

Rev. Bethany's Parental Leave

As you've likely heard, Rev. Bethany and Bryan are expecting a baby! Baby Russell-Lowe is due in late April. UUCT staff and leaders have been hard at work planning for Rev. Bethany's parental leave. This flyer has lots of information about how the Minister's duties will be covered while Rev. Bethany is on leave. If you have any questions, you can contact the Parental Leave Team at leaveteam@uuctucson.org

Leave Plan

Rev. Bethany will be on leave starting at the birth of Baby Russell-Lowe for 12 weeks of full-time leave, followed by 2 weeks of part-time leave. The part-time leave will be accounted for as one week of study leave. Rev. Bethany's 12 weeks of full-time leave will start sometime in mid-April/early-May. Rev. Bethany plans to be back full-time by August 8th at the latest.

Communicating with Rev. Rev. Bethany has requested that only the Board President and Parental Leave Minister contact her while she is on leave. This will allow her space and time to adjust to being a mom. She will not check emails, texts, or phone calls while she is on leave.

Sharing Your Joy! The Office will announce Baby's arrival to all members. If you wish to celebrate Baby's arrival with Rev. Bethany and Bryan, they welcome cards to be mailed to them. Contact Mary Wiese (mwiese@uuctucson.org) for their mailing address.

Minister's Duties. Your Board of Trustees has agreed to hire Rylee Uhrich as our Parental Leave Minister! This is a very part-time position (about 8 hours per week) covering only essential ministerial duties. Lay leaders will also be fulfilling some of the Minister's duties. See page 2 for how the Minister's duties will be covered while Rev. Bethany is on leave.

Parental Leave Minister



Hello, my name is Rylee Uhrich and I have been serving as the student minister with UUCT and Borderlands UU since September 2020. I am mid-degree, pursuing a Masters of Divinity at Starr King School for the Ministry and working toward Unitarian Universalists ordination. I came into

ministry with 7 years of experience in roles of spiritual leadership in Pagan communities. I am motivated in my call to ministry by work for personal and societal healing through community building. I was raised in the Bay Area in California and have lived the majority of the past 15 years in western Washington. My first trip to Arizona was in 2009 when I came to volunteer with No More Deaths, so it was intentional that when I sought a congregational internship I had UUCT in mind. I look forward to accompanying you as the Parental Leave Minister during the months of Rev. Bethany's leave.

Rylee's contact information is rylee@uuctucson.org and (802) 490-3573.

Parental Leave Team

The Parental Leave Team will be a hub of information about who is doing what during Rev. Bethany's leave, and also will be empowered to make administrative decisions usually handled by Rev. Bethany while she is away. If you have any questions about the Parental Leave, contact the Parental Leave Team at leaveteam@uuctucson.org. Rylee will be their staff contact.



From left to right

- Jody Bergedick** – Liaison to the Board of Trustees
- Frank Valdes** – Past President, Communications, Website
- Darlene Mathews** – Liaison to Care Team, Long-Term Member
- Howard Tolley** – Liaison to Worship Associates and Congregational Evaluation Team; Member of TBIRDS and Social Justice Council

Who's Doing What?

Worship

- Vespers services will be led by staff, CUUPS leaders, Share the Plate Speakers, Affiliated Community Ministers, and the Parental Leave Minister. The Parental Leave Minister will coordinate vespers.
- Baja 4 services for the month of July will be created by UUCT's Worship Associates.

Pastoral Care

- The Care Team will continue to function as usual in their monthly outreach to members and their general care for members who are going through transitions in their lives. The Parental Leave Minister will work with the Care Team to discern which pastoral concerns require trained support.
- The Parental Leave Minister will work with the Affiliated Community Ministers and CUUPS Spiritual Council to cover the higher-level pastoral needs.

Staff Supervision

UUCT has strong, experienced staff who are fully capable of continuing their own work while Rev. Bethany is away. The Parental Leave Minister will hold regular 1-on-1s with Jamili, Brian, and Mary and convene regular all-staff meetings.

Board and PLT Support

The Board and PLT will play key roles in continuing the congregation's shared ministry while Rev. Bethany is away. The Parental Leave Minister will support Board and PLT leaders in their work and meet regularly with both teams.

Parental Leave Minister Duties

- The essential duties of the Parental Leave Minister will be to:
- Lead vespers three times and coordinate all vespers services.
 - Be available for pastoral care to members and friends.
 - Meet regularly with staff in 1-on-1s and lead staff meetings.
 - Support Board of Trustees and Parental Leave Team.
 - Communicate about emergencies and urgent needs with the Minister while she is on leave.

Read the full job description for the Parental Leave Minister [here](https://bit.ly/3rIxyhL) (link: <https://bit.ly/3rIxyhL>)

Funding

For three years, the Finance Committee has been putting a few thousand dollars from each year's budget into a Leave Reserve fund. The Leave Reserves currently have \$6,000 which will be the source of funding for the services of the Parental Leave Minister while Rev. Bethany is on leave.

Remainder of Parental Leave

Rev. Bethany's Letter of Agreement also allows for 4 additional weeks of leave in the first two years of baby's life. The Russell-Lowes plan to travel to visit family and friends in the Northeast in 2022. The details of that leave are not covered by this plan and will be announced later.

Important Contacts

Rylee Uhrich

Parental Leave Minister

rylee@uuctucson.org

(802) 490-3573

Parental Leave Team

leaveteam@uuctucson.org

Board of Trustees

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Mary Wiese

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