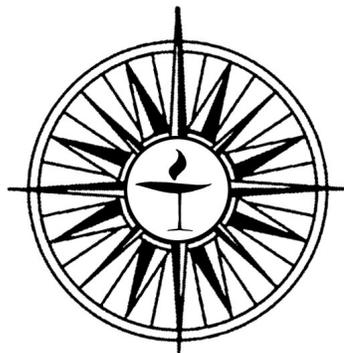


Table of Contents

AGENDA.....	1
MISSION.....	2
VISION.....	2
RELATIONAL COVENANT.....	2
MEETING MINUTES FROM NOV 2020 CONGREGATIONAL MEETING.....	3
PRESIDENT'S REPORT.....	6
MINISTER'S REPORT.....	8
FINANCIAL REPORT.....	9
STEWARDSHIP DRIVE REPORT.....	9
CHURCH FISCAL YEAR 21/22 BUDGET.....	10
CHURCH COUNCIL REPORT.....	11
BUILDING AND GROUNDS REPORT.....	11
LEADERSHIP DEVELOPMENT COUNCIL.....	12
INFORMATION ON CHURCH REOPENING (Fall 2021).....	12
UPDATE FROM NAME CHANGE COMMITTEE.....	14

AGENDA

1. Call to order
2. Certification of quorum
3. Opening words
4. Chalice lighting
5. Review of Relational Covenant
6. Approval of previous minutes
7. President's Report to the Congregation
8. Minister's Report to the Congregation
9. Financial Report
10. Stewardship Drive Report
11. Approval of Church 21/22 Budget
12. Church Council Report
13. Update on repairs to Jagers Parlor
14. Appointment of Leadership Development Council
15. Information surrounding church reopening
16. Update from Name Change Committee
17. Closing words
18. Extinguish the chalice
19. Adjournment



MISSION

We are a liberal religious community of diverse individuals. We nurture spiritual growth, encourage lifelong education, work for social justice, serve the larger community, and celebrate life's gifts together through meaningful worship. We welcome and support others in their expression of religious freedom.

VISION

At First Jefferson Unitarian Universalist Church, we offer hope through service and the connections we share, we embrace the transforming power of awe, and we seek joy by living our values.

RELATIONAL COVENANT

We promise:

- to promote kindness, love, and healthy relationships
- to give each other support, empathy and understanding
- to be mindful and considerate in all our interactions
- to clarify and respect personal boundaries and feelings
- to listen to one another and seek understanding
- to respect one another and appreciate the range of opinions among us
- to strengthen one another in our free and responsible search for truth and meaning
- to act in the knowledge that we are part of a large and diverse world community
- to work toward equity, justice, and compassion in all relations
- to practice forgiveness for ourselves and others so that when we fail to keep this covenant we can begin again in love

This covenant is a touchstone for nurturing ourselves, our church community, and supporting our work in the world. Through the covenant, we enrich our relationships with one another and serve others in accordance with our principles. We pledge to revisit and renew this covenant to sustain the vitality of our congregation in our ongoing quest for spiritual growth.

MEETING MINUTES FROM NOV 2020 CONGREGATIONAL MEETING

8 November 2020

In attendance: (27 needed for quorum) David Winkowski, Mary Anne Clark, Jo Burnham, Roy Brake, Bob and Peggy Portman., Christina LuQuis, Marianne Hermann, Annie Foerster, Guy and Virginia Thornton. Dan and Lorraine Levine. Julie and Dan Sexton, Laurie Mikitka, Brian Skinner, Paul and Christine Schattman, Roy Redman, Julie Hevelone, Mary Kirwin, Mary Alice Williams, Tim Miller, Nan Terry, Tina Harmuth, Joan Carey , Colleen Brewer , David Binde, Patrick and Judy Gutierrez, Connie Nolen, Terry Hancock and Roz Hunter, Cheri Husband

Minutes (Draft)

The meeting was called to order at 1:08

A quorum was certified by Mary Anne Clark.

Annie Foerster gave the opening words "We come together in an attitude of openness..."

The Chalice lighting was represented by a Chalice on Annie's phone!

David Winkowski read the Relational Covenant.

David explained the meeting principles: Most of us will be muted except when speaking. Each person should be allowed to speak separately. All persons will have an opportunity to speak. Identify yourself when speaking. When we take a vote, we will ask for those opposed or abstaining first.

Approval of previous minutes: Minutes were displayed on screen for several minutes and are also in the Meeting Packet. Moved to approve (no second required) by Roy Brake with several corrections.

President's Report to the Congregation: President's report was in the Meeting Packet. David added thanks for support in a difficult year. We have realized some benefits from adding virtual access to meetings. David thanked everybody who helped, who were too many to name. David thanked the Religious Exploration group for getting the service online and available to congregants and visitors. David noted that we have learned to survive; now we need to work on thriving. We are on the path.

Minister's Report to the Congregation: Annie commented on the Minister's report, which is also in the Meeting Packet. We have learned a lot that we can carry forward. We need to be careful not to become two churches: one virtual and one in person. She feels that continuing to heal is going to be a big job. We miss the best part of ourselves -- each other.

The Finance Report was given by Dan Sexton. Finance summary was put on screen; the report is also in the Meeting Packet. Roy Brake will be taking on the role of treasurer. UUA is

allowing us to pay interest only on the mortgage. We have asked for an extension, but have not heard yet from the UUA. We are getting to the end of our PPP loan, which has kept us going. We need to come up with a little bit more money. We are about \$2000 over our budget every month. Increasing our pledges 10% would make up for it.

The Church Council Report was given by David on behalf of Paul Schattman. Board is open to ideas by anybody for maintaining more activity in the church social or educational groups.

A number of Bylaws changes were considered:

(1) Bylaws Change Creating a Lifetime Member Class. Members are allowed to vote, but Friends are not. Lifetime members may continue to vote without the requirement for pledging and other services. Annie commented that people often reach a stage in life where they cannot continue to keep up their previous pledge. People should not feel guilty or quit because they can't pledge at their previous rate. Karl said 39 out of congregation have been here 20 years or longer. This doesn't mean you should quit contributing after 20 years, but if circumstances require, you may be moved to Lifetime Membership. Lifetime Membership has been discussed in Council. Move to approve by Guy Thornton, seconded by Virginia.

Discussion: Julia Sexton pointed out that an additional section E about removal for disruptiveness was already addressed in a previous clause. Seconded by Laurie M. Number opposed: 1. Abstentions. 0. Amendment carried.

Annie pointed out that people might be considered for Lifetime Membership who do not meet all of the listed criteria if the board and membership committee deems the change beneficial to the church. Motion withdrawn. Motion restated by Tina Harmuth. Lifetime membership may also conferred at the discretion of the board in conjunction with the membership committee. Second by Nan Terry. No opposition or abstention. Unanimous approval.

Paragraph A added to keep quorum requirements reasonable. Former Members or Lifetime Members who have moved, but are visiting the area can participate, attend congregational meetings and vote. Question about contribution of Lifetime Members to UUA dues. Answer by David Winkowski. UUA dues are no longer calculated based on membership, but on budget. No discussion. No opposed, no abstentions, unanimous approval.

(2) A conditional amendment was approved to allow us to hold the May congregational meeting, and also board meetings on line for Covid or similar emergency situations. We want to make this amendment permanent. We need to have the option to have virtual meetings or partially virtual meetings if such are needed. Method of virtual meetings would be determined by the Board of Trustees, who would also give necessary instructions to the congregation.

Discussion: Ros Hunter proposed a change to the wording of article VI, section 5, paragraph B and article VII, section 6 paragraph B to clarify the intent of the amendment. Roy seconded. Changed "any means" to "a means." One opposed. Abstentions none. Others approved.

Motion to approve the Bylaws changes: Paul S. moved to approve. Terry H. seconded.
Discussion: None. Opposition: None. Abstentions: None. Unanimous approval.

New Officer Election: Slate of officers is included in the Meeting Packet, and also put on screen. New members Brian Skinner to president, Roy Brake to treasurer, Christina LuQuis and Ros Hunter to members at large. Motion to approve by Jo Burnham, seconded by Julia Sexton. No discussion. Opposed none. Abstentions none. Approval unanimous. Annie announced a board retreat and recognition service in January.

Name Change Status. Proposed timeline for considering the name change, and extensive notes of previous meetings is included in the meeting packet. Thanks to Brian Skinner for constructing the timeline.

Jo Burnham described the current status of the question of the name change. There was a previous congregational vote to make the change, but no specific change was voted on. Jo would like to move to form a new and larger committee to investigate the cost of changing the name. Jo noted that the new task force would have one board member and 4 additional members from the congregation. Roy Brake seconded. Patrick asked what kinds of expenses were involved. Colleen Brewer asked if there was any information about costs. We don't have good numbers yet. Ros Hunter asked if there was an actual timeline. Brian says the timeline is in the meeting packet. Ros says that it is odd that you can't really vote on having a name change without a specific name. Annie says that the task of the committee will include suggesting possible name changes.

Jo moved that we form a new task force consisting of one board member and four members of the congregation to investigate the cost and process of making a new church name change. Vote on the motion. Opposed. None. Abstentions: One. Motion carried.

There was no new business proposed.

Move to adjourn made by Paul Schattman. Guy Thornton seconded. Unanimous approval.

Annie Foerster gave the Closing words: "We have basked in the warmth of this flame and this community..."

The Chalice was extinguished.

The meeting was adjourned at 2:54 PM.

PRESIDENT'S REPORT

Our time since the last congregational meeting has been unique, and we will likely – *hopefully* – never go through such a time period again. While many church activities and events have been put on hold, many have continued and even grown during the pandemic:

- Church services have continued and there have been outstanding technological improvements made by our Worship Arts team and others. Thank you to Julie Hevelone, Guy Thornton, Patrick Gutierrez, Thomas Earthman, Mikhail Berestnev, Rev Annie and others who make this occur each weekend.
- The Adult Religious Exploration Committee has continued expanding its offerings to the church for continued education and discussion. They are currently coordinating study of the UUA's Widening the Circle of Concern report with a number of members participating. Thank you to Julia Sexton, Thomas Earthman and Bonnie Mote.
- Progress has been made in the ongoing church investigation of a possible name change. The Name Change Committee has met on a regular basis to gather information for the church in its decision making, and coordinate the timeline of events. Thank you to Mary Kirwin, Rosalyn Hunter, Jo Burnham, Paul Schattman, Patrick Gutierrez, and Peggy Portman.
- The church has continued outreach into the community through, for example, the tireless efforts of Colleen Brewer working with Eastside Community Assistance, or Jo Burnham's collection of pet food for the Don't Forget to Feed Me program.
- The intrepid efforts of Karl Thibodeaux have kept the gears of the church moving, and he has brought forth ideas on growing church membership that will hopefully come to fruition soon.
- Building maintenance and improvements have continued thanks to the work of Roy Brake and Joel Bailey and those who help with the Building Committee and Grounds Committee, including handling the recent clean up and reconstruction of Jaggars Parlor.
- Finally, the seed of a new era for our church's vision and mission has continued to grow throughout this time period. Members of the church have attended seminars and programs to learn to think more about our church's core values and activities. Plans are being laid for a new and enhanced digital presence. The Seven Principles and other church foundations are being included more purposefully in church services and activities. Plans are being made for increasing membership and church programs. There is something new and bold that has been growing under the surface.

Now it is time to look forward. As we come out of the pandemic this summer, we can look forward to a time of great excitement and opportunity as the church reopens. The Board of Trustees has prepared a set of goals for this year that address this long-awaited event and other matters. With the arrival of the pandemic last spring, many of the goals that had been outlined by the Board of Trustees were difficult if not impossible to pursue. Therefore, the board recognizes that many of the goals for 2021 are similar, with a new angle related to the

reopening of the church and the opportunities that brings. This year we build upon last year's goals, and address the church from the big picture down to the smaller scale, offering a set of broad goals with specifics. We also affirm Rev Annie's goals for this year, supporting the safe and careful reopening of the church, and using the reopening as a springboard for improving our appearance and appeal. The Board challenges the various church committees to find ways to implement these goals within their individual group's activities:

1. **REDEFINING** our mission and vision, and more effectively incorporating those into church activities. This requires writing new mission and vision statements that promote our core values and how we intend to work to improve our Beloved Community. It calls for incorporating the Seven Principles and the Sources of Our Living Tradition more frequently and prominently in our Sunday services.
2. **PLANNING** for the future growth and stability of membership and finances at First Jefferson. To do this means establishing a new Membership Manager for the church, enhancing our worship and music offerings to be welcoming to a broader array of potential members, and intentionally developing an awareness of how welcoming we are to people of color and those belonging to marginalized communities. It includes designing and implementing a new church website to better convey our mission and vision and further promote membership.
3. **DEVELOPING** enhanced connections to our own spirituality, to each other, and to our community. This includes continuing to expand Adult Religious Exploration opportunities and small group meetings, and reestablishing a more UU-centered Sunday Adult Forum. It means interacting more with the community around us by having neighborhood events or hosting neighborhood programs, and establishing a new Social Justice Committee with regular outreach and activities.

Finally, a personal note. David Winkowski once said in a prior report to the congregation that his role as president of the Board of Trustees had been transforming. I cannot agree more. It's not only the opportunity to learn more about this church itself, but an opportunity to learn more about *the* church – what it means to be Unitarian Universalist. It is difficult for me to express just how much hope I have for First Jefferson, how much I realize we as a church can do together if we all engage. I ask you to please use the time this summer and fall to get excited about what we can do and how you can be a part of something that will transform not only the world around us, but also yourself.

MINISTER'S REPORT

I spent a week in Virginia last month, visiting friends where I used to live in the mountains near the Blue Ridge Parkway. It rained the night before I left for home and there was a light fog in the early morning. As I ascended to cross the Blue Ridge, I saw the flashing sign—FOG ON THE MOUNTAIN. I was following a white car with its lights on and, as we drove higher and higher, I saw the car fade and completely disappear. I kept driving, hoping the car ahead of me didn't slow down, not daring to slow myself lest a car following me caught up too fast. Nothing bad happened. The fog disappeared as we descended and the drive home continued without incident.

That's how church has felt the past year—like driving in a fog, keeping going because the only way out is through. We've done a lot; we've learned a lot. But I'm not sure what has been happening on the side of the road and there seems to be a bit more fog ahead. Let me review.

When we closed a year ago March for what we thought was to be a few weeks, a team immediately stepped forward and said, "We can record the services and stream them. A faithful crew of Guy Thornton, Julie Hevelone, Patrick Gutierrez and Thomas Earthman have kept the services going week after week, while David Winkowski and Brian Skinner moderated a virtual coffee hour before viewing. Recently Guy's daughter Eliza learned to run the recording and a host of volunteers come in every week to run the teleprompter. (Yes, the upside is that I now have a teleprompter.) We also have a rotating group of song leaders from the choir-in-waiting who add their talents to the worship service each week. With your support, we have added better equipment and will probably continue to record and stream our services after we have started meeting in person. But—here's the foggy part—we know the number of viewers (many) but not who. Are we serving our congregation or the curiosity of rotating viewers?

The staff has been kept busy. Karl works from home some days and comes into the office on others. He has been as busy as—maybe busier than—before. Misha comes every recording day (Saturdays, usually) and has had a number of concerts here and around the metro area. Thomas has been busy not only helping with the recording, but leading a few services and supporting the new adult religious education programs that Julia Sexton and her committee have been putting on. Thanks to the government PPP money, we have not had to worry about how to pay them.

Roy Redman, long-time choir director has retired and we look forward to planning a celebration of his music ministry as soon as we can get together safely. The newly formed Music Committee is planning to create a kind of internship program for students in local college music programs to lead the choir until we can afford to hire a professional director.

I sent a letter with a pre-paid postcard to respond about how you, the members and friends, are doing. Unfortunately, only three percent response was received. Deep fog.

We've been in touch with children and youth occasionally but are told the kids are Zoomed out and don't want another virtual meeting. Another patch of fog.

I get infrequent notices about things that would normally be spoken about during Milestones. More fog.

The board meets regularly and the weekly bulletin and the monthly newsletter go out on schedule. Occasional clearing.

We are planning to reopen for Sunday services on September 12 if vaccinations continue and the number of new cases continues to decline. A draft plan for that is either available in this packet or will be printed in the next Courier. All we can hope for now is a clear road ahead and no accidents resulting from the surrounding fog.

Stay safe. Be well. Come home on September 12.

FINANCIAL REPORT

Presented by Roy Brake, Treasurer

OUR BANK ACCOUNTS, ENDOWMENT AND MORTGAGE BALANCES

ACCOUNT	FEB 28, 2020 AMOUNT	FEB 28, 2021 AMOUNT	ONE YEAR CHANGE
Frost Bank	\$52,756	\$70,387	\$17,631
Endowment Fund	\$99,369	\$125,907	\$26,538
Mortgage Balance	\$448,135	\$448,135	\$0

Insurance Payment & PPP Loan

STEWARDSHIP DRIVE REPORT

Presented by Roy Brake, Treasurer

CHURCH FISCAL YEAR 21/22 BUDGET

BUDGET ASSUMES IN-PERSON SERVICES START IN SEPTEMBER 2021

	CURRENT YEAR FY 20-21	NEXT YEAR FY 21-22	% change from prior year	\$ change from prior year	
INCOME					
PLEDGES	\$137,690	\$148,000	7%	\$10,310	7% increase
PLATE & GEN DONATIONS	\$4,227	\$10,800	156%	\$6,573	Back to pre-Covid amt
SHARE THE PLATE	\$10	\$1,800	17900%	\$1,790	
SPECIAL EVENTS	\$4,300	\$9,500	121%	\$5,200	Back to pre-Covid amt
RENT	\$11,778	\$19,440	65%	\$7,662	\$1,620 a month average
OTHER	\$37,680	\$15,155	-60%		Endowment, Mineral Royalties, PPP Funds
TOTAL	\$195,685	\$204,695	5%		
EXPENSE					
MORTGAGE	\$30,826	\$35,764	16%	\$4,938	
ADMINISTRATOR	\$33,979	\$39,449	16%	\$5,470	
MINISTER	\$43,992	\$43,000	-2%	-\$992	
GUEST SPEAKERS	\$5,250	\$5,250	0%	\$0	
CHILDCARE	\$0	\$6,000	0%	\$6,000	10 months, Sep-Jun
RE COORDINATOR	\$8,332	\$8,915	7%	\$583	
PIANIST	\$7,800	\$7,800	0%	\$0	
UTILITIES	\$20,571	\$22,098	7%	\$1,527	
SUPPLIES	\$4,332	\$4,610	6%	\$278	
UUA DUES	\$0	\$0	0%	\$0	
COMMITTEES	\$2,055	\$2,200	7%	\$145	
OTHER Insurance, Janitor, Repairs, Lawn Care	\$24,532	\$29,451	20%	\$4,919	
TOTAL	\$181,669	\$204,537	13%	\$22,868	

CHURCH COUNCIL REPORT

The spring Church Council Meeting was held on Monday, April 19. Vice President Paul Schattman called the meeting to order shortly after 6:30 PM. Most church committees were represented. Below are highlights from the meeting.

- Reverend Annie reviewed her goals for 2021 again with the church council, followed by a presentation of the 2021 Board of Trustees goals by Brian Skinner. Committees were asked to consider how they can put these goals into practice through their various activities.
- Reverend Annie presented her plan for the church's reopening, slated for September 12. The council discussed the three phases of the plan, and brought up a number of details to be addressed in coming weeks, including church seating capacity, vaccination requirements, potential coffee and fellowship arrangements, preparing for new visitors, and getting the church cleaned up for reopening.
- Leaders or representatives of various committees updated the church council on recent activities as well as items that need to be addressed:
 - Grounds Committee (Joel Bailey)
 - Music Committee (Mary Anne Clark)
 - Worship Arts (Julie Hevelone)
 - Name Change (Mary Kirwin)
 - Adult RE (Julia Sexton)
 - Stewardship (Dan Sexton)
 - Membership (Mary Alice Williams)
 - Caring and Sharing (Betty Churchman)
- Rosalyn Hunter presented her idea for holding a church committee fair early in 2022, with tables set up by each committee having information for members and visitors.

BUILDING AND GROUNDS REPORT

The purpose of the Building Committee is to maintain the functionality of our building and grounds. Working closely with Karl, the Board, and Finance, we plan and respond to necessary repairs needed for the benefit of our congregation and renters. Although Sunday services have not been held for the past year, our church remained utilized throughout the year from our renters and worship arts team.

The year began with the purchase of a new A/C Condenser unit for the kitchen. Maintaining a constant temperature in the kitchen helps to protect the longevity of our kitchen appliances. We would like to thank students from Fort Worth Sudbury School and Joel Bailey for their help with grounds maintenance. The current project of felling dead trees on the property continues and should be complete in June.

During the extended freeze in February, the church suffered a frozen pipe that burst in the bathroom of Jagger's Parlor. The subsequent flooding caused extensive damage to the surrounding rooms (Nursery, Parlor, adjacent closets, and hallway). An insurance claim was filed with Church Mutual and ServPro was contracted to extract the damaged structure. We are currently seeking repair estimates from contractors. A separate estimate for the possible installation of a floor drain, single-use shower, and laundry facilities is also being requested. Upon completion, the entire hallway of the RE wing will have new carpet tile, as well as the nursery, Jagger's Parlor, and tile for the bathroom. Completed repairs are projected for the end of June.

The building committee would like to thank all of the unmentioned volunteers who have worked on tasks throughout the year and look forward to providing a safe return to Sunday services in September!

LEADERSHIP DEVELOPMENT COUNCIL

The May Congregational Meeting is the time for updating the members of the Leadership Development Council, who serve for a total of three years in staggered terms. This year, Della Purdin will be moving on from her position, leaving Michael Zepeda and Joan Carey as the incumbent members. A new member will be announced at the meeting. The Leadership Development Council plays a key role in identifying candidates for the Board of Trustees, as well as other church leadership positions.

INFORMATION ON CHURCH REOPENING (Fall 2021)

Reverend Annie has prepared the following proposed plan for reopening the church once the COVID-19 pandemic has begun to fully recede. These are high-level guidelines. The Board of Trustees and Church Council will be working through additional details as the reopening draws nearer.

First Jefferson Reopening Plan, Phase I

Our target date to reopen is September 12, 2021, the first Sunday after Labor Day.

If there are more than 300 new Covid cases per week the two preceding weeks, the reopening will be postponed.

Only adult worship, children's worship and child care will be open.

There will be no Forum, classes or coffee before the service.

Masks will be required and hand sanitizer and wipes will be available at the welcome table.

Worship limited to 33% of capacity.

Adults who have not been vaccinated will be asked to sit in a separate section.

Family members may sit together.

All other people will sit socially distanced.

Children will be excused after the Story for All Ages.

The children will not come forward for the story.

Children and Youth Worship will take place in Coleman Hall.

Singing will be limited.

A lead singer or singers will sing the hymns.

There will be no congregational singing.

There will be no choir.

Coffee and conversation will be offered after the service in Coleman Hall.

Meetings will continue to be held on Zoom.

Phase I will be practiced throughout the rest of the month. The board will decide if we go into Phase II in October.

First Jefferson Reopening Plan, Phase II

Masks will continue to be required.

Forum and adult classes will be opened if people can be socially distanced.

No coffee and food will be served prior to the service.

Coffee and conversation will be offered after the service when guests will be welcomed and introduced.

Children's classes will continue to be held in Coleman Hall during the worship service.

Singing will continue to be limited.

Social distancing will be practiced.

Potlucks will not be held until Phase III

The board will decide when Phase III goes into effect.

First Jefferson Reopening Plan, Phase III

If the number of cases per week in Tarrant County stay below 100 and vaccination levels continue to rise, we will open the church fully, with caveats and concerns delivered prior to the Sunday service.

Meetings will continue to be held on Zoom as appropriate.

UPDATE FROM NAME CHANGE COMMITTEE

The Ad Hoc Name Change Committee was established by the authority of the Board of Trustees in December, 2020. This came about as a result of previous discussions in late 2018 when it was proposed to the congregation by several concerned members that we change our name to drop the name of Thomas Jefferson. After some cottage meetings in small group settings that included suggested new name alternatives, the proposal was placed on the agenda for our November 2018 congregational meeting. There was fruitful discussion but ultimately we decided to table the proposal until a later time. The congregation felt strongly that it was necessary to study more thoroughly the many implications of such a change, especially how to select a new name, financial expenditures, legal requirements, and establishing a new name publicly and within our denomination. Today our stated purpose as defined in the Ad Hoc committee job description is ***To take up, research and resolve the issue of whether or not to change the church's name.***

The committee was formed to include six members. Our first meeting was held on 1/6/21 on Zoom. The committee consisted of:

Patrick Gutierrez, Chair
Mary Kirwin, Co-Chair
Roslyn Hunter, Secretary
Paul Schattman, Board Liaison and Member
Jo Burnham, Board Liaison and Member
Peggy Portman, Member

Since then we've held regular meetings every two weeks during the months of Jan, Feb, Mar, and April. There has been one change to our committee membership when Patrick stepped down in March. Mary agreed to assume the leadership role of Chairperson. Thank you Patrick for helping us to get organized and off to a good start! We are now five members rather than six but think we can accomplish our tasks adequately.

The work of the committee has focused on several key areas. What follows is the current status of these key areas:

1. How Does the Congregation Enact A Name Change? What Is Our Process?

STEP ONE: At the November 2021 Congregational Meeting we will vote in person, up or down on changing the name. Remember: only members can vote. Due to the importance of this decision, we will use the same voting thresholds as for calling a minister which may be found in our bylaws. 40% of the Members of the congregation will be the minimum required to make a quorum for the November meeting and the motion to change the name must pass by an 80% majority of that quorum.

STEP TWO: After the November 2021 meeting, IF the motion to change our name passes affirmatively, we will move forward to the selection phase to determine what

our new name will become. The actual steps we'll take in the selection phase will be developed shortly thereafter and communicated to the congregation. It is our intention to establish a fair process where every member is fully educated, has all questions answered, and can make their voice heard. We ask respectfully that you will all assume responsibility as members and act accordingly, in covenant, to help accomplish this important decision. It isn't yet set in stone, but it is our hope that the final determination of a new name will occur within six months or about the same time as our May 2022 congregational meeting.

2. Communications and Getting The Word Out

Since January we have reached out to the congregation asking the question: ***What do you think about the church changing its name? Are you for or against? Will you vote Yes or No?*** Because we originally started the discussion several years ago, this isn't a new topic to some of us. For others, especially our newcomers, there are many unanswered questions about such an undertaking. It has become clear to us the importance of good and accessible communications in order to become fully informed. Efforts to address these concerns are as follows:

FAQs - Frequently Asked Questions

The committee has been developing a list of questions and working on reasonable answers. For example:

Why are we doing this and why now?

Aren't there more important things to deal with? (i.e. new minister search)

How much will it cost?

What gains/losses in membership, identity, visibility, reputation?

Can we afford it?

Why is it taking so long?

Where will the money come from?

When will it happen?

How will we choose the new name?

Can the congregation survive the change?

What legal issues are involved?

Why can only members vote?

What is the process?

Opinion Pieces in the Weekly Email and Courier Newsletter

Thanks to the following individuals who have written and allowed us to publish their opinion pieces in our church communications: Paul Schattman, Ros Hunter, Jo Burnham, Dan Levine, Dan Sexton, Colleen Brewer, and Mary Alice Williams. We welcome you to submit an article of your own about why you do or do not think we should change our name. Send to namechange@firstjefferson.org

Church Website

In order to improve our communications we're working with Karl to position Name Change information in a prominent, accessible place online at our church website www.firstjefferson.org

Printed Brochure

In addition to having the information available online, we're developing a printed brochure about the Name Change. This will be mailed out later this year, well in advance of our November 2021 meeting, especially for those members who don't regularly access email and our online newsletter.

3. How Much Will It Cost To Change Our Name?

We have identified at least two substantial costs associated with the Name Change.

Signage

Redo the monument sign in front by the sidewalk on Sandy Lane. A bid from Signs Manufacturing in Dallas has proposed the following, subject to change:

Two Aluminum Pan Signs \$2925

Marquee Acrylic Facings \$1200

Two standing solar lights that we can buy at Home Depot \$90

Total: Approx: \$4,215

There is one other exterior wooden sign on the building in front between the choir room and minister's office. It is still to be determined if and how to redo this sign.

We are open to identifying a less expensive, perhaps temporary fix to the monument sign from Fast Signs or Home Depot, but do not have a proposal at this time.

Legal Requirements

File an amendment to our Articles of Incorporation with the Secretary of State of Texas. Form 424 can be filed online. Can be done using online legal services, e.g. LegalZoom.com.

Approx cost is \$200.

Note: It is suggested that we combine this with the establishment of Non Profit status 501 c3. There is a filing fee for this.

Notify the IRS of a name change associated with our EIN Employer Identification Number. No cost is identified for this item.

How Will We Pay For It?

We've heard from several members who feel strongly that it's not feasible at this time to take on the costs associated with a name change. Recently, Rev. Annie was approached by an individual concerned that these expenses might prevent our ability to move forward to pursue a name change. However, we are very excited and grateful to announce that this individual, who prefers to remain anonymous, has offered to donate the full amount, currently estimated at \$4,500 - \$5,000.

Administrative Hours

We acknowledge work hours (staff and/or volunteer) will be spent in notification to our financial institutions (Frost Bank, RBC Brokerage), the UUA and Southern Region, City of Fort Worth utilities, electric, gas, internet service provider, phones, alarm system, waste disposal, Wells Fargo copier leasing, miscellaneous vendors and suppliers, etc.

In closing we'd like to point out that the main focus of our committee has been about How To Accomplish a name change. But throughout our discussions, it has become apparent to us that changing our name also raises many thoughts about our identity and the relevance of our mission and vision. This is even more apparent as we look at it through the lens of returning to church after the pandemic with a newfound sense of urgency and our value to the community we serve. And in changing our name how do we link it in a meaningful way to our perceived mission?

Respectfully submitted,

Jo Burnham, Ros Hunter, Mary Kirwin, Peggy Portman, Paul Schattman
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