



The NUUS

The Unitarian Universalist Church of Ellsworth
121 Bucksport Rd., Ellsworth, ME 04605

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Volume 41

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A Month of Sundays

(All services except June 21 at 10:30 a.m.)

July 5. Ashley Bryan, well known writer, speaker, artist and doer of good deeds world-wide. He lives on Little Cranberry Island.

July 12. Sue Clark, UUCE member. Her service will be What Attitude? A talk based on Victor Frankl's "the last of the human freedoms...to choose one's attitude..."

July 19. Jackie Thurber, Manager of Loaves and Fishes, the food pantry on UUCE property. She will describe the work and current needs of Loaves and Fishes.

July 26. Our own Sara Hayman Huisjen will conduct the service, so we have much to look forward to.

Ashley Bryan

Ashley Bryan, of Little Cranberry Island, noted poet, artist, author of numerous children's books, and world renowned supporter of improving schools in places suffering from a lack of facilities, teachers and equipment, will be our speaker on July 5. Stefanie Alley, Little Cranberry neighbor and friend of Ashley, is helping to organize the service.

Leela's summer schedule

Leela will go from General Assembly straight into two weeks of study leave, followed by four weeks of vacation, followed by two weeks of study leave, which brings us to August 25. She will be in New York for one final training (after which she will be able to offer life coaching as part of her pastoral repertoire while she works on certification) through the end of that week but will be available by email and through the church office as she usually is when out of town. She will return to her regular schedule after that.

UUCE CHOIR

The UUCE Choir has been asked to participate in the July 5th Sunday Service to be presented by author and artist Ashley Bryan. We will sing two uplifting songs for 3-part choir, "The Peace Song (with We Shall Overcome)" by Greg Gilpin, and "Can You Hear" by James Papoulis, part of the Sounds of a Better World series. We will rehearse at 7 pm Thursday July 2nd and again at 9 am July 5th in the Sanctuary. All who love to sing are invited to participate. For more information, please contact:

David Towle at 460-8881 or dtowle@mdibl.org.

Unexpected Grace

Five hundred twenty five thousand six hundred minutes, the cast of Rent sings, how do you measure a year in the life? How about love?

Spring is the season of attraction, but summer is the season for falling, head over heels. Here's what I know: it happens over and over again. The initial infatuation is only the tip of the iceberg. And those couples you see who have loved each other for 50 years and still glow when they look at each other haven't found the secret to not fighting or not hurting or not caring—they've found the key to staying engaged, interactive, in dialogue despite all the odds against it. Their commitment and their love and their compatibility have carried them through—all of those are important, are necessary—and they've deepened their connection and grown together, developed their communication, taken the sweet inside jokes of the first months and years into a whole language that keeps the love moving.

Love flows—it's not a stagnant pond, it doesn't work that way. And the talk and the gestures and the not complaining anymore about the wet towels on the bathroom floor are the stuff of the daily life of love. It's not always easy, it's not always perfect, but it relies on continuing hope, continuing change, continuing effort, dedication, growth.

It's not a sunset stroll on the sand, but you didn't really want a walk on the beach, did you?

May this be your summer of love.

Blessings,

Leela

GOODS AND SERVICES AUCTION

Plans have been made for the Fall Auction. It is on the UUCE calendar for Saturday, Oct. 3. Jerry Miller, last year's auctioneer, has promised to donate his services once again.

We will need planners and workers. Please contact Marta Rieman of the Leadership Development Committee to offer your time and talent.

Last year we brought in \$5,000.00 with half of that amount going to the Hancock County Thaw Fund.

It is time to think about what you would like to donate.

Caring Corner

It has been a privilege for me to serve UUCE as co-chair of the Care Committee this year. As I step down, I want to thank all who have slipped note cards into the Care Committee mailbox along with other goodies. It is much appreciated. Many thanks also for communicating needs, joys, and sorrows in a timely fashion to us. It has made our job much easier. Working with Karen Wigglesworth has been very special for me and I know that your new co-chair, Dorothy Jordan, will do a fine job bringing fresh ideas and energy to this committee. I plan to stay on and look forward to working with our dedicated team.

Warmly, Dartha Reid

From The Board

The Regular Report

Since the regular June Board meeting will be held after the NUUS deadline this month, we can't provide our usual summary of the meeting. We'll post the minutes after the meeting is held. (We had to reschedule it because several of us have graduating seniors, and commencement events were held on that date.)

I thought it might be of interest if I summarize the ministerial evaluation process. In order for our minister, Leela Sinha, to advance from Preliminary Fellowship status to Final Fellowship with the Unitarian Universalist Association she must have three evaluations. A minister can choose to have all the evaluations done in three sequential years, or take up to three years for any step. Leela chose to take three years for the first evaluation, so we have been cranking to get it done in time for a September review by the UUA Ministerial Fellowship Committee.

The UUA provides an eight page form, which, as many such forms are, is one-size-fits-all. It includes these categories: counseling and pastoral care, practical arts, congregational/ organizational ministry, personal and professional growth, teaching (for RE ministers), worship, denominational affairs, and prophetic outreach. We are asked to rank on a five point scale and include lots of narrative detail. We are also asked to own up to our own involvement in each area and to offer some "action steps" for improvement.

Both the Board of Trustees and the Committee on Ministry complete their own versions, and the minister also does a self-evaluation. The Board began by asking a subcommittee of Don Martin, Diana Cate, Anne Ossanna and Ruth Eveland to make the first pass over it. We met and talked for quite some time about each of the elements and about the overall themes we could see. We began to write it down, and shared a number of versions amongst ourselves. We also had a meeting with Leela to review with her some of the preliminary concepts and get her reaction. When the subcommittee had a solid working version, it was

shared, confidentially, with the remaining members of the Board. We met twice to review what had been written and to amplify and clarify all of the narratives. After that process, which has taken dozens of hours by all ten of us, we have a version which will be reviewed with Leela on June 18th before it is sent to the UUA.

I am not privy to the details of the method used by the Committee on Ministry, but I believe it was generally the same process. They are separate and confidential processes because we have separate roles in how we work with the minister.

All of us had received comment from congregational members and friends over the last few months that gave us confidence that our comments were not just a reflection of a few people but of a full range of opinion.

I had asked the Committee on Ministry (CoM) to take an additional step in this evaluation process and to look at some concerns that would be reflective of the survey done as we entered the ministerial search process three years ago. They have/are/will be considering "where are we now" regarding these key search elements:

1. The minister will "lead stimulating worship services."
2. The minister will "speak humanist, pagan, mystic and liberal Christian."
3. The minister "will feel comfortable with children, youth, [the elderly,] 'resonate' with RE, be interested in adult RE and developing new curriculum."
4. In relation to growth, "we are poised AGAIN and need help" to get beyond poised.
5. It would be a mistake for the minister to simply "take over."
6. The minister will "facilitate" administration ("we will step up".)

This process is both enervating and energizing. It is hard work for everyone involved. However, it also allows us a wonderful opportunity to clear away baggage and set forth on our new year with a clear plan. If you have questions or thoughts to share with either the Board or the CoM on this process, please do so. Information isn't real until it's shared. Thanks for participating.

Yours in ministry,
Ruth Eveland, President, Board of Trustees

Report on the Parish Meeting

The parish meeting to approve the 2009/2010 budget was attended by 50+ concerned, caring church members on Sunday, May 24. Board treasurer Don Martin gave a sobering report about our deficit budgets for the past 3 years, the \$10,000 2009 short fall on pledges requiring him to dip into our dwindling savings account to pay salaries and the decreasing amount in our endowment fund. This has dropped from \$200,000 to around \$120,000. The decreased fund = decreased interest = less income for us.

President Ruth Eveland pointed out that given the reality of our finances the visionary budget does not allow for financial sustainability. The revised one reflects our commitment to balance the budget, protect the endowment fund while continuing to focus on our priorities of worship and music, religious education, the community within and outreach. In order to do this, we had to look at personnel, the largest part of our budget. An across the board cut would put our priorities in jeopardy. That left the minister's package. A 25% reduction would allow us to balance the budget. Leela is willing to work with us to reduce her benefit package which will allow her salary to remain the same. We are extremely grateful to her for her willingness to do this during such a difficult process. We plan to review the budget again in October and put money back if we have it. Ruth invited ideas for fundraising from anyone in the congregation.

Questions and comments followed. The budget passed 46 to 3.

Respectfully submitted,
Karen Volckhausen, Secretary

Loaves and Fishes Food Pantry

August is only a month away, the month that UUCE takes responsibility for staffing the Food Pantry. For newer members we have been closely connected to the Pantry from the days when it was located at St. Joseph. When they needed the space they had been providing the Pantry, we donated the land where the new Pantry now stands. The Pantry is our neighbor. There are 10 churches and 2 civic organizations represented on the Board of Loaves and Fishes and these organizations each take a month were they staff the Pantry.

Pantry clients have increased by more than a third in the last 8 months. It is a busy and needed social service for our community. We need to staff the Pantry Mondays, Wednesdays, and Fridays from 8 a.m. to about 11 a.m. during August, that is a total of 13 days. We need 4 or 5 people there each day for a total of 52 to 65 staffers for the month. Many members work several shifts during the month. It is fun and very rewarding.

There are sign-up sheets on a large yellow poster on the Social Action board in the community room. As of June 14th we have a good start in the number of people who have signed up. This is very exciting and a good indicator that people who have done this in previous years know how rewarding it is.

If you have any questions, please call Judy Rothrock at 244-3520



Message from the President

Thank you very much.

First, thank you to all who have donated to send me to General Assembly. If I have not personally thanked you it is not through ill-manners, but because I asked not to be told who had contributed. I am truly grateful to all who did, and to all who supported this endeavor in their hearts but weren't able to add to my Spiderman lunch box. Every dollar contributed will be carefully spent.

Lighting the Leadership Chalice

At GA I will be attending a number of sessions on a wealth of topics. I'll be swimming deep in the lay leadership development pool, and also in sessions talking about ministry to young adults (i.e. 18 -35, broadly speaking - I've been riding this hobby horse for years, and, frankly, it had a lot to do with why I was so thrilled with calling a young minister. Look around us these days - our average age is getting closer to the general population spread! Thank you, Leela, for your professional level leadership.

Shared Leadership

In the last couple of months I have used some time and brain cells pondering the concept of "shared leadership." I must have heard the phrase somewhere - it's not original - but I'm not sure of its origin. There was an article in the *Financial Times* last June about how the most effective corporate leadership was done by teams. The CEO may be the one formulating strategy, but putting it effectively into operation requires a team. And, in particular, a team with four personality types: the creative, the collaborative, the rational, and the practical. It doesn't work so well if everyone has the same approach as the CEO - you need a mix of people to get the message out and energize the troops.

When we had our retreat in May one of the exercises we tried was lining ourselves along an axis by personal trait, such as who needs to take time to ponder during a meeting and who just needs to walk out with an assignment. It was very useful

in learning about each other, but particularly useful because on every scale we had a good mix of people - some at one end, some at the other, and a bunch in the middle. This is very reassuring to me that we really do have that necessary mix of traits to enable us to get our job done and done well. I am very impressed with the work our Board has done so far. We've found a good groove and are moving along. I know there will be some bumps, but I also have confidence that we will be able to work past them. We are committed and dedicated to serving our faith community as fully as we can. Thank you, Board members.

Also, the Leadership Development Committee seems to be rising to a new level. We're trying to figure out the best ways to identify people who might be able to serve in leadership roles, and also how we might best prepare and support them. There used to be an old joke about Unitarians being "all Chiefs and no Indians." We've had more of the reverse situation lately, with people willing to do jobs but not necessarily be the ones doing the organizing. Some of this is a time-commitment problem, we know. And some of it may be a lack of confidence or of the specific skills needed. We hope to be able to offer some very focused training opportunity soon. [If you might be interested in this, please let a member of the LDC know: Marta Rieman, Evelyn Foster, Diana Cate, Bill Clark, Sue Clark, or Ruth Eveland.] Thank you, LDC folks.

So, we have our leadership teams in place, and that opens the door to the other component of the equation: the members and friends who have asked us to be their nominal leaders. For us to be effective at our jobs we need your support and participation. We need you to tell us what's on your mind; we need to know what you think a good course of action would be; we need you to join in activities; and, we need you to tell us whether we're on the right track or not. (And if not, gently but clearly tell us that, please.)

Finally, thank you to our members and friends!

Yours in ministry,
Ruth Eveland,
President of the Board of Trustees

Membership Committee

Welcome to Christina Galiardi!

I came to the UUCE nearly a year and a half ago and finally joined this spring. A year is a long time to attend a congregation and not make a commitment to it, but I finally did. I had many reservations about officially joining the UUCE, not least that I simply do not like to "join stuff." I joined this spring because I have grown to care about the congregation and I want to help shape our shared experience.

I came to the UUCE initially for two reasons, first because I had met Leela at a party several months before and found her warm and engaging. She encouraged me to attend and give the congregation a second chance, despite an earlier off-putting happening. Secondly, I came to UUCE because I was tired of spending Sunday mornings alone, as my partner Johanna attended. I continued to come because I have found Leela's sermons to be engaging and thought provoking. The more Sundays I attended, the more people I met, the more I began to care about the congregation and direction in which it was trying to head. I joined this spring because I felt that without joining, not only was my voice not being heard as I tried to participate, but that I also had very little right to participate if I could not make a commitment to the congregation. And so, I've joined. I'm now as much a member of the UUCE as anyone else.

Our congregation has stated that we want to grow, I am part of that growth. I am a new member, and indeed a younger member, because we must face facts, as much as I believe that age does not matter in friendships, ability, and relationships, an aging congregation will eventually fail unless some of the new members are at least a bit younger in years. Growth is hard, change is frightening, but if indeed we want to grow, then we need to face those fears and challenges head on. We will need to stand together, together with our minister and work for positive change.

Too often in life we focus on the negative, on things we don't like. We are more likely to complain than to compliment. There are few situations in which we cannot find some spot of brightness, but too

often we ignore that light and instead focus on the wreckage and hurt around us. We cannot make a situation better by centering our attentions only on that which we must change, we must also recognize those aspects that are already shining in our midst, and take advantage of our talents and strengths.

Only with a willingness to move forward and work together can we grow and become a stronger community.

Personnel

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Treasurer's Corner

As of June 30th, the 2008 -2009 church year is over. The figures are still indicating a shortfall in pledges for 2008 – 2009 of \$10,000. We will end the year with a deficit. I will be in a better position next month to report the exact figures. In the meantime, if you still have a balance due on your 2008 – 2009 pledge, we are still accepting payments. Just indicate in the memo portion of your check “08 – 09”. Every dollar received will lower the deficit and reduce the amount we have to withdraw from our savings. We can accept payments on 08 -09 for as long as you like.

We have been receiving payments on 09 -10 pledges. Thank you! This will help us get through July when cash flow will be short with very little cash reserve to work with. I am still working with Leela to settle her salary and benefit package at \$43,245.00 before she leaves for GA. Even with all the cuts we made in the budget, this is going to be a tight church year financially. I am optimistic and know we can do this. If you have any questions or concerns, please call me or stop to talk with me at coffee hour.

Don Martin
Treasurer



NewMedia-L

The UUA has set up a new email list called NewMedia-L. We hope that this email list will facilitate the sharing of ideas among Unitarian Universalists using new media to promote UU values, grow congregations, and amplify the UU voice in the wider world. This list will cover a range of issues related to new media use, including: public relations; marketing communications strategies; technical challenges; and the use of new media for successful ministry, religious education, public witness and advocacy.

There are currently UUA email lists on related topics. However, there is no UUA-sponsored email list specifically about using new media, nor is there a place where interdisciplinary or cross-domain discussions can take place. We believe that NewMedia-L would add value by facilitating the sharing of ideas and practices for new media use. Any new media technology or strategy could be a topic of discussion on this list.

A diverse group of Unitarian Universalists could participate, including but not limited to ministers and laypeople who have personal blogs and other new media tools that they use to promote UUism; youth advisors; church administrators; and webmasters who use new media tools to facilitate their programs or the work of the congregation as a whole; members of communications and public relations committees in congregations; and congregational webmasters.

Subscribe here:

<http://lists.uua.org/mailman/listinfo/newmedia-l>

Best regards,

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