

# UUTC UPDATE

MAY 27TH, 2016



UNITARIAN UNIVERSALISTS OF PENNSYLVANIA COUNTY

A WELCOMING CONGREGATION

## LEAVE-TAKING by Rev. Dr. Paula Gable

**Sunday, May 29th at 10:30** — *coffee time before the service at 9:45am*

Shakespeare wrote "Parting is such sweet sorrow." Although he had deep insight into many matters, I disagree with the bard on this one. After serving as your Interim Minister for the past 10 months, I will find it hard (not sweet) to part with people I have come to care about deeply. Yet, an important part of interim ministry is leaving well: celebrating our shared accomplishments, acknowledging shortcomings, tying up "loose ends," saying thank you and farewell. We will have a formal leave-taking ceremony during the service - followed by a farewell reception and a concert by the DeMasi Brothers.

Complete **calendar** of events [HERE](#).

### NEXT WEEK at UUTC

**Yoga Spine Workshop** — Sat 5/28 @ 10:30am

**Office Closed** — Mon 3/30, Memorial Day

**Morning Meditation** — Tues 5/31 @ 7:00am

**Men's Group** — Tues 5/31 @ 9:00am

**Dream Group** — Tues 5/31 @ 2:30pm

**Eclectics Jam** — Wed 6/1 @ 9:30am

**Being Group** — Wed 6/1 @ 1:00pm

**Morning Meditation** — Thurs 6/2 @ 7:00am

**Living the Tao** — Fri 6/3 @ 10:30am

**Vitality Yoga** — Fri 6/3 @ 1:30pm

**Sam Pacetti LIVE @ UUTC** — Sat 6/4 @ 7:00pm

At the end of the  
day, the only  
questions I will  
ask myself are...  
Did I love enough?  
Did I laugh  
enough?  
Did I make a  
difference?

## SOCIAL ACTION TEAM NEWS

### SOCIAL ACTION OUTREACH FOR MAY—RISE & SHINE

Rise and Shine Freedom School is a comprehensive academic mentoring program where every child can shine! Tutors include members of UUTC. Scholars of all races are accepted and no Rise and Shine scholar has dropped out of school in the 19 years of the program. R&S is committed to long term support and empowerment for scholars from Kindergarten through 12<sup>th</sup> grade. Strategies of the program are implemented to ensure scholars leave R&S able to “think, read, write, compute, enjoy the arts and become economically independent”. Help support this empowering program for our Transylvania County youth. Go to [www.riseshine.org](http://www.riseshine.org) for more details.



### SERVING WITHOUT SPENDING...LOCAL NEED IN JUNE

Next month, UUTC Members & Friends are needed to help Sharing House **PACK THE PANTRY on Saturday, June 4th**. Helping in this way is easy and will require only an hour of your time. UUTC is manning & womaning the doors of Food Lion, where we will pass out a recommended list to shoppers and ask them to purchase something from the list to contribute to the needs of our community through Sharing House. A minimum of two people are needed for each hour, starting at 9:00am and ending at 3:00pm. A sign-up sheet is on the front counter. For more information, call June Litchfield at 877-5058. **WE STILL NEED TWO MORE PEOPLE!**

### Food Drive



**FOOD DRIVE!** May is a month with FIVE Sundays, so UUTC will be **collecting food for Sharing House** at the end of the month. Baskets will be available in the lobby for your donations on May 29. Please take with you a list of most needed items from the basket on the Social Action table.

The non-food items most needed by Sharing House are diapers, (sizes 5 and 6), laundry detergent, tampons (super), toilet paper, and paper towels. These items cannot be purchased with food stamps. This collection is separate from the Pack the Pantry community project on June 4. Please consider supporting one or both.

## SANDWICH SUNDAY — JUNE 5TH

Do you wish you had more time to connect with UUTC friends and newcomers? Join us for Sandwich Sunday on June 5th, after our 10:30 youth service that morning.



Please bring a **sandwich** for yourself, a finger food **munchie** to share (such as fruit, pretzels, raw veggies, popcorn, cheese cubes) and a **chair** for sitting.

The Membership Team will set up tables in the park (weather permitting) and provide lemonade (and some extra sandwich makings for those who forget or were not informed). Come prepared to picnic rain or shine! We will remain indoors if necessary.

## WESTERN NORTH CAROLINA REFUGEE CHALLENGE EXPLORATORY VISIT TO ATLANTA —APRIL 2016

A core group of Western North Carolina Refugee Challenge participants (Joanna Bliss, Bobby King, Virginia MacDonald, and Jim Null from UUTC, and Annette Campbell from Sacred Heart) recently traveled to Atlanta to visit with a number of organizations providing services to refugees and were able to meet and talk with a group of refugees about their experience. The Atlanta area is one of the largest sites for refugee resettlement in the country, and it has many creative programs to help them integrate into American society. Bobby King had a long association with those activities before retiring to Brevard. As a favor to him, the Executive Director and Development Director of the Atlanta Office of the International Rescue Committee graciously took time to talk with us about how they operate and what it takes to support refugees in integrating into our society.

In addition to the IRC, we met with an incredible variety of organizations - either staff or recipients of services - which have formed to meet special needs of refugees, and we were deeply honored that a diverse group of refugees from Asia, Africa, and the Middle East, from high school students to people our retirement age, agreed to meet with us over dinner and speak to us about their experiences. We will be sharing much more information about our visit at a Wonderful Wednesday later this summer.

Another initiative we are pursuing is providing visits/mini vacations to the refugees we have met (and others) as respite, introducing them to a different environment than Atlanta and to what we have to offer here in Brevard. Several of the refugees we met were interested in this. This would be a way to learn more about them as well as sharing our culture. We'd welcome folks from UUTC and elsewhere in Brevard who might like to participate.

If you are interested, please contact [info@www.wncrefugeechallenge.org](mailto:info@www.wncrefugeechallenge.org).

## OUR NEW INTERIM MINISTER: CYNTHIA PRESCOTT

Working on behalf of the Board, the Interim Search Team (Jean Rowe, Jim Null and Ben Potter) completed their review, reference checks and interviews and recommended the Rev. Cynthia Prescott as our Interim Minister for 2016-2017.

She will visit Brevard the week of June 5 to finalize the contract, meet people, and find a place to live.

She comes enthusiastically recommended by the national and regional staff of the UUA as well as the people in her previous churches. Her permanent home is outside Clemson; her elderly father lives in assisted living in Easley, SC. Cynthia knows about our congregation and very much wants to be here and work with us.



Cynthia was the first minister (for 13 years) of the [Clemson, SC, Fellowship](#). They had been founded in the 1950s and had been lay-led for years before her ministry there.

She then became Interim Minister at [Neshoba UU](#) (Jean Rowe's former church) for two years, then Interim at the [UU church in Macon GA](#) for two years, and, most recently, at UU Metro Atlanta North ([UUMAN](#)) for the past two years.

Her references from all 4 of these congregations said:

"She's wonderful at process, at administration, at preaching. She is reassuring, clear, calm and stable. She's good at the structure of things. She has good boundaries and handles conflict well."

"Her sermons are both intellectual and heart felt, as well as relevant to current events and what's going on in the congregation. She doesn't ramble. Dry sense of humor. She likes to use references to Jung, Kathleen Norris, Rebecca Parker, the Jesus Seminar, and two who are involved in family systems and church dynamics: Edwin Friedman and Peter Steinke." (We asked, saying we had a minister who liked to quote Jung, Campbell and Ernst Cassirer)

"She is good at working with staff, with education and children."

"She helped us see where we are and get us ready to move on. She worked WITH us, with an appropriate level of involvement. Very professional."

Cynthia told the Interim Search Team that her favorite part of church work is creating worship experiences and writing sermons and she likes administration, too. She is single (divorced) and will bring two cats with her.

## ANNUAL MEETING “WAY OVER QUORUM” TRADITION LIVES ON!

Thank you to 67 Members (21 over quorum) for showing up and passing by-laws supporting the Settled Minister Search, electing the 2106-2017 Officers and Nominating Committee, and approving a balanced budget of \$234,886 for 2016-2017.

Nine absentee ballots were gratefully received before the start of the meeting. I would add a very special thanks to a number of Friends and Visitors for staying to be with us in body and spirit. To find out more about an exciting new year for UUTC, contact me or another Member of the Board.

Susan Slocum  
Secretary  
[suslocum@yahoo.com](mailto:suslocum@yahoo.com)



### COMING JUNE 4TH: SAM PACETTI, LIVE @ UUTC!

Sam Pacetti is a finger-style guitarist singer/songwriter from St. Augustine, FL. Members Kay Webb and RK Young first heard Sam in Valdosta, GA, where he was performing at a coffeehouse known as Hildegard's. His breakthrough CD, *Solitary Travel*, has been in their mix ever since.

Sam has a lovely timbre to his voice sure to be enjoyed by all. Lyrically, he is very strong, but his eye-popping skill on the strings is what you will most appreciate. A member of the Eclectics, listening to *Triplesec*, thought he was hearing a 12-string.

“(At Falcon Ridge) among my particular favorites was singer, songwriter and fingerstyle-guitarist extraordinaire Sam Pacetti. I had the opportunity a few months ago to catch Pacetti, and he blew me away. If you closed your eyes on ‘Dueling Banjos,’ you’d never know that this was one young man on one guitar. And that’s the simple stuff. Pacetti’s debut album (*Solitary Travel*, Waterbug Records) is filled with nothing less than fingerstyle wizardry - accomplished for the most part live to tape and in one take. Trust me, this is no easy feat.” — Terry Lagerstedt, Fairfield, CT Weekly

Suggested Donation is \$20—Members \$15. Catch a taste [HERE](#). Get it for real on June 4th at 7:00pm! Make your reservation in advance for priority seating.



## WORK WITH OUR CHILDREN!

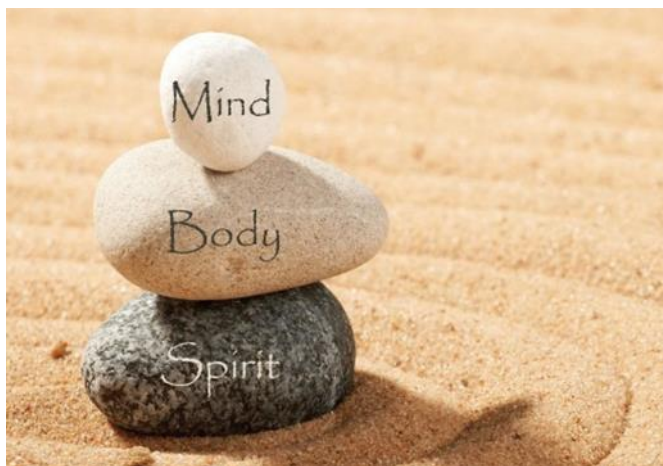
CRE is looking for folks willing to share their favorite story, art activity or other talents during the 11:00 Sunday School. **Heather needs one more Leader Assistant for June 19th—Father's Day and Solstice.**

Leaders meet with the children ages 4-8 years old for one hour, leading them in an activity related to our 7 UU Principles or otherwise known to the

children as the Rainbow Promises. Leaders choose the story or activity they would like to lead. Assistants support the Leader and aid in setting-up, cleaning up and general supervision of the youth in attendance.

We need volunteers for **both** Chalice Camps: **Chalice Children**, a 3 day, half-day camp for pre-schoolers held at UUTC from 9:00am-12:00pm, August 9, 10 & 11 and **Chalice Camp** 2016: An Olympic Adventure, August 15-19th, 9:00am-12:00pm, for ages 6-10.

Please contact Heather Layton at [creuutc@gmail.com](mailto:creuutc@gmail.com) or call 553-3810.



## YOGA WITH KASHMYRA ASNANI — MONDAY, FRIDAY & SATURDAY OPPORTUNITIES

The first class of the week, [Chair & Wall Yoga](#), is offered on **Mondays** at **11:00am**. [Vitality Yoga](#) takes place on **Fridays** from **1:30-2:45pm**.

**Chair & Wall Yoga** is open to all fitness levels, including those who may need walking aids or wheelchairs. With regular practice, students will see improved range of motion, flexibility and strength and reduced stress. **Vitality Yoga** is a higher intensity, but still quite gentle. The **Spine Workshop** wraps up this Saturday.

Saturdays now present a class/workshop opportunity. **Starting June 4th, the class will start at 11am and go to 12 with an option of staying until 12:30pm.** See the bulletin board and the front counter for more information on all of these offerings.



## RECEPTION FOR PAULA

This Sunday, May 29th, will be Paula's last service with us. Her last day will be Tuesday, the 31st. The schedule for the 29th begins at 9:45 with coffee, followed by the Service at 10:30, with guest musicians the DeMasi Brothers, after which we have a reception at 11:30. Finally, there will be a concert by the DeMasi Brothers from 12:30 to 2:00pm.

Carol MacAllister is coordinating the reception (thank you, Carol!). If you would like to contribute finger foods or beverages, please call Carol at 828-551-0587.

## WATCH OUT, WE MIGHT GET GOOD AT THIS

UUTC Softball hit the field Monday (make-up game), Tuesday and Thursday this week. Monday, we played a team that evidently had steel bats and the ball had a magnet. So, let's move on to Tuesday. After giving up 7 runs in the first inning, some personnel switches were made, and our softball team denied Etowah Baptist another run until the 6th inning! Final score was 11-9, Etowah, and this was done with only 4 men on the field. The umpire, who officiated both games, allowed as how she was a bit surprised at our rapid improvement. [She was grinning, though!]

It wasn't all good—Friend Julie Bowman sustained a bruised shin from a hit ball that left both dugouts wincing. So, if you have time, come down and keep her company on the bench!

Check the schedule below and see when you can catch the fever—Thursday games are in blue; all the rest are Tuesdays.

[June 2 @ 6:30pm vs First Baptist](#)

June 7 @ 7:30pm vs. Aff. Word

[June 9 @ 6:30pm vs Turkey Creek](#)

June 14 @ 7:30pm vs BC #1

June 21 @ 6:30pm vs BC #2

[June 30 @ 6:30pm vs Cedar Mtn](#)

July 12 @ 7:30pm vs Carson's Creek

July 19 @ 6:30pm vs Morningside



## GETTING OUR ACT TOGETHER ON AN ORGANIZATIONAL LEVEL

**HISTORY:** In May of 2014, the Board adopted a document, an “Organizational Structure,” to address several operational concerns and issues. The number of individuals participating in the governance and operations of UUTC was relatively small, increasing the potential for and occurrence of burnout. On a number of occasions, one group would discover that it was working on a project that another group was also considering or had actually undertaken. Often groups would find themselves reinventing the wheel because there was no central repository of lists of recurring tasks and associated procedures. While the Organizational Structure does not specifically address these issues, it creates a framework in which to standardize implementation of procedures which *can* address them.

**NEED:** In a complex organization like UUTC, with many recurring activities assigned various working groups (Board Committees, Ministry Teams, and Task Forces), the development of task lists (responsibilities) specific to each group serves to reduce the risk of duplicative work. In addition, the documentation of specific tasks – step-by-step procedures - prevents work groups from having to reinvent the wheel, making recruitment of new members easier, since the nature of the group’s tasks are clear. This should make year-to-year personnel transitions somewhat less daunting.

**METHOD:** What next? UUTC now has a full-time Administrator with excellent organizational and computer skills. Forwarding these documents, task lists and procedures, once they have been developed, to the Administrator ensures that each will be stored in a central repository, readily accessible on an as-needed, when-needed basis. No work group should be paralyzed by the absence of a key member if these documents are centrally available. What are these documents? Specifically, the Administration Committee created a [template](#) for Committees and Teams to use to encode each group’s Operating Guidelines, which includes the group’s reason for being, responsibilities, and procedures for meeting these responsibilities. (An example of how these Guidelines should look is [HERE](#).)

Finally, what about all the work that these groups accomplish, as *reflected in the minutes of their meetings*? These too should be forwarded to the Administrator to be stored in the central repository for ready retrieval. Together with task lists and procedures, **these records are the formal documentation of UUTC’s corporate history**, now long enough and complex enough to require these more formal procedures.

Are there exceptions? Yes! The Nominations Committee is a Committee of the Congregation; its activities are conducted with discretion and confidentiality. Ministerial Search Committees (Interim and Settled) must operate with complete confidentiality and thus may choose not to record their activities in this manner. And, finally, executive sessions of any working group (from Board to Task Force) must be conducted with complete confidentiality.

Peter B. Mockridge, Convener, Administration Committee, at the request of The Board



## BUILDING USE FEES: PLANNING FOR UUTC'S CONTINUED FISCAL HEALTH

Implementation of some use fees is new procedure for UUTC. Our building costs us about \$10/hour to run. The policy on which these procedures is based is this: "Facilities Rental Fees: Rental fees will, at a minimum, cover all costs incurred or resulting from the use of the facilities. They may provide UUTC income to support its mission." Essentially, this policy gives Ministry the authority to assess fees on groups to reinvest into building maintenance and depreciation of equipment used.

Some groups still do not have to pay a fee. These are "working groups," performing in accordance with our Mission and Principles. Examples of these are the Living Wage Coalition, WNC Refugee Challenge group, Mediation Center groups and the Health Care Navigator events. However, these same groups, if there were desiring to use the building for essentially social uses closed to our congregation, would be assessed fees for that use.

Other groups not considered "working groups" are already contributing. SMART Recovery passes a basket monthly, and the Sierra Club has increased its annual contribution by 100%. Yoga is designed to raise funds--it's all part of the strategy to deal with the fact that those who have not retired with good pensions, or do not have truly affordable health care, are having a very hard time making significant contributions to their faith communities (this is not a unique UUTC problem). The concerts are also part of this strategy--possibly one of the better ones, because they pull in income from sources outside UUTC.



*Cracked sidewalks in need of repair*

While we still have some retirees moving in to the area with decent pensions, pensions are being phased out all over the country--so it is primarily stock portfolios/401Ks that will be the backbone of "newer" retirees in the future. And we all know how the stock market can be. All this plays into the need to diversify how UUTC funds its operations. These new policy-based procedures will help us prepare to meet these new challenges.

We are not trying to penalize any groups that have a history with UUTC, but we must face our financial reality--which includes structural maintenance in need of doing. We have over 300 non-profits in Transylvania county, and piles of them promote causes that our Members and Friends endorse. We are asked to share our space frequently. Adhering to mission ensures just use.

This policy is designed to protect the building we love, for the congregation this community needs, to uphold liberal spiritual practice in Transylvania County. We all have to help shoulder the load—including the groups who wish to use our facility.



*"We are the certain and the seeking, the lifers and the newcomers, the beloved and the brokenhearted, the insiders and the rejected, all of whom have found a home in the extraordinary, yet intimate, communities of Unitarian Universalism."*

Melissa Harris-Perry, MSNBC Host

*Our mission is to create a community that encourages free spiritual discovery and growth, celebrates personal and religious diversity, and promotes active, responsible involvement in the larger community.*

**Inclusive. Intentional. INVOLVED.**

Read the latest UUA Southern Region Newsletter [HERE!](#)



**SOUTHERN REGION**

### **KEEP UP WITH WHAT'S HAPPENING!!!**

VIEW our [church calendar](#). This is the calendar which has ALL events.

For previous issues of the UU Update, contact the office at [admin@uutc.org](mailto:admin@uutc.org).

SEND news for this newsletter by 10:00am on Wednesdays.

### **CONTACT US**

Our Minister is the Rev. Dr. Paula R. Gable. To reach her out of the office, call **828-553-9410**.

Church office hours are Monday through Friday from 9:00 a.m. until noon and by appointment. The church telephone number is **828-877-6121**. Our mailing address is UUTC, PO Box 918, Brevard, NC 28712. Our website is [www.uutc.org](http://www.uutc.org). Our church is located at 24 Varsity Street, at the corner of South Broad Street in Brevard. Our email address is [admin@uutc.org](mailto:admin@uutc.org).