



& MISSION

THE MADISON UNITARIAN
Volume 70 • Number 11 • November 2019



A MOMENT WITH THE MINISTERS

with Rev. Kelly J. Crocker & Rev. Doug E. Wadkins

These words from the Rev. Marilyn Sewell have been used often to begin our services:

Come into this circle of love and justice,
Come into this community where we can
dream and
Believe in those dreams—
Come into this holy space
where we remember who we are
And how we want to live.
Come now, and let us worship together!

For the past month, we have been hearing what you feel is at the heart of FUS. What a joy to listen to your words about community, belonging, service, being a force for justice, and creating a home together. We have heard time and again about the blessings of this congregation, both in your lives and in the lives of our partners in the wider community. We have a strong history and solid foundation upon which we build as we move into exploring the *vision* and *mission* of FUS.

In September, the Board of Trustees and the executive team met with governance consultant Dan Hotchkiss to deepen and develop an understanding of how to better do our work. Dan began with a reminder that as a board, staff, and congregation, we are ultimately accountable to and sustained by the mission of this congregation. When making major decisions, shaping priorities, and finding our grounding, we return again and again to the mission for this reorienting. This reality often raises two questions: first, what *is* our mission statement?, and second, is it time to engage in a process to recreate our mission statement? In answering these questions, it is important to remember that a mission statement is at best a distillation of larger visions that shape our mission. What we are really talking about when we say “mission” is our missional identity. The missional identity is the shared understanding of why the congregation exists and what would be missing from the greater good if this congregation ceased to exist. It tends to be best illuminated by exploring three essential questions of congregational life:

- Who are we?
- Whom do we serve?
- What are we called to do now and in the next few years?



Kelly



Doug

We invite you to use the following page or a journal to explore your thoughts about each question. The first question focuses on identity. Identity asks us to identify the stories of the past and present that assist us in recognizing the threads of purpose within the congregation. What moments stand out to you when you think about our history? What do these moments illuminate in terms of who we are and who we have been?

The second question focuses on context. Jot down thoughts that bring clarity about who the congregation is serving. Who is present on the weekends and for other significant program offerings? How much intention went into shaping the “who” of this current community? Who, in your opinion, is missing?

The final question is the purpose question and seeks to bring focus to our needed actions. Knowing who we are and the stories that shape us, what is this time asking of us? Perhaps we are being called to develop as a community in ways not yet considered. Are there ways we are called outside of our comfort zone?

We invite you to join us for the first conversation around missional identity on Sunday, November 3, from 12:45–2:15 pm in the Landmark. We will explore our shared understanding as we answer the first question: who are we? It would be helpful to know if you’ll be joining us. Please sign up at www.fusmadison.org/interim.

Warmly,
Kelly and Doug

MISSIONAL IDENTITY

Please use this space to explore the questions provided by the Revs. Kelly and Doug in their column on the previous page. Please register at www.fusmadison.org/interim for the first of our community conversations on missional identity on Sunday, November 3, at 12:45 pm.

Who are we?

Whom do we serve?

What are we called to do now and in the next few years?

FROM THE PRESIDENT

by Terri Pepper, President, FUS Board of Trustees

In recent months, the FUS Board of Trustees has taken a number of steps to refine our processes around strategic planning and the distribution of board time and activities. This has included presentations from the Governance Committee on our model, discussion with the team who implemented our current structure a decade ago, a review of past and current strategic planning documents, and most significantly, an onsite retreat with Dan Hotchkiss—consultant, church governance expert, and author of *Governance and Ministry*—with whom FUS also consulted on the transition to our current structure. Having read Dan’s book and other related articles, the retreat itself was very practically focused on our specific experience at FUS and how we can work most effectively as a board in our own activities, in engaging the congregation, and in partnership with ministers and staff.

Within our policy-based governance model, it is advisable for the board to spend approximately half our time on planning activities with the planning in one church year (July to June) informing the priorities and budget for the next couple of years. A key part of the process is “open question” work, a very public series of reflective conversations hosted by the board to gather the information needed to carry out strategic planning. Open questions inform the crafting of “visions of ministry”—concise statements outlining a few priorities for the congregation at all levels during the year.

Our current vision of ministry, in place since February 2018, is below:

- *Within us*, enhance opportunities for spiritual, intellectual, and personal growth.
- *Among us*, nurture members in all stages of life and commit to build deeper connections.
- *Beyond us*, embody our UU Principles in the larger community as we engage in outreach, service, advocacy, and activism.

FUS visions of ministry have been relatively broad statements. As the board reviews recommended planning practices, we will explore making the next vision of ministry more narrowly focused on a few things we intend to accomplish together in the coming year. At the fall parish meeting on Sunday, September 27, the board posed the question, “In what ways could we increase the sense of abundance here at FUS?” Following small group discussions, everyone was invited to record individual responses, and the board is currently reviewing the full information.

A few themes included the following: intellectual depth, sharing FUS history, Journey Circles/Chalice Groups and other small group settings, virtual/online gatherings, opportunities for conversations related to weekend services, off-site gatherings for those who live further from FUS, engaging specific demographic groups, ways to more actively connect people to existing FUS opportunities, entry points to more involved membership, interaction between generational groups, diversity of people who feel welcome and included, awareness of racial equity issues, ease of access to our facility (transportation and parking), financial support of ministers and staff positions, and prioritizing doing a few things well.

At FUS, open questions have historically been discussed primarily at the annual parish meeting reserved for this purpose (at which no or very limited other business is conducted). The model recommends continuing these conversations in a variety of settings throughout the year, including board meetings and targeted small group settings. Watch the *News from the Red Floors* for information as the board continues these conversations on future priorities.

In gratitude,

Terri Pepper
Board president

SUSTAINABILITY & SOLAR

by Eric Sundquist, Sustainability Ministry Team Member

FUS members and staff have explored options for solar energy at our meetinghouse for many years. Last month, all those plans came to fruition as we began generating power from a newly installed rooftop solar-electricity system.

The 79-kilowatt system will supply about 90,000 kilowatt-hours annually. That equals the consumption of nine average U.S. households.

Together, with planned and upcoming energy-efficiency upgrades, including operational and equipment improvements to the HVAC system in the 2008 Atrium addition, our solar panels will cut our MG&E power consumption—and associated greenhouse gas pollution—by half or more. Parishioners, visitors, and the public will be able to track solar production in real-time on the web.

The solar project also included new roof membranes, replacing decades-old roofs over the courtyard classrooms. Those roofs had reached the end of their useful lives and were beginning to leak.

The project, which cost about \$168,000 for the solar system and about \$100,000 for the roofing before tax benefits are subtracted, was made possible with a grant from RENEW Wisconsin (www.renewwisconsin.org), as well as financing through the Legacy Solar Co-op (legacysolarcoop.org). The co-op not only raised funds through bonds to provide financing but also leveraged savings through a tax credit and depreciation—savings that FUS, as a non-profit, could not have achieved on its own.

Many people at FUS and other organizations worked hard to make this project possible, including:

- The Sustainability Ministry Team, which researched options and organized the project.
- Executive Director Monica Nolan and former Board President Joe Kremer, who helped work through many details, large and small, along with other staff and board members.
- Co-op Managing Director Kurt Reinhold, who patiently worked with FUS on financing issues over several years.
- Burke O'Neal, owner of Full Spectrum, the firm installing our system, for implementing a creative plan that maximizes the energy we can generate in the roof space available.

- RENEW Wisconsin for providing a \$20,000 grant through its Solar for Good program.
- Mark Shults and Nancy Vedder-Shults, for working with the co-op to create a new taxable entity that will reduce costs to FUS.
- FUS members who bought bonds from the co-op to provide financing.

The project, while a major step forward, does not fully meet the ministry team's zero-carbon goal, so stay tuned for future efforts. It also represents just a small fraction of our community's overall energy use. We hope it will inspire more widespread interest in onsite solar by FUS members and the community, as well as even simpler clean energy steps, including:

- Buying into green power programs, such as MG&E's Shared Solar (www.mge.com/our-environment/green-power/solar-power/shared-solar-program) or Green Power Tomorrow (www.mge.com/our-environment/green-power/green-power-tomorrow), or third-party plans such as Arcadia Power (www.arcadiapower.com).
- Upgrading HVAC systems, appliances, lighting, and insulation to reduce energy consumption. In Wisconsin, Focus on Energy (focusonenergy.com) provides home and business site assessments as well as subsidies for such improvements.
- Reducing the use of transportation fuels by switching to low-impact modes (transit, walking, cycling, and electric vehicles), and/or reducing travel distances.
- Reducing the consumption of animal-based foods, which almost always involves high environmental impacts compared to plant-based menus. Pressing political and corporate leaders to take more aggressive action against greenhouse-gas pollution.

Our sustainability efforts at FUS are practical ways we live out our Unitarian Universalist values rooted in climate and ecological justice. We hope you'll join our efforts both here at FUS and in other areas of your life. If you would like to participate in the sustainability efforts here, please contact me at ewsundquist@gmail.com to learn more.

ART IN THE WRIGHT PLACE

by Leslie Ross, Director of Children's Religious Education

Saturday, November 23—10 am – 5 pm
Sunday, November 24—9 am – 4 pm

About 19 years ago, the Children's Religious Education Program held a fundraiser selling art tiles produced by one of our participating families. It was a small event held in the Loggia and yielded a modest gain for our program. But more profoundly, it opened our eyes to possibilities. Geke DeVries, FUS member and fibre artist, approached me with the idea of organizing an art fair fundraiser. Geke had organized many art fair events through the Madison Weavers' Guild and was happy to bring her experience and connections to bear fruit at FUS. We got to work, and from that, Art in the Wright Place was born! This year marks our 17th year of Art in the Wright Place (AWP) and the event continues to grow stronger every year. Word on the street among artists is that AWP is a great event to participate in, and space has become widely coveted. What a great position for us to be in! AWP is becoming an increasingly significant fundraiser for supporting FUS programming and operations, yielding approximately \$15,000 each year. This year we hope to significantly raise that amount, and we've made numerous changes that will lead us in that direction. Take a look at what we're doing to make this year stronger than ever:

- **Business Sponsorships!**—The addition of business sponsorships allows us to expand our marketing opportunities, including a sponsorship ad on Wisconsin Public Radio, a first class mailing of our postcard to over 3,000 nearby homes, and expanded print media. Our sponsors include The Pleasant T. Rowland Foundation, J.H. Findorff & Sons, Gustafson Gervasi Law Office, Numbers 4 Nonprofits, Monona Riverplace Dental, Crystal Cleaners, Inc., WORT, Bob's Copy Shop, and realtor Julie Colmar of the Alvarado Real Estate Group. Their support of AWP allows us to take this event to a whole new level...or three!
- **Raffle!**—Look for us on Saturday, November 23, in the Gaebler Living Room where we will be raffling items that have been donated by artists. Tickets will be only \$1 each, and you don't have to be present to win. There may be a treasure just waiting for YOU!
- **Hospitality for our artists!**—What better way to welcome a guest than to feed and house them? Thanks to Glass Nickel Pizza, Willy Street Coop, and our sponsors, we will be able to feed our artists lunch and snack items on both Saturday and Sunday. We asked artists what might make our art fair more desirable? Food, which is offered at many other art fairs, was on their list and we're thrilled to deliver on that wish! We are also providing home hospitality to several of our out-of-town artists, making participation in AWP much more affordable to them.
- **Expanded bake sale!**—On Sunday, November 24, our bake sale will take the Gaebler Living Room place that the Saturday raffle occupied and we hope to have enough goodies to be able to sell items throughout the day.
- **Printed Program!**—Have you ever wondered where your favorite artists are located? This year we'll have a printed program that includes a diagram of the Landmark building and where each artist is located.
- **Head Counters!**—We can better promote our event to both artists and sponsors if we have numbers on how many people attend. To do that, we will have volunteers stationed at the Landmark and Center doors counting heads while distributing programs. We'll finally have an accurate number of attendees!
- **Art Fair Ministry Team!**—How have we been able to do so much more this year? With teamwork! For the first time, we have an actual team working together to grow this event. We are grateful to our team members: Lorna Aaronson, Karen Faller, Lisa Tiedemann, Joyce Carey, Alyce Amirian, Peggy Larson, and Cheryl Mellenthin. They've been rockstars!
- **YOU!**—Even with a great team like ours, we can't pull off this event without the help of many others. We'll need a lot of help setting up, cleaning up, feeding and caffeinating our artists, providing awesome baked goods to sell, staffing our raffle and bake sale tables, providing transportation to our artists to keep parking spots available for customers, and more. Please help us ride this wave of success

by volunteering to help us out. You can view all the options and sign up online at www.fusmadison.org/artfair.

Another important way that you can help us is by promoting this important fundraiser. You can do this by:

- Word of mouth.
- Invite all your friends by sharing our Facebook event: www.facebook.com/pg/artinthewrightplace/events.
- Like our Facebook page at www.facebook.com/artinthewrightplace.
- Take some postcards from either the Landmark or Atrium entrances to your

workplace, your friends, your neighbors... anyone you know!

- Be sure to tag us on social media and share your photos from the event. On Facebook, @artinthewrightplace, on Twitter and Instagram @fusmadison, and use #awp2019.
- Most of all, don't forget to come shop with us!

Art in the Wright Place is part of a creative effort (in more ways than one!) to diversify our fundraising efforts and we are excited to see its growth as one of our major fundraisers.



THE UUA & RACIAL JUSTICE WORK

by Janet Swanson, Director of Membership & Adult Programs

Lyrics from *Wake Now My Senses*

Wake, now, compassion, give heed to the cry;
Voices of suffering fill the wide sky;
take as your neighbor both stranger and friend,
praying and striving their hardship to end.
Wake now, my conscience, with justice thy guide;
Join with all people whose rights are denied;
Take not for granted a privileged place;
God's love embraces the whole human race.

As Unitarian Universalists, our faith calls us to work for a just and humane society. Our faith demands love, equity, and justice for all. From our Seven Principles, the covenant at the heart of Unitarian Universalism, our congregations are directed to grow in knowledge and understanding, and to embrace action toward anti-racism, anti-oppression, and multicultural work.

The Unitarian Universalist Association (UUA), the central organization for our faith, has a long history of justice-seeking work. Here we share a brief history into this work through the lens of our annual General Assembly. May we be inspired and moved to action as we recognize and honor that which came before us.

The UUA states, "As Unitarian Universalists, we have a religious and moral obligation to

challenge complacency in ourselves and in our communities. We commit to fighting injustice wherever we find it. We acknowledge that this may disturb our own comfort and require us to broaden our interest to include the greater good of an economically just and compassionate community. We will learn much as we do this work."

A Brief History of Unitarian Universalist Involvement in Racial Justice & Multicultural Ministries at the UUA General Assemblies:

- 1962—The General Assembly affirmed that segregation and discrimination, wherever practiced, continue to be a matter of major national and international concern, and reflect attitudes contrary to moral, religious, and ethical commitments. UUs pledge to work to eliminate all vestiges of discrimination and segregation in their churches and fellowships and to encourage the integration of congregations and of the Unitarian Universalist ministry; and work for integration in all phases of life in the community.
- 1972—General Assembly honors the request of the UUA Black Affairs Council,

Inc. to discontinue any further discussion of funding from the continental annual budget of programs for racial justice.

- 1976—General Resolution: Racial Bigotry and Busing Issue.
- 1979—Business Resolution: UUA Action to Reduce Injustices of Discrimination.
- 1992 until 1997—The Journey Toward Wholeness, a Path to Anti-Racism.
- 1992—Resolution of Immediate Witness: Racial and Cultural Diversity in Unitarian Universalism & Civil Unrest; and Economic and Racial Injustice—the Lesson of Los Angeles
- 1993—General Resolution: Justice for Indigenous Peoples.
- 2000—Action of Immediate Witness: Protest Against Racial Profiling.
- 2000—Statement of Conscience: Economic Injustice, Poverty, and Racism. We pledge to strive to understand how racism and classism perpetuate poverty and to work for the systemic changes needed to promote a more just economy and compassionate society.
- 2001—Action of Immediate Witness: Reparations for the 1921 Tulsa, OK Race Riot & World Conference Against Racism.
- 2003—Julian Bond delivered the 79th Ware Lecture at General Assembly with stinging eloquence, deriding a “President who talks like a populist and governs for the privileged,” one political party that “is shameless and the other spineless,” and an administration aiming from several fronts at dismantling more than 40 years of work building a framework for civil rights enforcement.
- 2006—Support Immigrant Justice: Action of Immediate Witness our Unitarian Universalist faith calls us to recognize that no one is “the stranger.”
- 2006—Responsive Resolution: Engaging with Our UU History Around Race.
- 2007—Responsive Resolution: Truth, Repair, and Reconciliation & Engaging in Right Relations at GA 2008.
- 2007—Action of Immediate Witness: Support Immigrant Families—Stop the ICE (Immigration and Customs Enforcement) Raids.
- 2008—Action of Immediate Witness End Present-day Slavery in the Fields.
- 2010—Action of Immediate Witness: Oppose Anti-Immigrant Measures at the State Level (Arizona Law SB 1070 and the Like) and Hasten Federal Immigration Reform.
- 2011—Responsive Resolution: Creation of an Arizona Youth and Young Adult action ministry, tasked with organizing, educating, training, and energizing our youth and young adults around the issues surrounding General Assembly, and empowering them to help plan and attend this historic event.
- 2012—Responsive Resolution: Sobre la Doctrina del Descubrimiento & The Doctrine of Discovery.
- 2013—Action of Immediate Witness: Condemn the Racist Mistreatment of Young People of Color by Police.
- 2013—Statement of Conscience: Immigration as a Moral Issue.
- 2013—Responsive Resolution: Deepen Our Commitment to an Anti-Oppressive, Multicultural UUA.
- 2014—Action of Immediate Witness: Support the “Pray for Relief” Faith Summit on Stopping Deportations.
- 2015—Action of Immediate Witness: Support the Black Lives Matter Movement & End Immigrant Child and Family Detention Now.
- 2016—Responsive Resolution: Reaffirmation of Commitment to Racial Justice.
- 2018 —Actions of Immediate Witness: Immigration: End Family Separation and Detention of Asylum Seekers and Abolish ICE; Racial Justice We Are All Related: Solidarity NOW with Indigenous Water Protectors.
- 2019—Action of Immediate Witness: Immigration, Solidarity in Immigration Justice, and International Human Rights & Justice: Protect the Rights of Immigrants and Asylum Seekers.

More information and details can be found on the UUA’s website uua.org/ga/past.

Visit the FUS website for resources about race, faith, and intersectionality at www.fusmadison.org/spiritual-programs/resources-adult-re.

COMMUNITY INFORMATION

Wheel of Life

We celebrate the birth of **Ian Elliot Allen Eberhardy** on September 9. Ian is the child of **Luke** and **Adrienne Eberhardy** and joins siblings **Lucie** and **Seth**. Welcome to the world, Ian!

Rudy Moore and **Kristy Wendt** welcomed **Clara Lou** to their family on September 17. Clara joins sisters **Rosalind** and **Ella Whinney**. Welcome to the world, Clara!

The life of **Lenore Lusson** who passed away on September 7 will be celebrated at Olbrich Gardens on Saturday, November 30, from 2 – 4:30 pm with a Celebration of Life at 2:30 pm. Please join us as we remember and give thanks for a life filled with kindness, gentleness, and love.

New UU Class Offering

Our New UU Classes are for newcomers and friends of FUS. Our last fall 2019 offering will be held on Saturday, November 16, ALL DAY, 9 am to 3 pm. Childcare is available with prior registration (at least one week's notice). The registration fee is \$15 per person. Forms are available in the Commons. Contact Janet Swanson at janets@fusmadison.org with questions.



N O V E M B E R



For more happenings, visit us online at www.fusmadison.org and click on "Event Calendar" under "Community."

SUN MON TUE WED THURS FRI SAT

					1 First Friday Film @ 5:45 pm	2 Grief Support @ 10 am
3 FUS Mission & Vision Conversation @ 12:45 pm	4 Shawl Ministry @ 10 am	5	6	7	8 History Book Club @ 2 pm	9 2nd Saturday Potluck @ 6 pm
10	11 Men's Group @ 7 pm	12	13 MOSES Meeting @ 3:45 pm	14	15	16 New UU @ 9 am
17	18	19	20 Board Meeting @ 6:30 pm	21 Shawl Ministry @ 10 am Oakwood Gathering @ 2:30 pm	22	23 Art in the Wright Place
24 Art in the Wright Place	25 Men's Group @ 7 pm	26	27	28 Thanksgiving FUS Closed	29 FUS Closed	30

Tuesday, Nov. 5, 12, 19, 26
Centering Prayer @ 4:45 pm

Wednesday, Nov. 6, 13, 20, 27
Qigong Japanese Crane
@ 12:15 pm

Thursday, Nov. 7, 14, 21
Japanese Crane @ 5 pm

Friday, Nov. 8, 15, 22
Noon Musicales @ 12 pm

Sunday, Nov. 3, 10, 17, 24
Insight Buddhist Meditation
@ 6 pm

A MONTH OF SERVICES

Saturday services at 4:30 pm in the Landmark Auditorium

Sunday services at 9 & 11 am in the Atrium Auditorium

November 2 & 3

“Who Are We?”

with the FUS Worship Team

We begin this month of exploring our *mission* and *vision* with the initial question for missional identity, who are we? This question seeks to bring an understanding of the distinctive qualities and perspectives that are essential to FUS.

November 9 & 10

“Until All Are Free”

with the Rev. Vail Weller

It has been said that the goal of religious community is nothing short of the transformation of society and ultimately, the liberation of all beings. So...how free are we, actually? What values do we find ourselves tethered to?

The Rev. Vail Weller is the Congregational Giving Director for the Unitarian Universalist Association. A lifelong Unitarian Universalist, she has served as a parish minister for congregations in California, Michigan, and West Virginia. She lives in San Mateo, CA with her husband, two children, and big dog.

November 16 & 17

“Whom Do We Serve?”

with Carin Bringelson, Intern Minister

During this month when we are exploring the congregation’s *vision* and *mission*, one vital component to consider as it relates to who is served by our mission. Who are the current members and friends of FUS—and who are the neighbors touched by our good work in the world? We will consider how this impacts a vision for our shared future.

November 23 & 24

“What is the Future Asking of Us?”

with the Revs. Doug Wadkins & Kelly Crocker

Closing out our month of exploring the theme of *mission* and *vision*, we will take on an overview of the final question of, “what is the future calling us to do?” This question seeks to synthesize identity, context, and open up exciting and important possibilities for the future.

A MONTH OF MUSICALES

This Friday series begins at 12 pm in the Landmark Auditorium

November 1

Anna Maria Manalo,
violin and piano

November 8

Rebecca Kite,
marimba

November 15

Pedro Oviedo & Friends,
string trio

November 22

Shannon Farley & Friends,
Beethoven: Septet
(in the Atrium)



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Madison, WI



Fall Garden

by Doris Thomas Browder



Working my way through
the morning's measure of chores
I snip spent blooms
papery petals wrapping seed pods.

Hidden among thick stems
leaning this way and that
one late sunny blossom surprises.

I expect no prediction
no promise
accept the gift
of now

as if a search
had gone on so long
I had forgotten
what I was looking for
forgotten I was looking.