

Hello BUU!

I am happy to bring you my reflections from our first phase of work together in this newsletter, offer my gratitude for our time, and name some next steps.

In May 2025, your Board and minister, in consultation with leaders in the congregation, invited me for an initial phase with you to listen as an outside witness. The invitation was to listen in order to...

- **Create clarity among leaders about varying levels of conflict and hurt**
- **Identify needs being expressed for processes or support**
- **Propose some possible pathways forward in the 2025-2026 church year**

After over 30 one-to-ones, several email exchanges, and support from your leadership and Listening Team, I have drafted a video for you of my reflections from this time together. This includes some of my thinking about approaches to this work, core themes and requests from my conversations with you, and a possible pathway for next year.

[You can view the video presentation by clicking here.](#)

The video is an hour, and covers the following topics:

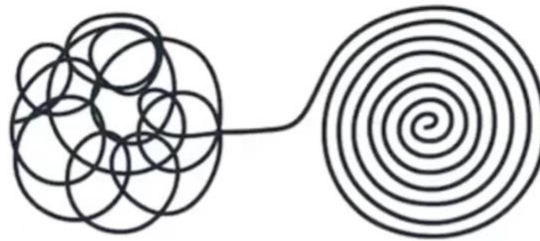
- **Introduction to Conflict Engagement Systems and Organizational Systems**
- **BUU Themes:**
 - **Context**
 - **Grief and Healing**
 - **Relationships**
 - **Structures**
- **BUU Requests:**
 - **Trustworthy Listening**
 - **Grief, Healing, and Accountability**
 - **Covenant, Intimacy, and Relationship**
 - **Structural Clarity**
- **Potential Pathway for 2025-2026: Focus on Relationships**

After you view the video, your leadership welcomes your personal reflections at this survey here. All questions are optional and can be answered in brief or in depth and will be shared with the Board, the Listening Team, Rev. Inge and me.

You will hear more from your Board leadership in August and September with next steps. I am grateful for this period of time with you and looking forward to your reflections. I wish you a summer of connection, care – and some cool! – wherever you are.

With care,

Rev. Sam



**Peacemaking
Traditions**

**Restorative
Practices**

**Nonviolent
Communication**

**Community
Psychology**

**Collaborative
Decision-making**

Program Dates:

Kick off in-person: Friday, January 9 - 10AM-3PM

Large Group Meetings (Zoom):
Twice monthly - February and March

Small Group Meetings (Zoom):
Once monthly - January, February, and March

Closing in-person: Late March/Early April

All meetings are facilitated by Rev. Samantha.



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