

Final Draft 4/18/2024

DECLARATION FOR MINISTER EMERIT

Whereas the Minister Emerit Congregational Policy approved by the Board on February 20, 2024, specifies that the title Minister Emerit may be granted to honor ministers who have served the Eno River Unitarian Universalist Fellowship as the called Lead Minister for a minimum of seven years with devotion, skill, grace, and/or distinction in the advancement of our Mission, who are in good standing with the UUA and UUMA, and who have not served our congregation for at least 24 months;

Whereas Minister Emerit is a lifetime appointment, unless the recipient of this honor chooses to retire the title or no longer meets the stated requirements, as determined by the Board and Lead Minister;

Whereas The Reverend Deborah Cayer is in good standing with the Unitarian Universalist Ministers Association and she tirelessly served our congregation with devotion, skill, grace, and distinction in the advancement of our Mission for 14 years and was the called Lead Minister for the last 11 of those years;

Whereas she was a consistently calming presence—providing wise, compassionate, and spiritually-grounded leadership that inspired a shared sense of confidence in our collective ability to overcome challenges that we faced and our receptiveness to new possibilities;

Whereas she recruited and supported an excellent, diverse team of Senior Staff and lay leaders, who collaborated in creating meaningful, culturally-inclusive worship services, inspiring and diverse music offerings, a variety of small group experiences, and excellent offerings in adult programs, religious education, pastoral care, social/environmental justice, and other ministry areas;

Whereas she challenged the congregation to deepen our commitment to racial equity and inclusion (REI) and worked collaboratively with multiracial teams of staff and lay leaders to support the congregation in doing so, by offering anti-racism workshops, classes and experiential learning activities, by including REI goals in ERUUF's strategic plan, and by mapping out a pathway to REI change (ERUUF's REI Theory of Change);

Whereas she was a fierce advocate for the rights and dignity of all persons, modeling and encouraging our engagement in social justice work beyond our walls through participation in Durham CAN, Pride Celebrations, Moral Monday Marches, and other activities;

Whereas she was a strategic thinker and skilled organizational leader, who successfully guided us through the process of developing the organizational capacity of ERUUF in multiple ways—transitioning to policy-based governance, growth and diversification of our financial resources, attending to staff development, supporting lay leadership development, improving

processes for welcoming and integrating new members, developing our ability to maintain covenantal relationships while engaging in difficult conversations;

Now therefore in recognition of and deep appreciation for the contributions that The Reverend Deborah Cayer has made to Eno River Unitarian Universalist Fellowship, we hereby resolve that she be granted the designation of Minister Emerita effective on the day of her installation as Minister Emerita.

Be it also resolved that this designation shall be announced to the Unitarian Universalist Association, published in the UU World, and otherwise communicated to the greater Unitarian Universalist community.

Be it also resolved, that The Reverend Cayer will enter into a covenant, expressed in a Letter of Understanding, with the Reverend Jacqueline Brett or any successor Lead Minister of ERUUF which Letter shall specify the continuing place of Reverend Cayer in the life of the congregation with an on-going role exercised in such a way as to support the well being of the congregation and the success of the current and future ministers.

SECRETARY'S CERTIFICATION

I, Heather Ladd, the duly appointed Secretary of the Board of Trustees of Eno River Unitarian Universalist Fellowship hereby certify that the above declaration was adopted by a simple majority of the congregation at the annual meeting convened and held on May 19, 2024, at which time a quorum was present and voting throughout; that such declaration is now in full force and effect; that it is in accordance with the provisions of the Policies of the Fellowship; and that the above is a true and correct copy of the declaration that was duly adopted.

Heather Ladd, Secretary

Date