

“Change is the only constant,” (Heraclitus 500 BCE) but this constant change has been both exhausting and exciting as we open up new possibilities, and restore some of our significant traditions. Flexibility has been key, even as we strength and reimagine our congregational system and functions. When we are learning, we are growing. Building a Beloved Community is the work of our whole selves - minds, bodies, hands, and spirits, and together, I know our whole hearted labors will bring forth love and hope, justice and healing in our world.

Shared Ministry

I collaborate with our committees, to present opportunities for spiritual growth, hands-on work and community building. While the Board attends to our big picture and policy and procedures, it is committees and event/project teams that get the work done, and put our faith in action. I am glad to share in this work alongside all of you. Recent examples include the Committee Fair (3/26), our successful Service Auction (3/31), and Circle Supper (4/8); along with preparations for our Annual Congregational Meeting (4/23). This Fall I gathered FUUSM families to gain their perspectives and expectations and support connections in our multigenerational congregation and Our Whole Lives (OWL) is a priority.

As families return and new ones show up, I hope we can make this a central part of our mission and ministry, and I am committed to do all I can.

I have met regularly with Worship & Music, Design & Decorating, Caring, & Finance Committees, the Committee on Ministries and the Board of Trustees. I support but do not attend meetings for the work of our Social Justice team, including GLBTQ advocacy, the Chalice Lighter Grant for Growth, the Membership Committee, Green Sanctuary, and give input on Buildings & Grounds projects.

Leading Worship - I have regularly led worship at least 3 Sundays each month. I am delighted that we are once again utilizing Worship Associates for planning and presentation of services. The Worship & Music Committee, and especially Martha McGovern, Chair, have been steadfast and creative collaborators in our thriving Sunday services. When I'm not in the worship service, I invest my free time with our program for kids.

I conduct our weekly Wed. Meditation on Zoom, and have led or participated in Adult RE sessions on the UUA Common Read *Mistakes & Miracles*, and the wonderful *Braiding Sweetgrass* by Robin Wall Kimmerer, who I was able to hear in person last month at Denison Univ.

Pastoral Care has included consistently good work with the Caring Committee. I have made personal contact via hospital and home visits, sessions for counsel and support, and numerous texts, Facebook messages, and FUUSM Facebook contacts & phone calls for approximately 20% of my time each week.

There has been the joy of planning and officiating 3 wedding ceremonies this year. Our Lay Ministers for Weddings Rebecca Phillips and Ron Rees and the tech team -Mike Bailey and Ralph Olander continue to be vital support for this significant ministry. There have also been several memorial services this year and our outreach to families and community in this time is essential.

Staff Supervision & Connections

I meet weekly with **Dawn Hewitt**, Office Assistant, who is highly skilled and has great boundaries. I check-in weekly with our Childcare Attendants: **Lela, Deborah and Owen**, and have provided some activities related to worship themes for our older kids. The absence of a regular R.E. /Faith Development leader has been a limitation. I connect with **Wendy Frye**, B. Steward as needed, (4x a month).

I have met with **Randall Kidder**, our pianist, for music planning every other month. **Martha Webster** has been doing great work with the choir, and Darryl Ting's practice recordings have also helped. In my role as Supervisor I have recommended that the wage rate for Childcare Attendants stay at the current level, with a future increase to reflect added responsibilities when funds allow. I continue to address steps to implement trainings and development for the staff, and provide helpful and appropriate feedback in the evaluation process that was more clearly delineated over the course of the year, thanks to our Board Champion and Secretary Nancy Luthy.

UUA Resources & Collegial Connections

I helped organize our FUUSM data & response to UUA certification in Jan. 2023, and completed the Faith ACT survey and a webinar on evaluations with Karen B.; I have regularly accessed UUA Leader Lab and Worship Web, UUMA, Sociocracy for All and other leadership resources. I accessed a webinar with Side w/ Love. I have benefitted from 4 collegial zoom calls and plan to connect with our Lower Ohio ministers, as well as checking in with our Central East Region primary contact Beth Casebolt. Summer Institute is gathering again in person this July, but I will not attend this week-long summer camp, especially with the General Assembly gathering in person and via multi-platforms in Pittsburgh, PA June 21-26. I feel the pressure to both catch-up and plan ahead. I intend to use 2 separate weeks of Study Leave this summer **June 13-16** and **July 23-29** to prepare for General Assembly and address a backlog of files, emails, organizational follow-up, and add detail to our future plans. It can feel like a treasure hunt to find archive and worship materials, and I welcome support in these endeavors.

I greatly benefited from the recent OMD UUMA Chapter Gathering April 3-5 in both the time with colleagues and the program on transforming conflict. My dear and now near colleague Hilary L. Krivchenia has worked with me to spell out a covenant/agreement for healthy boundaries, and I welcome her presence. The time serving as a ministerial delegate for FUUSM at the General Assembly, is another time-intensive, richly rewarding program, but I also want to schedule time (end of June) for debriefing the experience of G.A. with our delegates and all of you in light of engaging a more vibrant democracy, and our evolving focus on power and privilege. The service on Sun. May 7 will highlight some of the ongoing issues around Article II (7 Principles and more), and the vision of our UUA presidential candidate Rev. Sofia Betancourt. You can join me for an online presidential forum on April 29 (2pm) in the FUUSM Social Hall to learn more, and engage in conversation. I will attend a singing conference in June, before General Assembly, and take vacation time: July 7-14, 2023 (in Wisc.).

Please review the **Plan for Sabbatical 2024** below.

The suggested dates for this plan were shared with the Board in March, but the Letter of Call & Ministerial Agreement, reviewed and revised this year, calls for one year advance notice, so I am short by 2 months, thus it will require congregational approval for this adjustment.

I am excited about the many ministries and programs for outreach and welcome that are springing up and hope to match the energy that so many of you are investing in our future.

Bright Blessings, Rev. Kathryn E. Hawbaker

Plan for Sabbatical 2024

Sunday April 23, 2023

Presented for approval at the FUUSM Spring Congregational Meeting
Learning, Integration & Implementation

The Case for Sabbatical at this time

The time of Covid closures and adjustments, the intensity of planning and presenting programs through 2 years 2020-22, with greatly diminished leadership and capacity, left me stepping into the gaps in ways that stretched me too thin for excellent ministry, which is our shared goal. Like many of you, it has taken a toll on my health and spirits, and navigating conflicts even as we launch new programs has been difficult and draining. As we emerge more fully from those experiences, I feel we are moving forward so that I can now find time to step back and find new ways to renew my spirit, and engage our best practices for shared ministry to help heal our wounded world.

The Letter of Call requires one year of notice for Sabbatical leave, but I am presenting a compromise approach, allowing sufficient time (but less than 1 year) for input & plans to be in place. The previous sabbatical schedule (2016-17) was also adjusted to start after the 2 year part-time internship with Evan Young.

Budget Impact: Funds have been set aside for sabbatical/search, and the Worship & Music Committee will be most impacted, especially in Jan. Feb. & March 2024.

SCHEDULE January 2024 post-Covid Sabbatical Agreement

Jan. Feb. March 2024 Clear Break of Rest & Renewal

(To help me be ready to sing) FUUSM Committees carry out ministries. Arrangements for pastoral care needs will need to be addressed.

April - August 2024 **Half-time ministry** to focus on incorporating new learning and behaviors into the regular rhythm and schedule, and catch-up on both old documents and new ideas. It would include leading worship 2 Sundays a month, and being in the Office one day a week. I will engage with staff and committee leadership to plan and implement our shared ministries and programs, focusing on the changes we've made, and planning in a longer timeframe.

This phase supports integration of learning, and practice of better boundaries. I'll provide some pastoral care and focus on mental health resources and programs. I will further investigate sociocracy and leadership development, and share learning throughout our congregational system.

My own enhanced organization skills will help us be more effective in our ministry together and we can assess and adjust as needed during the 5 month, half-time ministry phase.

GOAL AREAS

- 1) Learning and enhancing our pastoral care and mental health resources and programs, especially for families and new developments in global climate crisis related issues. Leadership development models that support a stronger democratic system.
- 2) Explore messaging our mission and ministry in multi-media ways. Create appropriate & multi-use content. Enhance my own computer/ technical skills.
- 3) Review UU & FUUSM history and leadership. Sort and purge old files and information into a useful narrative summary. (*Good where we've been*). (*Good where we're going to...*) Visioning exercises for our post-pandemic world. Basic exercises on Visioning and Mission need to be done in community with the congregation, so this makes sense to happen in the months of half-time ministry which offers time for me to focus on this work, and allows us to pace ourselves.

The FRESH START in August 2024 will help our program year for 2024-25 get off to a really great start, incorporating what we have learned and the ways in which we are evolving in our growth and outreach.

In all gratitude for this opportunity to review and renew our shared ministry,

Bright Blessings, Rev. Kathryn Hawbaker