

Humboldt UU Fellowship

Contract Minister (Contract Minister)

Bayside, California | Pacific Western Region

Anticipated Start Date: August 2019

Term: HUUF is looking for a consulting minister who is open to becoming a settled minister should the congregation become capable of providing the level of compensation they desire.

Percent Time: 75% Time

Minimum Salary + Housing: \$46,000 | Using UUA Geo Index 3; 75% = Total salary and housing of \$46,000. The total cost of 75% ministry to the congregation is budgeted at \$68,000 and we expect the new minister to allocate those funds as best will fit the new minister's needs. Currently the benefits are allocated to a \$4,600 retirement plan contribution, \$9,800 for health insurance, a life insurance payment of \$1,200 and a professional expenses allowance of \$6,400.

Benefits: Retirement Plan; UUA Health Plan; Term Life Insurance; Professional Expense Allowance

Questionnaire

Description of minister's role in relation to other paid staff

The minister is expected to provide staff oversight to the half-time RE Director, the Choir Director who leads the choir two Sundays per month and our Sunday pianist who performs most Sundays from October through June. In addition, the minister performs day to day supervision of the congregational administrator who works 30 hours per week. We estimate the minister will spend about 15% of his/her weekly hours on staff oversight. Staff is highly motivated and collaboration between the minister and staff has been beneficial to the whole congregation.

Primary areas of focus for the minister in this role

The primary areas of focus of our new minister will be:

- conducting two intellectually and spiritually stimulating worship services per month,
- providing pastoral care,
- nourishing the strong sense of fellowship and community within the congregation,
- engaging substantially in our active RE community,
- maintaining our focus on social justice,
- providing guidance and support to the congregation in regards to involving and developing leadership among young people, families and new members, and
- maintaining momentum in being a less transactional and more transformational congregation.

Traditional holiday services celebrated outside of Sunday morning

Traditional holiday services celebrated outside of Sunday morning:

Minister led:

- In winter we celebrate Christmas and have a candlelight Christmas Eve service full of music from the choir. “Chalica” and Hanukkah celebrations are also offered.
- In the Spring we pay attention to Easter and Passover.
- On Memorial Day we honor Fellowship members who have passed and those whose names are listed on memorial stones in our garden.

Lay led:

- A Halloween Festival in late October that is focused on young children and open to the community.
- Throughout the year we offer nature-based celebrations which draw from ancient earth-centered traditions.

-For Thanksgiving we have an All-Fellowship potluck.

-In August we often host an All-Fellowship Retreat at a camp in a remote area of the county.

Status of the congregation as a Welcoming Congregation

We have been a Welcoming Congregation since 1999.

Status of the congregation as a Green Sanctuary congregation

We are not a Green Sanctuary Congregation. We meet most of the criteria for this designation but we are not yet accredited. See below for solar panel installation.

Status of the congregation as an Honor Congregation

Yes, we are an Honor Congregation and have consistently paid our fair share since at least 1980 if not before.

How the congregation defines good preaching and worship

Everyone enjoys a good sermon! But of course we all have our different perspectives on what makes it 'good.' Our recent congregational survey gives us some insight into which aspects of Sunday services are most important and meaningful to our congregants. Respondents most liked services that:

- Provide a sense of belonging and connectedness,
- Contain intellectual stimulation and new perspectives,
- Inspire uplifting emotional experiences helping us cope with life circumstances,
- Explore philosophical and theological views on how to approach life,
- Celebrate common values and diverse beliefs in UU history and traditions,
- Inspire action for social and environmental justice and change, and
- Share experience and understanding of different spiritual traditions and practices.

We find ourselves in agreement with the following:

“Preaching is best when it’s a thoughtful and sincere sharing of the heart and mind from whoever is speaking. It’s best when it stirs the listener to engage the topic and the question for themselves – and then to engage in conversation with others about the topic so there is a sharing of the journey. Worship and preaching are all about creating a communion of spirit between people and about encouraging all of us on the way.” Rev Bryan Jessup

About Humboldt UU Fellowship

Contact Methods

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Phone: 707-822-3793

Website: www.HUUF.org

Meeting Address

24 Fellowship Way
Bayside, ca 95524

Mailing Address

POB 506
Bayside, CA 95524

This Congregation **has** a 501(c)(3) status of its own

Congregation Life

Describe your Congregation and its culture:

Since our founding, members have engaged with each other to plan and carry out each stage of our development. Historically, we have achieved almost every endeavor we undertook. Every time the latest goals

were achieved—we embarked on a new exploration of what we wanted to do next.

Our Congregation is a blend of old and new, the young and the young at heart. We love to socialize and learn together, seeking spirituality, wisdom, friendship, and support. We come from many religious perspectives, with other faith traditions continuing to be an important part of many peoples' religious lives, chiefly Earth-centered Traditions, Humanism, Buddhism, Women's Spirituality, Christianity and Atheism. For several years HUUF has offered earth based rituals throughout the year and in October 2018 established a CUUPS chapter.

We have an active Social Action Committee and Religious Education program. Music is an important part of our Congregational life and we employ a pianist and choir director. Our fellowship marches with pride each year at the local Pride Parade and has worked to support LGBTQ issues in our community. Approximately 25% of our congregation identifies as bisexual, lesbian or otherwise non-heterosexual with many of them active in the leadership within the congregation and beyond. We have provided the OWL curriculum to approximately 55 young people with a vibrant, member participation in the LGBTQ session. Being in a rural region of Northern California, we are a largely white congregation. Issues of racial justice are still at hand and members of the Fellowship have participated in the local 'Justice for Josiah' Black Lives Matter action, the True North campaign (described below) and the Sanctuary Movement. When asked in the recent survey which characteristics in a new minister might they feel uncomfortable with, respondents overwhelmingly said 'politically conservative' (83%). There was also a disinterest in any minister strongly Christian (51%) or even strongly Atheistic (24%). Race, ethnicity and gender of the new minister were NOT selected as issues of discomfort. Gender identity in terms of gay, lesbian, bisexual and queer were equally a non-issue, while a handful of people (7 and 8%) said they were uncomfortable with a transgender or gender fluid minister.

Our Fellowship is greatly influenced by the unique natural environment of Humboldt County where the redwoods meet the ocean. In our Sanctuary, two exquisite paintings of redwoods and rows of windows opening to our natural valley setting contribute to the worship experience. We are located near one of the most environmentally aware universities in the world with a high interest in the arts and outdoor activities. There has historically been a connection to the university and the Fellowship benefits from access to speakers, students, and programs the university provides. There is great concern in the congregation about climate change and a new ad hoc committee has been formed to help the congregation address the many issues involved.

We are culturally lively and quite self-sufficient. We covenant to make policy and directional decisions by a consensus process. Our congregation was lay-led for 12 years (1993-2005) during which our membership

provided all the program planning, administration, and ministering to one another. We were fortunate to have several retired UU ministers among us who were/are very engaged, sharing their wisdom and experience. Our process to re-introduce a professional minister was an opportunity to reflect upon our Fellowship, and we learned much about ourselves. This helped us plan better for the future, and with the engagement of our current minister we are fortunate to have gained even greater clarity. With his full support we have continued to participate as worship leaders and RE teachers, as well as to minister to one another in times of celebration and sorrow.

Your Congregation's mission:

Humboldt Unitarian Universalist Fellowship Purpose

Within us the Purpose of our Fellowship is:

To nurture love, truth, justice, goodness, spirit, integrity and health.

Among us the Purpose of our Fellowship is:

To practice and promote a truly welcoming, caring and diverse community.

And...Beyond our Walls the Purpose of our Fellowship is:

To help empower people to model and promote social and environmental justice

and to stand up for and serve the most vulnerable.

Describe and provide examples of how your Congregation lives its values:

The congregation tries to practice what it preaches. One Sunday per month the congregation donates the loose offering to a local community organization chosen by the Social Justice Committee which amounts to around \$500/month. The congregation is very concerned about climate change in particular and the environment in general. Many congregation members in their professional and personal lives are actively working on climate and environmental issues whether as scientists, land managers or other. As an example, the congregation agreed to self-finance the installation of solar panels for the campus which provide 50% or more of the electricity that HUUF uses. Other members are leaders in our community on social justice issues or working for education

and other non-profit organizations whose missions are to improve the lives of our fellow residents. Several HUUF members were the key organizers of the January, 2017 Women's March which drew over 7,000 marchers from our 135,000 population county. In 2016 the congregation agreed by consensus to become a Sanctuary Congregation and several of its members were the primary people who succeeded in placing a ballot initiative on the November 2018 Humboldt County ballot for citizens to vote on whether Humboldt County should be a sanctuary county. The measure passed overwhelmingly.

We have had Sunday services and informal discussions about continuing to become aware of and welcoming of trans-gender people. We are working at becoming mindful and using people's correct pronouns.

Link to your Safe Congregation policy:

We do not have a Safe Congregation policy at this time.

Worship service schedule:

From October through June, services are provided at 9:00 and 11:00 am on Sundays, with a hiatus from the early service from Thanksgiving through the end of the year. From July through September, services are provided at 10:00 am on Sundays. We provide child care year round for all services and for most events.

Personnel

Name	Position	Paid Hours per Week	Year Started
Bryan Jessup	Minister		2013
Therese Fitzmaurice	Religious Educator		2017
Bridgette Garuti	Congregational Administrator		2017

Additional personnel notes:

There are several board members and lay leaders who contribute significant time and expertise to support the

Fellowship. There are 3 stipend positions, and several paid positions, none of whom work more than 2-4 hours/week.

Congregation History

Provide your Congregation's founding history:

The first Unitarian Society in the area was founded in 1905. Its church building, located at Ninth and E Streets in Eureka, was dedicated in 1909 and was active until 1918 at which time it was closed, a casualty of World War I. Thirty-five years later, in 1953, several families associated with Humboldt State University started to organize as they wanted a liberal religious education for their children. They first met in private homes and later in the Native Sons of the Golden West on Third Street in Eureka. The application for recognition as a Unitarian Fellowship was signed in 1954. In 1962 a building was constructed on Old Arcata Road and the Fellowship moved to that site in 1963. The congregation bought its current property in the late 1980s and moved into its new home in the fall of 1993.

Date founded: 9/1/1954

Describe important events in your Congregation's history:

This Fellowship has a proud history of courageous leadership from its members and its ministers. It has provided spirituality, warmth, stimulation and companionship to its members and service to Humboldt County and the larger community. During the civil rights movement, our African American Minister, Lewis McGee walked in the historic march on Selma, Alabama. In the 1980's we were a Sanctuary Congregation for a Latin American Family. As the Fellowship grew, we embarked upon planning and raising funds to build a new building. A beautiful architecturally-designed building in a wonderful natural setting was completed in 1993. In 2018 we celebrated 25 years in our building including paying off all member loans such that the entire HUUF campus is now debt free.

During the time this congregation was lay-led (from 1993-2005) we became a Welcoming Congregation and engaged in Marriage Equality. We celebrated a return to ministry with the hiring of the Rev. Dennis Reynolds. Dennis, and with the later assistance of the Rev. Joy Atkinson, prepared us to secure our current minister the

Rev. Bryan Jessup. Bryan has helped the Fellowship to deepen spiritually and grow as a beloved community. Bryan has also mentored members to connect more effectively with social issues within the larger community, and nurture the leadership of members. With Bryan's encouragement, our affiliated community minister and member, the Rev. Jamila Tharp initiated and continues to lead our Soul Matters groups. We are part of True North, a local community organization working with Latinos and Native Americans, and are a Sanctuary Congregation. Our members helped lead the successful campaign for Humboldt County to become a Sanctuary County.

Ministerial History

Start	End	Position	Name	Job Title
2013	Now	Contract	Bryan Jessup	Minister
2012	2013	Interim	Joy Atkinson	Interim Minister
2011	2012	Contract	Dennis Reynolds	Contract Minister
1979	1993	Called	Albert Thelander	Minister
1973	1974	Called	Joy Atkinson	Minister

Ministers Emeritus/a

Name	Date Voted Emeritus/a	Year Deceased
Albert Thelander	7/31/1993	2014

Additional ministerial history notes:

We were fortunate to secure the Rev. Dennis Reynolds and valued his time with us, but due to family matters he terminated his contract much sooner than we had hoped. The Rev. Joy Atkinson then became available to help

us transition to professional ministry and with the hiring of the Rev. Bryan Jessup. The congregation is in full agreement as to the benefits of professional ministry.

Describe any important Lay Leaders:

Important lay leaders include Thea Gast - elder; Scott Allen – building and maintenance, Dave Harris – finance, Berti Welty and Greg Blomstrom – Co-presidents, Bonnie MacGregor – Program and Worship, Jamila Tharp – Community minister.

Membership & Finances

The data for the table below comes directly from the UUA's annual congregational certification.

Year	Total Pledge Income	Total Operating Expenses	Membership	Youth Enrollment	Avg. Attendance
2018*	\$178,480	\$188,763	178	60	100
2017	\$175,007	\$175,617	154	52	124
2016	\$161,662	\$191,486	148	50	120
2015	\$141,860	\$191,273	144	52	106
2014	\$131,945	\$157,661	142	30	98
2013	\$116,702	\$156,766	140	35	98
2012	\$108,681	\$132,112	145	42	91
2011	\$109,250	\$138,597	140	48	98
2010	\$116,815	\$148,535	152	66	105

Year	Total Pledge Income	Total Operating Expenses	Membership	Youth Enrollment	Avg. Attendance
2009	\$112,000	\$151,772	156	58	121

The following notes and/or explanations have been offered by the congregation:

Year	Note/Explanation
2018	Our long time chair of the membership committee passed away in 2017, and it is likely the protocol for counting average attendance is in transition to the new committee hence the possible drop in average attendance from 2017 to 2018.

Demographics

What percentage of members do you estimate identify as people of color?

5-9%

What percentage of members do you estimate identify as lesbian, gay, bisexual, transgender, or queer (LGBTQ)?

10-24%

Please describe the gender makeup of your congregation

In our recent Congregational survey, of 125 respondents--74.4% identified as female. This is consistent with a trend overtime of increasing numbers of women in the Congregation and decreasing numbers of men in the Congregation.

What number of staff (including full and part time) identify as people of color?

0

What number of people of color serve as leaders or chairs of your volunteer committees and program teams?

0

What number of your Board of Trustees identify as people of color?

1

What changes have you made in the last 3-5 years, if any, to include the racial and ethnic diversity of your congregational staff and volunteer leadership?

We acknowledge that racial and ethnic diversity is an on-going struggle for our congregation some of which has to do with the makeup of our community. Congregation members are activists in anti-racism and environmental justice community groups. Our Social Action Committee has offered several book discussions and opportunities to engage the issue of systemic white supremacy. We acknowledge that the Fellowship grounds are on Wiyot Tribal lands during Sunday services and that we are only the caretakers of and not the rightful owners of our beautiful campus. Members have mentored people of color into leadership positions. Three years ago, when we began providing stipends to RE teachers, we have been able to pay three teachers from diverse cultural backgrounds.

Accessibility

Is your Congregation's meeting space wheelchair accessible? Yes

Wheelchair accessibility details:

There is an ADA approved parking space and concrete walkway from the parking lot into the main building and Sanctuary. In addition, the main walkway passes the RE building which also makes it wheelchair accessible.

Does your Congregation provide assisted listening systems? Yes

Assisted listening system details:

We offer a “coil loop system” which provides assisted listening for those with hearing aids.

Describe other ways your congregation has dealt with accessibility:

HUUF is a family friendly congregation. Child care is provided for virtually all events. The entire HUUF campus is available to the community for events and several organizations meet monthly including the Humboldt Bay Mycological Society and the Sufis. The foyer and Nursery are both wired for sound so that participants who can't be in the sanctuary can still hear the program being presented. Because HUUF has movable chairs and not pews, HUUF can accommodate multiple wheelchairs. HUUF also has two transfer chairs to help people with mobility problems. We are not on a bus route so work to provide transport for at least our members who need it. We have a few large print hymnals. The bathrooms in the Sanctuary are mostly ADA accessible, while the bathroom in the RE buildings is ADA accessible.

Resources & Programs

List the resources and programs your Congregation used or participated in during the past year:

Soul Matters Groups, Black Lives Matters Action, True North Campaign, Sanctuary Movement, OWL Program, Thursday Night Reflections, Ancient Forest Sangha, Mens and Womens group monthly meetings, Cakes for the Queen of Heaven, monthly art exhibit, Gay Pride parade, Halloween festival, teen movie night.

Describe your religious educational programs:

One of the vital aspects of our community is our thriving Youth and Family programming. We currently have nearly 100 youth registered in our Sunday program with an average Sunday attendance ranging from 25 to 40 participants. Some families come every week while others choose to come seasonally or based on particular offerings. New Youth and families are welcome to participate every week. We offer additional opportunities including our monthly Soul Matters Family Groups, an annual dance party, parent's night out, Fiesta Night, a retreat on the Mattole, and a magical Halloween Festival.

Describe your youth and campus ministry programs:

Our teen group is a space for older youth to come together and create their own community with the intent to cultivate love and understanding of self and others. Curriculum is self-directed, designed to allow students to develop a personal ownership of the UU principles. Currently, they are focused on the Coming of Age Program. Many of the teens attend YRUUP Conferences in the San Francisco Bay Area throughout the year.

Surrounding Community

Describe the character of the surrounding community, including population and demographics:

We are a rural community on the north coast of California, 70 miles from the Oregon border. Though located in unincorporated Bayside, we are just outside city limits of the university town of Arcata. Arcata is proudly liberal, with a substantial student population and a large resident professor and lecturer population. Humboldt County was traditionally dependent upon ranching, timber, and fishing and retains a deep identity as rural and ruggedly independent. Our redwoods, rivers and mountains are also popular with eco-tourists and visitors from all over the world and most that live here enjoy the outdoor beauty and activities. In the recently completed election, voters elected to continue an increased sales tax to fund roads and public safety while at the same time passed a measure to become a sanctuary county.

Geographically we are a large county at 4,052 square miles. The Fellowship has members from as far north as Trinidad, east to Blue Lake, and south to Fortuna – a radius of about 25 miles. There are nine different tribal groups in Humboldt – HUUF sits on Wiyot land - and they strive to preserve their cultural traditions. The Latino population has grown in recent years with many working in the dairy and agricultural industries. Humboldt State University has recruited students of color from urban areas but has done little to help them find a welcome in this predominantly white area with century's old deeply imbedded racism. Tensions have erupted and some very sincere efforts are now being made to confront the history and open to authentic inclusion.

Humboldt has always benefited from the presence of artists which have contributed to the development of cultural traditions, events, and art in public places throughout the county.

Humboldt County

Population- 135,182

Median age- 37.6

Median household income- \$42,685

Median rent- \$899

% bachelor's degree- 49% Arcata, 28% Humboldt County

Poverty rate- 21%

#of Employees- 59,587

Median property value- \$279,000

Ethnicity- 75.4% White

10.7% Latino

6% Native American

6% Asian, Black and all others

While Humboldt County is known as the queen of cannabis few acknowledge the drug and poverty problems that go along with the cannabis “scene”. “Weed” became the job of choice generated by changes in the logging and fishing industries that broke generational reliance on good jobs. In addition; Humboldt’s isolated location and its general populations’ lack of education have led to people seeking relief from boredom and poor expectations in drug use. ,The placement of a federal prison in Del Norte County just to the north brought prisoner families to Humboldt County for services. All these trends have increased crime. Add to this the baby boom tolerance for recreational drugs that brought hundreds of “back to the land” growers to Humboldt which in time attracted the attention of drug cartels and transient trimmers. All of this created layers of poverty, crime, illness and addictions. In our own rural way, there are big discrepancies in wealth – though more spread out and hidden, it just highlights the fact that HUUF members are not only mostly privileged because of our whiteness, we are definitely also privileged because of our education, achievements and well-being. May of our members actively work to relieve these conditions in their health, welfare, and educational professions as well as in the social action activities of our congregation.

Describe how your Congregation is known/perceived by the larger community:

We are considered a progressive and inclusive spiritual community. Over the years our members have been leaders within the environmental movement, the feminist movement, civil rights, peace and nuclear disarmament, and sanctuary movements. From the beginning, members of our congregation have been teachers, legal professionals and leaders of non-profits addressing social and economic inequality. More recently, members and our current minister Bryan and his wife Edie are leaders addressing the challenge of homelessness in our county. One of HUUFs members, with strong member support, wrote the successful ballot initiative to declare Humboldt County a sanctuary county. We have become known as a safe and sacred site for diverse spiritual practices: Sufi Dancing, Earth-based ritual (including Starhawk), and the Ancient Forest Sangha. Hundreds of children from the wider community know the Fellowship as hosts to a magical Halloween festival that uses myths, skits and fairy tales to imbue children with a sense of connection to the Earth and confidence in their value as part of humanity. HUUF is recognized as a safe place for the oppressed and depressed to gather in response to devastating news and troubling current events. We are asked by individuals in the wider community to perform weddings and memorials because we are spiritual without being dogmatic and everyone is made to feel welcome.

Describe your Congregation's religious, political, and social context from a historical and current perspective.

In 1954 when HUUF was formed, the local community probably looked on with amusement at a bunch of college professors forming a "religious" organization to teach their children progressive values. These views likely changed when HUUF hired it's first (and to date) only African American minister who participated with several HUUF members in the march on Selma in 1965. In the late 60's and 70's members became more engaged in the fight for social justice and led to HUUF becoming a sanctuary congregation (for the first time) in 1980. Given that many of the founding members of HUUF were college professors in the fields of science and natural resources it should come as no surprise that many HUUF members were leaders in the local environmental movement and have given Humboldt County and Humboldt State University its green reputation. In the 90's and 2000's HUUF actively engaged in the LGBTQ movement and as noted above became a welcoming congregation in 1999. Today, roughly 25% of members identify as lesbian, gay, queer or other.

Today we have 80 year old members who, along with others have led demonstrations in front of the Arcata City Council (which actively describes itself as liberal) seeking 'Justice for Josiah' which has brought the issue of

racial discrimination and racial equity to the forefront of our very white county. Our collaborator on Latino and Native American issues, True North adopted its founding value statement virtually straight out of the UUA Seven Principles.

Over the intervening 65 years HUUF has become a safe place for people seeking spiritual insight or for people seeking a community of like-minded progressives, passionate about their values, or both. Humboldt County has changed dramatically in the last 65 years. In 1954 it was a conservative rural county with a resource driven extractive economy. Today, while still rural, it is much more progressive (but still with racial and social justice issues). The county is much less dependent on resource extraction and more aware of the environmental and social costs of that extraction. The county is more tolerant of LGBTQ people than ever before, but still has a ways to go to be welcoming in the manner that HUUF is. HUUF has been a leader in many of the social and environmentally progressive movements in Humboldt County. Going into the future we strive for HUUF to continue to be a safe and welcoming place for all peoples to hear spiritual discussion that draw on all our UU sources, in a community of people passionate about promoting progressive values, anchored in our HUUF Mission and our UUA Seven Principles.