

Dear Ones,

This is a long report, and putting it together has been such a great reminder of just how much is going on in our ministries! My thanks to all the ministry team leads who sent me their reports to include. And thank you for reading it.

I begin with gratitude. There's a wonderful energy moving through our beloved congregation, as the many new Reebers and our longer-term members and friends build relationships, as y'all find your passions and your places in our congregation, as new ideas emerge and collaborations are built, as we work together to keep building and nurturing spaces of peace and justice in our hurting world. I'm inspired by your dedication and enthusiasm, especially in this time, when the baseline anxiety level within and around us is so high, and it would be easy to give up in despair. I love how our congregation feels right now – how much we care about each other and for each other, how clear we are in our commitment to defending the vulnerable and our democracy, how determined we are that Love wins, how we're continuing to move through this world that's increasingly unstable with compassion and dedication. Y'all are amazing and generous and caring, and I'm honored and grateful to be your minister. I'm also so grateful to be working with a full complement of staff who are not just competent and dedicated, but also beautiful humans I get to serve this congregation with. And I'm grateful for the many strong long-term and emerging congregational leaders and participants – all of you who take a role in the care and feeding of this beloved community we share. I'm grateful that so many of you are serving in roles that make our ministries happen, and for your invitations to collaborate on that work with you.

I also see areas of congregational life that need some attention. We haven't yet fully healed our individual and collective trauma from having lived through a global pandemic. Some of our vital ministries don't have enough people to be effective. Change is constant, due in part to the continual movement of people into and out of congregational membership and involvement, and in part to the state of the world right now, and this can be ungrounding. Whether or not we're comfortable with this, we are not who we were when I began my part in our shared ministry in 2014, and neither is the world around us. The Board and I have been talking about our mission and vision, and we're realizing that it's time to do some work to understand who we are now and how we matter.

I'm hoping that we'll start talking about that soon. But the purpose of this report is to reflect back over this past church year. I'm responsible for the ministries of this congregation – the work we do together (as opposed to the Board's responsibility for our governance – the structure in which we do that work), and so I offer you reports on those ministries, as submitted by the teams who lead them.

Here are specific reports from many of our Ministry Teams, in alphabetical order. Deep thanks to the team leaders who submitted these comprehensive summaries!

### **Building Stewardship Team (BST)**

The BST is responsible for making sure the building and grounds are maintained and that building needs are met.

Team members: Tom McClintock and Kelly Kearns, with skilled assistance and advising by Rand Hill and Ed Kuharski

Note: Kelly will be stepping down from the BST in the near future

### *Accomplishments:*

- Congratulations to Kirsten Johnson who won and “lost” the Snow Lottery by having the only week with more than a little snow
- Provided regular maintenance, organized snow lottery and grass cutting volunteers, arranged for fire alarm and fire extinguisher inspections, maintained house plants, garden spaces and parking lot, trimmed brush, painted over graffiti
- Held several Many Hands Workdays with multiple people attending
- Rev. Karen hired building cleaners who are currently supervised by the BST
- Marti Everett donated a snowblower for our use and it is stored in the shed
- Tom replaced the leaking toilet water supply line
- The team rearranged the coat racks in the foyer to help facilitate the minister’s interaction with service attendees as they leave the sanctuary
- Tom replaced the motion sensitive light above the rear side door

### *Issues:*

- Fire Alarm System: Last year we switched our fire alarm system from one that required two telephone lines to one that uses a radio system with a company called CEC in the expectation of saving money in the long run. Shortly after the one-year warranty expired the radio system failed repeatedly. CEC took many months to repair it. During that time, we missed the fire department’s deadline for inspection twice and have been fined \$200 by the fire department. And then we were billed for over \$2,000 for repairs. Glen Gordon has now taken over the lead in this fiasco. We hope to avoid payment for these repairs or at least be given a substantial discount.
- MOMs (Moms on a Mission) is still creating litter that we have to pick up from their distribution of snacks
- Graffiti is an ongoing problem
- The drainage in the parking lot

### *Team Needs:*

- We need people to show up for volunteer workdays
- We need to be setting aside funds for furnace and roof replacements and other potential large maintenance needs
- The paneling on the front of the building is rotting at the bottom and needs to be repaired or partially replaced
- Replace the door bell system
- We need to replace a ceiling panel in the hallway, but do not have any extra panels to use
- Repainting the exterior
- The sanctuary’s cork floor is badly in need of cleaning and waxing

***It’s crucial that we all feel ownership of our building, and participate in keeping it clean and neat – here are some specific needs:***

- We need all Reebers to pick up litter when they see it
- We need more Building Team members and people to take on specific tasks, such as leading workdays, watering the plants, washing kitchen towels, clean and wax the sanctuary floor, supervise the hired cleaners and more
- Not enough people are signing up for lawn mowing and snow shoveling

## Caring Tree

Coordinators: Jeanette Clawson and Heike Saynisch

The Caring Tree is the structure we use to co-create a mutual aid network of pastoral and parish care at JRUUC. The coordinators, working with Rev. Karen, coordinate how we care for each other in concrete ways, organizing us into teams specializing in providing specific services in response to requests: meals (12 members), rides (12 members), errands (12 members), card writing (12 members), visits (8 members), phone calls (6 members), household help (6 members), and heavy lifting (6 members). Cards are written to people in response to joys and sorrows shared during worship, and upon request. The Caring Tree is working on tracking our activity, so the numbers I'm sharing are lower than the actual. We received requests for the following kinds of care this past church year: 4 meals, 5 rides and/or errands, 20 cards, 3 visits and/or phone calls, and 2 household help. Most of the requests came in via the [care@jruuc.org](mailto:care@jruuc.org) email address or via a form on our website.

We meet monthly to consider all of the requests and candles shared in the previous month, continue the ongoing work of improving our ability to forward requests in a timely way, and make sure our communication to the different teams is clear.

We invite you to consider joining one or more of our teams so we can build a stronger network of support for those who request help and support. Helpers can sign up for one or more teams, and will be contacted when a request comes in. Those who are able to help respond to let the coordinators know what they can offer to support the request. Signing up for a team doesn't obligate you to any specific commitment and many people are on more than one team.

## Justice Ministries

Justice Leadership Team members include: Kelly Kearns, Eva Wingren, Rhonda Brodbeck

The JRUUC Justice Ministry exists to facilitate collective action for justice by the JRUUC community. This includes engaging members about their motivations and capacity to work on different justice issues, helping leaders develop organizing skills, and formalizing policies and procedures. Acting for justice with a like-minded community is spiritually important for many of our members. If you are feeling frustrated or disheartened about the state of the world and want to do more, we'd love to chat with you about what that could look like!

More capacity is needed on this team, especially to fill Kelly's shoes! Training is available, all that is needed is a desire to support justice work in the congregation broadly.

In 2024, we reached out to 26 folks who expressed interest in justice work on their blue cards. We also coordinated with statewide partners like WUUSAN and the Poor People's Campaign on GOTV efforts for the general election and the special spring election. We helped facilitate conversations about the conflict in Gaza and how JRUUC should respond. And, though not specifically a JRUUC activity, we hosted 90 community members for a SURJ mass meeting at JRUUC, demonstrating a powerful model for moving large numbers of folks into action via in-person community building.

Currently, JRUUC has Justice Action Ministries, or JAMs, working in two topic-specific justice areas: **immigrant and refugee rights**, and **criminal justice reform**. We had a third until recently, on racial justice, but it disbanded due to capacity constraints. Thank you to Jeanette Clawson, Randy Coloni, Mary Wichita, and Ron Malzer for your work on RJAM. In addition to the JAMs, there are several Service Ministries, or projects, managed by Reebers: Food Equity, Share the Plate, and UU the Vote.

## **Immigrant and Refugee Rights (IRR JAM)**

Team leaders: Pete Haney, Kirsten Johnson, Leila Pine

This year, the IRR JAM and our Reeb members and friends have:

- Found free temporary housing for 5 asylum seekers and a family of 3 immigrants in Reebers' homes
- Given local rides and rides to Chicago to two asylum seekers for an Immigration court hearing and to replace a lost passport at a foreign consulate there
- Helped a couple of immigrants move all their belongings to a new house
- Taught weekly ESL classes at Christ Presbyterian Church for immigrants from various countries in Africa, the Middle East, Southeast Asia and Latin America
- Mike Clawson taught an English-speaking immigrant from Ghana how to drive so she could obtain her Wisconsin driver's license
- Another IRR member who is a retired nurse helped an asylum seeker study for her exam to become a licensed nursing assistant, which she passed and now has a fulltime job that she loves
- Provided Spanish/English interpretation power of attorney workshops aimed at immigrants in Madison

The IRR JAM is currently preparing to launch a fundraiser for a local immigrant couple facing serious health difficulties.

JRUUC is part of the Dane Sanctuary Coalition of 22 congregations and 8 nonprofits that support our immigrant community. Our leader for the past 7 years, Rabbi Bonnie Margulis, left last May to become an interim rabbi at a synagogue in Racine, and in June the board of the Wisconsin Faith Voices for Justice, which Bonnie founded 13 years earlier, hired Matt Kendziera to replace her part-time. Since last summer the Dane Sanctuary Coalition has been active in the following areas and networking with local and national immigrant rights organizations to organize the following:

- September Immigrant Rights Press Conference at Midvale Community Lutheran Church (ELCA) with speakers from the Jewish (Rabbi Jon Prosnit), Muslim (Dr Ibrahim Saeed), and Christian (Pastor Katie Baardseth) communities along with Attorney Aissa Oliverez from the Community Immigration Law Clinic (CILC)
- Produced a Volunteer Driver Video. This initiative has seen a significant increase in our driver pool.
- Our volunteer drivers gave 116 rides to immigrants for their ICE appointments in Milwaukee and U.S. Immigration Court hearings in Chicago in 2024
- Received 5 temporary housing requests from social workers for asylum seeker families
- Provided Know Your Rights Trainings at Orchard Ridge United Church of Christ in March with Immigration Atty. Grant Sovern
- Teamed up with Voces de la Frontera and the Wisconsin Council of Churches to put out a toolkit for a "Pray for our Immigrant Community" weekend April 26 and 27
- Teamed up with Voces de la Frontera for the Day without Immigrants and Workers marches and rallies in Milwaukee on May 1 and in Madison on May 2
- Provided a Know Your Rights training in May at Madison Christian Community with Immigration Atty. Matthew Gillhouse
- We carried the JRUUC "Immigrants and Refugees Are Welcome Here" banner in the march and one of our members served as a marshal/peacekeeper during the march

## **Madison Organizing in Strength, Equity, and Solidarity (MOSES JAM)**

Team leaders: Mary Anglim, Joan Kemble, Elaine Pridgen

The Reeb MOSES Justice Action Ministry supports local organization MOSES, which stands for Madison Organizing in Strength, Equity, and Solidarity for Criminal Legal System Reform. MOSES members are primarily

faith communities with some individual members. Reeb was a founding member. The mission of MOSES is to build collective power to dismantle the systems of mass incarceration and mass supervision and to eradicate the racial disparities in our community that contribute to them. MOSES has a general meeting the 2nd Sunday of the month at 2:30 and has many committees and task forces that meet at other times. Anyone interested in incarceration reform is welcome.

Mary Anglim, Joan Kemble and Elaine Pridgen are very active with MOSES and other Reeb members participate occasionally, especially for MOSES' biggest events: the Madison Action Lobby Days in April and the Transformation Celebration Gala in December. Mary was one of the organizers of the gala, which honored 3 justice-impacted people who have transformed their lives and inspired others who have been or are incarcerated. The gala also featured yummy food provided by the Goodman Center TEENworks vocational program.

### **Food Equity**

Reebers looking for a community service opportunity, may want to check out our joint activity with Prairie UU Society that has focused on food equity. Not only is it rewarding, but we get to know other UU's in town! Here's a little history: For a decade or more prior to COVID, Prairie and James Reeb volunteers prepared a monthly hot breakfast at the downtown men's shelter. During the pandemic, that space and our service was no longer considered safe, the men moved and our service ended. Then in mid summer 2023 through December 2024, we again worked together in a new endeavor: preparing lunches and snack packs for the River Food Pantry's Mobile Lunch Program, which takes lunches to areas around the city where food insecurity may be an issue and provides free food for anyone who wants it. Reebers contributing to this effort included: Alice Shuman-Johnson, Ellie Connolly, Elaine Morrison, Michael Nunley, Rand Hill, Virginia Harrison, Alyssa Steenport, Joan Kemble, Elaine Pridgen, Jeanette and Mike Clawson, and Peggy Haack. At the end of 2024, The River decided to end the mobile lunch program on the weekends. Our friends at Prairie worked to find a new opportunity for us and in April 2025 we began a monthly joint effort, serving a Tuesday lunch at Luke House (310 Ingersoll Street). Rand Hill, Marla McFadden, and Peggy Haack enjoyed our time there; it's a very well-run organization that has been serving meals for over 30 years for those in our community facing food insecurity.

We'd love to have you join our team; just talk with Peggy.

### **Share the Plate (STP)**

The Share the Plate team facilitates the sharing of the weekly collection with local charitable organizations nominated by members and friends. The members of the team are Mary Schaper and Julia Richards. Contact Mary Schaper with questions. This past year nominated charitable organizations were checked and confirmed, a list of these organizations was maintained, and short descriptions of each organization were written for the weekly newsletter and the service slides resulting in a total of \$6,678 in donations being made to 24 organizations so far this fiscal year (which means this ministry has also generated \$6,678 in donations to JRUUC, because we donate half the weekly plate offering and keep the other half).

Julia would like to step back from the Share the Plate team, so finding a new team member is a high priority.

### **Moms on a Mission (MOMs)**

This isn't a direct JRUUC ministry, but a way we support local work. MOMs is a grassroots, community-driven organization that was formed in October 2021 in response to student altercations happening at East High School. Their mission is to provide trauma-informed, culturally responsive violence prevention and intervention services. MOMs supports a team of staff and volunteers who are present to students during their lunch hours, which was when many of the fights had happened. When MOMs was formed, there were

near-daily fights around the school, including in our parking lot, and they report that this year saw only two disruptions, one of which they were able to de-escalate without police. MOMs builds relationships with the students, and supports them in their building of accountable relationship with each other, leading to a safer, more supportive environment. They report that they serve about 500 students daily, offering food, mentorship, conflict mediation, and de-escalation support, and helping them access essential services like clothing, hygiene products, and referrals to additional services. JRUUC contributes to their work by providing space for them to store the food and water they offer the students with no rental fee.

## **Membership**

Team members: Liz Chapa, Kelly Kearns, Elaine Morrison, and Deb Myrbo. Mary Wagner retired from the Team in the summer of 2024. New team members this year are Deb Myrbo and Liz Chapa.

## **Congregational Membership**

The team conducted classes October 2024 and March 2025 to help people learn more about JRUUC and discern whether membership might be a path they wanted to follow. The class has been retitled “Getting To Know JRUUC,” to remove any expectation that membership has to follow attending the class, and put more emphasis on learning, sharing, and discernment. Fifteen people in total attended the two classes. We welcomed 12 members: Ingrid Stark and Chris Glad as returning members, Stephen Rich, Ben Schneider, Marti Everett, Kathy Soma, Kathleen and David Henry, Sarah Edwards, Sharon Kohli, Denise Jacobs, and Rick Taylor as new members. One member who joined in 2023 resigned in 2024.

We made a significant effort this year to reconcile the membership book, the electronic list of members, and the list of members on file with the UUA. Permanent name tags are available to anyone who requests, and we are generally making less of a distinction between members and non-members in most situations.

## **Inquiries and Outreach**

We’ve received 43 “blue cards” so far this fiscal year, of which 16 were submitted online. Quite a few who filled out blue cards have become active participants in our congregation although they have not formally joined. One person who attended the Getting To Know JRUUC class in the spring had never been inside our building, but stated that she saw the class on our website, so registered, because she was curious about UUism and our congregation in particular. With the new emphasis and title, the classes are thus now serving as a means of outreach, too.

Outreach tabling was done at Eken Park Festival in August and the Northside Fest in September, the first tabling our congregation has done since before the pandemic. Plans continue for further tabling this summer; in addition to the events above, we hope to add one week of tabling at the Northside Farmers’ Market and at PrideFest.

## **Events**

Bonfire/campout in September; monthly potlucks (including a summer picnic after service); paddling outing at Wingra Boats (2 attendees)

## **Hospitality: Coffee and Greeters**

In April, we just started making instant coffee, tea bags, and hot water available before service; in addition to the brewed coffee available after service. Two different coffee urns have been acquired to attempt to easily make large amounts of coffee.

There are 4 active Zoom coffee hour hosts, and 12 active in-person greeters plus 4 seasonal / floaters

## **Religious Exploration and Family Ministry**

Director of Family Ministry: Genevieve McPherson-Shambarger

Religious exploration involves practices of learning and reflection that support understanding of religious ideas, and applying that understanding to make meaning of the human experience.

### **Adult Religious Exploration / Small Group Ministries**

Adult RE classes are generally developed and offered by either Rev. Karen, or Reebers interested in a topic/curriculum with oversight from Rev. Karen. The adult groups that are meeting regularly this year are:

#### ***Covenant Groups***

These are groups that are newly formed each fall and meet monthly through June, with a focus on the monthly themes that are also used in worship. The purpose of the groups is to build relationship through a practice of heart-centered reflection and deep listening. There are two groups this year, with a total of 12 participants (including two facilitators).

#### ***Meditation with Friends***

This group has continued to meet weekly on Wednesdays this year and will enter its 6th year this July. Anywhere from 4 to 10 folks meet online via Zoom for 30 minutes, and more than 20 people are on our weekly email list. We share a short reading, sit in guided and silent meditation, and chat briefly about the reading and the meditation experience. For the last several months we have been reading from Joan Halifax's deck of meditation cards "In A Moment, In a Breath - 55 Meditations to Cultivate a Courageous Heart." All are welcome. The group is a great option for midweek connection from the comfort of your home with no travel time required.

#### ***"Our Wild and Precious Lives"***

This new group is facilitated by Rev. Karen and Rev. Bowie, and it meets monthly to reflect together on issues around mortality, death and dying, and grief. Participants choose specific topics each month from a list generated by the group. 11 Reebers have participated in this ministry so far.

#### ***"What Moves Us"***

This is a series of ten monthly workshops about notable Unitarians and Universalists, the experiences that shaped their beliefs, and ways their stories may resonate with our own. The historical development of UU principles forms a springboard for personal sharing, relationship building, and spiritual growth.

The series is based on a curriculum from the Unitarian Universalist Association (UUA), adapted for Zoom. It will end in June. Ten individuals have participated at least once, with an average attendance of five or six. Office staff and volunteers were helpful in getting the series publicized. For similar programs in the future, we recommend regular promotion in the weekly e-newsletter, with emphasis that newcomers are welcome and do not need to attend all meetings to participate.

Email [WhatMovesUs@juuuc.org](mailto:WhatMovesUs@juuuc.org) or Rhonda Brodbeck, Mary Pitassi, or Sarah Cook with questions.

#### ***Coming Up Next:***

Rev. Karen is considering two potential offerings in the near future, maybe even in the summer months: a set of sessions exploring Timothy Snyder's book *On Tyranny: Twenty Lessons from the Twentieth Century*, and/or the 2024-2025 UUA Common Read, *Authentic Selves: Celebrating Trans and Nonbinary People and Their Families*. Both feel pretty relevant right now. Please let her know if exploring either of these books might interest you!

## **Religious Exploration for Children and Youth**

We have a few families with children and youth that attend regularly, and we receive visitors with children and youth regularly as well. We currently have two youth attending RE classes, and three younger children. Genevieve and Rev. Karen have tried to create an RE Team to support the program, but have had no

Religious exploration and lessons happen in several ways at Reeb. In the sanctuary, Genevieve brings a mini-lesson that's related to the worship theme to the Busy Hands Table every Sunday, and engages with all who spend time with them in that lesson. Thanks to Bryan Benwitz for being at the Busy Hands table when Genevieve is off! There are also some regular classes. The younger class meets on the first Sunday of each month after worship, and on the third Sunday of each month during worship. Genevieve teaches these classes, and the content is related to the monthly worship themes. The youth group attended the Our Whole Lives program at First Congregational Church in the fall, and now meets after worship on the first and fourth Sundays, working with a UU History and Identity curriculum; Rev. Karen leads this group on the first Sundays, and Genevieve leads it on the fourth Sundays.

### **Family Ministry**

There are other Reeb activities that fall within the family ministry umbrella. Genevieve chooses a "Time for All Ages" story each week and shares it on the Sundays she's working; this is almost always a way in to the topic of the day that's accessible in a way that's different from the more head-oriented reading and the spoken reflection I offer. She greets new families on Sunday mornings and helps orient them to our space and our worship. Our third Sunday community lunches are scheduled on the day our children leave the service to attend RE class; the meal is a way for us to come back together in multigenerational community. And many of our gatherings beyond Sunday mornings are planned with families in mind, in collaboration between our Membership Team and our Director of Family Ministry.

### **Stewardship and Fundraising**

Stewardship Team members: David Lauth, Tom McClintock, Karol Niemann

The Stewardship Team maintains and develops the long-term strategic and cultural nurturing of the congregation's generosity of time, talent, and treasure, and leads fundraising efforts for the congregation, in consultation with Rev. Karen. This year we led the annual pledge drive, promoted other fundraising activities including the Reeb Rave (thank you, Tom and Kelly!), assisted the Operating Budget Committee in preparing the annual budget, and worked with the Membership Team in organizing a number of listening sessions for our members and friends. We invite any Reebers who would like to join us in this work to contact any of our current members. Thank you!

In addition to the work done by our Stewardship Team, we held several fundraisers, which were all hugely successful:

The **Reeb Rave**, our annual service and event auction led by Tom McClintock and Kelly Kearns, was wildly successful! Not only was it great fun, we raised \$9,000 (\$1,200 above our estimate in the budget)!

The annual **Rummage Sale** led by Jane Aldrich and Cindy Rudd (with so much help from Kelly Kearns and many others!) brought in over \$1,600 (\$200 more than the combined estimate for this sale and a holiday sale, which didn't happen this year).

And Karol Niemann organized and led a **Ukrainian egg decorating** workshop in April that brought in 25 people, most of whom had never been to Reeb before, and over \$600!

### **Worship and Music**

Attendance has been steadily increasing since September, with an average of 65 people each Sunday (with both in-person and virtual attendees counted). The services with traditional rituals and/or choir participation typically have the highest counts, like our Ingathering / Water Communion service (73 people), our Burning Bowl service (79 people), and our pledge drive kickoff (79 people). Our highest attended Sunday service was the March 23 music service led by Jennifer Hedstrom, with 101 people. And our Winter Solstice Celebration



drew 102 people! We thank Rev. Karen and members of our congregation who offer reflections and/or serve as Worship Associates. We also had several guest speakers and presenters this year with topics ranging from what makes bystanders decide to help someone they don't know, to worker justice, and most recently, the experience of laughter yoga. We continue to benefit greatly from our subscription to Soul Matters, which provides our monthly themes for much of the year, including suggestions for readings, music, and sources for inspiration centered around that theme. We also want to thank our tech wizards and virtual coffee hour hosts, who create a welcoming environment for everyone joining us on Zoom each Sunday, and ensure we have sound and media in the sanctuary.

Our **Music Ministry** has been especially strong this year, with a continually growing choir and a folk group that plays for fun and also offers special music on some Sundays. The Sacred Breath Choir offered special music at 15 services so far this year, plus the Winter Solstice Celebration, and the folk group has offered special music at 5 services; multiple solo singers, duets, and small groups have also shared music at services. Deep thanks to our Director of Music Ministry, Jennifer Hedstrom, and member Mike Stimson, for their dedication and leadership!

### **Closing thoughts**

I want to add a little bit about the ministries I'm more directly responsible for.

#### **Pastoral care**

We're all holding a lot these days, and I'm available and eager to talk with you confidentially to accompany you through whatever might be happening in your life. I post office hours and I ask that folx reach out to me if they'd like to meet outside those times.

- I've met with 20 of you to have pastoral conversations this year.
- I've been honored to be present to two memorial services this year, one as an officiant and one as a participant.
- I maintain a discretionary fund that I use to help Reebers and Reeb-adjacent people when they find themselves in need of financial help. Please do reach out to me if you or someone in your circle needs help. This is a completely confidential process.

#### **Worship**

I'm loving the increased attendance and energy of Sunday mornings! I enjoy connecting with you in our sacred space, and facilitating our shared experience of meaning-making. I love talking with you about my reflections after worship. I so appreciate the presence and gifts and collaboration of our Worship Team and our Directors of Music Ministry and Family Ministry. And I love our continuous work toward making what happens on Sunday mornings more accessible to a wider range of people.

#### **Rentals**

The work of the newly forming Rentals Team will be to increase the use of our building by renters and thereby increase our rental income. I'm grateful to the Board of Trustees for laying the groundwork for the formation of this team by reviewing and updating our rentals policy, agreement forms, and rates, and by starting to create a charge for the team. And I'm grateful to the folx who have stepped up to be on this team – we'll have our first meeting in the next couple of weeks!

#### **Other**

In addition to working directly in the above areas of ministry, I also consult with and support our Ministry Teams. The Communications Council meets monthly – this is a group made up of ministry team leaders, our

webminder, and me – to share information and ideas on the ministries of Building Stewardship, Justice, Membership, RE and Family Ministry, Stewardship, and Worship, and how communication happens. I also meet regularly with our Caring Tree coordinators and our Membership, Stewardship, and Worship Teams, and I’m an ex-officio non-voting member of our Board of Trustees, for whom I report monthly on our ministries and with whom I work to develop priorities and strategies for our congregation’s work. Monthly meetings with our Committee on Shared Ministry help me keep in touch with the congregation’s needs and my role in meeting them. I attend membership events like meet-and-greets for visitors and the “Getting to Know JRUUC” classes. I lead a monthly Covenant Group facilitators session, and a monthly RE class with our youth, and I consult with people interested in facilitating adult RE offerings. I supervise our staff and serve various other administrative functions. Outside our walls, I attend regular gatherings of local ministers to share information and support each other, I attend our annual General Assembly as a delegate for Reeb, and I participate in public witness and resistance as clergy.

## **Opportunities**

To close, I share some areas of ministry that need members and energy. This is a difficult and poignant sharing, because many of these areas need new energy because our beloved member, Kelly Kearns, is stepping back from most of the many responsibilities she has taken on over the years, due to her cancer diagnosis. Some of these areas have been needing attention for a while. I often say that all of us need all of us to thrive – this is especially true in the nurturing of our congregation. Please read this list carefully, and do let me know what roles or tasks, large or small, you’d like to take on.

- Building Stewardship Team:
  - Someone who’s great at organizing and tracking tasks
  - Someone who lives close by and is willing to come to Reeb and communicate with others or make decisions when unexpected things happen
  - People with skills in plumbing, electricity, construction, painting or other trades
  - Many people who are willing to work on maintenance tasks with instruction
  - All of us to pick up litter when we see it
- Justice:
  - People to join the Justice Leadership Team – talk with Eva Wingren about this
  - People who can communicate justice work regularly to the congregation
- Kitchen – 2-3 people to oversee the state of this vital space
- Library – 2-3 people to catalog and maintain our collection of books and other printed and recorded materials
- Membership:
  - Talk with new people, get them connected to our ministries and tasks, invite them to things like work days (see Building Stewardship)
  - Be a greeter (once-a-month commitment)
  - Help plan and coordinate congregational gatherings
- Reeb Rave
  - People to encourage specific donations
  - People to help coordinate food planning
  - Coordinate clean-up after the event
- Rentals – tell your friends about our awesome space and low rental rates!
- Rummage sale
  - People to serve on the core team – talk with Jane Aldrich about this

- o People to facilitate donations, storage space, setup, cleanup
- Share the Plate – someone to work with Mary Schaper to coordinate
- Worship – we need more “Tech Wizards” for Sunday services

Thank you for all you do and all you will do.

In faith and love, Rev. Karen Armina

With deep thanks to Rachel Avery, Kelly Kearns, David Lauth, Tom McClintock, Deb Myrbo, Mary Schaper, and Eva Wingren for their teams’ reports