

# UUFP Board Meeting, September 17, 2024

In attendance: Connie Shemo, Nicholas Hunt-Bull, Ursula Jones, Rev. Nicoline Guerrier,  
Mark Preston, Tana Hanley and Lisa Bulriss

Absent: Kimberley Bertrand, Meagan Morrissey and Jerry Bates (non-voting member)

Notetaker: Lisa Bulriss

Item	Discussion	If a task is involved, who is overseeing it and deadline?
Check-in	Rev. Nicoline started the meeting with a check in.	
Minutes	<p>Nicholas asked if there were any comments or changes to the August 27, 2024 board meeting minutes. No objections, minutes of the August 27, 2024 Board meeting are approved.</p> <p>June 9, 2024 Annual Congregation Meeting Minutes have not been submitted yet. Rev. Nicoline spoke to Kimberley and she is working on them.</p>	<p><b>Kimberley is working on June 9, 2024 Annual Congregation Meeting Minutes.</b></p>
Treasurer's Report	<p>Ursula reviewed the Treasurer's Report with the Board. The Fine Arts fundraiser is in November; information will be in the E-news this Friday. The driveway has been paved; looks great. The electrician is starting this week. We will continue to look at the best options for investing our CD's when they come due.</p>	
Minister's Report	<p>Nicholas confirmed with Rev. Nicoline that the Minister's Report will be bi-monthly. Connie stated it appears the outside activities of Sunday Services are thriving. Connie expressed her appreciation to Rev. Nicoline thinking outside of Sunday Services. Rev. Nicoline asked the board what the history was with Committees keeping the board informed of their activities. Ursula stated we have done a lot of organization change; We used to get reports from collective groups which consist of several committees. All of it ceased during the pandemic. Board members would also serve as a liaison on the committee and then they would come back and report to the board. Rev. Nicoline invited the board to think about if you are getting enough information. Nicholas stated there are options here and this should be discussed further.</p> <p>Rev. Nicoline asked for feedback from the board as to the impact of suspended worship services during August in order to provide a break for leaders. The board discussed the suspension of services and overall was greatly appreciated. Newer members not so much. The consensus of suspended worship services is no longer than a month and/or offer a potluck dinner or some type of activity during the time of suspension.</p>	

<p>Business Arising</p>	<p>Refugee Project Update: Ursula stated nothing is new since the last meeting, still waiting for travel assurance. We are no longer accepting furniture and household items.</p> <p>Update on Safety Committee; Connie stated there is no update. Connie will call a meeting in the next month.</p> <p>Planning for Minister's Sabbatical: Nicholas stated the Committee has met once and made good progress. The minister has submitted the Proposed Sabbatical Plan V2. Connie stated she loved the plan and it inspires her; looking forward to hearing all about it when Rev. Nicoline comes back. Nicholas asked if anyone had any questions or concerns about Rev. Nicoline's Sabbatical Plan V2 which includes sabbatical time of 3.5 months from February 3 through May 18, 2025. Connie made a motion, Mark seconded, all approved. Rev. Nicoline stated there is 6 weeks remaining of the sabbatical leave that has to be taken within a certain amount of time.</p> <p>Addressing the UU 8<sup>th</sup> Principle: Tana reported she is still reviewing the information and is not ready to make any recommendations to the board</p> <p>Board Goals: Nicholas stated he worked on finalizing the annual goal and read the following statement to the board: The congregation will focus on building internal and external communication to strengthen member engagement and make UUFPP attractive to new members. Ursula asked all the board members if they were in agreement of the fellowship goal; all in agreement. Rev. Nicoline asked the board to think about how the goal will be implemented.</p>	<p><b>Connie will schedule a safety meeting in the next month.</b></p> <p><b>Tana is still researching and will report back to the board next month.</b></p>
<p>Employee Compensation</p>	<p>Nicholas and Ursula met earlier this week to propose a recommendation to the board. In an effort to make this easier, Nicholas shared the following proposal to the board:</p> <ol style="list-style-type: none"> <li>1) 3% COLA for employees</li> <li>2) Subject to the recommendation by their supervisor</li> <li>3) Excluding minister from COLA for this year, suggested by Rev. Nicoline herself</li> </ol> <p>Cost to implement #1 and 2 would cost approximately \$800. Ursula made a motion to approve #'s 1 and 2 of the proposal, Nicholas 2<sup>nd</sup>, Discussion took place, all approved.</p> <p>Ursula stated proposal #3 was suggested by Rev. Nicoline and reminded the board Rev. Nicoline did not receive a COLA the previous year. Rev. Nicoline asked the board if they wanted her to leave the meeting during this discussion. Everyone was in agreement that Rev. Nicoline could stay for discussion. The board discussed various scenarios of increases. Nicholas made a motion</p>	

	<p>to increase Rev. Nicoline's salary by a fixed amount of \$1,000. The board discussed further scenarios. The cost of a 3% COLA for Rev. Nicoline is approximately \$1,800. Nicholas's motion was not 2<sup>nd</sup>. After further discussion; proposal #1 and #2 includes a 3% COLA increase for the minister. Rev. Nicoline thanked everyone for their support.</p>	
Budget Planning	<p>Nicholas and Ursula went over the budget planning schedule this week and developed the following schedule:  September 19<sup>th</sup> – Ursula email committees the annual goal and ask for requests with "stay the same or explain a difference"  October 1<sup>st</sup> - Budget requests due  Put together preliminary budget  October 15<sup>th</sup> – Present to Board  Then plan campaign and carry it out  October 28<sup>th</sup> – November 25<sup>th</sup> Campaign Drive  Ursula suggested including the annual goal in the E-news Tana offered to email Jo EI the information</p>	<p><b>Tana to email the annual goal information to Jo EI to include in the E-news by noon tomorrow.</b></p>
Resignation Letters	<p>Nicholas stated Nancy Lewin turned her letter of resignation in for Commissioned Lay Minister. The board discussed acknowledging the letter and responding with a formal response. The board further discussed the content of the letter and how the board gets information from various committees. The board concurs an apology for not following up with the Lay Ministers last year as planned in May 2023 should be included in the letter. Connie will prepare a letter and send it to the board for review by the weekend. In the past the board had a liaison with the Worship Team but currently nothing is in place. As an ongoing item for the board, a report from the Lay Minister needs to be considered; along with soliciting reports from other committees.  Rev. Nicoline stated when there is no formal structure of receiving information from other committees; the need of including information on the bi-monthly minister's report relies heavily on her.</p> <p>Connie stated Kimberley Bertrand turned in her letter of resignation as a member of the board. Connie suggested a letter be sent to Kimberley thanking her for being a member of the board, wishing her the best with her health and we are here for her. Tana offered to send a letter to Kimberley. Ursula reminded the board, as a board we can appoint someone from the members to serve on the board prior to the annual elections. No one on the board wishes to assume the role of secretary. Board members will think about possible candidates for board; any thoughts email or text to other board members asking if they can approach that person.  Need to add to agenda next month.</p>	<p><b>Connie to prepare and email letter to the board for their approval accepting Nancy Lewin's letter of resignation.</b></p> <p><b>Include in next month's agenda discussion of receiving a report from the Lay Minister and other committees.</b></p> <p><b>Tana to send letter to Kimberley accepting her letter of resignation.</b></p> <p><b>Add to next month's agenda filling vacant board position.</b></p>
Discussion of Fire Drill	<p>Rev. Nicoline invited the board to make any comments regarding the fire drill held last Sunday. The only issue was making sure the ramp is cleared for everyone to exit. Corner of Palmer and Elm</p>	

	Streets is the meeting point for everyone. Valuable documents are stored in a fire safety box at the Treasurer's house, per the Policies and Procedures Manual. The list of items in the box is stored digitally.	
Next month's meeting:	Review Committee requests.	
Check-out	Rev. Nicoline ended the meeting with a check out.	
Next Meeting	<p>Next Board meeting is October 15, 2024 at 6:30 PM</p> <p>Future Board Meeting time is 6:30 PM and dates are as follows: November 19, 2024, December 17, 2024, January 2025 to be determined, February 18, 2025, March 18, 2025, April 15, 2025, May 20, 2025 and June 17, 2025.</p>	

UUF Board Meeting 9/17/24

Treasurer Report as of 8/31/24

As of the end of August 66% of the year had elapsed and we have collected 79.28% of the

projected income (\$94,119.22) excluding \$35,905 from savings. This includes 77.55% of pledges or \$78,404.98. The income by percentage and actual amounts includes the following:

Contributions

Share the Plate 56.21% (\$3,372.72)-half is shared with org.

Other donations 115.40% (\$2,308.09)

Pledges 77.55% (\$78,404.98)

Interest income 102.35% (\$8,188.18-) includes interest from CDs

Other Income/fundraising

Rental income 60.36% (\$370.)

Rummage Sale/other 8.41% (\$210.25)-sale scheduled in Nov

**Total income excluding Amt from savings 79.28% (\$94,119.22)**

In terms of expenses our total expenses so far this year are at 57.68% (\$89,191.62) of projections, with most costs being close to projected amounts. Expenses by percentage and actual amounts include the following:

Religious Life has expended 57.17% (\$16,570.50) distributed as follows:

Living Our Mission 68.88% (\$2,844.79) includes STP distribution

Communicating 57.81% (\$1,471.23)

Religious Exploration 36.99% (\$1,653.06)

Worship 46.06% (\$2,371.87)

Professional Ministry 64.54% (\$3,222.57)

UUA Fair Share 65.05% (\$5,006.98)

Operating Expenses has expended 57.80% (\$72,621.12) of its budget including:

Admin Expense 47.98% (\$7,104.78)

Building & Grounds 49.31% (\$7,499.04)

Payroll 60.67% (\$58,017.30)

**Our total expenses including that of Religious Life and Operating expenses is 57.68% (\$89,191.62).**

Cash Balances as of 8/31/24

Community Bank Checking Account	\$12,177.96
Glens Falls National Bank Checking Account	1,000.00
Glens Falls National Bank Savings Account	31,719.74
GFNB Plattsburgh Refugee Org	3,000.00
Oak View National Bank 12 month CD	31,199.29
Oak View National Bank 6 month CD	96,765.34
UUA Common Endowment Fund	53,464.58
Total Cash	\$229,326.91

At this point in the year, our revenues (\$95,649.22) exceed our expenses (\$89,191.62) giving us a net income of \$6,457.60. We have only utilized \$1,530.00 from the Owl restricted savings. We are in this favorable revenue/expense ratio due primarily to our having brought in 77.55% of pledges and more than expected from Other Donations. We do have some additional unexpected and higher than projected expenses coming up including electrical work and paving the handicap driveway that will affect this balance in the coming months. Ongoing we will look to investing our cash reserves in the highest earning accounts available.

Ursula Jones  
Treasurer

## UUFP 2024 BUDGET WORKSHEET

		ADOPTED	As of		
		2024	8/31/2024	change	August
<b>REVENUE/INCOME</b>					
<b>2024 Contributions</b>					
	Share the Plate Donations	\$6,000.00	\$3,372.72	56.21%	\$165.00
	Other Donations	2,000.00	2,308.09	115.40%	0.00
	Pledges includes the matching funds	101,105.00	78,404.98	77.55%	2,519.09
	Uncollectables (1.5% 2021) - 3% in 2022 & 2023	-1,000.00	0.00	0.00%	0.00
	Interest Income	8,000.00	8,188.18	102.35%	5.37
<b>96%</b>	<b>Contributions</b>	<b>\$116,105.00</b>	<b>\$92,273.97</b>	<b>79.47%</b>	<b>\$2,689.46</b>
<b>Other Income</b>					
	Misc. Income	50.00	5865.00	n/a	\$0.00
	Rental Income	\$613.00	370.00	60.36%	60.00
	Community Outreach/Memorial Services	50.00	400.00	n/a	0.00
	Rummage Sales, Other Fundraisers	2,500.00	210.25	8.41%	66.25
<b>2%</b>	<b>Other Income-Fundraising</b>	<b>\$2,613.00</b>	<b>\$1,845.25</b>	<b>70.62%</b>	<b>\$126.25</b>
	<b>Total Income</b>	<b>\$118,718.00</b>	<b>\$94,119.22</b>	<b>79.28%</b>	<b>\$2,815.71</b>
<b>Contributions from Savings</b>					
	Restricted funds from OWL	\$2,755.00	\$1,530.00	55.54%	\$0.00
	Savings	\$33,150.00	\$0.00	0.00%	0.00
<b>2%</b>	<b>Contributions from Savings</b>	<b>\$35,905.00</b>	<b>\$1,530.00</b>	<b>4.26%</b>	<b>\$0.00</b>
	<b>Total Income</b>	<b>\$154,623.00</b>	<b>\$95,649.22</b>	<b>61.86%</b>	<b>\$2,815.71</b>
<b>EXPENSES</b>					
<b>RELIGIOUS LIFE</b>					
<b>Living our Mission</b>					
	Social Gatherings (food, activities)	\$600.00	\$543.28	90.55%	\$0.00
	Faith Formation	200.00	65.95	32.98%	0.00
	Faith in Action (BLM, UUtheVote, Climate, others)	300.00	174.20	58.07%	0.00
	Share the Plate donations	3,000.00	1,711.36	57.05%	270.50
	Community Outreach/Ceremony	0.00	350.00	n/a	0.00
	Interfaith Council	30.00	0.00	0.00%	0.00
<b>3%</b>	<b>Living Our Mission</b>	<b>\$4,130.00</b>	<b>\$2,844.79</b>	<b>68.88%</b>	<b>\$270.50</b>
<b>Communicating</b>					
	Advertising (brochures, posters, print ads, LED Signage)	\$800.00	50.00	0.00%	\$0.00
	Website domain/backup service/New website domain	250.00	120.99	48.40%	0.00
	Printing	175.00	123.44	70.54%	0.00
	Online subscrip (Zoom, Mailchimp, Canva, GGeeks)	570.00	461.40	80.95%	26.50
	*Licensing (CVLI, CCS, OneLicense)*	750.00	765.40	102.05%	0.00
<b>2%</b>	<b>Communicating</b>	<b>\$2,545.00</b>	<b>\$1,471.23</b>	<b>57.81%</b>	<b>\$26.50</b>
<b>Religious Exploration</b>					
	RE Professional Development (incl LREDA membership)	555.00	50.00	0.00%	\$0.00
	OWL Instructors: Training *restricted funds	250.00	250.00	100.00%	0.00
	OWL Facilitator includes FB*restricted funds	3,964.00	1,280.00	32.29%	0.00
	Materials/Supplies (snacks/supplies)	200.00	123.06	61.53%	0.00
<b>3%</b>	<b>Religious Exploration</b>	<b>\$4,469.00</b>	<b>\$1,653.06</b>	<b>36.99%</b>	<b>\$0.00</b>
<b>Worship</b>					
<b>Music</b>					
	Professional Development	\$550.00	\$215.00	39.09%	\$0.00
	Piano subs & guest musicians	1,000.00	375.00	37.50%	0.00
	Hymnals, Supplies	0.00	91.87	n/a	0.00
	PERMISSIONS/DONATIONS (music, streaming rights)	300.00	145.00	48.33%	0.00
	Equipment & repairs	300.00	132.00	44.00%	0.00
	<b>Music</b>	<b>\$2,150.00</b>	<b>\$958.87</b>	<b>44.60%</b>	<b>\$0.00</b>
<b>Sunday Services</b>					
	Worship Materials	\$200.00	\$73.00	36.50%	\$0.00
	Guest speakers*10 lay, 3UU	2,800.00	1,340.00	47.86%	0.00

	Sunday Services	\$3,000.00	\$1,413.00	47.10%	\$0.00
3%	Worship	\$5,150.00	\$2,371.87	46.06%	\$0.00
	Professional Ministry				
	Minister Professional Development	\$4,993.00	\$3,222.57	64.54%	\$0.00
3%	Professional Ministry	\$4,993.00	\$3,222.57	64.54%	\$0.00
5%	UUA Fair Share	\$7,697.00	\$5,006.98	65.05%	\$671.75
19%	<b>RELIGIOUS LIFE TOTAL</b>	<b>\$28,984.00</b>	<b>\$16,570.50</b>	<b>57.17%</b>	<b>\$968.75</b>
	<b>OPERATING EXPENSES</b>				
	<b>Administrative Expenses</b>				
	Internet-Telephones	\$2,472.00	\$1,559.83	63.10%	\$179.93
	Office Supplies (General)	400.00	143.90	35.98%	31.90
	Postage	75.00	20.40	27.20%	0.00
	Board Expenses	175.00	0.00	0.00%	0.00
	Payroll Service	1,790.00	1,178.22	65.82%	123.56
	SS Medicare, Emp taxes	3,118.00	1,695.47	54.38%	174.50
	Insurance, WC, Disability (est.)	1,953.00	1,236.12	63.29%	47.90
	Minister's disability insurance	665.00	428.00	64.36%	53.50
	Breeze/PayPal Fees	1,210.00	792.84	65.52%	99.08
	Technology	500.00	0.00	0.00%	0.00
	Leadership Development	600.00	0.00	0.00%	0.00
	CLM Training/Development	300.00	0.00	0.00%	0.00
	Safe Congregation Screening	200.00	0.00	0.00%	0.00
	Contingency & Miscellaneous	1,050.00	50.00	4.76%	0.00
	Minister's Discretionary Budget	300.00	0.00	0.00%	0.00
10%	<b>Administration</b>	<b>\$14,808.00</b>	<b>\$7,104.78</b>	<b>47.98%</b>	<b>\$710.37</b>
	<b>Buildings and Grounds</b>				
	Utilities: Palmer	\$1,692.00	\$1,052.92	62.23%	\$56.88
	Maintenance/Repairs Palmer	1,400.00	59.99	4.29%	0.00
	Handicap Parking	2,600.00	150.00	5.77%	0.00
	Building Equipment-Purifer	2,500.00	2,450.00	98.00%	0.00
	Trash Removal	240.00	141.39	58.91%	17.75
	Insurance	2,677.00	1,256.00	46.92%	0.00
	Grounds	1,600.00	1,123.00	70.19%	104.00
	Cleaner-Contractor/Supplies	2,000.00	1,119.90	56.00%	57.40
	Kansas Ave/Montana Drive Property	500.00	145.84	29.17%	0.00
10%	<b>Building &amp; Grounds</b>	<b>\$15,209.00</b>	<b>\$7,499.04</b>	<b>49.31%</b>	<b>\$236.03</b>
	<b>Payroll Expense</b>				
	Ministerial Salary	\$35,933.00	\$23,494.68	65.38%	\$2,764.08
	Ministerial Housing Allowance	14,000.00	9,153.82	65.38%	1,076.92
	Ministerial Retirement Contribution/Salary	4,993.00	3,264.68	65.39%	384.08
	Staff (Office Assistant, Music Director, digital outreach, RE, RE Childcare & worship serv tech)	40,696.00	\$22,104.12	54.32%	2,280.90
52%	<b>Payroll Expense</b>	<b>\$95,622.00</b>	<b>\$58,017.30</b>	<b>60.67%</b>	<b>\$6,505.98</b>
81%	<b>Operating Expenses</b>	<b>\$125,639.00</b>	<b>\$72,621.12</b>	<b>57.80%</b>	<b>\$7,452.38</b>
	<b>Total Expenses</b>	<b>\$154,623.00</b>	<b>\$89,191.62</b>	<b>57.68%</b>	<b>\$8,421.13</b>
	<b>REVENUES</b>	<b>\$154,623.00</b>	<b>\$95,649.22</b>		<b>\$2,815.71</b>
	<b>EXPENSES</b>	<b>154,623.00</b>	<b>89,191.62</b>		<b>8,421.13</b>
	<b>NET INCOME</b>	<b>\$0.00</b>	<b>\$6,457.60</b>		<b>-\$5,605.42</b>
	<b>Cash Balances as of 08/31/2024</b>				
	Community Bank Checking Accounts	\$12,177.96			
	Glens Fall National Bank Checking Account	1,000.00			
	Glens Fall National Bank Savings Account	31,719.74			
	Refugee Project bank Account	3,000.00			
	Oak View National Bank- 12 months-CD	31,199.29			

	Oak View National Bank- 6 months CD	96,765.34		
	UU Endowment Fund	53,464.58		
	Total Cash	5229,326.91		

## September 2024 Bi-Monthly Board Report

This is a first attempt at a bi-monthly board report. You can expect future reports from me in November, January, and then May, post-sabbatical. I hope this format will be a compromise between the “too much” of reporting monthly, and the too-infrequent pacing of quarterly reports. Because my reports contain not just updates about my own activities, but also observations regarding the activities of the congregation, I found that without the platform of the board report, it has been challenging for me to share my big-picture reflections with the board. Also, since the board does not request reports from areas like RE, Worship, Social Action, or adult programming, I feel concerned that my reports are the only way for board members to become informed about aspects of fellowship life they aren’t personally engaged in.

**Supporting and Developing Leadership** Both the tech team and the Religious Education program are now sorely understaffed, and I have been supporting Kris Lutters and Jason Murray in exploring ways to increase the volunteer pool in their program areas. We also suspended worship services during August in order to provide a break for leaders. Your feedback as to the impact of this decision would be appreciated.

**Pastoral Care** I presided over two rites of passage this summer: a graveside service for the Bodrogi family, and a memorial service at the Plattsburgh Memorial Chapel for a resident of Peru whose family sought an inclusive service as a way of honoring their mother’s beliefs. I also initiated numerous personal reach-outs to congregants during the month of August, when services were not being held. Since I do not have an office, and now that we no longer have the Elm Street building, I am exploring creating a small space conducive to accessible pastoral meetings in a corner of the sanctuary. You will note that the downstairs space where I keep my desk and a small cabinet has been transformed into a childcare area.

**Outreach and Engagement** Since the pandemic, I heard from a variety of people that the fellowship had ceased offering regular opportunities for community-building (outside of Sunday service.) In response, I decided to host potlucks the last Friday of each month, each of which would include a facilitated activity meant to enhance the building of new connections. While the July potluck attracted about 15 participants, August gathered about 30, and people lingered long after the official ending time. Special thanks are due to Allison Heard for designing and offering inclusive and affirming activities! I also led two recent community outings: to the Plattsburgh Botanical Sanctuary, and to the SUNY Art Museum. Both were well-attended and helped to foster new relationships among congregants. Additionally, Kris Lutters and Jo El Miano’s “Frolicking Family Fun” lawn party in early August attracted 24 participants from a wide span of age groups. Families with young children continue to be the cohort that seems to hold the most promise for expanded membership, and it was exciting when many of them showed up for Water Communion.

By the time of the board meeting, we will have decided whether we can offer three additional HAWK sessions this fall. I want to extend appreciation to my co-facilitator, Kelly Predojevic, for her ongoing commitment to HAWK, given some health challenges that will complicate her ability to participate.

**Professional Growth and Development** The Sabbatical Planning Team has had a first meeting, and is developing a timeline for preparing the congregation for my absence. I will also be presenting a sabbatical plan during the September board meeting.

**Organizational Health** The Worship Team has attracted two additional members, and there is a new team made up primarily of parents of young children, who will be helping to implement a new, once-monthly worship format we plan to launch in August. I am excited by this sudden influx of energy!

Respectfully submitted, *Rev. Nicoline Guerrier*

## Proposed Sabbatical Plan V2

This is to confirm my request for 3.5 months of sabbatical time, to be taken February 3-May 18, 2025. Our signed Letter of Agreement affirms the following:

**4.10 Sabbatical Leave:** The Minister may use sabbatical leave for study, education, writing, meditation, and other forms of professional, religious, spiritual, or personal growth. Sabbatical leave accrues at the rate of one month per year of service, with leave to be taken after four but before seven years of service. No more than six months of sabbatical leave may be used within any twelve-month period. The thirty-six (36) months that Minister was engaged in 2/3 time ministry to the Congregation (September 2019-August 2022) will be applied towards accrual of time towards sabbatical leave.

Since I will be eligible for 5 months of sabbatical as of September 2024, this will leave a remaining 6 weeks of sabbatical, to be taken by August 2026.

### Context

As per the UUA and UUMA's **Handbook on Sabbatical Leaves for Ministers and Congregations**, the minister's sabbatical is meant to serve a number of purposes:

**For the minister,** "sabbaticals are neither extended vacations nor tightly structured, highly-focussed study leaves. Sabbaticals are designed to foster rest, reflection and renewal, a respite in depth ... the opportunity not only for formal learning and cultural enrichment but also time for receptivity and reflection. **Receptivity opens the way to interior healing, fresh insight and perspective, and possibly a new energy that is less driven, more balanced and productive.**"

**For the congregation,** the minister's sabbatical can be an opportunity "to explore new ways of doing things, to shift tasks and responsibilities," to revitalize or develop new capacities among lay leadership, and to use this pause in the relationship to engage in reflection and discernment about the evolution of their identity as a congregation.

Prior to the sabbatical, both congregation and minister are invited to reflect on issues they would like the other to think about or work on during the sabbatical.

My question for you is the following: **What is your medium-term vision for the role of professional minister at the fellowship, given all the changes the fellowship - and the world - has undergone since you first decided to invite in a professional minister a decade ago?**

### Plan

Formal learning goals: 1) Learn more about American history - both the history of structural, systemic racism, but also histories of resistance and reparations, so as to understand what accountability looks like for a community like ours in Plattsburgh. 2) Learn more playful leadership techniques, to better engage people of all ages in the practice of building vital, multi-age community.

Informal learning goals: 1) Become better able to grapple with some of life's deeper spiritual questions, so as to better support both congregants and community. 2) Become more grounded in embodied wisdom, since so much of my energy is spent on the "brain" tasks of managing, planning, and above all,

producing, I hope that this more spacious sabbatical time will invite in unexpected learnings, deep reflection, playfulness, the ability to regroup myself in my spiritual life, and integration.

To these ends I propose organizing my sabbatical around the following:

- February-April 2025, Online. Ten week training in InterPlay, an embodied leadership practice. <https://www.interplay.org/index.cfm/go/about:home/>
- March 2025: UUA-affiliated Alabama Living Legacy Pilgrimage (see link for general information; 2025 dates have not yet been announced) <https://www.livinglegacypilgrimage.org/leadership.html>
- April 2025: Qigong retreat at Karma Choling Meditation Retreat Center, Barnet, VT
- Regular weekly worship with the local Quaker community, to learn from another progressive spiritual tradition and for spiritual deepening
- Time for rest, reading, writing, spiritual practice and reflection

Sabbatical Planning Team members are Nicholas Hunt-Bull, Dorothy Latta, and Jo El Miano. Together, we are working on issues such as planning for coverage, communications with the congregation, any budget-related issues, and more. Huge thanks to this team!

I honor the fact that many professions do not offer the privilege of a sabbatical, and to that end, I extend my deep appreciation for the fellowship's willingness to support this process. I look forward to hearing any questions or concerns, to learning what you would like me to reflect on during my time away, and to being able to address these - together with the Sabbatical Planning Team, of course.

Respectfully submitted,  
Rev. Noline Guerrier