

COVENANT OF HEALTHY RELATIONS

We are an inclusive community that actively puts our values into action through acceptance and tolerance. We challenge injustice and seek to empower those who strive for freedom and dignity, through acts of compassion, generosity and advocacy. Our gift to the world is our belief in the right of conscience and the use of the democratic process within our congregation and society at large.

Bellingham Unitarian Fellowship

LEADERSHIP & SOCIAL JUSTICE GUIDE

FALL 2013

Individually and collectively we share in the responsibility and accountability of our actions. We honor each other's worth by engagement in thoughtful and respectful dialogue that seeks to promote understanding. In the spirit of our Covenant, we promise our mutual trust and support to one another as we strive to bring our best selves forward.

We the members, staff and ministers of BUF, covenant to affirm our commitment to each other and our congregation as we promise to:

- Warmly welcome all
- Foster a safe and nurturing environment for all members
- Embrace our diversity and the opportunity to share our different perspectives
- Honor and support one another in our life journeys in times of joy, need, and struggle
- Be quick to listen, slow to judge and willing to negotiate
- Accept responsibility for our individual acts
- Honor confidences
- Address our disagreements directly and openly
- See conflict through to authentic resolution
- Strive to keep our promises, but when we fall short, we forgive ourselves and others, and begin again in love



LEADERSHIP TEAMS AT BUF

BOARD OF TRUSTEES

BUF's Board of Trustees operates within the model of Policy Governance, articulating and interpreting the congregation's vision for BUF. The board establishes policies and oversees the fiduciary responsibility of the church. Our eight board members serve three-year terms, with two or three being elected each year at our May Congregational Meeting. The Board meets monthly on second Thursdays. Items for board consideration should relate to policy matters and can be submitted in writing at least ten days prior to each meeting via Board@buf.org. Board Members include: Erika Shepard-president, Erin O'Moore-vice president, Danial Sobel-secretary, Rick Krouskop, Kevin Leonard, Joan MacKay, Carl Nyblade, and John Thibault.

ADMINISTRATIVE TEAM

The administrative team consists of the Minister, the Administrator, the Director of Lifelong Learning, the Leadership Development Coordinator, and the Treasurer. Their job is to ensure that the vision set forth by the board, within the policy parameters that the board establishes, is realized.

PROGRAM IMPLEMENTATION GROUP (PIG)

The Program Implementation Group includes representation from leadership development, the board, worship arts, lifelong learning, and social and environmental justice. This team ensures coordination between major program areas and serves as an adult program committee when it comes to approving new programs and ministry teams.

HUMAN RESOURCES TEAM (HRT)

The HRT ensures that BUF adheres to proper employment practices and assists staff in personnel planning and hiring decisions. Contact Hope Rollis, 392-6862.



BEHIND THE SCENES AT BUF

MINISTERIAL TRANSITIONS TEAM

The Transition Team is charged with supporting the interim minister and the congregation through the process of selecting a new settled minister. Contact Tom Villa-Lovos, 671-5907.

MINISTERIAL SEARCH TEAM

The search team is charged with selecting a new minister for our congregation. Look for opportunities to share your thoughts through special forums held this fall.

Members of this team include:

Eric Henry and Becky Curtis- co-chairs, Michael Berres, Ro Donnelson, Marlin Prowell, Todd Jones, and Roz Reynolds.

WORSHIP ARTS COMMITTEE

The Worship Arts Committee collaborates with the Minister and other staff to create worship experiences that encourage those who attend to explore ideas and inspire them to action. The team schedules and mentors celebrants, and provides coordination for all Sundays when the Minister is not in the pulpit. Contact Lauralee Carbone, 676-8649, llllola@msn.com.

PUBLICITY

Our Publicity team ensures that BUF has a visible presence in the larger community. Worship services, public forums and events are featured in the Bellingham Herald and other community publications. Contact Rachel Smith Manrique, 920-7638 or Kevin Leonard, 920-4653.

PASTORAL CARE TEAM

The Pastoral Care Team is a lay-group of trained care providers who receive ministerial supervision and support in their pastoral work with members. Pastoral work typically involves short-term emotional support and counseling as well as help for day to day needs such as meals, rides.... If you are in need of pastoral care, please contact one of the co-chairs: Angela Langner, coach4u@earthlink.net, 756-1890, or Ginny Baker, 752-1550, gngbaker@comcast.net, or the BUF office.



FINANCIAL HEALTH & GROWTH

BUF STEWARDSHIP TEAM

The Stewardship Team facilitates generosity in support of BUF's people, programs and ministry. They coordinate the annual pledge drive based on the congregation's current mission and assist new members in understanding how stewardship fits into life within this faith community. There is also an Endowment Team that helps our community look to the future of BUF via estate planning. Contact Lee Seaman, stewardship chair, at 676-8543 or lee@lifeexercise.net for more information.

FINANCIAL ADMINISTRATION

Our administrator oversees the day to day fluctuations of incoming and outgoing funds. She is assisted by a part-time bookkeeper and weekly collection counters, under the advisement of the treasurer. Cydne Cochran, administrator, 733-3837, admin@buf.org, Roni Lenore, treasurer, ronilenore@gmail.com, (510) 435-4747, Sue Sayegh, bookkeeper, 733-3837, bookkeeper@buf.org.

FUNDRAISING

BUF relies on the generosity of its members for our existence, but we know how to make that fun! BUF fundraisers are great community builders and are often called "funraisers!" We have some great annual fundraisers that really give our budget a boost and provide great bounty, joy and entertainment as well. Major Fundraisers this year include:

Fall Harvest— October 19 from 10:00-4:00— arts and crafts, face painting, pumpkins, and fall harvest bounty!

Dining for Dollars-- Open bidding for parties happens September 22 and 29, Our coordinator is Barbara Gobus.

The BUF Auction—Late Winter

Many hands are needed to make this event a success. Contact the office for more information.



BUILDING AND GROUNDS

BUILDING AND GROUNDS ADVISORY TEAM

This team is charged with overseeing overall building health and maintenance and working with the administrator to ensure our building is in good repair and well cared for inside and out, to help us live our vision of all that BUF can be for ourselves and the community.

Under the leadership of Molly Monahan, 393-1036, Monahan@roseroyce.net, & Ron Quinn, rdquinn@csupomona.edu, the advisory team oversees the following sub-teams:

MAINTENANCE AND REPAIRS

This team takes care of small jobs and makes recommendations for larger ones.

YARD AND LANDSCAPE

This team helps ensure the safety and attractiveness around our building.

AMBIANCE AND DESIGN

This team is charged with creating a comprehensive plan for overall cohesive design including paint color, hard materials and lighting.

CUSTODIAL

The BUF cleaning team consists of 50 BUF members divided into 8 teams. Each team is responsible for cleaning the fellowship once every 3-4 months. Members commit to 1 year on a team from July to June. New members are always needed throughout the year as people move or time commitments shift. Tasks include light cleaning, dusting, vacuuming, some windows, counter/sink cleaning, and sweeping outside walks. Team Leads email their team prior to cleaning, gather cleaning supplies, assign tasks, monitor cleaning, put supplies away, and lock up. Contact Cathy Campbell at cathy.campbell@siriusbilling.com, 224-1005, if you would consider leading or serving on a cleaning team.



HOSPITALITY AND MEMBERSHIP

PROGRAM DESCRIPTION

The hospitality team ensures that BUF is welcoming to all members, friends, and newcomers. Hospitality greeters and hosts welcome folks as they enter the building and answer questions about the congregation. The team stocks the Welcome Corner with printed information about UUism and BUF.

ACCESSIBILITY

BUF accommodates persons of varying abilities with an entrance ramp, elevator, large-print order of service, and listening devices. To care for those with allergies, we list food ingredients and avoid use of products with chemical scents.

GETTING CONNECTED

We want you to feel welcome here!
Please join us for:

- **Coffee Hour:** refreshments are served after each service— coordinated by Sheryl Allen, 425-270-4373.
- **Sunday Brunch:** After service, look for the person holding a "brunch" sign at the back of the sanctuary.
- **Happy(2Meet UU) Hour:** Occasional, informal get-togethers with newcomers and old-timers enjoying conversation, wine, and appetizers.
- **Newcomer Orientation:** On selected Sundays, following the service, we offer guided tours of BUF's building and a brief film about our liberal UU faith.
- **Pathways to Membership:** Three times yearly, a series of three classes is offered for those who wish to explore full membership. To enroll, contact Liz Weber at elizweber@msn.com, 738-7161, or contact the BUF office.



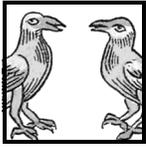
SOCIAL AND ENVIRONMENTAL JUSTICE AT BUF

SOCIAL & ENVIRONMENTAL JUSTICE COMMITTEE (SEJC)

This committee affirms and promotes peace, justice and equality through action, education and raising awareness within our community and the wider world. This committee plans and hosts speakers, films, and other events raising awareness of social and environmental justice issues and provides sponsorship/partnership to community organizations. They sell fair trade products at coffee hour and organize monthly social justice collections from the congregation. This committee is expanding its scope with a new charter and is actively seeking new members.

UNITARIAN UNIVERSALIST SERVICE COMMITTEE

The UUSC advances human rights and social justice in the United States and around the world. Through a combination of advocacy, education, and partnerships with grassroots organizations, UUSC promotes economic rights, advances environmental justice, defends civil liberties, and preserves the rights of people in times of humanitarian crisis. UUSC also engages local communities through its service-learning program, JustWorks, which introduces participants to the work of our domestic and overseas partners. UUSC is an associate member of the Unitarian Universalist Association (UUA) and is headquartered in Cambridge, MA, but receives no general financial support from the UUA and maintains nonprofit status. UUSC relies on its members and supporters — people just like you — to fund our programs. Contact Sarah Pearson, BUF's UUSC representative at 647-3463, sarah.cat.pearson@gmail.com.



SOCIAL/ ENVIRONMENTAL MINISTRY TEAMS

NAVIVE AMERICAN CONNECTIONS

This team is working to support, honor, appreciate, and work compassionately with, and for, indigenous peoples locally, nationally, and internationally. Contact Beth Brownfield at bethbrownf@aol.com.

IMMIGRANT RIGHTS ACTION TEAM

This team is committed to supporting the immigrant population of Whatcom County and beyond. They support policies that improve and de-criminalize the lives of working immigrants and participate in the partnership between BUF and Community 2 Community, a local group supporting immigrant rights in Whatcom County, Kara Black, kara@treefrognight.com

FAIR TRADE SALES TEAM

This team oversees our efforts to promote the sale of fair trade products in our community. They coordinate the sale of coffee and chocolate products during our coffee hour. Contact Dorothy Davis, shipahoy@comcast.net.

INTERFAITH COALITION

We stay connected to the good work of local faith communities through our work with the Interfaith Coalition. Our rep is Andy Day, andy208@gmail.com.

FOOD BANK TEAM

This team oversees our monthly food donations to the Food Bank. Contact Kay Witter, nnkwitter@comcast.net.

ALTERNATIVE TRANSPORTATION

This team helps BUF members and friends consider transportation methods that leave a light carbon footprint. Contact Rick Dudley, dudleyfdn@yahoo.com.

BEYOND FOSSIL FUELS

This team promotes alternatives to the proposed coal terminal at Cherry Point. Contact Deb Cruz, dwcruz@comcast.net.



BUF PARTNERSHIPS AND OUTREACH MINISTRIES

COMMUNITY TO COMMUNITY PARTNERSHIP TEAM

In May 2012, the BUF Congregation voted in favor of establishing a formal partnership with Community to Community Development (C2C), a local organization that works in the areas of food sovereignty (which covers fair trade, healthy and sustainable farming, farmworker rights, healthy cooking and nutrition education), immigration reform, civic education, leadership development--particularly with youth, women's rights, eliminating racism and racial profiling, prison divestment and other social change movements. Much of their work is inspired by the teachings of Cesar Chavez. The partnership is supported by a special partnership team established at BUF to ensure that we reach the goals set forth in the partnership resolution. Contact, Deb Cruz, dwcruz@comcast.net.

HUMANITAS MINISTRY

Humanitas is an interfaith outreach program which supports and offers limited financial assistance to people in need. BUF's ministry team works closely with the local church groups who offer similar programs. People in the community can receive assistance with one or more of five local programs, often working in coordination to meet a larger need than one program would be able to meet on its own.

Humanitas services will be available to the community every Wednesday morning beginning at 9:30. Intake begins at 10:00. There will be volunteers available to meet with people in the community seeking assistance. Decisions are made by consensus of the volunteers and funds are never dispersed in cash. Records of all interviews will be maintained by the team. If you would like to get involved in this compassionate new program please contact Barbara Gobus, bgdiadem@gmail.com.