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Diane O'Brien, Board Member - At - Large
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THE BEACON

March 2020

Embracing Love In Action 20/21

On Sunday, March 1, 2020, All Souls kicked off its annual operational Pledge Drive: EMBRACE LOVE IN ACTION 20/21. This drive is the major funding source for the All Souls Community for the entire year. These funds make everything we do possible including our inspiring and thought-provoking worship, top-notch choir, exciting children's and family programs, responsive member services, and our vibrant spiritual growth.

It is time to have a difficult but necessary conversation about a five-letter word, M-O-N-E-Y. While dreaded by many a congregation, it empowers our community. Without your financial support, we cannot produce and expand our large menu of programs and services. By this time, you have received an EMBRACE LOVE IN ACTION 20/21 pledge packet in your mail. Please return your completed pledge card at coffee hour this Sunday, March 15 and receive a free limited edition All Souls coffee mug.

We appreciate your previous generosity in contributing a combined total of $325,000 to last year's campaign. This year, we need to **boldly raise $350,000** which represents a $25,000 increase (about 8%). The All Souls Board seeks this needed increase to support three urgent priorities:

(1) a cost-of-living increase to retain our talented and hard-working staff that has effectively served our community for the last two and a half years while working without a pay raise. Justice requires staff raises that reflect the increases in the cost of living over the last 30 months.

(2) More robust adult programming and additional justice seeking opportunities.

(3) Relocation costs related to the hiring of our incoming interim minister.

Will you consider raising your pledge 8%, 10%, or 15% over last year to help meet the important goals listed above?

Pledges are payable for the next fiscal year representing the 12 months from July 1, 2020 until June 30, 2021. Pledges can be paid monthly, quarterly, or annually. Payments can be made by check, PayPal/Tithe-ly, electronic funds transfer, or securities transfer.

Thank you for supporting the All Souls community and our Covenant to collectively embrace Love in Action!

- Rick and Mary May, 20/21 Pledge Drive Coordinators

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A Message From Our Minister

The Art of Grieving: Saying Goodbye

Being a part of a congregation, like All Souls, helps me learn how to be human – by which I mean how to engage in the acts central to one's humanity. At All Souls I have learned to love and listen; strive and accept outcomes as they are; contribute and not control; to welcome and to lose. Of all these, the most tender and enduring is grieving. Grief is real at All Souls. Grief for the congregation we were. Grief as part of a healthy change process. Grief over past conflicts. We grieve for members who have died or departed.

No one seeks to grieve; it tenderizes us to our own vulnerability and immortality. AND nothing makes us more human because it reveals to us the preciousness of our own life, and of our world and loved ones. Because congregational life helps us draw our circle wider – we literally come to know hundreds of people we might not otherwise – we have more times of joy and celebration but we also have more moments of grief.

> you must be able
> to do three things:
> to love what is
> mortal;
> to hold it
> against your bones
> knowing
> your own life
> depends on it;
> and, when the time
> comes to let it go,
> to let it go.
>
> *-Mary Oliver*
> *excerpt of*
> *'In Blackwater Woods'*

A minister's departure can trigger grief as well; particularly because there is a three-year "no contact" rule and because some develop a close and open relationship of trust with their minister. Of course, there's no right or wrong way to feel about this relationship ending. Each person varies according to their personality, their history, and their preferences. These feelings can take the form of anger or frustration at the person for leaving. There can be sadness, regret, or guilt. There can also be a sense of relief-being thankful that the relationship is over. Avoiding these uncomfortable feelings can result in people experiencing lingering thoughts and feelings for years to come. This sometimes make it difficult for the congregation to really engage their incoming ministers, and next chapter.

A good goodbye can help both with grieving and with welcoming what is to come. Approaching the end of our ministerial relationship with intentionality can result in greater fulfillment for both everyone.

I appreciate those of you who have taken the time, either on Sunday or by scheduling an appointment with me, to have these leaving-taking conversations early and often. I promise to accept with open arms all of the feelings that get expressed and to listen to what you need to say. What I know is that, for me, serving All Souls has been a blessing beyond words. If you want to schedule a time, you can visit: calendly.com/asiminister.

My hope and blessing for you now is that we end our relationship, with me as your minister, in a way that leaves you ready to form a new relationship with your next minister and that energizes All Souls for its future.

Thank you again, humbly, for calling me as your minister nearly seven years ago.
- Rev. Anastassia

Coming Up in Worship

March 15
Back to the Drawing Board: Finding Depth in What You Already Do
"Sometimes when people ask me what I do for a living, I say I am an artist. Not a minister. I talk about my history of both painting and drawing, especially drawing. I say I'm retired from the ministry, but will never retire from drawing. Many others don't draw, I know. But letting you in on an action which restores me might open up the possibilities in what you already do."
- Rev. Dr. Mark Belletini, Retired Unitarian Universalist minister.

March 22 - April 5
Let's Not Live in Scare City
"What Will You Bring to the Feast?": This humorous folk tale about trickery at a royal feast provides a fresh lens to congregational practices of generosity. As we pledge financial support towards our upcoming congregational year, each of us must answer these questions:
Will I contribute the best of myself to this beloved community? Will I share my gifts, adding to our abundance, or will I hold my gifts back for my own use?

April 19 - May 10
Decolonizing Our Faith
One sign of spiritual maturity is the ability to recognize what aspects of oneself to affirm and what parts are better to change. Unitarian Universalism has been a profoundly positive shaping presence in the United States and the world
AND
unfortunately it too has participated in colonization. Come reflect with us on the Unitarian Universalism you would like to reform and affirm.

Wheel of Life

Dr. Jack Eaton passed away peacefully on February 3, 2020. For almost ten years Jack was a member of our community. It was easy to spot him; he sang with such joy in our choir and greeted people with appreciation and cheer. A master musician, he freely shared his gifts, for instance playing Christmas carols so families could sing together on Christmas eve. He enjoyed bringing people together. Jack also enjoyed gardening, travel, cooking, photography, genealogy, walking, and reading, as he was an active learner. Jack spent the last years of his life battling the effects of Alzheimer's disease.

He is survived by his loving wife of 62 years, Carolyn, and their children Mark Eaton (Julie), Lisa Newman (David), Greg Eaton (Sabrina), grandchildren, and a large, loved extended family. Cards can be sent to Carolyn at: Hamilton Trace Family- First Senior Living, 11851 Cumberland Rd., Fishers, IN 46037

Sally Middleton passed away peacefully in her home surrounded by her loved ones on January 24. Only sixty-six and full of life, she was too young to go. Though we would have loved to keep her with us, we are relieved that she is no longer suffering from the painful effects of pancreatic cancer. Until these last few weeks, Sally lived life to the fullest. She was an active and joyous member of our choir. She served on the Board and Program Council, where she expressed tremendous faith in the people of All Souls and a commitment to supporting their passions. She served the wider community as a physician. She was curious, intelligent, and generous, but most of all we will remember how her smile and excitement could light up a room. We extend our empathy to Mike Middleton, who was Sally's beloved and spouse of many years. We also offer our condolences to Sally's children, Stephanie and Jimmy. Cards may be sent to: 8461 Bay Point Drive, Indianapolis, IN 46240

Congratulations to **Madeline Foster** and **Jean-Luc Cattet** on their wedding. We celebrate with you!

Welcome new member **Dylan Stanton**, who joined All Souls on January 26, 2020.

Welcome **Daniel DeVault**! Danny is our new facility manager. You can reach him directly by emailing facility@allsoulsindy.org. Drop him an email to welcome him to All Souls.

Joys & Sorrows

Dottie Huffman's daughter, Phyllis, recently passed away. If you would like to send Dottie a sympathy card or note, her mailing address is: 5940 North Sherman Drive, Indianapolis, IN 46220

Jane Perry is home, having been released from the hospital following a stroke.
Jane's mailing address is: 2939 Talping Row, Indianapolis, IN 46268

Mona Clayton, fractured her wrist in January, and underwent surgery.
Cards and calls are welcome: 2444 E 64th Street Apt. 211, Indianapolis, IN 46220-6224, (463) 202-5978

Carole Hyneman, a member of our choir, was discovered by her daughter, Liz, to have had a significant stroke. Her condition is serious, but stable. Cards are most welcome during this ongoing healing process.
Carole's address is: Community Rehabilitation Hospital South, 607 Greenwood Springs Dr., Greenwood, IN 46143.

Richard Propes was hospitalized earlier this year for surgery on one of his legs. He is home, and Richard just joined All Souls in May 2019, so he hasn't had a chance to meet a lot of people. Please consider sending Richard a note of encouragement. Richard's mailing address is: 5115 Devon Drive, Indianapolis, IN 46226

5th Generation: All Souls

All Souls has received a matching grant from the Center for Congregations to engage those between the ages of 18 and 36. We have named this effort, "5th Generation All Souls," as those in this age bracket would be the 5th distinct generation at All Souls. Isn't it wonderful to understand our engagement as part of our living legacy and community? (It also nicely plays into language that suggests that we are consistently "updating" how we are doing church.)

We see our 5th Generation effort as our vision to honor our legacy, ensure that we are a viable religious option in the 21st Century, while connecting with younger folk in ways that are mutually meaningful. We seek to do this by, first, having in-person interviews with 25% of our visitors/ members in their 20s/30s so that we can discover how to be relevant to their lives. We have nearly reached the first goal for this year. From our initial interviews, we learned that we must offer meaningful opportunities for spiritual development, not just social connection; ensure that there are low to no financial barriers to participation; and intentionally build interfaith, gender-inclusive, and anti-racist competency into programming. Would you like to talk with one of these folks over coffee or lunch? Let Nasreen know (programs@allsoulsindy.org) and she can orient and connect you. We are also engaging these folks as we move forward with specific offerings.

This isn't meant to happen in a silo; to that end we have a goal having 15% of our current membership engaged in this work in some fashion. Our *"Un-Misunderstanding Millennials"* session, offered on January 29, had great feedback, with older members expressing greater understanding for millennials, an eagerness to welcome them, as well as a willingness to re-examine our culture around money and our stated delineations of membership. We are offering this again on March 29, at 9:30 a.m., during Adult Forum. Please RSVP to Nasreen.

Welcoming and building our 5th Generation together is a gift, to ourselves as well as this community. We will get to know each other, moving beyond surface connections. We will grow our capacity to reach, create space, and engage this 5th Generation. Further, our long-standing members will have the opportunity to bless this latest All Souls generation, and play the respected role of "elder" (regardless of personal age.)

Please reach out to me, or Nasreen, with thoughts or questions.
- Rev. Anastassia

From the UUA

General Assembly Registration Now Open
General Assembly is the annual gathering of Unitarian Universalists. Please join us Wednesday, June 24 through Sunday, June 28, 2020 in Providence, Rhode Island for this 5-day immersive experience. The theme is ***Rooted, Inspired, & Ready!*** Register by March 15 for the lowest rates. All Souls congregants who would like to go can apply for scholarships by contacting Helen Dwyer at (hdwyer1492@msn.com). Housing is now open, but going fast.

Regional Assembly 2020, April 18, Rockford, IL
Our keynote speaker will be Taquiena Boston, Special Advisor to the UUA President for Institutional Inclusion, Equity, and Change. The day will feature worship, the annual business meeting, lunch, a keynote presentation, and select workshops. Registration is open. All Souls congregants who would like to go can apply for scholarships by contacting Helen Dwyer at (hdwyer1492@msn.com).

UU The Vote is Here!
UU the vote is put out by our Unitarian Universalist Association to try to foster more voter engagement this cycle. They include resources on building a grassroots campaign to mobilize votes, counter voter suppression, and engage in community conversations like team building, toolkits, and webinars. If you are interested in becoming involved in building a partnership with All Souls and UU The Vote, email Nasreen (programs@allsoulsindy.org).

For more information on any of these events visit the Unitarian Universalist Association online at www.uua.org.

From Our Coordinator of Programs and Communications

This is a busy programming season at All Souls, and I love it! Almost every morning I start the day marveling that I get to work here with all of you, and that I am lucky enough to have a position that lets me spend time thinking through things, figuring things out, and being with people. In that vein, there are several areas where the staff have been putting in a lot of thought, and figuring things through.

The first area is **interfaith competency.** Sarah Cannon, our Director of Children's and Community Programming, and I are putting some energy into planning both adult programming and youth curriculum that fosters a curiosity about the varied faith communities around us in this city. We will be working with the Center for Interfaith Cooperation to do visits to other houses of worship and have opportunities to show and practice hospitality to neighboring faiths in our own space. There is so much wisdom to be gleaned from casting a wider net, and hearing the lived experiences of other people. We discussed having an interfaith picnic after some relationships and connections have been made as a celebration of those new friendships.

Working towards **environmental responsibility** has long been a priority at All Souls, with the Green team and our Net Carbon Zero team bringing the church forward into green stewardship. On the programming side of things, expect to see more earth-based programing. We have begun a monthly meditation walk on the All Souls Trail, where we are able to connect to our space, the ground that hosts us weekly, daily, year after year, and then gather for breakfast together. Congregants have also expressed interest in a potential camping trip over the summer, that would provide time for us to disconnect from the screens and stresses that seem to rule the day-to-day, and take joy in watching the children discover that natural world. Additionally, a community garden rejuvenation effort is in the works, and it has been wonderful to hear people's anticipation of the project. Gardens have a way of bringing people together, including across the generations. We hope that by working alongside each other, and on church grounds we develop a sense of responsibility and belonging to this space and to each other.

At a recent Faith in Indiana training, with representatives from congregations across the State, the speaker pointed to All Souls as a key reason for the transit victory in Indianapolis. The phone banking and organizing that you all showed up for, made a very real difference. Although I was not yet at All Souls, I am grateful to be allowed to be a part of continuing in that vein. The **Diversity and Inclusion** team will start meeting again soon, and I am excited for the possibilities that exist for partnership, civic involvement, and justice work. I think that people gathered together in the common pursuit of justice is a powerful force, and that certainly describes All Souls. I look forward to seeing that force continue to create change.

You might notice a few commonalities through these various areas. The first is the combining of adults and youth in the same spaces. Although we recognize that there are many times where adults and youth need separate learning spaces, being an alive and breathing community is easier and healthier when generations learn from each other and become at ease with each other. This does not mean that every event or worship service will be **intergenerational**, it does mean that we are beginning to take to heart the understanding that all lives have dignity and worth.

The second is an emphasis on **celebration**. So often, looking over the injustices of the world, and the wrongs that need to be righted, we forget to seek joy. The current sermon series has taken us through several spiritual disciplines, for my personal journey I find the practice of celebration underscores all the others. I hope that in the programming offered at All Souls you find some personal joy, and some community celebration.

- Nasreen Khan

From Our Director of Children's and Community Programming

As I begin planning for next year's faith formation programs, I find myself mentally reviewing all the misconceptions I've held myself or heard from others...the ones that lead people to hide in the choir loft when they see me coming. So, I thought I'd address some of them here in the Beacon! Ready?

Myth 1: "I'm pretty sure only parents volunteer in RE."
False! Parents already spend seven days a week fostering the next generation of UUs. By Sunday, most of them need a Sabbath day to refill their buckets for the week ahead. For some parents (like myself), volunteering in RE is an act of spiritual renewal. Others benefit greatly from attending worship or adult programming instead.

Myth 2: "Kids' programming doesn't have anything to do with me."
False! As Reverend Anastassia often reminds us in worship, our UU principles are not academic concepts, but rather embodied practices. Showing up for our children is an important way to model the principles, and to legitimize them in the eyes of our young people. Children are observant. Kids start noticing any disconnects way before reaching adulthood, and report feeling alienated by them. Many of us are pondering ministerial transition and annual stewardship campaigns at the moment...but we don't always stop to ask ourselves how we are individually stewarding the next generation of UUs. Showing up in the RE wing is an investment in a sustainable congregation.

Myth 3: "I don't know enough about Unitarian Universalism to volunteer."
False! The end goal of Unitarian Universalism is not to know everything. Quite the opposite. Instead, we're called to be open to new learning and new understandings even on our last day of life. Curiosity is the single most important quality an RE volunteer can have. In fact, RE can be a fantastic place to do your own learning, especially if you came to Unitarian Universalism (or religion in general) as an adult. When a child asks you a question, "I don't know. Let's investigate that!" is always an excellent answer.

Myth 4: "If I volunteer in RE, I'll never get to go to worship!"
False! If you volunteer in RE, more people will get to go to worship more often. It's RE avoidance that leads to short-handed teams. As the saying goes, "Many hands make light work." That said, we're diversifying children's and youth programming next year! What does that mean for you? A greater variety of volunteer opportunities! You could be part of a consistent, twice-monthly RE team; sign up on an as-needed basis to be a resource person in the Makerspace, or lead an occasional book discussion group. I also keep a list of those willing to complete "one and done" tasks, like bringing food to an event, or helping paint one of our classrooms. There's a good fit for just about any schedule.

Myth 5: "But isn't this why we have Faith Formation staff?"
Foo. (Say it out loud. You'll get it.) Our Faith Formation staff do important work, and we care deeply about All Souls children and youth. However, the end goal is not for kids to grow up and join the staff. It's for them to become fully fledged members of the congregation. Their bond to you is much more important than their bond to me, Rev. Anastassia, Cherilyn, or Amanda. As we know, church staff members come and go, and many among us feel anxiety about that, in part because we're afraid that the folks who connected with the work they did will stop coming. An interconnected community is the antidote.

So, in summary: Call or write me today to grow, contribute, and connect with fabulous people, many of whom happen to be younger.

- Sarah Cannon

WANTED
Volunteers of all generations who believe in manifesting their principles and connecting with congregants of all ages. No experience needed, just a healthy dose of curiosity and follow through.

From Our Membership Coordinator

When we think of church membership, we often think in terms of numbers. Yet membership in Unitarian Universalist congregations is as much about quality as it is about quantity. Our Unitarian Universalist congregations exist because of our free choice as members to gather into covenantal relationship with each other.

Of course, growth does bring change, and change brings awkward feelings and moments that cannot and should not be denied. We hope these feelings can be discussed in open and honest conversations that also point out the gifts and opportunities that come with additional members.

28 Ways That YOU Can Practice an Outward Orientation
–Art Brewer, First Unitarian Congregation, Toronto, Canada

1. Bring someone to a Sunday service.
2. Talk with someone you don't know during coffee hour.
3. Wear your name tag at every Sunday service.
4. Tell return visitors that you're glad they came back.
5. Intentionally sit beside a visitor at a Sunday service.
6. Put a UU decal on your car or home window.
7. Wear UU jewelry and clothing.
8. Use a UU coffee mug at work.
9. Practice your response to the question, "What is Unitarian Universalism?"
10. Write an article for a local newspaper about a church project in which you're involved.
11. Host a party to which you invite both members and nonmembers.
12. Participate in a community event that reflects UU principles (for example, a gay pride parade).
13. Link your favorite social justice cause to the congregation.
14. Invite a nonmember to a service, small group, or adult program within your congregation.
15. Tell a nonmember about an adult program.
16. Talk to nonmembers about your church.
17. Buy a copy of a UU sermon you liked, and give it to a nonmember.
18. Display our "7 Principles" at home or work.
19. Carry a "7 Principles" card, and give it to people when they ask about Unitarian Universalism.
20. Promote your congregation's rental space to individuals and groups you know.
21. Visit other UU congregations.
22. Give a copy of the magazine UU World or another UU publication to a nonmember.
23. Attend a UU church when you're on vacation.
24. Attend a cluster or district meeting.
25. Attend the UUA General Assembly in June.
26. If you subscribe to an e-mail list or an e-group, send a posting that identifies an upcoming sermon or event at church that would be of interest to other subscribers.
27. Let nonmembers know about the wonderful religious education programs you have for children and adults.
28. Tell someone about a provocative thought you heard at church.

Your Membership Team at All Souls is comprised of members and friends of the church who help with strategic planning to increase our membership. They help to make sure that the folks that are visitors, friends and members of All Souls are connected to the people and activities here and we do our best to warmly greet everyone on Sunday mornings as they arrive for the Sunday service. They include Mercedes Carroll, Bev Evans, Margi Heckley, Diane Kennedy, John Murphy, Judy Murphy, Fern Page, and Bruce Russell - Jayne. Marty Pearlman, Susan Vinicor and Karen Downing have also greatly contributed to the Membership Team over the past year.

Please reach out to any of us to ask questions about joining us as we welcome those that attend our church home on a Sunday morning and make space for those we have yet to meet. Thank you!

- Allison Zafiratos