

**Meeting Minutes**  
**Board of Trustees of Mount Vernon Unitarian Church**  
**7 June 2011**

**Board members present:**

Joan Darrah, Board Chair  
Becky Brandt, Board Vice-Chair  
Tamara de la Camp  
Al Robbert  
Bill Alsmeyer-Johnson  
Dan Cohen  
Peg Bartel

**Board members absent:**

Lisa Gillispie  
Ian Anderson  
Keith Brophy

**New Board members present:**

Eric Pourchot  
Dick Youngflesh  
Ben Roberts

**Others present:**

Kate Walker, Minister  
Marty Bredeck  
Ron Brandt  
Al Erickson  
Leah Choudhury  
Carol Graves, Church Administrator

The meeting was called to order at 7:02 p.m.

Rev. Kate Walker read a poem by Mary Oliver about a summer day..

Al Erickson and Al Robbert presented the financial report. Finances are in good shape overall. There was a slight deficit last month however still positive for the year overall. See attached documents for details.

**Items discussed and/or reported included:**

- Spring Stewardship Campaign Update: Becky Brandt informed the Board that total pledges for this year's stewardship drive are still under target by about \$30K. We have had some online pledges lately, including some from new members.
- Sustainable Energy Project Update: Joan Darrah provided an update on status. The project has been delayed somewhat due to supply issues but should be done by the end of June. Continued thanks to Ken Pilkington for serving as project manager.

- Annual Meeting Recap: Joan Darrah stated that the annual meeting in May went well. Everyone was pleased that Building Fund discussion went so positively.
- Interim Music Director Search Committee: Rev. Kate Walker wants to form a search committee now for an interim/permanent music director in case Mark Zimmerman decides not to return to MVUC either for a year or permanently. Mark hasn't made a final decision and won't until the end of June. Eric Pourchot has volunteered to be the BOT representative to the search committee. Kate read a list of names of potential search committee members. One additional name was submitted by a meeting participant. Kate and Eric will contact the candidates and form a committee that will be ready to mobilize should Mark decide to fly the friendly skies.
- Committee on Ministry –Survey Results and New Members: Rev. Kate Walker suggested a list of names as possible additions to the Committee on Ministry to succeed two departing members. There were no comments or objections to the names. Kate and Joan Darrah will coordinate asking those individuals to serve on the committee.

Marty Bredeck was present to summarize the results of congregational surveys on MVUC's ministry, conducted during the spring. Overall, there are no major areas of angst, which is a good thing. Rev. Walker and the Committee on Ministry continue to look for good ways to assess the congregation's health and happiness. Findings of the recent meetings can be found in the attachment to these minutes.

- Property Committee update: Leah Choudhury and Ron Brandt attended the meeting to review short- and long-term property maintenance needs and to encourage the Board to continue to fund the Property Major Maintenance (PMM) line item in the budget. There are some large, upcoming expenditures. See details in the attached spreadsheet showing projected expenditures.

Ron also mentioned that rather than the property coordinator coming to the Board for individual requests in excess of \$10K, the property group will present annually to the Board when the budget is being formulated in order to advise and seek approval for the coming year's expenditures.

Joan Darrah moved that the Board approve spending up to \$14K to replace the Carriage House roof. This was seconded and approved unanimously.

- BOT Retreat 10-11 June: Becky Brandt reviewed planning details for the Board retreat scheduled for June 10 and 11 at Wolf Run.
- Outgoing BOT Chair Final Thoughts: Joan Darrah presented final thoughts on the completed Board year.
- Tour of New Equipment for Geothermal System: Interested parties toured the closet in the chapel where the geothermal system heat pump is installed.

The meeting was closed by the recitation of the MVUC covenant.

Respectfully submitted,  
Lisa Gillispie

**MT VERNON UNITARIAN CHURCH**  
**Profit & Loss Budget Performance**  
July 2010 through May 2011

91.7% of year completed

	Jul '10 - Apr 11	May 11	Jul '10 - May 11	Annual Budget	%
<b>Ordinary Income/Expense</b>					
<b>Income</b>					
4100 · STEWARDSHIP PLEDGES	381,502.54	37,671.00	419,173.54	470,000.00	89.2%
4200 · CONTRIBUTIONS	20,867.97	1,844.47	22,712.44	17,500.00	129.8%
4300 · FACILITIES USE & RENTALS	118,471.00	11,322.00	129,793.00	123,971.00	104.7%
4400 · FUND RAISING INCOME	11,084.02	16.93	11,100.95	10,075.00	110.2%
4500 · ADMINISTRATIVE INCOME	1,777.86	679.39	2,457.25	2,400.00	102.4%
4515 · UUA Grant for Intern's Stipend	3,250.00	0.00	3,250.00	6,500.00	50.0%
<b>Total Income</b>	<b>536,953.39</b>	<b>51,533.79</b>	<b>588,487.18</b>	<b>630,446.00</b>	<b>93.3%</b>
<b>Expense</b>					
5000 · WORSHIP PROGRAMS	8,571.30	2,987.56	11,558.86	11,550.00	100.1%
5100 · RELIGIOUS EDUCATION	2,795.82	567.73	3,363.55	5,000.00	67.3%
5200 · HOME COMMUNITY PROGRAMS	1,089.58	-139.16	950.42	1,250.00	76.0%
5300 · DENOMINATIONAL RESPONSIBILITIES	26,321.70	3,173.30	29,495.00	27,880.00	105.8%
5400 · OLW/SOCIAL JUSTICE	297.97	500.00	797.97	750.00	106.4%
5500 · ADMINISTRATIVE PROGRAMS	9,532.52	180.87	9,713.39	10,075.00	96.4%
5600 · CONFERENCES & CONT ED	98.93	101.21	200.14	1,300.00	15.4%
5700 · PROFESSIONAL EXPENSES	12,471.68	2,627.11	15,098.79	17,366.00	86.9%
6100 · OPERATING COSTS	35,348.42	5,651.72	41,000.14	52,025.00	78.8%
6200 · COMMUNICATIONS	4,426.22	364.54	4,790.76	7,000.00	68.4%
6400 · INSURANCE	8,140.82	790.42	8,931.24	9,303.00	96.0%
7000 · SUPPLIES	4,726.69	944.37	5,671.06	5,500.00	103.1%
7200 · PROPERTY MAINTENANCE	34,395.15	2,147.31	36,542.46	47,200.00	77.4%
7300 · UTILITIES	27,584.26	2,093.86	29,678.12	30,300.00	97.9%
8100 · EMPLOYEE COMPENSATION	283,603.42	26,745.82	310,349.24	342,608.00	90.6%
8200 · PAYROLL TAXES	14,632.63	1,461.58	16,094.21	17,448.00	92.2%
8300 · EMPLOYEE BENEFITS	32,933.84	2,685.68	35,619.52	43,758.76	81.4%
<b>Total Expense</b>	<b>507,383.37</b>	<b>52,883.92</b>	<b>560,267.29</b>	<b>630,313.76</b>	<b>88.9%</b>
<b>Net Ordinary Income</b>	<b>29,570.02</b>	<b>-1,350.13</b>	<b>28,219.89</b>	<b>132.24</b>	
<b>Net Income</b>	<b>29,570.02</b>	<b>-1,350.13</b>	<b>28,219.89</b>	<b>132.24</b>	

**MOUNT VERNON UNITARIAN CHURCH**  
**Building Fund as of May 31, 2011**

**INCOME:**

Received to date previous month	1,072,287.63
Received this month	
Contributions	13,020.00
Interest (B & H)	90.93
Interest (CD matured)	615.26
Change in account value (McLaughlin)	2.15
Total received this month	<u>13,728.34</u>

**TOTAL INCOME** **1,086,015.97**

**EXPENSES:**

Expenses to date previous month	
Parking Spaces	15,059.00
Pay off line of credit for Hollin Hall renovations	265,000.00
Capital Campaign	16,845.36
Consultant	22,010.00
Architect, Engineers & Contractors	280,160.27
Permits, fees	14,772.00
Stained Glass Window	4,758.83
Miscellaneous	980.90
Washington Ethical Society (Rutiser refund)	<u>6,450.00</u>

Expenses this month 0.00

**TOTAL EXPENSES** **626,036.36**

**NET Funds on Hand** **\$459,979.61**

**Where the Funds Are:**

McLaughlin Investments	245,555.73
Cash in B&H (earns 1.46%)	214,423.88

**TOTAL** **\$459,979.61**

## AGENDA - MVUC BOT Meeting – June 7, 2011

7:00 PM – 8:30 PM – MVUC Commons

<b>Time</b>	<b>Topic</b>	<b>Notes</b>
7:00	Welcome – call to order	Joan
7:03	Welcoming – chalice lighting	Kate
7:05	Financial Report (forwarded separately)	Al Erickson
	<b>New Business</b>	
7:10	Spring Stewardship Campaign Update	Becky
7:15	Sustainable Energy Project Update	Joan
7:20	Annual Meeting – Recap	Joan
7:25	Building Renovation Update	Al Robbert
7:30	Music Director Search Committee Nominees **	Kate
7:40	Committee on Ministry Nominees **	Marty Bredeck
7:45	Committee on Ministry Survey Results **	Marty Bredeck
8:00	Review of PMM **	Ron Brandt and Leah Choudhury
8:15	BOT Retreat 10-11 June	Becky
8:20	Outgoing BOT Chair Final Thoughts	Joan
8:28	MVUC Covenant	All
8:30	Adjournment	

\*\* Amplifying information attached

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June 2011

### **Plan for a new Director of Music, if needed, from Kate**

Mark Zimmerman needs to inform me of his intent to return or not to MVUC as Director of Music by the beginning of July. He has been offered the opportunity by MVUC to take a one year leave of absence (LOA).

I have three plans:

Plan A: Mark Zimmerman informs me he is turning down American Airlines and returning to MVUC and is buying me a massage (I've already informed him of where I go).

Plan B: Mark accepts our offer for a one year LOA, and we need an interim. A search committee is needed.

Plan C: Mark returns to a life in the skies and officially resigns. We need an interim and a search for a new DOM. A search takes 3-7 months. The search committee determines whether the interim can apply for the position.

Because I'm gone most of the summer, a search committee needs to be formed before I leave for GA on June 21. The BOT appoints search committees for staff hires, and shares hire/fire with the minister.

I'm proposing the following names for the DOM search committee. They have not been vetted on whether they want to be on the committee. I'm looking for a total of 3-4 people. Eric Pourchot has agreed to be the board liaison, which helps with continuity since he chaired the previous search committee.

I'll approach the potential members upon BOT approval and convene them at least once before I leave.

Potential names:

Ron Brandt

Tom Griffin (served on previous search committee)

Ben Whelan-Morin

Trish Waters

Emily Francomano

Cheryl Sabo (served on previous search committee)

Sue and or Howard Lamb

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### **Need to Nominate Two People for the Committee On Ministry**

**Leaving:** Jane Nelson (Chairperson) and Marty Bredeck

**Remaining:** Renee desRosiers, Carl Lohmann, Reid Adler, and Russ Stumpe.

**Suggested Nominees from COM and Minister:** Nancy Barkume, Jamie Barnett, Marty Hayden, Kris Rosenthal, Larry Jackley, and Mike Walker

### **Charter of the Committee on Ministry**

1. Purpose: The purpose of the Committee is to provide advice and counsel to the Minister, the Board of Trustees, and the congregation so as to strengthen the quality of ministry within the congregation. For this purpose, Ministry is defined as the spiritual and emotional health of the community in holding to its vision.

Recognizing the congregation as a whole system, rather than fragmented parts, we strive to support the overall health and well being of the community and its members. In addition to the professional minister(s), we honor ministry as an ethic of care for which all members bear some responsibility. To that end, we offer this committee to help achieve the Mission and Covenant of Mt. Vernon Unitarian Church.

2. Type of Committee and Program Area: This is a standing committee in the Administration area of the Program Council.

3. Membership: The Committee is appointed by the Board of Trustees in mutually respectful consultation with the Minister(s). The Committee shall consist of six members. **Members of the**

Committee shall each have been a member of the church for at least three years, and have the full confidence of both the Board of Trustees and the congregation. Candidates for membership may be recommended by the Board of Trustees, the Minister, or self-nominated. The Chair of the Committee, 90 days prior, will notify the BOT Chair of which positions need to be refilled. The members of the Committee serve for two year terms (renewable), with a maximum of two consecutive terms. Membership terms shall be established so terms will overlap. At least two members of the Committee shall be replaced annually. In the interests of sharing responsibility, Board of Trustee members shall not serve concurrently on both the Board and the Committee. Attendance, other than by members, at the meetings of the Committee shall be by prior arrangement.

4. Chairperson: The Committee chair shall be appointed by the Board of Trustees for a one-year term.

#### 5. Duties

1) Using discretion, strengthen the quality and effectiveness of ministry within the congregation. This includes serving as a support/advisory group for the Minister(s) and acting as a channel of communications between the Minister(s) and congregation when necessary.

2) Assist the Board of Trustees and congregation in defining the mission and goals of the ministry of MVUC; regularly assess and redefine the effectiveness of our shared ministry.

3) Educate and inform the congregation as to the nature and scope of the work of the Minister(s), including clarification of the roles, expectations, and boundaries for the Minister(s) and congregants.

4) Work with Minister(s) on a continuing education program, sabbatical planning (or other professional development) and advocate when necessary such plans to the Board of Trustees, the Minister(s), and the congregation.

5) Submit an annual report to the congregation in time for the Annual Meeting, and report to the Board of Trustees as required.

6) Recommend a mutually agreed-upon, effective process making annual evaluations of both the Minister(s) and the ministry in consultation and respectful collaboration with the Board of Trustees and the Personnel Committee; take primary responsibility for its implementation once this process is established.

#### 6. Authority Delegated or Retained

No authorities are delegated.

#### 7. Annual Assessment

The Committee will assess its activities on an annual basis and will review this charter annually to reassess its adequacy and to recommend any proposed changes, or no requested changes, to the Board of Trustees.

### **Congregational Assessment Process**

One of the roles of the Committee on Ministry is to assess the ministry of the church as a whole – not just the minister. With the Board of Trustees' guidance, we decided to use the Appreciative Inquiry process focusing on three areas – spirituality, membership, and stewardship. Sue and Howard Lamb developed five questions to be asked during small group sessions – each group led by a facilitator, and responses recorded by a notetaker.

The questions were:

What are the ways in which MVUC contributes to your spiritual development?

What keeps you actively involved in the church?

What are you particularly proud of as a member of the church?

What do you consider to be your responsibilities as a member?

How do you make decisions about financial stewardship for MVUC?

The sessions were opened with a paired discussion to help focus attention – allow for story telling between two people. The question asked: “Think of a time when you felt that your spirituality was being particularly well nurtured by something happening at MVUC...What was happening? ....What made it such a wonderful moment?” Then, each individual in the group was asked to give a response to the above five questions in a round robin format. After the sessions, the COM met with the Lambs to pull responses together into themes.

We had approximately 40 congregants – adults and youth – who participated in our “Congregational Conversations.” We offered two opportunities for people to participate – both on Sundays after the second service. It should be noted that those attending were self-selected. Keep these limitations in mind when looking at the responses. The sessions were successful in that people continued to discuss MVUC after the meeting was concluded.

The next congregational assessment by the COM is slated for 2013. A goal would be to increase participation from those attending MVUC.

Jane Nelson

### **Appreciative Inquiry – COM overview**

The appreciative inquiry held on two early April Sundays focused on the areas of membership, stewardship and spirituality. Our adult participants, drawn in with the help of cold cut sandwiches, settled into the process and embraced the round-robin format. The inquiry seemed

enjoyable and most participants stayed beyond the conclusion of the round-robin to continue sharing in conversation.

Within a week, the COM sorted the results with the expert assistance of Sue and Howard Lamb subsequently came to the following conclusions from the inquiry notes:

Question 5 (Financial stewardship)

This question elicited the one clear consensus of the sessions which was that the “Fair Share Guide” is useful and depended upon when making pledge decisions. This is not to say it was universally utilized but neither was it disparaged by any participant.

Question 1 (Spiritual development)

There was no strong consensus of opinion for this question. There were some positive views for adult and youth religious education, especially the “Build your own theology class”. Still, many folks did not consider themselves spiritual in the least (and were perfectly content not to develop spiritually). Others found that community, social outreach, the grounds, the music, the services, our values etc spoke to their spiritual development. We believe this is a positive hallmark of our congregation and quite affirming of the vibrancy of our community.

Question 2, 3 and 4 (Membership)

The responses to these questions were again, across the spectrum of the MVUC experience. “Connectedness” was a central theme whether in social justice, from common values, during services, or when volunteering but no one activity was valued over another. Folks were proud of the spectrum of what it means to be an MVUC member or friend.

It was a pleasure to participate. With warm regards,

Renee Desrosiers

**COM Appreciative Inquiry, May 2011- Minister’s perspective:**

I’ve studied various assessment tools for several years and have found the Appreciative Inquiry method to be the least onerous and most pleasurable for participants. It’s noted for its low level of work for participants which helps produce the positive feelings and outcome. This being a strength, there are of course weaknesses, one of which it doesn’t intentionally seek out dissent. Dissent often gets a bad rap, usually because it’s delivered rather poorly. But, the opposing views do serve as a valuable source of information when delivered and heard in healthy ways.

The results of the COM’s recent AI process produced lots of affirmation for what many people have been articulating: spiritual growth, community connection, and music are priorities. We also heard people are getting these, which means programming is working. Leaderships instincts that people are more engaged with MVUC when they volunteer and are recognized for their time and effort are accurate. We can also see that efforts at appreciation and gratitude are working.

People are proud of MVUC because we live our principles, and were able to *specifically name how this happens*. Of particular importance to the Board is that people named stewardship and time as priorities for responsibility of membership, and used specific language that the BOT introduced last fall: time, treasure and talent. In addition, the fair share guide was listed as the number one way people decide on what to pledge.

I note the lack of reflection on liberal theology, which is often noted for why visitors walk in our doors for the first time, yet is not why they end up staying and joining. I didn't see any surprises in the answers, but was pleased to see that the participants represented a good selection of people who are not ordinarily in key leadership positions.

**Summary of Themes from  
“Congregational Conversations”  
Sponsored by the Committee on Ministry**

(Note: Themes are presented in order from most frequently mentioned responses to least frequently mentioned)

Question 1: What are the ways in which MVUC contributes to your spiritual development?

*Most frequently mentioned responses:*

Educational processes that inspire *and* challenge me to be on an ongoing journey of spiritual exploration and development – e.g., Life Span Spiritual Growth classes, *Build Your Own Theology* class

The services themselves, especially the sermons; they provide a “jumpstart” to the upcoming week and also challenge me to review the past week, relating the topics discussed to my own life

The connections and relationships we have with each other as part of the interdependent web; feeling a sense of belonging/family with others who share my values and philosophy  
Small Group Ministry fosters a sense of both spirituality and community

The music and singing contribute to my spiritual development

The setting itself – the beauty of the grounds, the stained glass windows, the garden

*Less frequently mentioned responses:*

Being part of a broader community, a positive community (Other religions focus more on negative aspects of life)

My spirituality is tied in with service and social justice

Having common community goals

When I participate and am actively involved

*Youth responses to Question 1:*

The RE classes

Believing in the UU values

Being able to have real dialogues with people

Being challenged to grow beyond what I think I can do and be a good person

Question 2: What keeps you actively involved in the church?

*Most frequently mentioned responses:*

Feeling committed and responsible with respect to different activities:

Once I sign up, I feel an obligation to follow through and do my fair share

Being involved with the choir, other activities

Seeing everyone else so involved – We are very responsible people

There is a sense of home for me and of having to help take care of my home

Being asked to do things and knowing that I can help build this church community by using my skills

Having a special role or task to perform regularly

Being able to give back to my community

Being appreciated for what I do; even the smallest job is well appreciated

The warmth and friendship of the people; the feeling of community; the sense of having my place here

Our principles and purpose as an organization

Social justice program

I'm with people who share my political values, people who think like I do

We can discuss issues and disagree, but still feel that we share similar values and principles

Small group ministry

*Less frequently mentioned responses:*

Spirituality for myself and spiritual development for my children

Family activities

The Ministers

Cerebral sermons

A sense of accomplishment

I like how I feel when I'm here – I gain energy

The welcoming approach we take both internally and externally as we reach out to the broader community

Tenacity!

*Youth responses to Question 2:*

My parents

My friends

People don't judge you; I feel accepted

Partly it's habit and partly it's that I want to improve myself

Question 3: What are you particularly proud of as a member of the church?

*Most frequently mentioned responses:*

We walk our talk, put our principles into action – e.g.,

Our UU principles

Our social justice program

Involvement in political activities

Being a Welcoming Congregation

Being a Green Sanctuary

Acting as part of a larger community

Caring for tomorrow as well as today

Our blood drive

Our history of tolerance and action – civil rights, integrated housing, gay rights, abortion rights

Having female Ministers ... Our Minister and our message

Our great RE program volunteers

The way we care for each other and help everyone to feel wanted, appreciated, listened to

Megan Henry

The *For All Ages* part of our services

*Less frequently mentioned responses:*

Our Sunday services

The choir

Watching other people's children as they grow

Our Partner Church Program

Our OWL Program

The community outreach we do and the special events we sponsor as part of this outreach

That we had the foresight and funding appropriations to build this church

The maturing of our congregation since our former Minister left

The leadership role MVUC has played among UU churches

My sense of ownership

*Youth responses to Question 3:*

Volunteer activities; gives me a head start on school requirements re: community service

Doing the right thing, making the right choices

Question 4: What do you consider to be your responsibilities as a member?

*Most frequently mentioned responses:*

Stewardship ... Sharing my treasure

Being of service; sharing in the work; pitching in and lending a hand even when I don't enjoy the activity ... Sharing my time and talent

Participating

Attending worship service

Being involved in different activities

Supporting different programs

Being here emotionally to connect with and nurture each other

Listening to all viewpoints

Contributing own thoughts

Singing regularly

*Less frequently mentioned responses:*

Being able to explain UU to others

Voting and then recognizing, accepting the democratic process even if the vote doesn't turn out the way I wanted

Challenging the institution when this is needed

Being involved in external services to the community

Connecting to other UU churches

Maintaining the grounds and buildings

Finding ways to stretch myself in contributing to my church community (as opposed to just contributing the skills that come easily to me)

Question 5: How do you make decisions about financial stewardship for MVUC?

*Most frequently mentioned responses:*

I use the fair share guide

I respond to the fall campaign

I consider the different charities that I contribute to, and then prioritize  
I try to contribute an amount that is equivalent to other family priorities

I contribute my time if I can't contribute money

I look at the needs of the church and the size of the congregation and determine my fair share

I try to give a little more than last year every year

I think about what I get out of my church activities

*Less frequently mentioned responses:*

I give 3% more or less

I have no set limit

Interior guilt

I give as I am able from the heart

I plan within my expense budget

I am re-evaluating how much I give, due to a recent change in financial status

I am “getting it” that I am an owner; as a paying member, I feel more “legitimate” to play a part in congregational decision-making

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### **Mount Vernon Unitarian Church**

**To:** Board of Trustees  
**From:** Property Committee, Ron Brandt (chair), and Leah Choudhury, Property Manager  
**Date:** June 2011  
**Subject:** Long-Range Projection for Use of the Property Major Maintenance Fund

I. ISSUE: Informational presentation about the Property Major Maintenance Fund

II. BACKGROUND: The Property Major Maintenance (PMM) Fund was established in the 1990s to provide for orderly repair and replacement of expensive items such as roofs, floors, parking lots, and HVAC equipment. The Property Committee has prepared a presentation and accompanying spreadsheet showing predicted life of various items, and estimated costs of repairing or replacing them.

III. DISCUSSION: Several years ago Board members determined to begin making regular annual allocations to the PMM account, but financial conditions have frequently prevented them from doing so. During these lean years, those responsible for property maintenance postponed repairs whenever possible. Now we have some “catching up” to do, and although there is money in the fund, it will quickly be dissipated if not routinely replenished.

IV. CONCLUSIONS: To ensure that our buildings and grounds are not allowed to deteriorate to the point where maintenance costs would be much greater, we must provide for regular upkeep – and we need to set aside the funding needed to pay for it.

V. RECOMMENDATIONS: The Property Committee wants Board members to know the purpose and use of the PMM fund so they will be prepared to support the fund when opportunities arise.

The spreadsheet showing anticipated expenses lists several items in the current calendar year, including resealing of the parking lot, which might -- but probably won't -- cost over \$10,000, the amount specified in the Property Committee charter as requiring Board approval. Our meeting with the Board at this time provides an opportunity to review that requirement.

Ron Brandt, Chair, Property Committee

Minister's Board Report  
Mt Vernon Unitarian Church  
June 7, 2011

Update on Association Commitment:

I've been nominated to serve as the President of the almost consolidated Unitarian Universalist History and Heritage Society (UUHHS), which will hopefully be approved at the annual meetings of the UU Historical Society and the UU Women's Heritage Society in June. This is an honor as I'll be following in the footsteps of some prestigious colleagues including David Bumbaugh who served as President of UUHS (an organization that dates to the 19th century). I don't perceive myself as a historian, but I can guide this new group into the 21st century and its new mission. This position begins in July and is a two year term. I'll have the very important support of the outgoing president of UUHS, Gordon Gibson.

Summer Schedule

I have 4 weeks vacation & 4 weeks study leave, 1 week of vacation has been used in March and May:

June 21-25 UUMA Annual Meeting and General Assembly, Charlotte, NC

June 25-July 2 Chautauqua Institute, NY (Study leave)

July 3-19 vacation (incl. 2 days of work for a meeting in Boston)

July 20-Aug. 2 Romania Partner Church (Study leave)

Aug. 3-10 vacation (Aug. 3-7 in Netherlands)

Aug. 11-17 study leave

Aug. 18 return to MVUC for full duties.

In case of emergency: Carol Graves will keep track of my schedule, she and Becky Brandt will have my contact information, particularly if I'm not available via cell phone or email.

Kate R. Walker  
Minister