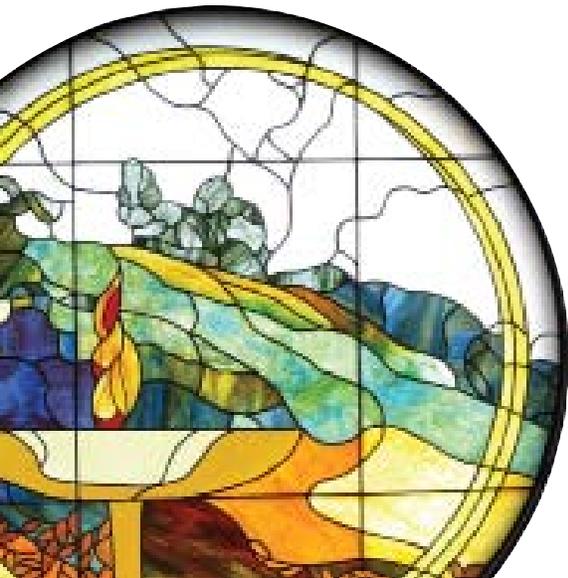
Shortfall: \$3,300.76 (8% down)



The Unitarian Universalist

Church of Elgin

P. O. Box 1032 • Elgin, IL 60121



Sunday morning services begin at 10:30