

UUCSC Board of Directors Meeting  
November 16, 2022 via Zoom

**Present:** President Elizabeth Donovan, VP Trish Hindley, Treasurer Mary Alice Kimball, Clerk Mary Fulton, Directors Charlie Donnelly, Elaine Stannard, Russell Stokes and Rev. Denis Letourneau Paul

**Guest:** Nancy Richman

**Call to Order:** 6:00 PM by Elizabeth Donovan

**Reading of Covenant and chalice lighting:** by Elizabeth Donovan

**Invocation** by Rev. Denis Letourneau Paul

**Check in**

**MOTION: Elizabeth moves to ratify the October Board minutes that were approved via email. PASSED unanimously.**

**Staff reports: Appended.**

**Treasurer's report: A print copy is on file with the clerk.**

Pledge income is slightly less than anticipated but this is not unusual for this time of the year. Mary Alice will be contacting Marcia Boyd for input on writing a gift acceptance policy. The Finance Committee will be sending pledge statements to thank donators for the pledge payments that they have sent. The fall one will be delayed but one will be completed before the Stewardship Campaign begins on 2/14.

The official tax statements will be sent at the end of January.

**OLD BUSINESS:**

**Tree of Life Policy:** Elizabeth reviewed a proposal for family letters and a leaf request. It was suggested that a chalice side chat would be helpful in educating the congregation as to the purpose of the Tree of Life and how to add a leaf.

**MOTION: Elizabeth moves to accept the Tree of Life policy as amended.**

**Passed Unanimously.**

Tree of Life Policy

Leaves for the Tree of Life can be purchased for any reason for \$250.

The money beyond the actual cost of the leaf and the engraving of it is added to the operating budget and is to be used in support of congregational activities.

If donations of at least \$250 are received following the death (or other event) of a member or friend, the family will be contacted to see if they would like to have a leaf added and what they would like it to say.

When a leaf is added, the Congregational Administer will notify the Worship Committee so that it will be announced at Joys and Concerns the following Sunday.

The Minister may use his discretion in making accommodations to this policy.

**Name for UUCSC:** An e-news article will be published to explain the importance of using our official name in publicity releases, but using nicknames within the congregation is up to individuals. A brief survey will accompany the article.

**Policy Manual update:** Waiting for a typed revised proposal so the Board can simultaneously review the existing manual and the proposed one. The How To Manual will be reviewed after the Board Policy Manual revision has been completed.

### **NEW BUSINESS:**

**Holiday Fair:** Temporary signs for the Fair have been approved by Bob DeFrancisco of the Lily Pads Condo Association. Planning is going well. Advertising is beginning. Setup will begin at 4:00pm on Friday 12/2.

**Mask policy:** The policy for masking in the sanctuary will remain unchanged at this time but will be reviewed again in mid January.

**Kitchen use policies:** Outside groups will still have extremely limited use, but everything, including the dishwasher, will be available for congregational events such as the Holiday Fair and Chalica dinner.

**Coordinating Council recap:** The meeting minutes were forwarded to the Board members. A large part of the meeting was devoted to envisioning a new leadership development process. Seeking out potential leaders and mentoring them will become part of the Coordinating Council meetings.

**Trans Day of Joy:** Rev. Denis reported that many people told him that they were glad to see UUCSC's participation in this event. The Social Justice committee was commended for their ability to pull together a presence in a very short time.

**Background checks:** All staff should have these done. Office manager ,Sara Kaplow, has the information needed to have everyone checked and entered into the national database.

**Board retreat ideas:** Elizabeth mentioned determining Myers-Briggs personalities. Other ideas will be discussed in December

**Finance:** The Finance Committee is evaluating Membership software for the UUCSC. This will be used for recording pledge dollars promised and paid. It also has the ability to be used by the congregation for membership data. Fin Comm is looking for a representative from Membership to determine the criteria needed from this software.

Adjourned 8:00pm.

Respectfully submitted,  
Mary Fulton, Clerk

**Next Board meeting changed due to the solstice service.**

**Tuesday December 13, possibly in person**

**Next Coordinating Council meeting: Wednesday, January 28, 2023, 4pm via Zoom**

**Minister's Report to the Board of Directors  
UU Congregation of South County  
Rev. Denis Letourneau Paul**

November 15, 2022

Dear Members of the Board of Directors,

Following are my thoughts on the three areas of ministry:

Worship

10/30 "What Are We Hiding?"

11/6 "Changing Taste," with Sky Kimball

11/13 "Radical Rethink," with Jeanne Arthur and Penny Hall

Everyone on the Worship Committee is now using the Google spreadsheet to share information about upcoming services. Now that Sara and Etta also have access to the continually updated information, the plan is to have dates, titles and speakers appear in the newsletter four weeks in advance on a rolling basis.

We have five new Worship Assistants. All of them, along with most of the members of the Worship Committee, are scheduled to deliver spiritual reflections in upcoming services, and work with me and each other to do readings and other elements of the liturgy. There's a renewed sense of working together to make meaningful worship week after week, and less sense of "Minister's services" and "Worship Committee services" as isolated tasks.

Lee and I are working together to create a congregational celebration of Chalica, the weeklong UU celebration of our Principles during the first full week of December. We're planning two Sunday worship services, an intergenerational Wednesday night

dinner, gifts for children, adults and families, and encouraging new traditions for families. All of this is done with an eye toward supporting UU families and households, creating UU identity that carries across generations through traditions and rituals, and deepening a sense of connection for RE families to the wider congregation.

### Congregational Life

As stewardship season fast approaches, I've been working with a couple interested members in thinking about how begin programming that encourages planned giving. I'm also trying to set up a meeting in December with key members of the Stewardship Committee, Finance Committee, the Board and myself to help better define the role of Stewardship, its relationship to Finance, and authority for making decisions about how the pledge drive is executed.

The Coordinating Council and I have been discussing new ways of approaching leadership development to encourage relationship across generations and segments of congregational life. Even though this kind of big-picture thinking is culture-changing and often difficult to grasp, they are willing to work on it together, and coming up with ideas.

In the last few months I've been hearing more about what I would call "mask trauma," from folks who are ready to end the mask requirement in Sunday services. Meanwhile, the number of people from whom I'm hearing that we *must* continue to require masks seems to be diminishing. I understand that our leadership responsibilities extend beyond executing the will of the majority, but I am beginning to notice two things. First, the vast majority of members and friends seem willing to do whatever is asked. They're tired of masking but recognize why it's effective and still required during services. Second, the people on the opposite ends of the mask question spectrum feel very strongly. They are not large groups, but each is assessing their own risk tolerance based on their personal and very real concerns. At one end are those who are at high risk for covid. At the other end are those feeling the effects of isolation and other mental, physical and social issues. This is an area we'll have to be more open about in leadership, or risk seeing a rift develop.

### Community Life

In the last couple weeks, I had the opportunity to take part in a training session for UU ministers in the Ballou-Channing chapter of the UU Ministers Association, called "Theologies of Disability and Justice." During the check-in, we were asked to describe and rate our congregations in terms of the topic. I reported that while our building would get a C or D if it were to be rated in terms of accessibility (the elevator problem is huge) we'd get a B or even A- for our awareness and response to justice issues regarding disabilities. We may be limited by funds and the age of our building, but most people are aware of the huge array of issues regarding disability.

I also joined an impressive number of people at Saturday's rally in Wakefield to support Trans Youth. It's always a pleasure to see how well-regarded this congregation is in local social justice circles, especially as it relates to LGBTQ+ inclusiveness. It's also a reminder that there is so much work to do, and that we don't have to do ANY of it alone.

Next Furlough Week: December 26 through January 2

In Peace,  
Rev. Denis Letourneau Paul

## **DRE Board Report**

### **Dear Board, November 2022**

The months are flying by and the holiday season is already upon us. Rev. Denis and I are having a grand time planning for our Chalica celebration. I hope that everyone saw in last week's newsletter all the ways to start getting ready for Chalica: send me your bean recipes for an online cookbook and start thinking about homemade gifts to bring to service on Dec. 11th. I also started planning for the Solstice play and pageant on Dec. 18th as well as the Solstice Labyrinth walk on Dec. 21st at 3:30 outside in our backyard spiral. I love this season so much. We're also planning to have an RE table at the Holiday Fair with lanterns and homemade paper cards for sale

We've had so many fun Sundays this month. In mid October we played cooperative games (with preschool, elementary, teens and adults!) and talked more about some of our principles. We had a joyful mask making extravaganza on Oct. 30th with 16 kids down in RE and a fun parade through the sanctuary. Nov. 6th we made lanterns to sell at the Holiday Fair and last Sunday Barbara Pagh came down to make paper. We had 11 kids, including one new family join us and we made the most gorgeous paper I've ever seen. We will be selling cards made from this paper at the Holiday Fair. I am also inviting kids and parents to bring their own handmade items to sell at our RE table.

And OWL is up and running at Westminster. Bethany has helped to facilitate two classes so far and says it's even more fulfilling and impactful than she thought it would be. I'm looking forward to facilitating my first class in December. I'm meeting with two facilitators from Westminster next week about starting our 10th-12th grade class in the spring.

I have a request for the board. I'm wondering if we can make masks optional downstairs on Sundays. The kids do not wear masks in any other part of their lives, and it's becoming hard for them to keep them on, to remember to bring them and to connect with one another with their faces covered. I think the negative psychological

effect of masks on kids is starting to outweigh the benefit. I would like to begin by asking parents if they feel comfortable with shifting to mask optional and see what they think.

Thank you for all that you do

Lee

## **November 2022 FA Report to the Board**

Dear Board members,

Monthly and daily financial activities and email activity continue to take the majority of my time. Currently I upload the UUA pension contributions for Rev Denis to the TIAA website. The UUA Retirement Plan is in the process of transitioning its recordkeeper from TIAA to Empower. The transition is planned to be completed in February of 2023.

Due to the time change I haven't been to pick up my mail as frequently. I usually stop after babysitting my granddaughter, but now it is already dark. I guess I need to find out where all of the light switches are, LOL. It really is crazy that I have worked there all of this time and never needed to put on lights, except in the office.

Regards,  
Sue

### **Office Administrator Board Report, November, 2022**

**Holiday Fair** I met with Trish Hindley and am assisting with processing vendor applications. Mary Fulton and I have designated the library as storage for the White Elephant items. AA has agreed to find an alternative meeting space for Dec. 3.

**Membership Committee** I created a template for name cards and have printed some on card stock for the membership committee. Printed copies of the directory have been provided to the membership committee and are now available; several members have already requested copies.

**Trans Day of Joy** There was some last minute sign locating, card design, and printing involved in supporting a UUCSC presence at the Trans Day of Joy in Wakefield.

**Ongoing** I continue to produce the order of service weekly, to work with Etta on the newsletter and website, and to take care of the mail, email and phone messages and getting the bills to Sue Rogala.

Best,

Sara Kaplow

Office Administrator