

Volume 36

Edition 3

March 2018



CROSSROADS



Bull Run Unitarian Universalists

In the Interim....

Are you ready? Ready for what? You might ask. So much. I hope you've been taking a look at the liturgical calendar that I've been including every month. March is chock full of religious holidays! Perhaps you're getting ready for a holiday. But this year is special.

This year, BRUU is preparing for a new minister, and you've been doing a lot to get ready already. I mean, really, you've been doing the hard work of interim ministry for the last year and a half! It's been my privilege to serve as your interim minister, and I am going to miss you, even as I celebrate your success. I'm so happy for you and the work you've done already.

And have you seen the new floor in the hallway by the office? It's absolutely beautiful. What a lovely image to greet your new minister.

So what else is left to do?

Well, what's the vision you have for BRUU moving forward with your new minister? I know you have so many wonderful ideas. And I think that you'll be able to accomplish so much. Of course, your visions will require more than your time and talent. They'll also require your treasure in order to turn your visions into reality.

Last year you were generous beyond what you'd previously imagined in your stewardship of this congregation, and I believe you will continue to be generous with your giving.

(Continued on page 2)

In the Interim, continued from page 1

I know you'll also be generous with your support of the search committee in their work, and in preparing for the arrival of your new minister. What are some of the things you can do right now? Here are a few things:

1. If you've been thinking about membership, now's the time. Only members will be able to vote for the new minister.
2. Pledge early and pledge often! To make your visions a reality, be bold and give until it feels good!
3. Make sure you'll be around for candidating week at the end of April. You'll want to meet the candidate, after all!
4. Think about how and where you might pitch in as a volunteer at the church. You'll want to be ready in every way. Maybe you'd like to be a Sunday morning AV volunteer, or a Worship Associate! (Hey – come to the Worship Workshop on the 17th to learn more!). Maybe you'd like to help out with communications or finance or cleaning out closets. Whatever it is that you'd like to do, BRUU likely has use for it.

Are you ready? You will be!

In shalom,
Rev. Madelyn



Liturgical Calendar

- 1 Purim (Jewish)
- 2 Beginning of Nineteen Day Fast (Baha'i)
- 18 New Year (Hindu)
- 18 Beginning of Ramayana Week (Hindu)
- 21 Norooz/Naw-Ruz (New Year) Persian/Zoroastrian/Baha'i
- 21 Ostara (Wiccan/Euro-pagan)
- 25 Palm Sunday (Christian)
- 26 Ramanavami (Hindu)
- 28 Birth of the Prophet Zarathustra (Zoroastrian)
- 29 Maundy Thursday
- 30 Good Friday (Christian)
- 30 Passover begins (Jewish)
- 31 Hanuman Jayanti (Hindu)
- 31 Magha Puja Day (Buddhist)



Notes from Annease

Evensong service March 16 at 7:30

"America: Land of Immigrants"

Join us to hear music and stories from those who have journeyed to make a home here.



Annease Hastings, Director of Music

MARCH ADULT LIFE ENRICHMENT CLASSES

BRUU ALE

- **Understanding World's Religions, Sat. March 3, 17, 31 10-2 A**
- **Five Languages of Apology, March 6, 1:30 P**
- **Religious & Spiritual Archaeological Sites: China and Japan, March 17, 1-3 P**
- **Winter Movie Night – Bidder 70 about the actions in response to auctioning for oil drilling on Federally protected lands, March 23, 7-9 P**
- **Spring Equinox, March 20, 11:30 – 1:30 P (contact Marti Giese (giese.marti@gmail.com))**

HOW TO REGISTER FOR CLASSES:

1. COMPLETE A PAPER REGISTRATION FORM & LEAVE IT AT THE BRUU OFFICE OR PUT IT IN THE BOX IN THE FRONT HALL.

The Way I See It

This will be either:

- an introduction to a cultural phenomenon you weren't aware of despite living in the midst of it;
- or a "been there, done that" moment for those in the know.

I'm writing this right after our February Town Hall Meeting, and it's what is known as a *Hotwash*. If you've been a member of the military, or law enforcement, or federal government generally, you probably know what I'm talkin' about. A hotwash is an after-action report that assesses an event or an exercise, focusing on lessons learned and highlights of what took place. Here's my take on the Town Hall, which is not an attempt to give a comprehensive report of what took place, but rather to summarize the essence of the give-and-take.

Highlight Number One: BRUUsers are enthused and excited about the Settled Minister Search.

The Search Committee is emphasizing to candidates the five areas BRUU cares most about: worship, social justice, pastoral care, youth and management. And the fact that we expect our minister to share leadership in a capital campaign in the not-too-distant future. Candidating week is late April and early May. We want to see at least 95% of BRUUsers in favor of the candidate – if it's less than that, their acceptance will be less assured, or perhaps unlikely. We expect the new settled minister to commit to at least a four-year tenure. We can't have the congregation meet with all the potential candidates; that role has been delegated to the Search Committee, and is consistent with the confidentiality of the process.

Highlight Number Two: The Endowment Committee is refining its policies and practices.

The Endowment is currently valued at \$400,000; of that, \$325,000 is considered a reserve that can't be spent without a two-thirds vote of the congregation. There is likely to be a proposed bylaw amendment presented at the June annual meeting on how funds are managed and on indemnity for committee members. There's been discussion of using the Endowment to pay off our mortgage, but our mortgage interest rate is so low that it makes better economic sense to keep the funds invested. There were inquiries by the congregation on whether Endowment funds could be used for capital expenditures – many of these objectives will likely be met instead through a capital improvement campaign.

Highlight Number Three: There are lots of cool things and big events to look forward to at BRUU!

Some of the mega-dates are the Canvass Gala on March 10 (Fun!!); Candidating Week, April 29 to May 6 (Important!!); the Annual Meeting on June 3 (Budgets!! Elections!! Bylaws!!); Celebration of Reverend Madelyn's Ministry in early June (Let's give her a great ovation!!). And members pointed out many social justice, membership, and VOICE events to look forward to, so stay tuned for particulars.

That's your hotwash. Thanks to everyone for showing up and participating!

Art Muirhead, President, BRUU Board of Directors, president@bruu.org, 703-266-194

**Rev. Madelyn Preaching
at Noon, Wednesday,
March 14th Community
Worship and Lunch
Trinity Episcopal Church
(9325 West Street,
Manassas)**

Trinity Episcopal Church is happy to again gather the community for worship and lunch during Lent. Clergy members and organists from throughout Manassas will be leading the services.

- Spring Activities**
- Games Night March 24th 5-8pm (POC Margo Davies, Lori Connolly, Liesl Main)
 - April 29th: BRUU BBQ-Potluck, right after service to meet our Ministerial candidate in a social setting (POC Liesl Main)
 - Spring Children's Party -- May 5th (POC Lisa Stewart, Margo Davies)
 - June End of Year Party -- June 9th 3 til 10pm



WORSHIP WORKSHOP - MARCH 17 9 AM - 3 PM

Are you interested in participating in worship services? Perhaps you're interested in putting together a whole worship service and preaching at some time? Maybe you'd like to be an usher? The Worship Workshop is for you! We'll spend some time learning about all the parts that go into making a worship service happen. In the afternoon portion, we'll spend time learning how to craft a whole service. Come just for the morning, or for the whole day. Whatever part you play in worship, you're invited to attend. Interested? Questions? Write the Worship Committee at worship@bruu.org

From the Treasurer's Office



Pledging at BRUU

March is here and as most people think about the arrival of spring the Finance and Canvass Committees are thinking about the upcoming pledge canvass for the fiscal year 2018-19. A few words about how pledging works at BRUU. BRUU's fiscal year begins on July 1 and ends on June 30 of the following year. The upcoming canvass will be asking members and friends to pledge for the fiscal year that starts on July 1, 2018, and ends on June 30, 2019. Anyone can make a pledge, not just members. The only requirement for pledging is that you indicate on a canvass pledge form or some other way how much you are willing to pledge to BRUU for the next fiscal year. Pledging is very important, since two thirds (2/3) of our operating budget income comes from pledges; so I encourage everyone that is financially able to please make a pledge. During the fiscal year pledge status statements are sent out to everyone that made a pledge. These statements serve two purposes:

- 1) As a reminder of what you pledged for the current fiscal year.
- 2) A check that we haven't made any errors in recording your pledge contributions.

These statements are not a request for payment and should not be interpreted this way. If for any reason you can't fulfill your pledge commitment or must reduce it; just notify the treasurer of the change and your pledge will be updated accordingly.

Contacting the Treasurer

There are several ways to contact the treasurer. For email please use treasurer@bruu.org for all BRUU related business. By phone the following information will be helpful:

703-361-6269 (main office number & voice mail)

571-364-8939 (treasurer's direct line)

703-927-0783 (cell phone with primitive text capability)

Voice Mail shortcuts:

** (skip over the welcome message and go straight to the directory listing)

2# (skip over the directory listing and go straight to the treasurer's extension, phone will ring 2X before going to voice mail)

Henry Hastings, Treasurer

Thank you to the 2018 snack donors for fellowship

Laura Crowne

Margo Davies

Nina Lomax

Carol Covin

Felcity and Charlie Coe

Mike Cleary

Dee Brown

Please contact Nina to continue this beautiful act of nourishing each other and take a turn. ninalomax@comcast.net or text to 571-247-2811

If everyone takes 2 weeks a year, it will be an easy task.

PASSOVER SEDER

Friday March 30 7:00 PM sharp

BRUU fellowship hall



The most celebrated and beloved of the Jewish rituals for all ages, the seder will include reading from a haggadah, stories, songs, and a fantastic dinner of specifically designated traditional Jewish foods. Passover marks the escape of the enslaved Israelites from Egypt to freedom and reminds of us of the potential for a just and peaceful world. This is great reinforcement of our Religious Education World Religions curriculum this year!!

Gefilte fish, tzimmes, charoset, kugel, and matzah...a fancy table is set per person so **RSVP is a must**. There are a few rules such as no unleavened bread and 4 mandatory glasses of wine (grape juice for the kids)!! Witness your BRUUsers show off their Hebrew.

Call or email Nina Lomax for reservations and Jewish for questions at 571-247-2811 or ninalomax@comcast.net and for your **specified** food assignment. If you can cook, take a Jewish dish. If you don't cook, there can be an easy assignment. If your dish needs heating come by 6:30-6:45.

From your Search Committee

We are excited and you should be too!

Your search committee is deep in the process of interviewing prospective ministers to be called to serve BRUU. Those of you who were at the canvasser training or the BRUU town hall have heard from us already. A few Frequently Asked Questions follow, along with some answers:

Q: Are we there yet?

A: No, but your search committee is well on the way to interviewing four prospective ministers ("pre-candidates") face to face. This group was narrowed from a field of 9 whom we interviewed by video phone call, who were in turn selected from a group of 18 credentialed UU ministers who expressed interest in BRUU. The search committee is looking for someone who can serve us well in the five areas identified through our Searchlight Gatherings and survey: Worship arts, social justice, children & youth, pastoral care, and not-being-afraid-to-talk-about-money. Of course, there's more than that to being a minister--it's rather a lot to expect of one person, actually. What it comes down to is that we want a person who can love us, and whom we can love in return. (The dating analogy is never very far away.)

Q: Can we see the congregational record that the committee provided to the prospective ministers?

A: The congregational profile and profile of the minister we seek appeared in the January, 2018 newsletter.

Q: Who are you interviewing?

A: Applicants want confidentiality for the reasons any job applicant wants confidentiality: To avoid telling their current employer, to avoid embarrassment if they aren't hired, and to maintain a professional relationship with the churches that may (or may not) want to call them. Churches benefit from confidentiality, too, by not creating divisions over prospective ministers, by respecting your search committee's role in representing you, and by protecting other churches from incomplete information that they might lose a minister. That's why it's important for the committee to keep the names of the pre-candidates confidential, and for the congregation to avoid trying to find out those names.

Q: Why aren't we doing a developmental ministry?

A: I blew this question at the town hall, because I forgot that the UUA looked at this issue and decided we didn't need to have a developmental ministry. Although it's apparent there are some unresolved feelings about our experiences with our last settled minister, we do not need to further delay a return to normality, which means a return to a called, settled minister.

(continued on page 9)

(continued from page 8)

Q: Can we write the contract to address what the last minister did (or didn't do)?

A: The UUA warns against visiting the perceived sins of the previous ministers on the next one, since it's not really fair to the next minister, nor is having a highly specific contract a good way to recruit a new minister. What we need is good open communication about our hopes and fears, both from the minister and the congregation. This is something we should all take to heart. That said, we have acknowledged to all the pre-candidates BRUU's sensitivity around keeping office hours, having some longevity in the pulpit, and communicating well.

Q: What happens next?

A: Next month, the search committee will determine which of the pre-candidates it could endorse for settled minister. It will rank them and send the names off to the UUA for its matchmaker to see if our choices are as interested in us as we are in them. If a match happens, we'll negotiate the terms of a contract, and then announce the candidate's name. The candidate will come to BRUU for candidating week, April 29 to May 6. The candidate will preach both Sundays and meet with members and friends of BRUU during the week. At the end of the week, there will be a special congregational meeting to discuss and vote on the question of whether to call the candidate as our next settled minister. The vote will be by ballot, to allow people to vote their conscience without peer pressure. Bear in mind that most candidates won't accept a call without at least 95% support.

Q: If we don't get a match with one of the pre-candidates, will we participate in the second round of candidating?

A: No. The recent history of BRUU makes that a less than attractive option.

Q: What if we don't end up with a called minister?

A: It won't be the end of the world. We as a search committee have determined that we will not call someone who wouldn't be a good match for BRUU. Then there's the risk that the ministers that the search committee likes might go to other churches, or we might have a congregational vote of less than 95% to call the minister, in which case that minister might decide to do something else. If any of that happens, we can do another year of search. BRUU is strong and dynamic, and our lay-led services are second to none.

But your search committee is excited, and BRUU's members and friends should be excited too. BRUU is awesome and deserves an awesome minister. Your search committee has been talking to some great ministers and we feel that we'll be able to attract a great match for BRUU. Finally, here's a question that each of us should be asking ourselves:

Q: What can I do to ensure the success of the next minister?

A: Is this your time to step up to a position of greater responsibility within BRUU? Where do your talents lead you? Can you resolve to be open and loving with the next settled minister? Can you name your fears and own them? Your search committee did, and we're the better for it.

Martin Crim, Search Committee Chair



BRUU Board of Directors: February 2018 Meeting Highlights

The Secretary reported on initiatives completed since the last Board meeting: we submitted the annual Certification of Membership to the UUA, a requirement for sending voting delegates to the 2018 General Assembly; we notified our support for the proposed UUA Bylaw amendment to extend General Assembly delegate status to all congregationally-employed DREs; and BRUU hosted a press availability organized by Faiths United to call on the VA House to vote down the "Guns in Churches" bill – it was subsequently referred back to committee, essentially ending its prospects for passage in 2018.

As part of the monthly consent agenda, we endorsed three new committee charters, and approved the reappointment of Martin Crim, Nina Lomax and Bev Reusser to the Nominating Committee.

The Board discussed the status of the BRUU Covenant and how we are supporting ongoing adoption efforts. An Adult Life Enrichment three-part series is being offered toward this end. Board members were reminded to sign up to participate in the display of the Covenant during coffee hour.

The Program Council Chair reported on the Council's discussion of the Board's January journal reading on healthy congregations, and how signs of such health can be seen in BRUU's committees. Examples from committee reports included: donation of a freezer to the food pantry; meeting and surpassing the Sherman Challenge by over \$1,000; field trips, a parenting chalice group, and a family spring fling planned by the RE Committee; and the solid response from congregants to the Worship Committee when surveyed about interest in participating in future services.

We discussed the Board Journal Club reading of a selection made by Michelle Luman from UU World entitled "Into the Beyond: Changing how we do church is scary, but not changing means decline and a lost opportunity." Article available at: <https://www.uuworld.org/articles/spiritual-innovators>.

Heather Berthold led a discussion on the make-up and initial efforts of BRUU's reconstituted Personnel Committee. This group, with Heather, Kathy Ring, Malinda Abramovich, and Terrie McClure in attendance and Dave Covin as Acting Chair, held its first meeting on January 28. The Committee drafted a document for consideration by the Board comparing BRUU employees' current compensation packages (including benefits) with UUA standards, and providing recommended action by the Board. Heather then segued to a presentation on the draft Canvass Budget submitted by the Finance Committee for the Board's approval. The proposal incorporates several proposals intended to bring BRUU's compensation practices more in line with UUA standards; addresses anticipated future costs for relocation and installation of a settled minister; complies with BRUU's long-term commitment to set aside additional funds to support capital improvements; and assumes an increase of pledges sufficient to fund these initiatives. The Board voted unanimously to adopt the proposed Canvass Budget.

Wade Stephenson briefed on the proposed agenda for the next Town Hall meeting, scheduled for February 25. Issues to be addressed included an update by the Search Committee, an update by the Endowment Committee, a briefing on significant upcoming events on the BRUU calendar, and an open forum for congregational concerns. The Board voted to adopt the proposed agenda.

The next meeting will be held on March 13, 2018 (second Tuesday) at 7 pm. Contact me if you have questions or concerns at president@bruu.org or 703-266-1949 (home). Art Muirhead, President, BRUU Board of Directors



March Family Calendar

March 1 - Youth choir 6:30-7:30 pm

March 2-3 - Children's choir lock-in

March 4 - Youth choir 11:15-12:15

March 4: Seekers visit to Manassas
Presbyterian Church

March 11 - Children's choir 11:15-12:15
(lunch to follow)

March 18 - Children's choir 11:15-11:45

March 18 - Youth choir 11:45-12:15

March 24th - Games Night 5-8 pm

FROM OUR DRE

When complete sincerity is attained, hearts are amended.

When hearts are amended, persons are cultivated.

When persons are cultivated, families are established in order.

When families are established in order, states are set in order.

When states are set in order, the world is at peace.

From rulers to people, the cultivation of persons is the root.

- "The Great Learning" in *The Way for This Journey* by Kenneth Patton

15 year old Stoneman Douglas student Justin Rupert, in the "listening" session with President Trump said "... 19 years ago was the first school shooting at Columbine. I was born into a world where I never got to feel safe."

This is true of every child and youth in our building, as well as all we pass by in our daily lives. Some may feel heightened anxiety, depression or aggression and may transfer those feelings to the rest of the world in various ways. Others know violence as "normal." They've been shown time and time again how commonplace it is, and how we continue to let it happen. Some have the perception that there are no sanctuaries either.

Some, many of these youth are standing up to say "No More." To policy makers specifically, however they are addressing all of us over the age of 18, who were not born into a world when school shootings were normal.

If you're not already, get involved. Sign up for info and alerts from organizations such as MoveOn.org, Moms Demand Action, Everytown, Coalition to Stop Gun Violence, The Brady Campaign to Prevent Gun Violence, and Promise the Children. Sign the petitions, go to the marches, but also be a part of the local chapters. Moms Demand Action's next meeting is at Wegman's Gainesville on March 11, 5 pm.

Join UUCF (Fairfax) and other local UU congregations in the monthly vigil at the NRA Headquarters. They meet every 14th of the month to mark the date of Sandy Hook, eerily now also the date of Stoneman Douglas. (11250 Waples Mill Road, Fairfax)

Look up how much NRA money your legislators took in contributions and vocalize your intent to vote based on it. And address the systemic issue with guns. It's not just mass violence, it's domestic violence, it's accidental shootings of children by children, and more. In my opinion, it also is about our culture's emphasis on the individual as the supreme right. In my opinion it's not hippie crap or socialist to want everyone around me to be safe and flourish. Only when that concept is resolved will the gun issue be resolved.

Finally, even though it gets ridiculed sometimes, Pray and Send Healing Thoughts. Meditate on Peaceful interactions. In quiet, un-angry moments, send strength to lawmakers and policy creators on all sides of the aisle to have the wisdom that less guns is the goal.

Kristin Worthington, Director of Religious Education

MARCH 2018

3/01	Search Committee, 7P	3/15	Search Committee, 7 P
	Transition Team, 7 P		Apology, ALE, 7:30 P*
3/03	Canvass Training, 9:30 - 12	3/16	USDA Food Pantry, 12
	World Religions ALE, 10 A*		Evensong, 7:30 P
3/04	Social Justice, 9 A	3/17	Worship Retreat 9-3
	Fellowship Ctme, 11:15 A		World Religions study 10 A
	BRUU in Nutshell, 11:15 A		Spiritual China & Japan Sites, 1 P
	LGBTQ, 11:30 A	3/18	Program Council, 11:15 A
	Endowment Ctme, 11:30 A	3/19	NuuNeers, 11:30 A
3/06	UupBeats, 12:45 P	3/20	UupBeats, 12:45 P
	Apology ALE, 1 P		PFLAG, 7 P
	Middle East ALE, 7:30 P		Constellations ALE, 7 p
3/08	Search Committee, 7 P	3/22	Search Committee
3/10	Canvass Gala		Apology ALE, 7:30 P
3/11	Membership Ctme, 11 A		Pastoral Care Team, 5:30
	Finance Ctme, 11:15 A	3/23	Bidder 70 Movie, 7 P
	Pine Ridge Support, 11:30 A	3/24	Work Day, 9-3
	BRIC Investment, 11:30 A	3/2	RE Committee, 12 P
3/12	SASS, 1:30 P	3/27	Food Pantry, 9:30 A
3/13	Food Pantry, 9:30 A	3/29	Search Committee, 7 P
	Board Meeting, 6:30 P	3/30	Passover Seder, 7 P
	Constellations, ALE, 7 P	3/31	World Religions Study, 10

A UU Camp & Retreat Center

A lot of UU folks are unaware that there is a beautiful camp, retreat, & conference center in the NC mountains. www.TheMountainRLC.org

Known as "The Mountain" it hosts numerous activities all year long. It was originally formed to be a retreat center for UUs of all ages throughout the mid-Atlantic region. There are dormitories, individual and duplex cabins, a dining & rec hall, a chapel, meeting rooms, a lake, and lots of outdoor experience equipment – even a garden. This is not a survivalist camping experience – did I mention that there is indoor plumbing?!

During the summer it operates primarily as a sleep way camp for kids, leadership camp for teens, and family camping sites. There are a number of great, scenic hikes – including gorgeous waterfalls. The rest of the year The Mountain staff organizes weekend and week-long workshops and conferences.

Here is a small list of the upcoming events:

March 16-18, 2018: "Creating Heart Space in Turbulent Times"

April 1-6, 2018: "Music Week@The Mountain" SEE BELOW

May 20-25, '18: "Sustainability and Climate Justice"

July 22-29, 2018: "Intergenerational Family Camp"

October 14-19, 2018: "SUUFI"--7th Annual Southern UU Fall Institute.

Music Week @ The Mountain General Program and Workshops include: Morning Centering in Worship Morning and Afternoon Sessions Daily Voice Clinics: One-on-One Choral Instruction Daily Playing Parts: Beginners and Advanced "Guess This Tune"

Workshops: Body Movement Options, Daily Guide for Self-Led Excursions, Three (3) Evening Concerts, Open Mic Night , Campfire Sing-Alongs, & Late Night Pickup Sessions

Bring musical instruments, voice, playfulness, music stands, toes for tapping, hands for clapping, zest for the new, your good heart, and smiles/applause when it's just "plain great music". Expect to meet good souls, experience "magic of The Mountain", and renewed sense of community. Learn from well-trained musicians with proven teaching skills and knacks for inspiring your best. FRICTION FARM (Christine and Aidan): Songwriting, Easy Home Recording, Adapting and Leading Songs of Protest.

HARRIET LAWRENCE: Playing Parts in An Instrumental Group from Beginners to Advanced Musicians.

JOE JENCKS: Songwriting, Music History, Vocal Coaching, Worship Leading.

MINDY SIMMONS: How to Use a Microphone, Stage Presence, Embellishing Your Guitar Playing with Easy Techniques.

PAULA HEUSINKVELD: "Name That Tune" Sing-A-Longs from Classical to Broadway

“Nature Talks Return to BRUU, Starting March 15”

“The Prince William Conservation Alliance spawned a local "Master Naturalist" chapter in 2008, to take advantage of a statewide program to educate adults about the environment in Virginia.

“Now the Merrimac Farm Master Naturalist chapter will re-start the regular program of nature talks at BRUU (formerly known as "First Thursdays"), in partnership with the Green Team.

“First talk will be Thursday, March 15, 7:00-9:00pm. Speaker will be Renee Kitt, talking about benthic macro invertebrates. (*Don't know much about "benthic macro invertebrates"? Hey, come learn...*)

“We'll also be preparing for the City Nature Challenge in April using the iNaturalist app, and learn about how to get Water Quality certification.

“Programs are free and open to the public. The plan is to host a talk every other month, most of which will be at BRUU. For more details, contact Larry Underwood or Charlie Grymes.”

