



Interim Minister, Rev. Madelyn Campbell
Music Director, Annease Hastings
Administrative Assistant, Tina Cox

Board President, Art Muirhead
RE Director, Kristin Worthington
Treasurer, Henry Hastings

Dear Colleague,

It's been my honor, my privilege, and my pleasure to serve as Bull Run Unitarian Universalist's Interim Minister since August of 2016. I'm so proud of the work this congregation has done during the interim period, and I will be genuinely a bit sad to leave them at the end of my time, even as I will rejoice in their successful search (and yours).

When I arrived, I found a congregation that was hurting from the sting of recent unexpected and turbulent departures of the newly settled Minister and the Director of Religious Education. The congregation was nonetheless ready and eager to dig into the work of interim ministry.

The Board of Directors spent a year reading through *Governance and Ministry (2nd Edition)* by Dan Hotchkiss with me. Not only did they have stimulating conversations about each chapter during board meetings, but they internalized what they read and applied it to the work they do. They've become a more efficient and focused board. They've taken control of what the board needs to be controlling, and they've been learning to delegate what the board ought to be delegating. And it's only continued to get better in the second year, as they've brought on new Directors and educated them in the new way that they choose to do the business of the board together.

Other church committees have also done extraordinary work in examining what their roles are in the church, how their roles fit into the mission of the church, and how they would like to be functioning. For some committees, this has meant a complete overhaul, and for others minor tweaking. The work isn't complete (after all, the work is never complete), but the drive and the commitment are strong.

The congregation has recently adopted a new congregational covenant. It was unclear if one had existed before this, but the current covenant was crafted by those who attended the covenanting workshop in the spring of 2017. A team of wordsmiths worked over the summer to coalesce the work of the larger group, and the covenant was presented to the congregation this fall. Ultimately, the congregation chose to affirm the covenant at a celebration in October, and congregants have been signing their names to the document. Since adopting this covenant, it's been a joy to see the congregation holding itself accountable to the covenant.

There are, of course, still things to work on at BRUU. We've done a lot of work in staffing and governance, but as of now, the church is still handling bookkeeping in-house with volunteers (although the board understands the need for professional bookkeeping services and is looking into this). There hasn't been an outside audit of the books ever (although again, there are plans to accomplish this in the spring). The building is old and largely inaccessible, including the chancel and the nailed-down pews. And while the congregation has done quite a lot of work in dismantling unhealthy power structures, there are a few pockets here and there where some people are clinging to more traditional ways. That said, newer members have been open to newer ideas.

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Nevertheless, this congregation has accomplished much during this interim period. They love each other, and they want to be loved by their minister. They have a wonderful sense of play, which infuses so much of what they do. They're committed to justice and they have a can-do attitude.

Just recently, an elected official from the county bullied a member's 15-year-old daughter. When the parents asked the congregation to support them publicly at the county meeting, people showed up in the middle of the day. These people will be here for one another. They want a minister who will be here for them, too. Are you that minister?

Please feel free to contact me if I can answer any more questions for you. Blessings on your search.

In shalom,

A handwritten signature in black ink, appearing to read "Rev. Madelyn E Campbell". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Rev. Madelyn E Campbell
Interim Minister