

Unitarian Universalist Church of the Restoration  
Minutes of the Board of Trustees Meeting  
Wednesday, May 3, 2017

**In Attendance:** Tim Styer, Moderator, Cynthia Bradley, Assistant Moderator, Len Rieser, Interim Treasurer, Fern Culhane, Secretary, Jesse Richardson, Wayne Boyd, Anne Arfaa, Rev. Jo Green, Consulting Minister, and Maria McCabe, Director of Community Outreach and Social Justice Ministries

**Unable to Attend:** Grace Sherer

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

**7:10 PM Chalice Lighting and Reading:** Tim S. shared a reading from a book written by Rev. Jo's dear friend, Adam Lawrence Dyer, Love Beyond God. He read us the selection entitled "This Rose."

**7:13 PM Gratitudes:** We shared thoughts and examples of the things that we value and appreciate about our life together in this beloved community.

**7:25 PM Approval of the April Board Minutes:** Wayne B. made the motion which was seconded by Cynthia B. and approved by the Board as a whole.

\*\*\*board action\*\*\*

**7:27 PM Comments on Ministers' Reports:** Tim S. acknowledged that we are all aware of the approaching end of our time with our ministers, Jo and Maria. We appreciate all that they have contributed to the life and vitality of our community.

**7:28 PM Financial Report:** Len R. is monitoring the expenses and income compared to 10 months in the budget road map. We may end up a bit "in the red" but it should not be extreme. We discussed giving reminders to all the pledge units and mentioning the need to finish the 2016 - 2017 pledge year. Cynthia B. will continue to print the messages in church publications and Len will be generating the reminders for all pledge units.

**7:34 PM Budget Process:** the proposed budget needs to be posted this coming Sunday for the May 21 Congregational Budget meeting. Fern will distribute hard copies of the budget in several places throughout the church building on Sunday, May 7. Len

noted that in the budget, the Minister is expected to be 1/2 time with a salary of \$30,000 and we are guessing on 11 months. We have to guess on health insurance as well. The RE Coordinator position is listed for 10 hours a week. The Music Director's salary was kept at about the same as this year. If she negotiates fewer hours, then the difference can be dedicated to replacement musicians. Board members had questions about how the denominational dues are computed and what they will be. It is thought that it could be as much as \$12,000 instead of the \$7,800 we have in the budget for the upcoming year. Fern C. suggested we use language such as "The pledge drive resulted in \$130,000 which will support a half time minister and a one quarter time RE coordinator." as part of the explanation of the decisions that shaped the proposed budget.

Fern C. made a motion that the proposed budget be approved in substance subject to Tim S. and Len R. making revisions according to our discussion this evening. Anne A. seconded the motion and it was approved in order to get the hard copies available to members as of Sunday, May 7.

**\*\*\*board action\*\*\***

**8:08 PM GA Delegates:** We have a plethora of volunteers offering to be delegates. Bruce Pollack Johnson is very committed to be a delegate. Linda Hansell and Cathy McCoubrey also wish to be delegates. Rev. Jo, researching in the moment, finds that we can have an alternate as well. Tim will confirm with Bruce Linda, and Cathy. We want to be sure that they understand that the delegates will also give a report to the congregation after the General Assembly. We affirm that these three will make great representatives for us.

**8:28 PM Larry Hain's Request:** We need a clear understanding of what we mean by the term "a Friend" of the congregation. Fern C. brought a list of ideas to adjust the by-laws to reflect the roles of the officers of the Board as well. The Board needs to have a By-Law task force to review and make recommendations for clarity and adjustments.

**8:40 PM TPUC (Trustees of the Pennsylvania Universalist Convention) Notes:**

Fern C. explained the grants process for the individual members of the Convention and shared some comments about the Spring meeting. Cynthia B. will be collecting images to submit for the new TPUC picture to replace the one that is framed and sitting on the mantle in Hale Lounge. The Fall Meeting is in Reading this year on October 7. We have 5 voting delegates along with a ministerial delegate(or more if we have more ministers. ...), who vote on the business of the Annual Meeting. These delegates are separate from the Trustee and Alternate Trustee, currently, Fern Culhane and Cynthia Bradley, respectively.

**8:50 PM Chalice Lighter Program:** Rev. Jo is looking for a member to spearhead the effort so we can be a Chalice Lighter Church.

**8:53 PM Greater Philly Cluster News:** The next meeting will be on Saturday, May 20 at the Buxmont Fellowship. The meeting will be short so that folks can then attend and participate in the Bucks County Gay Pride Parade and the Buxmont group is providing a picnic lunch to follow the parade.

**8:56 PM Search Committee:** The committee has been meeting. They have a potential candidate and they want to reach out to Pat Infante to consult on a few things. They plan to tackle the issue of what are the roles and time demands for a minister. They intend to get the work done before the Search Committee is in the position of discussing the ministerial job with an actual candidate. The Search Committee will also be connected and consulting with the Committee on Ministry for these topics.

**9:02 PM RE Consultant Report:** The actual report is contained within Maria McCabe's monthly report (reproduced in the appendix at the end of the minutes). There are still some people that Sarah and Maria would like for her to speak with including our caregivers Jyl and Isa, and more people from the congregation.

**9:10 PM Committee on Ministry:** This group wants to conduct exit interviews with both of our ministers. The first formal meeting was held at Portia Hunt's home, and she conducted an activity and discussion which was well received. The committee wants to go further with the model and information that Portia presented to them. The group would like to be introduced at the May 7 Congregational Meeting and to make a brief statement.

**9:18 PM Adjournment:** Jesse R. made the motion to adjourn and Wayne B. seconded it. We approved and the meeting was adjourned.

\*\*\*board action\*\*\*

**9:20 PM Individual Responsibilities Review:**

Key actions are as follows:

- Cynthia B. will present and choose a good image of the church for the TPUC new picture.
- Tim S. will reach out to Linda Hansell, Bruce Pollack Johnson, and Cathy McCoubrey about the General Assembly Delegate role.
- Tim S. will add to the May 7, Sunday meeting Agenda to ask folks to contact and participate in the RE Consultant's survey and to introduce the Committee on Ministry.
- Tim S. will continue to work with the Search Committee.
- Fern C. will write up a new statement about the proposed budget for tomorrow's email newsletter and the Order of Service for May 7.
- Fern C. will submit a potential of 1 or 2 possible parade participants for May 21, and respond to Marilyn Huff about the Chalice Lighter plans.
- Rev. Jo Green will contact Cody Poerio about becoming our Chalice Lighter leader.

Respectfully submitted,  
Fern Culhane  
Secretary to the Board of Trustees

Our final Board meeting of the program and fiscal year will be on Wednesday, June 7, at 7 PM.

## **Appendix for the May 3, 2017 Board of Trustees Meeting**

### Minister's Report to Board 5-3-17

This report is from your ordained minister! I am still glowing from the week of my ordination as it was so perfect and would not have happened without all of your help and participation. It has been the highlight of my month and I could not go without extolling the generosity and hard work that supported this ordination. I felt very loved that day and saw how your love went into action by supporting my ordination. The sun even appeared that day after days of rain and everything proceeded so smoothly and effortlessly that it more than lifted my spirits.

I thank you so profusely for this experience and your generosity and love. The names of those involved are too numerous to mention; let it be known that I am so very grateful for all the support and effort that nearly every member of this congregation put forth to make this event happen.

Needless to say, April was a busy month! Many hours were spent on this ordination and also my time in search. I have no more to report in this effort other than I am in search as an Interim Minister at the moment. I had entered the search process in Round 2 as I had not been official early enough to reach Round 1 so this is still a mystery as to where I will be next. But I will certainly keep you posted.

Our Safety Manual Task Force is nearing completion. We met again last week and the final touches are being edited. The new evacuation maps are up and near primary exits and are very noticeable. This Task Force has been extremely detailed, refining the previous manual and taking direction from other manuals and outside sources. We also have Emergency Contact Information flyers posted throughout the buildings. Building and Grounds will be very hands on in the training and implementation of directions indicated in the manual and we already have a Safety Committee started consisting of Steve Workman and are awaiting acceptance from two other names who may be possibilities. The manual includes an aerial view, holds suggestions adopted from speaking with a FBI representative and should cover all extenuating circumstances of situations that could be dangerous to our congregants.

Fern Culhane has been diligently recording the Joys and Sorrows each Sunday and I have mailed out 10 cards addressing those personal Joys and Sorrows that were vocalized and needed acknowledgement. This coming month David Dumbledam has

volunteered to assist in a service where caring will be the primary focus and hopefully a committee of volunteers will spring from this. I made 3 pastoral calls by phone this month and one in person. I also had to turn away a person who requested Discretionary funds as those have been depleted. We seem to have actually gone over by a small amount and Len is looking into what our options are. I'm wondering, since there is more of a demand for discretionary funding, if there are other ways in the future that we could accommodate gathering funds for this account.

I attended the Chapter meeting with other ministers in April and we had a fruitful and meaningful session, especially unpacking the results of the turmoil that has surrounded the UUA in recent days.

I also attended the Diversity Panel led by the Courier Post in South Jersey and we held a meaningful discussion regarding recent events, particularly one that seemed to arise time and again surrounding the decisions of the current administration. Many strongly spoke about how the current political climate is affecting personal relationships and a wonderful YouTube video was discussed that I have included here: [https://www.youtube.com/watch?time\\_continue=74&v=V7fh5J\\_mo5E](https://www.youtube.com/watch?time_continue=74&v=V7fh5J_mo5E) which aired on PBS earlier this year.

I was only scheduled to preach on Easter this month and we held a communion service to celebrate that occasion and our historical traditions.

This month was so very meaningful and consumed with duties that normally do not occur during other months of the church year. I am so very grateful for the support and care that was given to my ordination and especially to my committee, those of which included Restoration members Jane Hain, Linda Hansell, and Tim Styer. Also I have not received the list of all the donors but I know that nearly every congregant gave in some way and that is truly appreciated. I will formally give a giant thank you to the congregation in the next newsletter, but especially to the Board for their donations and support in making this happen in such a beautiful way.

So much was done and given freely that it truly touched my heart. I am grateful for your presence here, I am grateful for your caring and undivided dedication to Unitarian Universalism, and I am grateful for the affection and devotion you all have shown me. It warms my heart and gives me strength for what I know will be needed in the coming months and years as I delve more deeply into this ministry!

Thank you all for all you have done.  
Gratefully,

Reverend Jo Green  
Consulting Minister

Unitarian Universalist Church of the Restoration  
Mt. Airy, Philadelphia

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

Every other time I have sat down to draft my report to you, my thinking has been focused on the present moment. I've done my best to summarize my work on your behalf for the previous month, sharing my hopes and my experience.

Today as I write, my mind is ranging across the past, and the continuity of ministry we have done together, and also probing into the future. We are coming to the end of our journey together. And these are not easy words to type. It is very hard for me to say goodbye.

The social justice ministry at UU Restoration has set down deep roots. Lay leaders are engaged with our justice partners, including POWER, UUPLAN and others. I would like to think that the congregation as a whole has grown in its perception of itself as a justice-loving congregation. Looking to the future, there is much enthusiasm for pursuing the 8<sup>th</sup> Principle within the UUA as a vehicle for incorporating racial justice across our religious movement. It is my hope that UUCR will work in partnership with POCI (People of Color / Indigenous People) in our movement to provide leadership on this.

Last Sunday's "Legacy of White Supremacy" Teach-in, was one of the most powerful experiences I have had in this congregation. We occupied every chair in Hale Lounge for our POCI caucus. It was extraordinary. My partner for the service, Connie Simon of USG, turned to me afterwards and suggested we take this model to the UUA's Multicultural Office. We closed at 12:30, but could easily have continued for another hour or more.

The newly formed Committee on Ministry met for the third time yesterday and had rich discussion about the continued evolution of multiculturalism in the congregation. We talked about the opportunities that are present here for ongoing ministry in this important arena. I left the meeting feeling very hopeful. There is mature leadership here, ready to move this forward.

I will lead my final meeting of the Worship Associates on Saturday. (The June meeting is the day before my ordination!) There are two new members – Anam and Chrissy Owili-

Eger, but two have asked for a sabbatical. Janet Mason is coping with the illness of her dad, and Brenda Ridley is taking time for herself too. There are terrific Worship Associates here, but they cannot and should not carry the full burden of leading worship every week after June. Moreover, we have relied heavily on musical volunteers throughout the year, and that will be challenging (and possibly unfair) to maintain.

At our April meeting of the Worship Associates, we had a wonderful discussion about the things that make worship here so special. There is much to be decided in the next six weeks, in order to keep it special.

Our RE Consultant, Sarah Ahrens has conducted a number of interviews and has shared some preliminary recommendations with me. She and I have repeatedly reached out to several other folks who should be interviewed, and they are not responding. This is disappointing, particularly since this group includes both of our current nursery helpers.

Her preliminary plan however, makes a lot of sense. She recommends a project/activity based program which isn't curriculum-based; something VERY high interest that does not require young people to come on a weekly basis. This is the type of programming which suits children of all ages/stages. A ten-hours per week RE Coordinator, together with the two –person nursery staff could handle ten-15 kids. In Sarah's experience, this model works well for growth and engages kids right away, encouraging them to come back. Check out this website for more information: <http://www.spiritjam.info>. I would like us to set a timeline for completing the interviews and her formal report, so that the work of implementation can begin.

There is still work for us to do in the coming weeks, and things we can certainly accomplish together. It has been a pleasure and an honor to accompany this congregation. It has been a joy to grow into ministry with your guidance and loving support. I hope we can find time to celebrate and reminisce together!

Respectfully submitted,

María E. McCabe