

Senior Minister | UUA.org Application Portal

Eno River UU Fellowship

Settled Minister

About Eno River UU Fellowship

Contact Methods

Website: <http://www.eruuf.org>

Meeting Address

Same as mailing address

Mailing Address

4907 Garrett Rd

Durham, NC 27707-3443

This Congregation has a 501(c)(3) status of its own

Congregation Life

Describe your Congregation and its culture:

Visiting For The First Time

The Eno River Unitarian Universalist Fellowship -- or ERUUF as we like to say -- is committed to the inclusion of every person. All are welcome here without regard to race, ethnicity, gender, sexual orientation or economic status. We aspire to become beloved community, inviting people to come as they are.

We are a large and vibrant congregation with many ways for people to be involved. We have a very active social justice program with a strong focus on racial equity, diversity, and inclusion. We have a strong musical program with large and small groups for individuals of varying musical abilities. Our services draw on varying religious and humanistic traditions and we have small groups that reflect these different traditions.

On Sundays guests are invited to stop by a visitor table when they arrive. There, they will find an information packet and a name tag so our members can greet them. If they choose to fill out a guest registry form, we will send them our newsletter, let them know about upcoming events, and connect them with ERUUF groups of interest to them. There is a visitor host located beside the table who is happy to answer any questions they might have.

What are Sunday Services Like?

ERUUF welcomes everyone to "come as you are", therefore there is no dress code. Each service begins with a welcome followed by sounding a temple bell and settling into quiet. Next is a musical prelude, opening words, chalice lighting, and hymn. We greet one another, hear a story for all ages, share joys and sorrows, and occasionally hear from a guest who might briefly speak about an important topic. We have silent meditation and spoken prayers, and readings from sources as diverse as the world's religions, modern poetry or the front page of the newspaper. Often we hear reflections from our own members as well as a minister's sermon. Every week there's a chance to affirm our commitment to our chosen faith and practice generosity through our giving as we pass the plate. The service ends with singing and words for going forth.

Your Congregation's mission:

Mission Statement

The mission of the Eno River Unitarian Universalist Fellowship is to transform lives by building a free and inclusive covenantal religious community of spirit, service, justice, and love.

Vision

The following vision statement was adopted by the Board of Trustees in 2019 after extensive reflection on behalf of the congregation:

We are a vibrant, diverse, engaged community where spirits are nourished, ideas thrive, and love finds action.

We are welcoming and radically inclusive. We recognize and value the humanity of all who come through our doors.

We actively and courageously work for racial, economic, social and environmental justice, and are deeply committed to dismantling the divisive cultures of dominance in our society.

Grounded by our principles, we radiate love, joy and a spirit of generosity. Our deep connections sustain us and fuel both spiritual and personal growth.

We are a visible force for justice, equity and compassion in our community as we live into the ultimate transformative power of love.

Ends Statements

We also have a long standing set of Ends statements that underlay much of our work.

I. The people of ERUUF are engaged in a deeply meaningful, transformative liberal religious experience.

- They find hope, beauty and inspiration in their worship.
- They develop and deepen their individual spiritual practices.
- They embrace and affirm Unitarian Universalist identity, heritage and values.

II. The people of ERUUF create and sustain a community of care, mutual respect, inclusiveness and love.

- Their talents and gifts are recognized, nurtured and called upon.
- They are generous with their time, energy and resources, in a prevailing spirit of abundance.
- They create a climate of radical hospitality which ensures that all present are welcomed and diversity is honored.
- They provide care and a safe haven for one another in times of need.
- People of all ages are cherished and have a religious home, history and future.
- They experience ample opportunities for laughter, fellowship and fun.

III. The people of ERUUF reach beyond their congregation, individually and collectively, as they live out Unitarian Universalist values.

- They are engaged in the betterment of the community and the world through their own work and opportunities the congregation provides.
- They are leaders in environmental sustainability and are responsible stewards of the Earth and its resources.
- ERUUF is a valued partner in bringing justice and compassion to the Durham-Chapel Hill community.
- ERUUF contributes to and learns from the larger Unitarian Universalist community.

Describe and provide examples of how your Congregation lives its values:

- We are involved extensively with community organizations, such as: LGBTQIA+; the teen support center; and the transgender clinics for adults and children at Duke hospital.
- We have been in relationship with Rev. Mykal Slack and LeLaina Romero who started "The Clearing", a spiritual community specifically for queer BIPOC.
- We have very active social justice programming.
- We have teams that provide regular meals to the homeless shelter and a team that is taking responsibility for hosting two Afghan refugee families.
- ERUUFians are regular participants in local protests against discriminatory policies and our current lead minister was arrested for civil disobedience (we were very proud to be a part of her congregation).
- We have a strong earth justice team that is leading us through the Green Sanctuary accreditation process and, after a successful fundraising campaign, we were able to place solar panels on the roof of our educational building.
- We have an active Pride+ group that ensures awareness and activity participation in local LGBTQ+ events.
- During the pandemic, ERUUF created an initiative called Member Relations Outreach to ensure each of our 70+ members received phone calls, emails or notes to determine any needs that could be met through beloved community (i.e. conversation, financial assistance, emotional assistance, etc). We are currently conducting our second round of contact.
- We achieved our welcoming congregation status for LGBTQ+ and plan to update the status after completing the second part of our transgender inclusion educational workshops in spring 2022.
- We have gender-neutral bathrooms and include our identifying pronouns on our name tags and during Zoom sessions.
- Several years ago, ERUUF purchased an LED sign that stands beside the main road at the front of our campus. It began as a "Black Lives Matter" sign with flashing words. Since that time, there has been a regular rotation of Unitarian Universalist quotes, a rainbow flag, and other messages such as: "Love Is Love; We Are A Welcoming Congregation; We Are All Whole", etc. The sign is lit 24 hours a day, every day of the year.
- A few years ago, we began serving a Kwanzaa feast after our annual Kwanzaa service. This has expanded every year.
- Most of our campus is accessible to those with mobility challenges
- In celebration of Rev. Deborah Cayer's 25 years of ministry, the ERUUF Board of Trustees has charged our fellowship to contribute 2500 hours of racial equity and racial justice service work in the community beyond ERUUF's walls between September 2021 and May 2022. As of November 2021, we have 2,925 Hours Pledged and 774 Volunteer Hours logged as completed!

Link to your Safe Congregation policy:

<http://www.eruuf.org/committees/healthy-congregation-committee.html?highlight=WyJoZWFsdGh5IiwY29uZ3JlZ2FoaW9uIiwY29uZ3JlZ2FoaW9uJ3MiLCJjb25ncmVnYXRpb24nIiwY29u>

Worship service schedule:

ERUUF welcomes everyone to "come as you are", therefore there is no dress code. Weekly worship services are currently being held each Sunday, 11 am - 12 pm. Although we have recently returned to in-person worship, we are also live streaming services to keep our community connected and healthy. Sunday Worship services may be seen via ERUUF's YouTube Channel or Facebook page.

Children begin most Sunday mornings in the sanctuary with their family then leave for classes (for ages 3 and up) after a story for all ages. See Youth Page. Nursery child care is available for babies and toddlers. You are also welcome to have your child(ren) remain with you. The Chapel adjacent to the Sanctuary is equipped with a plexiglass wall of windows enabling families with restless children to see and hear the service from that location.

Our sanctuary is equipped with hearing assistance devices. On Sunday if you would like a hearing assistance device or a large print order of service, ask a Greeter. Also, our campus is universally accessible.

We have not returned to holding a Coffee Hour, but prior to the pandemic, all were invited to the Fellowship Hall right across the breezeway for coffee, tea and conversation. Different groups in the Fellowship will have information tables about upcoming programs and projects. Or if you would like to find out more about ERUUF, join the Inquirers Series class in the Commons Room (coffee available here too!).

Audio recordings of the sermons are available via podcast.

Personnel

Name	Position	Paid Hours per Week	Year Started
Nathan Hollister	Affiliated Community Minister		2014
Daniel Trollinger	Church Administrator		2013
Jacqueline Brett	Minister for Congregational Engagement (Contract)		2018
Julia Tyler	Religious Educator		2019
Bonnie LaCroix	President/Chair		2020
Deborah Cayer	Settled Lead Minister		2011

Congregation History

Provide your Congregation's founding history:

Beginnings

Universalists were active in Durham from 1900 until the 1920s and a Unitarian fellowship had been a presence in the Durham/Chapel Hill area since 1949. We formally organized as the Unitarian Universalist Fellowship of Durham and Chapel Hill in 1966.

Inspired by the memory of the Rev. James Reeb and led by Mimi Harrison, a group of people who had been active in Unitarian Universalist congregations in other areas of the country came together on April 17 of that year at the Durham Holiday Inn. Forty-two persons signed the membership book of fledgling Unitarian-Universalist Fellowship of Durham and Chapel Hill.

Date founded: 4/17/1966

Describe important events in your Congregation's history:

Name Change

The congregation operated in rental space in the Allied Arts Building and then at the Friends School until 1976, then purchased a former Baptist church with two buildings on Sparger Road in north Durham near the Eno River. In 1978 the name of the congregation was changed to the Eno River Unitarian Universalist Fellowship. That year there were 134 members.

Move to Garrett Road

As a product of the Fellowship movement, ERUUF was lay led in the 1970s and almost all of the services were led by members of the congregation. The congregation called its first full time minister in 1983, the Rev. Arvid Straube, and we moved to our current Garrett Rd. location in 1986, a move that set off a period of vigorous growth. The purchase of the property was funded by loans from members of the congregation; before moving, a new building, now known as the Fellowship Hall, was constructed to serve as the sanctuary.

By the beginning of 1999 our membership had grown to 737 members and we completed a four year, two phase capital campaign that saw an expanded building for Religious Education and the construction of our main building and new sanctuary. The Memorial Garden was built and dedicated.

UUA Award

It was at this time (1999) that ERUUF received the O. Eugene Pickett Award from the Unitarian Universalist Association, a national award presented to a congregation for making an outstanding contribution to the growth of Unitarian Universalism. The presentation of the Pickett Award noted that "To visit this church, especially on Sunday, is to experience a religious quickening of activity that can be modestly described as outstanding excitement. It is this excitement, this enthusiasm, this almost uncontrolled energy force which is pushing the vanguard of liberal religious thought..."

Decade of changes

During the first decade of the 21st century, ERUUF felt some loss as its long-time minister moved on. In the changes that ensued, we changed our form of government and organizational structure to better fit a large congregation, adopted our current mission statement and ended up successively calling 2 ministers.

These changes set the stage for a new period of growth and activism. Since 2010, we have experienced tremendous growth in young families and our children's RE program, undergone a successful capital campaign to reduce mortgage debt and make improvements to the ERUUF campus and seen an increase in the number of justice ministries that we are able to support. Our adult programming offers many ways to deepen each person's spiritual journey, including a multicultural focus on being more inclusive. Our beloved community currently serves over 800 members and friends with all its activities and programs.

The Next Five Years

2011-2016 brought growth, change and a deepening of mission to ERUUF. We saw a large expansion in the number of people taking part in activities here and the percentage of those choosing to become more actively involved by becoming members is growing. ERUUF grew to over 600 members and another 300+ non-member participants. Many of the changes have been a result of following our Strategic Plan, which focuses on five areas of strategic development - worship, diversity, outreach to the larger community, communication and infrastructure. Here are some of the highlights.

Ministerial changes

After 2 years of serving as acting lead minister, Rev. Deborah Cayer was called to be our settled Lead Minister in June 2011. Her presence has provided a continuum of leadership that has enabled planning and development to move steadily forward. Rev. Cayer currently has in her portfolio the areas of stewardship, multiculturalism, adult programs and worship.

After having 4 different part-time consultant assistant ministers in 4 years, we moved to a full-time assistant minister with the hiring of Dr. Rev. Xolani Kacela in 2013. Rev. Kacela left ERUUF at the end of 2016 and his portfolio was then taken on by our student minister at the time, Jacqueline Brett, and a part-time consultant minister for pastoral care, Rev. Stacy Grove.

Growth in Children's RE program

ERUUF hired Kathy Cronin in 2010 as a full time Director of Religious Education. Her presence and programming resulted in a steady and significant growth in the number of children who registered for religious education and youth groups, from 187 in 2011 to 247 in 2014. Kathy left ERUUF in 2015 and after a nation-wide search, was replaced by Julia Tyler. Her creativity and energy continued in Kathy's footsteps, introducing new vision, programming and organization to our RE program. We have particularly noted an increase in the number of families with young children. Finding space in the CARE Building for all groups to meet is a constant, but welcome challenge, as is having enough staff to help prepare for Sunday mornings.

Curriculum development has been an ongoing focus of the RE program. One example of curriculum modification occurred during the 2013-14 year when the entire RE curriculum was centered on Biblical education. Regular Sundays that teach or practice social justice have also been incorporated into the RE schedule.

Another outcome has been retention of youth as they enter junior and senior high school. Support for the youth program was greatly augmented with the hiring of a Youth Ministry Coordinator starting in 2008. The Coming of Age program for high school youth has been held biannually or even more frequently with an attendance of 6-10 youth each time. The Junior High and Senior High Youth Groups are active with service projects, fun trips and overnight lock-ins.

In 2015, the Our Whole Lives curriculum, a program which teaches about human relationships and sexuality and has been taught to 8th graders for a number of years, was expanded to include an age-appropriate curriculum for first graders and their parents. The course has filled and had a waiting list every year.

Changes in Adult Programming

Our growth in attendance presented both challenges and opportunities to provide meaningful programming for all adults, including the increasing number of young parents. Several groups self-organized to provide community with a particular focus - the Parents group, the Fathers' Covenant Group, 20s and 30s, Spiritual Threads and AWE (Activities with ERUUFians, for those 40 and over) are vital examples of groups carrying out ERUUF's mission. Wednesday Connections, a long-standing event with meal, worship and classes, has undergone some revision over the years under the coordination of the Adult Programming Team. Our ministers have increased the number of classes that they lead during daytime hours to provide opportunities for people who have difficulty getting out during the evening.

We experimented for several years with a Discover and Deepen series in between services on Sunday. This was made possible by moving the 9:30am service to 9:15am. Some of these programs were geared to newer attendees at ERUUF who might want to know

more about Unitarian Universalism and some were thought-provoking studies that could interest all. This proved to be a difficult time to gather people and so this program was discontinued. However, a Spiritual Odyssey series that was started in 2015 has proven to be quite popular. This series meets on summer Sundays before the one summer worship service and features individual members at ERUUF talking about their spiritual journey through life.

Multicultural focus

While discussions of multiculturalism have occurred at ERUUF for a long time - consider our sponsorship of the founding of All Soul's Church in Durham in 1996 - a new more intentional direction was initiated in 2011 as part of the process of potentially recruiting a person of color as our assistant minister. The Board of Trustees chose Moving Toward Multiculturalism as one focus for their Annual Vision of Ministry for 2013-2014. The Multicultural Team (MCT) was formed and has initiated a number of subgroups. The Multicultural Team has sponsored several workshops, classes, trainings, community conversations, film series, and assessments with the goal of deepening the understanding and reality of ERUUF becoming a radically inclusive community. Over 160 people have taken the Dismantling Racism workshops.

Capital Campaign

In 2011, after evaluating the needs and financial situation at ERUUF, the Coordinating Team and a group of lay leaders led by Mark Kuhn and Glenn Borg made the unusual decision of initiating a three-year capital campaign with the primary goals of debt reduction and facility maintenance, rather than facility expansion. Consultants were hired, a theme of From Debt to Dreams was chosen, and the campaign was off and running by November 2011. The Capital Campaign received pledges of \$1.05 million and resulted in a reduction of the mortgage debt from \$1.25 million to \$339,000 and through refinancing, reducing the mortgage expense from \$117,960 per year to \$35,000. Additional reduction came from a matching gift challenge at the end of the campaign which raised approximately \$170,000 and allowed the mortgage payment to drop to \$17,500/year.

Kitchen Renovation and other campus improvements

The Capital Campaign also provided a total of \$124,000 to make major renovations to the ERUUF campus. Perhaps the most noticeable were the renovation of the Fellowship Hall kitchen, overseen by a dedicated committee chaired by Carolyn Worthing, and a complete resurfacing of the parking lot, overseen by Peter Romeyn. Audio-visual capability was improved campus-wide with the addition of a new sound board in the sanctuary and AV systems installed in 4 rooms of the CARE building. All buildings were made more handicapped-accessible with the addition of automatic doors. Many more repairs and replacement of furniture greatly enhanced the comfort, practicality and safety of the campus in the 5 years initiated by the capital campaign. For a complete list, [click here](#).

Installation of a new road sign and landscaping at the front entrance

In 2014, the decision was made to install a new road sign that would greatly increase the visibility of ERUUF to passers-by. After much study by a committee chaired by Peter Romeyn and with input from the congregation, this project was completed in the fall of 2015. At that time, and because city approval of the sign depended on some landscaping around it, a major effort was undertaken to improve landscaping at the ERUUF entrance and frontage. With the help of two grants from the Eno River Fellowship Foundation, the work was completed in two stages under the direction of a task force headed by Beth Harvat. With the help of a contracted landscape architect, structure and planting of the landscaping was designed to require minimum maintenance once established with primarily native plants. Beth Harvat and Rick Searles have coordinated care of the new landscaping, including setting up watering teams for each summer.

Better use of technology and social media

The past five years have seen major changes in the technology which supports record keeping and connection at ERUUF. First came a switch to a new database system that integrated financial, membership and group participation information. Out of that came a member log-in section on the website, called MyERUUF, where members and friends could securely access their own donation records as well as see the membership list and contact information of groups in which they participate. Members also have access to the ERUUF directory, including some pictures, when logged into MyERUUF.

Better communication has been greatly enhanced by the redesign of the weekly email, the Enews, containing an expanded version of the announcements in the Sunday bulletin and colorful graphics. To keep ERUUFians informed in a more timely manner, more announcements have been shifted to the Enews, while the monthly newsletter, Currents, was reformatted to provide articles and stories of major events at ERUUF, with links to the website for additional information. Reducing the size of the newsletter enabled office staff to have more time to concentrate on both Enews and website updates.

The ERUUF website undergoes constant redesigning and updating. Major items have been added such as a volunteer page, online sign-up for classes, online donations and better coverage of all the activities and small groups that happen at ERUUF. The website continues to be the primary portal through which people come to ERUUF and efforts are ongoing to make it more interactive and current. A new calendar system was introduced in 2015 that displayed specific events on the relevant web pages and enable people to link to more in-depth articles about the events.

ERUUF has entered the world of social media with its own Facebook page. All members and friends of ERUUF may post to the page, which is viewed publicly.

Expansion of social justice activities and projects

Being a part of creating a better world is integral to ERUUF's mission and was the main reason ERUUF was founded in the 60's. During this decade, there has been an effort to move from a system where one or two impassioned people lead a project to creating

more ways to involve the entire congregation. In that respect, ERUUF periodically set up Service Saturdays with some of the projects designed to be family-friendly and in 2014 and 2015 celebrated the UUA's 30 Days of Love in February with a variety of ways to be of service. The total number of justice activities rose from 26 in 2011 to 72 in 2014.

During these years, the Justice Council refocused its efforts on 8 primary ministries and provided more information on all justice activities on the Justice webpages, which were significantly revised in 2014. Funding for these ministries more than doubled by moving from a line item in the budget to a bimonthly donation of the offering plate on Justice Sundays. Justice Sundays were interspersed with a more general appeal to generosity for organizations that support ERUUF's vision of social justice on Generosity Sundays, resulting in the offering plate being used for social justice one Sunday of each month.

The discussion of how our justice work can be the most effective rose to the next level in May 2014 with the appointment of a team to do a Justice Vision Quest. The Vision Quest report from the team contained many suggestions, including how to best organize the Justice Council. A Transition Team was appointed to move forward with its recommendations.

Implementation of Policy-based Governance

In 2008, the Board of Trustees made the decision to move to a policy-based form of governance, which was being widely considered at that time by a number of larger UU congregations. The basic concept of policy-based governance (PBG) is that the Board of Trustees moves from being a body that coordinates programs to a body that envisions the mission and goals of the congregation. Authority to run the operations is delegated to professional staff, particularly the Lead Minister. Part of the Board's responsibility in policy-based governance is to write the governing policies that provide general guidelines for operations and the framework for the way that the board will do its job and interact with the Lead Minister.

Most of the new board policies creating the shift to PBG were written and approved by the Board in 2008-2009. In the fall of 2009, a series of forums gathered congregational input for writing the new Bylaws required to make the governance changes legal as well as getting feedback on the new policies. The proposed Bylaws and new policies that created a Healthy Congregations Committee and spelled out how conflicts would be resolved at ERUUF were approved by the Board in January, 2010. The new Bylaws were approved by the congregation in a special meeting in February, 2010. The Board continues to review and make needed modifications to their policies as both staff and lay leaders clarify and practice their roles under PBG.

Strategic Planning

One of the major benefits and challenges of moving to policy-based governance was the creation of a Strategic Plan, which ERUUF had not had for several years. A Strategic Plan was adopted in 2012 that guided ERUUF's programming and planning for five years. The Strategic Plan will be revisited in 2015-2016 for revision and updating. The Board of Trustees selects a particular focus of the strategic plan yearly with its Annual Vision of Mission and the Coordinating Team plans for its implementation through its yearly program planning.

Towards the Future

Today, we are a thriving congregation that has weathered many changes and grown more mature. We have grown to better understand that it is our own presence and efforts that continue to build beloved community. We bring the spirit and values of our former years to our mission of transforming lives through spirit, service, justice and love in many ways and continue to stretch the possibilities of what can be accomplished through concerted, mindful action.

50 Years and Moving Forward

Exciting things have happened recently at ERUUF. We celebrated our 50th anniversary in 2016 with a year of activities, including several guest preachers from UU leadership. Starting with Rev. Arvid Straube, ERUUF's Minister Emeritus, we also had visits from Jim Key, moderator of the UUA, and Rev. Kathleen McTigue, Executive Director of the UUA College of Justice. Rev. Leslie Takahashi, a previous member of ERUUF, delivered the Celebration Weekend sermon on April 17, which was preceded by a Music Gala the night before.

During our anniversary year, the Multicultural Team moved forward with our racial equity and inclusion initiatives by sponsoring two Dismantling Racism workshops. This work continues under the Team's leadership and includes many ways that ERUUFians can meet in small groups to discuss issues, share experiences and lend support including film series, People of Color (POC), White Awareness Group (WAG), First Sunday conversations, and a Beloved Community group. We continue our outreach to NC Central as a Historically Black University and in 2017, sponsored the first Dismantling Racism workshop that invited people from the larger community.

Our anniversary year also marked the beginning of discussions about a covenant for ERUUF. After two years of pondering, discussing and taking in ideas, we have adopted a covenant for the congregation. The covenant is a skillful summation by Paul Baerman of all the discussion and is an aspirational document that will guide how we live and be together at ERUUF.

Membership is growing by leaps and bounds from 607 in 2016 to 693 in 2018. We have expanded the number of our Journey to Membership classes and continue to strive to make new visitors feel welcome.

In 2017, we celebrated the ordination of Jacqueline Brett, who had been our student minister for two years. Rev. Brett is now our Associate Minister of Congregational Engagement.

Other staff changes continue. We said goodbyes to long-time Youth Program Coordinator Melissa Gjestvang-Lucky and office assistant, Michelle Sager and welcomed John Bush and Scott Oates, respectively, in those positions. Staff portfolios have been redesigned to meet current needs and programs.

The Justice Vision Quest Transition Team officially ended its work as our Justice Ministry continues to grow into the recommendations from the Vision Quest Task Force. Funding for the Justice Ministry was shifted back into the budget as a line item and so Justice Sundays were discontinued.

After considerable review and discussion, a new Strategic Plan was created by the senior staff and approved by the Board in 2016-2017. The plan articulates specific ways members will engage in shared ministry to make the fellowship's vision reality and will guide us for the next 3-5 years.

Our religious education program for children and youth (RE) continues to draw families into ERUUF. We now have children that have grown up at ERUUF and the Coming of Age program has graduated 21 youth in the past two years. An Our Whole Lives (OWL) program for fifth graders was added to the already running programs for first and eighth grades.

Celebrating our 50 years brought to light that the newest building on our campus was 20 years of age. It had become time to do a complete audit of necessary maintenance and repair projects, which was conducted by Peter Romeyn under the direction of Daniel Trollinger, Director of Administration. This audit revealed that there was an estimated need for \$320,000 of scheduled maintenance over the next ten years. In addition, ERUUF still owed \$108,000 on its mortgage.

To address this need, a Special Campaign was conducted over a six week period in the winter of 2017-2018. Aided by the very generous challenge donation of \$250,000 from an anonymous donor, the campaign was hugely successful, raising over \$550,000. The most pressing maintenance projects are well under way as a result, as are planful discussions for how to best manage and plan for future maintenance funds.

Ministerial History

Start	End	Position	Name	Job Title
2018	Now	Called	Jacqueline Brett	Minister for Congregational Engagement (Contract)
2014	Now	Affiliated	Nathan Hollister	Affiliated Community Minister
2011	Now	Called	Deborah Cayer	Settled Lead Minister
2013	2018	Contract	Xolani Kacela	Assistant Minister
2017	2018	Other	Jacqueline Brett	Assistant Minister
2010	2013	Contract	Margaret Beard	Consulting Assistant Minister
2008	2011	Contract	Deborah Cayer	Acting Lead Minister
2009	2010	Contract	Jade Benson	Consulting Assistant Minister
2008	2009	Contract	Deborah Cayer	Consulting Assistant Minister
2006	2009	Called	Donald Southworth	Lead Minister
2008	2008	Contract	Claudia Frost	Asst. Min. of Pastoral Care
2001	2008	Called	Mary Grigolia	Minister
2004	2006	Interim	Sarah York	Interim Minister
1983	2004	Called	Arvid Straube	Senior Minister
1995	1999	Called	Arlene Lukas	Associate Minister
1993	1995	Called	Jennie Knoop	Assistant Minister
1980	1983	Called	Kenneth Collier	Minister

Ministers Emeritus/a

Name	Date Voted Emeritus/a	Year Deceased
Arvid Straube	6/1/2014	

Membership & Finances

The data for the table below comes directly from the UUA's annual congregational certification.

Demographics

What percentage of members do you estimate identify as people of color?

5-9%

What percentage of members do you estimate identify as lesbian, gay, bisexual, transgender, or queer (LGBTQ)?

25-49%

Please describe the gender makeup of your congregation

Our congregation acknowledges, respects, and recognizes individuals by their preferred or realized gender identity. We are unable to provide the requested information, in this manner.

What number of staff (including full and part time) identify as people of color?

3

What number of people of color serve as leaders or chairs of your volunteer committees and program teams?
We are unable to provide this.

What number of your Board of Trustees identify as people of color?

1

What changes have you made in the last 3-5 years, if any, to include the racial and ethnic diversity of your congregational staff and volunteer leadership?

We have worked very hard over the last 3-5 years to make improvements in this area. Our efforts are more specifically outlined throughout this congregational record.

Accessibility

Is your Congregation's meeting space wheelchair accessible? Yes

Wheelchair accessibility details:

All campus buildings have automatic doors and accessible bathrooms on the main level; all areas of the sanctuary, music room, fellowship hall, office, and the main floor of the RE building are accessible.

Does your Congregation provide assisted listening systems? Yes

Assisted listening system details:

We have long had hearing assistive devices in the sanctuary, and amplification in large meeting rooms. This system has recently been upgraded.

Describe other ways your congregation has dealt with accessibility:

There was resistance when "Standing on the Side of Love" was changed to "Answering the Call of Love", in an attempt to be more sensitive to disability. Some members called it ridiculous and unnecessary. One went as far as asking their sister (who uses a wheelchair) what she thought and they said she agrees with them. This example shows that despite the best intention, there remains work to do in this area.

Resources & Programs

List the resources and programs your Congregation used or participated in during the past year:

1. Interracial Dialogue Workshops (x2) - The Multicultural Team hosted a series of interracial discussions, facilitated by an interracial team of facilitators, in an effort to create teachable moments while acknowledging racial differences, tensions, and biases.
2. Facilitation workshop for racial equity and inclusion
3. Transgender Inclusion Education Program six-week workshop
4. Understanding Caste Discussion Group eight week discussion group (Review of *Caste* by author Isabel Wilkerson)
5. First Sunday Conversations Discussions (around various current topics)
6. Work with DRUUMM
7. BIPOC monthly meeting
8. Racial Equity Challenge for white people (A learning space for white people who are committed to leaning into the work of dismantling racism and white supremacy.
9. White Awareness Group monthly meetings using the book *Me and White Supremacy*
10. Beloved Conversations online (Fahs Collaborative at Meadville Lombard Seminary)
11. Urban Ministries of Durham - Providing services for the homeless
12. Restitution for Racism Group - Monthly Meetings
13. Caring Conversations - Our Pastoral Care Associates provided a weekly listening circle to share what's on the congregation's hearts and minds as we journey through the COVID-19 pandemic. 11:30 am -12:30 pm, on Tuesdays
14. DurhamCAN Virtual Listening Session - A virtual listening session to discuss what a welcoming community looks like for returning citizens following incarceration.
15. ERUUF's Men's Group - An open group for mutual support/affirmation.

Describe your religious educational programs:

Nursery Room

Our infants and toddlers are lovingly cared for in the nursery room by our dedicated CPR and First Aid certified RE Aides and volunteers from the congregation. Parents are welcome to stay in the nursery if they would like. Parents must sign their children in

and out of the Nursery room, and keep their phones on vibrate when they leave.

Meeting Times: Sundays during both services

3 - 4 year-olds (Pre-K): Chalice Children

Chalice Children delves into Unitarian Universalist faith and provides experiences around the strength of community, the wonder and awe that transcend everyday understanding, and life issues we all share. Early childhood is filled with curiosity and wonder. With loving adults as guides, young children can engage in spiritual seeking, develop their openness to sharing, and experience the benefit of a supportive community.

K - 2nd Grade

- World of Wonder (fall)

This program delves deep into our Unitarian Universalist seventh Principle. It instills respect for the interdependent web of all existence of which we are a part, and appreciation of nature's beauty, excitement, and mystery.

- Wonderful Welcome (spring)

The Wonderful Welcome curriculum engages and challenges participants to explore how and why we are willing to welcome others into our lives. We welcome not only strangers, but family, our peers, our neighbors, and even entities that are not people such as our animal friends and nature itself. Come join us in opening our hearts up for radical welcome.

3rd Grade - 5th Grade: Harry and UU

This program is based on the Harry Potter series of books by J.K. Rowling, books that immerse children in the idea that one can work to make the world better.

The curriculum includes many fun wizarding activities, including herbology, potions, runes, and divination. Over the course of the year, the class forms a chapter of Dumbledore's Army and fights against seven Horcruxes. The Horcruxes are real-world social issues, and the goal is to produce tangible results through social action.

6th - 8th Grade

Growing Antiracist UUs (GARUUs) - Based on a curriculum developed by the UU congregation in Charlottesville, VA, ERUUF RE staff, along with the Multicultural Team, is developing a similar program for this age group.

5th Grade OWL

This ten-workshop program is designed to help children ages nine through twelve to gain the knowledge, life principles, and skills they need to understand and express their sexuality in holistic, life-enhancing ways.

Like the other, Our Whole Lives programs for different age groups, this comprehensive, the developmentally appropriate program introduces key topics like values, body image, gender, and sexual identity, peer pressure, and healthy relationships with sensitivity and inclusiveness, yet without specific religious doctrine or reference.

Meeting Times: Sundays, 4:30pm-6pm, Meal: 6pm-7pm

Dates: September - December

Enrollment Limit: 12

8th Grade OWL

This sexuality education program for youth models and teaches caring, compassion, respect, and justice. It is a holistic program that moves beyond the intellect to address the attitudes, values, and feelings that youth have about themselves and the world.

Unlike many other sexuality curricula currently available, this program is comprehensive and progressive. In an inclusive and developmentally appropriate manner, it addresses sensitive topics that are typically excluded. The underlying values of the program reflect the justice-oriented traditions of UU.

Dates: August - May

Enrollment Limit: 12

9th Grade OWL

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reflect the justice-oriented traditions of UU.

Dates: August - May

Enrollment Limit: 12

Adult Programming

We have numerous opportunities for adults to grow personally and spiritually

Coming of Age for Adults

A 6-session series designed for adults of all ages to explore their spiritual journey and religious identity. You will reflect on how you got to now, engage with texts as they relate to your spiritual life, and craft a statement about who you are as a person of faith.

Spiritual Practice for Justice Makers

A 12-session series that helps participants develop regular disciplines of the spirit – practices that help us connect with the sacred. Spiritual Practice affirms religious diversity while seeking unity in our communal quest for meaning and wholeness. Each session offers a forum for learning, sharing, and growth that can enrich our personal faith journeys.

Spiritual Odyssey

Every summer a series of beloved ERUUFians present the story of their personal and/or spiritual quests. We'll hear about early childhood memories, important forks in the road, significant events, and a few funny anecdotes along the way! Join us for an hour of storytelling and enlightenment as you get to know your fellowship friends better. Each Spiritual Odyssey is followed by a period of Q & A, so that you can go deeper with the speaker.

Right Relationship Course

Discusses what it means to "be in right relationship" with one another and practice "covenantal communication" as a way to do so. Course improves interpersonal and group communication skills.

Inquirers Series

Offered each Sunday morning (or as a Saturday day-long retreat) to welcome and inform visitors and friends about ERUUF. You will converse with ministers, staff, and lay leaders as you learn about ERUUF's values, culture and ministries, along with basics about Unitarian Universalism. Eight topics are covered, one per session, and then repeated throughout the year. The 8 Inquirers Series classes are required for those interested in becoming a member of ERUUF.

Our Whole Lives (OWL) - Adult Programming

OWL is a comprehensive, lifespan sexuality education curricula for use in both secular settings and faith communities. It provides honest, accurate information about sexuality. It dismantles stereotypes and assumptions, builds self-acceptance and self-esteem, fosters healthy relationships, and improves decision-making. Our Whole Lives helps participants make informed and responsible decisions about their health and behavior. It equips participants with accurate, age-appropriate information in six subject areas: human development, relationships, personal skills, sexual behavior, sexual health, and society and culture.

A Course in Miracles

Meets weekly. It is a unique spiritual self-study program designed to awaken us to the truth of our oneness with God and Love.

Describe your youth and campus ministry programs:

The Sunshine Kids (age 4-grade 2) **and Chalice Singers** (grades 3-6) rehearse between the two services on selected Sunday mornings. (Not currently offered due to COVID-19)

Youth Staff R.E. Internships

Youth are invited to apply to serve as assistant R.E. Teachers for our preschool and elementary age groups. The experience is truly emblematic of UU values: covenantal relationships rooted in community and mutual respect. This internship offers youth a chance to practice bringing their UU values into a work environment. Priority will be given to applicants who have completed Coming of Age at ERUUF or another UU congregation.

Middle School Youth Group (MSYG) - Grades 6-8

MSYG offers opportunities for all ERUUF 6th-8th grade youth to come together on Sunday afternoons for fun group games, community service and social justice, and exploring their beliefs and values, as well as fun overnights! The group is supported by the Youth Ministry Coordinator and youth advisors.

Meeting Times: Sundays, 4:30pm

Coming of Age (COA)

COA is a program for 9th-10th grades to assist youth in clarifying and articulating their personal beliefs and to grow more deeply into Unitarian Universalism. COA supports youth in creating a vision about who they would like to be and what they would like to do for the world. Each youth is paired with an adult mentor to support them on their journey of discovery and help create connections between youth and the adult congregation. The program culminates with a celebration dinner and youth-led worship service in which youth share their personal credos.

Dates: September - May

- Boston Trip

As part of the Coming Of Age curriculum, an optional trip to visits the roots of Unitarian Universalism is included near the end of the program.

High School Youth Group (HSYG) - Grades 9-12

High School Youth Group (HSYG) is a great place to have fun and meet a community of other youth that share our UU values! Youth meet weekly (online this year) and will gather for virtual "Lock-ins" and events throughout the year. HSYG includes opportunities for community building, worship and faith formation, justice making, learning and leadership.

Meeting Times: Sundays, 4:30 pm

Dates: September - May

Sing-Along-Album (Youth Project)

<https://www.eruuf.org/children-youth/sing-a-long-project/>

Position Basics

Anticipated Start Date: August 2022

Term: N/A

Percent Time: 100% Time

Minimum Salary + Housing: \$107,000

Benefits: Self-employment offset tax; Retirement Plan; UUA Health Plan; Disability Coverage; Term Life Insurance; Dental; Professional Expense Allowance

Questionnaire

Description of minister's role in relation to other paid staff

ERUUF operates under policy governance with authority for running the congregation delegated to the lead minister. As a result, she is responsible for supervising and overseeing all paid staff.

For more than a decade, ERUUF's second minister has been hired by the lead minister. The lead minister therefore has supervisory responsibility. In the focus groups, many respondents recognized that ERUUF needs two ministers and would hope that the new lead minister could identify and develop a positive relationship with a strong second minister within the first year.

The congregation sees the lead minister's role with the paid staff as:

- Recruiting, hiring, and developing a strong ministerial staff
- Caring for staff and leaving them feeling inspired
- Providing stability, support, and financial resources for staff

Primary areas of focus for the minister

Congregants believe that a primary focus for the minister should be the development of high quality, inspiring and engaging sermons and Sunday services. Survey respondents flagged this as the top role for the minister.

In the focus groups, participants described how they are hoping that there will be a palatable sense of excitement in our congregation, a sense that we are building on all the great work that we have already done and that we are moving forward into a world of new possibilities. On the survey, over 70% of respondents reported that a prophetic role was very important for the Lead Minister.

Relatedly, focus group participants indicated the importance of understanding what the congregation has already done and spending time getting to know the members.

Focus group members identified a key measure of success as having a vibrant, diverse, and welcoming membership.

ERUUF has a strong social justice program and has done extensive work around racial equity and inclusion. The expectation is that

the new minister will continue and build on this work.

Desired strengths of the minister

According to our recent survey, the following are desired strengths for the minister:

- Spiritual leadership was ranked highest, including spiritual programs and pastoral care
- Administration of the congregation's business operations in collaboration and partnership with lay leaders and staff, was ranked second highest, including fundraising and developing lay leaders
- Assistance with setting and implementing the congregation's missions and visions was ranked third highest, including fostering a sense of community and racial equity and inclusion programs
- Oversight of the congregation's programs was ranked below implementing the congregation's missions/visions, including adult RE and earth justice

Ongoing momentum we would like to continue

Our congregation is doing well in the following areas and, according to more than 50% of the congregation questioned, these areas are very important. The minister should:

- Maintain a diverse and welcoming community. This was ranked highest among Cottage Meetings and Focus Groups.
- Continue our strong social justice program, including racial equity and inclusion.
- Continue to increase our diversity in music and hire a music director that will help maintain this type of diverse programming.
- Continue to increase racial equity and inclusion programming
- Continue our strong RE program.

Programs and traditions we want to maintain

More than 50% of those surveyed, and a high number of those who attended Cottage Meetings and Focus Groups, believe that the minister should:

- Continue all social justice and racial equity and inclusion programming and initiatives
- Increase our financial stability
- Continue our strong leadership empowered by lay leaders and others
- Strengthen our small group ministry
- Increase our diversity in all of our congregational life
- Continue our great music program
- To explore, continue and expand on what is a welcoming Beloved Community.

Participation of children in the worship service, and the frequency of inter-generational services

Sometimes children begin worship with everyone. They are read a story along with the entire congregation. The story is the basis for the work that they will do in their RE classes that day. Sometimes the children's choir sings either alone or with other choirs. Children are sung out of the sanctuary with the song "Go Now in Peace." Parents have the opportunity to experience the service with their children in the sanctuary or in the soundproof chapel connected to the sanctuary. Other children go to classes in the RE building. There are times when the RE teachers come to the sanctuary to retrieve the children.

Traditional holiday services celebrated outside of Sunday morning

Holidays at ERUUF:

- Holiday music service
- Jazz for the holidays
- Solstice celebration of UU Pagans
- Christmas Eve service
- Kwanzaa Karamu Feast
- Passover Seder
- Thanksgiving Feast

Status of the congregation as a Welcoming Congregation

ERUUF became a welcoming congregation in the early 1990s. ERUUF has a strong LGBTQ+ presence with approximately a quarter of our active members identifying as such. There is an active Pride+ group. LGBTQ+ members have played and continue to play leadership roles in the congregation and their perspectives are regularly included in services and religious education. ERUUF has also been building its awareness of transgender issues and a group of approximately 40 members participated in the Transforming Hearts workshop in the spring of 2021.

Status of the congregation as a Green Sanctuary congregation

ERUUF is in the final stages of completing the accreditation process for being a Green Sanctuary. We are wrapping up actions on the remaining projects and are drafting the accreditation application. We plan to have both completed by the end of the calendar year and

are hoping to have the congregation vote on our accreditation status at our 2022 Annual Meeting.

Other ways in which the congregation lives its values

- During the pandemic, ERUUF created an initiative called Member Relations Outreach to ensure each of our 70+ members received phone calls, emails or notes to determine any needs that could be met through beloved community (i.e. conversation, financial assistance, emotional assistance, etc). We are currently conducting our second round of contact.
- We achieved our welcoming congregation status for LBGTQ+ and plan to update the status after completing the second part of our transgender inclusion educational workshops in spring 2022.
- We have gender-neutral bathrooms and include our identifying pronouns on our name tags and during Zoom sessions.
- Several years ago, ERUUF purchased an LED sign that stands beside the main road at the front of our campus. It began as a "Black Lives Matter" sign with flashing words. Since that time, there has been a regular rotation of Unitarian Universalist quotes, a rainbow flag, and other messages such as: "Love Is Love; We Are A Welcoming Congregation; We Are All Whole", etc. The sign is lit 24 hours a day, every day of the year.
- In 2018, we began the process of becoming a green sanctuary and we have installed solar panels on our CARE (educational) building
- A few years ago, we began serving a Kwanzaa feast after our annual Kwanzaa service. This has expanded every year.
- Our pastoral care team expanded their services during the pandemic
- Most of our campus is accessible to those with mobility challenges
- In celebration of Rev. Deborah Cayer's 25 years of ministry, the ERUUF Board of Trustees has charged our fellowship to contribute 2500 hours of racial equity and racial justice service work in the community beyond ERUUF's walls between September 2021 and May 2022. As of November 2021, we have 2,925 Hours Pledged and 774 Volunteer Hours logged as completed!

Status of the congregation as an Honor Congregation

No, we are not.

Lessons the congregation has learned about nurturing ministers and ministry

- Developing strong lay leaders has been a source of nurturing for the ministers as it has created opportunities for others to lead programs and take some of the weight from the ministers
- Having teams of congregants who lovingly give spiritual and emotional support to the ministers, during times of need, has taught the congregation that ministers are extremely grateful when held as a part of beloved community, and not just seen as a leader. This lesson was especially clear after receiving heart-felt appreciation from one of our ministers who dealt with an illness, which was made easier through the help of our Fellowship community

How the congregation has evaluated its ministry and its history with ministers

The Committee on the Evaluation of Ministry (CEM) is a committee of the ERUUF Board of Trustees that evaluates both the ministry at large and the lead minister. The CEM administers an annual survey (the Pulse Survey) that allows Fellowship members and friends to provide input on program activities. The CEM has also worked with the minister to develop ways of embedding assessment into the congregation's regular planning process. Additionally, the CEM has hosted focus groups to get feedback on specific topics.

Another way the CEM has engaged in the assessment process is by designing and implementing a 360 degree evaluation process for the senior minister that collected feedback from staff and lay leadership. The results are used to identify strengths and areas of potential growth for the ministry.

We anticipate working with the new minister to ensure an appropriate evaluation process continues that will help the minister grow, while also meeting the Board of Trustees' responsibility to monitor.

What cottage meetings and surveys tell about the congregation

Comments mentioned most frequently among Focus Groups/Listening Session participants when describing the congregation's strengths and challenges (Exact comments listed):

Strengths

- Accepting/welcoming
- Large church with lots of opportunities
- Strong social justice program
- Great music
- Diversity
- Strong RE program/OWL
- Efforts to work at racial justice
- Action-oriented/moving toward goals
- Living our values (7 principles/UU values/inherent worth and dignity)
- Financial stability
- Strong leadership (including empowered lay leaders)

- Like-minded hearts
- The church leadership and the congregation overall do a lot of work toward being an antiracist organization.
- We are vision-driven. We have things that we aspire to be; not a stagnant place
- We are a work in progress and a lot of people are committed to the work and have not shied away from the hard work. I want us to keep it up and not segregate, but integrate.
- We have strong small-group ministries
- We are in a strong financial position utilizing all of the various facilities that we have
- Ministers don't try to do everything. There is space for lay leaders; Lay leaders are empowered.
- Community of people with like hearts. It is hard to be different in the world to live into our values. This can help us get strengthened and revived-to go deeper into our values and be pushed to be better
- A lot of caring among the congregation, especially during the pandemic
- Chalice groups are generally a plus. My chalice circle has a diversity of people in terms of age. It is nice to have younger people in the circle

Challenges

- Large can be overwhelming and hard to get to know people
- Hard for people to start new groups, take on leadership roles, groups operating in siloes
- Continue working on diversity
- Need attention to multigenerational work (RE, youth, young adults, families)
- Need attention to social justice
- Hard to have difficult conversations/address challenges
- Lack of attention to music (we have been without a music director for some time)
- Need more external connection

The work that the minister(s) is expected to do on their own

Under policy governance, the lead minister is delegated responsibility for running the Fellowship by the Board of Trustees. Despite this, we believe that ministry is something that all of us do together, so the lead minister will have substantial help in implementing activities. For example, the lead minister has primary responsibility for designing and implementing worship services, but it is done in conjunction with the second minister and the worship associates.

Following are specific activities that focus group attendees hoped to see the new lead minister take on in the first year:

- Get to know and listen to the congregation
- Provide great sermons
- Encourage a vibrant, diverse, and welcoming membership (Diversity includes race, ethnicity, age, and religious beliefs)
- Respect the past, but see future possibilities
- Be joyful, curious, and open

The work that the congregation is expected to do on their own

ERUUF is a very active congregation with many teams and groups. Many of these teams have staff partners they work with, but other groups (particularly smaller affinity groups) operate primarily independently. When support is needed, they have the name of a staff person they may contact with questions.

Key responsibilities that are primarily taken on by congregants include:

- Maintaining sanctuary and fellowship grounds
- Coordinating specific affinity groups or faith groups
- Performing with smaller music or arts groups
- Supporting specific social justice activities

The work of the congregation and minister(s) that is shared by both

As noted above, we see ministry as a joint effort in which we are all engaged together. Ministers and members work together in many different areas, to include:

- Maintaining and growing our membership
- Working toward being an antiracist organization
- Planning and holding Sunday and other worship services
- Holding special events, services and programs
- Creating a strong music program
- Tackling larger scale social justice issues
- Developing religious education programming for adults and youth

Work of the congregation done by other staff

ERUUF has a strong set of full and part-time staff who support the lead minister. These staff include: 1) a second minister who shares

many of the ministerial responsibilities; 2) a Director of Administration who coordinates much of the day-to-day management of the Fellowship; 3) a part-time Pastoral Care minister who is responsible for coordinating care-related activities; 4) a Director of Religious Education who plans and directs RE for children and youth; 5) a communications coordinator who has responsibility for internal and external communications including on social media; 6) a facilities coordinator who manages facility rentals; 7) a program assistant who supports the assistant minister; 8) a bookkeeper; 9) a facilities assistant who assists with maintenance; and 10) a planned giving coordinator who supports stewardship work, including developing a planned giving program.

These staff have also taken primary responsibility for keeping ERUUF programs functioning online.

Description of a typical Sunday at the congregation, including a typical Sunday worship service

ERUUF welcomes everyone to "come as you are", therefore there is no dress code. Each service begins with a welcome followed by sounding a temple bell and settling into quiet. Next is a musical prelude, opening words, chalice lighting, and hymn. We greet one another, hear a story for all ages, share joys and sorrows, and occasionally hear from a guest who might briefly speak about an important topic. We have silent meditation and spoken prayers, and readings from sources as diverse as the world's religions, modern poetry or the front page of the newspaper. Often we hear reflections from our own members as well as a minister's sermon. Every week there's a chance to affirm our commitment to our chosen faith and practice generosity through our giving as we pass the plate. The service ends with singing and words for going forth.

Religious education and exploration in the congregation for children, youth, and adults

Religious Education (RE)

Nursery Room

Our infants and toddlers are lovingly cared for in the nursery room by our dedicated CPR and First Aid certified RE Aides and volunteers from the congregation. Parents are welcome to stay in the nursery if they would like. Parents must sign their children in and out of the Nursery room, and keep their phones on vibrate when they leave. **Meeting Times:** Sundays during both services

3 - 4 year-olds (Pre-K): Chalice Children

Chalice Children delves into Unitarian Universalist faith and provides experiences around the strength of community, the wonder and awe that transcend everyday understanding, and life issues we all share. Early childhood is filled with curiosity and wonder. With loving adults as guides, young children can engage in spiritual seeking, develop their openness to sharing, and experience the benefit of a supportive community.

K - 2nd Grade - World of Wonder (Fall)

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How the congregation defines good preaching and worship

On the survey, the respondents identified "presenting inspiring and challenging sermons" as the most important role for the lead minister. In focus groups, participants described the need for Sunday services to be "inviting, motivating, inspiring" and "authentic."

ERUUF is used to services that draw on a variety of religious traditions and incorporate a variety of styles. Over the years, members have periodically expressed a tension between the extent to which the sermons should focus on social justice vs. spiritual needs, so good preaching would balance those two emphases and allow congregants to see the relationship between them.

Things a prospective minister should know about the theologies of the congregation, including where to find inspiration, comfort, and conflict

Members of ERUUF range from non-theists to those who fully embrace a particular faith tradition. We embody the spirit of drawing from many Sources for our theology from many cultural traditions and the wisdom of many world spiritual traditions. These practices include: Jewish; Christian; Muslim; Buddhism; paganism; humanist; and earth-centered teachings which offer inspiration and comfort to members of the congregation.

Ways the congregation handles conflicted situations

Congregants are encouraged to use our covenant as guidance for resolving conflict. We also have a Healthy Congregations Committee (HCC) that consists of at least three congregants and a minister.

HCC is often used for individual congregant conflicts and listening sessions have been engaged for issues that need to be addressed on a larger scale.

Role of music and the arts in the life of the congregation

We have various forms of music (<https://www.eruuf.org/table/community/music-groups/>) and artistic-related groups that include:

- The Eno River Singers
- Beloved Community Chorus
- Sunshine Kids Choir
- Chalice Singers
- River Folk
- Eno Drum Circle
- Various small singing ensembles
- Sound booth team
- The Eno River Players
- Cafe ERUUF
- Jazz Vespers Services
- ERUUF's Literary Journal
- Sanctuary Aesthetics Team
- Art Gallery Exhibits
- Spiritual Threads (a fiber arts group)

The governing structure of the congregation and how the minister is a part of this structure

ERUUF follows a policy governance structure, guided by our by-laws and our policies. Members of the Board of Trustees (BoT) are elected for three terms and are responsible for developing the mission and vision of the congregation, setting policies, monitoring financial expenditures and providing overall monitoring and evaluation. The BoT delegates all remaining authority to the minister who operates within a set of executive limitations defined in policy, which can be found at <https://eruuf.org/documents/board-policy-manual.html>. The lead minister is thus responsible for hiring and firing staff, developing and evaluating programming, and determining the annual budget.

The lead minister attends all BoT meetings where she is a non-voting member. The Board and the lead minister have historically had open discussions to further clarify and define areas where the responsibilities might not be as clearly delineated. The lead minister is expected to keep the Board informed of significant issues or areas of concern.

The Nominating Committee identifies and recruits members to serve on the three elected bodies: the BoT, the Nominating Committee and the Healthy Congregations Committee.

Additionally, ERUUF has a leadership development team that has hosted professional development activities designed to support and develop lay leaders. Some members of the focus groups noted that it was not always easy for new leaders to emerge or people to begin new projects; they felt that the process could be somewhat opaque.

How the work of the congregation happens

As noted above, the Lead Minister has primary responsibility for developing and leading the programming of the congregation. There is a Coordinating Team that is composed of the two ministers, ERUUF's Director of Administration, and a lay leader. This team meets regularly to guide the work of the congregation.

The congregation's work is done through a series of teams. All substantive teams that require congregational resources have a staff partner--a member of the paid staff who serves as the contact for the team and may or may not regularly participate in meetings. Primary teams include: Worship Associates; the Multicultural Team; the Multicultural Change Team; the Social Justice Team; the Music Committee; the Religious Education Team; the Stewardship Steering Team; the Care Team; the Membership Team; and others. A full list of the Fellowship Teams can be found at: <https://eruuf.org/community/fellowship-teams/>

In addition to the Fellowship Teams, there are numerous affinity groups and small groups that are generally led by lay leaders.

Recent successful work of the congregation

Some of our recent successful work:

- Transgender Inclusion Education Program
- Interracial Dialogue Parts 1 and 2
- Understanding Caste book discussion
- Creating a Green Sanctuary
- Social Justice speakers
- Work with DurhamCAN (Durham Congregations and Neighborhoods)
- Refugee program

The work within the congregation which is slow, stuck, or not attended to

Work that is slow or stuck:

- Accessibility - including body issues, economic, and cognitive issues
- Cultural, economic, and class issues
- Engaging more young adults in church activities
- We have done a lot of work on racism but not as much recently on sexism (which still exists despite our largely female staff and membership).
- As a community we haven't really grappled with the issue of power-who has it, what are good and responsible ways to use it, and how do we continually dismantle white supremacy while at the same time respect the authority we've delegated to ministers and elected /appointed leaders.
- We are in the process of creating a Theory of Change to guide our anti-racism work. Before this we had AR/AO/MC on our strategic plan. We've funded this, in recent years (as much as 10k or more in total budget). We are making progress as an institution; leaders are somewhat ahead of members. Some however, are not aware of how little they actually know or, in what ways they are still not conscious. There is concern that some congregants may assume that having a BIPOC lead minister means that ERUUF no longer has racism to deal with, when in fact, it will represent the need to go deeper.
- Issues around white awareness and fragility with racial issues. Some members believe a big conflict could be looming about an important racial issue and things would be better hashed out in the open instead of being sidelined by white fragility. When fear prevents a compassionate resolution, BIPOC are the most impacted. It is imperative that this work be named and continue to move forward because, not only, could it negatively impact BIPOC members, but it could unfairly affect a BIPOC lead minister.

How money is raised within the congregation

- Annual Pledge Drive
- Space rental

- Capital campaigns
- Auctions
- Raffles
- Rental from the cell tower located on campus
- Legacy giving through the ERUUF foundation

The most recent capital campaigns in the congregation

- Capital campaign to fund the solar panel project for the CARE building
- Retired mortgage and cover maintenance expenses for 10 years
- Facilities Support (maintenance of the campus)

Debt that the congregation has

- Recently the board approved securing a loan to cover part of the expense for the new audio visual system installation. Our debt is \$114,000

How the congregation feels about its stewardship

There are a range of feelings about stewardship at ERUUF:

- Some feel given our size and the number of activities with which ERUUF is engaged, that we should have a larger budget
- Others feel that our budget is adequate (but they may not understand the impact of running a deficit budget for a number of years)
- In the survey, 3/4 of the congregation either "strongly agreed" or "agreed" with the statement that the congregation feels secure about its stewardship

Role of the minister(s) in stewardship

The lead minister is the staff partner for the stewardship team. The lead minister oversees the development of the annual budget in alignment with Board priorities.

Furthermore, the minister needs to generate excitement about the many activities (those specific to the ERUUF community and larger community of which we are a part) leading to increased pledges.

The ten largest pledges within the congregation

- Our largest pledges have been \$20,000-\$35,000 for the past few years.
- We also received several large gifts in the past three years, from individual donations (not pledges) and legacy gifts (from a will with planned giving):
- \$20,000, \$50,000, \$100,000, etc. These gifts provided the funds for the current Strategic Initiatives Fund which is over \$400,000.

What a prospective minister should know about the building and grounds for the congregation

ERUUF has a beautiful, large campus with lots of full-grown trees and foliage. We have ample parking including designated handicapped spaces.

- The grounds are beautifully maintained and there is a congregant volunteer crew that works on the foliage and trees, and other areas of the grounds.
- The sanctuary space is large with an updated AV and sound system that was installed during the pandemic.
- The chancel floor is not raised and substantial in size.
- There is a CARE building that holds classes and the Religious Education operations.
- There is a fire pit outside.
- The fellowship hall is a large meeting space with a remodeled full sized kitchen.
- The fellowship hall also has an AV system.
- There is a main office near the sanctuary and an office in the RE building.
- The main office has office space for the ministers and other personnel.
- Next to the sanctuary is a soundproof chapel, with a plexiglass wall, that is mostly used by families with restless children. Sometimes meetings are held there.
- The CARE building also has a large meeting space that is used for RE, meetings and groups.
- Almost all of the rooms in the CARE building have a TV, DVD players, and the ability to stream programming. There are two additional classrooms downstairs.
- There is also a cooperative nursery school in the CARE building and a playground outside.

The condition of the buildings and grounds

Due to a very successful Capital Campaign, the building and grounds are in very good shape. ERUUF has been able to take on needed repairs and upgrades including a new HVAC System, a new roof, an updated kitchen, new painting and, new carpet. We have added solar panels to the roof of the CARE Building and have completed an AV upgrade within our Sanctuary.

Courtesy of an ERUUF donor, we have recently completed an assessment of the physical needs of the Fellowship for the next 10 years, including an estimate of the amount of funding necessary to support the physical plant. It is likely that there will be congregational interest in working on this plan within the next five years or so, but we do not anticipate any immediate needs.

Expectations of the congregation for a minister(s) around pastoral care / spiritual guidance / counseling / home and hospital visitation

According to the survey and focus groups, there is a great need for the minister to attend to, or have others attend to, the pastoral care needs of the congregation. Many feel that even more emphasis will need to be placed on pastoral care, in the future, due to the high number of seniors and young families in our congregation. Despite the presence of a pastoral care team, some members are not happy that the minister assigned to pastoral care has been reduced to 10 hours a week. They feel there needs to be more attention paid to this ministry.

Expectations the congregation has for a minister(s) around children and adult religious education

A significant number of focus group participants commented on the importance of the minister providing support for multi-generational activities. Members noted the need to strengthen the RE program for children because they are the lifeblood for our future.

Focus group members also noted they would like to see youth/young adults more involved in the services. They feel it would help lead to a feeling of being "one big congregation" and they want the minister to be more involved and connected with our young people.

However, the congregation does not necessarily see it as the minister's role to **implement** all of these programs. Instead, they see the minister's role as setting priorities and serving as an example.

Quite a few congregants voiced concern that they see a gap in services and support among youth and young adults (students who are in college or shortly thereafter).

Expectations the congregation has for a minister(s) around community building / facilitation skills / coffee hour and social times

The vast majority of respondents to the congregational survey saw "fostering a sense of community" as an important activity of the minister with over 70% believing that it was very important. ERUUF considers itself a welcoming and inviting space and the minister would be expected to model that sense of welcome to the congregation and our guests.

In the focus groups, many congregants noted that the minister should emphasize building connections because we have spent the last 18 months online and many people are not feeling as connected to ERUUF as they previously were.

The minister would be expected to interact regularly with members and attend social events, although attendance at every coffee hour would not necessarily be expected.

Expectations the congregation has for a minister(s) around committee / task force work

The work of the many committees at ERUUF all have a minister or paid staff member assigned as a staff partner. In this role, the partner offers guidance to the committee in regards to how their activities and decisions intersect with other groups and impacts ERUUF as a whole.

The lead minister has historically been the staff partner on the teams/groups that are most relevant to their responsibilities (such as the worship associates). This has also been the case for groups they wish to place a congregational emphasis on (for example, the lead minister is currently a staff partner for the Multicultural Change Team).

Expectations the congregation has for a minister(s) around leadership development

Strong lay leadership is a characteristic of ERUUF. That being said, the congregation does not, specifically, see the development of volunteers or lay leaders as a key responsibility for the lead minister. On the survey, slightly over 40% of respondents believed that this was not an important role for the minister to play as opposed to 20% who believed it was very important.

There is a leadership development team that provides professional development for lay leaders and this is currently supported by the lead minister. The congregation will expect that some member of the staff provide support for leadership development, but this does not need to be the lead minister.

Expectations the congregation has for a minister(s) around membership and membership growth

When asked about success for our new minister's first year, representatives in about half of the focus groups noted that they would see stable or increased membership as a good indicator of how the minister was doing. They recognized that congregations often lose members as part of a ministerial transition, but hope our congregation will grow and see an increase in membership.

In general, ERUUFians believe that new members will be attracted to a dynamic minister with strong Sunday services who is also involved in our community.

There was little sense of any expectation that the lead minister would be involved in any specific membership development activities and, in fact, that is currently within the portfolio of our assistant minister.

Expectations the congregation has for a minister(s) around staff relations and supervision

Because ERUUF operates under policy governance, the lead minister operates similarly to an Executive Director or CEO with primary responsibility for staff management. ERUUF has a Director of Administration who can cover many administrative tasks, but the lead minister has ultimate responsibility. The Board of Trustees does not take responsibility for staff management, although there is a grievance process that staff can follow.

Expectations the congregation has for a minister(s) around anti-oppression work / social justice / social action

Our multicultural team has been sponsoring interracial dialogue programs as well as transgender programs; both programs were well received by the congregation. There is also a white awareness group using various texts with questions for small group discussions. We expect strong support for these programs and for our social justice work (such as our past participation in protest marches against the North Carolina bathroom bill). Our lead minister's involvement in these programs would help build trust between them and the congregation.

Expectations the congregation has for a minister(s) around interfaith / community work

The lead minister is expected to support and be involved in these efforts.

Our congregation expects the lead minister to have a public presence in the Durham community by participating in social justice work, housing issues and policing accountability. We expect the minister to use multiple sacred sources in sermons; including Judaism, Christianity, Buddhism and Humanism. We have a large and diverse congregation and our hope is to have inspiring sermons that promote curiosity and learning.

Expectations the congregation has for a minister(s) around denominational activities

The congregation has historically had minimal expectations relative to denominational activities. When asked to prioritize different ministerial activities, respondents ranked "involvement with the district, Region or UUA" the lowest out of 21 possible activities.

Nevertheless, there is a small group that advocates for increased contributions to the UUA in every budget cycle. It is also possible that the congregation currently does not see the advantages that could come from increased denominational involvement.

Expectations the congregation has for a minister(s) around other areas not already addressed above

In the focus groups, there was a strong sense that our new minister should be able to connect to multiple age groups, particularly young adults and the youth.

Additionally, given that we are slowly emerging out of a pandemic, the congregation will expect the new minister to help facilitate the transition from purely online to a more hybrid experience.

How trust is built between the congregation and the minister

In the focus groups, members described the importance of having a trusting relationship between the congregation and the minister.

The first step in building trust is to have the new minister learn about what is currently in place in the congregation. Members noted that, in the first year, they would be pleased to see the lead minister taking time to get to know us, individually and as teams before making any big changes. They would want the new minister to spend time with small groups.

Trust also depends on the minister engaging right relationship with the congregants and modeling effective conflict management strategies. Finally, it is very important that the minister "walk the walk" they discuss when they are preaching.

Why people leave the congregation, and why new visitors do not return

1. We see young families seeking religious education for their children as a potential building block for our future sustainability. The challenge is creating supportive opportunities for parental organizing and supporting this group's community interests.
2. The 20-30 year-olds are another group we need to be more active in creating programs for, in order to retain them.
3. We have a welcoming committee and visitors are able to fill out a name tag, but depending on ERUUF members to welcome them personally, has met with mixed results.
4. We want to increase our diversity with BIPOC, but are unsure why we are challenged in retaining this group.
5. Our intention is to be a beloved community, welcoming people to come as they are. We speak these words, yet the reality can be challenging on multiple levels.

Any expectations there might be about a minister's family and personal life

Many ERUUF members are concerned the ministers will not take care of themselves, to include sufficient downtime to avoid burnout.

In the current minister's evaluation, the Board of Trustees has included a component that asks the lead minister to reflect on her self-care activities and identify areas where she might need additional support.

Aside from an expectation that the ministers behave ethically and live lives of personal integrity, the congregation respects the ministers' rights to personal lives.

One mistake a minister could make that would seriously affect the ministry

Two serious mistakes the new minister could make are:

- Failing to support and participate in our racial equity/inclusion programs and our other social justice work, and
- Failing to strengthen our finances.

Questions the congregation would have liked to have been asked which were not included here

None

Trust in the congregation

Trust in our congregation is quite high as our lead minister has been heavily involved in our racial equity/inclusion work and has actively participated in other social justice work.

According to the survey, close to 80% of the respondents agreed or strongly agreed with the statement that "There is a high level of trust in leadership in this congregation."

How is technology currently used in your congregation and what are the expectations of the minister around that?

We began and completed a Sanctuary AV upgrade. The system includes a new speaker, large retractable screen, long throw projector, an additional screen for the chapel, hearing accessibility upgrades and a window shade.

ERUUF is developing the capacity for multi-platform worship. The ability to worship together both in person and at a distance is integral to the life of this faith community.

The new AV system will help ERUUF build capacity for the community and empower the multimedia worship experience that has developed over the past year of livestream worship.

The new minister is expected to continue to embrace the usage of technology in growing the congregation by making it more assessable to all who care to attend.