

# First Unitarian Church

*A Member Congregation of the  
Unitarian Universalist Association*

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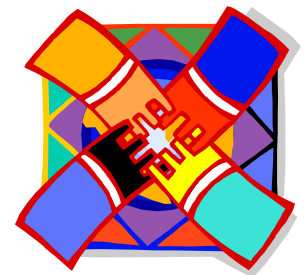
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## A Behavioral Covenant: The Process

Writing down “rules” is not a UU tradition. We, as a group do not like to be told who to love, what to believe or how to behave. A behavioral covenant should not be considered “rules.” A behavioral covenant is the conversation before the conversation. It is the conversation about how we are going to have the conversation...so the conversation ends up being civil and compassionate.

Early in 2008 we all had a chance to attend the Barbara Child’s workshops. Soon after the completion of those workshops, with the recommendation of Rev. Child, the board formed a behavioral covenant drafting group consisting of Joan Beal, John Nader and me, Kathy Rogers. It was also recommended that we use the “one text” method for writing this covenant. Because of the One Text process this document has not been amended in closed sessions by individuals. All revisions have been made in the open to better meet different individual and group interests.



There is a big distinction between the kind of memorable affirmation covenant that may serve people well as a statement of aspirations and a true behavioral covenant. The former can be and usually is short. It’s what we recite together on Sunday morning: “Love is the spirit of this church and service is its law...” The affirmation covenant as not very useful in dealing with behavioral issues, our behavioral covenant will be quite specific.

It is not the object of the drafting group or the object of the board to *impose* the behavioral covenant on the congregation. The drafting group has taken the process very slowly. We have held seven open discussions during the creation of the covenant. This is and has always been a GROUP PROCESS.

The drafting group thanks the board and the congregation for the opportunity to assist in the creation of this document. Rev. Crawford will be presenting the behavioral covenant to the congregation during a Celebration of Life on **Sunday, January 25**.

“The behavioral covenant helps us to walk hand in hand when we can not see eye to eye.” - John Wenrich



### Inside this issue:

Interweave	2
Board Biz	2
ARE	3
RE News & Smart	3
Money Talks	4
Among Ourselves	4
Calendar & other notes	5
Search Committee News	5
Celebrations of Life	6

*Love is the spirit of this church...*

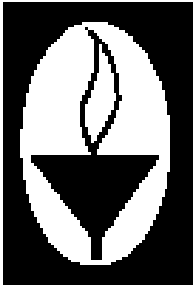
## Important Partner Church Planning

Since 1992, our church has been in partnership with a Unitarian Church in Enyed (Aiud), in the Transylvania region of Romania. Congregational partnerships are about building sustained relationships and growing in shared community and understanding. When we began our partnership, small groups of us made visits to Transylvania and the minister and a translator came to Louisville to visit us. In the early nineties some Unitarian villages in Romania were threatened with being eliminated. All of the churches were poverty stricken after 40 years of communism. We helped by being friends and by sending monetary support to upgrade the church providing heat and helping build a meeting room/social hall. When the river by our partner church flooded and threatened the church, we helped to shore up the flood protection barriers.

In recent years, we have maintained contact through cards, letters, and email. Every year we send a pledge of \$1000 to help maintain the church building and the minister's apartment, which is under the church.

What do we want to do this year to make our partnership an enriching one for us and our Unitarian brothers and sisters in Transylvania?

Please join us **January 14, 2009** at 4:30 to help decide where we would like to put our efforts, such as, sponsoring another trip to visit our partner church, a vacation Religious Education week for children, writing letters and cards, or in helping to bring some of our partners to visit us and our church.



**Board Biz**—December was a time for gag-gift-giving (including some gifts that appear at every December Board meeting) as well as conducting regular business at a different location: Brian and Bev Daly's festive home on Old Six Mile Lane.

In addition to the monthly reports from officers, staff and ministries, the Board reviewed inquiries from the auditors about their recap of fixed assets and discussed the need for a new Church inventory. (The last one is more than 16 years old.)

Kathy Rogers presented the latest draft of the Behavioral Covenant, but the group thought it merited more than a 10-or 15-minute discussion. Kathy agreed to schedule a special Board meeting for a line-by-line review of the Behavioral Covenant; that meeting is now set for January 6 at 6 pm. - *Maureen Taylor*

### DRE Search Team Needed

Director of Religious Education search team will officially start in March. Our goal is to find the best part-time DRE available for our Church by August. If you are interested in serving on the search team, please notify Brian Daly at [president@firstulou.org](mailto:president@firstulou.org) or

### STEEPLETALK

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Next deadline: **January 23, 12:00 pm**  
 (Covers the month of February)  
 Contact us: [editor@firstulou.org](mailto:editor@firstulou.org)

### Social Justice theme for this year:

During the month of November, we conducted a survey about choosing a Social Justice Theme for this year. People suggested a wide variety of topics, but after looking at the results, concerns about poverty, hunger, and homelessness topped the list, followed closely by concerns over the environment. The Mission and Outreach Ministry agreed to combine these topics and focus on issues of poverty and sustainability for this year.

We will be looking for opportunities to get the church involved in projects that will help bring those around us out of poverty and make our community more sustainable. We hope that this theme will allow us to focus our energy as a church a little, while not distracting from the great work we are all already doing in our community.

**Interweave**—Interweave Continental is a membership organization actively working toward ending oppression based on sexual orientation and gender identity, recognizing that we will not be free until all oppression is a thing of the past.

\* Movie Night. **Tuesday, January 6, 6:30.** Enjoy a bisexual, gay, lesbian, and/or transgender-themed movie with Interweave and follow-up discussion. Popcorn provided. Attendees are welcome to bring your own dinner.

\* Personal Polyamory Stories. **Monday, January 12 6:30-8:30pm.** Share a story or ask a question. Diverse viewpoints are welcome. Attendees are welcome to bring your own dinner. Contact Jasmine Walston, [jasminegld@aol.com](mailto:jasminegld@aol.com) to request a topic. Co-sponsored meeting.

\* For more information or questions about Interweave, please contact Michael Ben-Avraham at [kailoa@insightbb.com](mailto:kailoa@insightbb.com)

*Love is the spirit of this church...*

## Religious Education News

As I sat down to write this column, it hit me rather suddenly that this would be the only January DRE (Director of Religious Education) column that I will ever write. When I took the position six months ago, the understanding was that I would do it for one year. I was asked to extend my term for six months so that the new settled minister could have a role in the selection of the new DRE and I agreed to that, although I made it clear that if the perfect person was found before that, I would be happy to leave the position early. I have very much enjoyed serving as Interim DRE, but I will also applaud the selection of a permanent DRE.

I have to say here that I would recommend that First Unitarian hire a DRE from outside the congregation, especially if the candidate has a family. The boundary issues are just too difficult. I have found that I have to be really clear to myself and to the congregation about who I am when I speak. My partner essentially gives up her role as a congregant and my daughter feels as though she lives here. Recently on Chalice Night, someone approached me with a problem about a child. I thought I was there as a congregant to eat dinner and socialize, but others obviously saw me as the DRE. If a member of this congregation is hired to be the new DRE, the settled minister will need to work with both the congregation and the DRE on the boundary issues that are critical to making this a healthy relationship between the congregation and the DRE.

I just watched Rev. Bill Sinkford's holiday message on youtube (<http://www.youtube.com/watch?v=UpBWFbkbAu4>). Take a look, if you have the time - it's about 6 minutes long. He speaks of his visit to Africa and also talks about the UU congregations that are practicing generosity. That reminded me of the enthusiasm of our First Unitarian Middle and High School Youth Groups who collected donations from the congregation for the Help Ministries. They spent time after the Celebration of Life sorting the things they had collected into 12 bags and then delivered the items to the Help Ministries offices so they could be distributed to people in need in Louisville. I am consistently amazed by the things I learn from the young people in this congregation about generosity and social action.

At the RE Holiday Service, I sat, as many of you did, in amazement as Mary Griffin calmly and clearly explained how all of us can be our best selves if we follow the child. Serving as the Director of Lifespan Religious Education at First has given me the opportunity to learn from people of all ages. I suspect I have learned most from our children and youth.

*Carol Uebelboer*, Interim Director of Religious Education Contact me at **585-5110, press 2** and leave a message or e-mail me at [cuebel56@yahoo.com](mailto:cuebel56@yahoo.com).

## Sunday Morning Adult Round Table— Please Join Us!

**Church Library**

**Gather at 9:30am**

**Program until 10:45am**

Please join the Sunday Morning Adult Round Table at 9:30am each Sunday for programs on a variety of topics. Youth are invited to participate.

For more information or to suggest a program, contact Carol Uebelboer at 585-5110 or Jasmine Walston at [jasminegld@aol.com](mailto:jasminegld@aol.com). For information about child care, contact Rebecca Dimon at 585-5110.

- January 4 "Finding a UU Spiritual Path -There are many paths up the spiritual mountain," the Hindu priest would say, "and they all reach the top." UU World Article, January/February 2000, (<http://www.uuworld.org/>)
- January 11 "Jesus and the modern seeker -Twenty centuries later, does it make sense for religious seekers to talk about having a relationship with a first-century religious teacher?" UU World Article, January/February 2004.
- January 18 Changing the Principles and Purposes? - Discuss the proposed revision of the UUA Principles and Purposes, the Sources of Our Living Tradition, and Statements of Non-discrimination and Freedom of Belief. The first vote on this revision is expected at General Assembly 2009. The revised draft will be available at [www.uua.org/coa](http://www.uua.org/coa). Ben Luoma, Chair, Mission and Outreach Ministry.
- January 25 Improv workshop. The spirituality of humor will be the focus of this intergenerational program, provided by the Religious Education Ministry.

**Outreach Ministry Announcement - Vesper's Collection** Last year, our church sent \$500 to the UU orphanage in Uganda to help with the children with AIDS who needed medical care. This year, we again designated the Christmas Vespers Collection for the continuing care and feeding of those children. The UU Congregation in Kampala sponsors and supports this orphanage and a school for other orphans as major parts of their ministry. This is a wonderful opportunity for us to join with Ugandan UUs in a life-saving ministry. - *Beverly Moore for the Outreach Ministry*

## Just Among Ourselves...

**Congratulations!**— Carol Uebelhoer and Jo Ann Dale were married in Massachusetts over the holidays.

### Women's Alliance PotLuck Brunch on

**January 3.** All women of First Unitarian are invited to the Women's Alliance Potluck Brunch **Saturday, January 3** in the Social Hall at First Unitarian at 10:00am.

At this gathering we will connect with each other enjoying sistership and also do some business by taking a vote on the newly created bylaws, paying dues for Women's Alliance or/and Unitarian Universalist Women's Federation, begin to discuss how we work within our bylaws and what social/justice issue we are most interested in.

Please bring a brunch item to share. If you have any questions please contact any member of the Steering Committee; Kathy Thackeray, Kathy Drehmel, Kathy Rogers, Kathy Kremer or Lois Allen.

### Money Talk\$ Two important events should

**occur this month:** (1) King & Company will be submitting its report to the Board on the audit just concluded, and (2) the year-end statements will be going out to all who have pledged or paid on a pledge in the 2008 calendar year.

The audit report will undoubtedly merit a special Board meeting to digest it all, evaluate any recommended changes, and plan for instituting those that seem necessary/advisable/feasible. Watch this space for more details on what we learn from this long-awaited audit and what we hope to do as a result. If we are to get the most benefit from this process, we will need your thoughtful input.

Although the year-end statements should be **much** more accurate than the most recent quarterly statements were, we have probably not yet reached perfection. When you receive your statement, please check it promptly for errors. If you see any—or even if you just have questions—please let me know right away, so we can get you an accurate statement in time for your tax reporting. *Maureen Taylor, Treasurer*

### A message from our Partner Church minister, Sandor Botand (Boti).

Dear Brothers!

It's been a long time since we heard from You! I guess it's been since the beginning of the summer that we last wrote. I hope You all are well and congregational life is fruitful.

On August the 2nd the curator and his wife, my family and I participated at the Szejkefurdo Unitarian Meeting.

On September the 15th school began. I teach Unitarian religion to 57 pupils from the 1st to the last year (12th grade), from which only 18 are from our congregation, the rest are from elsewhere.

On November the 8th along with 13 congregation members we went to Deva to take part in a David Ferenc memorial gathering which was held up a hill inside the fortress' walls. After the ceremony we took part in the commencement of the new Unitarian parsonage in Deva. It was good the feel that we are part of a bigger Unitarian family.

### CUUPS - Covenant of UU Pagans

Imbolc or Candlemas celebrates the growing God and the wakening of the Goddess after her rest. This Sabbat is also a banishment of the winter, a purification time, and a festival of fire. The Earth is slowly waking from its winter slumber, and is preparing to become fertile once again.

Please join FUULCUUPs as will celebrate Imbolc on **January 25, 2009.** Our potluck dinner will start at 5:30pm and the circle will follow around 7pm. All with a positive path are welcome and childcare is available. If you need childcare, please contact our childcare coordinator, Monica Turner by January 19.

**Gene Gilbert's New Address** Many of our members and friends will remember Gene Gilbert, who until recently was living at the Masonic Home. Gene has moved to Lincoln, Nebraska, to be near relatives. You may want to send him greetings and let him know his Louisville friends are thinking of him.

Eugene Gilbert, Milder Manor  
1750 South 20th Street, Room 111  
Lincoln, NE 68502

On the 16th of November we held a triple ceremony:

- 1) It was 440 years since the birth of the Unitarian religion
- 2) Francis David's memorial
- 3) Enyedi Gyorgy memorial, our 3rd bishop (died on the 22th of November, born in Nagyenyed)

For this ceremony I wrote a little play with Biblical theme for the 1st-4th graders with the title "Our heritage". My son Elod took pictures of the ceremonies from Deva and our church.

Soon it's Christmas and we are in preparation for it organizing the ceremony for the children.

We sent You a Christmas present, an art work with Nagyenyed, made by Hollanyi Julia.

Between December the 4th and 6th it was held a new bishop-election, in Feheregyhaza. Our new bishop is Balint-Benczedi Ferenc.

I hope we soon hear from You!

May You have a blessed and warm Christmas holiday and a Happy New Year!

With love Sandor Botond and family

## Calendar

<b>Sunday, January 4</b> 9:30am SMART 9:45am YAC 10:55am Celebration of Life & Children's Religious Education	<b>Sunday, January 11</b> 9:30am SMART 9:45am YAC 10:55am Celebration of Life & Children's Religious Education 12:15pm Young Adult Group	<b>Sunday, January 18</b> 9:30am SMART 10:55am Celebration of Life & Children's Religious Education 12:15pm Young Adult Group	<b>Sunday, January 25</b> 9:30am SMART 10:55am Celebration of Life & Children's Religious Education 5:30pm CUUPS-Imbolc
<b>Monday, January 5</b> 7:15pm RE Committee	<b>Monday, January 12</b> 6:30pm Interweave	<b>Monday, January 19</b> 11:00am Brownbaggers	<b>Monday, January 26</b> 6:00pm UU Christian Fellowship
<b>Tuesday, January 6</b> 6:00pm Owl	<b>Tuesday, January 13</b> 6:00pm Board of Trustees	<b>Tuesday, January 20</b> 6:15pm Ministry Council	<b>Tuesday, January 27</b> 7:00pm Finance
<b>Wednesday, January 7</b> 5:00pm Chalice Night	<b>Wednesday, January 14</b> 4:30pm Partner Church Planning	<b>Wednesday, January 21</b> 5:00pm Chalice Night	<b>Wednesday, January 28</b> 5:00pm Chalice Night
<b>Thursday, January 8</b> 5:30pm Personnel Committee 7:15pm Choir Rehearsal	<b>Thursday, January 15</b> 5:00pm Chalice Night	<b>Thursday, January 22</b> 7:15pm Choir Rehearsal	<b>Thursday, January 29</b> 7:15pm Choir Rehearsal
<b>Friday, January 9</b>	<b>Friday, January 16</b> 6:00pm Member Ministry	<b>Friday, January 23</b> Steepletalk Deadline	<b>Friday, January 30</b>
<b>Saturday, January 10</b> 9:00am House & Grounds	<b>Saturday, January 17</b> 7:15pm Choir Rehearsal	<b>Saturday, January 24</b>	<b>Saturday, January 31</b>

**The Solar Array Project** will be Recycling for Renewable Energy on **Sunday, January 11**. Gold, silver, platinum, aluminum, copper, and brass are welcome.

Almost everyone has a broken or unused piece of jewelry in a drawer or jewelry box. Maybe something from an old beau you'd forgotten (or wished you had) from long ago. What about that high school ring you haven't worn since high school?

Is there a small bag lying around with dimes and quarters that you've saved because they're the old solid silver type that might be worth a few cents more than face value?

Do you have broken or unused aluminum lawn chairs, ladders, or storm windows in need of a new home? Is there a beat-up aluminum canoe in your garage covered with dust? Are there spare parts of brass or copper plumbing fixtures or pipes in the basement taking up space?

We will help you unload the scrap from your car or make arrangements to come and get it. Call or see Joe Kremer  
Greg Gapsis or Fran Fargen.

**UU Christian Fellowship** will be holding it's monthly January meeting on **Monday, January 26** in the library of the church. A discussion of the Book of Luke will continue led by our interim minister Alma Crawford. To prepare please read Luke beginning with Chapter 4.

The UU Christian Fellowship meetings are open to anyone who is interested. For questions (or in case of inclement weather) call Geneva Fry

### Search Committee News

Your Search Committee is entering a very busy time of the ministerial search process. We are busy reviewing, exchanging, scheduling, and interviewing potential ministerial candidates.

- Reviewing the records of ministers interested in us
- Exchanging packets with those we are interested in knowing more about
- Scheduling contacts
- Interviewing via phone conference potential candidates and their references
- Scheduling our pre-candidating weekends where ministerial candidates meet with us for extended face to face interview sessions, preach in a neutral pulpit, and share meals with us.

We enter this phase with great expectation of finding the best minister for our church at this time.

- Doug Taylor

### Brownbaggers Meeting

**Monday, 19 January** in the church library.

Arrive 11:30 (eat brownbag lunch);

Program begins 12:00 noon.

Phillip Morgan, our "keyboard person", will talk about his training in playing the piano, and how he developed that wonderful voice.

Come, listen to his story, and maybe, depending upon his desire, he will treat us with a short but great musical recital. We may move to the choir room for the music if temperatures on that date are in the 'teens. We are fuel savers.

**Bring a brown bag and a smile.**



## First Unitarian Church

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Louisville, KY 40203-2115

### Return Service Requested

Phone: 502.585.5110  
Phone: 502.589.6028  
Fax: 502.587.8446

Did you know you can read *Steepletalk* on-line? You can access it from the church website at [www.firstulou.org](http://www.firstulou.org). Check it out!

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### FIRST U KROGER BUCK PROGRAM WORKING!

Thanks to those of you who are using your First U Gift Cards regularly, the church is reaping hundreds of extra dollars a month! Keep up the good work. If you shop at Kroger and don't have a card yet, see Gary Drehmel after church Or call him

### Please bring your Friend At Your Table contributions to church during the month of January.

Members of the Mission and Outreach Ministry will be on hand to collect them during Sunday Services all month long. The money collected will be sent to the Unitarian Universalist Service Committee (UUSC).

## Celebrations of Life

Sunday Services begin at 10:55 a.m.

- January 4 **Left Behind or Carried Forward?** As we enter a New Year, we will consider what things in our individual and common lives may be baggage weighing down our progress, and what are the beliefs, memories, practices and values that deserve to accompany us in the future. Rev. Crawford will offer some suggestions on how to discern our relationship to past, present and future.
- January 11 **Topic to be announced.**  
Service presented by Michael Ben-Avraham
- January 18 **Yes, (F)UU Can!!!** The confluence of the Inauguration, the King holiday and First UU's place on the brink of change can allow us both to imagine and enact great transformations personally, institutionally and in the surrounding community that we have great power to impact. Harnessing our creative power through giving, service and deepening relationship will be the focus of Rev. Crawford's message.
- January 25 **To Dwell Together In Unity – A Behavioral Covenant.** Rev. Crawford's sermon will be a milestone in the long and inclusive process that has developed a behavioral covenant that First Church members will be invited to sign. The long history of covenants in UU tradition in creating space for mutual accountability, kindness and creativity will be described.