



Ploughshare

A Piece of Mike's Mind by Rev. Mike Morran

Since my last Annual Report, four things really stand out as I look back on the past busy year at First Unitarian Denver. First and foremost is the Capital Campaign just completed. We exceeded the assessments of experts by meeting our goal of \$2,400,000! Amazing! A close second was extending sanctuary to Jeannette Vizguerra and all the publicity that came with that effort. Third was the Historical Landmark designation awarded to our grand old facility. And fourth was the presidential election last October, whose repercussions we have all been feeling and will continue to feel, probably for decades.

Unless you've been directly involved in the fundraising or the building renovation project, you almost would not believe how many meetings, how many details, how many conversations, how many emails, phone calls, policies and procedures, planning, timelines, budget projections, research, hours, and expertise have gone into getting us this far.

Please see *A Piece of Mike's Mind* on page 2

Inside This Issue

- 1 A Piece of Mike's Mind
- 1 In the Zone
- 7 Miracle on Lafayette St.
- 9 Continue the Racial Justice Conversation from Mike's Sermon
- 10 On Joining First Unitarian
- 10 Catch up on all the Building Renovation News
- 11 With Sincere Appreciation and Gratitude
- 12 Ministerial Sabbatical Plan

In the Zone by Erin Kenworthy, DRE

Summer has arrived. Graduation celebrations are in full swing, preparations for various camps are underway, and the weather is finally warming up. Folks are opening their garages and dusting off their camping equipment, getting ready to spend some time in the mountains. We are searching for a breath of fresh air after what has been a challenging start to the calendar year.

Even as our schools finish up their curricula for the year, the summer provides a fertile opportunity for new learning, beyond the structures of a traditional classroom. Children and youth will continue to engage in learning, though the topics may not be strictly academic. Adults are encouraged to do the same.

Please see *Zone* on page 3

A Piece of Mike's Mind from page 1

Three teams have been carrying this project. The Capital Funds Team: Sharon Fiero, Karen Derrick-Davis, Mark Skrotzki, Mike Cranmer, Robin Reed, Michael Delveax, Sally Isaacson, Carol Welsh, and Susan Robertson. The Building Renovation Team: Kathy Cranmer, Helen Berkman, Dan Johnson, Steve Smithers, Marty Dawley, Tim Robertson, Michael Koch, and Glenn Barrows. And the Executive Building Team: Stu Ferguson, Mike Cranmer, Steve Smithers, Andrea Mitchell, and Kathy Mitchell-Garton. The renovation project would not exist if it were not for these people.

We have recently hired Randall Copeland as our Owners Representative, to work with the architect and contractors through the complex process of getting the construction started and completed. As of this writing, drawings have been submitted to the city for construction permits, and we are exploring options for obtaining a building loan to cover construction costs. We are hoping construction will begin in mid-to-late July.

Sanctuary for Jeannette was a close second in terms of the number of meetings, logistics, phone calls, press-releases, emails, and effort to make it all work. Our Sanctuary Team included many, but the core leaders who made it happen include: Chris Wheeler, Arnie Carter, Randy Chase, Kathy Glatz, Kristen Psaki, Kat Parker, Angeles Ortega, Kristen Foss, Jim Harlin, Trina Seefeldt, Rundell Brown, Ben Pepper, and Tom Arnold. (Once the building renovation is complete, we will consider offering sanctuary to another individual.)

Doing the research, writing the grants and proposals, hiring the consultants, filling out the forms and following up with hundreds of details to get the Historical Landmark designation for First Unitarian Denver was primarily the work of Susan Robertson. She had help from Karen Derrick-Davis, Carol Lassen, Rose Tanaka, Glenn Barrows, and many others, but Susan is the one who made this happen. Sometime after the building project is done, we will mount the bronze plaque where all may see it.

Last but not least of these four, the election has brought stress, worry, outrage, despair, and a tremendous amount of activism out of our community.

The past year brought major staffing changes to our church. Erin Kenworthy became our new Director of Religious Exploration, inheriting a program very much in transition, even as she herself experienced tremendous personal transition with a second child born in October. Many thanks to Cynthia Boune, Morgan Shaffer, Jenn Stephens, Bridget Everhart, Kristen Carter, Marcus Ryan, and many others who helped the children's program continue while Erin was on maternity leave. Erin is working hard to bring more continuity and stability to the entire program in the coming years.

The second major staff change was having Brian Stone join us as our new Choir Director. Cheerful, thoughtful, enthusiastic, and fun, Brian has brought new life and many new voices to the choir in a very short period of time. They are sounding great(!) and Brian has become a wonderful addition to the staff team.

Zone from page 1

The summer is a beautiful time to develop your own curriculum and learning objectives.

Most educators have spent vast amounts of time reading up on development theories, and the mention of Lev Vygotsky may elicit some groans. Stay with me. One of Vygotsky's theories, The Zone of Proximal Development, is a helpful tool to carry with you as this summer of learning begins.

The Zone of Proximal Development is simply the space between what is already known, and what is not known. Living in that space are skills that are too difficult to master alone, but that can be mastered with the guidance and encouragement of a knowledgeable peer. Some key elements in this theory are relationship and collaboration. Vygotsky believed that difficult learning is achievable when people work together, sharing their knowledge and skills, and offering one another guidance and encouragement. It is one of the reasons that group projects are so popular in schools.

We are, each of us, in our own zones of development, with our own growing edges. Note that Vygotsky highlights the importance of guidance and encouragement. Not correcting, not shaming, not doing the task for someone. It can be downright hard and frustrating to observe a learner smack in the middle of their zone, who is struggling and failing. Just imagine how frustrated they are! Guidance and encouragement provide scaffolding that helps the learner use skills they already possess to gain skills that they don't have yet. As we gain a new skill, proficiency comes when we can perform a task without any scaffolding.

We all know that we must crawl before we can walk, and walk before we can run. I find that the idea of scaffolding gives me support when I'm watching Bryce learn to crawl, talking with Owen about making friends, learning to play the Ukelele, or engaging in dialogue with extended family about racism. Learning is a progression, it takes time, and trust, and mistakes. It takes relationship, collaboration, guidance, and encouragement. It is not a giant leap from the beginning to the end in one moment, one conversation, or one experience.

As summer takes hold consider what skill are you trying to learn? What are you trying to better understand? What guidance and support do you need? What can your church and your RE community provide?

RE provides a space for learners of all ages to build relationships and trust across generations. We are looking for a few good builders to help in our classrooms this summer and when we return to our renovated urban sanctuary next year! How you can support others in our RE community in their zones of development? Can you lead a lesson this summer? Can you volunteer in one of our classrooms?

I am so grateful for your support this year in my Zone of Proximal Development and look so forward to our journeys together in the months to come.

A Piece of Mike's Mind from page 2

Lia Davis has just completed her first year as Music Director, and the ministry of music that she brings to First Unitarian is a gift every week. Glenn Barrows administers the congregation from the central hub of the office, overseeing the bookkeeping, the building itself, most communications, the website, databases, technology, supplies, and much, much more. We are blessed to have his quiet and hard-working competence. John Vivian manages the calendar, scheduling, and events. Heather Doyle-Maier is our bookkeeper extraordinaire, and Patrick Phillips is Superintendent of the building, doing repairs, maintenance, building supplies, and all the myriad details of the facility.

Barbara Wilkerson runs the nursery and Matt Davis is a loving and creative dynamo with the children on Sunday mornings. Lena McCain is the most recent addition to the staff as our Youth Coordinator.

It is safe to say that all of us missed having Rev. Beth Chronister with us the past year and hope that we will soon have another Assistant Minister at First Unitarian.

The past year was not without loss for our community as we said sad good-byes to Bill Franklin, Dan Abrams, Marlin Weaver, Nancy Miller, Maryjane Raabe, and Barbara Neilsen, now of blessed memory. Every one of these people lived an extraordinary life and it was a personal honor to participate in their memorial services.

Another loss that has developed is Standing On the Side of Love at the State Capitol. After eleven years, rising costs, and steadily dropping attendance over the past three, I've decided that it's time to take a break. We should be very proud of what we accomplished with this annual public worship service that began in 2006 when Colorado voted to codify marriage discrimination in the State Constitution. Since then, the Supreme Court ruled marriage discrimination is unconstitutional and marriage equality is the law of the land. (We didn't do that by ourselves of course, but we were very much on the right side of history!)

A few other noteworthy events and initiatives of the past year include the Racial Justice/Dismantling White Supremacy project, co-chaired by Sheri Stover and Amanda Trujillo, with enthusiastic help from Trudy Glidden, Julie Meyers, Peggy Ulrich-Nims, David Larson, Anne Weaver, Jessica Byler, Rev. Nathan Woodliff-Stanley, Robyn Rissman, and Stephanie Walton.

We continue to serve homeless families through Family Promise and homeless women through The Women's Homelessness Initiative. Mardi Moore continues to lead Family Promise at FUSD with help from legions of volunteers, and WHI is organized by Matt LeMay, Carol Friesen, and Jaime Schwartz. We continue to destigmatize and advocate for mental illness through our Mental Well-Being Initiative: Karen Ray, Tammy Carpenter, and Mary Kay Meyers have been largely carrying that effort.

Mikes Mind from the previous page

We are blessed to have a group of loving and committed volunteers leading Connections Ministry: Noelle Botti and Mary Hilken co-chair the team that includes Lisa Moore, Dan Roggenbuch, David Compton, Kathy Aguirre, Tammy Morran, Trudy Glidden, and Ingrid Porter.

And, we are beautifully served by all our elected leaders and committees. The Board of Trustees; Chris Hahn (President for the 2nd year!), Stu Ferguson (vice-president), Doug Fiero, Lars Parkin, Ellen Cahill, Kelly Becker, Cindy Pincus, and Zach Robertson (youth member). Leadership Development: Tim Murphy and Mary Sullivan co-chairs, with Justin Silverstein, Melany Deem, Jenny Marx, and Rev. Bill Kirton. Faith-in-Action: Stephanie Walton, Mary Kay Myers, Eric Mott, Jillian Gleason, and Ellen Cahill. Committee on Ministry: Jason Kenworthy, Ann Sabbah, Carol Hildebrand, Norm Johanson, and Kathy Mitchell-Garton. Personnel Committee: Peggy Ulrich-Nims, Laura Mueller, Mark Skrotzki, Steve Caminer, and Helen Berkman. Finance Council: Janet Kennedy, Sharon Fiero, Carol Poole, Chris Hahn, Kelly Becker, and Stu Ferguson.

Two people that deserve unending and tremendous accolades are Peggy Streit and Ginger Beach, our Treasurer and Assistant Treasurer. These two have given of their time and expertise far beyond any reasonable expectation that could be placed on volunteers.

Abundance is another group that needs holding up for their effort and contributions: David Keller and Kimberly Urish are co-chairs, helped by Sue Mitchell, Cindy Robertson, and a host of monthly ambassadors. Randle Loeb deserves much gratitude. He makes the coffee EVERY SUNDAY! Without fail! Ange Barnes coordinates CORE Circles, Diane Hainsworth and Kathy Aguirre organized the annual auction, Tina Proctor blessed us with first Wednesday vespers, and Charlotte Braud-Kern led the Children's Choir. Stu Ferguson, Amelia Dorn, Skot Davis, Danica Larsen, Laura Mueller, Mary Kay Myers and Aaron Pendergast led Our Whole Lives comprehensive sexuality classes.

Too many other individuals to mention here, but I am forever grateful to all our Worship Leaders, Sound Engineers, Ushers, Religious Exploration teachers, book table helpers, grocery card sellers, auction volunteers, library committee, archives committee, Caring Committee, Giving-in-Action, and all the people who step up when something needs to be done.

Looking ahead...

Without a doubt, construction on our building, having worship and meetings off-site, and all the inconvenience of being a church temporarily without a building will dominate congregational life for the late summer and well into the Autumn. We are moving ahead with plans to hold Sunday services at First Baptist Church at 14th and Sherman, most likely at 1:00p on Sundays while 1400 Lafayette is uninhabitable.

Currently, I am scheduled to begin a five-month sabbatical on November 1st and it is uncertain how this will fit or not fit with the construction schedule or re-occupying our building. We are planning to hire a Consulting Minister during my absence

Please see *A Piece of Mike's Mind* on the next page

Mikes Mind from the previous page

We have a wonderful Sabbatical Planning Committee who will be coordinating and monitoring things while I am gone: Coral Cosway, Elisa Erickson, Matt Disbrow, Tina Proctor, Melissa Monforti, and Julia Johns. The staff team is strong and capable, and the Board of Trustees is making appropriate plans for that time. I will miss you! And, I hope to come back full of energy and ideas.

While I am away, the Board and others will be facilitating some congregational reflection on clarity of mission and vision, hopes for transformation, and the future of ministry at First Unitarian. There will be a time and place for all First Unitarian voices to be heard and included.

We are planning to re-imagine the way First Unitarian approaches fund-raising, especially for the annual budget. We are forming a Development Team and hiring a half-time Development Coordinator. The hope is to make our fundraising much more personal, informative, coherent, and mission-focused. This is another way in which First Unitarian is breaking innovative new ground for Unitarian Universalist congregations. If all goes well, we should be able to hire a full-time Assistant Minister within two years.

Last but not least, we are planning to hire a Racial Justice consultant to work with us, assessing our cultural competency, examining our structures, inclusiveness, and decision-making for unconscious bias, looking to make racial justice and inclusion a major theme of the future for First Unitarian Denver. The timing of this is as yet undetermined, dependent on the building project and the energy level of volunteers and lay leadership.

In closing, I am aware that there is some anxiety in the congregation about the building project and about my sabbatical. Specifically, I am hearing concerns about how things will continue during construction and during my extended absence. Please rest assured that plans are being made, contingencies accounted for, and very good people are prepared to ensure as much continuity as can be had. Please also be assured that all of the disruption will be temporary. Construction will be completed, I will return in April, and First Unitarian is going to be stronger and more vital than ever!

What has been true for fifteen years of covenant between the church and myself remains true today, our best days are ahead of us. I believe this with all my heart.



Miracle on Lafayette Street by Marty Dawley

I volunteered for this huge church assignment—logistics, before, during, and after a large renovation! This is too big a project for my talents, but I get a lot of praise for all my efforts, primarily because no one else wants to touch it with a ten foot pole. In any case, I organized a big church clean out last Saturday and then an all church Garage Sale on Sunday morning.

Saturday was beginning at 9:00a, so I arrived at 8:00a to organize food and get psyched, just to figure out what needed to go where when. I walked my first volunteer at 8:30a, and then they kept coming. A miracle. I totally mis-estimated how many volunteers I would have. No one starved (but it wasn't as plentiful a feast as one might have expected), and we accomplished masses. Particularly entertaining was watching the entire Community Room (huge) being filled with items from the (comparatively) little kitchen. How could all that junk fit in that room and still, we have a complete kitchen after it's emptied? Wow!

A whole room was emptied of shelves. Someone told me about a moving truck and storage if I needed it some time this summer. (Talk about an ace in the hole!) Power tools and capable helpers took out the lockers on the first floor and moved them to the basement. Tons of our stashed stuff was on the move!

I stayed, fussing over little bits until 6:30p that night, talking to myself, until my advice got unintelligible, and I could not make up my mind about one more thing. Home to an early bath and to bed. That was a long day for a woman who just got on Medicare.

On Sunday morning, I could not sleep at all. I put a couple of ads up online before I left home. I went to church at 6:30a. I feared we couldn't get everything on the street by 9:15a, but it was another miracle of the Movers. We were ready just in time. I also showed our old church chairs to a man who thought he might ship 40 of them in a container to Africa, and another guy came by who thought he might use some of our church parts in a remodel. A man appeared looking for a little part time work and furnishings for his new apartment, who left with a television and bus passes and some food. Rice--yes, we gave away rice. And a man who showed up who ran a children's theater company. Lots of us played with the hats, and many of us took one home--accepting the compliments of our friends. Mine appears to be too big, so I may send it to someone else right away. All of our tea party items are gone too. Who took them? I love that our odd little church items are moving on to tell new stories in new homes.

The ice cream social, the speechifying, neighbors coming to shop, the singing, the socializing all happened as if we had carefully orchestrated it. It seemed quite perfect to me. An enormous conjoining of efforts of dozens of First Unitarians made for a stimulating and productive weekend. I am truly grateful to each person who came, saw, and moved a table, chair, or hat. Thank you for the largest and smallest of efforts. It was a great day.

Join our Caravan by *Stu Ferguson, Vice President, Board of Trustees*

The 2014 Long Range Plan identified multiple areas of the building that were looking shabby and needed improvement. I will briefly update the remodeling and fundraising project. How are we going to flourish while we are displaced from the building? What compromises have we made in the architectural design? And did we make our fundraising goal? These are the most important questions at this time.

When the remodeling is in full swing we cannot use building. Think of us as a UU Caravan pulling into a different place but not losing any of the community connections. Kathy Aguirre said: "Cut out the non-essential and focus on the JOY factor". I think this is the right attitude. We will need more picnics in the park, vesper services, and times when we can join together in having fun. I and others are working on finding space where this can happen. First Baptist church is willing to have us use their sanctuary for our Sunday services. Other meeting spaces are available. We are a community that in general is well connected electronically. We will use these connections to tell people where the next Caravan stop will be. The teams are already organizing to make this happen. Because of the uncertainty of the building schedule we will need to be flexible and creative. Think of the image of a Caravan pulling into a circle at night and sitting around a campfire to tell stories and celebrate. This is how we will get through our period of displacement. I am confident the good creative people in this congregation will find ways to keep us together and continue the meaningful work that has built our national reputation.

The project includes \$1 million of deferred maintenance, opening up our sanctuary- community room connection, remodeling the kitchen, having unisex bathrooms, more RE space, more office space, and outside improvements with Tuck pointing and a new ramp. This is a complicated project with many moving parts. We made some compromises along the way including an efficient air conditioner rather than a larger swamp cooler and having just one ramp up to the stage in the sanctuary. The architectural firm, Eidos, that has been creatively responsive to our needs. Our general contractor, JHL, has an excellent reputation and a good working relationship with the church leadership. Because of the complexity, we also hired an owner's representative to help negotiate with the architect and contractor. This has already paid off in helping us stay true to the initial vision of our remodeled church home. Right now, the final project drawings are done and have been submitted to the city for permit approvals. Unfortunately, delays are common in this permitting process. We have been working hard on contingency plans.

With the help of almost everyone in the congregation we met our goal of \$2.4 million! The recent auction helped raise \$20,000 to buy new chairs. Because pledges will come in over 3 years means we will have a bridge loan to pay the contractor during the 6 months of construction. In addition to the pledges we applied for a grant for tuck pointing and will hear in August whether we will receive the \$200,000 state historic grant.

Continue the Racial Justice Conversation from Mike's Sermon by Julie Meyers

On April 30th Rev. Mike Morran gave a sermon titled Justice Unseen encouraging us to examine race in our culture and what it means to us. He shared the ways in which injustice, racism, classism, and other exclusionary practices are built into cultural practices. The Racial Justice Project is excited to announce that Debby Irving, author of Waking Up White: Finding Myself in the Story of Race, will be at First Unitarian on Sunday, June 11th. She will continue the conversation that Mike started.

Debby Irving will be giving the sermon at our only service that day at 9:15a. After the service, we will have a thought provoking interactive presentation that Debby will lead addressing issues of white privilege and what the effects are on all of us.

Debby devotes herself to working with white people exploring the impact white skin can have on perception, problem solving, and engaging in racial justice work.

By sharing her sometimes cringe-worthy struggle to understand racism and racial tensions, she offers a fresh perspective on bias, stereotypes, manners, and tolerance. As she unpacks her own long-held beliefs about colorblindness, being a good person, and wanting to help people of color, she reveals how each of these well-intentioned mindsets actually perpetuated her ill-conceived ideas about race. Wow, that's a mind bender!

Her interactive presentation, entitled I'm a Good Person, Isn't that Enough?, supports white people in making the paradigm shift from 'fixing' and 'helping' those believed to be inferior, to focusing on internalized white superiority and its role in perpetuating racism at the individual, interpersonal, institutional, and cultural levels.

Listening to Debby's sermon and the follow up interactive presentation is a great way to carry on the conversation from Mike's sermon and teach-in on April 30th where we were asked to think about the ways that we, our congregation and our denomination are complicit in aspects of racism that still persist.

For those who are interested in doing some preparation, read Debby's book, Waking Up White. It's a quick but provocative read. Contact Julie Meyers Julie.meyers.md@gmail.com if you'd like her to order you a copy at \$15 or wait until Debby comes on the 11th and she will have books for sale at \$10 and sign them! And bring your previous purchased copy for her to sign!

June 11th : Come to church that day (at 9:15a, the only service) to hear Debby's sermon. Then stay after for her riveting interactive presentation from 11:00a to 1:00p. Light refreshments will be served from 10:30a to 11:00a. This event is free event and open to friends and public. If you have a question, please email julie.myers.md@gmail.com

On Joining First Unitarian *by Owen Price*

Our family is blessed to have recently joined the First Unitarian community. Before my wife, Katy, and I joined the church, we'd been talking for years about the need for something bigger in our lives than the cycle of working, paying the bills, resting, and repeating. What if we could bring something to the community by volunteering? And what if the community could offer us a place to make friends; to hear new and interesting ideas; and to try new activities? And what if it could be a joy to simply be part of that community? We found all of these at FUSD. Our three kids have plunged into the Religious Exploration programs. Olivia, at 8 years old, is having a particularly good time with the Sunday classes and the children's choir. It is fantastic for her to have an outlet that is not driven entirely by test scores, as her school is. I have joined the Abundance Committee to volunteer my expertise in Accounting (Finance?). In some ways, FUSD is a return to roots for me. I grew up in the Boy Scouts, where we were schooled in the principle of pooling our time, our finances, and our efforts into building a better community. I hope that you agree that this investment of time, funds and volunteering is worth it!

Catch up on all the Building Renovation News *by Kathy Mitchell-Garton*

"Renovated" website for building project news—The FUSD Capital Project website (www.fusdcapitalproject.org) has been updated to reflect the shift in our focus from the Capital Campaign to the Building Renovation. We'll be posting building project updates to a new blog on the site, which will include pictures of the construction as it gets under way. The site also includes a calendar where you can see building project-related meetings and events and important information like where the service will be each week. We're looking at more ways we can use the website to help us stay connected as we move into the construction phase of our project, so if you have ideas, please contact us. You can use the Suggestion Box on the website, or contact Kathy Mitchell-Garton directly at katmitch@me.com.

Caravan from the page 8

We will get through this period of uncertainty and have a beautiful refurbished home in the end. First Unitarian has always been at the forefront of social changes in our country. With this remodel project, we will ensure that the space will be available for our needs into the future. I am proud of the legacy we will leave for the next generation. Join me on this 6 month Caravan ride and then return to an upgraded more functional home. It has been an extreme pleasure and gift to have the opportunity to deepen my connections with so many people in this church.

Miracle from the page 7

And then a final miracle.

I never used to talk about miracles because it's so tied to Christianity and God's intercession, not my truth. But now I see miracles as when the earth or its people do something I would never think was possible. And this happens remarkably often. It's a reason to continue to hope in the fact of much hopelessness.

What was the final garage sale miracle? Well, despite my delight at how much of our treasure was taken from 8-12, I remained terrified of what was to be left behind. Big, heavy tables and chalkboards and furniture and other things that I could not stuff into my Prius. I envisioned my poor Carl taking trip after trip from noon to 3 to the donation center. I would be unable to even load the last of it into his truck because it was too heavy and unwieldy for us, Mutt and Jeff.

BUT that's not what happened. I had put up a little note encouraging people to take a load with them when they were leaving, even if it was early. AND they did!!! We were done--cleaned out with nothing for Carl to put into his truck at all at 12:05. 12:05! Truly a miracle.

You raised the money and now we are putting in the sweat equity too.

Thank you, First Unitarian. We are commencing to begin to be ready for the big renovation. This is happening.

In Sincere Appreciation and Gratitude by Karen *Derrick-Davis*

It has been an honor to work with you to accomplish this amazing goal of raising \$2.4 million in capital campaign commitments. Thank you for your generosity and patience. We have come together as a community and will continue to do so through the construction project. We could never have reached this milestone without a great team of volunteers. Many, many people—too many to name here—contributed to this effort in a multitude of ways. Thank you, thank you, thank you!

Through this campaign, we have learned that we, as a church community, have an awesome capacity to support ourselves. We understand that the work we do takes resources—both human and monetary. The investment we are making in our building will yield results for years to come and we are making a statement to the community that we are a vibrant and strong organization.

It has been an extreme pleasure and gift to have the opportunity to deepen my connections with so many people in this church.

Ministerial Sabbatical Plan June 4, 2017

**Primary Areas of Ministerial Responsibility to be covered during sabbatical:
November 1, 2017 to April 1, 2018**

Organizational Leadership:

Organizational leadership is guiding the ongoing direction and maintenance of the institutional church, including long range planning, financial oversight, conducting the business and decision-making of the congregation in accordance with our by-laws and policies.

Typically this responsibility is shared between the minister, Board of Trustees, Finance Council, Personnel Committee, and staff. In the ministers' absence, it is anticipated that the normal business of the church will be more than adequately managed by these individuals and groups.

Planning for the sabbatical will be part of the annual planning retreat for the Board of Trustees and the staff in the summer/fall of 2017. In the event that professional ministerial guidance is required during the sabbatical, local UU clergy may be called upon for consultation or emergencies. The decision to call for outside help will be made by the Executive Committee of the Board, the Committee on Ministry, or the Sabbatical Planning Committee. All these groups will be provided with the names and contact information for local ministers who have agreed that they may be called upon.

The Immigration Justice/Sanctuary Initiative will be asked to identify a spokesperson to be the public face of 1st Unitarian Denver in the minister's absence.

Sunday Services:

Two Sundays each month during the sabbatical, plus Christmas Eve will be handled by a minister or ministerial student hired as a part-time Consulting Minister for this purpose. Other services will be arranged by the staff and Consulting Minister, in consultation with the Sabbatical Planning Committee. These Sundays will be covered with outside speakers, co-created services like our Generations series, or worship prepared by special groups like Social Action, Sanctuary, Mental Health, Music, or Religious Education. The staff and Consulting Minister will be primarily responsible for calendaring, special arrangements, coordinating music, etc.

The clergy listed above have also agreed to be available for preaching at First Unitarian during the sabbatical if requested with enough lead time.

Pastoral Care:

Typically, information about pastoral matters reaches the minister through the church office, staff members, or the Caring Committee. During the sabbatical, pastoral care will be handled between the Caring Committee and the Consulting Minister. Mike will leave a detailed list of pastoral needs with the Caring Committee, the Consulting Minister, and that staff before leaving.

Plan from the previous page

Long-time members of the church who are central to the life and history of 1st Unitarian, should they become seriously ill or die during the sabbatical would be sufficient reason to call the minister back from sabbatical to be with the individual, the family, or to officiate at an appropriate memorial service. Mike will leave a detailed list of people for whom he should be called.

Administration and Staff Support

We are fortunate in having an excellent, self-directed staff. However, some monitoring and coordination is appropriate. In the absence of the minister, weekly supervision and support will be taken over by Glenn Barrows. Glenn will check in with all staff at least twice per month during the sabbatical, call and facilitate weekly staff meetings (core staff only) as necessary, and provide summarized reports of any staffing issues to the Personnel Committee and the Board of Trustees as needed. It is anticipated that this will require two hours per week in addition to his normal responsibilities. No additional compensation for this time is required.

Note: Core staff refers to the Director of Religious Education, Church Administrator, Music Director, Choir Director, Development Coordinator, and Bookkeeper.

A member of the Personnel Committee, a member of the Sabbatical Planning Committee, Glenn Barrows, and the minister will meet with each core staff member prior to the beginning of the sabbatical to learn of any concerns, and assist any pre-planning that needs to be done.

Mid-term evaluations (typically done in January) will be done by Glenn Barrows in consultation with the Personnel Committee. Glenn and Mike will go over the description and responsibilities of each job in detail prior to the sabbatical.

Sabbatical Intentions:

The COVENANT between First Unitarian Society of Denver and Rev. Mike Morran includes the following:

Sabbatical Leave

The Minister shall use sabbatical leave for study, education, writing, meditation, and other forms of professional and religious growth. Sabbatical leave accrues at the rate of one month per year of service, with leave to be taken after five but before seven years of service.

In the interests of personal and professional growth, Rev. Mike will be spending his sabbatical inquiring into

Creativity, in three related areas:

Creativity in Leadership – Reading, writing, interviewing, and studying wisdom and current trends in creative leadership.

Creative Writing – Rev. Mike will take a Creative Writing course during sabbatical

Creativity in Music – Rev. Mike will thoroughly enjoy learning to improvise with the stand-up double-bass.