



# The Flaming Chalice

The newsletter of The Unitarian Universalist Community Church  
69 Winthrop Street ~ PO Box 8 ~ Augusta, ME 04332-0008

## December Theme: Mystery Worship Services

December 2014

**December 7<sup>th</sup>**

“Holding Darkness, Holding Mystery...Transformation”

Entering our Dark Night may be absolutely essential to our spiritual growth. Our ability to move into darkness helps us let go of what is blocking our ability to move toward our true selves. Without acknowledging the mystery, the unknowing, in our lives, we cannot be transformed. *Guest Worship Leader: Rev. Becky Gunn, Minister Emerita, UU Society of Bangor, retired June, 2014.*

**December 14<sup>th</sup>**

Music Sunday Rev. Carie Johnsen, Joelle Morris, Music Director, Dale McCormick, Orchestral Director, UUCS Choir and Occasional Orchestra

This traditional holiday service has become a favorite among members and friends. Bring your family and your neighbors for this holiday treat. This service brings us together to sing and enjoy a morning of music highlighting the Unitarian Universalist Community Church Choir and Occasional Orchestra.

**December 21<sup>st</sup>**

(9:15) “Light Gives Hope”

Nicole Danielson, Sunday Morning RE Coordinator

This traditional holiday pageant gathers members, friends and family in celebration and love. Please note: Children and youth who would like to participate should plan to arrive at the church at 9:10 on the 15th. There will not be a rehearsal, just a little preparation time before the service.

(11:00) “In Search of Silence”

Rev. Carie Johnsen

A time of rest, reflection and renewal begins with being still in a cloud of silence. Join the Sabbatical Committee in sending Rev. Carie Johnsen off on the first part of her sabbatical.

**December 28<sup>th</sup>**

The Beginning is Now...

Rev. Sara Husjian  
Ellsworth

As we approach the end of one year and the beginning of a new one, this service and sermon will invite folks to consider what seeds they wish to plant in themselves to nurture health, growth and spiritual awakening in this present moment.

Wednesday, December 24<sup>th</sup> 4:00 p.m. & 5:30 p.m.

### **Christmas Eve Candlelight Service**

This Christmas Eve tradition will include two services. The early service at 4:00 will be specifically designed for families with young children. The second service at 5:30 will include the traditional of carols, readings and candle lighting. All ages are welcome at both services.

Wednesday, December 17<sup>th</sup> at 6:00 p.m.

### **Lighting the Way: Grief, Loss and the Holidays**

This Wednesday evening vespers service remembers the holiday season by including heartache, loneliness and loss. This service creates a compassionate, caring community that will be present to the hurt and the grief. It is a time to hold our unfilled dreams

## A Faith Journey by Rev. Carie Johnsen...

A Faith Journey...

Preparing this newsletter is a stark reminder of all that is in motion at Unitarian Universalist Community Church. Whether you are curious or anxious about all that is happening, this issue of the flaming chalice was prepared with an intention to bring you information and lots of it. I'm sure it will not answer all your questions and it may not put you completely at ease but, I do hope, it offers you a bit of respite from what has been our winding and shifting journey together.

In the four weeks I have before I depart on Sabbatical I have three primary goals. The first is to help orient, train, supervise and support our new staff as well as facilitate the development of connections to and expand the roles and responsibilities of the personnel committee. The second is to support and guide our church leaders and to empower them to take up more elements of our shared ministry. The third is to continue to educate the congregation on the practice of a sabbatical.

Sabbatical is an important time in a minister and congregation's life of giving and receiving. It is a time of growing for both the congregation and the minister on leave. For the congregation the time of sabbatical is an opportunity to take up more ownership in the vision of shared ministry and the day-to-day aspects of congregational life. UUCC leadership has worked to ensure that our church will not only survive during this special time, but thrive. So rest assured UUCC will continue to function fully while I am away: offering engaging and stimulating worship services, supporting each other, providing learning and enrichment activities, administering the business of the church operations, growing in our leadership and continuing our work in the world.

So many of you have asked me, "Are you excited about your sabbatical." The answer is, of course, "yes" and there is much more to it than that. In truth, I will miss all of you and my ministry here in Augusta.

This congregation, all of you, have been central to my formation as a minister. I came to you over five years ago newly ordained. Together we have grown in so many foundational and transformative ways. I have come to know who I am as a minister through our shared ministry, my growth as a spiritual leader and our commitment to being justice leaders in this Capitol City. My ministry has grown because of my deep regard and care for you and your families, and my sense of knowing we are doing good work together in a world that needs our liberal religious message of inclusion and healing.

Sabbatical is a necessary time of shaping my ministry apart from all of you. In my sabbatical activity—study, travel, contemplation and writing—I continue to grow as a minister. This sabbatical is also a time to nurture and remember who Carie Johnsen is -- the mother, the friend, the grandmother, and the daughter. She hasn't gotten lost along the way but it is hard to keep that identity vital in the demands of a rich and vibrant ministry.

And so, I will go with excitement and I will leave knowing I will miss you and our shared ministry. I leave knowing each of you will continue to grow individually and collectively in my absence, as will I. You will be different upon my return: I will come back changed.

Refreshed and renewed, our shared ministry is sure to grow into a more bounteous garden because we took this time to grow apart. I hope you will join me at the December 21<sup>st</sup> 11:00 a.m. service as we celebrate our shared ministry and covenant to continue working together during the sabbatical months.

In faith, Rev. Carie Johnsen

## President's Corner...

By: Gary Chapin

### ***Looking for People***

A lot of people at the church have spent a lot of time looking for a lot of people lately. As chair of the new Personnel Committee, Michaela Loisel, with a solid team behind her (Karen Allen and Deb Mattson) thought she was signing on for a fairly low impact church leadership position.

But no.

Since last July, we have gone through an intense hiring process for RE leadership (twice!), Office Administrator (twice!), and Music Director! The church Board of Trustees has had three "emergency" meetings to expedite hirings (in addition to all the normal meetings), and the flurry of e-mails has become something that might seem familiar to the snow bound denizens of Buffalo.

But now we find ourselves in a good place. Months of work have come to fruition. The Personnel Committee members – and all of the volunteer members of the various hiring committees – deserve your appreciation (and a nap), and the church has found good people to do good work. But it was hard.

I think looking for people is frequently hard, and I think that the life of our church is all about looking for people. Not just to hire, of course. We come to church looking for connection and relationship. We are looking for people. We come to do work, with people. We come to worship, with people. We come to pray and make music, with people. We come to feast and celebrate, with people.

It may sound obvious, or even trite – of course, we're looking for people, for community – but consider the many, many people in the world who feel and are alone.

Looking for people is hard. It hardly ever goes smoothly. But here in our church, we're pretty good at it. On my gratitude list, that's pretty high.

## Worship in the Face of Mystery...

The committee of Worship Associates will be setting up the altar soon to reflect the next monthly theme which is Mystery. Whatever dogma we may adhere to or eschew, the one thing worship focuses on is the Great Mystery. So the church has made a special place and defined a special time to gather together to contemplate and relate to this mystery. That, in essence, is worship.

This process of setting up altars to define sacred space for ritual and worship is an important one to Rev. Carie, and sharing it with us is one of the ways she has elevated worship in our church. How the altar will turn out for next month's theme is more of a mystery to me than it is to you (as I write this before the altar is dressed); such is the nature of time to reveal one of the great mysteries: that of what will be.

Next month we will take time to ritually send Rev. Carie off on sabbatical. During her absence our church will keep up with the practice of making special times and special places, and our services will be as usual. In the coming months we will be benefiting from the connections Rev. Carie made while visiting other pulpits because many of those ministers will now serve us in turn. This will connect us to the broader UU denomination right in the comfort of our own sanctuary. I imagine it will be like a professional version of the summer services, and I look forward to it very much.

I also look forward to receiving Rev. Carie at the other end of her sabbatical, a thing she does not only for herself, but for us as well.

Until then we will worship in the face of mystery, and in the fullness of time shall see what will be.

### **SAVE THE DATE**

## **Martin Luther King Day Speaker Breakfast**

Monday December 19, 2015  
9:00 – 11:00 a.m.

St. Xavier Church                      Parish Hall  
Winthrop, ME

Sponsored by Winthrop Area Ministerial Association

## Announcing Our New Staff...



### **Lynn Smith, UCC Office Administrator**

Lynn has a B.S. from Central Connecticut State University in Management Information Systems, holds a Paralegal Litigation Certificate from the University of Connecticut and a Novell Network Administrator Certificate from the HBM Technology Education Center in Hartford, Connecticut. She is a former associate member of the Connecticut Bar Association (CBA) and served on the Paralegals Committee of the CBA for several years.

She currently serves as Troop Leader for Girl Scout Troop #2266 and has served on the Girls Scouts in Central Area (SinCA) Service Unit Team. She is a resident of Augusta.

### **Bridget Convey, UCC Music Director**

Bridget Convey has found much fulfillment in exploring diverse styles of music and collaborating with living composers. She has been fortunate to work with composers such as Morton Subotnick, Mel Powell, James Tenney, Daniel Sonenberg, Gia Comolli, Richard Nelson, Don Stratton, Vineet Shende, Elliott Schwartz and many others. As a soloist and ensemble musician, Bridget has been heard at venues such as Lincoln Center (NYC); Dorothy Chandler Pavilion (Los Angeles, CA); Ojai Music Festival (CA); Maybeck Performing Arts Studio (Berkeley, CA); Percussive Arts Society International Convention (Columbus, OH); among many others.

For the past twenty years, Bridget has worked as a church musician for Lutheran Churches in California, the Wayne Community Church, and most recently at St. Matthew's Episcopal Church in Hallowell. Bridget received her Diploma from Mannes College of Music, NYC (Pre-college Division) 1989; BFA from State University of New York at Purchase 1993; and a MFA from the California Institute of the Arts in 1997.

Currently, she performs regularly with the Androscoggin Chorale, pianist Chiharu Naruse, percussionist Lynn Vartan, mezzo-soprano Joelle Morris and the VentiCordi Chamber Ensemble. Bridget serves as part-time faculty at UMF and adjunct faculty at Bates College.

In December, Bridget will work with Rev. Carie Johnsen to set music for 2015. She will begin leading the choir in January.



# NEWS ON REV. CARIE JOHNSEN'S SABBATICAL

**Sabbatical Dates:** December 22<sup>rd</sup> -- February 28<sup>th</sup> and May 1<sup>st</sup> -- July 26<sup>th</sup>

**Summer Vacation:** July 27<sup>th</sup> -- August 23<sup>rd</sup>

## WHAT IS THE SABBATICAL COMMITTEE?

The Sabbatical Committee's work includes (1) helping Carie prepare and plan for the church while she is on sabbatical, (2) communicating the plans to the congregation, (3) assuring the plans are carried out, and (4) supporting, guiding and appreciating church staff and committees. Our overall commitment is to make sure our church, the members and friends, and staff thrive during Carie's sabbatical.

The Sabbatical Committee includes liaisons from many of the church committees. Committee members are: Noah Gottlieb (Worship), Debbie Mattson (Personnel), Rita Cherubini (Membership), Nancee Campbell (Pastoral Care), and Abby Lourie (Committee on Ministry). Planning includes Sunday morning worship, pastoral care, and supervision and appreciation of staff.

You will continue to hear from the Sabbatical Committee. There will be a monthly column in the Flaming Chalice, there will be a printed brochure, and there are the Sabbatical Committee members. Please ask us your questions and tell us your concerns.

## SABBATICAL GOALS:

### CONGREGATION

Plan for meaningful and vibrant worship and religious exploration opportunities.

Strengthen interdependent relationships between Board, Committee Chairs and individual members through the Leap of Faith visions.

Community leadership common area: Whose in Charge Here? Plan for conversation with Carie in April.

Clearly articulate and communicate our shared ministry roles with regards to staff.

Celebrate Carie's return from Sabbatical.

### REV. CARIE JOHNSEN

A time of rest from the heavy demands of a scheduled life.

A time for professional and personal development to deepen her understanding of family systems and after-pastor ministry.

A time for cultural and religious immersion with Unitarians of Southeast Wales.

A time for nurturing relationships outside of the ministry to replenish and sustain the ministerial well.

## WHY IS REV. CARIE TAKING A SPLIT SABBATICAL?

Rev Carie is taking a split sabbatical because it fits well into her sabbatical goals and it is easier on the congregation to have the bulk of her time scheduled for the summer months when congregational life and the business of church slow down a bit. Rev. Carie will travel during the winter,

participate in a cultural immersion experience with the Unitarian Society of Wales and engage more deeply in a practice of reading, contemplation and writing. During the summer she will focus on her goals of spending more time with her family and building relationships to sustain her in her ministry.

### **PASTORAL CARE IN REV. CARIE'S ABSENCE:**

The UUCC has a team of trained lay *Pastoral Ministers* who provide a caring response to emergencies, personal challenges and life transitions that affect individuals, families and the congregation as a whole. This may also include referral to appropriate community resources. They also provide a pastoral presence for the congregation in response to a crisis or trauma in the community, and may include healing, prayer or meditation services. In the event of a serious illness or death, *Pastoral Ministers* are available to attend to the needs of members, their families and the congregation.

For access to the Pastoral Ministry Team while Rev. Carie is on Sabbatical, please contact Nancee Campbell at (207) 621-7727 or [pastoralministers@augustauu.org](mailto:pastoralministers@augustauu.org).

The *Caring Cooperative* is led by a trained lay *Pastoral Minister* who is skilled in accessing needed resources within the congregation when a member or friend is dealing with times of hardship, loss, illness or stress. The *Caring Cooperative* can provide phone calls and cards of care and sympathy in times of loss. They also can coordinate assistance for help with meals, shopping and running errands, providing transportation to doctor's appointments, and companion visits to members and friends who are home bound.

To arrange supports from the *Caring Cooperative*, please contact Cheryl Abruzzese at (207) 293-2123 or [cam1nik2@gmail.com](mailto:cam1nik2@gmail.com).

### **WHO WILL WRITE SOUL MATTERS PACKET?**

Seminarian and UUCC member Claire Curole has volunteered to write the monthly Souls Matter Packet. She will join with Rev. Carie Johnsen to edit and produce the December packet on "Mystery", then venture forth January through March. She will bring her own wisdom and favorite writings to the themes of Transformation, (Jan.) Play and Laughter (Feb.) Grief and Loss (March). They will continue to be distributed on the first Sunday of the month and in the all-church email the following week.

### **STAFF TRANSITIONS AND SUPERVISION**

We know many of you are wondering who will continue to support, train and supervise new and long standing staff in Rev. Carie's absence. While the full details of who will supervise who have yet to be worked out, you can rest assured that the respective committees (RE, SGM, Music, Board) will continue to support and train staff. UUCC's newly formed Personnel Committee will take up the role of one-on-one supervision. Each staff will be given a member of the personnel committee to check in with as needed and meet with monthly to review what's happening in their respective programs.

As the Chair of the Committee, Michaela Loisel is prepared to receive any calls of inquire, celebration or concern during Rev. Carie's absence. She is available at Michaela Loisel, Personnel Chair (207) 592-5655 [michaelatloisel@gmail.com](mailto:michaelatloisel@gmail.com)

### **WHO WILL LEAD WORSHIP?**

The Worship Associates, with Rev. Carie, have scheduled a variety of worship services. Worship will be lead by Unitarian Universalist ministers. Other services will be led by UUCC lay members and other interesting people. Please stay tuned, the Worship Associates are making arrangements.

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### **Worship Leaders**

#### **December**

Rev. Becky Gunn, Retired Minister  
Reiter Conley Family  
Rev. Sara Huisjen, Ellsworth, ME

#### **January**

Rev. Nancee Campbell, Retired  
Rev. David Chandler, Tamworth, NH  
Rev. Jodi Hayashida, Auburn, ME  
Rev. Mark Glovin, Rockland, ME

#### **February**

Rev. Kate Braestrup, Chaplain  
Rev. Christina Sillari, Portland, ME  
Stewardship Committee  
Small Group Ministry

**Worship Leaders for May to August will be announced in the spring!**

### **WHO TO CALL FOR CHURCH BUSINESS OR WITH GENERAL QUESTIONS:**

Day-to-day operations	Office Administrator, (207) 622-3232 <a href="mailto:admin@augustauu.org">admin@augustauu.org</a>
Issue of governance	Gary Chapin, Board President (207) 458-1726 <a href="mailto:accordeonaire@aol.com">accordeonaire@aol.com</a>
Worship	Kathy Shaw (207) 626-5744 <a href="mailto:kathyannshaW@roadrunner.com">kathyannshaW@roadrunner.com</a>
Professional Staff Team	Michaela Loisel, Personnel Chair (207) 592-5655 <a href="mailto:michaelatloisel@gmail.com">michaelatloisel@gmail.com</a>
Religious exploration	Diane Smith RE Committee Chair (207) 522-2871 <a href="mailto:smith.diane.ch@gmail.com">smith.diane.ch@gmail.com</a>
Pastoral Care	Nancee Campbell, Pastoral Ministry Chair <a href="mailto:pastoralministers@augustauu.com">pastoralministers@augustauu.com</a>

If you don't know whom to call, try the Sabbatical Committee. They are prepared to field any calls or inquiries and find the right person to respond. Co-Chairs are Rita Chrubini (781) 856-2335 [cherub1@rocketmail.com](mailto:cherub1@rocketmail.com) and Nancee Campbell at (207) 621-7727 [nancee1944@gmail.com](mailto:nancee1944@gmail.com)

## Personnel Committee...

UUCC's Personnel Committee hits the ground running: Almost as soon as the Board voted to form a Personnel Committee last May, we found ourselves involved in the first of several unanticipated hiring processes resulting in two new Religious Education Staff and soon, a new Administrative Assistant and Choir Director. All this activity has proven the adage "change is the only constant". Deb Mattson and I will now be able to focus on updating the Church Personnel Policy Manual and job descriptions and will be available to church staff for any Personnel needs that may arise. One take home learning from the after pastor conference (attended by Debbie) was the need to clarify and communicate the shared ministry roles and responsibilities of minister, board, personnel committee and congregation with regard to staff.

We will soon be recruiting for our third committee member and encourage anyone with interest in serving on this committee to contact me or Deb Mattson. The Personnel Committee oversees employment matters relating to paid staff other than the Minister and will meet on an as needed basis.

Michaela Loisel, Chair

## UUCC Office Hours Week of Thanksgiving

Monday, 10:00 am to 3:00 pm  
Tuesday, 10:00 am to 3:00 pm  
Wednesday 10:00 am to 3:00 pm

### Rev. Carie's Office Hours Week of Thanksgiving

Monday, 9:00 am to 5:00 pm  
Tuesday, 11:30 am to 5:00 pm  
Wednesday, 10:00 am to 2:00 pm

### **BEGINNING DECEMBER 1<sup>ST</sup>, REGULAR OFFICE HOURS WILL BE:**

**Monday, Tuesday and Thursday**, from 9:00 am to 3:00 pm. **Wednesdays** from 12 noon to 6:00 pm

## Summary of November 2014 Board of Directors Meeting

**AFTER PASTOR CONFERENCE:** Rev. Carie, Martha Naber and Debbie Matson traveled to Colorado to attend an After Pastor Conference sponsored by the UUA. Carie and Martha reported on the huge amount of critically helpful information they learned at the conference. There were 5 congregations in attendance and many UUA staff. Our reps have returned with a list of three issues to address, all of which will be folded into Leap of Faith actions. They were told that an estimated  $\frac{3}{4}$  of UU churches suffer ministerial misconduct. And after 20 years, some of them are still dealing with the aftermath.

**OPEN POSITIONS:** Sadly there have not yet been any applications for the new Music Director. The hiring committee will meet next week to discuss Plan B. The admin position has been advertised again and some good applications have come in for that position.

**SABBATICAL:** There was lengthy discussion regarding how the church will continue its ministry while Carie is on Sabbatical which will be December 22, 2014 to February 28, 2015 and then from May 1 to July 26. She will then be on vacation from July 27 to August 23. There is a committee, all up-to-date on everything happening at church and all prepared to make decisions. All the guest speakers have been chosen. Pastoral ministers have all been updated and freshly trained. A new brochure will be presented with info on how things will run. Carie will return to UUCCA in the fall, refreshed, reinvigorated and ready to rock and roll.

**ASK THE BOARD:** On November 23<sup>rd</sup>, after our Harvest Communion Service, in our Fellowship Hall there will be a Q&A Session called 'Ask the Board'. The congregation will be asked to speak of their concern or questions of what will happen while Carie is gone; how the church will be run; who to call in case of an emergency. Also this would be a good time to address any concerns you may have about recent staff turn-over.

## Goddess Continuing/ Earth Circles...

December brings the richness of the dark times, culminating in the Winter Solstice. I am suggesting a new way of doing Solstice, since Solstice is December 21, but Goddess/Earth Circles meets a week later.

***A Solstice packet will be available on December 21 with readings and reflections for the week.*** This is available, even if you do not usually participate in the group. The gathering on December 28, 12:15-2:00 p.m. will be an opportunity to reflect on living with the richness.

We may also have a Solstice gathering late afternoon/evening of December 21, if there is interest in doing so.

*Goddess/Earth Circles are open to all ages and genders. Please join us on the Fourth Sunday of the month, 12:15-2:00pm, in the Fellowship Hall.*

See information on the table in the lobby or contact Helen Zidowecki (582-5308, [hzmre@hzmre.com](mailto:hzmre@hzmre.com))

## Seasoned Souls to Meet...

**Seasoned Souls** is a group that is open to any congregant over 65 who interested in openly and honestly discussing the issues related to aging. The group meets every first and third Wednesday from 10:30 a.m. – noon in Fellowship Hall. Our meetings in December are on the 3<sup>rd</sup> and the 17<sup>th</sup>.



## Fundraising News...

### **GIFT SALE COMING on November 29th**

Please mark November 29th on your calendars for a Hannah's Boutique and Craft Gift Sale. More information will follow, or contact Hannah Faulkner at [hannahu3@fairpoint.net](mailto:hannahu3@fairpoint.net) or 293-9377.

### **SEPTEMBER 27TH YARD SALE A SUCCESS!**

Many thanks to everyone who donated treasures to our September 27th Yard Sale, and those who worked tirelessly setting up, pricing and selling merchandise in Fellowship Hall and then packing it away to carry elsewhere. On the day of the sale we brought in \$772.95 for the church. A craft table donation of \$7, and sales adding up to \$135 during coffee hours on the four Sundays that followed, brought the final total to **\$914.95** as of October 19th, the final sale day.

## Membership...

### **"Meet & Greet"**

January 25, 2015

Immediately after 2<sup>nd</sup> service (~noontime)  
in small living room in back of Sanctuary  
(Robbins Room)

The UCC Membership Committee invites all visitors, newcomers, and any others to a very informal gathering to meet and talk with members of the Membership Committee and other UCC leaders. Our goal is to provide an opportunity for anyone new, visiting, or long-standing to learn more about our church, feel connected, get questions answered, and meet a few more people in the church. Please commune with us for ½ hour or so for refreshments, community, and convivial conversation!

## Report from 'After Pastor Conference' Attendees

The Unitarian Universalist Association (UUA) invited our church and provided financial support to send a team to the After Pastor Conference in Denver. This conference was an unprecedented opportunity for lay leaders, ministers, regional staff and staff from the Ministry and Faith Development at the UUA to work together to address the long-term impact of ministerial misconduct in our congregations.

Rev. Carie Johnsen, Debbie Mattson, and Martha Naber attended. We met Joe Sullivan at the conference; he is the Executive Director of the Northern New England UUA. The four of us worked together as a team during the conference to help integrate the learnings to our church and other UU churches in Northern New England.

Our church has been identified as an After Pastor church because as a congregation we experienced clergy misconduct/abuse. It was not until we had an interim minister in 2006-2009 that we as a congregation identified the misconduct and asked for help from the UUA. As we examined our experience, we acknowledged that ministerial misconduct occurred in the 2 churches prior to merger and again after the merger. When we called Reverend Carie as our minister in 2009, we made it clear that she was stepping into the role of an "after pastor," meaning that she would minister to our church knowing that we had experienced clergy misconduct.

Sometimes it is hard to understand why we continue to identify as an "after pastor" congregation. We learned at the conference that congregations develop relational and communication patterns that inhibit the church from its full potential—a church that serves each member of the congregation and the world. We learned that those patterns norms, left unattended, create an environment where misconduct may happen again. Healing from the loss and trauma along with rebuilding ministerial relations is work that is ongoing for years following the misconduct.

**Debbie's** response to the conference: During the 3 days I was at the conference I resisted the need to continue to identify as an "after pastor" church. I am proud of our church and think we are doing well by each other and the world. In spite of my resistance, I learned about patterns common to "after pastor" churches. They include some of my observations of our church. I think we continue to struggle with communication and trust. Sometimes we are suspicious of decisions and wonder what really happened. Sometimes we don't speak when we are disappointed or worried; sometimes we don't know who to speak to when we are dissatisfied or worried about an aspect of the church.

**Martha's** response to the conference: As a newer member to UUCC I was unaware of the long history of ministerial misconduct experienced by many church members. The conference helped me understand patterns of working together, losses experienced by members and the trauma resulting in a congregation when these behaviors happen in a church. How people relate to the minister is also impacted. I am glad to have learned much to bring back to UUCC as we all move together into a future with different communication patterns and healthy relations with other congregation members and the minister.

**Rev. Carie's** response to the conference: UUCC has engaged in a tremendous amount of health systems work to increase the likelihood that misconduct will not happen again in the congregation. My ministry over the past five years has supported the continued work of developing systems process, policies and practices that clarify who we are, how we agree to do our work, and clarify our roles and responsibilities in this shared ministry. This conference was well crafted to help us examine what has been accomplished and identify what work is next. One such area of work is in the area of staff; specifically the lack of clarity in the distinct roles and responsibilities of minister, board, personnel committee and congregation. The team identified there is a misunderstanding of decisions and the assigning of blame. All too often individual members silence their thoughts, perceptions and needs or communicate them in an ineffective manner. This is work the new personnel committee will take up in the year ahead.

## From the Youth Advisor's Corner...

There was an exciting swirl of activity in our church this fall as we started up our Coming of Age and Peace Jam Youth Programs and has continued its positive momentum as we move forward towards the winter months.

### Coming of Age:

We began with 7 Coming of Age Youth (COA) and this weekend we welcomed 2 more into the program. COA helps our youth discern for themselves what it means to live a life of faith, individually and as part of a larger Unitarian Universalist faith community. It involves individual activities, community service, family participation and working with a mentor. Throughout history communities have welcomed youth on the cusp of adulthood with rituals of recognition, honor and celebration.

During this 9 month program, our youth will explore spiritual practices of meditation, prayer, authentic movement, art, music, social justice and sharing in community. We meet on the 1st and 3<sup>rd</sup> Sundays at the Drew house during both services, sharing breakfast, conversation and things we are grateful for, before beginning our COA activities.

We began our COA journey this fall with a team building experience at Camp Kieve and a sleep over at the Drew house. Our bonded youth felt so excited and energized after their time together at Camp Kieve that they insisted on helping out at the St. Marks Public Supper, so off we went to St. Marks where they pitched right in with their helping hands and giving smiles! Then they returned to the Drew house at 4:00 for our sleepover. Wow! What a day!

The final COA adventure in the spring will be a weekend heritage pilgrimage to Boston. We will visit the UUA, the UUSC, visit a UU Graveyard for a scavenger hunt for famous UU's and a visit to Thoreau's cabin site on Walden Pond. This trip is to help our youth understand the impact Unitarians and Universalists have had on our country. At the end of the year, they will share their faith statements with the congregation.

### Peace Jam: "Love is Louder" – a movement

Peace Jam's *One Billion Acts of Peace* is made up of tens of thousands of young people around the world, working together on projects. These projects are thought up, created and run by young people in schools, community centers, clubs, churches and other local groups.

We have 17 Youth interested in Peace Jam this year! There was positive, creative energy at our last meeting as the youth mobilized around their *One Billion Acts of Peace* Community Action Project idea for Peace Jam 2014 -2015. Then, the following Saturday they attended the Maine Peace Jam Slam at Unity College. The Unity Peace Jam Scholar's group hosted this event.

It was an exhilarating and fun day where our youth were engaged with Unity College student mentors playing team building games and activities that focused on youth leadership, taking risks and finding your voice to make positive change. Our youth attended workshops and interacted with guest speaker, Robert Shetterly. Some of you may have heard him here at our church last spring. He is well known for painting a series of portraits "Americans Who Tell the Truth." I encourage you to check out his website.

Our UU Peace Jam youth are also active volunteers for St. Marks Public Suppers.

They help with set up, food prep, serving and clean up. Each year the Peace Jam youth choose a community project to promote awareness, show support or generate positive change. While they organize and implement their community project, they will also be cooking and sharing a Peace Meal for the residents at Spring Rock Park Affordable Housing in December, cooking, serving and sharing an Elder Lunch in February and baking desserts for the St. Marks Public Suppers each month.

Coming of Age and Peace Jam are youth programs that are self-empowering and strengthen individual confidence as they challenge youth to define their inner convictions and act on them. Youth begin to "see" themselves as a positive, needed force in their world and ours. Our UU community values to inspire!

*Love is Louder,*  
Monique

## Nonviolent Communications...

The **Nonviolent Communications (also known as Compassionate Communications) Practice Group** meets on the First and Third Fridays, but changed the time to 1:15-3:15pm, in the Robbins Room. The first Friday will be a more informal meeting, with extended check-in and/or an empathy session. The third Friday will be a specific topic related to NVC.

Upcoming meeting dates are December 5 (Informal) and December 19 (Topic Meeting)

The group is open to people who have taken Nonviolent Communication Training programs, or who are/have been in a practice group. Others may attend, but are encouraged to attend a training when one becomes available.

Contact Helen Wing at 685-3804, [hcranewing@roadrunner.com](mailto:hcranewing@roadrunner.com). We can make the basic book, *Nonviolent Communication: A Language of Life*, by Marshall Rosenberg, available for you.

**Unitarian Universalist Community Church**  
**P. O. Box 8**  
**Augusta, Maine 04332-0008**

## Newsletter Submissions

Please submit all articles as an attachment in a Word document using Arial, font size 11. Don't forget to give it a title and sign it, and send it as an email to [newsletter@augustauu.org](mailto:newsletter@augustauu.org) with the article as an attachment. Photos of church activities welcome!

**Deadline: December 15.**

**Minister:** Rev. Carie Johnsen

**President:** Gary Chapin

**Sunday Morning RE Coordinator:** Nicole Danielson  
**Youth Advisor:** Monique McAuliffe

**Administrator:**  
[admin@augustauu.org](mailto:admin@augustauu.org)

**UU Office hours:** Monday and Tuesday 8a.m.-4p.m.  
Thursday-noon-8pm

**Choir Director:** Joelle Morris  
Office Hours Tuesday and Thursday-10:30a.m.-3:30p.m.  
or by appointment

**Small Group Ministry Coordinator:** Kathy Kellison  
**Office:** (207) 622-3232

### Minister's Fall Office Hours

**Rev. Carie Johnsen**

Monday: 12:00 - 5:00 p.m.

Wednesday & Thursday: 2:00 - 6:00 p.m./and by appt.

### UUCS Office Hours Week of Thanksgiving

Monday, 10:00 am to 3:00 pm

Tuesday, 10:00 am to 3:00 pm

Wednesday 10:00 am to 3:00 pm

### Rev. Carie's Office Hours Week of Thanksgiving

Monday, 9:00 am to 5:00 pm

Tuesday, 11:30 am to 5:00 pm

Wednesday, 10:00 am to 2:00 pm

### BEGINNING DECEMBER 1<sup>ST</sup>, REGULAR OFFICE HOURS WILL BE:

**Monday, Tuesday and Thursday**, from 9:00 am to 3:00 pm. **Wednesdays** from 12 noon to 6:00 pm