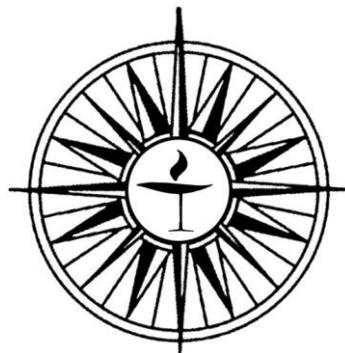


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AGENDA

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. Finance Report
10. Church Council Report
11. Bylaws Change Allowing Virtual Congregational Meetings
12. Bylaws Change Creating Lifetime Member Class
13. New Officer Election
14. Name Change Status
15. Closing words
16. Extinguish the chalice
17. 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

May 2020 Congregational Meeting

Called to order: 1:03.

Quorum (27 required): David Winkowski, Laurie Mikitka, Eric Wennerstein, Paul and Christine Schattmann, Mary West, Paulette Holland, Joel and Charlotte Bailey, Nan Terry, Annie Foerster, Turner Bridgforth, Gail Roundtree, Guy and Virginia Thornton, Joan Carey, Marianne Hermann, Julie Hevelone, Tina Harmuth, Michael Zepeda, Dan Sexton, Brian Skinner, Roy Redman, Connie Nolan, Mary Kirwin, Jo Burnham, Carol Ann Black, Carmyn Thom, Roy Brake, Pam Cos, Mary Alice Williams, Tim Miller, Betty Churchman, Lorraine and Dan Levine, Colleen Brewer, David Binde, Kris Mcvean, Jason Mote, Patrick Gutierrez.. Quorum was declared.

Guy Thornton controlled the microphones and highlighted speakers. Questions were also recorded in the chat record. For simplicity, votes were taken by asking for opposition first.

Opening words were read by Annie Foerster. "Who could have imagined this....We are here...."

Chalice lighting. The chalice in the sanctuary was lighted by Jo Burnham.

Relational Covenant was read by David Winkowski.

Minutes of meeting for November 2019 were displayed and approved.

President's Report was given by David Winkowski. The President's report is in the packet sent out with the congregational meeting notice. David reminded the congregation to keep an eye on the Courier and the weekly list of activities.

Minister's Report was given by Annie. How can we get our minds around the death of 100,000 people. It doesn't seem real, but it must be. We have to invest in our smaller groups and our communities. Our new goal is to stay well, and to protect others. Annie recognized all those contributing to the health of our community. "I am confident in the future because of who you are..." Stay healthy and stay confident.

Church Council Report. The reports from various committees were included in the meeting packet.

Finance Report and 2020-2021 budget approval. Dan Sexton briefly reviewed the budget. Most of our expenses are mortgage and staff.. We have a balanced budget. Karl has been given a raise, and Thomas Churchman's hours have been slightly increased. Patrick G. reported that the pledge drive has essentially been completed. Dan gave the current tally for the pledge drive. David reported that rentals of the church are continuing. Dan reported that the Stanton School is planning to restart in the church in September. The budget was approved, with one abstention.

Ratification of LDC appointees. Michael Zepeda, Della Purdin, Joan Carey were recommended, to begin June 1. The appointees were ratified by congregational vote.

Call for new business. None.

Closing words were read by Annie Foerster. "We not only wear our hearts on our sleeves, we wear out banners on the side of our building for all to see...."

The chancel chalice was extinguished by Jo Burnham at 1:33

Adjourned at 1:34.

Respectfully submitted by M. A. Clark



PRESIDENT'S REPORT

President's Report

Transcendent Values of First Jefferson Unitarian Universalist Church

- Hope
- Joy
- Awe
- Connection

Areas of Focus in 2020-2021

- Continuing to provide a connection to the congregation during the COVID-19 outbreak
- Maintaining church property
- Being a welcoming and inviting church
- Stewardship – what does it mean to us a congregation

Updates

There are many of adjectives that can be used to describe the last year. I am going to choose carefully and say only that it has been a remarkable time in my life for many reasons. While change is often unsettling, it can also be transforming. And it has also transformed me. I am thankful to our Board of Trustees and the congregation for the support that they have given me and our church during this uncertain time. Below is a summary of some of these events. I know that I will inevitably leave some deserving names and events off this list, please forgive me for that. I admit that my memory and my note-taking skills are sometimes lacking. Let me know if you have any questions or concerns about what is on or is not on this list. I can be reached at president@firstjefferson.org.

- COVID-19 response
 - At each of its meetings, the Board of Trustees surveys the current environment to determine whether or not to hold in-person services and activities at our church. As of the time of the writing of this report, services are continuing to occur in virtual mode via Zoom. No other church related activities have been planned.
 - Discussions have been made concerning the possibility of small “social distance” gatherings as an initial test to see whether larger gatherings of that kind can be done safely. As of this writing, no such test has been attempted.
 - As one of the responses to COVID-19, the board implemented a temporary change to the bylaws to allow virtual meetings. At the November Congregational meeting, the Board is submitting a permanent change to the bylaws allowing not only virtual meetings, but also a mixture of virtual and in-person.

- Thank you to Karl Thibodeaux for keeping the office open during this time.
- Thank you to the Finance committee for working to make sure we keep the bills paid and the lights on during this time of uncertainty.
- Thank you to Julia Sexton, Mary West, Thomas Earthman and the Religious Exploration committees for their work on providing learning opportunities for our congregation.
- Thank you to Joel Bailey, Roy Brake for helping to maintain the building and the property. Also a thanks to Sudbury School for their efforts in helping to maintain the building.
- Worship
 - A special thanks for all of those who work to continue to produce and publish our services throughout these times
 - Roy Redman, Mikhail Berstnev and the choir for providing wonderful music. We look forward to when we can hear them in person once we are back in our beautiful sanctuary.
 - Reverend Annie Foerster for her beautiful and insightful sermons. And thank you for stepping up and allowing us to record your sermons for our virtual services.
 - The members of the Worship Arts committee for their work on planning and coordinating the service each week.
 - Guy Thornton, Julie Hevelone, Patrick Gutierrez, and all the others come in each week to make sure that the services are recorded and available to the congregations.
- Administration
 - Thanks to Karl Thibodeaux, our church administrator for going beyond the call of duty. Even during these times, he has always been available to track down information, and help us keep things running smoothly.
 - Thanks to Thomas Earthman for his ongoing support as the Religious Education Coordinator. He has been working hard to make sure that we do what we can to keep in touch with our children and youth. In addition, as a board, we voted to expand his hours to include support for Adult Religious Exploration and provide content for the services each week. We are blessed to have him.
- Building Committee
 - Please join me in thanking Roy Brake and his committee. He has been making repairs and improvements on the building and its facilities for the past six months – even during this crisis.
- Grounds Committee
 - A special thanks to Joel Bailey for the work that he has done as the chair of the Grounds committee. I have seen him, Bill Maginnis, David Binde and many others working these past months to maintain and improve our property.

- Religious Exploration
 - Thank you to Mary West for her continued hard work on the Children and Youth Religious Exploration Council.
 - Thank you to Julia Sexton for her work getting the Adult Religious Exploration program up and running and providing new content as we move along.
 - Thanks to Thomas Earthman for his work on providing content and insight with his stories on Sunday.
- Community Service
 - Eastside Community Assistance
 - Thank you to Colleen Brewer for her continued support as our representative on the Eastside Community Assistance board. She has been working tirelessly in her efforts with them.
 - Pet Food Collection
 - Jo Burnham and Karl Thibodeaux for their continued efforts with Eastside Community Services and Don't Forget to Feed Me in providing pet food so that people can feed their pets during this time of need.
- Pastoral Care
 - Betty Churchman has created an impressive network of volunteers with her Caring and Sharing committee. They have been reaching out to members to help maintain their connection to our community. Please do not hesitate to reach out to them if you need assistance.
- Name Change
 - Thank you to Jo Burnham, Brian Skinner, Karl Thibodeaux, Reverend Annie Foerster and others in their work on gathering more information on what a name change means in terms of timing, effort and cost. We still have some work to do, but they have provided much more clarity during this time.
- Our Notes
 - The Sudbury School (formerly EC Stanton) has begun a new year. Due to COVID-19, their enrollment is down, so we have had to reduce their rent, but they are back and operational. In addition, they have been very helpful in maintaining the grounds. We are lucky to have them as tenants.
 - LGBTQ Saves is continuing to use our facilities to accomplish their mission.

MINISTER'S REPORT

Minister's Report to the Congregation, November 2020

I'm remembering when I was younger and more naïve. I mean, last March when the news of the Corona Virus first hit and it was suggested we close our doors. Until May, the suggestion recommended; for just eight weeks. Eight weeks! We couldn't imagine how we might wait that long. Yes, we were all younger and more naïve.

But, here's the good news. We've done very well, all things considered. *We have done very well.* It's been a joint effort and we have gotten pretty good at it. I remember when the board considered how we might have a May Congregational Meeting. We had to temporarily change our own rules so we could have the meeting on Zoom. The board decided we wouldn't try to do anything that required a lot of discussion because we weren't sure how to manage it. We have learned a lot about having Zoom meetings. We have three licenses and they are in use every week. And then we had to 'stream' our services. How did we get so lucky as to have people who knew how to do that and others who wanted to learn? But we did. Other churches had to hire people to do it for them. Yes, the first attempt crashed that first week as everyone tried to get on Facebook at once. *We can just pre-record them and put them on line later,* we were told. And we did. And we got better at doing recorded services to stream. And we got better equipment. And we got more people trained. And we got choir members to lead the singing. And they were able to lead us in songs we've never sung before. Then, we started doing committee meetings and council meetings online. Finally, we started doing social meetings on line. And as we get more sophisticated (less naïve and a little bit older, but that can't be helped) we are finding our message is getting out beyond our walls, beyond our geographic area, beyond our expectations.

Here's the key: we can't be limited by old expectations. We have proved that together—no one person or group could have managed this—together we are strong, we are mighty, we are brilliant.

Our Congregational Meeting this fall is going to be different from the May meeting. We are going to discuss things—bylaw changes, possible name change—and we are going to elect new board members and say thank you to some retiring ones. I am so proud of this congregation and all that it has learned and all that it is doing. We don't know when this pandemic will allow us to open our doors again. But this we know—it isn't going to keep us down. This may be the winter of our fears and concerns, but when spring comes, all the shit that has gone down has been composted and will feed our spring awakening, whenever it comes.

I haven't listed any names because there are too many to thank. Well, no, that's not true. Thank you, *everyone*, even if it's just for hanging in there with us.

CHURCH COUNCIL REPORT

FIRST JEFFERSON UNITARIAN UNIVERSALIST CHURCH OF FORT WORTH A Brief Report on the Fall Church Council Meeting October 2020

The meeting was called to order shortly after 6:30 PM by the Vice President. After the usual opening rituals, the Council addressed the agenda.

There were two items on the agenda:

Changes to the By Laws

The Name Change Committee Report

PROPOSED BYLAWS CHANGES

1. Changes to classes of membership in Article IV
2. Changes to meetings in Article VI to allow remote attendance

There was a brief discussion over wording and some edits suggested but both changes were approved by the Council. Copies of these proposed changes to the bylaws will be included in the packet for the Congregational Meeting so that members may make an informed decision when voting.

NAME CHANGE COMMITTEE REPORT

Noting the confusion across the members of the Congregation and even among the Council and the Board as to the status of the name change issue, David Winkowski had prepared and presented a detailed **ACCURATE** account of the preceding motions, seconds, and votes on the record.

A copy of this report will be included in the Congregational Meeting packets to eliminate any miscommunication on where the Name Change issue stands today.

Subsequent to the Council Meeting, Brian Skinner undertook to create a process schedule to clarify the sequence of actions to be taken going forward, when, and by whom. A copy of this schedule also will be included in the Congregational Meeting packet.

Having disposed of the main agenda, those Council members present each reviewed the status of their committees and groups. In the main, due to limitations imposed by the Covid-19

situation, the committees and groups were either less active or suspended. All agreed that the chief task going ahead was to develop a strategy and a means to reactivate each of these valuable units of the larger FJUUC community.

The Council was then adjourned at 8:17 PM.

FINANCIAL REPORT

FIRST JEFFERSON FY 21 FINANCE REPORT SHOWING DATA THROUGH SEP 2020

First Jefferson's financial situation in the current, 2021 fiscal year is poor. Covid has affected our income. We have gotten mortgage relief from the UUA and we did receive a PPP loan to pay staff. As the shut-down continues we need more income. We need to consider increasing our pledge amounts.

BALANCE SHEET SEP 30, 2020

ACCOUNT	SEP 30, 2020 AMOUNT	SEP 30, 2019 AMOUNT	ONE YEAR CHANGE	
Frost Bank	\$62,139	\$39,280	\$22,859	
Endowment Fund	\$88,937	\$79,379	\$9,557	
Mortgage Balance	\$448,135	\$460,221	-\$12,087	

PROFIT & LOSS SEP 30, 2018

ACCOUNT	JUL-SEP 20 YTD ACTUAL	BUDGET YTD	MONTHLY BUDGET	ANNUAL BUDGET
INCOME				
Member Pledges	\$35,995	\$32,500	\$10,833	\$130,000
Other Income	\$7,982	\$10,080	\$3,360	\$40,321
Total Income	\$43,977	\$45,605	\$15,201	\$182,969
EXPENSE				
Personnel				
Minister, Annie, Karl & Thomas	\$14,365	\$14,951	\$5,183	\$59,397
Pianist, Misha & Guest Speakers	\$9,650	\$3,175	\$1,058	\$17,100
Childcare				
Building & Utilities	\$6,317	\$5,673	\$1,891	\$22,692
Supplies	\$702	\$1,689	\$563	\$6,756
UUA Dues	\$0	\$1,000	\$500	\$2,500
Committees, Insurance, Janitor etc.	\$7,066	\$6,816	\$2,273	\$30,109
Mortgage	\$7,473	\$5,718	\$1,906	\$22,872
Total Expense	\$45,573	\$39,022	\$13,374	\$161,426
Net Income	-\$1,596	\$6,583	\$1,828	\$21,543

Income through September is \$43,977 and expense is \$45,573 leaving us -\$1,596 in net income. We've done great keeping up with our pledges, but our other income is down.

I would ask that each of us consider what we can do to help church finances.

BYLAWS CHANGES

Notice of Proposed Change to the Bylaws – Lifetime Member Class

The Board of Trustees recommends voting for this change to the bylaws.

This change to the Bylaws will allow for the creation of a Lifetime Membership class of membership. They would have full voting privileges, but the requirement that they be contributing members is waived.

The proposed changes will be made to Article IV of the bylaws. What follows are the proposed changes. Items to be removed are crossed out. Items to be added are in italics.

ARTICLE IV (MEMBERSHIP)

Section 1. There shall be ~~two classes~~ *three (3)* of affiliation with this church: Voting Members, *Lifetime Members* and Friends.

A. Voting members are those persons who are fourteen years of age or older who, being in sympathy with the stated purposes of this congregation and the Unitarian Universalist Association, have signed the membership roll and who have made an identifiable contribution of money or service within the previous fiscal year.

B. A Lifetime Member is one who has been a member for twenty years or more, has pledged regularly, and given of both time and talents. Such a Member earns the title of Lifetime Member for their past contributions and, when life circumstances alter with time, may continue to vote without further pledging or volunteer contributions.

C. Friends are those persons who are in sympathy with the purposes of this congregation and the Unitarian Universalist Association, but who, for whatever reason, do not wish to sign the membership roll. *Friends are not eligible to vote at congregational meetings.*

D. A member who is absent or noncontributing for one year, or is deemed disruptive per published policy, shall be removed from the membership roll unless the Board of Trustees decides otherwise.

E. A person who is deemed disruptive per policy shall be removed from the membership roll unless the Board of Trustees decides otherwise.

Section 2. To be eligible to vote in a congregational meeting, a member must attend the meeting and have signed the membership roll at least 30 days in advance of such meeting.

A. For the purposes of determining quorum requirements at meetings, only those members residing in Tarrant County and its adjacent counties will be considered. This is only for the purpose of calculating the required number of members to be present to achieve quorum and will not affect any member's eligibility for participating and voting at any meeting.

B. ~~Voting m~~Members who have not attained the age of eighteen (18) years, or the age of majority as defined in the laws of the State of Texas or the United States, as those laws are or

may be constituted, may not vote on any matter on which by law they are not entitled to vote; otherwise such ~~m~~Members have all the rights, privileges, and responsibilities of active membership.

Notice of Proposed Change to the Bylaws – Electronic Attendance at Meetings

The Board of Trustees recommends voting for this bylaws change.

In May, the Board of Trustees made a temporary change to the bylaws allowing for the conduction of business meetings using electronic, or virtual means (i.e. phone or Zoom). This was to accommodate the conduction of business during COVID-19 times. As we worked through and gained technical capabilities, it was discovered that the use of a mixture of in-person and electronic means would be beneficial to the congregation going forward. As a result, changes are being proposed to allow for the participation in business meetings by virtual means going forward.

The proposed changes will make changes o Article VI and Article VII of the bylaws allowing for members to participate with official church meetings via electronic means. What follows are the proposed articles in their new form with proposed changes illustrated. Items to be removed are crossed out. Items to be added are in italics.

ARTICLE VI (CONGREGATIONAL MEETINGS)

Section 1. The annual meeting shall be held each year in November and the mid-year meeting shall be held in May, at such time and place as shall be fixed by the Board of Trustees. Notice of time, place, and agenda of business shall be sent to all voting members of the Church at least fifteen days before each meeting. Action cannot be taken concerning purchase or sale of real property value in excess of ten percent (10%) of the current annual church budget, the amendment of the bylaws, or the employment or dismissal of the minister(s), unless it is on the published agenda.

Section 2. The approval of buying and selling of real property valued in excess of ten percent (10%) of the current annual church budget shall require a two-thirds majority of voting members present at a regular or special meeting.

Section 3. Special meetings may be called by the President, a majority of the Board of Trustees, or upon written request of twenty percent of the voting members of the Church as shown on the last voting list. Notice of the time, place, and the agenda of such meeting shall be given by the Board to all voting members at least five days before the meeting. Only such business as is stated upon the notice of the call shall be considered at a special meeting.

Section 4. To constitute a quorum throughout the meeting, twenty-five percent (25%) of membership entitled to vote shall be present at the beginning of the meeting. Unless otherwise stated herein, decision of the membership shall be by majority vote of those present.

Section 5. ~~This section of the Bylaws will expire on Nov 15, 2020. This section provides for holding congregational meetings using electronic means.~~ *Attendance at the meeting can be accomplished either in-person or by electronic means.*

A. ~~A vote of the Board of Trustees shall be called to determine the need for access by electronic means at a congregational meeting. This will require approval by a majority of voting members present at that meeting. Normal board meeting quorum requirements apply.~~ *Electronic attendance can be accomplished by either a standard phone call or a video conferencing solution selected by the Board of Trustees. Instructions for attending the meeting will be included as a part of the meeting agenda.*

B. ~~The meeting packet will need to be mailed to voting members one week prior to the meeting. Once the packet is mailed, no other additions can be made to the packet. Members may choose to receive this meeting packet via email or by standard US mail. If they do not specify email, then they will be sent a copy via US mail.~~ *If any of the alternatives will be unavailable for a meeting, the congregation should be notified as soon as possible – preferably as part of the Congregational Meeting announcement. The decision to eliminate any means of attending will be made by a majority vote of the Board of Trustees.*

C. ~~All electronic meetings shall be conducted under the provisions of the “Sample Rules for Electronic Meetings” addendum as published at robertsrules.com.~~

Section 6. A meeting packet will be assembled by the Board of Trustees and made available to members 7 days prior to the meeting day. This packet will be made available to the congregation on First Jefferson’s web page. The availability of the packet will be announced to the congregation at least 7 days prior to the congregational meeting. A member can request a hard copy of the meeting packet prior to the meeting and a reasonable effort will be made to deliver it to the member.

ARTICLE VII (DUTIES AND POWERS OF OFFICERS)

Section 1. The President shall be the Chief Executive Officer of the Church and of the Board of Trustees. The President shall lead the congregation and the Board of Trustees in envisioning and developing positive plans for direction and growth of ministry and membership, and shall have all the powers necessary to carry out the duties usually associated with that office. The President shall be an ex-officio member of all committees with the exception of the nominating committee (Leadership Development Committee) and the Committee on Ministries. The President shall make a written report on the work of the Board of Trustees to be submitted to the members of the congregation at the mid-year and annual meetings. In meetings of the Board of Trustees the President shall vote only in the case of a tie.

Section 2. The Vice-president or President-elect shall perform the duties of the President when the President is unable to act for any reason. The Vice-president or President-elect shall convene the Church Council of committee chairs at least four times a year. The Vice-president or President-elect shall lead the Church Council in developing plans for ministry direction and planning for membership growth through committee and Board goals, as stated in the Church Council-maintained Strategic Plan.

Section 3. The Secretary shall be responsible for making and preserving all official records of the Church and the Board of Trustees; for official correspondence; and for maintaining a current list of members; and shall have all the powers to perform all other duties usually assigned to the

Secretary of the Board of Trustees. The Secretary shall be responsible for the Corporate Seal and for deeds and evidences of Church property. All records shall remain the property of the Church.

Section 4. The Treasurer shall have custody and responsibility of all Church Funds, except those assigned to other persons as established in the standing rules by the Board of Trustees; shall be a member of the finance committee; shall keep accurate records of all matters pertaining to this office, and shall make monthly reports to the Board of Trustees, in addition to annual and semi-annual reports to the Church. The Treasurer shall make no disbursements of any non-budgeted item of more than \$450 without the approval of the Board of Trustees or vote of the Congregation.

Section 5. All Board of Trustees meetings shall be conducted under the provisions of the most current edition of Roberts Rules of Order.

Section 6. ~~This section of the Bylaws will expire on Nov 15, 2020. This section provides for holding congregational meetings using electronic means.~~ *Attendance at Board of Trustees meetings can be accomplished either in-person or by electronic means.*

A. ~~A vote of the Board of Trustees shall be called to determine the need for a remote access capability. This will require approval by a majority of voting members present at that meeting. Normal board meeting quorum requirements apply.~~ *Electronic attendance can be accomplished by either a standard phone call or a video conferencing solution. Instructions for attending the meeting will be included as a part of the meeting announcement.*

B. ~~All electronic meetings shall be conducted under the provisions of the "Sample Rules for Electronic Meetings" addendum as published at robertsrules.com.~~ *If any of the alternatives will be unavailable for a meeting, the congregation will be notified as soon as possible. The decision to eliminate any means of attending will be made by a majority vote of the Board of Trustees.*

C. ~~All other rules regarding meetings shall remain in effect.~~

BOARD OF TRUSTEES SLATE OF OFFICERS

2021 Board of Trustees Slate

Thank you to the Leadership Development Committee, and Reverend Annie for their work on compiling the slate of officers for 2021. The current Board of Trustees has reviewed and recommends that you consider the following slate of officers for the 2021 calendar year.

President: Brian Skinner

Vice President: Paul Schattman (returning)

Treasurer: Roy Brake

Secretary: Mary Anne Clark (returning)

Members at Large:

Christina Luquis

Rosalyn Hunter

Guy Thornton (returning)

New Officer Bios

Brian Skinner

Brian Skinner has been attending First Jefferson for 4-5 years, and has been a member since 2017. At First Jefferson he enjoys participating in the book discussion group, helping with Adult Religious Exploration, and Interweave get-togethers, and lends a hand at church workdays when he can. He is impressed by the vision and spirit he sees in fellow church members, and hopes that as an ongoing board member he can help bring forth many of the plans being made. Brian works as a statistical and financial analyst in the energy industry, and spends his free time volunteering at the Arlington Library, singing as a member of the Arlington Master Chorale and Chamber Chorus, eating vegan food, reading good books and watching good films. He loves spending time with his two sons, one a college senior at Purdue University, and the other a freshman at the University of Minnesota. He also spends a lot of time Wondering What It All Means, and appreciates the like-minded folks at First Jefferson.

Roy Brake

Roy joined First Jefferson in 2013. Born and raised in San Antonio, he has been a resident of the Fort Worth area for fourteen years. He earned his Bachelor's in Business

Administration from Tarleton University in 2018. Aside from church activities, he enjoys Renaissance Festivals and camping.

Rosalyn Hunter

Rosalyn Hunter is the daughter of a Presbyterian Minister, and granddaughter of preachers on both side of her family. Born in Dallas, she graduated from the University of Texas and received a degree in Molecular and Cellular Biology from The University of Arizona. She has been a lab manager at Caltech, Sold snacks at a movie theatre and the Fort Worth Zoo, taught high-school science, and been a stay at home mother, before getting her current job as a Community College Anatomy teacher. She is in an interracial marriage with her husband, Terry Hancock, and has three children, the youngest of which is seventeen. She loves natures, and enjoys photographing plants and stargazing at her home outside of Grandview, Texas.

Christina LuQuis

Christina LuQuis has been a resident of Fort Worth for 20 years and began attending First Jefferson in 2012. She is a professional nanny and mother to her 11 year old daughter. Christina is an avid bibliophile, talented seamstress as well as women's and LGBTQ rights advocate.

NAME CHANGE STATUS & TIMELINE

Name Change Committee Report

Recap of Current Status (garnered from memory and from Board of Trustee Meeting Minutes and Congregational Meeting Minutes).

In January 2017, a note was made in the Board of Trustee (BoT) meeting minutes to about a brainstorming session concerning ideas that could to add energy to the church. Among the ideas was renaming the church.

In January 2018, a note was made in the BoT Meeting minutes that a vote was taken to create a Name Change Committee and that they would “research name change information (including the process and associated costs)”.

In the months leading up to the May 2018 Congregational meeting, a series of cottage meetings were held with the purpose of renaming First Jefferson Unitarian Universalist Church (hereafter “our church”). During the cottage meetings, the reasoning for the name change as well as suggestions for new names were collected. Prior to the May 2018 Congregational Meeting, a ballot was created with the most popular of these names and a vote was taken in the lobby of the church. The ballots were counted and the name receiving the most votes was to become First Unitarian Universalist Church of Fort Worth.

A proposal was presented at the May 2018 Congregational Meeting. The excerpt of the minutes shown below shows the results of that proposal and the subsequent vote:

A motion was made, and seconded, to change the name of the church to First Unitarian Universalist Church of Fort Worth. After discussion, this motion was withdrawn and the second was retracted.

A motion was made, and seconded, to vote on whether to change the name of the church. After discussion, this motion was withdrawn and the second was retracted.

A motion was made, and seconded, that the congregation wishes to change its name and for the Board to empanel a task force to discern steps, costs, and a timeline.

A motion was made to adjourn the meeting. There was not second, so the motion did not move to a vote.

The motion for a Name Change Task Force passed.

As you can see from the minutes, the vote indicated an intent from the congregation to change its name, it has not determined what that name was, or when and how it should occur. The steps, costs, and timeline were to be recommend by a task force to be appointed by the Board of Trustees.

In the May 2018 Board of Trustee Meeting minutes, it was announced that Jo Burnham and David Winkowski had volunteered to be on the task force. Eventually, Roy Redman was added since he had a more comprehensive knowledge of the history of the church and its name changes.

A short meeting of the committee was convened to discuss the name change. It was determined that additional work needed to be done to collect the information needed for the entire picture so that an informed decision could be made.

Where we are today

Thanks to the work of Jo Burnham, Karl Thibodeaux, Brian Skinner, and Annie Foerster, we have learned the following concerning name changes:

- Through contact with congregations that have gone through similar name changes, we have found that costs of such a change could be fairly expensive. However, much of that was due to administrative costs including marketing research, focus groups, etc. We are not certain how much of it would apply to a name change at our church. Additional research will need to be done.
- We are registered with the state as an employer. To change that name will require us to change that registration. There are alternatives that will allow us to reduce this cost, but, again, we will need to determine if it is appropriate for our situation.
- We do not have information, at this time, for UUA related changes.
- Karl Thibodeaux does not have the bandwidth to support the additional work required for this change as well as his current work load. We would have to either expand Karl's hours or acquire temporary help to assist in the change.

Next Steps

Thank you to Brian Skinner for his work on assembling this timeline for activities concerning a name change.

November 2020 Congregational Meeting

- Remind/inform members of the prior sequence of events leading up to the current status.
- Remind/inform members of the existence of a committee on the name change – both its original members and the now current set of members.
- Kick off new discussion on the name change with scheduled For and Against speakers.
- Inform the congregation that the Board would like to hold off on a vote until the congregation can meet in person to vote.
- Communicate the expected timeline.

Winter 2020-2021

- Schedule 1-2 Zoom meetings with additional For and Against speakers.
- Provide an initial estimate of the range of cost for the name change.

May 2021 Congregational Meeting

- Hold vote on name change (if possible to be in person at that time).
- If needed, only if the vote to change the name passes:
 - Inform congregation of the selection of a new Name Change Committee that will oversee the selection of the name. (The Board and various leadership groups at FJUUC will have selected the committee by that time in the event the vote passes.)
 - Inform the congregation of the process by which names can be suggested and evaluated.
 - Seek to communicate the decision to the outside world.

Summer 2021 (If Needed)

- Establish a short list of 3-5 names from the universe of suggestions.
- Communicate short list to members.
- Communicate to members that the final vote on the name change will take place at the November meeting.
- Research steps required to enact name change and finalize estimate of costs and time requirement.
- Hold perhaps a fundraiser or two if needed.

November 2021 Congregational Meeting (If Needed)

- Vote on the new name.
- Begin process of enacting.
- Communicate the name selection to the outside world.