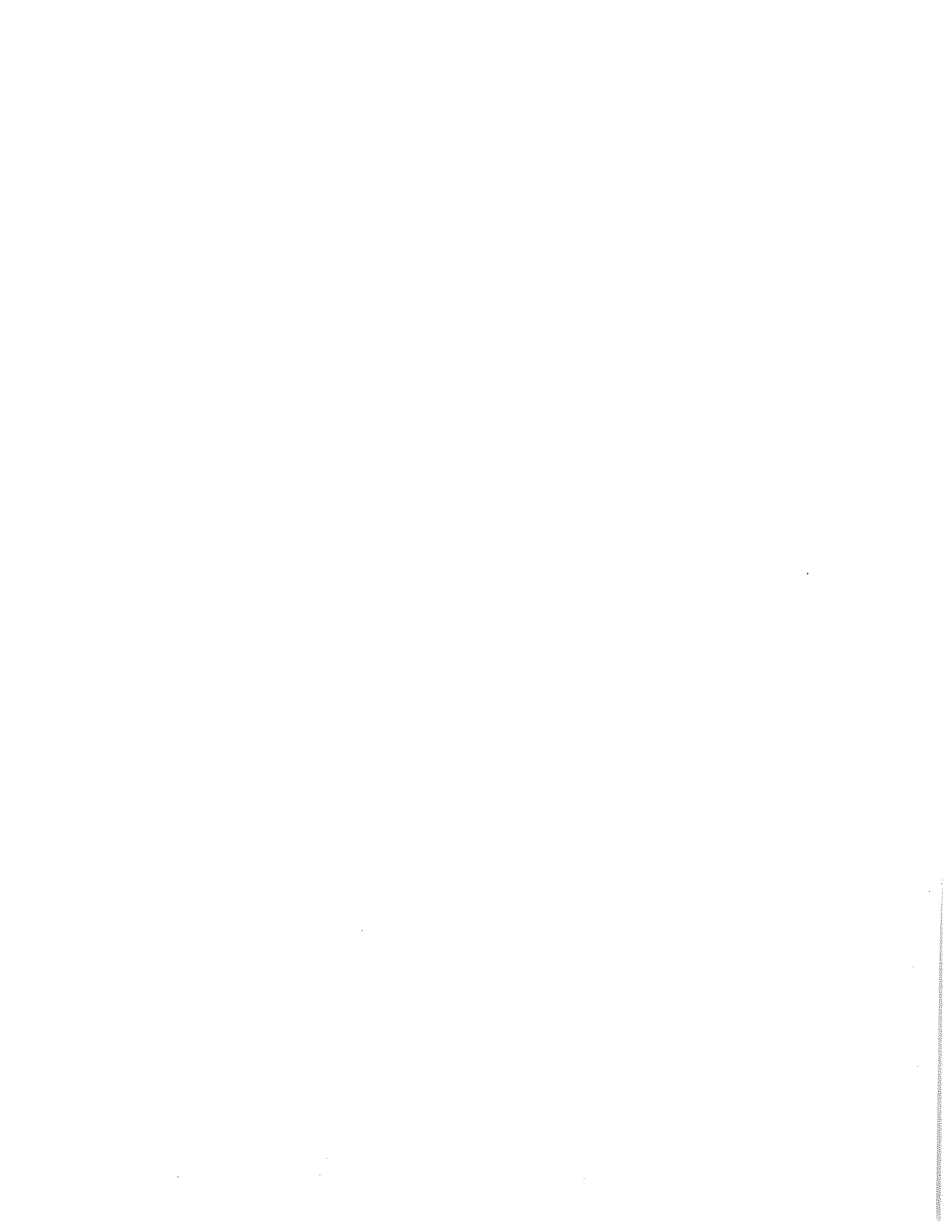


2017-2018 Annual Reports of United Church of Chapel Hill

Hard Copies available on demand

This document includes reports from:

- UCCH Church Council Moderators and Pastoral Transitions Committee
- 2017 Church Register
- Board of Adult Education
- Board of Children's Ministry
- Board of Youth and Young Adult Ministry
- Fellowship Board Ministry
- Board of Deacons
 - Visual Arts Committee
 - Music Committee
 - La Mesa Committee
 - Acting Director for Congregational Care
- Board of Justice Outreach and Service
- Board of Membership Engagement and Stewardship
- Board of Trustees
- Summary of UCCCH Pastoral Search Process



Annual Report From UCCH Moderators

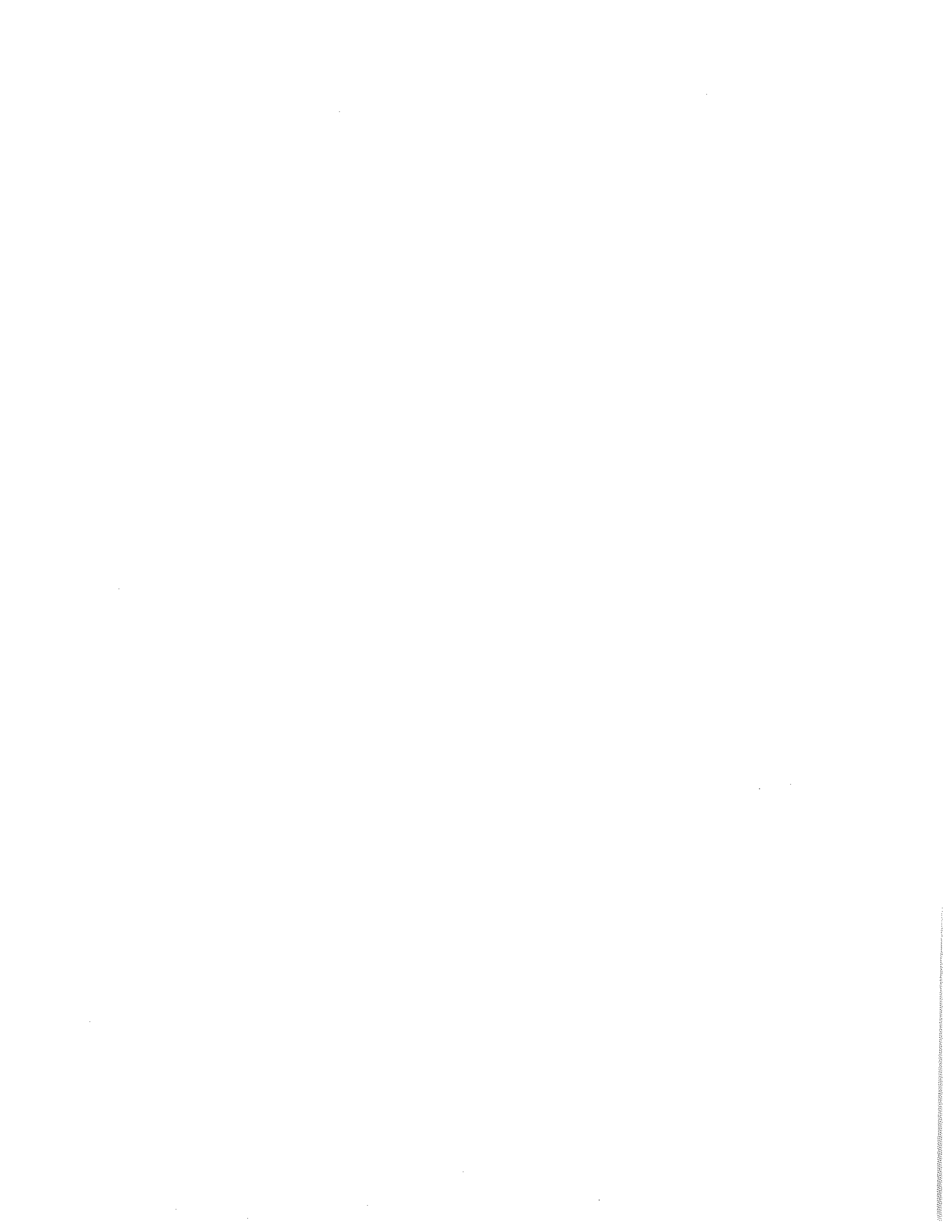
The past year has been a year of high activity as well as of significant transitions. The following summary lists a few of the highlights coordinated by your Church Council and our Pastoral Transition Committee, as a reminder of how the Holy Spirit is active in our midst.

- June 4, 2017 – The congregation voted to allocate the final portion of Light on the Hill funds as follows: increase funds for building enhancements from \$45K (voted in October of 2016) to \$95K, allocate 25% of the expected remaining funds (approximately \$228K) to the existing Capital Expense Reserves fund, and the remaining 75% to be set aside for Future Capital Expenses, following completion of the strategic planning process. The building enhancements included replacing the narthex doors, opening up the lower kitchen area, building benches in the garden and patio areas, adding a beverage credenza to corridor 222, and creating a reception area by the main office.
- July 1, 2017 – The post-Edens period became official, as Susan Steinberg took on the role of acting Head of Staff, David Mateo increases his hours and responsibilities as he becomes the staff liaison for the Board of Justice, Outreach and Service (BJOS), and Aly Breisch increases her hours in support of pastoral care. Anitra Grove continued as Acting Director of Children’s Ministries and Katherine Henderson as Acting Director of Youth Ministries.
- September 1, 2017 – Nick Carter joined our staff as Acting Pastor for Worship and Stewardship to assist with worship and church administration.
- September 30, 2017 – Susan Beaumont conducted a workshop on “Leading in the Liminal Time”
- October 2017– After reviewing 60 profiles, listening to dozens of sermons, and interviewing 5 candidates onsite, the Pastor Search Committee identified Reverend Cameron Barr as its unanimous choice for our next Senior Pastor. During a congregational meeting on October 29, the congregation voted to postpone presentation of the 2018 budget until December, after the compensation package for Reverend Barr was completed and he was officially hired.
- November 19, 2017 - Following a weekend of getting to know Reverend Barr, the Congregation voted to extend a call to Rev. Cameron Barr as the next Senior Pastor of UCCH.
- December 10, 2017 – The congregational adopted the 2018 budget.
- January 28, 2018 – A farewell reception and love offering were held to celebrate Mary Beth Peterson, who is leaving the organist position after 19 years.
- March 5 – Cameron Barr joins the staff as the new Senior Pastor, Susan Steinberg transitioned to Director for Faith Formation while assisting in Cameron’s orientation and Nick Carter returns to his role as congregant and retiree.
- May 6, 2018 – Celebrated the ministry of Aly Breisch, who will retire at the end of May after serving as the Parish Nurse for UCCH since 2001.
- June 2, 2017 – Susan Beaumont will lead her final Leadership workshop for church staff and lay leaders.

It has been an exciting 12 months and we continue to be humbled by the gifts and dedication of the staff and congregation. Thanks be to God.

Alecia Brower – Moderator

Gaylen R Brubaker – Assistant Moderator



Register 2017

01-01-2017 834
ADDED 51
REMOVED 15
 12-31-2017 870

Worship Attendance

12 month average ???
 9 month average ???

ADDED [51]

Barbara Blank 02-26-2017
 Jean Brown
 Ginny Ditzel
 Catherine Jackson
 Frank Jackson
 Miriam Jernigan
 Louis Ramos
 Jesse Sorrell
 Nora Weston
 Alan Briggs 04-23-2017
 Paul Browning
 Kathleen Browning
 Angel Collie
 Michelle Pooler
 Regina Gale Dozier
 Vickie Fowler
 Lisa Giragosian
 Fred Joiner
 Melanie Joiner
 Amy Mottl
 Phil Renwick
 Susan Renwick
 Carolyn Worsley
 Aiden Brody 04-30-2017
 Nicholas Granados
 Hser Nay Ter Htow
 John Kenkel
 Lu Mu
 Lily Reeves
 Henry Sallard
 Eleanor Steiner
 Lwel Too
 Meredith Wall
 Bryant Willoughby
 Hser Hti Ya
 Holly Cartner 06-18-2017
 Uli Schempp
 Kari Grace
 Dylan Verinder
 Julie Wagner
 Nancy White 07-16-17
 Terry White
 Hubert Cadle 10-08-17
 Keith Cartwright
 Ian Kim
 Denise Laux
 Shelby McLennan
 Debbie Newton
 Frank Abbott
 Miranda Pennington
 Michelle Wells

CONFIRMATION [12]

Aiden Brody 04-30-2017
 Nicholas Granados
 Hser Nay Ter Htow
 John Kenkel
 Lu Mu
 Lily Reeves
 Henry Sallard
 Eleanor Steiner

Lwel Too
 Meredith Wall
 Bryant Willoughby
 Hser Hti Ya

REMOVED [15]

Death [4]

James Reid Cress
 07-07-31 to 03-04-17
 Walter Black Stults
 10-25-21 to 03-29-17
 Myles Walburn
 09-10-29 to 08-26-17
 Jeff Kahler
 01-22-39 to 09-21-17

Jesse Karl Osterhoudt - friend
 10-07-54 to 03-11-17
Phyllis Ann Knapp Sockwell - friend
 08-06-29 to 04-12-2017
Elinor Lee Otis Fehr - friend
 10-11-40 to 09-30-17
Betty Godfrey - friend
 DOD 10-30-17
Frances Barefoot Royal - friend
 DOD 7-23-17

Transferred by Request [11]

Geoffrey Frank
 Suzanne Lamport
 Doug Vincent
 Lisa Vincent
 Carol Durham
 Judith Cohan
 Thomas Juhnke
 Diane Prosser Juhnke
 Laura Martin
 Maryjohn Blanchard
 Karen Raleigh

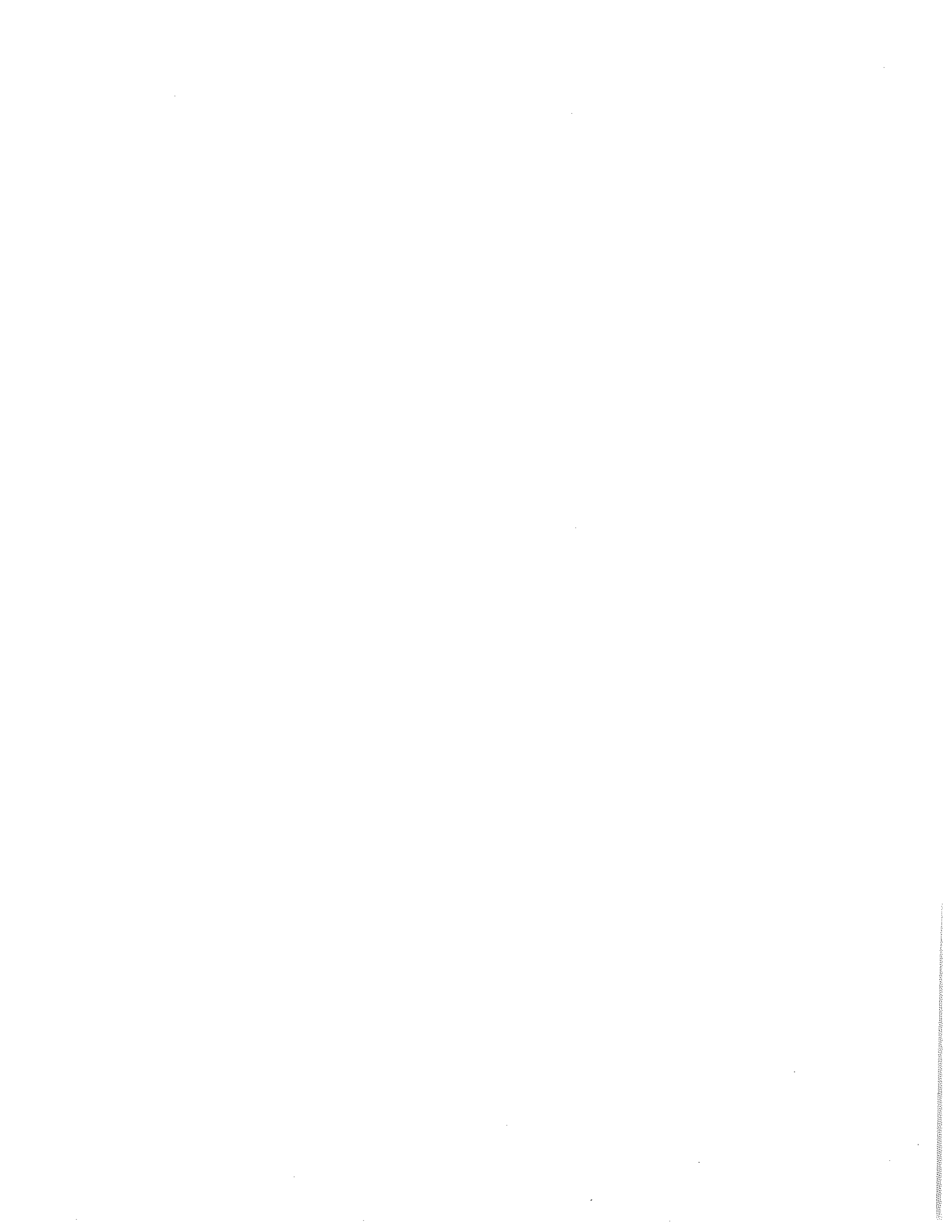
Transferred to Inactive []

BAPTISMS [17]

Franklin Pierce Vinson Malinosky 02-12-17
 Noah Cain Naylor 02-12-17
 Leah Marlyne Naylor 02-12-17
 Bryant Thomas Willoughby 02-12-17
 Claire Anne Willoughby 02-12-17
 Noah Kennedy Dickerson 03-19-17
 Eleanor Schrock Steiner [C] 04-30-17
 Meredith Wall [C] 04-30-17
 Hser Hti Ya [C] 04-30-17
 Alan Briggs 05-04-17
 Asher Charles Klinkosum 05-21-17
 William Thomas Saris 05-28-17
 Piper Abigail Estes 05-28-17
 Anna Janice Miriam Stalcup 06-18-17
 Meri Elizabeth Todd Bell 07-23-17
 Shelby McLennon 10-08-17
 Finn Walter Huntley 10/29/17

MARRIAGES [2]

Katherine Barkley Ducker &
 Aaron Ernest Umber
 05-07-17
 Danielle Jordan &
 Dan Pierson
 05-20-17



Board of Adult Education Annual Report: 2018

Throughout the program year, the Board of Adult Education coordinated a wide range of offerings focused on deepening UCCH members' faith and supporting members' witness in the world. The Board worked with multiple internal and external groups, creating a rich mosaic of opportunities to aid our individual and collective Christian journeys.

Sunday morning Adult Forum topics and intergenerational events included:

- Social Justice and Outreach issues:
 - Reflection on the Fayetteville, NC Quaker House, with Directors Steve and Lynn Newsome
 - Becoming a Sanctuary Congregation, with special presentations by Rev. Noel Anderson, Rep. David Price, immigration attorney Derrick Hensley and Rev. Paul Davis from the UCC congregation in Greensboro.
 - Church World Service presentation, beneficiary of the UCCH Alternative Gift Market
 - A three-part Prison Ministry series, discussing incarnation and redemption and featuring special guests from the Orange County jail
 - Creation Justice, with Rev. David Mateo and UCCH member Herman Greene
 - Highlights of the UCCH mission trip to Honduras, with Rev. David Mateo
 - Reflections on the February, 2018 BJOS Justice Summit, with David Mateo and Leigh Gosnell
 - Call to Justice, the intersectionality of three UCCH covenants, panel discussion facilitated by Wanda Hunter and Kirstin Frescoln
 - UCCH Youth ministry reflections on the 'March for our Lives' experience
 - Rise Against Hunger food packaging event
 - Bread for the World Offering of Letters
- UCCH congregational issues
 - Living into the Transition, with consultant Susan Beaumont
 - Kirchengemeinschaft, a conversation about our relationship with the Protestant Church of Kohn-Pesch, led by Rev. Sylvia Wacker, pastor of that congregation.
 - A retrospective on the congregation's experience of the season of transition, from the Edens' retirement through the call of the new Senior Pastor
 - A theological vision for the future of UCCH, with Rev. Cameron Barr
- Christian Year issues
 - Seasons of the Church year intergenerational event
 - A history and discussion about Lent, with UCCH member Jeanne Allen
 - Sabbath practices with special guest Dana Trent, author of *For Sabbath's Sake*
- Current Social Issues
 - Miscommunication and Social Media, presented by Brian Southwell

Sunday Morning Small Groups included:

- Faith and Family Class, supporting parents of children of all ages; discussed the book, *Get Out of My Life: But First Could You Drive Me and Cheryl to the Mall*
- Spiritual Growth Class, which discussed *God of Love*, by Mirabai Starr, *If The Church Were Christian*, by Philip Gully and *Christ of the Celts* by Philip Newell
- Sacred Conversations on Race, discussions on living into the UCCH Racial Justice Covenant

Weekly Programs:

- **Monday Noon Book Group:** *Jeanne Allen*
- *This year's book selections included:*
 - *A New Harmony*, by Phillip Newell
 - *Trauma and Grace*, by Serene Jones
 - *Eager to Love*, by Richard Rohr
- **Monday Evening Women's Group:** *Barbara Wildemuth*
- *Books the group discussed in the past year:*
 - *Born Bright: A Young Girl's Journey from Nothing to Something in America*, by C. Nicole Mason
 - *The Prince of Los Cocuyos*, by Richard Blanco
 - *How Does It Feel to Be a Problem? Being Young and Arab in America*, by Mustafa Bayoumi
 - *My So-Called Biblical Life: Imagined Stories*, edited by Julie Faith Parker
 - *Going to School in Black and White: A Dual Memoir of Desegregation*, by Cindy Geary / Lahoma Romocke
 - *Goddess & God in the World: Conversations in Embodied Theology*, Carol P. Christ and Judith Plaskow
 - *The Song and the Silence: A Story about Family, Race, and What Was Revealed in a Small Town in the Mississippi Delta While Searching for Booker Wright*, by Yvette Johnson
 - *Disunity in Christ: Uncovering the Hidden Forces that Keep Us Apart*, by Christina Cleveland
 - *Why Buddhism Is True*, by Robert Wright

Wednesday Evening 4-week Programs:

- **Wednesdays Together series in the fall**
 - Book discussion on *Tears We Cannot Stop*, by Michael Eric Dyson
 - Environmental Advocacy
 - Sacred Space Art Studio special offerings for adults and children
 - Understanding the Protestant Reformation, 500 years later
- **Light Up Your Winter Wednesday series in January and February**
 - Contemplative Prayer
 - UCC History, Polity and Theology
 - Sacred Space Art Studio special offerings for adults and children
 - Pastoral Caregivers Visitation Training
 - God, Suffering, Evil and Hope

Special Friday evening and Saturday Events

- Sanctuary Matters ecumenical event
- Contemplative Advent Retreat
- Retreat with Velda Love, UCC Minister for Racial Justice
- Screening of *Forbidden*, and real time discussion with Moises Serrano-Cruz; event facilitated with the Open and Affirming Committee
- Empty Bowls Ash Wednesday dinner

UCCH Library Activities: *Wildemuth, Barbara M*

The Library now holds over 4200 items in its adult, children's, and audiovisual collections. During 2017/2018, 599 items were added to the collection, many of them donations from Rick and Jill Edens. In Fall 2017, proceeds from that year's and past book sales were used to purchase one new set of shelves, a new end table, and a rug for the newly-developed children's. With the renewed staffing this past year, library use is higher than ever. During 2017, 385 items were borrowed; on average, 32 items per month.

Board of Children's Ministries Report for 2017-2018

Working with our Acting Director of Children's Ministries, church staff and wonderful congregation we focused on supporting the faith formation of our children and families.

Staffing

Anita Grove continued to serve as Acting Director of Children's Ministry throughout the year.

Program content

Our Sunday School curriculum focused on following the Revised Common Lectionary using the Spark Lectionary Curriculum as well as Progressive Christianity Curriculum with a focus on opportunities to put faith into action. The VBS theme was Peace Be with You, focusing on Peace from within, Peace in our community, Peace with creation, and Peace as an offering.

Special Events

Children's Ministries welcomed Cameron Barr with a welcome poster and video.

Core Programing

Weekly Sunday School, September to May, for 126 children in 5 different age groupings. 18 teachers were recruited and trained. Meetings were held to review curriculum and exchange ideas. Teachers use the Spark Lectionary Curriculum and our 4th/5th grade room also uses the Progressive Christianity curriculum.

Sunday School programming includes five *Children's Church services* per year. These services are led by each Sunday School age grouping with music volunteers and children's music groups.

Weekly Sunday School offerings went to Church World Service and Safe School Zones (<http://church.cwsglobal.org/fund-a-program/school-safe-zones/>). Sunday School children also donated supplies and/or letters to flood relief in Ocracoke, TABLE, IFC, Project Home start, the Diaper Bank, Prison Ministries, and congregational members that are homebound.

Weekly nursery care was provided for an average of twenty infants, toddlers and young children, staffed by a director, assistant director and three attendants.

Weekly Faith and Family Class

The group, facilitated by volunteers, read the following book to guide their discussions: *Get Out of My Life, but First Could You Drive Me & Cheryl to the Mall: A Parent's Guide to the New Teenager* by Anthony E. Wolf and also focused on issues and current topics related to parenting.

Worship bags and book cart are offered for weekly worship services.

Worship services include a children's component; children's message, musical offering, or involvement in the service by children.

Annual Events

Vacation Bible School; Welcome Back Cookout; Pumpkin Party; Advent wreath-making; Celebration of the Church Year; Christmas Giving Tree Outreach Project; Cookies for the Community; Christmas Dinner; Christmas Eve service; Good Friday Stations of the Cross; Teacher Appreciation Brunch; Ice Cream Social.

Youth and Young Adult Ministries Annual Report 2017-18

In the 2017-18 programming year, Youth Director Katherine Henderson and the Board of Youth and Young Adult Ministries ministered to the youth of UCCH (grades 6-12), offering education, worship, spiritual formation and care, and recreation. The Youth Director also assisted the volunteer leaders of the Young Adult Ministry in providing programming for the 20s/30s group.

Youth Group

Attendance during this program year increased to 12-15 for regular gatherings (11am on Sundays), up to 25-30 for special events including the fall and spring activity group series. Over 50 youth contributed to each Youth Church.

Programming & Worship Highlights

FALL 2017:

- Annual Celebration of Ministries: youth registration and parent outreach
- Youth Leadership Team welcome back lunch (off-site)
- Fall Kickoff: Laser Tag!
- Youth-led "Race Matters?" discussions (September and January)
- Service at IFC: monthly lunch prep at the men's shelter with Gunzo
- Community Gospel Choir events with Duke Divinity (October and January)
- Pumpkin Party
- Fall youth group series: "Finding Joy" activity groups with brunch kick-off party. Art, poetry, prayers, sermons, brass ensemble and dance, with each group supported by an adult volunteer.
- Youth-led worship during 11am service on November 12.
- Visited Temple Beth El for inter-faith worship and youth fellowship (reciprocal event at UCCH in spring)
- Alternative Christmas Market—Poinsettia, coffee and donut sales
- Holiday party

WINTER/SPRING 2017:

- Blowing Rock UCC Youth Retreat
- "Hope for Change" activity groups with brunch kick-off: art, poetry, prayers / communion, sermons, youth band, ukulele band
- Contemplative prayer series in youth group
- Youth-led worship during 11am service on April 15
- Hosted Youth Speak vigil; received sacred personal testimony on gun violence and reform from over a dozen youth
- March for Our Lives in DC (15 youth, 10 chaperones) and Raleigh (intergenerational, 30+ UCCH members/friends)
- Continued lunch prep events at IFC
- Rise Against Hunger on-site service event
- Topsail Beach Weekend (19 youth, 7 chaperones)
- End-of-Year Cookout with senior gifts

SUMMER 2018:

- Week-long Summer Mission Camp at John's River Valley (9 youth, 2 chaperones)

Leadership Development

- Strengthened Youth Leadership Team, increased their programming roles

Fellowship Board Annual Report 2017-2018

With Christ's blessings, Fellowship Board remains very strong! Heartfelt thank you to UCCH Volunteers and staff for their help and support. (Rinnie Orr, Duane Gilbert, Claudia Galvez, Mirna Rodriguez, Ms. Ana, Eduardo, the custodians, church staff and Pastors).

Fellowship Board:

- Consists of twelve (12) members, (Rinnie Orr, replaced Pastor Jill Edens); we met monthly and as needed throughout the year.
- Welcomed the class of 2020 at the annual leadership orientation dinner on June 4, 2017 (Martha Rodriguez Moctezuma, Lisa Gabel, Lori Carter, and Betsy Taylor).
- Hosted the picnic family style potluck in honor of Rick & Jill's Ministry on Sunday June 25, 2017, 10:00 am – 2:00pm
- The Ice Cream Social on 08/06/2017 with Children's ministry was a sweet success!
- Welcome Back Cook out was held on August 27, 2017
- Wednesday Dinner Together Series were successfully completed
- All Church Work Day on September 9, 2017 from 9:00am – Noon
- Celebration of Ministries (September 10, 2017), FB provided free popcorn
- A "hearty snacks coffee hour" was provided by Fellowship Board on 10/29/17, for the Annual Church meeting.
- *Stone soup* (Stewardship Sunday) was a sweet success on November 5, 2017, over 400 people including the youth attended; statement of faith by Henry Lister; proud member of the "Food Board"!
- Alternative Gift Market was held on November 18th & 19th (FB's popcorn sale earned \$193.10, led by Lynn Martin)
- Supported and participated in **memorial receptions** as needed by UCCH church family.
- *Christmas dinner* (12/13/2017) with estimated one hundred and fifty (~150) people in attendance.
- *Recruited five new members* class of 2021, (Lee Sorensen, Jean Brown, Susan Warwick, Gary Boorman and Michelle Pooler- continuing).
- *Beautiful Easter breakfast and brunch/potluck* on Sunday April 1, 2018.
- **Coffee hour:** From June 2017 - April 30, 2018, sixty-five (65%) percent (60 of 92) coffee hour opportunities were hosted by the congregation. Fellowship Board (and other special groups) hosted thirty-five (35%) percent (32 of 92)

UCCH kitchen equipment update: (Coordinator, Dr. Henry Lister)

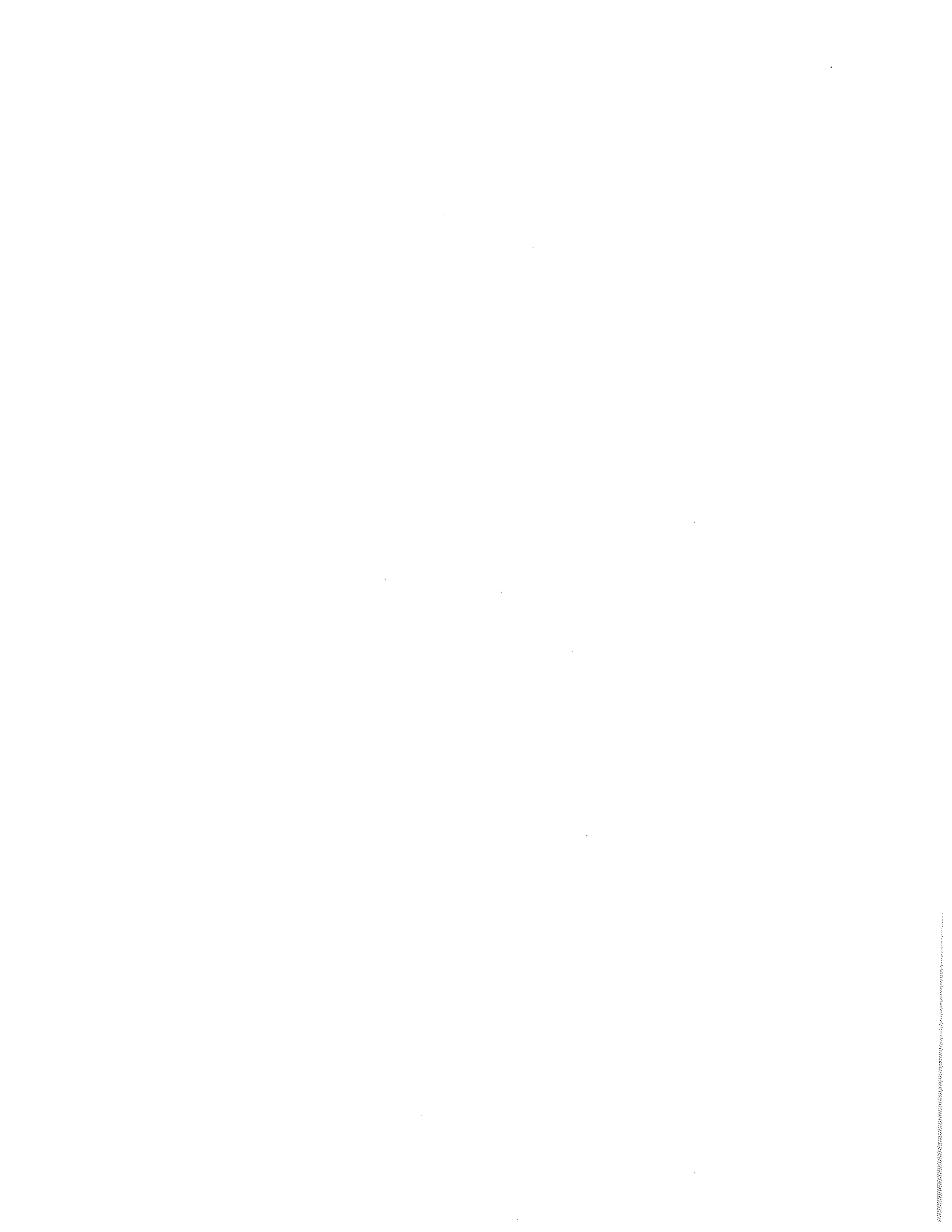
- New refrigerator and freezer purchased and installed, thanks to an anonymous donor.
- Old refrigerator and freezer taken to appliance recycle in Orange County landfill.
- New Dotting coffee grinder donated and installed, thanks to a donation by Carol Edmunds
- Utility sink rehung on wall, drain unclogged. It is recommended that the drain be replaced.
- Spigot replaced on lemonade cooler.
- Dish sanitizer unit replaced.
- New glass punch bowl and glasses received from donation.

Other accomplishments:

- UCCH's Building enhancement with kitchen cabinets installed for FB's use
- FB's Brochure and Standard of Operating Procedure (SOP) were updated.

FB Members: You faithfully offered your time, enthusiastically poured your love and energy into every activity; all to the glory of God. Thank you indeed for making this board so much fun, God's blessings upon you and yours! (Lisa Gabel, Lynn Martin, Henry Lister, Judi Loberg, Victoria Adeleke, Debby Stroman, Lee Schimmelfing, Lori Carter, Betsy Taylor, Michelle Pooler, Martha Moctezuma, Jane Landreth and Rinnie Orr), with much gratitude.

Respectively submitted by
Victoria M. Adeleke
FB Co chair.
2017 - 2018.



Annual Report for the Board of Deacons 2017-2018

The Board of Deacons consists of twelve members and is responsible for supporting and enhancing all worship experience for our congregation. We oversee committees responsible for: Ushers, Music, Visual Arts, La Mesa Y Cafe, Sound, Taize Worship, Faithfully Accessible, Health and Wellness Committee, Members in Discernment, Bereavement, & Laity Sunday.

Worship Services

- The Board prepared communion for the 8:45 services throughout the year and at the 11:00 for the first Sunday each month.
- “La Mesa Y Café”, meets Sunday’s at 11:15 in the Assembly Hall. We met with the La Mesa committee to discuss ways in which deacon and usher services can more fully support this service.
- We assisted with Children’s Church, Youth Church and Taize Services.
- The Board supported the sound committee which continues to provide service recordings, hearing assists, a T-loop and sound in the narthex, family parlor, and Fellowship Hall.
- Usher scheduling is coordinated by Rinnie Orr in the church office. Usher recruitment and training is conducted by the Board.
- The Board continues to support Parish Nurse, Aly Breisch, in the provision of healing prayer during communion.
- American Sign Language services are provided at the 11:00 service
- The Board continues to support Taize services at 7:00 pm that occur during the school year.

Special Worship Services and Experiences

- The Board supported memorial services provided at UCCH.
- The Board, with assistance from Rinnie Orr, produced the annual Advent Devotional booklet. Contributions were made by the congregation.
- Laity Sunday is coordinated by the Board.
- Supported Good Friday Labyrinth at Binkley Baptist financially and assistance of deacon volunteers. This is a community effort supported by several churches.
- Added the scheduling of Lenten “Stories of Transformation” to Deacon Responsibilities

Members in Discernment

The Board approved the request of the following members in discernment:

- Andrew Patty was approved for Ordination. Andrew Heintz, Andrew Patty, Joey Honeycutt, Katherine Henderson, and Maddie Allsup continue in MID status.

Other:

- The Pastoral Care/Health Ministries have been renamed the Health and Wellness Committee.
- Assisted the Church Office in maintaining and updating the list of active members.
- The Board participated in the All Church Workdays, concentrating on the church sanctuary, sacristy, and narthex.

Staff Positions

- Jenny Anderson, Music Director, submits a separate annual report.
- The Visual Arts Committee chair, submits a separate annual report.
- Aly Breisch, Parish Nurse, and Pastoral Care Director, submits a separate annual report.

Respectfully Submitted

Board of Deacons 2017-2018 Chair: Jack Allen

Annual Report from Visual Arts Committee (VAC)

VAC members: Natalie Boorman, Chair, Cely Chicurel, Sacred Space Studio, Jane Day, Decorations for holidays, Dick Hill, Placement and Hanging of Art, David Taylor, ART Show for AGM and UCCH Art Show, Diane Whitney, Altar Decorations

Activities in 2018:

- Ongoing classes in Sacred Space Studio, organized by Cely
- Empty Bowls Project, fundraiser for IFC, Cely
- Altar flowers coordinated EVERY Sunday by Diane Whitney
- Flowering Cross on Easter Diane and Cely coordinators
- Decorations for Advent and Easter, Jane led this effort
- Art Show at AGM, David Taylor headed up this effort, per cent of sales donated to IFC
- UCCH Art Show, David and Natalie coordinated
- MLK chair placed in the Sanctuary along with News article description
- Bird Houses and Description placed in lobby,
- Ongoing Placement of Art in the church, Dick and Natalie

VAC welcomes all comments, questions and participation.

Submitted by,
Natalie Boorman, VAC Chair

MUSIC COMMITTEE ANNUAL REPORT 2017-18

Music Committee

The Music Committee under the Deacons supports the musical programs and worships of the United Church of Chapel Hill. The Music Committee spends its meeting time on issues of budget, how to achieve projects sharing the many musical opportunities for worship with the congregation, and the directions of the music program to best help all to worship more fully through God's gift of music.

Director of Music (Jenny Anderson)

This year our organist of 19 years, Mary Beth Petersen, departed from UCCH in January. Julie Mitchell, Renee McBride, and Bea Price have played services in the interim on organ, and Charles Bradshaw and Gillian Fields have led services on the piano.

Light on the Hill Capital Campaign funds were used to complete the long-awaited upgrade on the organ. The organ now has the capacity for multiple organists to maintain a wide range of piston pre-sets and it can be plugged in to one of two power and data points on either side of the chancel platform, thus allowing it to be played from anywhere in the chancel area. The organ bench was converted to an adjustable bench allowing easy change of height for various sizes of organists, and the wood of the bench and console were stripped and beautifully refinished. A small drawer was added to the console.

CHORAL OFFERINGS

The **Children's Choir** includes ages 4 through 5th grade and attendance ranges from 15-25. They led worship in 5 services, participated in Lessons in Carols and on May 6 will do a musical "In the Image" by Mark Burrows at the 8:45 service. I noted at least 7 adults who have led the children and contributed their own musical gifts to make this a true intergenerational activity.

The **Youth Choir** began the year with 29 and ended with 31 youth. They ranged in age from 5th to 12th grade. They sang for most 8:45 services on second Sundays and joined in other services of worship. Gillian Fields joined them this year as Jenny's assistant and does an excellent job. In addition, other adults have helped including teaching Voice for Life classes in which several have earned awards.

The **Chancel Choir** continues to provide music for at least three services a month. Some changes in scheduling have been tried in an attempt to attract new and younger members. Evaluation will be ongoing.

The **Chamber Singers**, directed by **Larry Triplett** is a group of 12 singers that sing classical music in acapella style. They sing once a month.

The **Commas** is a small group composed of members who love close harmonies from various traditions including gospel, bluegrass and older hymns.

MUSIC WORSHIP IN MULTICULTURAL CONNECTION

United Voices of Praise (UVOP) which has continued this year as it has for many years as a Christian and Musical connection with Fisher Memorial Holy Church of America under the leadership of Charles Bradshaw and Vera Bennett, Brad Kintner and Odessa Shaw. The choir sings one Sunday a month at UCCH and one at Fisher. The **Community Gospel Choir** was a drop-in choir which sang two services under the leadership of Greg Milton, director of the Duke University Gospel Choir. A different venue

under the leadership of Charles Bradshaw as pianist and Regina Dozier as soloist was a **Jazz Sunday** at the 11:00 service following Easter. All music, including hymns and service music was done in a jazz style. It was well received.

Our **La Mesa service** at 11:15, led by Rev. David Mateo is oriented to diversity through word and music. David has often played guitar and shared Hispanic music along with participation of many other soloists, instrumentalists and singers. Among them, Regina Dozier, Efren Maldonado, Alex Brodie, Kelly Fairman, Renee McBride, Maria Ruiz, Louis Ramos

The **Karen Choir** is a group of 20-40 singers who provide music twice a year at the 8:45 service. We learned of this group because we supported several families who fled persecution for their Christian beliefs in their native land. We are blessed, not only by their music, but by their example of faith.

INSTRUMENTAL OFFERINGS

UCCH has several groups playing **Handbells**. This year we are blessed to have David **Murphy** who became the director of **Bronze Voices**, our more experienced group, and **Chancel Bells**, a less experienced group of ringers. Both groups play regularly at worship. In addition, we have offered a **Handbell Camp** for young people from rising first grade to 10th grade. Several adults help lead this workshop and the youth play on Sunday. This year's camp was held in August and next year will be in July.

Strings are another instrumental group offering worship through music. The members comprise a range of ages and experience. The Ensemble generally rehearses on second and fourth Sundays after the 11 am worship service at the church. Rehearsals for the fall of 2018 will begin in late July or early August. The Ensemble welcomes new string players; they may contact **Jack Allen, director**, johannsva@mac.com for information about the ensemble. In addition, several **youths** have shared their **string skills** in worship, the youngest being Baxter and Owen Henderson.

Other **instrumental groups** supporting UCCH's music ministry include **United Brass** under **Doug Zabor**. This small ensemble had a quiet year due to Doug Zabor's illness, but have played several services, most recently in celebration of Easter. **The Ambassadors'** is a band that originated at UCCH. **Larry Triplett** is the current leader. This group plays for many events in the community and plays yearly for our Valentine Dance whose money intake helps to support our music program. In addition, various individuals share solos in worship on woodwinds and brass.

EVENTS AND SPECIAL SERVICES

Once a month a **Taize Service** under the leadership of **Jack Mitchell** provides an evening service of prayer, chant, and the use of icons following the Eastern Orthodox tradition.

Finally, the music program supports many **special events** which raise money for worthy causes within the community. This year we had **concerts** by the Old North State Brass to **support our Peacemaking Scholarship**, the Bradshaw Quartet for **IFC**, the Sun-Stipe-Rice Piano Trio with strings for the **Refugee Support Center**, and the Youth Choir Concert hosted at Binkley Memorial for **Josh's Hope Foundation**.

This is a brief summary. For detailed information, contact Music Director Jenny Anderson. This report combines the submissions of directors and participants and was summarized in this report submitted by Jeanne Allen, Music Committee Chair for 2017-2018.

"LA MESA" 2017-2018 ANNUAL REPORT

"La Mesa y Cafe" is a bilingual service of the United Church of Chapel Hill to enhance the diversity, spirituality, and faith of people in a non-racist and radically welcoming inclusive space, where the table of the Lord becomes our sacred gathering place.

During the reporting period, our services have accomplished:

- An average attendance of 50-60 people
- Musicians and new music for worship has been implemented
- Organization of a worship band
- Organization of "La Mesa" committee
- implementation of fellowship activities such as potlucks, pizza parties, etc...
- Developing a bible study in Siler City, NC.
- Created opportunities for the conversation on social justice matters.

"La Mesa y Café" will continue serving and providing a relevant service that can express our commitment to social justice, diversity, and multiculturalism.

UCCH Annual Report
Acting Director for Congregational Care
Alyson Breisch, MSN, RN-BC

May 1, 2017 – May 31, 2018:

Health /Wellness and Pastoral Care Activities: 9-18 parishioner encounters per month; total of 197 encounters since June 2017.

- a. Case-finding, guided referrals to providers/therapists, diagnosis-related information, living with impact of illness, medication information; advance care and funeral planning; health screenings.
- b. Pre-hospitalization discharge planning; information on resources for in-home and facility care.
- c. Monthly checks of AED batteries, electrodes and battery packs, restocked first-aid kits as needed.
- d. Emotional support, spiritual care, therapeutic listening during health crises, life transitions.
- e. Worship: lead staff person for Healing Prayer during Communion at weekly 8:45 am service, 11 am service first Sunday of each month, and La Mesa second Sunday of each month. Co-worship leader of Longest Night Worship Service, December 21, 2017
- f. Visitation: home, hospital, and rehabilitation center visits, phone contacts, care partner support.
- g. On-call pastoral care coverage when pastors not available.
- h. Bereavement ministry support: Funeral/memorial service attendances, prayer and card ministry.

Educational Programming:

- a. Light Up Your Winter, January 2018: developed and presented 4-part orientation for Visitation Ministry; 21 parishioners volunteering for future visitation ministry.
- b. Adult Forum: February 25, 2018: *Celebrating God's Presence As We Change thru Transition*; participated in developing content.

Board Membership / UCC Activities:

- a. Board of Adult Education (staff member)
- b. Health and Wellness Ministries Committee
- c. Chair, national UCC Faith Community Nurse Network Leadership Team.

BOARD OF JUSTICE, OUTREACH AND SERVICE

2017-2018 ANNUAL REPORT

As UCCH has been in transition over the past year, so too has been the Board of Justice, Outreach, and Service (BJOS). We have maintained our commitments to community partners as we have begun a process of discernment to plan our future. Both our current and future commitments are grounded in the *core values* of our faith, our church, and our board – love of neighbor; love of children; love of creation; open and affirming; economic justice; and racial truth, justice, and reconciliation.

Significant efforts have been made and are planned to help the church discern how to best focus our talent, time, and treasure within the framework of our core values. Through two Justice Summits and two adult forums, members of BIOS and associated leaders, have helped the church explore the barriers and facilitators to engagement in justice work. As part of this process, church members have challenged each other and the church as an organization to grapple with issues of justice versus charity. We will continue this conversation over the coming year and look forward to the courageous conversations and spirit of curiosity our members bring to this work.

As a church and a board, much of our time, talent, and treasure is committed to supporting and loving *all* our neighbors. Specific activities over the past year include the following...

Love of Neighbor

- We were honored to work on two Habitat homes in Orange County and support two of our Karen family church members in acquiring Habitat Homes. As part of Building Hope, UCCH contributed volunteers and \$10,000 to build a beautiful new home for Gerardo and Illail Tengono. They will be welcomed to their new home with gifts made by the UCCH Quilt for Love group. We supported Mya Aye and Eh Pee, moved into their newly renovated home in the Northside neighborhood and committed an additional \$10,000 plus volunteers to build a home for Per Ser and Mue Paw in Mebane.
- The Prison Ministries group provided fellowship and meditation to men in Orange Correctional Center (OCC). The group also led three adult forums and raised \$5,500 to help fund the OCC Chaplain's salary.
- We celebrated "extravagant welcome" by supporting the Refugee Welcome Center and committing to ensure all those who seek sanctuary at UCCH will find safe passage to one of NC's established "sanctuary churches."
- We supported the Honduras mission trip and financially supported a Honduran immigrant's visa application process.
- The Alternative Gift Market contributed \$9,000 to the InterFaith Council and \$13,000 to Church World Service for a safe school zone project in Kenya.

Love of Children

- The Prison Ministries group collected more than 400 books for Parent Day at OCC. Children could pick out and take home as many as they liked.
- UCCH was pleased to again provide two Peacemaking scholarships to area youth.

Love of Creation

- The Earth Ministries committee continued efforts to reduce the church's carbon footprint by 58% (equivalent to 119 tons/year less CO₂). This year's upgrade included transitioning to wi-fi thermostats and converting part of the building to a zone system.

Open and Affirming (ONA)

- In addition to meeting regularly in fellowship, ONA sponsored the screening of the movie: *Forbidden: Queer and Alone in America*.

Economic Justice

- UCCH continues their commitment to Orange County Justice United (OCJU) as an “institutional member” which involves both financial and organizational support. In 2017-2018, worked to obtain a commitment for sustainable, affordable housing units and hiring a more diverse faculty and more Spanish-speaking Guidance Counselors in Orange County Schools.
- UCCH sponsored an event for the Coalition of Immokalee Workers - a worker-based human rights organization that works to increase social responsibility and reduce human trafficking and gender-based violence at work.

Racial Truth, Justice, and Reconciliation

- Participants in the Sacred Conversations of Race (SCOR) have actively engaged in the discussion of discernment within BJOS by participating in each of the Summits and leading one of the adult forums. The forum examined the concept of intersectionality – interacting systems of power and oppression – within the framework of UCCH’s Covenants of: Open and Affirming; Economic Justice; and Racial Truth, Justice, and Reconciliation.
- SCOR also began a series of conversations with other church groups, such as Prison Ministries, to begin to explore how their work and faithful commitments intersected and could be strengthened.

In addition to the time and talent committed above, the BJOS budget financially supported: NC Council of Churches, NC Inter-Faith Power & Light, Bread for the World, Justice United, NAACP-NC, HKonJ, NC Child, ONA/Pride/LGBT Local Advocacy, Peacemaking Scholarship, Orange County Literacy, St. Augustine Literacy, Inter-Faith Council for Social Service, Alamance-Orange Prison Ministry, Prison Ministry Support, Habitat for Humanity of Orange County and Stop Hunger Now.

In the fall, UCCH joined with Building Hope, a coalition of churches including UCCH, to build a beautiful new home for Gerado and Illail Tenongo. They will be welcomed to their new home with a set house warming gifts made by the UCCH Quilt for Love group. UCCH members, Mya Aye and Eh Pee, moved into their newly renovated home in the Northside neighborhood in March and were provided with furniture and other supports to ease their transition. Finally, UCCH decided to commit to a second house build for members, Per Ser and Mue Paw, also in Mebane. More than forty church members have contributed to the building and lunches this year. This second build involved not only assurances to Habitat for labor but an additional \$10,000. Due to the generosity of our members, we were able to meet this commitment. And, it has been a lot of fun to build with and for our community!

Phill’s notes on 2017 activities from the 2018 BJOS minutes

Through our budget financially supported NC Council of Churches, NC Inter-Faith Power & Light, Bread for the World, Justice United, NAACP-NC, HKonJ, NC Child, ONA/Pride/LGBT Local Advocacy, Peacemaking Scholarship, Orange County Literacy, St. Augustine Literacy, Inter-Faith Council for Social Service, Alamance-Orange Prison Ministry, Prison Ministry Support, Habitat for Humanity of Orange County and Stop Hunger Now. From the 2016 Alternative Gift Market in 2017 contributed \$9k to IFC & \$13k to Church World Service for safe school zone project in Kenya.

Launched the Justice Summit - a BJOS Process of Discernment gathering interested parties together to focus on the UCCH congregation's engagement with justice-oriented endeavors.

Orchestrated a Celebration for Refugee Work of UCC & Flicka's efforts and the Peace-Making Scholarship

Sponsored an event for the Coalition of Immokalee Workers overnight at UCCH and served breakfast

Supported Justice United, Strengthening our UCCH advocacy efforts, Crop Walk, Peacemaking/Quaker House

Supported forming of group to consider the Sanctuary movement and immigration status concerns and initiated work on developing an application process for grant approval

Supported startup of BJOS Racial Covenant Committee based on the Racial Truth, Justice and Reconciliation covenant and the efforts of Sacred Conversation on Race (SCOR)
ONA- screening of movie: Forbidden: Queer and Alone in America

Supported the Honduras trip and financially supported a Honduran immigrant's visa application process

The Earth Ministries committee continued its efforts to help the church reduce its carbon foot print supporting the BOT in upgrading the facility's thermostats with Honeywell Wi-Fi thermostats and converting part of the building to a zone system.

We have the Building Hope Partnership dedication ceremony for the Gerardo and Ilail Tengono home on Friday, May 25th. Along with UCCH folks helping with the build and financial support the Quilt for Love group put together a house-warming set of gifts for the Tengonos.

This spring for Per Ser-Mu Jue Paw house build will have roughly 30 people helping with the build and we are supporting the build financially.

Provided refreshments for 100-120 individuals at Yokefellow meeting at Orange Correctional Center 12 times

Offered meditation at Yokefellow meeting ca. 30 times

Sold \$5,550 worth of pecans on behalf of the Alamance Orange Prison Ministry to support the chaplain at Orange Correctional Center

Took men out on passes as registered Community Sponsor

Coordinated three Adult Forums on prison ministry issues

Met with SCOR to discuss ways members can be more involved with the prison ministry

Collected ca. 400 children's' books for Parent Day at OCC. Children, who were thrilled, were allowed to take home as many books as they liked.

Solar PV System

- 85 kW capacity
- 326 solar panels
- Using Net-Metering

- 125,500 kWh electricity produced in 2016
- **64% of UCCH's electricity produced from the sun**
- Utility bill reduced by \$10,000/year from solar

We now receive "manna from heaven":

- We watch the sun shine and produce our energy with no fuel, no noise, no smoke!
- **From Solar & Energy Efficiency, 58% Reduction of UCCH's Carbon Footprint = 119 tons/year less CO₂**
- We also supported local jobs in one of NC's fastest growing industries!

2017-18 Annual Report

Board of Membership, Engagement and Stewardship

Membership, Engagement, and Stewardship (MES), are key components in maintaining and sustaining a vibrant, productive church community. As the MES Board of the United Church of Chapel Hill (UCCH), we are pleased to help ensure a welcoming environment to our members, friends and visitors, orient new church members; assist our members with matching their interests and talents with the church's needs; and lead our annual stewardship pledge drive.

As the MES board, we have been impressed and humbled by the generosity and kindness of our congregation, a true testament of the value our church and its work, has on all our lives. The 2017-2018 annual stewardship drive, which centered on the theme of, "The Journey of Faith," resulted in a total pledged amount of \$812,402. This is slightly below the goal of \$865,100. This is not entirely unexpected, given that 2017-2018 was a transition year. We received invaluable support during the stewardship campaign from the pastors and staff. Special thanks to Nick Carter and Rinnie Orr for their support and advice.

As a board, we continue to offer a welcoming presence in the church lobby that we call the UCCH Visitor Welcome Center. An MES member is present on Sundays at our "Welcome - Got a Question?" table to answer visitors' questions and to facilitate their introductions to our pastors. Also, during the past year we have had a focus on improving "signage" in the church. The video screen outside the office area is one result of these efforts.

The role of MES in equipping UCCH to engage our members' time, talents, and financial resources applies to all our members. You can make a big difference by welcoming visitors and by inviting people to a deeper participation in the life of the church.

We were thrilled to welcome Cameron Barr to UCCH and to the MES board in March. Cameron will be the staff liaison to MES. One immediate change is a new initiative to give a "more extravagant welcome" to people interested in church membership, or in learning more about our church programs. This will take the form of occasional dinners, the first happening in May.

Our board is pleased and honored, through our work to contribute to the service of our wider church mission

Respectfully submitted by, Bill Siddall

MES Board chair

Board of Trustees Annual Report 2017-2018

Members: Linda Sellars (Co-Chair), Tim Gabel (Co-Chair), Derek Harrison (Treasurer), Austin Brown (Recording Secretary), Robin Smith (Head Counter), Betsy Crittenden (Liaison to ICF Neighborhood committee), Ron Johnson (Building/Property lead), Chip Breisch (chair, Edens Scholarship committee), Anne Stoddard, Kathy VandenBerg, Nick Carter (Interim Pastoral Staff until March 2018), Cameron Barr (Sr. Pastor starting March 2018). Duane Gilbert (Business Manager) participates in most BOT meetings and is an important resource to the Board.

The Board of Trustees has the overall responsibility for supervision of the finances and the property of the Church. The Board of Trustees is responsible for the following activities:

- Oversight of the annual Church operating budget and analysis of the actual financial results with respect to the budget
- Counting and depositing weekly offerings and payments to designated accounts
- Reviewing the annual financial review by outside auditors and subsequently adjusting procedures
- Approving funds and contracts for major expenditures
- Planning for maintenance of the building and associated grounds
- Collection and management of the historical records of the church

Non-routine tasks this year have included:

- Working with Church Council to complete the goals of the Light on the Hill Capital Campaign,
- Working with the Church Council and the UCCH Personnel committee to manage an atypical financial year given the number of special staffing situations in light of the retirement of Rick and Jill Edens
- Adding transparency to the UCCH operating budget process by holding several congregation "listening sessions" to collect perspectives on church financial perspectives
- Implementing a new process for documenting observed building maintenance needs and tracking those needs to completion
- Leading multiple church work days
- Established committee to administer Edens Scholarship and awarded first scholarship.
- Initiating (with congregational approval via the budget approval) a "handling fee" approach whereby the church will retain 5% of all pass-thru offerings to help offset the administrative costs associated with processing special offerings
- Updating financial policy documents

The Board of Trustees continues to be blessed with the work of many church members who are not members of the board. Alan Johnson continues to organize outside projects on church work days and maintains the beautiful grounds of the church. Phil Wilson has been extremely helpful in working with maintenance of the HVAC system and the electrical system. Michael Pause serves as an authorized check-signer during the week.

Summary of UCCH Pastoral Search Process

Compiled by Barbara Wildemuth and Dennis Pagano, 4/15/2018

Committee members

Dennis Pagano, chair; Bill Crittenden, chaplain; Jill McArdle, clerk; Karen Demby; Jenna Kolling; Dan Vermeer; Barbara Wildemuth

Appointment process

Congregation was invited to nominate possible members

Nominations were received and considered by Council; members were selected/invited

Chair was invited first; other members were appointed in consultation with the chair

Committee commissioned on Oct 2, 2016

Meeting schedule: 11/6/2016, 11/20/2016, 1/11/2017, 1/19/2017, 1/25/2017, 2/5/2017, 2/12/2017 (Kidd attended), 2/19/2017, 3/26/2017 (Kidd attended), 4/4/2017, 4/23/2017, 4/30/2017, 6/8/2017, 6/18/2017, 6/28/2017, 7/18/2017, 8/9/2017, 8/20/2017, 8/27/2017 (Kidd attended), 9/17/2017, 10/23/2017

Coordination with church leadership

Moderator called congregational meeting to “determine the process for selection of new Senior Pastor”, 8/28/2016; (†*Process for Selection of New Senior Pastor, Parts 1 and 2, 7/29/2016*)

Additional input was received from Nora Foust, Southern Conference UCC, Placement

Coordinator and Minister for Church Affairs

Church leaders also consulted with Susan Beaumont and Rollin Russell

Current associate pastors declined consideration as Senior Pastor

The Pastoral Transition Committee was appointed to oversee the entire transition process, in coordination with the Search Committee

Their responsibilities included celebrating the long ministry of Rick and Jill Edens; planning for worship support and staffing shifts during the transition period; coordinating the candidate weekend; and welcoming the new senior pastor

These plans needed to stay flexible, since the length of the search could vary by several months (†*Pastoral Transition Committee Update to the Congregation, spring 2017*)

The Faithful Future Strategic Plan Facilitators also worked closely with Council to provide input for the search and for the UCCH strategic plan, moving forward

Members of the Search Committee attended a leadership summit led by the Faithful Future team, early December 2016

Support for the committee’s work

Beth Kennett, Network Coordinator and Senior Consultant, Center for Congregational Health

Engaged as a consultant in fall 2016, to orient the committee to the UCC search process

(†*Kennett proposal, 9/9/2016*)

Her contract was re-negotiated by Pagano, as her responsibilities decreased later in the process

Leadership/support from UCC

Rev. Carla Gregg-Kearns (Good Shepherd, Cary, NC) received pastoral profiles and passed them along to the Search Committee

Rev. Ed Davis (Southern Conference Minister) and Rev. Eddie Weathers (Minister for Church Affairs, Eastern North Carolina Association) also supported the committee's work

Pagano worked with Gregg-Kearns to develop processes/procedures for receiving pastoral profiles

The committee met with Davis, Weathers, and Gregg-Kearns (Jan 4, 2017)

Weathers offered to help post the position to other UCC conferences and to do a final check with the selected candidate's current conference minister

MissionInsite database

This database provides statistics on churches; UCCH has an account that could be accessed by the Search Committee

Technology support for committee work

Google docs and gmail were selected by the committee to support our work

Documents could be edited by committee members; in most cases, one or two committee members took final responsibility for reviewing suggestions and editing and finalizing each key document

Invitations to committee meetings were sent via Google Calendar

GoToMeeting was used to enable committee members to participate in meetings if not available to attend

Communicating with the congregation about the search process

Reviewed current UCCH website, to make sure all information was accurate and up-to-date (Nov 2016)

Established section of the UCCH website, for information about the search (beginning Jan 2017)

Information for potential candidates (†*Interested Pastors Website Links*)

Information for the congregation communicated via FAQs on UCCH website (†*UCCH Pastoral Search FAQ, v2.0, 3/15/2017*)

All information was open to the public

Established an email address that congregation members could use to provide input to or ask questions of the Search Committee (Jan 2017)

Pagano provided updates to the Council: 2/28/2017, 4/30/2017, 5/23/2017, 7/25/2017

Pagano provided updates at congregational meetings: 2/5/2017, 6/4/2017 (†*Congregation Update at congregational meeting, 6/4/2017*)

Pagano provided updates in *This Week*, which were also posted on the UCCH website (†*Congregation Update in This Week, 12/18/2016, 1/29/2017, 3/19/2017, 4/30/2017, 7/9/2017, 8/28/2017, 10/15/2017, 11/5/2017*); Pagano also periodically updated La Mesa verbally and with written updates

Information shared was about process and status of search only. Strict confidentiality of actual search (names and locations of ministers whose profiles we received) was maintained throughout search process.

Preparing the UCCH Local Church Profile

Began with template provided by Kennett, Oct 2016 (†*Local Church Profile Template*);

reviewed example local church profile from Pilgrim UCC, Durham

Requested the 11-year report from the UCC national office, via Kennett

Worked with Faithful Futures strategic planning team (our contact was Jody Forehand) to develop Local Church Profile content (beginning Oct 2016)

Data collected from the congregation was made available to the Search Committee (*†Faithful Future Survey Results, 12/15/2016; †Faithful Future Survey Results Relevant to Search, 1/19/2017; †Faithful Future Survey Results, key points on slides; †Faithful Future Recommendations, approved by Council 1/10/2017*)

Available data were mapped to the Local Church Profile questions (Oct 2016)

UCCH Local Church Profile was drafted (Oct 2016-Jan 2017; *†UCCH Local Church Profile, 1/16/2017*)

Draft Local Church Profile was shared with congregation for their review

Final version was sent to Rev. Gregg-Kearns and Rev. Weathers for their approval and posting on the UCC website, late Jan 2017

The approved Local Church Profile and an Executive Summary of it were created and posted on the UCCH website, Jan 2017 (*†UCCH Local Church Profile, Executive Summary, 1/28/2017*)

Considerations for working with a search firm

Considerations of tradeoff: high cost of search firm, relative to value added to the search process

Question of who would be responsible for raising additional funds for this purpose;

Council/Moderator (Zabor, Brower) took responsibility

Council established an initiative for fund raising (*†Invest in the Future Fund flyer, 9/27/2017*)

Selecting an appropriate search firm

Preliminary investigations into possible firms had been initiated by Doug Zabor; he provided a short list of possibilities to the committee

Vermeer and Wildemuth reviewed those and made preliminary contacts with several
Committee interviewed two firms: Vanderbloemen (<https://www.vanderbloemen.com/>), represented by Tim Stephens, 2/10/2017, and Dingman, represented by Rich Kidd, 2/12/2017 (<http://dingman.com/>)

For each, Vermeer or Wildemuth checked references with multiple churches who had previously used the firm

Committee selected Dingman; Rich Kidd was contact person

Proposal presented by Pagano and Wildemuth to UCCH Trustees, 2/21/2017, and Council, 2/28/2017, to hire Dingman (*†Proposal to UCCH Church Council, 2/28/2017*); approved

Communicated this decision to congregation (*†Rationale for Hiring a Professional Search Firm (for congregation)*)

Contracted with Dingman, beginning in March 2017 (*†Dingman Proposal, Draft, 2/15/2017; †Dingman Contract, 3/24/2017*)

Services provided by Dingman included:

Congregational Q&A session with Rich Kidd, 3/26/2017; followed by his meeting with the Search Committee

Weekly confidential updates discussed with search committee chair and available to committee members

Creation and distribution of an Opportunity Profile (*†UCCH Opportunity Profile, Final*)

Distribution to the Dingman list of potential candidates, plus selected people from initial UCCH announcement list

Assistance with identifying sermons available online (video or audio); requested recorded sermons from those who had none available online
 Individual informal contacts with most promising candidates identified by committee
 Notification of candidates who passed sermon review; they received Questionnaire and Career History form
 Creation and distribution of a UCCH-specific Questionnaire and a standard Career History questionnaire
 Individual video interviews with candidates selected by the committee; recorded for later committee viewing and evaluation
 Consultation with UCCH Personnel Committee and Treasurer, to establish a possible salary range and informally communicate that to potential candidates
 Reference checks on final selected candidate; references included direct supervisor(s), direct report(s), and immediate colleagues
 General guidance related to the search process

Recruiting potential candidates; announcing the position

Discussed ways to recruit a broad and diverse pool, across gender, race, sexual orientation (beginning in Jan 2017)

Not feasible to remove this type of information from pastoral profiles prior to committee review in order to have an initial “blind candidate review”, as requested by Council

Identified listings of potential candidates from multiple denominations

Denomination Yearbooks (UCC 2016, online access), large congregations; Seminaries in appropriate denominations (not contacted); StillSpeaking Devotional contributors; churches providing basic support to Our Church’s Wider Mission; nominees suggested by Rick and Jill Edens; ministers recommended by congregation and others outside UCCH who knew we were beginning a search

Letters/emails to initial pool of prospects, sent 2/1/2017; second wave sent 2/19/2017

(†*Recruitment letter*; †*UCCH 4-page Intro*, 1/17/2017; †*UCCH Brochure*)

Pool generated from non-personal sources, sent via email by Kolling

Those suggested by Edens’, sent in print by Demby

Davis reached out to other UCC conferences, other denominations, and seminary leadership, 2/1/2017, per Gregg-Kearns email

Announced the position via several publications/websites, once the Local Church Profile had been completed and validated (late January 2017)

UCCH website

UCC Employment Opportunities directory on the UCC website

Christian Century, print ad in journal and 8-week online posting, \$622.55

Sojourners, 4 weeks online, \$75.00

Progressive Christianity, indefinite online posting, no charge

Identified potential candidates whose profiles were listed in the UCC database

Gregg-Kearns searched database and notified prospective candidates of opening, 2/19/2017

Skill sets included in search: Social Justice Issue Campaigns; Anti-Racism Leadership; Open and Affirming; Spiritual Direction; Economic Justice; Church Growth and Size Transitions; Environmental Leadership; Justice-LED

or Community Organizing; Just Peace Leadership; UCC History, Polity,
Theology Teacher

Four profiles were identified from this search

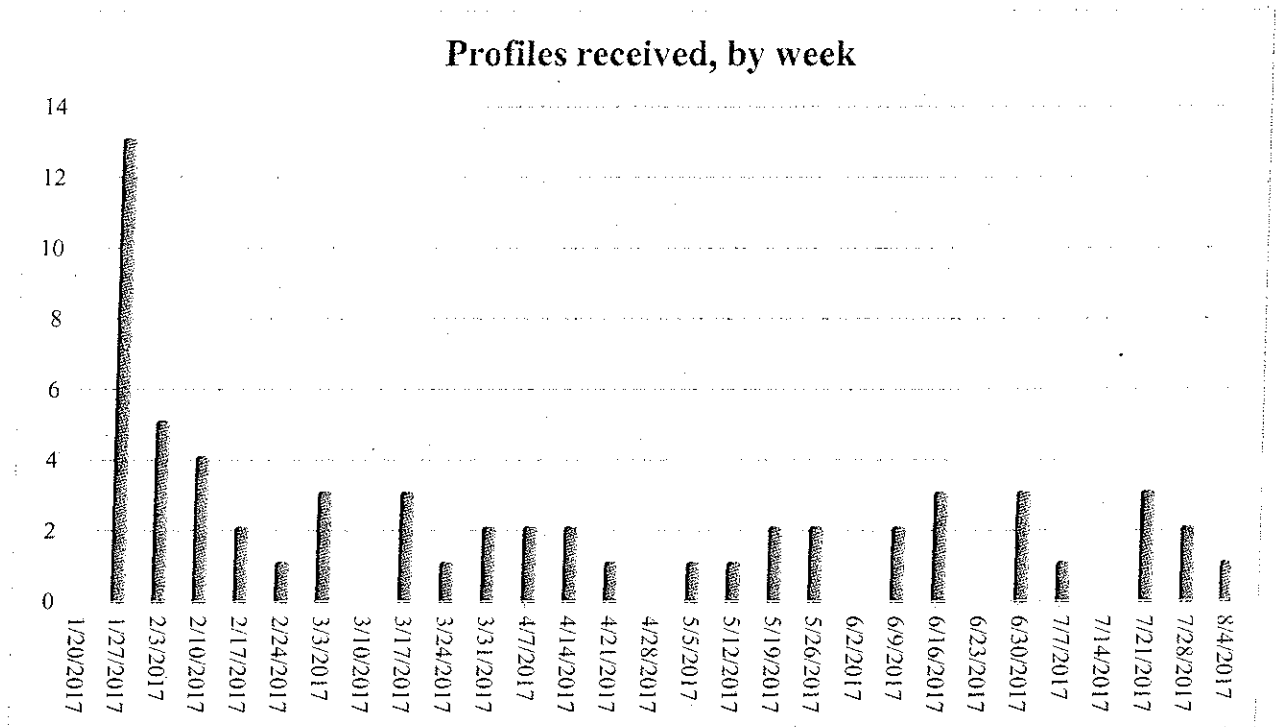
Dingman identified potential candidates from their sources, and distributed the UCCH

Opportunity Profile to those people (early April 2017; †*UCCH Opportunity Profile, Final*)

Also re-checked committee's list of pastor contacts and distributed Opportunity Profile to those on the list (excluding those who had already declined)

Process for receiving and acknowledging Pastoral Profiles

Profiles were initially received by Gregg-Kearns and then released to the search committee via McArdle (clerk)



McArdle (clerk) sent an acknowledgment letter to each candidate when the profile was received
Follow-up emails sent by McArdle or Kolling (†*Contact Log, blank, used to track contacts with candidates*)

To those dropped from consideration, as decision was made

To those still under consideration, at least once per month

Stopped accepting new profiles in early August 2017; total of 60 Pastoral Profiles received

Process for evaluation of Pastoral Profiles

Rubric for review of pastoral profiles drafted 1/25/2017 (†*Pastoral Profile Scoring Rubric_BLANK*; †*Pastoral Profile Scoring Rubric – Extended Explanation*)

The first 39 profiles received were each rated by at least 3 committee members, using these procedures. The 3 member reviewers rotated among the 7 committee members so that it was not the same set of reviewers each time.

The remainder of the profiles were reviewed by Kidd; he made a recommendation, which was then reviewed by the committee, with at least 1-2 members reviewing the full profile of any candidates rejected
Rated (1-5, by 0.5-point degrees) on pastoral qualities and experience, i.e., How likely is it that the candidate embodies the following characteristics?

- Effective in working and teaching
- Actively promotes social and environmental justice
- Theologically progressive
- Strong leadership skills
- Open and warm personality
- Capable administrator and staff mentor

Rated (1-5, by 0.5-point degrees) on match with UCCH strategic direction, i.e., How likely is it that the candidate will support, facilitate, and lead our congregation in the following strategic directions?

- Build on social justice commitments
- Increase and embrace diversity in all forms
- Enhance worship experience
- Strengthen our sense of community
- Sustain educational excellence

The two scores were summed, so ratings ranged 0-10 (actual ratings ranged 0.5-10; when averaged over all raters, actual scores ranged 2.17-9.70)

- High scores (above 8.5) were moved on to sermon review
- Low scores (below 5.5) were dropped from further consideration

If average score was 5.5-8.5, additional reviewers read and rated the profile

- If average score was still borderline, the committee discussed the candidate before making a decision

McArdle (clerk) notified any candidates that were eliminated from further review, beginning 2/5/2017; also sent email to those candidates remaining in the pool (*†Email sent to candidates*)

Process for sermon review

Most candidates had sermons online, available for viewing, in either video or audio; assistance with locating these was provided by Dingman

Sermon reviews began in late April 2017

At least 3 members of the committee reviewed sermons by each of the 35 candidates who passed the profile review, again with rotation of the 3 members among all 7 members on initial review

- Qualitative comments related to the strengths and weaknesses of each candidate's sermons were recorded

- Sermons were evaluated in terms of fit with the congregation, in both message content and delivery

In addition, each reviewer noted a recommended decision: Yes, No, or Maybe

- The goal was to minimize the Maybe ratings

If Kidd conducted the Pastoral Profile review, committee members included their evaluation of the Pastoral Profile in their sermon review

If there was clear consensus among the initial 3 reviewers, the decision was accepted by the committee

If a candidate passed this review, the other committee members also viewed one or more sermons during the next phase of evaluation

Because preaching and worship are so key to a pastor's acceptance, the committee set a very high standard for acceptance

If there was not clear consensus among the initial reviewers, additional committee members viewed sermons and the committee discussed the decision

Process for Questionnaire and Career History review

A Questionnaire related specifically to UCCH's needs was developed by the committee, May-June 2017 (†*Questionnaire for Senior Pastor Candidates*)

Sample questions were provided by Dingman; additions and changes were made by the Search Committee

The goal was to keep the final questionnaire to ~10 questions

Career History form is a standard questionnaire used by Dingman

It covers all past work experience, including details of the size and structure of each church and the reasons for leaving that position

Questionnaire and Career History form were distributed by Dingman, to each candidate who passed the sermon review (n=14, minus three who withdrew at this point)

All committee members reviewed all the Questionnaire and Career History form responses (June-August 2017)

Each evaluation was recorded as 1-3 positive aspects of that candidate's responses and 1-3 concerns about that candidate's responses; these reviews were collected via an online questionnaire

Once all committee members had completed their individual reviews, Wildemuth consolidated the reviews for each candidate in a summary document, organized by theme (e.g., strong preaching skills or weaknesses in administrative background)

The consolidated reviews provided the basis for committee discussion of the candidate

Based on this review and discussion, 8 candidates were selected for preliminary video interviews

Video interviews conducted by Kidd (Dingman)

Interview questions were developed by Kidd and the committee (June 2017)

Kidd provided an initial set of draft questions, used regularly by Dingman

The committee edited and added to that set of questions

The committee could also suggest questions customized for a particular candidate

The interview guide (†*Video Interview Questions, Final*) included questions on the candidate's:
Career history and character: review of career history, handling conflicts, significant mentors

Competence: leadership and management style, approach to pastoral care, reaching the next generation of congregants

Chemistry with the UCCH culture: UCCH strategic priorities, moral challenges for the church today, facilitating the transition after long-term pastoral leadership

The interview was expected to take about 1 hour; the video recording of each interview was made available to the committee via a password-protected drop box online

On-site interview conducted by the Search Committee

A standard schedule was used for the five on-site visits/interviews

Arrive by mid-afternoon on day 1; Informal dinner with committee

Early morning/breakfast interview with committee, followed by meeting(s) with

Steinberg and Mateo and tour of the UCCH facilities; lunch with Pagano and others available, if candidate is available before departure

UCCH staff were asked to maintain confidentiality of any candidates visiting

Financial/logistical arrangements

Spouses or partners were invited to accompany candidate (but not children); participate in day 1 dinner, day 2 tour of the facilities and lunch; other activities to be arranged

Restaurants used for committee dinners: Weathervane, Acme Grill, City Kitchen, Squid's

Breakfasts: Bagel sandwiches brought in from Bagel Bar

Hotel: Hampton Inn, Carrboro (UCCH paid for up to 2 nights)

Air fare: UCCH paid for candidate and (optional) accompanying spouse or partner

Committee provided airport pick-up and drop-off, and all local transportation; if candidate wished to rent a car, they paid for it themselves

Demby, assisted by Duane Gilbert, worked with candidates on these arrangements

She began scheduling interviews in early August, as first candidates passed the Questionnaire and Career History review

Our goal was to schedule all on-site interviews as close together as possible

Pagano provided each candidate with information about the community, from Chapel Hill Visitor Center

Original target was to conduct only 4 on-site interviews, but 5 candidates were selected for on-site interviews

Developed interview guide for each candidate, for on-site interviews

Most questions were standard (†*On-site interview guide template*), but customized as needed

Each question was asked by a particular committee member

Time was allocated for each candidate to ask us questions; approximately 1 hour for our questions and 15 minutes for candidate questions

Final evaluation process

Evaluation based on on-site interview, plus all materials provided earlier

Rubric was parallel to the initial rubric used for candidate profile review (†*Evaluation Characteristics for Ministers, final version*)

Committee tried to be consciously sensitive to implicit bias in our reviews, including recency and primacy effects (i.e., possible bias in favor of a candidate because they were the most recent interviewed or the very first interviewed)

Committee discussed first two candidates, after their visits; then discussed all candidates after remaining three site visits (Oct 23, 2017)

Committee came to agreement on Cameron Barr as our selected candidate Oct 23, 2017, and phoned him that evening

Kidd completed reference check; Davis checked with his conference minister

Pagano informed Alecia Brower (moderator) and Gaylen Brubaker (assistant moderator) of our recommendation; Brubaker (chair of Personnel Committee) negotiated specific terms for the appointment, approved by the Trustees

A 2-page summary of candidate qualifications (†*Barr Nomination, final*) was provided to the Council, with the committee's nomination; the nomination was approved by the Council on Nov 11, 2017

Hiring process

Handled by the Personnel Committee (chaired by Gaylen Brubaker), the Treasurer (Derek Harrison), and Duane Gilbert

The Search Committee was not involved in this final step

A Letter of Agreement was approved by the Trustees

Draft letter (without compensation details) was approved in advance

After Search Committee offered the position to Barr, compensation (i.e., salary, housing allowance, other compensation, benefits) was negotiated with him by the Personnel Committee

Trustees approved the final Letter of Agreement, with compensation details, in late October/early November

Candidate weekend, coordinated by the Pastoral Transition Committee

None of the current Associate Pastors were called by the congregation, so we had no precedents to follow

Pastoral Transition Committee handled the arrangements for the candidate visit and worship leadership, Nov 19, 2017

Outline of schedule

Saturday, November 18, 2017

9:30-10:30, Barr met with church staff

11-12, Barr met with Council

2:15-3 and 3:30-4, Barr met with congregation members

Sunday, November 19, 2017

Barr preaching at both 8:45 and 11 services; he was introduced during Children's Church at 10

Congregational meeting, noon

Note: The Alternative Market was also happening during the same weekend, so parking needed to be coordinated.

