



Lighted Chalice

Holiday Art Fair Numbers are In By Randy Myer

Artists and Art

After taking over the Art Fair last year, Amanda Estes again did a fantastic job of mobilizing artists and art. We had over 50 artists this year but, very importantly, we have identified that we could handle a few more than we have before. She had to deal with all the concerns about who needs how much space, where to place them, some of them not wanting to be too near similar art, the schedules for checking in and out, availability of tables, advertising, and a myriad of other concerns. This included a very savvy presence on social media that warmed everyone up for the Art Fair over the preceding couple of weeks.

She also tried a few new things. In past Art Fairs we have used only the

chancel at the front of the Sanctuary to display art. This year we also set up "Tables" along the tops of the pews on either side of the main aisle (Half sheets of 4 x 8 plywood) to handle as many as eight artists. We had to make provisions for handicap access as well as seating access for people to use the pews to listen to live music. It nicely tied the chancel displays right in to the displays along the aisle. The overall effect was surprising and quite nice, especially when there was live music playing. Many commented on how well they liked the new arrangement.

Music

So many contributed live music that I'm afraid to list them because I'm sure I will miss somebody but I will try. I apologize for any omissions. Eric and Janice Thiel, Denise Wilson and Blue Moon

Rising, Kat Braz, Michael Lewis, Kitty Campbell, Jenny Higginbottom and others all contributed so much of their talents.

Trudi's Café

The offerings at Trudi's Café were in a word: Wonderful! (As usual). Trudy Wildfeuer and Amy French along with a number of helpers provided for relaxing meals in a holiday atmosphere. When you look at the funds raised versus the number of volunteers involved, the Café was our best "profit center" delivering higher profit margins than the art.

Volunteers

Dorothy Hughes did the heavy lifting in organizing and mobilizing volunteers. She managed to have enough hands available to cover needs for church decorating, Trudi's Café, checking Artists in and out,

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Moving Forward

By Randy Myer

The Board of Trustees (BOT), Committee on Ministry (COM) and Reverend Charlie will hold a joint and public meeting on Sunday, January 14 in the Fellowship Hall at 12:00 noon.

This will be in the form of a “Town Hall” meeting where everyone is encouraged to attend and the format can be less formal than in a Congregational Meeting. Questions can be asked about Reverend Charlie’s resignation, his remaining tenure (through next July), and what follows as our congregation transitions to a new ministry.

There is much hard work ahead of us, but I strongly believe it imperative that our Congregation as a whole understands prior events, what is happening now, and the ministerial transition process before us.

At the same time this process is also a great opportunity to remake ourselves. It is up to all of us to make

the most of our changed relationship with Reverend Charlie during the last months of his ministry with us. Properly managed, this in turn can help inform us as we seek the best path forward.

We have excellent resources available from the Unitarian Universalist Association (Mid-America Region) to guide us on this journey. As we go down this path, two names are likely to become familiar. They are both titled “Congregational Life Consultants”:

- **Sharon Dittmar** (*Primary contact with our congregation*)
- **Lisa Presley** (*Coordinates matching between congregations and ministers*)

As I write this, I have been authorized by the BOT to arrange a Moderator from the UUA for the January 14th “Town Hall” meeting. We hope to know soon if this will be possible.

The main goal of the “Town Hall” meeting will be for everyone to be better informed. Following that, we should be in a much better position to schedule a Congregational Meeting to vote on the motion to accept Reverend Charlie’s resignation which was tabled until “after the Town Hall meeting” at the December 10th Congregational Meeting. Sharon Dittmar says that we are the only congregation that she knows of with such a requirement in their by-laws for a congregational vote on a resignation of a minister. She points out that a congregation cannot “make a minister stay”.

A Congregational Meeting would likely be set for Sunday January 28th, or two weeks after the “Town Hall” meeting. We may also be in a position to pass an amended 2018 budget to take a Ministerial search into account. In the meantime, the BOT has authorized me to start this process with the UUA resources immediately.

Please attend this “Town Hall” meeting if you can. Child care will be provided. I truly believe that the more members that are involved in this conversation, the better we will be positioned to move forward as a congregation.

Randy Myer

President, Board of Trustees

UUCTC

Board of Trustees

Board of Trustees (2017-18)

Immediate Past President: Dorothy Hughes, djhugheslmhc@gmail.com

President: Randy Myer, randy@rlmyer.com

President Elect: Gary Burniske, grburniske@purdue.edu

Secretary: Kim Harden, kjharden2001@gmail.com

Treasurer (outgoing monies): Kevin Colby Colbykd@purdue.edu

Assistant Treasurer (incoming monies): Janice Kritchevsky caprismall@yahoo.com

Trustee: Brent Jesiek Bjesiek@gmail.com

Trustee: Joan Marshall, joanmarshall3@gmail.com

Trustee: Jean Herr, jeanherr@centurytel.net

Using Technology to Give

Do you find that you get busy and forget to make a payment on your UUCTC pledge? I used to get months behind until I made it a habit to pay it at the same time I make my mortgage payment. Well, there is an even easier, no cost method for paying your pledge.

Do you know you can arrange an auto pay system with your bank to pay your UUCTC pledge and there is **NO FEE** for you or for the church? Your bank will write a monthly check from your account and mail it to the church office.

How well does this system work? Here are thoughts from two of our members who take advantage of this system to pay their pledges:

“I like to spread my pledge out into monthly payments. Having auto pay set up through my online banking (at Purdue Federal) makes it super easy! And it’s easy to change the amount once a year when I increase my pledge.” Linda Prokopy

“I LOVE paying my pledge for all the wonderful, creative, and supportive things we do with our church budget. I almost miss writing out my checks! But honestly, I am sometimes forgetful or away for a few weeks, and I was sometimes late with payments or a month or two behind. So

the automatic payment system through PEFCU has really made it easy for me to keep up and have a clear record! I highly recommend it!” Ellen Gruenbaum.

Our hardworking webspinners, Alice Pawley and Steve Moss, have been working diligently under the direction of our assistant treasurer, Janice Kritchevsky, to create an online payment system as well. See Alice Pawley’s snippet in this issue with a feature article coming in January. ***Read the article below***



Online Giving

By Alice Pawley

The Communication and Finance committees are pleased to announce that we are rolling out a new online donation system starting January 1. Through this system, people will be

able to make donations to the church by credit card or by electronic check, including recurring donations. This should make making one's pledge donation easier, and even routine, and we hope overcomes the small service fee we are undertaking to

provide the service. We will share more information on this new process, including what the URL is, through the order of service, Facebook, and the church website. We hope this proves a useful service for everyone!

Feature^{Story}

Religious Education (RE) Director, Nicole Rice



December was a fun and festive month in RE. Here are some highlights:

- We had our 4th annual Giving Tree Carnival to raise money to purchase toys for the LUM Jubilee. We raised over \$400 and fun was had by all. There were games, crafts, raffle

prizes, snacks, balloon animals, face painting, and more.

- The youth helped decorate and organize for our biggest fundraiser of the year, the art fair.
- David Prokopy starred as Rudolph in our annual holiday program. Rudolph was introduced to seven special “UU principle” reindeer and some Island of the Misfit toys who taught him about the importance of dignity, justice, acceptance, truth, democracy, peace, and connection to the web of life.
- **Starting on January 7th**, RE families will have an opportunity to check out tote bags for up to two weeks based on the following world religions: Christianity, Judaism, Hinduism, Bahai, Islam, Buddhism, and Unitarian Universalism. See DRE for the sign out sheet.

NURSERY

Christina Wright

A Wintery Night

The sky is dark and the ground is white,
the world is peaceful in this wintery night.
No one around, not a sound to be heard.
Not a laugh, not a bird, not even a car.
For a moment, it is just the snow and me. I smile inside. I feel so free.

—Author Lindsey Kuster



Holiday Art Fair *Continued from page 1*

“shopkeeping”, cashiering, tearing down and cleaning up. There were so many who helped so much on all of this that I do not have space to list them all. I suspect that most of you reading this helped in some way.

Inventory and Data

This year was the seventh year of my involvement in the Holiday Art Fair and the sixth year that we have used the system I was able to develop to track inventory. Each year, we keep getting better and better at both the process of confirming artists’ inventories before the Art Fair and checking inventory after the end. Each year we learn new things that we are able to apply the following years.

The heroes of the check-in process were Tom McConville and Brent Jesiek.

The perennial problem with the starting inventory is to receive good data from the artists on the inventory that they are submitting. Similar to UU’s, this is like herding cats. We have developed some methods that reward artists who provide good data with accelerated checking-in, while warning those whose inventory has to be manually entered that their check-in maybe delayed. Many others helped in this process by actually checking artists’ inventories in detail noting any discrepancies.

After we have all the artists’ beginning inventories confirmed, the data must be compiled to provide the total inventory that we

need to run the actual sales. Since there are always a few artists who want to check in late in the game, it can be a bit of a scramble to be ready to start on Friday afternoon if there are artists checking in Friday morning.

The actual hours of the Art Fair were from 5:00 to 9:00 Friday evening and from 10:00 to 4:00 Saturday. From a data standpoint things went quite well with the worst problems being things like the price on the item being different from that recorded, but fortunately these were few.

As soon as the last sale was complete we were able to print out inventory check out sheets for artists to check ending inventory. This process went very quickly with many helping in this while others were tearing down and cleaning up.

This went quickly enough that by 7:00 all artists were checked out, the church was back to normal and a residual group of about fifteen were at Town and Gown for a relaxing dinner.

The main task of reconciling the artists sales and resolving any discrepancies then fell on Tom McConville. Tom had this complete by the following Tuesday. John Carlson then had checks for the artists printed Wednesday and they were mailed out Thursday. We have developed a reputation for being the fastest to pay artists after any comparable art sale, the norm being

over two weeks. The artists have certainly noticed this and a number have expressed appreciation to me. It’s nice to have some extra cash going into the holidays!

Lessons Learned

It struck me during the Art Fair that what people seemed to really enjoy was the holiday mood and ambience. Anyone with a merchandising perspective understands that getting people in the right “feel good” mood usually translates into greater sales! We had many great live musical performances during the Art Fair, but I think that we could use even more to good effect. Nothing sets the mood better than music, especially with so many holiday themed decorations and merchandise.

Of course this was a fundraiser but I think that most people enjoyed it more as a FUNdraiser that really put us in the holiday mood and felt like a big party.

Thanks to all!

Let’s do even better yet next year!

Results:

Total Art sales: \$26,500
Net Art proceeds: \$5,570
Total Trudi’s Café sales: \$4,000
Net Trudi’s Café proceeds: \$2,140
Poinsettia profits: \$67
Budgeted Income: \$7,000
Total Gain; \$7,777

Celebration of Life



Randall D. Becker, 57, of Lafayette, passed away on Thursday, November 30, 2017 in Lafayette. He was born September 3, 1960, in Lafayette to the late Harold Becker and Joyce Justice. Randy was a 1978

graduate of McCutcheon High School and had worked as a Welding Engineer for Wabash National since 1986. He enjoyed hunting, fishing, being outdoors, playing guitar and bull riding. Surviving are his sons Justin D. Becker of San Antonio, TX, Jobie E. Becker of Greenwood, sisters Dianna (Robin) Poindexter, Darla (Andy) Royer all of Williamsport and Tricia (John) Ross of Lafayette. Also surviving are several nieces, nephews and his beloved dog Pepe. Randy was preceded in death by his sister

Pamela B. Cordes. Memorial contributions may be made to the American Cancer Society in Randy's memory



Alpha: September 3, 1960
Omega: November 30, 2017

New Friends



This January, a great opportunity is coming to town! Over 200 international students will arrive to study on Purdue campus. They will later return to their countries to become leaders. Imagine the impact on them and their countries as they develop relationships in our community while they are here! Our church is partnering with the International Friendship Program (IFP), to welcome students by hosting for the semester (getting together once a month) or a one-time matching. Please call Dorothy Hughes 765-237-7652 or email friendship@purdue.edu.

WOMENS SHELTER NEEDS HELP

We will be collecting items for the Women's Shelter only during the month of January

- One collection box will be in the Narthex and another just inside the Smiley Street entrance.


As we will only be collecting the Month of January, please dig a bit deeper. These items are needed to help the women after they leave the shelter. Below is a partial list of needs, a full list will be posted with the collection boxes. Many thanks

Winter coats for adults and children, winter hats, gloves and scarves
Larger sizes of shampoo and other toiletry items
New towels, washcloths, hand towels
Tupperware type plastic bowls with lids
Laundry detergent
Booster car seats
Gently used strollers
Coloring books and crayons
Construction Paper



UUCTC
Social Justice

UUCTC January 2018 Calendar

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 UUCTC Admin Office is Closed 7:30 AM Tai Chi Qi Gong (FH) 12:00 PM A/A (FH) 7:00 PM (LIMC) 103 7:00 PM Spiritual Exp Group "AA" (FH)	2 12:00 PM A/A (FH) 6:00 PM Program Council (First Tuesdays, 101)	3 7:30 AM Tai Chi Qi Gong (FH)	4 5:00 PM West Lafayette Zen Group (M) 6:00 PM Finance Committee (102)	5 7:30 AM Tai Chi Qi Gong (FH) 12:00 PM A/A (FH)	6 7:30 AM West Lafayette Zen Group (M) 7:00 PM Blue Moon Rising (FH, K)
7 9:00 AM Forum (101) 10:30 AM Worship & RE 11:45 AM POTLUCK SUNDAY!	8 7:30 AM Tai Chi Qi Gong (FH) 12:00 PM A/A (FH) 7:00 PM LIMC (103) 7:00 PM Spiritual Exp Group "AA" (FH)	9 12:00 PM A/A (FH) 5:30 PM Pastoral Care (102) 7:00 PM BOARD MEETING (2nd Tuesdays, 101)	10 7:30 AM Tai Chi Qi Gong (FH) 7:00 PM Greater Lafayette ACLU (214)	11 5:00 PM West Lafayette Zen Group (M) 5:30 PM Worship and Music Committee (101/3) 7:00 PM Social Justice Meeting (101)	12 7:30 AM Tai Chi Qi Gong (FH) 12:00 PM A/A (FH)	13 7:30 AM West Lafayette Zen Group (M)
14 UUCTC Town Hall Meeting - Immediately Following service 9:00 AM Forum (101) 10:30 AM Worship & RE 1:00 PM Indiana Gluten Intolerance Support Team (IGIST) (101/103) 1:00 PM UUCTC Freezer Meal Interest Group-- (FH & K)	15 7:30 AM Tai Chi Qi Gong (FH) 12:00 PM A/A (FH) 6:00 PM Safety Committee (102) 7:00 PM Committee on Ministry (Off-Campus) 7:00 PM LIMC (103) 7:00 PM Spiritual Exp Group "AA" (FH)	16 12:00 PM A/A (FH)	17 Lafayette Independent Deadline: Wednesday before last Tuesday of month 7:30 AM Tai Chi Qi Gong (FH) 9:30 AM Old Tippecanoe Quilt Guild (FH)	18 5:00 PM West Lafayette Zen Group (M)	19 7:30 AM Tai Chi Qi Gong (FH) 12:00 PM A/A (FH)	20 7:30 AM West Lafayette Zen Group (M) 12:30 PM Greater Lafayette Indivisible (Fh, K, S, 101/103, all Classrooms)
21 9:00 AM Forum (101) 10:30 AM Worship & RE	22 7:30 AM Tai Chi Qi Gong (FH) 12:00 PM A/A (FH) 7:00 PM LIMC (103) 7:00 PM Spiritual Exp Group "AA" (FH)	23 12:00 PM A/A (FH)	24 7:30 AM Tai Chi Qi Gong (FH) 9:30 AM Old Tippecanoe Quilt Guild (FH)	25 5:00 PM West Lafayette Zen Group (M)	26 7:30 AM Tai Chi Qi Gong (FH) 12:00 PM A/A (FH) 6:30 PM Family Movie Night	27 7:30 AM West Lafayette Zen Group (M)
28 9:00 AM Forum (101) 10:30 AM Worship & RE	29 7:30 AM Tai Chi Qi Gong (FH) 12:00 PM A/A (FH) 7:00 PM LIMC (103) 7:00 PM Spiritual Exp Group "AA" (FH)	30 12:00 PM A/A (FH)	31 7:30 AM Tai Chi Qi Gong (FH)	<div>  <div> <p>New</p> <p>OFFICE HOURS</p> <p>January 2018</p> <p>UUCTC Admin Hours</p> <p>M-F 8 AM to 12PM</p> </div> </div>		

An Awakening...

A Preview of Forum and Worship

January 7th at 9:00AM

Speaker: **TBD**

Topic : TBD

January 14th at 9:00AM

Speaker: **Steven Starks * Leo Plomin**

Topic: **Serenity Farm**

There is an immediate need for assistance to those just released from jail or prison. This is even more true for the newly released sex offender. Our purpose is to reduce the rate of recidivism for sex offenders by offering a comprehensive set of services to those who fit our Profile for entry, and choose to stay with us. This will make it less likely that they will re-offend or be re-incarcerated and that they will be contributing members of Society.

January 21st at 9:00AM

Speaker: **TBD**

Topic: **TBD**

January 28th at 9:00AM

Speaker: **Katy O'Malley Bunder**

Topic: **Non-Toxic Charities**

In recent years, there has been a trend to label some charities “toxic” implying that they discourage able-bodied people from seeking employment and becoming self-sufficient. Katy Bunder, Food Finders CEO, will discuss the myths and realities of this theory and offer advice on differentiating between a toxic and non-toxic charity.

January 7th at 10:30AM

Speaker: **Rev. D. Charles Davis**

Topic: **The Risk of Direct Conversation**

A review of the congregation's Covenant for Healthy Community. As the congregation faces transition, we will need to have frank conversations about how we could have done things better in the past so that we are able to do things better in the future. The goal is not to find someone to blame but to find a way to get unstuck and move forward with respect and kindness.

January 14th at 10:30AM

Speaker: **Rev. D. Charles Davis**

Topic: **Walking Up the Stairway at Night**

Life brings Uncertainty, Sometimes we take risk and we do not know the outcome. Paul of Tarsus wrote that faith is the substance of things hoped for. What helps you step towards your hopes?

January 21st at 10:30AM

Speaker: **Dr. Cornelius Bynum**

Topic: **Black History**

January 28th at 10:30AM

Speaker: **Rev. D. Charles Davis**

Topic: **Punification**

Since preachers are forbidden to tell dirty jokes and ethnic jokes, we are reduced to punning. Words shape our worship. The words we bray prey playfully upon the praying parade. Come congregate to contemplate my complicated cogitations.

Celebration of Life



Carter was born on September 21, 1986, at St. Elizabeth's Central Hospital in Lafayette, Indiana to Lisa Pantea and Michael Kiser. He is survived by his mother, Lisa Pantea, stepfather, Daniel Lybrook, grandparents, Mary Pantea, Mary and Denver Kiser, Uncles Vic Pantea (Wife Lynne), Tom Pantea (partner Steve Wright), David Rea (wife Martha), Aunts Ellen Coget, Ginny Sinclair (husband Doug) and Cousins Carol Kratzer (Husband Mike), Neil Sinclair (wife Alyssa), Tim Sinclair (wife Danielle), Sarah Slate (Husband Tony), Alissa Williams (husband Lyn), Mary Rea -Bouchard (Husband Camden), Thomas Rea (partner Becca), Mollie and Micah Coget and half siblings Claire and Simon

Kiser. Preceding him in death were his grandfather, Victor Pantea, grandmother Virginia Lybrook, Aunt Nancy Rea, and his biological father, Michael Douglas Kiser.

He was a member of the West Lafayette High School Robotics team. In 2003 the team which Carter led won the prestigious 'Chairman's Award' at the Regional at Northwestern University

Upon graduation from WL High in 2004, Carter attended Purdue University for a year and a half before attending and graduating from the School of Audio (SAE) Engineering in Nashville, Tennessee. Carter was hired by Dicks Sporting Goods (DSG) Because Carter started working at DSG as a sales clerk in Lafayette, IN and worked his way up to business analyst and IT senior team leader, he had a clear understanding of many components of DSG and communicated effectively with DSG directors, corporate IT staff, and store sales personnel to solve IT problems that baffled most others. He also was starting another career in craft brewing with a position as sales manager at Brewery Bhavana in Raleigh. It was his dream to work in the craft brewing business.

Carter loved all things technology, was a lover of music (Phish was a fave!),

and was an avid sports fan. He gathered his friends to Phish concerts every year. This was a time to reconnect through their mutual love of live music and deep friendship. He will be remembered for his kind heart, patience, willingness to help others and for his genuine friendliness with all people, young, old, stranger or good friend. His knowledge was broad and vast which gave him the ability to talk to anyone about anything. He made time for co-workers, friends and family and built community all around him, sharing good food, good beer and laughter. He will be missed by all that knew him.



Alpha: September 21, 1986

Omega: October 6, 2017



Jubilee Christmas is one of my favorite events of the year! This year LUM helped 681 families and over 1500 kids in our local community to have a good Christmas. The UUCTC partners with the Church of the Brethren and our Quaker Friends. The event was held at the Church of

the Brethren this year as we rotate locations from year to year. Between our 3 churches we host 14 families. Each family gets a ham, a gift card for food and 3 toys and 3 stocking stuffers per child. We had a great turn out of volunteers and I think they all enjoyed themselves! I

would like to give a special thanks to all of my hosts, kitchen volunteers, greeters, and the UU Youth that came in to help the families wrap their presents. I would also like to give a personal thanks to Jean Tyner and Mary Finley who used to coordinate Jubilee and are still at the front helping me year after year. - **Jada Haughey UU Jubilee Coordinator**

Planning for the Future, Starts Now

By Julia Colby

The Community Foundation of Greater Lafayette (CFGL) received an unrestricted legacy gift from a past board member, LaNelle Geddes.

LaNelle was a nurse, scientist, researcher, and educator. She earned a bachelor's in nursing in 1957 and a doctorate in biophysics in 1970, both from the

University of Houston. Her career included 28 years at Purdue University, where she advocated for gender equity and moving nursing from a technical to professional

status. Her pioneering initiatives included a four-year baccalaureate program and launching the Purdue Student Nurses Association, Minority Student Nursing Association, and Nursing Freshman Scholars.

When LaNelle died in 2016, she designated a generous legacy gift to The Community Foundation of Greater Foundation, leaving an everlasting legacy to her home of 40 years.

LaNelle knew the importance of endowments in that they provide predictable and growing sources of income for our local organizations. Wouldn't it be great to plug in an

unrestricted revenue line every year that is managed by someone else and grows almost every time you budget? That's what an endowment is designed to do; provide a stable, growing revenue stream that frees up the staff, board, and volunteers to focus on the agency's mission!



To honor LaNelle's generous gift, The Community Foundation board of directors has allocated \$500,000 of LaNelle's gift to provide matching funds for participating agency endowments.

Overview

The UUCTC Endowments are eligible for a 50% match from this fund!.

The match will be distributed on a first-come first-serve basis. When the \$500,000 of matching dollars are depleted, the campaign is over.

The match is available only on gifts from individuals or businesses payable to CFGL designated for

each organization's endowment fund.

There is a cap of a \$25,000 matching funds - which would be a \$50,000 or more gift per household per fund. A household can make gifts to more than 1 endowment fund.

Cash, online gifts, and stock are accepted.

The CFGL match period will begin on November 28th of this year on Giving Tuesday.

Match period ends August 1, 2018 unless all matching dollars have been depleted prior to this date.

You can help The Unitarian Universalist Church. Designate your gift to the UUCTC endowments: Kay Asher Religious Education Endowment, Ferris-Harvey Social Justice Endowment, UUCTC Building Fund Endowment or the UUCTC Endowment.

If you have questions, please contact Julia Colby at rivermomma27@gmail.com.





The Board approved a new social media policy for groups affiliated with UUCTC, or composed primarily of UUCTC members. The policy was drafted in fall 2017 and members of all current UUCTC-affiliated social media groups were invited to comment. The draft policy was revised with these comments, and by comments from the board and program council. The approved policy articulates the expectation that members of social media groups affiliated with UUCTC adhere to the covenant of the church within the group, and it outlines consequences when members stray from this expectation. The policy is specified here:

<https://proxy.qualtrics.com/proxy/?url=http%3A%2F%2Fuuctc.org%2Fpolicies%2Fpolicy-governing-uuctc-affiliated-or-branded-social-media%2F&token=VlvQ3SsY17IYTEtMo2h2BsJRIkIW7DCwdy4DTNuT9W6w%3D>.

The communications committee is rolling out this policy to current UUCTC social media groups, and welcomes comments directed to communications@uuctc.org



Growing Thankful



We had a little over 20 people attend our 3rd annual Thanksgiving dinner on November 23rd. Sam and I made all of our usual dishes again this year, accompanied by many new and exciting dishes brought by those who attended. Sam cooked two turkeys again this year and had a great time doing it. Gunner had fun entertaining the kids while the adults enjoyed some much needed

fellowship time. It was great to see some of our members that don't make it out very often and a fun time was had by all. A few of us stayed late into the night to work on a puzzle that we have yet to finish, but we will some day. Everyone left with full bellies and full hearts. Can't wait to do it again next year. -Jada Haughey

Service Auction Save the Date



Saturday, Feb. 24th

Join us for a night of Caribbean infused food and fun as we celebrate the night away while raising money for our church at the annual Service Auction.

Contact Mark VanMeeter (mvanmeeter@comcast.net) or Josh Prokopy (joshuaprokopy@gmail.com).

It's Carnival!

**Get Involved.
Be Informed.
Find Your Place.**

Greater Lafayette Resistance Fair

**Saturday, January 20th, 2018
Unitarian Universalist Church,
West Lafayette
Doors Open 12:30, Event Starts 1 PM
Our Democracy Needs YOU!**



**Greater Lafayette
INDIVISIBLE**

**Find out more at
lafayetteindivisible.com**



<https://www.facebook.com/LafayetteIndivisible/photos/gm.1892559171058058/308277569661194/?type=3&theater>



Lighted Chalice...

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**Submission Deadline is the
15th of month;**

Change 4 Change

2018 UUCTC SJ

**Strengthening Our Community
Change 4 Change Recipients**

Jan./Feb. Food Finders Food Bank
www.food-finders.org

Mar./Ap. Habitat for Humanity
www.lafayettehabitat.org

May/June Wabash River Keeper
Facebook: Wabash
Riverkeeper



SAVE THE DATE

- | | |
|------------------|---|
| Jan. 1st | UUCTC Admin
Offices are Closed
New Admin Hours
M-F 8AM to 12PM |
| Jan. 2nd | Program Council,
6 PM |
| Jan. 9th | Board Meeting, 7 PM |
| Jan. 14th | UUCTC Town Hall
Meeting, 12pm (FH) |
| Jan. 15th | Lighted Chalice
Submission Deadline |
| Jan. 20th | Greater Lafayette
Resistance Fair |
| Feb. 2nd | Imbloc Service,
Rm 210@7PM |
| Feb. 6th | Program Council |
| Feb. 15th | Lighted Chalice
Submission Deadline |
| Feb. 24th | Service Auction, "It's
a Carnival" |

Unitarian Universalist Church West Lafayette, Indiana Healthy Community Team

Conflict Management Procedures and Guidelines

Covenant for a Healthy Community

I agree to communicate respectfully, honestly and directly and to listen to others with thoughtful consideration. I will take personal responsibility for my own conduct and for its impact on the health of the congregation whether I am involved in conflict or I observe conflict between others.

When I am involved in conflict, it is my responsibility to first engage the other party in direct communication, with or without mediation assistance.

I agree to bring continuing conflict into the process chosen by the congregation to seek resolution and reconciliation, while ensuring all parties are heard and understood.

I will uphold and trust in the process by which we have chosen to govern ourselves and agree to allow reasonable time for this process to be completed.

If, for some reason, I lose confidence in the process, I agree to maintain respectful communication while seeking an appropriate and fair way of resolving my concerns about the process.

I will recognize decisions, whether or not I agree, as the outcome of our democratic process.

I will do my best to forgive myself and others if our efforts fall short.

Approved by the Board of Trustees, Unitarian Universalist Church, West Lafayette, IN on 3/17/2009

THE HEALTHY COMMUNITY TEAM

The Healthy Community Team (HCT) has been charged with assisting our church community with appropriately managing conflict when it arises between or among congregants, or between congregants and staff. At present, the Committee on Ministry serves as the HCT.

The clash of ideas, feelings, wills, and hopes is inevitable in human relationships and human communities. Although often uncomfortable, it is not a bad thing in itself. Good people doing good things get into conflict; it's a fact of life. Sometimes it is a creative and energizing fact of life. If mishandled, conflict can create hard feelings, drain energy, and change/damage lives irreparably. When conflict is managed appropriately, on the other hand, relationships can actually be enhanced and the resulting solutions better for everyone.

Call the church office, 765-743-8812, to request a list of Healthy Community Team members and contact information. This information can also be found on the HCT bulletin board or on the church website: uulafayette.org.

SUGGESTED STEPS FOR MANAGING CONFLICT

1. Direct Dialogue

The simplest, most effective path to conflict management is one-on-one, face-to-face, open communication. This honors confidentiality and allows for each party to maintain dignity and respect. Involving third parties that are unrelated to the conflict can lead to gossip which can escalate the conflict. Direct dialogue should be the first step. A majority of problems can be handled in this fashion.

Discuss your concern with the person or committee involved. If you do not know who is responsible for your area of concern, check with the minister, the church administrative assistant, or the board president.

The following conflict communication guidelines have been found to be helpful when addressing a conflict with others:

- Tell the other person that there is something you would like to resolve, and tell them why resolving the conflict is important to you; offer suggestions of things you might need to change to improve the situation.
- Be as specific as you can about whatever situation you are describing; give examples.
- Speak about the behavior you observe, not someone's character or personality. Avoid labels. Be respectful of the other person.
- Listen carefully. Take a moment to confirm that you understand what the person said, and he or she understands what you said. It might be helpful to "restate" what you think you heard.
- "I" messages might be helpful: "This is my experience, my recollection, my perception, my point of view, my feeling, my interpretation."
- Share your feelings as honestly and completely as you are able. "I am sad," or "I am disappointed."
- Ask directly for what you want.
- Thank the person for being willing to try to resolve the conflict.

2. Getting Help

If you have a conflict with a committee, a fellow congregant or staff, which you

can't or don't want to address by direct discussion, you may ask for assistance from the Healthy Community Team (HCT).

You may call or write any HCT member to schedule a meeting. The HCT will respond to your request within two weeks. When you meet, you will be asked to describe your concern or conflict stating:

- a brief description of the conflict, including the person, committee or situation you are having difficulty with;
- what steps you have taken to resolve the conflict;
- what outcome you would like to see.

Please consider the same principles described in the **Direct Dialogue** section as you engage in this step.

The HCT will do its best to listen carefully, try to understand the nature of the conflict, and make recommendations regarding how the HCT can help. Options may include:

- helping you clarify your understanding of the conflict;
- helping you to prepare to meet with the other party;
- helping you find words to talk with the person directly;
- facilitating a meeting between you and the other person(s).

3. Mediation

If the HCT believes that mediation would be helpful in managing the conflict, the team will make a recommendation appropriate for the situation, and assist in finding a facilitator agreeable to all parties.

- All parties must agree on the selection of a facilitator. A facilitator may be selected from among the several professionally trained mediators within the congregation who have agreed on a volunteer basis to assist in managing conflicts or the selected facilitator may be entirely independent of the UUC congregation.
- Each party, including the facilitator, may be asked to sign a confidentiality statement. This confidentiality statement helps to ensure that what is said during the mediation process will not be shared with others. Agreements that are reached could be shared, if all parties agree.
- The agreement that the parties arrive at may be filed with the Healthy Community Team.
- Each facilitator has his or her own procedure and will contact all the parties involved.

4. Referral to the Board of Trustees

If the conflict can not be successfully managed, and in cases where, in the opinion of the Healthy Community Team, the conflict places persons or the church community and its mission in jeopardy, the Healthy Community Team may refer the matter to the Board of Trustees for formal resolution.

SPECIAL CONSIDERATIONS WHEN DEALING WITH STAFF CONFLICT

The Healthy Community Team processes do not apply to supervised staff. Supervised staff includes the Director of Religious Education, the Administrative Assistant, the Nursery Supervisor, the Pianist/Choir Director, and the Custodian.

If your conflict is with one of the supervised staff, you are urged to attempt Step 1, **Direct Dialogue**. If this does not result in an adequate solution, your next step is to

go to that person's supervisor. If that does not produce a satisfactory result, you may contact the Board of Trustees.

CONFLICT WITH THE MINISTER

If your conflict is with the minister, you are urged to attempt Step 1, Direct Dialogue. If this does not result in an adequate solution, your next step is to go to the Committee on Ministry. If no resolution can be reached, the Committee on Ministry will notify the Board of Trustees of the nature of the conflict. If necessary, and in consultation with the Board, the Committee on Ministry will contact the District Executive of the Heartland District to determine whether UUA mediation is advisable..

TEAM COVENANT

In order to effectively facilitate conflict management the Healthy Community Team must maintain the highest standards of justice, equity, and compassion in human relations. This team holds the process of conflict resolution as sacred to the health and well-being of our community. To these ends, we covenant together to:

- Uphold our congregation's Healthy Community Covenant;
 - Assume the good intentions of one another;
 - Acknowledge our human fallibility, biases, and blind spots;
 - Appreciate that we have our own unique experiences and understandings;
 - Engage in compassionate connection, sincere appreciation, and mutual trust;
 - Communicate to solve problems with one another honestly, directly and in a timely manner;
 - Honor the privacy of people in the congregation by keeping personal information confidential;
 - Cherish and support the health of the congregation above individual concerns.
- At this time the Committee on Ministry is the acting Healthy Community Team.

Adopted September 27, 2011 by the Committee on Ministry