

Unitarian Universalist Church of the Restoration
Minutes of the Board of Trustees Meeting
Wednesday, March 1, 2017

Present: Tim Styer, Moderator; Cynthia Bradley, Assistant Moderator; Fern Culhane, Secretary; Len Rieser, Interim Treasurer; Jesse Richardson; Anne Arfaa; Wayne Boyd; and Co- Minister Jo Green
Unable to Attend: Maria McCabe, Grace Sherer

*****board action***
means that a vote was taken**

7:05 PM Chalice Lighting and Reading by Fern C.: taken from a message by Rabbi Ari Lev Fornair, of Kol Tzedek: West Philadelphia Synagogue (2/26/17) text in the Appendix. Then we shared our gratitudes.

7:21 PM Approval of February Minutes: Tim S. and Cynthia B. both caught spelling errors and Fern got memory support to answer one question she had in the attendance section. Cynthia B. moved that the minutes be approved as corrected, and Len R. seconded the motion. The February Minutes were approved.

*****board action*****

7:25 PM Ministers' Reports: Tim S. shared congratulations to Jo for having her paper accepted as part of her process for ordination. He also highlighted the importance of the process of figuring out sustainability for activities mentioned in Maria's report this month.

7:30 PM Property Line Issue with Rectory: The former "parsonage" is going to be sold. Harald Grote contacted Tim because the fence and storage shed intrude on the church's property. The fence was installed with the UUCR's acquiescence years ago. Both of the structures violate the Philadelphia city code for a legally required side yard for the church. Restoration must show regular involvement to not lose the property. The Building and Grounds committee is recommending that we (the church) send a letter to the owners about the actual property line of the church and the need to renew the understanding of the issues of the fence and the shed. We believe that the shed should be moved but that with agreement

that the property line is on the other side of the fence and that we have the right to get to the property line. Tim will talk with Building and Grounds and then will let the board know the status.

7:44 PM The Greater Philly UU Cluster news: The weekend Jubilee program will be this weekend, Friday, March 3 through Sunday, March 5. Jo Green, Bruce Pollack Johnson, Cathy McCoubrey and Fern Culhane are attending. The Leadership Development training is on Mar. 25 and we have a good number of folks who have indicated they will be registering.

7:47 PM Chalice Lighters Grant: Jo raised the idea for us to resume the use of Chalice Lighters. We need to have a Chalice Lighter Sunday and a Chalice Lighter Ambassador. Tim S. proposed that a board member should volunteer to work with the Ambassador.

7:54 PM Committee on Ministry: Cynthia Bradley, Len Rieser, Jim Walters, and Cathy McCoubrey have agreed to participate as we revive this important group. It will look at the ministries of the church, our direction now, and with a new minister going forward. In addition, the group can be a bridge between the congregation, board and the search committee. Jo pointed out that the UUA has a Settlement Handbook that delineates a workshop process to help a congregation articulate goals and vision. Maria McCabe recommended that we (the Board) endorse and support the newly formed Committee on Ministry. Anne A. moved that the Board heartily endorses the COM and Wayne seconded. It was approved.

board action

8:05 PM Financial Reports, Budget Discussion, and Pledge Drive: Numbers for the current status with income and expenses are mostly okay. There are a few categories that have gone over their budgeted amount and Len has been in contact with the major spenders asking them to speak with him before spending more than \$50. Pat Infante has been working with Tim S. and Len R. to formulate the upcoming budget to coordinate with the search committee and the pledge drive. We have 86 pledge units, with more members moving into fixed incomes, having less resources to give than in previous years...so we are concerned. Tim reminded us of how the process transpired for the lift where

we both had the fundraising drive and the approval for a line of credit if we need it in the short term.

Tim S. will give \$150,000 as the amount for the budget with the use of a “Town Hall” style conversation on March 12 after the regular Sunday Service. There will be some examples of possible configurations such as a Basic option (matching the pledge level of this past year) which gets us 3/4 time minister with no RE coordinator...

a budget for a full time minister...

a budget for an RE coordinator and a full time Minister ...

Our plan is that Tim would “set the table” at the Town Hall meeting and Len can create a matrix with various options and the amounts connected to each one. We can invite comments/descriptions of the pluses and minuses of each choice.

9:00 PM New Business: We are interested in supporting the ongoing use of the final Wednesday of the month for a congregational gathering currently called CommUUnity which is a potluck supper/worship service/study group/conversation for all church members. Perhaps in the future it may include other folks, such as neighbors or members of other churches. Our InLine Dancing group currently meets on Wednesday nights. We want to speak with them about moving to another night from Wednesday nights for next September...so that we have flexibility for this new gathering. For the present our gatherings are small so it is not an issue for the spring. Tim S. has also continued to hear from a gentleman who wishes to set up a regular Saturday night rental. We encouraged Tim S. to look into a trial basis for this possibility.

9:05 PM Individual Responsibilities:

- Cynthia is not able to do Mt. Airy Day...but will be able to do the Leadership Training...
- Len is setting up the materials and presentations for the March 12 meeting.
- Tim will speak with B and G re property line, and with Dot, Harald, and Bridget about the pledge drive
- Tim will plan his portion of the Mar. 12 meeting “Setting the Table”
- Tim will follow up with the new rental guy re a Saturday night “singles” activity.

The March Board of Trustees meeting was adjourned at 9:10 PM.

Respectfully submitted,
Fern Culhane
Board Secretary

Our next meeting will be on April 5, 2017 at 7 PM.

Appendix of Reports

Unitarian Universalist Church of the Restoration
Mt. Airy, Philadelphia

Report to the Board, February 2017
Director of Social Justice & Community Ministry

In these times of heightened anxiety, it feels automatic for me to dwell on the sense of urgency so many of us feel. Every day brings fresh outrage and human suffering. I am angry, and tired. And like you, I feel compelled to bear witness to what is, fundamentally, unacceptable. Some days feel like an exercise in spiritual whac-a-mole. Where do we aim our hammer next?

The hammers of UU Restoration are working overtime. Our people are engaging in record numbers with a variety of social justice issues. Our Justice Council meetings are exceptionally well attended and there is strong energy for commitment. The next NW Cluster meeting of POWER will be held at UUCR, on **Monday, March 6th, thanks to the efforts of our POWER Local Organizing Committee.

We completed our third and final session of the "Just Mercy" discussion group, and initiated an evening potluck and conversation group called "CommUUnity Wednesday," to be held on the last Wednesday of the month. I will say for myself, that it was wonderful to be together to talk and deepen our relationships with one another. We sang rally songs, related funny stories and for a time at least, left our burdens behind.

I have initiated "sustainability" conversations in several contexts. The basic question is: how will the community sustain its many and meaningful ministries after June? Last month we started to talk about this during our worship Associates' meeting and will continue on Saturday, when we meet again. We began to discuss it at our last

Justice Council meeting as well. What really matters to this loving and engaged community?

Sustainability in Religious Education is another top priority. I had hoped to report to you today that an RE Consultant is on board with us and starting the work of helping us identify an RE strategy. But Pat Infante and I are still in the search process. We have two (maybe three) candidates in the mix. I expect to have this work underway before the next Board meeting.

In the same vein, I hope you will vote tonight to endorse and support a newly formed Committee on Ministry. I am happy to report that Cynthia Bradley, Len Rieser, Jim Walters and Cathy McCoubrey have agreed to participate. I see this as an excellent opportunity to foster conversation throughout the congregation about ministry, both professional and congregational. As you will see from a portion of the UUA materials I have appended to this report, the COM has a vital role to play in keeping a community's focus on strengthening its ministries and its mission.

I believe that the work of the COM can be extremely helpful to the Search Committee and to the new minister when s/he arrives. Moreover, in a time of change and the anxiety that comes with change, the COM can help the congregation reassert its mission and long history of power-filled ministries.

I will spend most of the next two days at a national convening of organizers in the sanctuary movement. I am honored by the invitation to be part of this important conversation, where we will explore ways of expanding the notion of sanctuary. Here is a description of the event: (More information at www.mijente.net)

“On March 2nd and 3rd, hundreds of people from across the country looking to expand sanctuary where they live will gather in Philadelphia, PA for two days of strategy, training, vision, and convergence.

We have a vision for our communities of real safety that doesn't include immigration raids, police shootings, mass incarceration, or anti-trans violence. The attacks on our communities are not siloed. Our responses can't be either. Politically and practically, we need each other. Demands raised by the Movement for Black Lives to address state violence, criminalization, and overpolicing are also steps necessary to protect migrant rights in the current moment.”

In addition, I will be part of POWER's Task Force to question Philadelphia's DA candidates on their policies regarding policing, stop & frisk and prosecution of police brutality.

From March 14th-18th I will attend the UUA's "Finding Our Way Home" conference for UU Professionals of Color. This year's event will take place in Baltimore and I am very excited that there will be an additional day at the beginning specifically set aside for UU Latinx professionals. We have much to talk about!

I am also happy to share with you that Amir Lewis, one of Desi's sons, will complete a six-week internship at POWER starting this week. As part of his internship, he will spend Thursday's here at UUCR (supervised by me) working on issues pertaining to racial justice, our Vigils and the weekly Justice newsletter.

Finally, I am also participating in a six-month program of the Interfaith Center of Philadelphia. It is called "Visionary Women" and has pulled together an amazing group of women from across the spectrum of faith traditions to talk about our work for justice. Doesn't get any better than that!

Respectfully submitted,

María E. McCabe

** meeting changed to Tuesday, March 7th

From Maria McCabe, a reprint from UUA Handbook

Values of the Committee On Ministry

- Represents the entire ministry of the congregation including both programmatic and personnel (lay and professional). It sees all leadership as servants of the congregation's mission and ministry and all programs as intended enhancement.
- It views ministers as professionals who need no special advocacy or relationship management other than that which they present out of their own self-empowerment (training, integrity, skills, devotion, wisdom, etc.).

- Assesses the effectiveness of the entire ministry and its inter-related facets. Its perspective is the big picture—assumes no independent parts.
- Advocates means for all parts that increase the effectiveness of the whole ministry.
- Approaches the congregation as a holistic body of wisdom commitment which parts are mutually supportive and accountable.
- Values, weighs and incorporates the perspectives of both professional and lay leadership and is devoted to the concept of collaborative leadership.
- Assesses and performs with a posture of constancy relative to how the function of each part affects the function of the whole.
- Being owned by the congregation it ultimately answers only to that body. While the COM often deals with issues of conflict this is not its primary function. Its primary function is to do all that is necessary to elevate the effectiveness of the congregation's ministry in fulfillment of its mission and to do so from the standpoint of this ministry's holistic nature and synergistic possibilities. However, an effective COM will significantly reduce the level of negative conflict by keeping the congregation's eye on fulfilling its mission through its ministry. If it is appropriately assertive it will also deal effectively with issues of consequence before they snowball into congregation-wide conflict.

<http://www.uua.org/office/handbook/ministry/committee/289822.shtml>

Co-Minister's Report to Board, 3-1-17

The month of February had been a blessing in some ways especially weather-wise! It has been delightful this month to feel the warmth of a California winter and the sun in my eyes. It has made me a bit homesick. It has also allowed for events to take place without the weather conditions that would have made them more difficult. For that I am grateful.

I was able to attend the Living Resistance Tour, From the U.S. to Palestine on February 5th at the Church of the Advocate in North Philly. A colleague of mine from seminary was one of the presenters, Amanda Weatherspoon and we met a few members from Mainline UU that day also. I was accompanied by Cathy McCoubrey and the presentation was not only eye opening but heart opening. The parallels between the

apartheid that is occurring in Palestine with the Black Lives Matter movement here in the States resonated with all of the attendees.

I attended the Diversity Panel at the South Jersey Courier Post in Cherry Hill a few days later where we discussed current topics that mainly involved the latest actions of the new administration. I have been attending this panel usually on a monthly basis for 2 years this month and when I moved they asked if I could still attend and I have when my schedule permitted. It is a very diverse group that is committed to witnessing and vocalizing the oppression they see in their workplace, schools and public areas. The panel ranges from school teachers to hospital administrators, includes, straight, gay and transgendered individuals who are African American, Latinx, and Caucasian. We check in each time as to how we identify in the world and it has been a wonderful experience to hear how all of us see ourselves. This month began a change in that usually the reporter would write an article and quote some of our conversation and they have ceased to do this practice. We are also meeting every other month now as their funds have been cut for this project and it has become more difficult to proceed as we would like. Nevertheless, it is an enriching and encouraging meeting each time and I am grateful to continue to be a part of it.

Our monthly Chapter Meeting was a yearly retreat that we hold every February, this month on the 7th and 8th, at Temenos Retreat Center. It proved to be a wonderful time away for 28 hours with again the weather cooperating in a beautiful way. We had a workshop and we were able to spend time with our colleagues. I was especially grateful as I could spend some time with my Preliminary Fellowship Mentor. I also submitted my paper and it was accepted by the Ministerial Fellowship Committee so that is one more piece off my plate! I felt extremely relieved to say the least and now there are no impediments to my ordination!

My Ordination Committee met twice this month, the second meeting was a walk through at the Unitarian Society of Germantown where it will be held on April 23rd at 3 pm. Committees have formed for various areas with Rosemary White, Connie Roggio and Kate Sloan from Cherry Hill and with Tim Styer, Linda Hansell and Jane Hain from Restoration. A Faithify account was created but that has been changed as it did not meet our needs. We have changed to use a Pingg account for the fundraising and the invitations. The invitations are nearly complete and we have been placing announcements at both churches. It will be here before we know it!

We held a New Member Recognition service on February 12th that included new members Arthur Clarke, Cody Poerio, Carolyn Poerio, and Catherine Panzarella-Tse. Paul Mack was also honored as a returning member. They each received a rose and a welcome packet that included the UU Pocket Guide, a welcome letter and the By-Laws. I discovered later that there were pins that Gary had bought and we distributed those at coffee hour. I would like to have welcome packets made so in the future we will have them at the ready. I'm not sure under who's purview that falls and will see about adding that to a Job Description.

The Safety Manual Task Force met again this month and we are about 75% complete. The committee consists of Jane Hain, Larry Hain, Sandy Fulton and myself. Chris Kenty is also available on a limited basis. Jane and Larry have agreed to be co-chairs of the committee and are staying abreast of all that is needed to complete this project. I have collected tasks that various volunteers are doing each month and our next project will be to create Job Descriptions for each position and area rather than as duties that a particular person does. This will aid in rotation of leadership and will be able to prioritize those tasks that are most important to least important for the functioning of this church. I am finding it exciting to be moving along so well with this committee.

The Caring Committee has not been moving as quickly however. I have had someone recording each Sunday, but I have been the person sending out the cards to those with Joys and Sorrows. Hopefully as this committee progresses we will have more volunteers available. David Doubledam has volunteered to contact those members he believes may hold an interest in this committee and will be doing an element in the May 14th Mother's Day worship service and in the near future a training session for those interested in becoming more involved with the Caring Committee. I made one pastoral visit this month and four pastoral phone calls.

The Auction for this year, Alice in Wonderland, was held on February 18th and it went wonderfully well! Steve Workman, Mike Foy, and Sandy Fulton did a tremendous amount of work in a short amount of time to make this event possible. Everyone seemed to enjoy themselves and we are still awaiting a final tally of the proceeds, but it appears to be over \$8,000!

Just as a For Your Information memo, I have been a member of the Threshold Choir in Berkeley and have been attending rehearsals here with the Philadelphia Chapter. We sing at the bedside of ill or dying individuals and I am getting certified to sing at the Penn Wissahickon Hospital and Hospice system as it is a complicated procedure. I find this such a rewarding extracurricular activity that enhances my ministry.

I have gathered an Advisory group to meet with periodically that will act as a form of a Committee to the Minister. This will help me when I need to find which members have which skills or if I have a particular question with the history of the church. This group is composed of Steve Workman, Michael Foy, Jane Hain and Chris Kenty. I'm excited that they were all eager and willing to be in this Advisory Group and we are going to plan a pot luck gathering in the next few weeks just to get together to get to know each other. I feel very comfortable with this group and look forward to picking their brains!

Also I have created a more disciplined work schedule so that I will not exceed my weekly hours as I have in the past. I have put an announcement in the newsletter that my hours are more flexible and I can make appointments at other times, rather than carrying office hours on Wednesday afternoons. I also wanted to mention that the hours I am spending on Ordination and also in Search are not counted in my

weekly totals. I am careful to only devote those hours to you and the congregation that I have contracted as a Half Time Minister and not include other areas of activity.

This is such a loving congregation and it is a privilege to serve you.

Respectfully submitted,

Jo Green
Consulting Minister

Communications from Harald Grote and Larry Hain of Buildings and Grounds

There is legitimate concern about the location of the neighbor/s fence and of the storage shed intruding on UUCR's property:

First the good news: When the property is put on the market, the deed description will clarify the boundaries limiting the extent of the site. A title company will verify that the owner has clear title to the property within the stated limits.

Not so good news: The fence extends beyond the neighbor's property lines into the 5 foot sideboard of UUCR's property. The fence was installed with UUCR's acquiescence, allowing the neighbor to keep a dog behind the fence. Unfortunately, the storage shed also intrudes into UUCR's property. I believe that both of these conditions violate the Philadelphia Code regarding sideboards, which are required as firebreaks between buildings.

There is also a concept, called riparian rights, that allows someone who works the land on an adjacent property for a substantial amount of time, say 30 years or more to make a legitimate claim on that portion of the adjacent property. Preventing such a claim requires that restoration periodically re-asserts its rights to that property, by demanding access, performing regular maintenance tasks, etc.

In response the Board may consider **one or both** of the following:

Option 1: For re-assurance from the neighbor, the Board might send a letter, simply stating that the fence and the storage shed are intruding into the legally (by Code) required side yard of the church.

Option 2: The board may also require that these intrusions be removed before the property is offered for sale or is sold. If the Board needs assurance that the boundaries are respected, it can take legal action, i.e. putting a lien on the title of the neighbor's property, which would prevent the transfer of the property to a new owner until the lien is satisfied, i.e. the intrusions are removed.

Regards,
Harald

Email from Larry for the committee

Sent: Tuesday, February 28, 2017 3:35 PM

Subject: Property Line and Adjacent House

Tim,

Mike, Harald, and I discussed the property line of the church relating to our adjacent neighbors on Gorgas Lane.

We would like to make the following recommendations.

A written communication should be sent to our neighbors to remind them that a part of the land they are presently using is actually on our property. Attached is a copy of an architectural drawing showing that our property line is 5'-0" from the rear of the Hale Hall building.

We want to reinforce that any owner needs to be aware that we need to maintain access to our property for emergency and maintenance reasons. This would mean allowing access through the existing fence that has been installed.

We also want to reinforce that our property should be free of any structures or other items that we determine to be unacceptable..

Regards,

Larry, Mike, and Harald

Words shared by Fern C. after the Chalice Lighting:

From Rabbi Ari Lev Fornair, Kol Tzedek: West Philadelphia Synagogue (2/26/17)

Dear Kol Tzedek Community,

My fingers have not stopped shaking. I am chilled - emotionally and physically - from the site of 539 graves desecrated with malice. And my heart overflows - To dig into this earth and lift up the honor of our loved ones with Muslims, Christians and Quakers - fellow human beings - is to honor creation itself. Thank you to everyone who responded with food, texts, tea, flashlights, phone chargers, and contacts. Thank you to everyone who showed up, to pray and restore the cemetery. Thank you to everyone who stayed home to care for loved ones and little ones. Community is powerful.