

May 17-23, 2024

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News from Oak Ridge Unitarian Universalist Church

The Exponent



How to Keep a Minister, Part 3

Rev. Lisa Romantum Schwartz, Interim Minister

Here's my third installment in this series!
You can read the first two here:

<https://www.oruuc.org/newsletters>.

My colleague Sharon Wylie, known as the 'steel toe boot minister' because her first career was working construction, blogs about church life, including "how to keep a minister." Top of Rev. Sharon's list is, PAY YOUR MINISTER FAIRLY, AND GENEROUSLY. In a UUA survey a few years ago ministers were asked for their top five reasons for leaving a congregation. I expected the results would reveal ministers' frustration with low voluntarism or nitpicky congregants, but no – the number one reason was compensation.

When a congregation is in search it raises the minister's compensation as much as it can. Usually, once the minister comes on board the salary barely changes over the years. Sometimes congregations try to address the rising cost of living. But remember: Giving a COLA is only meant to keep them even. IT IS NOT A RAISE. And if anyone's going to ask for a raise for the minister, who usually does it? THE MINISTER. It's awkward.

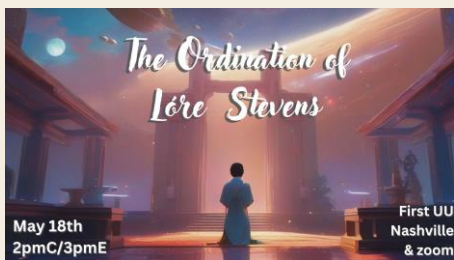
So, say the minister is a good self-advocate, and asks for a raise. Sometimes a congregation sees the minister as a service provider whose job is to make people happy, so church leaders respond to that request by putting together a congregational survey to see how happy people are with this minister. (Church, this is low-functioning behavior.)

Another problem is that ministers don't always act in their own best interests. In my first church I knew what our budget constraints were so I didn't often ask for a raise, or even a cost-of-living adjustment. AND NEITHER DID ANYONE ELSE. In effect I funded other congregational priorities with my own salary, even as my skills and the scope of the job increased. And it slowly dawned on me that if I ever wanted to retire, I needed to make a higher salary.

So what's the only way most ministers ever get a meaningful raise? THEY GO INTO SEARCH. Seriously. If you want to keep your minister, someone besides the minister has to regularly advocate for ministerial raises, without submitting the minister to a "popularity contest" (a.k.a. satisfaction survey) in order to get it done.

Yes, much of this can be generalized to other staff too. UUs are often great advocates for raising teacher pay, for instance, but then pinch pennies with their own staff. Don't even get me started on the "labor of love" aspect of church jobs, which expect part-time employees to regularly go above and beyond their hours and scope of work while "wearing their volunteer hats." If this were required of employees in any other industry UUs would be marching in the streets to protest the injustice.

Does this stir things up for you? I'm happy to have conversations about it. And, tune in next week for another installment of "how to keep a minister!"



**Tomorrow (Saturday, May 18),
ORUUC's incoming settled minister,
Lóre Stevens, will be ordained at 3
p.m. EST at First UU Nashville.**

Attend on Zoom here:
<https://zoom.us/j/95634972895>.

Rev. Chris Buice of Tennessee Valley UU Church in Knoxville will be preaching. Unitarian Universalist ministers must be both fellowshipped by the Unitarian Universalist Association and ordained by a congregation. This is the culminating ceremony which honors the work and support that goes in to creating a UU minister. Lóre is a member of First UU Nashville and was previously FUUN's Membership Coordinator. FUUN sponsored Lóre's aspirant status as she began her journey towards ministry. In UUism, ordinations are not done by a bishop, but by a congregation. FUUN will now ordain Lóre and both parties are honored by their connectedness. Lóre's first day at ORUUC is July 17.



This Sunday, May 19 A Moment, A Process, A Lifelong Commitment

One of the most important things Unitarian Universalist congregations can do for our youth is to support them into adulthood, to keep them connected to Unitarian Universalism, and continue to minister to them as they become adults. Today's service will include a Bridging Ceremony for Kelsey Kaiser, Laura Scott and Luke Stark.

Worship with us at 10 a.m. in person or on ZOOM.
Zoom door opens at 9:45 a.m.

To Zoom: Please install the Zoom app on your device and use Zoom Worship Service Meeting ID: 946 8973 5846.

The Order of Service may be found [here](#).

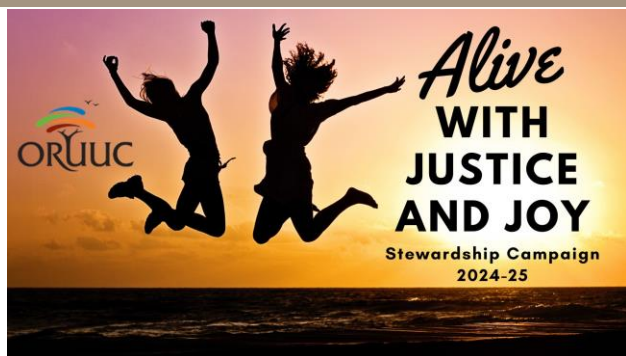
Email or Text Prayer Requests to prayers@oruuc.org



May Split the Plate Offering: [Anderson County Family Justice Center](#)

After worship, everyone is invited to a churchwide luncheon to celebrate our graduates and their families. There will be no Faith Formation classes. Childcare will be available during worship only.

Covid-19 Update: Masks are not required in the building. We have masks and hand sanitizer available, and we encourage you to do what makes you feel comfortable.



Help us come **Alive with Justice and Joy** at ORUUC—fill out your pledge card today! Or pledge online here:

<https://onrealm.org/oruuc/-/form/pledge/20242025pledge>.

The annual Congregational Meeting is scheduled for Sunday, June 16 following morning worship. That means we're just **FOUR WEEKS AWAY** from voting on a budget for the upcoming church year, which begins July 1. It's difficult to build a budget without a clear idea of how much funding we'll have to operate the church. We thank all of you who have sent in your pledge—if you haven't gotten around to it yet, please use the link above, or mail your yellow pledge card. Thank you for supporting ORUUC as we look ahead to this exciting next chapter!

May Split the Plate Offering: Anderson County Family Justice Center



Every Sunday we share our offering 50/50 with a local agency chosen by our members during a vote at the Congregational Meeting each June. This month, the recipient is the Anderson County Family Justice Center.

The Anderson County Family Justice Center is a free, confidential safe space that assists survivors of elder abuse, sexual assault, domestic violence, exploitation, and child abuse. Staff help survivors create a safety plan, find emergency shelter, and obtain an order of protection in the most dangerous hours for a

victim leaving an abusive environment. They also provide space for survivors to meet with law enforcement, prosecutors, and counselors. FJC helps survivors grow and thrive after their trauma by helping with transportation, resume writing, and referrals to other agencies.

To learn more about the Family Justice Center of Anderson County, visit <https://www.fjcanderson.org/>.

Please **GIVE HERE** as you are willing and able, or text "ORUUC" to 73256.



May Worship Series

Pluralism

May 5: ***Celebrating Faith Formation***

Christine Rehder

Youth Faith Formation Leader Awards and the Bob Kernohan Award will be given out during worship. Stay for the annual May Day Picnic after the service! Bring a dish to share, and a blanket or chair if you plan to sit outside. There will be no Faith Formation classes or childcare second hour.

May 12: ***Arise, Women of This Day***

Rev. Lisa Romantum Schwartz

Last day of Youth Faith Formation classes! Have a wonderful summer! See you on August 4!

May 19: ***A Moment, A Process, A Lifelong Commitment***

Celebrate our Bridging Seniors and their families during worship and a luncheon reception afterward.

May 26: ***Memorial Day Remembrance***

A special service of readings and hymns.

Join us for Sunday Worship at 10 a.m. in person and on Zoom

Adult Faith Formation classes meet from 11:15 a.m. to 12:15 p.m. every Sunday unless otherwise noted. Youth Faith Formation classes take a break for summer beginning May 19 and resume August 4. Nursery is available during Worship and the FF hour.



Announcements



SUNDAY, MAY 19
**LINE DANCE
GARDEN
HOEDOWN**
BRING A DISH TO SHARE!
BRING YOUR OWN 

2-5 P.M.
101 TABOR ROAD
OAK RIDGE
EVERYONE WELCOME!



THIS SUNDAY! All are welcome! Connect with Steven Albright for more information.



Did a member of your family serve in the armed forces? We're seeking photos of those who served who are no longer with us to share during morning worship on Sunday, May 26. Please email photos to communications@oruuc.org, and join us in person or on Zoom for this special service.



Congregational Meeting Sunday, June 16 at 11:30 a.m.

In the Sanctuary and on Zoom



Mark your calendar for the annual Congregational Meeting, Sunday, June 16! We'll be voting on the budget among other things. Make your pledge today! <https://onrealm.org/oruuc/-/form/pledge/20242025pledge>.

Join the Sunday morning Coffee (and Tea) Ministry



Connect with Michael Bjerke
for more information!



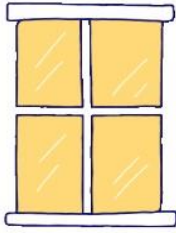
Opportunities to gather in casual ways are essential to a vibrant community like ORUUC. One of the ways to facilitate this sense of belonging is to make sure there's coffee and tea available after services. This warm hospitality is truly a ministry, and if you feel called to make coffee, heat water for tea, and wash a few cups and saucers, please let Michael Bjerke (michaelbjerke@comcast.net) know you're interested. There's a team that works on this, so no one has to do it more than once a month or so. Training on how to make coffee is available.



ORUUC Reminder: If your group hosts a meal during the week, please remember to take out the trash bags in the Social Hall and Kitchen when you clean up. Garbage and recycling should be left in the cans in the fenced area by the shed. Thank you!

~Jeannie

Caring for Each Other

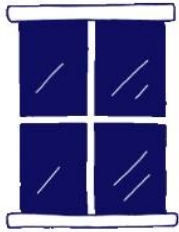


Are you going through a difficult time? Are you in a situation where support and caring are needed--someone to do grocery shopping, take you to a doctor's appointment, or provide a meal following an upcoming surgery? Contact the church office: (865) 483-6761 or office@oruuc.org or a Caring Coordinator!

Caring Coordinators for May

Ellen Faby elfab418@gmail.com 865-363-1092

Amanda Fishel amsfishel@gmail.com 865-804-7033



Please call at least two days in advance to allow time for Caring Coordinators to find a volunteer to provide the care that you need. Our ability to provide transportation is limited. If your appointment is routine and/or can wait, please reschedule it rather than call a Caring Coordinator. Thank you for reserving our Caring Volunteers for those situations that address serious needs that cannot wait.

Volunteer News and An Upcoming Event



Our Volunteer of the Month for May is one who helps out in many quiet, behind-the-scenes kind of ways. Chances are, if you've enjoyed a meal or special dessert--this person has been part of making that happen. From reaching out to folks to make meals and snacks for Rummage volunteers, to ordering and picking up special cakes, organizing food for the Auction last fall, and peering into a hot oven baking lasagnas in the church kitchen this spring for the Stewardship luncheon, she's done it. She also serves as a Sanctuary steward, coming in during the week to tidy the sanctuary and prepare it for the following Sunday. And she's one of the faithful voices in the church choir. For all of this and much more, the Executive Team has named Charlene Luther Volunteer of the Month! Thank you, Charlene!

Wine and Winds Saturday, June 1 at 3:30 p.m. at ORUUC



Come enjoy Hal Hoyt's wine and listen to the Tanasi Winds Woodwind Quintet on Saturday, June 1st at 3:30 p.m. at ORUUC. The quintet will play a variety of music from pop (Beatles, rags, swing), to showtunes, traditional-based pieces and to classical.

Light finger food (in the lobby) will also accompany the wine and music. Tickets are \$30 and will be sold at the door. The music starts at 3:30 in the Sanctuary with two 40-minute sets and an intermission. We want this to be casual, relaxed and enjoyable.

Ongoing Activities at ORUUC



Line Dancing

Sundays at 3 p.m. We learn a variety of dances: country, jazz, waltz and cha-chas. Through our dancing, we bring together total strangers in the community and develop close friendships with the willingness to share individual talents with others. A donation of \$3 per session is suggested. For more information, contact Jo Curran or Steven Albright.



Tai Chi

**Mondays, Wednesdays, Fridays
11 a.m. – 12 noon**

We minister to health & stability through learning & practicing tai chi. Help maintain & improve balance, strength, and blood pressure, and reduce knee, arm, shoulder & back pain. For more information call Janet Hoegler at 865-963-5115.



Ukulele Group

Our next scheduled meetup is Saturday, May 18 at 3 p.m. in the Sanctuary. We'd love to have you join us! Abbie Moore
abbie.moore@icloud.com.

Social and Volunteer Opportunities



Zentangle Group Sundays 5 to 7 PM

Introductory and Continuing Classes \$10 including starter supplies (cash only)
For more information, contact Nancy Starr, Certified Zentangle Teacher
865-483-8684 (landline)
865-742-9993 (mobile/text)
starroakridge@gmail.com

Ecumenical Storehouse Pick Up Saturday, May 18, 9 a.m.-12 noon Volunteers needed!



Each month, ORUUC picks up donations for Ecumenical Storehouse, which supplies furniture and household goods to those in need. There are many ways you can help! Please contact Michael Bjerke at michaelbjerke@comcast.net for more information.



Play cribbage, eat breakfast, have fun at **Eggs and Pegs!** These get togethers will be held the first Sunday of each month at 8:30 a.m. in the Social Hall. Questions? Talk to Brandon White, Christina Elliott, Jane Flanagan, or Shelaine Curd.



ORUUC is always looking for members to add to its Caring Team! **Contact Rachel in the church office (865-483-6761) or communications@oruuc.org** if you would be willing to be called upon occasionally to

- Provide transportation to Sunday services, evening events at church, or medical/dental appointments
- Run errands or grocery shop
- Provide/deliver meals
- Visit
- Perform minor home repairs
- Provide computer repair and support
- Haul items by truck
- Provide pet care
- Help with Memorial Service receptions
- Support new parents
- Perform yard work
- Sit with someone during Worship



Packing "Food for Kids" with Second Harvest at First United Methodist Church of Oak Ridge is done for the school year! This program provides backpacks with non-perishable foods for preschool and elementary students to take home on weekends. **Packing will resume in August.** Interested in volunteering? Contact Coordinator Cara Weigel at 865-481-8108 or rcweigel@comcast.net.

Family News

Congratulations to our Bridgers and the Class of 2024 at ORHS! Graduation is Friday, May 17 at 7 p.m. at Blankenship Field.

Join us for worship at ORUUC Sunday, May 19 at 10 a.m. in person and on Zoom for ORUUC's Bridging Service and Luncheon.



Mother Goose with ORUUC's own "Father Goose" Michael Raymond! Babies through preschoolers will have fun singing, clapping, dancing, and moving with their parents, grandparents, or other caregivers.

First and Third Thursdays at 10:30 a.m. in the Oak Ridge Public Library Meeting Room

*Don't miss the next gatherings
June 6 and 20!*

View and sign up for the Oak Ridge Public Library's newsletter here:

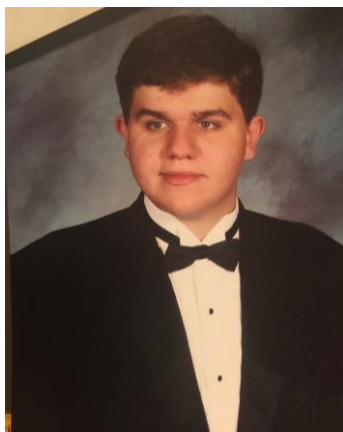
<https://mailchi.mp/oakridgetn/orplmay24>



Laura Scott

What's next for you? After graduation, I plan to pursue a combination of Education and Psychology at Tennessee Technological University in Cookeville.

A Special ORUUC Memory: The most significant aspect of ORUUC for me is the support and opportunity it provided for me to pursue my dream of becoming an educator, even at the age of 8. I spent most of my time in the preschool room or nursery, and eventually, people didn't even realize I was attending church because I was always there. I am grateful to Whitney and Susan for allowing me to explore my passion and for being so open and kind to my curiosity.



Luke Stark

What's next for you? I'll be attending Pellissippi State Community College where I'll be studying computer programming.

A special ORUUC memory: the Boston trip and Mountain Cons.



Kelsey "Big K" Kaiser

What's next for you? I'll be attending Tennessee College of Applied Technology (TCAT) in Knoxville.

A special ORUUC Memory: Spring 2023 MountainCon. We made music together and it was awesome!



Childcare is provided for children ages 10 and under for church meetings and events. Please complete this form TWO WEEKS in advance:

<https://form.jotform.com/231284551294053>. Thanks!



Check out ORUUC's monthly Family newsletter, *Connecting in Spirit*, by visiting <https://www.oruuc.org/connectinginspirit>.

Community News



The next Tennessee UUs United Monthly Meeting is scheduled for Sunday, June 9 at 6:00 p.m. on Zoom. All Tennessee-based UUs are invited to join this monthly gathering to discuss upcoming ways to take action across our state, together. This month, we will continue discussing setting goals, planning future events, as well as how we can support existing events, like Nashville's Pride. We are stronger together!

You can register to attend using this link- <https://us06web.zoom.us/j/9127282000>

Contact Mark Mohundro (markmohundro@tvuuc.net) for more info!



You're invited to a special potluck lunch to celebrate Rev. Carol's Bodeau's wedding AND her 10th anniversary as Westside Unitarian Universalist Church's minister. Join us after the service on Sunday, June 2. Bring a delicious dish to share! Carol and Tracy request shopping locally for any food. If you're attending, please RSVP Elizabeth Corbett at membership@westsideuuc.org.

If you'd like to give Carol and Tracy a gift, they have a few suggestions to help their farm, Enlightenment Acres. In particular, they have three projects in the works:

- replacing one of their hoop houses that was destroyed in a recent storm
- expanding their number of cows and raising grass-fed beef
- creating a spiritual gathering place

Lowe's is Carol's and Tracy's favorite big box store for purchasing building supplies. Purchase a Lowe's gift card and drop it in the basket on June 2. Support the farm that serves the community! For more details on the event, visit

<https://www.facebook.com/WestsideUUC>.



Thanks to all who showed up from ORUUC to help with Youth Pride last Saturday! We're looking forward to next year!



Do you have a few hours to volunteer each month? Do you want to make a difference in children's lives? Then become a member of ORUUC's Fresh Fruit for Kids shared ministry! We provide a piece of fresh fruit for each Oak Ridge preschool and elementary school child who participates in Second Harvest's Backpack Program. For additional information or to make a "trial run", talk to Lynda McLaren (865) 207-8139 or Patsy Stacy (865) 399-1370.



Photo courtesy of the ORUUC Softball Team

Cheer on the ORUUC Softball Team Tuesday, May 21 at 6:30 p.m. as they play Fat Penguin at Big Turtle Park. Go Team!

This Week at ORUUUC



Friday, May 17

9:30 am Memorial Service for
Karen Wilson
11am Tai Chi Practice

Saturday, May 18

9am Ecumenical Storehouse
Pickups
**3pm Lóre Stevens' Ordination
(First UU Nashville and Zoom.
Zoom here:
<https://zoom.us/j/95634972895>)**
3pm Rental (Graduation Party)
3pm Ukulele

Sunday, May 19 Bridging Sunday

10am Worship Service
11am Bridging Luncheon
11am High School (Canceled)
11am Together in Spirit (Canceled)
11:15 am Circle of Trust 1
(Canceled)
11:15am Knitting & Crocheting
Group (Canceled)
11:15am Newcomers (Canceled)
11:15am Reflections (Canceled)
12:30pm Buddhism Study Group
12:30pm Circle of Trust IX
2-5pm Line Dance Garden
Hoedown, Steven Albright's house,
101 Tabor Lane, Oak Ridge. All are
welcome!
4pm Circle of Trust XI
5pm Zentangle
5:30pm Circle of Trust X

Monday, May 20

11am Tai Chi Practice
6pm Board Meeting

Tuesday, May 21

6pm Depression & Anxiety Group
6:30pm ORUUUC Softball v. Fat
Penguin (Big Turtle Park)

Wednesday, May 22

6:30am Breakfast Rotary
11am Tai Chi Practice
5:30pm Circle of Trust III
6pm Finance Committee Meeting
7pm Choir Practice
7:45pm Band Rehearsal

Thursday, May 23

12noon NWUUC & Launchpad
Meeting
12:30pm Lunch Bunch (Canceled) *Note:
The Lunch Bunch is taking a break for a
few weeks. They will begin meeting again
June 20.*



809 Oak Ridge Turnpike
Oak Ridge, TN 37830
Contact us at 865-483-6761
<http://www.oruuc.org/>



ORUUC Board of Trustees 2023-24

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ORUUC Executive Team

*Rev. Lisa Romantum Schwartz
Christine Rehder
Amanda Fishel
Donna Maloney
Jeannie Cuevas, Office Administrator*

Coming up...Sunday, May 26 Memorial Day Remembrance



The simple but powerful melody of Taps signals a time to rest, to reflect, and to be at peace in a safe place for soldiers. Join us for music and meditation this Memorial Day as we remember and honor UU's and others who have served in the military.

**The deadline to submit news for
the next *Exponent* is
Wednesday, May 22 at noon.
Please send news, comments, and
feedback to Rachel at
communications@oruuc.org.**