

Rinda Bartley

Years in this Church 35

Years a UnitarianUniversalist 50

Committees Served: Worship Associate, Worship Committee Interim Chair, Committee on Ministry, Board of Trustees (2 terms), Executive Team, Canvass Co-Chair, Leadership Development Chair, Church Council Program Chair, taught RE.

Anti-Racism/Anti-Oppression training completed: Jubilee II (x2) and various others through my employment.



I believe the purpose of our church is: To provide a liberal spiritual community in which members and friends participate in vibrant worship, learn about Unitarian Universalism as a faith tradition, explore their personal faith journey, share they joys and sorrows with fellow seekers, explore the implications of how to live/act in this complex world in light of our faith, to build and sustain multigenerational, multicultural, anti-oppressive, Justice-seeking community. To support members and friends to live out UU values in Oakland, their home communities, their work places, their families and in the wider world. To help raise our children to be comfortable in articulating and practicing UU values, and with the confidence and security that they are loved by their church community. To comfort and support individuals and families during times of transition, celebration and sorrow. To provide a venue in the heart of Oakland for community gathering, collaboration and support.

The characteristics most important in the minister who will serve this congregation are: (number 1-5)

___Age	___Sexual Orientation
___Marital Status	___Gender
3 Attitude toward diversity in church membership	___Sexual Identify
4 Previous experience	1 Leadership style
___Denominational involvement	2 Theology
___Ethnicity	___Other _____
5 Race	___Other _____

The areas of expertise most important in the minister who will serve this congregation are: (number 1-5)

4 Administration	5 Pastoral Care
___Community outreach	1 Preaching and worship
___Counseling	___Religious Education
___Finance	2 Social Justice
___Knowledge of Unitarian Universalism	___Fund-raising
3 Other - Knowledge of Organizational Development	___Other _____
___Other _____	___Other _____

If I am elected to serve on the Ministerial Search Committee, the special gifts, skills, interests I bring are:

From my 30-year career as a public school teacher and school administrator and significant experience in church lay leadership, an ability to hold the big picture and the details alike, communication skills (written and verbal), knowledge of church history (recent and further back) experience selecting candidates for significant leadership positions, general knowledge of current church processes, general knowledge of current church committees and working groups, ability to hold confidentiality when necessary and communicate when appropriate, ability to work well as a member of a team and to provide responsible and timely follow-through.

I am prepared to make the significant commitment of time and energy that I know this responsibility will require

Signed: *Rinda Bartley*

Noemi de Guzman

Years in this Church: 14

Years a Unitarian Universalist: 14

Committees Served: Board of Trustees (member, secretary, president), Committee on Shared Ministry (member), 2015 Capital Campaign (co-chair), Journey Toward Wholeness Transformation Team (member), Adult Faith Development Core Curriculum Team (member)



Anti-Racism/Anti-Oppression training completed: FUCO - Jubilee, Beloved Conversations (co-facilitator for 2nd and 3rd cohorts); professional life - consultant for health equity; undergraduate - ethnic studies; various other workshops

I believe the purpose of our church is: To inspire mutual relationship, invite participation in building Beloved Community, and enliven and sustain our human spirit (through worship, celebration, fellowship, and education) for the work of personal and collective liberation.

The characteristics most important in the minister who will serve this congregation are: (number 1-5)

<input type="checkbox"/> Age	<input type="checkbox"/> Sexual Orientation
<input type="checkbox"/> Marital Status	<input type="checkbox"/> Gender
<input checked="" type="checkbox"/> Attitude toward diversity in church membership	<input type="checkbox"/> Sexual Identify
<input checked="" type="checkbox"/> Previous experience	<input checked="" type="checkbox"/> Leadership style
<input checked="" type="checkbox"/> Denominational involvement	<input checked="" type="checkbox"/> Theology
<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Other _____
<input type="checkbox"/> Race	<input type="checkbox"/> Other _____

Of the characteristics listed above, those marked with an “X” would be of interest. As listed, each is open to interpretation; I would not prioritize them without discussing definitions but would consider all characteristics of a minister.

The areas of expertise most important in the minister who will serve this congregation are: (number 1-5)

<input type="checkbox"/> Administration	<input type="checkbox"/> Pastoral Care
<input checked="" type="checkbox"/> Community outreach	<input checked="" type="checkbox"/> Preaching and worship
<input checked="" type="checkbox"/> Counseling	<input type="checkbox"/> Religious Education
<input type="checkbox"/> Finance	<input checked="" type="checkbox"/> Social Justice
<input checked="" type="checkbox"/> Knowledge of Unitarian Universalism	<input type="checkbox"/> Fund-raising
<input type="checkbox"/> Other _____	<input type="checkbox"/> Other _____
<input type="checkbox"/> Other _____	<input type="checkbox"/> Other _____

Of the areas of expertise listed above, those marked with an “X” would be of particular interest. As listed, each is open to interpretation; I would not prioritize them without discussing definitions but would consider all areas of a minister’s expertise.

If I am elected to serve on the Ministerial Search Committee, the special gifts, skills, interests I bring are: Ability to hold both big picture and “granular” views, ability to listen, critical thinking, service orientation, leadership experience. I move in the world as an immigrant person of color who has competency in navigating white culture.

I am prepared to make the significant commitment of time and energy that I know this responsibility will require

Signed: /s/Noemi de Guzman

Charlotte Dickson

Years in this Church: 21

Years a Unitarian Universalist: 21

Committees Served:

I have served on many committees since 1997, oftentimes in a leadership position. When I first came to the church, I headed up the **nursery committee** which supported Dorothy Paul and the families during our time at First Baptist and then set up the nursery when we returned to 14th and Castro. I then joined the **Children's Religious Education Committee** and taught RE for 4 years. I joined the **Center for Urban Family Life (CUFL) Board** and served as chairperson during the time when we were establishing the McClymond's Scholarship program with the Poulters, and our Digital Divide project. I was part of the original **Transformation Team** which brought the **Journey Towards Wholeness** program to our church. I was a member of the **Committee on Shared Ministry** for 5 years, including 2 years as the chairperson. I was the chairperson when Rev. Huff resigned. Throughout, I have been part of a **couples' group** that started at an all-church retreat in 1998.

Anti-Racism/Anti-Oppression training completed:

I completed my first Peoples Institute for Survival and Beyond Anti-Racism training (the precursor to Jubilee 1) in **1988** and have participated in multiple (about 5) Peoples Institute, Crossroads and Jubilee I and II trainings since then. I have served as a chaplain at the church's Jubilee I and II trainings, and participated in Beloved Conversations in 2017.



I believe the purpose of our church is:

To transform lives, community and society through

1. Building deep, inclusive community among members and friends that a) seeks, uncovers, celebrates and shares the holy, and b) provides material support,
2. Raising children to embody UU values in the world,
3. Working to build a just and loving world that humanizes all people.

The characteristics most important in the minister who will serve this congregation are: (number 1-5)

___Age	___Sexual Orientation
___Marital Status	___Gender
__3__Attitude toward diversity in church membership	___Sexual Identify
__2__Previous experience ONE PREVIOUS MINISTRY	__1__Leadership style COLLABORATIVE
___Denominational involvement	__5__Theology
___Ethnicity	__4__Other Anti-racism, anti-oppression leaders _____
___Race	___Other_____

The areas of expertise most important in the minister who will serve this congregation are: (number 1-5)

___Administration	___Pastoral Care
___Community outreach	__3__Preaching and worship
___Counseling	__5__Religious Education
___Finance	__1__Social Justice
__4__Knowledge of Unitarian Universalism	___Fund-raising
__2__Other building church leadership & community ___	___Other_____
___Other_____	___Other_____

If I am elected to serve on the Ministerial Search Committee, the special gifts, skills, interests I bring are:

Expertise in 1) organizational development, 2) anti-racism analysis and practice, 3) team building & collaborative decision making along with 4) deep knowledge of our church's history, functions and ministries, 5) previous work with the PCD and ties to the UUA and 6) SENSE OF HUMOR and FUN

I am prepared to make the significant commitment of time and energy that I know this responsibility will require

You betcha!

Signed Charlotte M. Bille

Donna Fujioka

Years in this Church: 30 (28 as a member)

Years a Unitarian Universalist: ~60 (2nd gen. UU)

Committees Served: Ministerial Intern; Transition Team; JTW; Shared Ministry; Assessment Team. Also taught Pre-K/K and K/1 church school.

Anti-Racism/Anti-Oppression training completed: Jubilee 2 (2x); Beloved Conversations (2x)

I believe the purpose of our church is: Inspire and transform ourselves and the world to become our best selves.



The characteristics most important in the minister who will serve this congregation are: (number 1-5)

___Age	___Sexual Orientation
___Marital Status	___Gender
_2_Atitude toward diversity in church membership	___Sexual Identify
_3_Previous experience	_1_Leadership style
_4_Denominational involvement	___Theology
___Ethnicity	_5_Other___Energy_____
___Race	___Other_____

The areas of expertise most important in the minister who will serve this congregation are: (number 1-5)

___Administration	___Pastoral Care
___Community outreach	_1__Preaching and worship
___Counseling	_5_Religious Education
___Finance	_4_Social Justice
___Knowledge of Unitarian Universalism	___Fund-raising
2 Other ___Communication_____	___Other_____
3 Other ___Cultural humility_____	___Other_____

If I am elected to serve on the Ministerial Search Committee, the special gifts, skills, interests I bring are: Willingness to listen to and consider the insights and wisdom of everyone from youth to elders and those in-between. I am always willing to learn as more than once (ha, ha, way more than that!) my pre-conceptions have proven to be wrong. I try not to take myself too seriously, although of course I would take this task quite seriously.

I am prepared to make the significant commitment of time and energy that I know this responsibility will require

Signed_____/DHF/_____

Lynn Gallogly

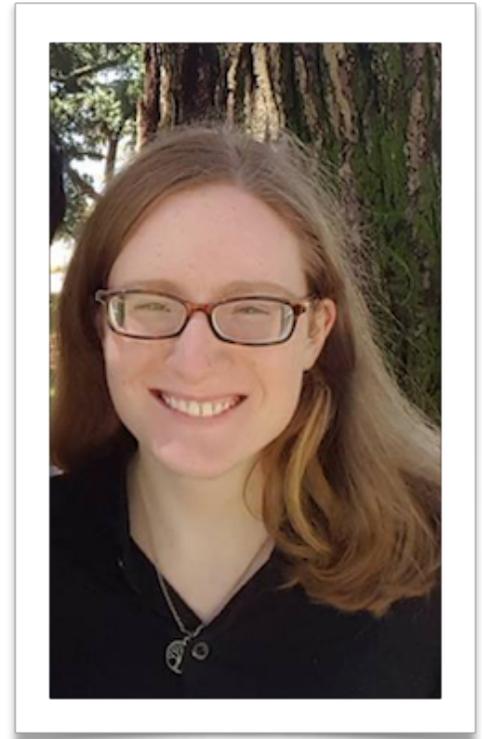
Years in this Church: 4

Years a Unitarian Universalist: 20

Committees Served: Worship Associates, Worship Team, Vespers/Second Tuesdays

Anti-Racism/Anti-Oppression training completed: Beloved Conversations, Jubilee

I believe the purpose of our church is: To foster and grow community; to nurture the spiritual lives of its congregants so that they can work for a better world.



The characteristics most important in the minister who will serve this congregation are: (number 1-5)

___ Age	__5__ Sexual Orientation
___ Marital Status	_4__ Gender
__2__ Attitude toward diversity in church membership	___ Sexual Identify
___ Previous experience	_1__ Leadership style
___ Denominational involvement	___ Theology
___ Ethnicity	___ Other _____
_3__ Race	___ Other _____

The areas of expertise most important in the minister who will serve this congregation are: (number 1-5)

_4__Administration	__3__Pastoral Care
__5__Community outreach	__1__Preaching and worship
___Counseling	___Religious Education
___Finance	__2__Social Justice
___Knowledge of Unitarian Universalism	___Fund-raising
___Other _____	___Other _____
___Other _____	___Other _____

If I am elected to serve on the Ministerial Search Committee, the special gifts, skills, interests I bring are:

I strive to be thoughtful, patient, and respectful of the different needs and desires of different members of the church community.

As someone who was raised UU, I believe I have some perspective on how our church fits into our larger faith tradition, and how the choices that we make might contribute to the ways our faith is growing and changing.

While serving as a Worship Associate from 2014-2017, I collaborated on worship with several different ministers who served this church at different points (interim minister Rev. Ed Brock, Rev. Abbey Tennis, Rev. Jacqueline, and Rev. Sheri). This has given me a sense of what goes into creating worship in this church, and also how the styles and habits of different ministers affect this process. I think this experience would be helpful in evaluating whether a potential minister is a good fit for this congregation in terms of its practices around worship.

I am prepared to make the significant commitment of time and energy that I know this responsibility will require

Signed: Lynn Gallogly

Dan Goss

Years in this Church: 30

Years a Unitarian Universalist: 46

Committees Served:

2017: Choir director search committee

2013 – 2016: Board of Trustees
(Secretary)

2013 – 2015: Family retreat planning
committee

2014: Hired minister search
committee

2008 – 2011: Board of Trustees (Vice
President)

2007 – 2008: Capital Campaign
committee (Chair)

2006: RE Minister search committee

2004 – 2005: Executive Committee (Lay leader)

2004: PCD District Assembly Host committee (Chair)

2002: Staff Structure Task Force (Chair)

2000 – 2002: Worship Council (Chair)

1996 – 1999: Board of Trustees (Treasurer, VP of Operations)

1994 – 1996: Religious Education -> Lifespan Education and Program (Co-
chair)

1993 – 1994: Adult RE committee (Chair)



Anti-Racism/Anti-Oppression training completed:

Beloved Conversations (2016);

Jubilee II (Weekend training, 2011)

Jubilee (day training, 2008)

Multiple trainings during Board retreats (2008 – 2011, 2013 – 2016)

I believe the purpose of our church is:

To transform lives by co-creating an inclusive and embracing liberal religious community.

The characteristics most important in the minister who will serve this congregation are: (number 1-5)

___Age	___Sexual Orientation
___Marital Status	___Gender
3 Attitude toward diversity in church membership	___Sexual Identify
___Previous experience	_2_ Leadership style
___Denominational involvement	_5_ Theology
___Ethnicity	_1_ Other: Ability to challenge and inspire through worship
___Race	_4_ Other: Ability to build shared ministry

The areas of expertise most important in the minister who will serve this congregation are: (number 1-5)

2 Administration	___Pastoral Care
5 Community outreach	_1_ Preaching and worship
___Counseling	_3_ Religious Education
___Finance	_4_ Social Justice
___Knowledge of Unitarian Universalism	___Fund-raising
___Other _____	___Other _____
___Other _____	___Other _____

If I am elected to serve on the Ministerial Search Committee, the special gifts, skills, interests I bring are:

- I'm a hardworking, organized, and committed volunteer, and I'll bring my whole self and my best efforts to this process.
- In 30 years at this church, I've seen many ways of doing things. There are many right ways, and many wrong ways. I believe we should not be afraid to try new things, make mistakes, and learn from them.
- Besides the committees I've been on, I've also led summer worship, been a worship associate, and participated in worship as a member of the choir, folk orchestra, and dance choir. I believe that magic can be made and lives transformed through worship.

I am prepared to make the significant commitment of time and energy that I know this responsibility will require

Signed/s/ Dan Goss

Brian Joaquin

Years in this Church: 3.5 (attending)
(1.33 as member)

Years as a Unitarian Universalist: 6 years



My Statement:

At a time when I was grappling with my homosexual identity & Catholic spirituality in high school, I first heard about Unitarian Universalism from a peer who told me that her church embraced LGBT & other queer folks alike. Through our multiple pancake get-togethers after school, she planted a seed within me that hungered for liberal faith exploration and for a space that welcomes all that I am with no judgement. It was only a decade later after separating myself from the deep-rooted guilt that comes from being raised as a “Cradle Catholic” that I made the leap to become spiritual again within Unitarian Universalism.

I am grateful to find a space that welcomes my queer identity. Additionally, I am ecstatic that this space supports my commitment to social justice. It helps me strive to contribute to a better world that embodies queer rights, women’s reproductive justice, and undocumented citizens’ rights. On top of all that, this space empowers and inspires me to grant kindness to everyone that I meet.

Committees Served:

UU Oakland Young Adult Co-Leader: +1 year

Finance Team: +1 Year

Sunday Welcome Table Greeter: +1 Year

Anti-Racism/Anti-Oppression training completed:

I have not completed any UU official anti-racism/anti-oppression courses. However, at my last church of membership at the First Unitarian Church of San Jose, I became certified to facilitate Our Whole Lives 7th-9th and 10th-12th grade Comprehensively Sexuality Religious Education curriculum. After enduring a strenuous weekend-long OWL workshop retreat, I helped led and executed a 7 month OWL course for 7th-9th graders. OWL is about values, relationships, respect, emotions, self-image, inclusivity, and justice. Because sexuality is a sacred & powerful gift, we are called to encompass our religious values as sexual and/or human beings while living harmoniously in community. Thus, with the wide variety of topics in human anatomy & development, gender identity/expression, sexual orientation, sexual behavior, women's reproductive justice, and relationship skills that I helped facilitate discussion amongst my youth, I have gained initial sensitivity & awareness toward racism and oppression.

I believe the purpose of our church is:

To create the spiritual framework necessary on promoting a community that is multigenerational, multiracial, multicultural, and anti-oppressive within & beyond the walls of church. We do this by issuing out love to all around us with no bounds, so that every single living entity has an equal playing field in achieving their pursuit of happiness.

The characteristics most important in the minister who will serve this congregation are: (number 1-5)

___ Age	___ Sexual Orientation
___ Marital Status	___ Gender
_1__ Attitude toward diversity in church membership	___ Sexual Identify
_4__ Previous experience	_2__ Leadership style
_5__ Denominational involvement	_3__ Theology
___ Ethnicity	___ Other _____
___ Race	___ Other _____

The areas of expertise most important in the minister who will serve this congregation are: (number 1-5)

___ Administration	_5__ Pastoral Care
_3__ Community outreach	_1__ Preaching and worship
_4__ Counseling	___ Religious Education
___ Finance	_2__ Social Justice
___ Knowledge of Unitarian Universalism	___ Fund-raising
___ Other	___ Other _____
___ Other	___ Other _____

If I am elected to serve on the Ministerial Search Committee, the special gifts, skills, interests I bring are:

Enthusiasm

Attention to Detail

Active Contact/Conduit From The UU Oakland Young Adult Ministry Motivated to bring other less represented voices into the platform of our Ministerial Search Committee

I am prepared to make the significant commitment of time and energy that I know this responsibility will require

Signed /s/ Brian Joaquin

Linda Propert Sanford

Years in this Church: 24

Years a UnitarianUniversalist: 24

Committees Served: Board of Trustees,
Children's RE, Adult Faith Development,
Worship Associate/Worship Associate
Coordinator, Leadership Development Team,
Transition Team, Assessment Team

Anti-Racism/Anti-Oppression training
completed: Jubilee (twice), Beloved
Conversations

I believe the purpose of our church is:

--to provide a safe haven for people of different backgrounds and needs to explore their own spirituality

--to provide a loving community/extended family/support structure for those who seek to join us

--to help move our congregation/the larger world toward acceptance/embracing of a more multicultural, anti-oppressive, anti-racist future

--to be a beacon of hope for those inside and outside our community



The characteristics most important in the minister who will serve this congregation are: (number 1-5)

<input type="checkbox"/> Age	<input type="checkbox"/> Sexual Orientation
<input type="checkbox"/> Marital Status	<input type="checkbox"/> Gender
<input checked="" type="checkbox"/> Attitude toward diversity in church	<input type="checkbox"/> Sexual Identify
<input checked="" type="checkbox"/> Previous experience	<input checked="" type="checkbox"/> Leadership style (shared ministry; inspiring others/delegating rather than doing it all alone)
<input type="checkbox"/> Denominational involvement	<input type="checkbox"/> Theology
<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Other <u>see below</u>
<input type="checkbox"/> Race	<input type="checkbox"/> Other _____

Most of the characteristics listed above are less important to me than these qualities:

--fully supportive of a multicultural, anti-racist anti-oppressive church/world

--an inspirational preacher who motivates the congregation to work inside our walls/out into the world with the strength and resolve to do good work

--appreciative of the long, strong embrace of shared ministry in this church, as it is understood in our congregation (i.e., more than the traditional UUA version of this concept); someone willing to walk with the congregation and inspire us to do what has traditionally been viewed as minister-only work

--emotionally well-adjusted/able to share power without feeling threatened

--experience of church ministry (not a first-time parish minister) preferred

The areas of expertise most important in the minister who will serve this congregation are: (number 1-5)

<input checked="" type="checkbox"/> Administration (able to work well with lay leaders and staff)	<input checked="" type="checkbox"/> Pastoral Care
<input type="checkbox"/> Community outreach	<input checked="" type="checkbox"/> Preaching and worship
<input type="checkbox"/> Counseling	<input type="checkbox"/> Religious Education
<input type="checkbox"/> Finance	<input checked="" type="checkbox"/> Social Justice
<input type="checkbox"/> Knowledge of Unitarian Universalism	<input type="checkbox"/> Fund-raising
<input checked="" type="checkbox"/> Other Comfortable with our sense of Shared Ministry	<input type="checkbox"/> Other _____
<input type="checkbox"/> Other _____	<input type="checkbox"/> Other _____

If I am elected to serve on the Ministerial Search Committee, the special gifts, skills, interests I bring are:

- strong organizational skills
- strong writing skills
- an attitude of acceptance
- the courage to change when needed
- the ability to work well with others
- the ability to maintain confidentiality
- a deep love and appreciation of this congregation and what makes it unique
- a depth of knowledge about our congregation (based on past Transition Team, Assessment Team work)
- strong sense of responsibility for the momentousness of the search process and the importance of the ministerial decision to come
- team-focused leadership skills
- the ability to laugh/cry as appropriate
- the knowledge that I am not always right about everything (openness to other points of view)
- a heartfelt sense that our search process should have a spiritual component

I am prepared to make the significant commitment of time and energy that I know this responsibility will require

Signed /s/ Linda Propert Sanford

Emily Stoper

Years in this Church: 17

Years a Unitarian Universalist: 17

Committees Served (partial list):

Board of Trustees, 2014-17; Steering Committee, 2 years, and Secretary, 2 years

Transition Team

Stewardship Team (twice)

Adult Faith Development (for about 10 years, mostly as chair)

Worship Associate (two terms)

Summer Worship Leader (about 13 times); also designed services a few times during the church year

Convener of Justice Council

Convener of Membership Council

Organizer of two out-of-town leadership retreats

Convener of LEAP (Education Council)

Co-founder and convener of Church Book Group

Allies for Racial Equity

Partner Church Committee – and visited our partner church in Okland, Transylvania twice

Covenant Group Convener

Organizer of Church Seder 2017

Women's Retreat Planning Committee (several times, including currently)

Co-organizer of all-church retreat

Slides Creator Team (organizer)

Courses taught in Adult Faith Development:

UU American History (5 times)

Committed Couples (twice)

Long Strange Trip (UU History on tape)

The New Jim Crow



Taught 4th-5th Grade OWL (Our Whole Lives)

National Stewardship Council of the Unitarian Universalist Service Committee (UUSC)

Wrote, produced and directed a play (acted by UU Oakland members) that raised about \$700 for the UUSC

Nominating Committee for the Board

Lots of ushering, over many years

Lots of work, in recent years, assisting the Pastoral Associates

Thanks to this breadth of experience, I definitely have a broad perspective on the direction of the church.

Anti-Racism/Anti-Oppression training completed: Jubilee II and Beloved Conversations

I believe the purpose of our church is: To transform ourselves and the world in the light of the 7 Principles.

The characteristics most important in the minister who will serve this congregation are: (number 1-5)

___Age	___Sexual Orientation
___Marital Status	___Gender
__3__Attitude toward diversity in church membership	___Sexual Identify
__2__Previous experience	__1__Leadership style
___Denominational involvement	__4__Theology
___Ethnicity	___Other _____
___Race	___Other _____

I am open to candidates of all demographic descriptions. To help our church's diversity, a candidate who is not white would be especially desirable.

The areas of expertise most important in the minister who will serve this congregation are: (number 1-5)

<input type="checkbox"/> 3 Administration	<input type="checkbox"/> 4 Pastoral Care
<input type="checkbox"/> Community outreach	<input type="checkbox"/> 1 Preaching and worship
<input type="checkbox"/> Counseling	<input type="checkbox"/> Religious Education
<input type="checkbox"/> Finance	<input type="checkbox"/> 2 Social Justice
<input type="checkbox"/> Knowledge of Unitarian Universalism	<input type="checkbox"/> 5 Fund-raising
<input type="checkbox"/> Other _____	<input type="checkbox"/> Other _____
<input type="checkbox"/> Other _____	<input type="checkbox"/> Other _____

If I am elected to serve on the Ministerial Search Committee, the special gifts, skills, interests I bring are:

Experience on many search committees for faculty, administrators and clerical staff during my career as a professor; scholarly knowledge of Unitarian, Universalist and UU history and theology, including especially our history with respect to race and ethnicity; deep personal commitment to the principles of Unitarian Universalism; a great deal of administrative experience during my career; many years of experience working with, teaching and learning from people of every race, ethnicity, gender, sexual orientation and ethnicity; many years of political activism – in the civil rights movement, the women’s movement, the movement against world poverty, etc.; strong background as a feminist and teacher and administrator in a women’s studies program; theological openness and background of participation in other religions, including humanism, Judaism and goddess religions; willingness to work hard; writing, editing and public speaking ability; ability to work well with others in arriving at difficult decisions, with a preference for consensus decision-making whenever possible.

I am prepared to make the significant commitment of time and energy that I know this responsibility will require. Yes! I am retired and my children are grown up, so I have plenty of both time and energy.

Signed: Emily Stoper

Steve Thomasberger

Years in this Church__15+__

Years a UnitarianUniversalist__15+_

Committees Served:

COSM, Justice Council, Worship Associate,
Childrens RE

Anti-Racism/Anti-Oppression training
completed: None through the Church. Many
trainings during educational career.



I believe the purpose of our church is: Unitarian Universalism, as a faith and philosophy, calls upon us to build an equitable and sustainable place where all of our diverse community can live and thrive – and there can be no corner-cutting on that. If we embrace our Principles then we can't sit on the sidelines when we see the absence of justice and equity in our community and our world. We must encourage and support people to live out UU Principles in the congregation, on the job, at home, in life, and build the world they dream of. We must teach not only teach the philosophical and theological underpinnings of our faith, but how to practice that faith through a social justice agenda.

The characteristics most important in the minister who will serve this congregation are: (number 1-5)

___Age	___Sexual Orientation
___Marital Status	___Gender
___4__Attitude toward diversity in church membership	___Sexual Identify
___Previous experience	___1_Leadership style
___Denominational involvement	___3_Theology
___2_Ethnicity	___5_Other__Willing to be in shared ministry, and understand that they still have much to learn, and can learn that from others._____
___Race	___Other_____

The areas of expertise most important in the minister who will serve this congregation are: (number 1-5)

___5_Administration	___Pastoral Care
___4_Community outreach	___1_Preaching and worship
___Counseling	___Religious Education
___Finance	___2_Social Justice
___3_Knowledge of Unitarian Universalism	___Fund-raising
___Other _____	___Other_____
___Other _____	___Other_____

If I am elected to serve on the Ministerial Search Committee, the special gifts, skills, interests I bring are:

- I have been a member of this congregation for 15 years. During this time I have been the chair of the Committee On Shared Ministry, a Worship Associate, taught childrens RE classes, participated in church social justice activities, and moderated annual meetings.

- I have been closely involved in recruitment, interviewing, supervision, and evaluation of teachers and school district administrators for 15 years.
- I have trained coaches to support new teachers. The philosophy that I have applied is that everyone needs a mentor to support them, but even more important is to have someone to guide them in understanding themselves. This has meant training many different individuals in facilitative coaching techniques.
- I have been a school district administrator handling all community complaints and concerns (300+ per year) and bringing them to resolution. This requires having excellent mediational skills.
- I have been the district's LGBT anti-bullying coordinator. This involved coordinating training for all district employees and students in understanding the LGBT community.
- I have coordinated and delivered trainings on diversity to train teachers in understanding explicit and implicit bias.

I feel that this background will enable me to provide leadership in developing healthy relationships on the Ministerial Search Committee, and to facilitate an effective and inclusive search process.

I am prepared to make the significant commitment of time and energy that I know this responsibility will require

Signed /s/ Steve Thomasberger

Ben Thompson

Years in this Church: 16 or 17-ish. Signed the book the year that Revs Cinnamon and Kathy arrived.

Years a UnitarianUniversalist: Grew up in UU Church of Spokane. Then unchurched for about 25 years.

Committees Served: Justice Associates. Church rep to Oakland Coalition of Congregations (multi-ethnic and inter-denominational). Pastoral Associates. GotCom Computer Mentoring Program. CUFL Board. McClymonds Merit Awards.

Anti-Racism/Anti-Oppression training completed: Jubilee 2. Week long Gamaliel training in Chicago. Ethnic studies and labor history classes at UCSC.

I believe the purpose of our church is: To provide individual members with an anchor in the community they call home; fellowship in their life journey; aide and comfort when troubled; context for personal spiritual development; spiritual inspiration; encouragement to personal growth; cultural education; a community with whom to celebrate; mentoring; fellowship in common service to community.



The characteristics most important in the minister who will serve this congregation are: (number 1-5)

___ Age	___ Sexual Orientation
___ Marital Status	___ Gender
___ Attitude toward diversity in church membership *	___ Sexual Identify
3 Previous experience	2 Leadership style
5 Denominational involvement	___ Theology
___ Ethnicity	1 Other: Preaching style
___ Race	4 Other: Membership development

* Any candidate has to be committed to member diversity including class diversity.

The areas of expertise most important in the minister who will serve this congregation are: (number 1-5)

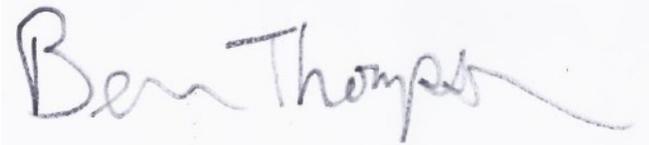
___ Administration	3 Pastoral Care
___ Community outreach	1 Preaching
___ Counseling	4 Religious Education
___ Finance	___ Social Justice
___ Knowledge of Unitarian Universalism	2 Other: Organizing and crafting all aspects of worship (distinct from preaching).
5 Other: Experience helping grow membership.	
___ Other _____	___ Other _____

If I am elected to serve on the Ministerial Search Committee, the special gifts, skills, interests I bring are:

I'm good at listening to others and at asking questions. I have a critical ear for preaching style. I have a pretty solid understanding of theological issues. I've read many books on UUism, theology and religion. I'm familiar with various functions of the church. I'm interested in helping find a good preacher/pastor who will provide us the inspiration and encouragement to do all of the other work, and to help us welcome young people of diverse backgrounds and make them feel needed and trusted. I'm not interested in finding a political organizer (that's our work).

I am prepared to make the significant commitment of time and energy that I know this responsibility will require

Signed

A handwritten signature in cursive script that reads "Ben Thompson". The signature is written in dark ink on a light-colored background.

Sherry Weston-Vigil

Years in this Church: 1

Years a UnitarianUniversalist: 38

Committees Served:

Anti-Racism/Anti-Oppression training completed: I actually perform those kinds of trainings myself and was on what became the UUA Jubilee before the current material was created

I believe the purpose of our church is: to carry out the intended mission of the 7 principles, living and breathing them within every aspect of the community we serve

The characteristics most important in the minister who will serve this congregation are: (number 1-5)

___ Age	___ Sexual Orientation
___ Marital Status	___ Gender
__2__ Attitude toward diversity in church membership	___ Sexual Identify
__1__ Previous experience	__3__ Leadership style
___ Denominational involvement	__5__ Theology
__4__ Ethnicity	___ Other_____
__4__ Race	___ Other_____



The areas of expertise most important in the minister who will serve this congregation are: (number 1-5)

2 Administration	___ Pastoral Care
___ Community outreach	_3_ Preaching and worship
___ Counseling	___ Religious Education
___ Finance	_4_ Social Justice
1 Knowledge of Unitarian Universalism	_5_ Fund-raising
___ Other _____	___ Other _____
___ Other _____	___ Other _____

If I am elected to serve on the Ministerial Search Committee, the special gifts, skills, interests I bring are: I am a person of color with a lot of years in the denomination, a professional expertise around the social justice issues currently challenging the church and previous search committee experience

I am prepared to make the significant commitment of time and energy that I know this responsibility will require

Signed _____ SWV _____