



# CVUUF

## December 2017

### Conejo Valley Unitarian Universalist Fellowship

Our mission is to nurture spiritually courageous people who transform the world through justice and compassion.

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This newsletter is published monthly. View this copy on our website at [www.cvuuf.org](http://www.cvuuf.org).

Deadline for articles or photos is the 25th day of each month at 6:00pm. Direct submissions to: [news@cvuuf.org](mailto:news@cvuuf.org). Content is placed, and may be edited by, Jill Lewis, Newsletter Editor

**Weekly News & Notes**  
(Sunday handouts/ weekly email)  
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## Worship Service Descriptions – Theme: **Hope**

Throughout December we are exploring the theme of HOPE from different perspectives. What does it mean to hope in the midst of great challenges? How can new people or experiences in life bring us hope? What is the difference between faith, hope and optimism? How is hope reflected in Hanukkah, Christmas and the turning of the New Year? Join us for our varied services on hope, filled with beautiful music, joyful singing, meaningful rituals and words of inspiration.

**December 3** – Finding Hope, When Hope is Hard to Find  
– Reverend Nica Eaton-Guinn

**December 10** – The Hope of the New – Reverend Nica Eaton-Guinn  
New Member Celebration Service

**December 17** – Helplessly Hoping – Faith, Hope & Optimism – Michael Guinn

**December 24** – The Hope of Christmas – Christmas Eve  
– Reverend Nica Eaton-Guinn & Friends  
One Service Only at 5pm

**December 31** – New Beginnings – Mike Talvola & David Buss  
One service only at 10 am

## Mark Your Calendars for Holiday Service Times

**Christmas Eve Service** – one service only at 5:00pm  
**New Year's Eve Service** – one service only at 10:00am



# Minister's Message

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Reverend Nica Eaton-Guinn, Minister  
[minister@cvuuf.org](mailto:minister@cvuuf.org)

## Theme Hope

In my readings on the theme of hope, I came across something historian, playwright and social activist, Howard Zinn, wrote. As the writer of "A People's History of the United States", Zinn watched trends and knew our country's history intimately. He wrote:

*"To be hopeful in bad times is not just foolishly romantic. It is based on the fact that human history is a history not only of cruelty, but also of compassion, sacrifice, courage, and kindness. What we choose to emphasize in this complex history will determine our lives. If we see only the worst, it destroys our capacity to do something. If we remember those times and places – and there are so many – where people have behaved magnificently, this gives us the energy to act and at least the possibility of sending this spinning top of a world in a different direction. And if we do act, in however small a way, we don't have to wait for some grand utopian future. The future is an infinite succession of presents, and to live now as we think human beings should live, in defiance of all that is bad around us, is itself a marvelous victory."*

Zinn's call to action and his reminder that there is so much good in the world, is a way for us to actively develop hope. Eco-philosopher and scholar of Buddhism, Joanna Macy, says exactly this in her book "Active Hope". By actively creating and working for our hoped-for future, not just wishing for it to come true, we can create a climate of hope, even when things are especially challenging.

These are some of the themes we will be exploring this month in worship and in our small groups – how to find hope when hope is hard to find, as well as looking for all the ways in which we can create and source hope.

One of the places I find hope is in our Social Action work here at CVUUF. On Sunday, December 3, we will be gathering to further the 'Love Resists' Justice Ministry Teams work that Reverend Kathleen McTigue laid the groundwork for back in October. Based on the feedback from that meeting, and in an effort to bring our many social justice efforts under a more focused umbrella, we are experimenting with a new structure for our Social Action work for the remainder of this church year. Inspired by our Unitarian Universalist principles, we at CVUUF care about the worth and dignity of all and therefore work for greater equality for everyone in the world. We do this by educating, serving, witnessing and advocating for:

Gender equality  
Economic equality  
Racial and cultural equality

Our justice work will be divided into these 3 Justice Ministry Teams. Each team will create opportunities for service, partnerships with local organizations, advocacy, education and witness. At our meeting on Sunday, December 3, from 12:30 – 2, we will divide into these 3 ministry teams (with a minimum of 7 people per team) to develop mission statements, as well as goals for the year. Please join us for this important, hope-filled work of "Building our Justice Ministry."

Thank you for who you are and all that you do. Your presence and lively participation in this community continue to bring me great hope.

With gratitude and deep respect,  
Reverend Nica

# President's Message

Tom Wolf  
[president@cvuuf.org](mailto:president@cvuuf.org)



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I loved the November theme of "Stories". I also love the December theme of "Hope". If you are in a Chalice Group like I am, perhaps you also got pulled in with the questions and activities that were used for the theme of stories. I had a really hard time choosing which one to do, and in fact I partially prepared several. I felt like I do sometimes when I go to a restaurant with a really good menu and I can't decide what I want. I tell myself that I will decide when the waiter gets there, spontaneously, and sometimes even I am surprised what comes out of my mouth. As long as it isn't eggplant, of course.

The theme of Hope is wonderful too, and I can't wait for what we are asked to do in Chalice Circle with regard to that. Hope reminds me to be positive, to be the glass is half full person instead of getting wrapped up in worry or negative thoughts. It reminds me too of the smiling faces of children in the morning, before they remember the math quiz coming up or what their friends said to them yesterday.

Both of these themes work quite nicely in this, the holiday season. Whether it is stories told of the family's traditions and past, the editing of such stories as blended families create a new chapter, the gratitude we go out of our way to express at Thanksgiving, the thoughtful gifts we give that are rewarded by a look that makes the whole crazy shopping experience worth it, even the resolutions so many of us make for New Year's Day – this is a season and a story of hope and heart.

So, may your wishes come true this holiday season. May you have a chance to give and receive the love that binds us as humans, as UUs, and as family. And if you know of someone in need, may you find a way to fill them with hope too.

***Tom Wolf***



# Religious Education News

Samantha Dickerson, Director of Religious Education  
(DRE) [dre@cvuuf.org](mailto:dre@cvuuf.org)

[HOME](#)

Children are hope. They are a reminder of possibility, that there is always something more around the corner, something better. Their optimism and determination just scream HOPE! Go ahead, try and tell a child or youth something is impossible. All you've done is fired them up! That is what hope is. No matter the struggle, no matter the challenge, they will find a way to move forward. They can make it happen. They have hope.

We will explore this even deeper throughout December. In classes we will look at signs and symbols of hope. We will take on acts of hope. We will find ways to inspire hope. This is not a difficult task, really. Unitarian Universalists do most everything with hope! Every action, every event, every sermon is attended to with a grand hope for a better world. We know the challenges can be difficult to wade through. Still, we push through, knowing we have hope for a better life for all.

An act of hope.... In memory of our dear Clay Peal, and with regards to Nancy's wishes, Lower Elementary will be accepting donations in exchange for Clay's infamous magnets. December 3<sup>rd</sup>, and again January 7<sup>th</sup>, this group of young ones will take up a post in Fellowship Hall between services. On January 13<sup>th</sup>, this class will join their parents and teachers and use the donations to go on a giant shopping trip for Manna. They will bring in their donations January 14<sup>th</sup>. Thank you, Annie Barker, for leading this wonderful event!

A community of hope.... Our Coming of Agers are officially paired with mentors! This is exciting, everyone. Coming of Age is a beautiful and deep journey for the youth involved. Having a mentor to help guide them on this path is so important. These are bonds that are special, and can last a very long time. It is another way to bring our community together, bridging the generations, and deepening our faith through fresh eyes.

A gathering of hope.... December 16<sup>th</sup>, we will enjoy a wonderful winter solstice celebration! This is a family friendly event, and the children love it. Winter is a time of rest for the earth, building hope for fresh, new start with Spring. Help us prepare for this wondrous time through ritual, caring for our feathered friends, and donations to Manna to support those in need.

A celebration of hope.... December 24<sup>th</sup> we will hold our Christmas Eve service at CVUUF. Songs, stories, and sermon will bring smiles, laughter, and warmth to our spirits. This is our reminder of why we celebrate at this joyful time of year. Let us take this time to soak up the love and cheer we bring to this sacred night. Oh my, and how the Sanctuary overflows! So be sure to show early! It all culminates in the candlelit singing of "Silent Night", a beautiful and inspiring symbol of hope for the season and what comes next.

With the end of the Thanksgiving holiday, please hold on to that feeling of thanks. Channel that feeling into hope. The past year has been a rough one for so many of us. But if you were able to find just one thing to be thankful for, no matter how small, let that be your silver lining. Let that silver lining bring you hope.

Hope comes from love. Love strengthens our community. Our community is a beacon of hope. A most hopeful holiday to you all!

# News From Our Social Action Director



[Home](#)

Pamela Lopez  
[socialactiondirector@cvuuf.org](mailto:socialactiondirector@cvuuf.org)

Dear Friends,

A personal note from me...following our time of Thanksgiving and going into the holidays, let us be grateful for our families, our beautiful sacred community and the difference we can make in the world together.

Over the past year we have cried together, marched together, attended school board meetings, advocated together, protested together and learned together.

We have served over 1,000 meals to our hungry neighbors.

We have gone not only to the borders of our comfort zone, but the borders of our country to better understand sensitive issues.

We have lobbied our representatives on behalf of minimum wage, workers rights, healthcare reform, immigrant rights.

Chalice circles are adopting families.

We have held workshops to see where we can do better, in our hearts, with our families and in our justice community.

Community Forums have challenged us to take broader views of the world. We are continuously exploring our relationship and unknowing participation in the racial issues in America.

And, we have created monthly Justice Sundays to identify what meaningful work we want to do together as a community. Join us Sunday, December 3 from 12:30PM – 2:00PM as we plan for our justice work for the coming year. Bring your heart, your passion and a bag lunch.

Thank you for all you do!

If you have any questions or thoughts, you can always contact me at [socialactiondirector@cvuuf.org](mailto:socialactiondirector@cvuuf.org)

## Building our Justice Ministry - December 3, 12:30 - 2

Following Rev McTigue's visit with us in October, we invite all people who are involved in justice work at CVUUF to join us for this meeting to discern our direction.

Based on our discussions and priorities at our last meeting, we will develop 3 Justice Ministry teams working on issues of Equality:

1. Gender and Sexual Equality - LGBTQ, Reproductive Justice, OWL etc.
2. Racial and Cultural Equality - Racial justice, immigration, religious equality
3. Economic Equality - Income inequality, Feeding Hands, Health care, voter issues etc.

Please join us on Sunday, December 3 from 12:30 - 2 ready to co-create and try being part of Justice Ministry teams for the next 6 months.

Please bring a bag lunch.

See you there.

~Rev. Nica

## Justice & Compassion Movie Night

7pm Tuesday, **December 12, 2017**

*A documentary*

*will be shown in the CVUUF Sanctuary about*

### **OCCUPIED HAWAII: *what the tourists don't know***

Perspectives about Hawaii contrary to those of the government, commercial media and the tourist industry will be presented. A discussion will follow. The film explains that although Hawaii is called the 50<sup>th</sup> state, it is still actually an independent country according to international law. The viewer is offered insight into the sense of oppression and desire for liberation felt by many Hawaiian people. Strong emotions are expressed by those who feel they are struggling to preserve their language, history and culture against U.S. imperialism and ethnic cleansing.

A discussion with Reverend Nica will follow.



## Transforming Our World Together



### December's Theme

# Hope

On the **Art Wall** in Fellowship Hall, we want to see and read what gives you hope through words and pictures.

Hope means to trust in, wait for, look for, or desire something or someone; or, to expect something beneficial in the future. It's not always easy to hope, or to let others hope, but it ignites the spirit when we do. Show us that inner fire—draw it, bring a picture or write it down.

Materials will be at the art table in Fellowship Hall.

*Share in the fun! Join the creativity! Color your world!*

**Contact person: Gwyn Vanoni at [Artwall@cvuuf.org](mailto:Artwall@cvuuf.org)**



*What  
gives  
you  
HOPE?*

*The Art wall is  
for all ages to  
share in the  
beauty of our  
Fellowship—Come  
join us!*



## Undoing Our Unjust Cash Bail System

**Friday, December 8th, 2017 doors open at 7  
Conejo Valley Unitarian Universalist Fellowship**

Every day in California jails, a majority of those arrested cannot afford to post bail. As a result, they are more likely to accept plea bargains so that they can continue working, paying rent or taking care of their children. Even when people have the means to make bail, whole families often suffer as they take on substantial debt to purchase freedom and safety for a loved one.

Please join us to learn more about current bail practices and the work advocates are doing with statewide legislators to change them. Jessica Farris, of the ACLU of Southern California and BEND THE ARC, a Jewish Partnership for Justice will present.

For more information email [forum@cvuuf.org](mailto:forum@cvuuf.org) Donations are gratefully accepted.

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### **OWL—Our Whole Lives Training**

Coming up February 2-4, CVUUF will host a facilitator training for Our Whole Lives Young Adult/Adult classes. Perhaps you may be interested in becoming a facilitator? Or maybe have a guestroom for an out-of-towner? Or maybe a few hours of your time to help prepare and serve meals? This is an important event that will benefit many congregations throughout our region! What a wonderful opportunity to show others why we are known as a warm and welcoming congregation! If you have any interest in participating or helping out during this event, please reach out to Sam Dickerson at [dre@cvuuf.org](mailto:dre@cvuuf.org).





## Mark Your Calendars for Holiday Service Times

**Christmas Eve Service** - one service only at 5:00pm  
**New Year's Eve Service** - one service only at 10:00am

There will be no services in the morning on December 24. CVUUF offices will be closed December 25th - January 1st. We wish all our staff, members, and friends a joyous time of peace and goodwill towards all.

Rev. Nica will be on vacation December 25th - January 1st. From January 2nd - 8th she will be on study leave. She will return to us on Tuesday January 9th.

In her absence please contact board President Tom Wolf, at [president@cvuuf.org](mailto:president@cvuuf.org), or the office at [admin@cvuuf.org](mailto:admin@cvuuf.org) with any concerns.





## PLEASE JOIN US FOR A COMMUNITY HOLIDAY DINNER ON CHRISTMAS DAY

We invite you to spend December 25th with good food, music, laughter and a chance to make new friends. We have the perfect place for you. **It's free and all are welcome.**

Date: December 25th  
Time: 11:30 AM to 2:00 PM  
Location: Temple Adat Elohim - Social Hall  
2420 E. Hillcrest Dr.  
Thousand Oaks, CA 91362

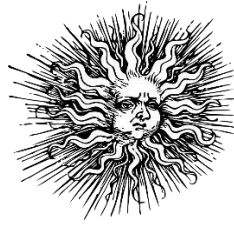
**Annual Community Holiday Dinner**  
**Sponsored by Temple Adat Elohim**

*Non-Sectarian, Everyone Welcome*



805.497.7101

[www.adatelohim.org](http://www.adatelohim.org)



# Winter Solstice Celebration and Potluck

Saturday, December 16

4:00 gather

5:00 Ritual begins

## Please join us to celebrate the return of the Sun!

### **Bring:**

- an item from nature for the altar
- canned vegetables to add to our communal soup pot and/or another potluck item
- donation for Manna

### **Questions?**

robinbear3@yahoo.com cgblasman@gmail.com



## **Come Support Conejo Valley Pride**

"1<sup>st</sup> Thursday DCVC Community Mixer"  
December 7th, 6—8 pm  
Brendan's Irish Pub and Restaurant  
1755 E. Daily Drive, Camarillo

This mixer will benefit Conejo Valley Pride, a group that is diligently working toward hosting the first annual Conejo Valley Pride Festival in September of 2018.

The event is free with a suggested donation. We will have our regular fantastic raffle with all proceeds going to Conejo Valley Pride.

Come mix and mingle and stay connected with the VC community and meet the Conejo Valley Pride committee members, volunteers who are making this festival a reality.

A marketing table will be provided for your business cards or brochures. All are welcome.

If you can't make the event itself, but want to enjoy dining at Brendan's Camarillo at any time on December 7th, please mention Conejo Valley Pride to your server and 10% of the proceeds will go to Conejo Valley Pride.



## CVUUF Staff and Schedule Changes

Our beloved Administrator, Dianna, has decided she would prefer to focus her energies on our administrative work and leave the bookkeeping to someone else. So we have hired a bookkeeping service - Tonya Jaglowski and Jennifer Bauer, who will be with us on Wednesdays to do our books, exact schedule to be determined. Dianna's office hours will now be Tuesdays 10 - 4 and Fridays 11 - 3, as well as every other Sunday from 10:30 - 12:30. Reverend Nica will continue to hold office hours on Tuesdays and Wednesdays. Thank you all for your patience as we settle into this slightly different way of doing things.

## The CVUUF 2018 Annual Auction Saturday, February 24, 2018!



The Auction Committee is seeking your input to help make this the best and most successful auction ever.

Do you patronize any businesses that you'd like to invite to donate to our Fellowship auction? Please reach out to Auction Committee member Katie Smith for help, or she will be happy to contact the establishment on your behalf. Contact Katie by email at [katiebug93065@gmail.com](mailto:katiebug93065@gmail.com) or via her mobile phone number, 805.341.9970.

Please think about offerings to be auctioned. The auction provides a vital contribution to our church budget, and is a wonderful opportunity to enjoy the company of other members, make new friends, and share common interests. Would you like to host an event such as a dinner, tea, a concert, or a tour? Could you offer items, services, or special talents? Do you have access to a vacation/getaway opportunity that could be offered at our auction? These are examples of popular offerings that generate income to support the mission and the well-being of our congregation every year.

Many hands and volunteers are needed to make our auction successful! We need folks to help plan the event, manage donations and bidder data, work with the auction software, organize volunteers, and more. If you are interested in helping, please let us know.

You can contact the Auction Committee by sending an email message to [auction@cvuuf.org](mailto:auction@cvuuf.org).



## Living Our Mission of Justice and Compassion

*These letters have been submitted by members of our fellowship. The editor of the CVUUF Newsletter welcomes articles related to the mission of our church written by members and friends. They will be published as space is available. The deadline is one week before the first of the month.*

### LOVE RESISTS CRIMINALIZATION

*By Barbara Leighton*

On Nov. 14, I logged in to the UUA/UUSC sponsored 1-hour LOVE RESISTS webinar. Without much experience in the technology, I was glad to find it worked! This webinar was a low-carbon means of seeing and hearing the panel discussion with 60+ others from across the country. Four speakers from different places described impacts of criminalization on their work. Janice Marie Johnson introduced the session by saying, **"we are working to build communities of moral courage."** She noted criminalization strips people of humanity and defines them as unworthy; then asked: **"What is a punishment driven model of law enforcement getting us and where on earth is it taking us?"**

Highlights of topics included:

**Deportation:** The 'appetite' for deportation has increased. Prosecutorial discretion that previously allowed contributions to be considered is no longer in place. More tax dollars are being proposed for deportation machinery. We need to support employment opportunities, legal services and create a platform to come together. – Jacinta Gonzales, Field Director, Mijente

**Surveillance:** The program of countering violent extremism that is funded by the Department of Homeland Security recruits leaders, teachers, and imams to predict which youth may become extremists by using "junk" science. Muslims and people of color are targeted. Communities need to stay connected and supportive of each other. – Fatema Ahmad, Deputy Director, Muslim Justice League

**Mass Incarceration:** In New Orleans schools were privatized after Katrina. The number of children who first encounter criminal justice in school is rising. Draconian measures push children out of school. All need to be protected. Ruth Idaluka, Co-Director of the Center for Ethical Living and Social Justice

**Privatization of Detention/Prisons:** Companies make large profits off tax dollars without oversight. For further confusion, Corrections Corporation of America changed its name to Corps Civic – similar to the national human rights group CIVIC (Community Initiatives for Visiting Immigrants in Confinement). We need to refigure the bond system. Jamilia Hammami, Executive Director of Queer Detainee For updates on future events check out [www.loveresists.org](http://www.loveresists.org) – a joint campaign between the UUA and the UUSC.

If you want to talk about these topics, please contact me at [beleighton@yahoo.com](mailto:beleighton@yahoo.com).

## Living Our Mission of Justice and Compassion

*These letters have been submitted by members of our fellowship. The editor of the CVUUF Newsletter welcomes articles related to the mission of our church written by members and friends. They will be published as space is available. The deadline is one week before the first of the month.*

### Create a Will or Revisit the One You Have

*By Todd Hess*

Along with goals to exercise more, eat healthier, or quit smoking, many of us think of financial planning as we sneak up on the season for New Year's resolutions. A key element of a financial plan is a Will or other formal estate plan such as a Living Trust to control how your assets are distributed after your death. How might your financial legacy help to perpetuate your values and priorities?

In our earliest will, my wife and I mostly cared about providing for our current and future children. Over the years and with the number of our children fixed and their increasing independence, we've been able to increase bequests to charities in our estate plan. We take solace in knowing such gifts can help provide a home to our values for our family and the larger world. CVUUF is one of those homes.

Now is a great time to consider your estate plans. If CVUUF and other Unitarian Universalist institutions figure in those plans, now is an especially good time to make your bequest formal. In support of the Wake Now our Vision campaign, the UU Congregation at Shelter Rock, New York, has provided a \$5 million matching grant to encourage legacy giving throughout the UU world.

Details of the matching program can be found at <http://wakenowourvision.org/>. Short version: 10% match for every bequest, capped at \$10,000 matching grant per bequest. CVUUF could get up to \$10,000 paid in 2019 for every promised bequest even though the bequest itself, we hope, wouldn't be paid for decades. Fine print: while matching funds last, subject to verification, etc. The one-page form goes straight to the UUA, so it's your choice whether to share information about your bequest locally.

*Questions? Please ask anyone on the Legacy Gift Committee (Susan Dixon, Frances Pardee, Kim Henson, Todd Hess).*



# **Rise Up and Call Her Name**

## **A Woman Honoring Journey into Global Earth-Based Spiritualities**

**Join us for a 13 week Adult Religious Education class  
exploring Earth-based spiritualities around the world.  
We travel the globe experiencing the art, story, song,  
dance, and other spiritual practices of Earth-based  
religions.**

**This class is open to women and men age 16+**

**Mondays 7-9:30pm**

**February 5 - May 14 (no class 2/19 or 3/26)**

**\$35 for Sourcebook and supplies**

**Questions?**

**[robinbear3@yahoo.com](mailto:robinbear3@yahoo.com) or [cglasman@gmail.com](mailto:cglasman@gmail.com)**

**Please RSVP by January 5**

***Covenant Between  
The Reverend Nica Eaton-Guinn  
And  
The Reverend Doctor Betty Stapleford  
September 10, 2017***

**Tom Wolf:** The relationship established between a Minister and a congregation is special, interdependent, rewarding, and complex. It is important that both the members and the Minister seek to keep the best interests of the congregation in mind. We also recognize that the relationship between a congregation and its former Ministers, especially a Minister Emerita, is unique, and that the Minister Emerita's continued presence in the community poses distinctive advantages, as well as challenges. In these circumstances, it is wise for these ministers to develop a clear understanding of their roles and responsibilities within the congregational system, as well as articulate how they can best support each other and the general ministry and flourishing of the congregation. This covenant acts in the same way that our covenant of good relations acts, in that it is both aspirational and in deed.

Reverend Dr. Betty Stapleford served the Conejo Valley Unitarian Universalist Fellowship from 1998 to 2010, and was voted into Minister Emerita status by the congregation on her retirement.

Reverend Nica Eaton-Guinn was called to be the Settled Minister of CVUUF, beginning in August of 2016. Both have agreed to now enter a Covenant with one another, grounded in the Professional Practice and Guidelines of the Unitarian Universalist Ministers Association and the Unitarian Universalist Association.

This covenant is based on the understanding of the unique relationship a minister has with the membership of a congregation. Mindful of Reverend Betty's longtime relationship with the congregation, this covenant reaffirms the need for Reverend Nica to have time to develop and deepen her own relationships with the congregation.

**Reverend Nica:** In celebration and recognition of the 12-year ministry provided to CVUUF by Reverend Betty, and the honor of Minister Emerita bestowed on her by the congregation, and respecting the best practices for ministry, I covenant to be faithful to the letter and spirit of the Code of Professional Practice and Guidelines of the UUMA, as we enter into a relationship of mutual honor, respect and caring.

Therefore...

- I will value the contributions and participation of Rev. Betty as part of the rich tradition of ministry in this congregation and our faith
- I welcome Rev. Betty and her husband Tom's, presence at Sunday worship services, as well as other agreed-upon church events.
- I agree to be Rev. Betty's minister, her colleague and her friend.
- I understand that through her involvement with organizations in the wider community, she will sometimes be working with members of the church, and I will be supportive of those outside CVUUF relationships;
- I will strive to remain aware of the challenges for a Minister Emerita remaining in relationship with her former congregation, and listen with an open heart to Reverend Betty if she comes to me with concerns;
- I will speak directly, privately, and honestly to Reverend Betty about any concerns I have with her return to CVUUF.
- I agree to speak and meet with Reverend Betty on a regular basis to maintain collegial connection. We will have bi-annual meetings to ensure our Covenant is serving the relationship.

**Reverend Betty:** In celebration and recognition of Reverend Nica's ministry to CVUUF, and respecting the best practices for ministry, I covenant to be faithful to the letter and spirit of the Code of Professional Practice and Guidelines of the UUMA, as we enter into a relationship of mutual honor, respect and caring.

Therefore...

- I will honor the congregation's call to Reverend Nica as the current settled and sole Minister of this congregation

- I will let Rev. Nica know when I plan to attend Sunday worship or other agreed-upon Fellowship events. I will let Rev. Nica know when I plan to attend Sunday worship or other agreed-upon Fellowship events.
- I will not seek or accept any leadership roles in the congregation until there is a mutual desire to change the agreement.
- I will decline any requests that might come to me for pastoral care, or for participation in rites of passage such as weddings, memorial services, child dedications, etc., and will refer them to Reverend Nica; I will also inform her of those requests.
- Before accepting invitations or requests for other involvements at CVUUF, I will consult with Reverend Nica about the advisability.
- I will not participate in any conversations with church members/friends about Reverend Nica's ministry, or any controversial issues at CVUUF; if I find myself in a situation where such a conversation begins, I will absent myself.
- If I am concerned with anything to do with Rev. Nica's ministry, I will speak directly, privately, and honestly with her about my concerns.
- I agree to speak and meet with Reverend Nica on a regular basis to strengthen our collegial connection. We will have bi-annual meetings to ensure our Covenant is serving the relationship.

**Revs. Betty and Nica:** As Unitarian Universalist ministers, we covenant to be mindful in our actions and to speak the truth to each other in love, to keep the best interests of this congregation above all, so that this Fellowship may continue to thrive and live out its Mission.

**Tom Wolf:** While problems are not anticipated, Reverend Betty and Reverend Nica agree that if problems do arise, they will address them quickly and forthrightly with one another. Should further assistance be needed, they will reach out to the "Good Officers" from the Unitarian Universalist Ministers Association.

Having witnessed this covenant, it is our intention as a congregation to support and affirm this covenant to ensure the health and flourishing of the congregation and its ministry. Although this covenant is between two individuals, two ministers, all of us at CVUUF have a stake in the success of it. Each of us must strive to ensure the success of this endeavor, as we strive to make all of the interests of our congregation succeed. Each of us must both speak and act in such a way that encourages this covenant, and supports rather than diminishes this covenant.

I now invite the members and friends of CVUUF to speak the following shared words of support:  
 "We the members and friends of CVUUF support and uphold this covenant by turning to Reverend Nica as our settled minister, looking to her for leadership, guidance, pastoral care, justice and worship. And we welcome back Reverend Betty as our former minister and now long-time friend and member of our community. We too endeavor to support and participate in a relationship of mutual honor, respect and caring with our Minister and our Minister Emerita. We strive to be advocates for the health of this congregation and the flourishing of its ministry."

May it be so!



# Conejo Valley Unitarian Universalist Fellowship

## COVENANT OF GOOD RELATIONS

In order to assist us in fulfilling our mission to nurture spiritually courageous people who transform the world through justice and compassion, we the members and friends of the Conejo Valley Unitarian Universalist Fellowship enter into this Covenant of Good Relations.

We, the members and friends of this congregation, value:

- Opening our hearts and minds to those who have traveled journeys unlike ours and whose strengths and challenges may be different from ours.
- A welcoming space for all to speak their truth respectfully.
- The importance of deep listening and respect for each other.
- Relationships with others of all ages, and the gifts that each generation brings to our community.
- The democratic process, through which we give voice to concerns and offer our time and energy to arrive at solutions.

In the wider community, we honor our responsibilities for upholding spiritual ideals, engaging in civil discourse with those of other religious traditions, and promoting our UU values.

In my interactions with others in this congregation, I will:

- Speak honestly and directly to the person(s) with whom I have a concern, using thoughtful, compassionate language.
- Forgive the errors and shortcomings of myself and others as we contribute to our shared ministry and express gratitude for the many gifts we bring.
- Assume good intentions in those with whom I disagree and examine my own part in the disagreement.
- Listen deeply to, and actively seek resolution with those concerned before engaging the Conflict Resolution Committee, Committee on Shared Ministry, the Council or the Board of Trustees in conflict mediation.
- Expect divergent beliefs and opinions and persist in respectful dialogue—especially in times of uncertainty—remaining open to new understandings while doing my part to sustain this Covenant.
- Respect the minister and staff's professionalism, time and privacy.
- Assume responsibility for understanding the church structure and governance model.
- Assume responsibility for keeping informed of church business.

Through this Covenant of Good Relations, it is our intention to foster healthy and productive relations within our church community as we work together to achieve our mission.



## Conejo Valley Unitarian Universalist Fellowship

3327 Old Conejo Road  
Newbury Park CA 91320 ([map](#))  
805-498-9548  
[www.cvuuf.org](http://www.cvuuf.org)

[Home](#)

***A Welcoming Community to all persons regardless of their race, nationality,  
sexual orientation or gender identity.***

### Staff

Reverend Nica Eaton-Guinn [minister@cvuuf.org](mailto:minister@cvuuf.org)  
Samantha Dickerson, Director of Religious Education, [dre@cvuuf.org](mailto:dre@cvuuf.org)  
Joel Rieke, Music Director, [musicdirector@cvuuf.org](mailto:musicdirector@cvuuf.org)  
Dianna Mueller, Administrator, [admin@cvuuf.org](mailto:admin@cvuuf.org)

### Board of Trustees 2016-2017

Tom Wolf, Board President, [president@cvuuf.org](mailto:president@cvuuf.org)  
David Barker, Vice President  
Kathleen Holland, Secretary  
Peter Schlaus, Treasurer  
At-Large Trustees: Dalila Sankaran, Kelly Castillo, Tim Snowber

### Additional UU resource links:

[Unitarian Universalist  
Association \(UUA\)](#) The  
UUA serves 1,000+  
congregations in the US  
and the world.

[Pacific Southwest  
District \(PSWD\)](#)

PSWD serves Pacific  
Southwest congregations  
including the States of  
California, Arizona and  
Nevada.

Sunday Services are held at 9:15 and  
11:00am with Coffee Hour following each  
service. Children's Religious Education (RE) is  
held during the 9:15am service, and  
Childcare is provided. During the 11:00am  
service, our high school RE program (YRUU)  
meets.

**Visitors are always welcome.**