

The Gathering at Northern Hills, A Unitarian Universalist Community



# The Harbinger

*The Gathering at Northern Hills is a congregation of free people*

*As such, we celebrate diversity and welcome to our services all persons, irrespective of race, ethnicity, disability, sexual orientation, or faith.*

*We invite and welcome to our membership those in agreement with our purposes and principles.*

*Website:*

<http://www.gnhuu.org>

**For current calendar information, visit the website and click on the calendar link at the bottom of the webpage.**

**Rev. Doug Slagle, Minister  
Sunday Services & Religious  
Education:**

**Sunday at 10:45**

**Nursery Care Provided**



## Board Endorses New Ministry Proposal

The board has discussed this proposal at length, both with Doug and Michael in attendance, and in executive session, without them. We have looked at the budget, the pros and cons, and, especially, the opportunities.

We honor Doug's plan to transition carefully into retirement, and to help GNH in this transition.

We have a great opportunity here to be part of the pastoral and spiritual formation of a young and eager minister

We think of this as a win-win proposal: everyone gets something out of it, and we are NOT saddled with an obligation to hire Michael at the end of a time of discernment; on the other hand, we have the opportunity to be part of his development and to fine-tune the arrangement all along the way.

We are forward thinking: this is an innovative solution to a situation we will be facing within a few years. Churches everywhere are needing to think outside their traditional frameworks; this could even offer a model for other churches in the future.

We want this to succeed – we hope you will agree with us as you vote on December 8.

**This proposal is to be voted by the congregation at its Annual Meeting to be held on December 8, 2019.**

Rev. Doug, beginning no later than June 1, 2020, shall assume a new part-time work schedule of 25 hours per week. He will speak on two successive Sundays a month and be in residence in Cincinnati between those two Sundays. He will assume a new title as “**Senior Minister**” while retaining overall responsibility for day-to-day operations of GNH.

Michael Tacy, beginning immediately when Rev. Doug assumes a part-time work schedule, shall become “**Associate Minister**” and work as a Minister / Music Director approximately 30 hours per week. He will speak two successive Sundays per month. He will begin his on-the-job training as a Minister.

**Rev. Doug and Michael Tacy will operate under this arrangement for a trial period of one year. They, the Board, and the congregation will then determine if it should continue.**

### **Three Goals:**

1. Rev. Doug transitions into retirement for the next few years.
2. Michael Tacy equips himself, through on-the-job training, mentoring by others, and some Seminary level training, to be a Minister.
3. The Gathering at Northern Hills uses this opportunity to determine if Michael Tacy should succeed Rev. Doug as Senior Minister. **The congregation is under no obligation to eventually hire Michael as Senior Minister.** It will, however, join in the on-the-job training of Michael as a way to **possibly** find a Minister successor it knows, likes and respects.

### **How the New Ministry Arrangement Will Work:**

1. Rev. Doug works half-time approximately 25 hours a week.
2. Rev. Doug continues to oversee all aspects of GNH Ministry.
3. Rev. Doug works with and mentors Michael in his role as a Minister.
4. Rev. Doug speaks two Sundays a month.  
Rev. Doug continues, as he has over the past five years, being available either in person, by phone, or by e-mail for all important matters. In congregation emergencies, or when requested for a funeral, he will be available in person.
5. Rev. Doug will be paid 60% of the salary he would otherwise earn as a full-time Minister to GNH.

1. Michael Tacy works half-time approximately 30 hours a week.
2. Michael Tacy serves as Associate Minister and handles Ministry responsibilities under the direction of the Board and Rev. Doug.
3. Michael Tacy speaks two Sundays a month.
4. Michael Tacy continues his work as Music Director.
5. Michael Tacy will be available in person, by phone, or by email for all important church matters.
6. Michael Tacy will undertake efforts on his own to learn the functions and expectations of being a Minister - through self-directed reading and learning, some Seminary class work, and on-the-job training.
7. Michael Tacy will be paid 40% of Rev. Doug's salary plus his salary as Music Director.

There will be numerous other day-to-day functions of Rev. Doug and Michael Tacy that will be worked out by them, by the Board, and by input from members. If at any time this Ministry arrangement is not working well for the GNH congregation, new plans and arrangements will be made.

**This proposal is to be voted by the congregation at its Annual Meeting to be held on December 8, 2019.** The Board of Trustees shall determine, based on GNH bylaws, the vote threshold needed to approve the proposal.

# Upcoming Events



- **This Sunday, November 10 , Coffeehouse Family Service:** The Second UU Principle and Equity Thinking

Nov 3, Social Action Justice Team Meeting, 9:15am, Sanctuary

Nov 13 - Prepare Lunch at Lighthouse Youth Services, 11:00 am

Nov 13 - Auction Lunch with Rev. Dug, 11:30am, GNH Quimby Room

Nov 16 UUC Council Meeting, 8:30am - 12:00pm, GNH Quimby Room

Nov 17 - Fordum Podcast Discussion, 9:15am, Conference Room

Nov 17 - Auction - Moravian Star Paper Folding Workshop, 12:45pm

Conference Room -

## GNH November Message Series Giving Thanks for Our UU Principles

Following up on Rev. Doug's messages in August and September when he examined some different perspectives on the fourth, fifth, sixth and seventh Unitarian Universalist Principles, he completes the review with messages on the first three Principles during the month of November. Hopefully, these messages will enlarge our perspective on UU Principles – ideas that are expressed in multiple forms of spirituality and are therefore universal in scope.

- **November 17, 2019:** The First UU Principle and Our Version of *Imago Dei*
- **November 24, 2019:** Guest Speaker Rev. Alice Diebel and Social Justice Sunday
- **December 1, 2019:** Music Director Michael Tacy Speaks. Topic TBD.

### Barry Young and Kimball Roots - New Address

1211 58th Street South, St Petersburg Florida 33705

Our phone numbers & email addresses will be the same

Barry , 513-823-1095 and [barryeyoung@yahoo.com](mailto:barryeyoung@yahoo.com)

Kim, 513-254-6243 and [kimballroots@gmail.com](mailto:kimballroots@gmail.com)

**Save the Date! Annual GNH Holiday Party,  
Saturday, December 21, 6 PM,  
Manor House Restaurant at Maple Knoll Village.**

**The cost will be \$25 per person. Cash bar.  
Confidential  
assistance to those with a tight holiday budget.  
Please contact Rev. Doug with questions.**



## New FORUM To Discuss PODCAST

Hi Friends,

The On Being podcast “Ingredients of Social Courage” will be the Sunday, November 17, forum topic. As with our October forum, the podcast will serve as a thought provoking topic open for rich discussion.

Krista Tippett’s guests for this podcast are:

**America Ferrera**, an Emmy Award–winning actor and producer (currently, NBC’s *Superstore*) and co founder of Harness, a grassroots organization for social Healing. Krista Tippett refers to America as a culture-shifting artist.

**John Paul Lederach**, a senior fellow at Humanity United and professor emeritus of International peacebuilding at the University of Notre Dame. He is also the co-founder of the Eastern Mennonite University’s Center for Justice and Peacebuilding.

The podcast can be found on any phone or computer app used for podcasting or may be accessed directly via the On Being website at

<https://onbeing.org/programs/america-ferrera-john-paul-lederach-the-ingredients-of-social-courage/>

Should you prefer a written transcript, you can print one from the link below or get one from the bulletin board (Thanks, Adrienne!)

<https://onbeing.org/programs/america-ferrera-john-paul-lederach-the-ingredients-of-social-courage/#transcript>

Hope you will consider listening and joining in the discussion in the GNH Conference Room on Sunday, November 17, from 9:15 a.m. to 10:15 a.m. We decided to move it 15 minutes earlier this time.

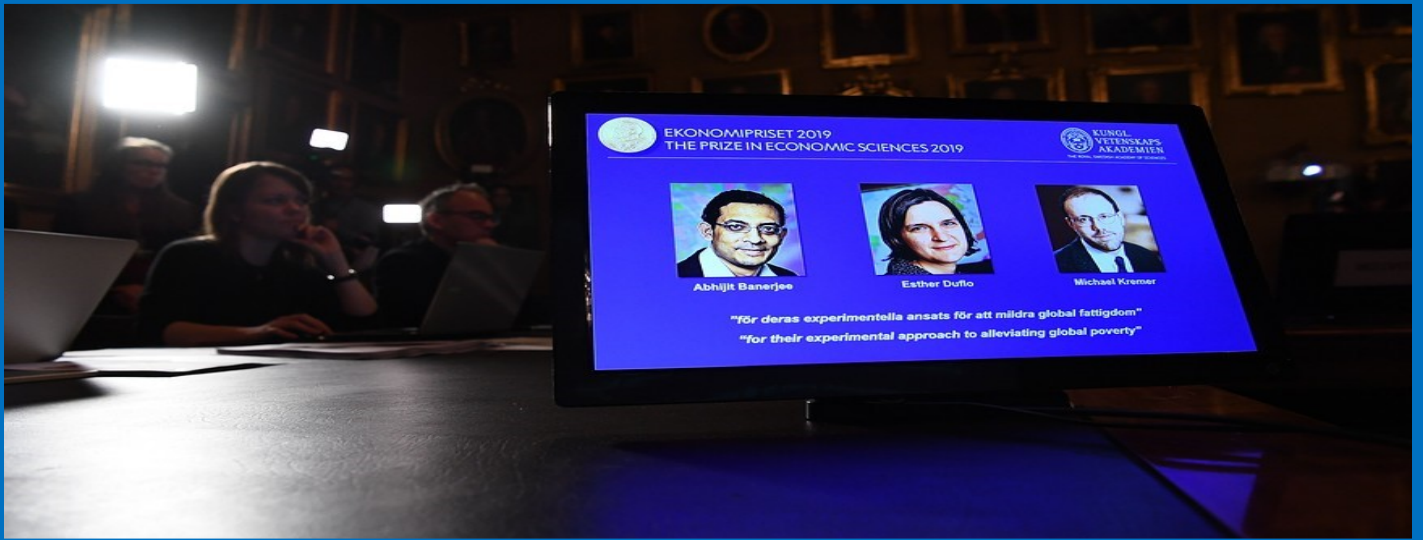
To me there are so many valuable offerings in this podcast, but just to get us started, a few that spoke to me are reflecting on the “200 year present”, “grappling with boundaryless identity”, and the “critical yeast” for change.

Hope you will offer what spoke to you!

# The Nobel Prize for Economics

## Book Review

By Ann McCracken



The Nobel Prize for Economics was awarded this year to Esther Duflo, the second woman and the youngest to ever receive the prize, Abhijit Banerjee, and Michael Kremer. Duflo and Banerjee are the authors of ***Poor Economics; A Radical Rethinking of the Way to Fight Global Poverty***. Much of the work is centered on India and Africa. The book is available online, free at [upscsuccess.com](http://upscsuccess.com) and anything with such a title is surely a read for UU's given our seven principles.

The authors quote Amartya Sen that "poverty leads to an intolerable waste of talent. Poverty is not just a lack of money; it is not having the capability to realize one's full potential as a human being."

The authors Duflo and Banerjee posit,

*If we resist the kind of formulaic thinking that reduces every problem to the same set of general principles; if we listen to poor people themselves and force ourselves to understand the logic of choices; if we subject every idea to rigorous testing then we can construct a*



The poor often lack critical pieces of information and believe things that are not true.

Studies say tell people something they don't know in an attractive and simple way, from a credible source. It must say something people don't already know.

(Governments pay a huge cost in credibility when they say things that are misleading, confusing or false.)

The poor have responsibility for too many aspects of their lives. The richer you are the more right decisions are made for you e.g. clean piped water, automatic saving methods, while the poorer you are the less you believe that small cost today will impact the distant future resulting in procrastination. Therefore, make it as easy as possible to do the right thing using the power of default and small nudges.

There are good reasons that some markets are missing the poor, or that the poor face unfavorable prices in them.( e.g. interest rate on loans, catastrophic health policies.)

Poor countries are not doomed to failure because they are poor, or because they have had an unfortunate history. Failures of programs for the poor are most likely due to some avoidable flaw in the design of policies in respect to the ubiquitous I's: **Ignorance, Ideology, Inertia**. The authors suggest from studies that inviting everyone to meetings, holding government workers accountable for failures in their performance, monitoring politicians in performing their duties and sharing this information with voters, and making clear to users of services what they should expect from services they are entitled to.

Expectations about what people are able or unable to do all too often end up turning into self-fulfilling prophecies. Those whom no one expects to perform have no incentive to perform. On the other hand, success often feeds on itself. When a situation starts to improve, the improvement itself affects beliefs and behavior.

(We invite members and friend to submit reviews of books and/or movies that affirm UU Principles and are of general interest.)

## **Fly-Twice-Backward: Fresh Starts in a World of Troubles**

By David McCracken

I've been a member of seven of our churches and fellowships since my first service, sixty years ago. I realized then, "So that's what I am!" Spreading our liberal faith has been important to me since then. I want to let you know about a very UU Kindle novel I've just published:



The novel has a main purpose of making graphic the worldwide struggle between dogmatic fundamentalism of all kinds and our enlightenment ideal of freedom. Please take a look and, give it a shout-out however you can: **Fly-Twice-Backward: Fresh Starts in a World of Troubles**. I'd love to hear your thoughts on it.

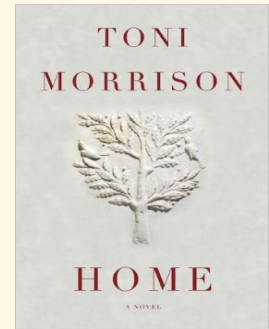
Is this the ultimate literary novel of our age, with related music, internet links, poems pictures, and books, weaving in time travel, environment, history, geography, psychology, and philosophy, with an underlayment of humor, action, politics, emotion, and life's pleasures? It is an autobiography of a life as it might have been, having awakened on my twelfth birthday, knowing enough to maybe turn the world on its end, if it doesn't bite me back.

For you, I've set the price as low as Amazon will let me: \$0.99, a real bargain for a labor of many years and a saga of monumental scope and importance. Please take a look on my book's Amazon page, linked above, and let me know if it appeals to you. You can even read the beginning for free there.

# GNH ANNOUNCEMENTS

## GNH Book Club –

December 6, 2019, 1:00 pm, Conference Room,  
November's Book of the Month.  
"Home" by Toni Morrison




Do you have a book or movie to recommend? Write a review for the Harbinger! We welcome your thoughts about a book or movie that supports our values and principles. Please email to [gnhuu460@gmail.com](mailto:gnhuu460@gmail.com)!!

We love your generosity...but PLEASE do not bring plastic plates, utensils, cups, etc., to church for the kitchen. We are trying our best to run an earth friendly kitchen and live up to our UU ideals. Thank you very much for understanding.

**Are you frazzled on Sunday mornings?  
Here's a Solution!**  
*Quiet Time in a Quiet Space...*



Our Conference Room / Library is now open each Sunday from 10:00 to 10:45 AM for reflection, meditation, reading, or prayer - but not for discussion about creating world peace or finding that missing mitten . 

## Lighthouse Youth Services Lunch Preparation.

GNH will next serve lunch at the Lighthouse Sheakley Center,  
Wednesday, November 13, 11:00 am - 1:30 m.

Please contact Ginny Patterson if you can help.



## Shambhala Meditation Group

Every Tuesday, 7:00 PM – 8:30 PM

The Shambhala Meditation Group welcomes newcomers and experienced meditators alike. Questions/RSVP: contact Ann Bobonick.

## VICRC Needs 85 Plastic Jars of Jelly by December 8

Valley Interfaith has asked GNH to donate **85 plastic jars of jelly** (any size or kind, but grape and strawberry are most popular) no later than Sunday, December 8, for their Christmas food baskets. You can find plastic jars of jelly at both Aldi's and Kroger. Aldi's has 30 oz. jars for \$1.29. Please place your donations in the large basket by the stairs in the foyer outside the Quimby Room. Thanks



## THOUGHTS AND PRAYERS

Becky Wilson is recovering from the flu. Continue to keep MJ Pierson and Ginny Patterson in your thoughts & prayers as they recover from health challenges. Please contact Arlene Thorworth or Rev. Doug if you know of any member with care needs.

## Openings Available for Auction's Holiday Social Events



Coming up for the holiday season is a **Moravian Star Paper-Folding Workshop** on **Sunday, November 17, 12:45 p.m.**, hosted by Kimberly Tenai and Jackie Clarkson. Moravian stars make beautiful holiday ornaments and decorations. After you master the technique, you can dip your stars in wax and add glitter for holiday shine. Kimberly will provide all materials and hands-on help, while Jackie will provide a light lunch (savory and sweets) with sparkling wine for holiday cheer. So far, four people are attending, and the cost is just \$15 a person.

Another holiday event fast approaching is **Kevin Heidt and Sian Harris's popular cocktail party on Saturday, December 7, at 7 p.m.** at their home in West Chester. Entertainment will be provided by singer and guitarist Joanie Whittaker. So far, eight people are attending, and the cost is \$25 per person.

## Homemade Food Items Needed for Goodies and Gifts Boutique Sunday, December 15

With autumn finally here, it's time to get ready for GNH's Goodies and Gifts Boutique, a sale of holiday **food** items held after Sunday service on December 15. Please start thinking about homemade food items you can donate, and contact **Linda Gutowski** to let her know. She'll be circulating a sign-up sheet during Sunday services beginning November 10, and she'll need to know specifically what you will be donating. All proceeds will benefit GNH. Thanks!

## A Volunteering Legacy in Jeopardy: Our Saturdays at the Freestore!



We all lead busy lives and there are many demands on our time. So, no guilt here!

But, the Freestore is considering eliminating our regular third Saturday volunteering dates because of recent low attendance by us. The Freestore schedules groups to serve on all Saturdays. We have told them we will have at least 3-5 volunteers on third Saturdays. The past few months we have fallen short of that number and thereby potentially denied other community persons or groups from volunteering.

So! Please consider, when you are able, volunteering at the Freestore on the third Saturday of September (the 21st) and of October (the 19th), 9 AM to 11:30 AM, 1250 Tennessee Avenue. As usual, we'll be assembling weekend food bags for elementary age children throughout the tri-State who are "food insecure." Responsible youth, with a parent, ages 10 and up are very welcome!

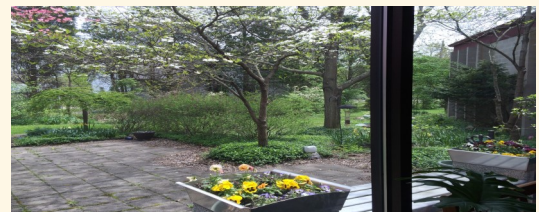
We have wonderfully volunteered at the Freestore on third Saturdays for the past nine years! If possible, let's hope we can greatly extend those years of serving our community.

Thank you! (If you are able to volunteer on a particular Saturday, Please email Rev. Doug.)

## Keeping our Building Neat and Clean

Fall pruning, weeding and general yard clean up needed.

Your help will save GNH from having to pay a landscaper. This is a much needed task to prevent ant infestation into the building. If you're willing to donate 30 minutes to an hour of time, please see Rev. Doug or Ann Bobonick. Your help keeping GNH looking nice is very much appreciated  
Thank you for understanding.



# GNH Emergency Procedures

On Sunday, Sept 15, Rev. Doug and Board President Sue Cline outlined procedures for the congregation to take in the rare event of the below emergencies. Please read these carefully...

- **Fire Emergency**: Pull Fire Alarm (Alarms located in Sanctuary, Front Lobby, Original Lobby, Quimby Room, Conference Room). Respond to alarm by evacuating building at nearest exit. Meet children and others in rear play area.
- **Tornado Warning Siren**: Move to lower level hallway, closet, utility room, nursery restroom. Second best option: hallway and restrooms outside the church office. AVOID rooms with windows.
- **Active Shooter**: Remember Flee, Hide, Fight. Respond to **Air Horn signal** that there is a dangerous and threatening person in the building. Call 911.
  - First option: **Flee** out nearest door or broken window (use hammer to break window near tech station). Run away from building.
  - Second option: **Hide** in Minister's office (door near tech station is usually unlocked during services. Lock it once inside.) **Hide** in classrooms, closets, etc.
    - Last option: **Fight back** - throw chairs, etc. at perpetrator.
- Experts and Police advise not to try and talk to or negotiate with an active shooter.

# Security Preventive Measures Implemented

- All outside entry / exit doors to remain locked at all times.
- Greeter opening of front entry doors on Sunday mornings.
- Upcoming installation of keypad entry system next to front doors. All members will be given the keypad code to enter front doors. Members of renting groups will be a given unique code.
- Doors will remain always locked.
- Changing of locks and limited key access to all other entry doors.
- Installation of locks on RE classroom doors.
- Sanctuary entry doors to be closed and locked during services. Usher will open door for latecomers.
- If you see anything suspicious, report to Minister, a Board member, Michael Tacy, Greeter, or Usher.
- Be especially aware when in building during non-Sunday meetings and events. Doors must be kept locked. Know who is attending a service or a meeting by introducing yourself to new visitors.
- All firearms are forbidden in the building. Signs posted. (recommended by police).
- New parking lot LED light fixture for nighttime.
- No Trespassing Signs around parking lot (recommended by police).
- Possible video surveillance cameras for front outside entry area.



## The Unitarian Universalist Council of Greater Cincinnati

### *Safety in Your Church Building -*

**Saturday, November 16 - 9:30 - 11 am**

The UU Council of Greater Cincinnati will meet at The Gathering at Northern Hills on Saturday, November 16 from 9 to 11:30 AM. Breakfast will be provided at 9 and the meeting begins at 9:30. The topic for discussion and consideration will be on church safety. If you plan to attend, please inform Board President Sue Cline or Rev. Doug.

## Holiday Decoration Bazaar

Sunday, November 10th please plan to stop by the Quimby Rm. and shop the lovely selection of elegant Christmas decorations, many lovingly hand-made made by GNH members . Lots of decorations generously donated by Barry and Kim as they prepare for their move to Florida. Have a memory of Kim and Barry as well as beautiful table toppers by Sue Sale, and many more gift ideas from our talented members. Many one of a kind items to spruce up your holiday. So, bring your checkbook and prepare to avoid the crowds and



## HOSPITALITY

The purpose of the hospitality time after service on Sundays is to give members and guests an opportunity to socialize while having a **LIGHT** snack.

Like other functions within the church, there is a team who will handle this function. Anyone interested in serving on the team should contact Penny Shore ([penny.shore@gmail.com](mailto:penny.shore@gmail.com)) to be included. The team members will use an online sign-up to select dates for hosting hospitality. If a member has a conflict with a date, they may contact another team member to swap.



# ***Unitarian Universalist Justice Ohio Register Now for***

## ***UUJO Annual Assembly***

UU Justice Ohio's 2019 Annual Assembly

Web: [www.uujo.org](http://www.uujo.org) Follow us on FaceBook: UUJO

***Envisioning Justice  
Saturday, Nov. 9, 2019***

**9:30 am coffee and registration (doors open 9:15 am)**

**10 am - 4 pm - keynote, lunch, workshops & annual meeting**

**Methodist Theological School in Ohio (MTSO)**

- **UUJO's Annual Assembly features the Rev. Dr. Jack Sullivan, Executive Director, Ohio Council of Churches**
- **Morning worship offered by UU seminary students from MTSO**
- **Workshops on Immigration, Gerrymandering, Poverty, Transgender Justice, and Race/Anti-racism.**
- **Afternoon time for deeper discussion with the keynote presenter**
- **Lunch provided by MTSO's excellent farm-to-table program and includes vegan, vegetarian and omnivore options.**
- **In the morning Business Meeting, we will elect new UUJO Board Members, approve the budget and vote on important changes to our bylaws.**
- **Childcare is provided but you must register by Oct. 27.**

**Seating is limited - REGISTER Today!.**

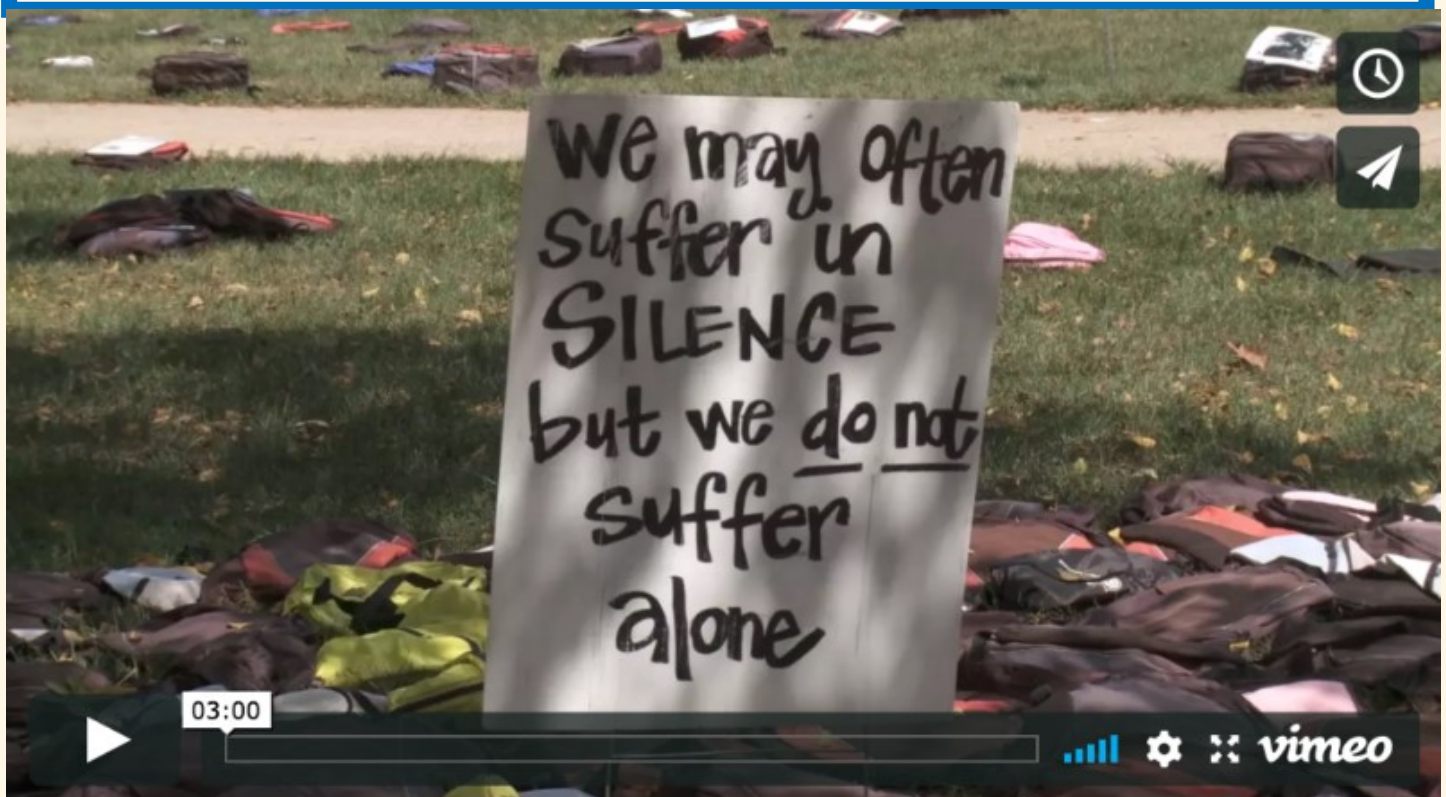
Register [HERE](#) or at: <https://uujo.wufoo.com/forms/q1od8wde093cf2h/>

## SUICIDE PREVENTION • MENTAL HEALTH

### CRISIS INTERVENTION • PSYCHOLOGY • COUNSELING

#### The S Word - multicultural suicide prevention documentary

We're writing to share an important documentary that we hope you'll consider using as part of your work at The Gathering at Northern Hills - A Unitarian Universalist Community. **THE S WORD** supports dialogue about mental health and suicide prevention by weaving stories of suicide survivors from a cross section of LGBT, African American and Asian American communities, who candidly share their profound stories of survival and advocacy. Please see the full [synopsis on our website](#) and access a [preview of the film here](#).



#### Purchase Options:

**DVD for unlimited internal use - \$129**

**Community-Wide Screening + DVD for unlimited internal use - \$249**

**Fundraiser Community Screening + DVD for unlimited internal use - \$349**

**Suicide Prevention Presentation + Screening with Filmmaker - Con-**

# GNH VOLUNTEER OPPORTUNITIES

## Sunday Greeters

Need someone who enjoys meeting new people? Greeters are the first people to meet visitors and create a positive first impression of GNH. If you'd like to volunteer, please contact Becky Wilson at [rjda-vis019@gmail.com](mailto:rjda-vis019@gmail.com)

## Ways and Means (Fundraising)

Conducts fundraising through the annual auction, rummage sale, and other event.

***“WE WELCOME NEW FUND RAISING IDEAS AND VOLUNTEERS”.***

Contact Betsy Anderson at [mbanderson1@zoomtown.com](mailto:mbanderson1@zoomtown.com)

## Ushers

Ushers prepare and distribute the order of service, warmly greet all attendees, assist in directing members and guests in seating, assist in the offering, assist in counting of cash offerings after the service. Phyllis Berenson at [pberenson@yahoo.com](mailto:pberenson@yahoo.com) or Mel Levrant at [ocarmel@fuse.net](mailto:ocarmel@fuse.net)



## Please Help Take Care of our Church Home!

All able members are asked to volunteer, in some way, to take care of our building and grounds. **WE NEED MORE VOLUNTEERS FOR THIS WORK!** If you are willing to donate an hour or two to mow grass, do yard work, organize, clean, or do light repairs and maintenance - PLEASE contact Rev. Doug or David Hester.

## NEWSLETTER POLICY (September 2008)

All items that appear in the Harbinger should be of general interest to the members and friends of GNH and be consistent with GNH's mission, purposes, and policies.

Newsletter submission should be as brief as possible, with a 500 word maximum. The editor has the right and responsibility to edit as needed to ensure conciseness and readability. The editor also has the right to delay publishing non-time-critical articles as available space may require.

The newsletter editor may refuse publication if a submission is considered inappropriate.

The editor shall consult with the minister and the Trustee who holds the communication portfolio for guidance in what shall be published.

Members of GNH shall have the choice to receive the Harbinger electronically or via paper mail. The newsletter shall be posted on the website. Do not submit names or contact information without the consent of other persons.

The Harbinger mailing list shall not be used for business purposes or for any type of mailings

## The Gathering at Northern Hills, A Unitarian Universalist Community

460 Fleming Road  
Cincinnati, Ohio 45231

Phone: 513-931-6651  
Email: [gnhuu460@gmail.com](mailto:gnhuu460@gmail.com)

**OFFICE HOURS**  
**Tuesday and Thursday, 11:00 am - 4:00 pm**



## NEXT Harbinger

**Our Next Harbinger will be  
Tuesday, November 19, 2019**

**Please** have all articles to the office by 10 a.m. by the deadline, Monday, Nov 18, 2019 before the Harbinger is published. Space can be reserved on the rare occasion an article needs to be late.