

July 17, 2018 Board Meeting - Unitarian Society of Hartford

Present - Sherry Manetta, Joe Rubin, Carolyn Carlson, Judy Sullivan, Marye Gail Harrison, Sarah McKenzie, and Revs Cathy and Heather Rion Starr

Absent - Tom Richardson, Sue Tenorio

Guests - Ed Savage

Sherry called the Meeting to Order at 6:39

Judy read Board Covenant

Any changes to agenda? No

RevCathy explained Thank You notes to new board members and took suggestions as to who should get them this month - Linda Clark, Kevin Girouard

RevCathy led a spiritual practice for the board - meditative self-examination

6:58 - Consent Agenda - list of committee nominees (list attached)

JR moved to approve, Carolyn seconded

Aye - 6

Nay - 0

Abstain - 0

Joe discussed the remaining open positions that need to be filled

- Nomination - 1 more

- Endowment - possibly 1 more, waiting on an answer

- Audit - 1 more

- Safer Congregations - RevCathy working on it

Several names were considered as options for the remaining openings, Joe will reach out to those people to gauge their interest in serving on these committees.

7:08 - donation to purchase sound equipment for Meeting House Presents (Meeting Minutes attached): Carolyn gave background - in June an anonymous grant/donation was offered to be used for the purchase of sound equipment. Sam and Rayla were invited to come and have input as to other potential uses aside from MHP. Money would be used to purchase Speakers/Cables/Mixers/Mics & Cables/etc. The system would be kept in a locked storage box, and would require a sound tech to operate. Discussion centered around needs of MHP, needs of ministers in re: Sunday services, and healthy relations among the board/ministers/congregation in relation to anonymous donations.

Joe made a proposal that the board should vote to accept this gift with spending to be overseen by Paul and Laura with the caveat that they also address what they can in the sanctuary sound system within the budget AND that the donor be in conversation with the ministers regarding the donation. Carolyn would like to know if there is someone who can identify if this new sound system will work with our existing electrical system so as not to overload the circuits. RevHeather indicated that Peter Delloro should be able to make this determination.

Joe made the motion that board accept the donation of \$4,500 with instructions that Paul and Laura to determine how to spend the money in accordance with the donors intent/needs of MHP w/ 2 conditions 1) donor agrees to discuss with ministers and 2) Paul and Laura work with sound engineer and Peter Delloro to ensure that the Meeting House's current electrical system can accommodate, and to determine if there are any ways the purchased equipment can be integrated into existing system to improve Sunday services. Carolyn seconded.

Ayes - 6

Nay - 0

**\*\* SEE ADDENDUM AT THE END OF THESE MINUTES \*\***

Abstain - 0

7:56 - Retreat debrief and re-prioritization of objectives for FY 2019 (Sherry's Retreat Notes attached): members present were given 5 dots and asked to place a dot next to each of their 5 top priorities of the 10 identified at the board retreat.

Two board members were not present, and will be asked to name their top 5 priorities of the original top 10.

8:17 - Board leadership in anti-racism (Beloved Congregations Info attached): RevCathy brought info regarding Beloved Congregations, retreat to happen Friday Jan 18 evening, and all day Saturday Jan 19 followed by 8 2-hour sessions every other week. Done in concert with Fern Street and New Haven congregations. Cost would be paid by social justice budget. RevCathy would also potentially like to do a common read with the board of Salsa, Soul and Spirit to look at leadership with a multi-cultural lens. Marye Gail has offered to do a pre-read along with RevCathy and bring it back to the board with better info. Audio book format would be helpful for board members who have more time available that is not conducive to sitting and reading. And maybe target certain sections rather than go through the whole book.

8:24 - Intern minister consideration for 2019: RevHeather's thoughts were that Revs sabbatical will be Fall of 2019, and it would probably be unwise to have an intern minister start at that same time, but doesn't want to lose the enthusiasm and momentum brought up by the possibility of having Mark Roble. Maybe look at 2020-2021/2022, but not have one start at the same time as Revs' sabbatical. Joe asked if the "year" cycle could be shifted to January-January rather than a September start.

8:29 - Board Calendar: any comments regarding dates/etc, get them to Sherry

8:32 - Co-Minister's Report (Report attached): RevHeather handed out the new board manuals. RevHeather pointed out that there may be changes/additions that need to be made. If you note anything when going through the manual that you would like to see, please let Heather know. RevHeather held GA off-site viewing party, 3 members attended.

2020 GA will be in Providence, RI June 24-28, 2020.

RevHeather has been working with Fern St, Meriden, and Manchester to co-host a UUs of Greater Hartford booth at Hartford's Pride celebration in September.

Sherry addressed the compensation questions raised in the written report, and asked that the blanks be filled in regarding compensation. For the last 2 years, ministers' compensation has been slightly above the midpoint, with a UUA increase in mid-point this year, their compensation is now slightly below the midpoint. Our 2018 FY was out of balance, our income levels did not reach the budgeted levels. The board had to make difficult decisions regarding balancing the 2018 budget. We won't actually know until August how the final budget comes out. None of the board members were happy about not being able to give the ministers an increase, and once we find out where FY2018 comes out, we would like to be able to make those increases by Sherry and Joe making targeted asks to members to increase their pledges in order to make staff increases across the board and to look for \$ to cover some other items from external sources. Exec Committee and Revs are also discussing overdue ministerial evaluation (not related to compensation). Additionally, Sherry has contacted a foundation that makes grants to music programs to see if we can secure funding for the Choral Scholars. Sherry is working with RevCathy on applying for the funding.

8:49 - RevCathy closing words

8:50 - Meeting was adjourned

Respectfully Submitted,  
Sarah H. McKenzie, Secretary

ADDENDUM TO BOARD MINUTES - July 27, 2018

On July 24, Sherry Manetta sent the following email:

Dear Board,

I make the following motion and Joe seconds it, and I am calling for a vote on the motion.

We ask you to vote **via email by 6:00 p.m. Wednesday July 25**. Your vote also constitutes consent to vote by email in accordance with Article 7 of our constitution/by-laws. If we do not have everyone's email vote by 6:00 p.m. Wednesday, this is notice that a meeting of the board

is called for 6:30 p.m. on **Thursday, July 26**, at USH to consider the motion, in which case we will provide a call-in number if you are not able to attend in person.

**Motion: that the board accept a donation of \$4500 from a donor with instructions that Paul and Laura Cipriano determine how to spend the money in accordance with the donor's intent/needs of MHP.**

Discussion: Joe and I met with the donor last Thursday. The donor wishes to remain anonymous except to Rev Heather, Rev Cathy, Joe and me. Only Laura and Paul Cipriano and Brian Mullen will also know the donor identity.

Limiting the donor identity to a small group of USH leadership is consistent with prior anonymous donations such as the \$100,000+ donation a few years ago for sound abatement. Our acceptance policy allows for anonymous donations, indicating that we have an expectation of limiting donor identity.

The motion that passed at the July 17 board meeting was: Motion that board accept the donation of \$4,500 with instructions that Paul and Laura to determine how to spend the money in accordance with the donors intent/needs of MHP w/ 2 conditions 1) donor agrees to discuss with ministers and 2) Paul and Laura work with sound engineer and Peter Delloro to ensure that electrical can accommodate, and to determine if there are any ways the purchased equipment can be integrated into existing system to improve Sundays.

The new motion above removes the conditions in the July 17 vote. 1) The donor identity will be disclosed to Rev Heather and Rev Cathy but there will be no required discussion between the ministers and the donor regarding the donation. 2a) There have been several follow up conversations about the electrical wiring and the wiring should not be a problem. 2b) The Ciprianos and the donor have agreed from the beginning that the equipment should be evaluated for use at Sunday service. This will be done when Sunday service needs are better defined, and policies are in place to protect the equipment.

VOTE TALLY -

Aye - 8

Nay - 0

Abstention - 0



Sarah McKenzie &lt;sarah.h.mckenzie@gmail.com&gt;

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**Proposed committee members update**

1 message

**Joseph Rubin** <joerubin@snet.net>

Sun, Jul 15, 2018 at 6:23 PM

Reply-To: Joseph Rubin &lt;joerubin@snet.net&gt;

To: Board Only &lt;boardonly@ushartford.com&gt;

Cc: John Brancato &lt;jbranca2@mac.com&gt;, Sarah McKenzie &lt;sarah.h.mckenzie@gmail.com&gt;, Virginia DeLima &lt;vadelima@yahoo.com&gt;

Dear all,

As you may recall, I met with John Brancato, Virginia DeLima, Rev Cathy, and Sarah Harmon McKenzie to discuss possible appointments to various groups for which the Board has responsibility, and then various of us followed up with various folks. Here are our recommendations thus far, for Board consideration this Tuesday:

**Nominations and Leadership Development**

John Brancato to continue as chair

Diana Heyman continues

McKenzie Hurtado and Marie Basche will join

Could still use one or two more

**Endowment and Legacy Giving**

Steve Basche will be chair (length of term?)

Eve Pech will serve a 2 year term.

Greg Nickett will serve a 3 year term

Bob White will serve (length of term?)

(need 5 members)

**Audit**

Lisa Galinski will stay

Paul Jacob will join.

Should have one more, probably.

**Safer Congregations**

Rev. Cathy to continue

Susan Hope and Joe Rubin to join

Rev. Cathy is checking with 2 others.

If any member of our group thinks I got anything wrong or incomplete, please speak up! Thanks.

Joe

**Meeting House Presents Meeting Summary (as of July 16, 2018)**

**Date of Meeting: July 9, 2018**

**Items needing action or follow-up are in bold italic**

**Present:** Laura and Paul Cipriano, Joe Rubin, Sam Moffett, Rayla Mattson, Carolyn Carlson

**Overview from the Board by Joe:** Grant of \$4,500 will need final approval from Board. Primary purpose of grant is to help Meeting House Presents (MHP) with necessary equipment for MHP music program. Since there are also sound needs for normal USH services and rental clients, the Board requested that Sam Moffett and Rayla Mattson communicate their sound requirements to Laura and Paul for consideration in purchasing the sound system for MHP (assuming the grant is accepted). Joe reaffirmed that the first priority for the grant was MHP.

**Below are some of the potential areas of concern from Rayla:**

(Note: Many of the third-party rentals are from people wanting to hold weddings and funerals at USH. They often want to use music that is on a DVD, iPod, iPhone or iPad. Occasionally they want to use Power Point with photos and music on large screen TV.)

- ) Needs a multi-media set up that integrates microphones and speakers. This would link the TV monitor, power-point and various audio inputs potentially including iPhones, iPads and DVD's. Need ability to connect TV to sound system.
- ) Needs use of several balanced microphones, including more handheld microphones.

**Concerns from Sam:**

- ) Too many wires, difficult to tell what connects to what. People have had difficulty managing microphones and lavalier microphones. Important to get wiring in the building in place that can sustain the music systems.
- ) Currently when microphones and iPods are used together one over-rides the other and it doesn't work.
- ) Speakers may not be currently facing the best way. Need to be sure we know how to direct speakers to maximize sound quality for our spaces.

**Update from Laura and Paul:**

- ) Last year MHP borrowed sound equipment from The Sounding Board for each concert. This required picking it up and returning it for each concert. Occasionally there were some problems including gaining access to the equipment because of key problems.
- ) The goal is to have sufficient equipment for a concert at USH on a mobile cart located on site. It would still require a sound technician to manage the equipment during an event but would greatly enhance the control and ability to manage concert quality sound resources.
- ) MHP has been receiving technical assistance from Peter Craig who is an expert with concert quality sound. He works for a HP Live, which is a large sound company based in New Haven that is in the process of updating its sound equipment to digital and thus has

analog equipment to sell at reduced rates. Peter has provided several technical sessions to MHP to help them think out a good, affordable solution to MPH sound requirements at USH. He is not charging a fee for his technical support, but the assumption and expectation is that USH-MHP presents will purchase some of the equipment from his company.

It is also expected that some purchases will be for new items and will come from other vendors. Here is a first draft list of Items to be purchased for MHP as of July 9, 2018:

1. Speakers (2 in front and 2 halfway back)
2. Microphones and stands (4 instrumental and 4 vocal)
3. Snake to hold wires 150 feet long. Includes 20 channels and connections for board to stage.
4. Console (probably analog but also checking to see if digital is affordable)
5. Cables, assorted lengths – 10', 25', and 50'.
6. Direct boxes for guitar
7. Subwoofer
8. Satellite speaker system with mixing board
9. Equalizer
10. Storage box on wheels for everything. (ability to lock)

After discussion was held about potential needs for regular services and rental clients, the following items were agreed upon:

1. ***Laura and Paul will discuss the expanded list of potential equipment requirements and discuss them with Peter Craig and see what is possible to impact with current grant. They will reply back to everyone who attended the meeting.***
2. Once the new system has been acquired, it could be made available to rental clients at USH for a fee that would include the cost of a sound technician and some general funding back to USH. Currently sound techs are costing \$150 per event so a fee of \$300 might be reasonable.
3. The new system can probably can link to the current USH Hearing Loop system for people who are hearing impaired per Peter Craig.

#### **Payment of Musicians:**

A board member with check-writing authority needs to obtain a check and come to USH by 9 p.m. on the night of each performance to write a check to the performer(s). This is because the contracts are for a portion of the proceeds, usually 65%, and final proceeds can't be determined in advance. ***It was agreed to send a list of the concerts to the Board for the check-signers to establish a schedule as to who will sign checks on which nights. May want to identify a primary and a back-up.*** Joe agreed to coordinate this once he's provided the schedule.

#### **Schedule:**

The current schedule as posted on the USH website has 8 events. There will also be a new event on Friday, December 28 and possibly one more added at end of year. Note, the first event of the season is on Friday, Sept. 14 but does not have a confirmed performer yet.

**Contract Guarantees:**

The current plan is to keep the cumulative total of guarantees under \$5,000. Peter Mayer is the only performer who has been guaranteed more than \$300 or \$400. He is considered the highest paid performer and they do not expect to contract with anyone else at same level or higher.

**Volunteers:**

Laura prepared a detailed list of tasks that need to be completed for each concert. She also identified about 20 people who were active volunteers last year. While she and Paul felt like they had a great crew of volunteers, they would like to structure it a little more this coming year so that they feel like it's more organized and that they are confident that all tasks are accomplished. They need leadership volunteers and more volunteers involved in working. We discussed some options for recruiting some team leaders in areas of Baking and Feeding or Food Coordinator, Administration Coordinator etc. Also discussed methods of recruiting, including a direct ask for leadership positions and then asking the leaders to help recruit for their teams. Also having option for people who want to just help at one event and methods for recruiting and recording who will do what. Laura and Paul will think about how they want to proceed and if there is any additional assistance they need from Carolyn.

**Communications (Advertising the Concerts)**

There are several things they already have in process and will be doing including:

- ) Have posted the schedule on USH website and in USH newsletters.
- ) Have been talking to area churches about concerts.
- ) ***Will ask Brian Harvey to make posters for each concert.***
- ) ***Would like to have some volunteer(s) to help with Communications. Will request on USH website and newsletter.***

**Other needs:**

1. Music Rights License needs to be obtained. Hank Murray was working with Sound Board Attorney Michael Freeman. ***Carolyn will follow-up with Hank.***
2. ***Request Board help in encouraging people purchase seasons tickets. Will provide details to board when available.***
3. ***Request Board members consider attending the concerts as a priority and show of support.***

***Please let me know if you have comments, concerns or additional relevant information.***

Sincerely,

**Carolyn Carlson**

Chair for the Community Within

[carlsoncjc@gmail.com](mailto:carlsoncjc@gmail.com)

860-462-9757



## **Policy: Accepting Donations**

Adopted by the USH Board of Directors on November 8, 2005

The primary means of ongoing financial support for USH is the annual pledges of its members and friends. This general and non-specified giving is the foundation for meeting the ongoing financial needs of the congregation. There are, however, circumstances under which members and friends wish to make additional contributions of durable goods or cash for specified purposes. The following are the USH policies for acceptance.

Cash donations for a specific purpose may be accepted upon the recommendation of the primary Council related to the donation and the Stewardship Sub-Council, and approval of the Board of Directors.

Donations of durable goods (such as furniture, office equipment, etc.) may be accepted with the advance agreement of the primary Council related to the donation and the Council on Administration. Acceptance of any goods with a value of more than \$1000 also requires the approval of the Board of Directors. All donated items become the property of USH.

Councils, Sub-Councils and other groups may solicit or encourage donations of goods or cash from members or friends only with the advance approval of Stewardship and the Board of Directors. In general, it is not the

intent of the Board of Directors to solicit individual donations outside of the processes led by the Stewardship Sub-Council. If requested, donations will be recognized as anonymous.

**USH Financial Management Policy #2**

# USH Board Retreat Flipchart Notes

June 2, 2018

## Prioritized list of objectives [Delegated Authority]

Theme for FY2019: Deepening and Connection

Initial Prioritization

1. Connection building, integration, leadership development, demographic/lifestyle shift, generational needs and capabilities
2. Anti-racism
3. Financial systems of control and reporting
4. Staff and budget capacity
5. Legacy giving [Endowment]
6. Capital campaign vision and planning
7. How to support Rayla in non-adult RE
8. Social Justice—community

“Below the Line”

9. Adult Religious Education—administrative, vision, programmatic
10. Congregational covenant (anti-racism is a step toward this)

To be discussed

11. Worship and music
12. Governance
13. Security

## Next Steps

1. Leadership Development plan at June 12 board meeting—Marye Gail, Hank, Chris, Joe
2. Financial systems control and reporting plan at June 12 board meeting—*Tom, Phil, Carolyn, Sue*
3. Prioritize and further define other priorities, fill in gaps, outline next steps

## Discussion of Objectives

### Goal 1

- Adult religious education
  - Better define and address need—programmatic and administrative
  - Relates to goals 2, 3, 4 and 5
- How to support Rayla in children and your religious education

### Goal 2

- Congregational covenant—right relations
  - Container for conflict resolution
  - Disruptive person policy
  - Respecting governance structure

### Goal 3

- Review financial system of control and reporting
  - Policies
  - Budget process
  - Anxiety: power and control
- Staff capacity, budget
- Legacy giving program
  - Endowment
  - Wake now my vision (Shelter Rock money)
- Capital campaign
  - More than just building
  - Vision of space

### Goal 4

- Connection building and integration of new members
- Leadership development/capacity building
  - Who should be doing this?
  - Recognize a demographic shift, generational needs, capabilities
- Membership
- Education

### Goal 5

- Anti-racism
  - Framing the discussion
  - Could be good first step for Goal 2
- Social Justice

## Anti-racism

### Culture change

- Concrete
- A step on the way to a congregational covenant
- Parallel to ableism
- Communication/language

### Specific suggestions

- Board book read: “Salsa, Soul & Spirit”
- “Beloved Conversations” curriculum
  - Cost approximately \$2000, could share with other congregations
  - Capacity building
  - Start with formal and informal leaders
  - Ask sub-councils and committees to be more intentional—how can you be more anti-racist in work?
- People of color (identify as non-white) dinner

## Collaboration with Proximate UU Congregations

### Multiple congregations:

- Fern Street: Adam Robersmith
- Manchester: Josh Pawelek
- Meriden: Jan Carlsson-Bull

### Already working with others

### Opportunities:

- Shared staffing—purchasing power, efficiencies, intern
- Youth program
- Elder support
- Pulpit swap
- Visit, cross-pollinate

### Publicize existing collaborations

**Beloved Conversations: Meditations on Race and Ethnicity**  
**A curriculum for exploring the role of race/ethnicity in individual and congregational lives**

Dates:

- ) Retreat **6pm Friday Jan 18 through 5pm Saturday January 19, 2019** – in collaboration with Fern St and New Haven UUs
- ) Followed by 8 2-hour sessions (every other week), day/time TBD – likely 2 groups of 10-12 at USH

More info and video testimonies: <http://www.meadville.edu/fahs-collaborative/fahs-curriculum-catalogue/beloved-conversations/>

Cost: around \$1200-1500 for USH, to be paid from our Social Justice budget, Social Justice Fund, and participant contributions. (Then we “own” the curriculum and hope to do it annually, just paying for the retreat portion in subsequent years)

About BC:

Racism is as old as history itself, and as such, needs intentional spaces to reverse its damaging impact. Commissioned by a congregation in need of resources to hold its members in covenant as they learned how race and ethnicity shape their spiritual and social lives, *Beloved Conversations: Meditations on Race and Ethnicity* is now serving **more than 140 Unitarian Universalist, Jewish, and Quaker congregations across** the United States.

**Using a small-group ministry format**, the curriculum creates a supportive space for congregants to talk about their own experiences, while identifying places where growth is necessary. As an instrument of faith formation, it offers participants a chance to rediscover the sacred and important presence of compassion, grace, risk-taking, vulnerability, and the healing joy when cross-racial relationships are reconciled. In addition, the curriculum’s third edition (2017) offers real-time faith formation resources explicitly for people of color, as well as organizational support for making institutional change.

**How Beloved Conversations Works**

*Beloved Conversations* recognizes how centuries of racially informed social, emotional and spiritual practices wound every person, no matter their racial and/or ethnic identity. Nested in the healing and deep work of faith formation, the curriculum calls each participant to reckon with how both their personal and group experiences matter and, when less-than-desirable outcomes are named, how to live and act in a spirit of reconciliation that brings growth and spiritual healing.

The program begins with a 1.5-day Opening Retreat that launches the curriculum, followed by eight weeks of guided experiential exercises. Participants must

attend the retreat plus the following eight sessions. Each of those sessions takes two hours to complete and is highly structured in order to push and support the learning of the assembled community. The retreat is facilitated by a Fahs Collaborative staff person and the following eight sessions are facilitated by a two-person facilitation team chosen by the congregation. The work is done in small groups of 10-12 participants. Strategies are available for congregations that want to host larger groups or multiple small-groups at the same time.

The teaching and learning materials are based on the best practices of multicultural and arts-infused education, using a variety of teaching strategies that promote leaning across style, demographics, preferences, and dispositions. Each session poses evocative questions that help learners reconcile their experiences with race/ethnicity in their lives alongside the larger cultural systems that shape their perspective. The final three sessions of the curriculum lead participants in re-tuning their heads and hearts for the ongoing challenge of being accountable, responsive, and resilient learners in multicultural contexts.

Congregations that purchase the curriculum are granted exclusive rights to use the curriculum's resources, which include coaching for facilitators and digital training videos for facilitators and congregational leadership.

The third edition of the curriculum includes cutting-edge materials that support the different learning needs of people of color and white congregants. As part of the intake process, Fahs Collaborative staff will help you explore how to respond to such dynamics before, during, and after the sessions.

### **Seminars at a Glance**

Deep Check-in: Making Sense of the Retreat; the Invisible Footprint of Racial/Ethnic History

Exploring Our Dynamic of Racism and Privilege

Racism Today: Micro-Aggressions

Interrupting Racism

Community Audit: The Experience of Race and Ethnicity in Your Community

Power and Process: How Institutional Change Happens in Our Congregations

Prophetic Vision: Towards a Multicultural Congregation in Solidarity with the World

Building the Bridge Between Our Present and Our Future

## Co-Ministers' Report – July 2018 – Deepening and Connection

### Summer reflections:

Summertime is a natural time in congregational and ministerial life for taking stock of things and reflecting upon the big picture. We've just enjoyed a full and wonderful family trip to Oregon with RevHeather's family, and RevCathy added on a few days to reconnect with good friends in (California's) Bay Area. As we turn to the remainder of the summer, we will be doing a combination of reflection, planning, reading, professional development conferences (a Mid-Career "Deepening" program for RevHeather, a Prophetic Ministries one for RevCathy, both offered by the Unitarian Universalist Ministers Association), and regular day-to-day work, with a bit more vacation woven in here-and-there.

We are processing the FY19 budget and all the choices and priorities that decisions about money encompass. We feel it is important to note, for the record, that in our four years as USH's Co-Ministers, we have received a 1-2% COLA increase only 2 of those 4 years, and have not received a raise or bonus any of the four years. In that time, we have welcomed in more than 80 new members, have provided crucial stability immediately following years of "Troubles" and transition, have dealt with conflicts and tensions as gracefully as we could manage each year that we've been here, and have integrally supported a significant increase in pledge income. We appreciate the competing values and priorities in our budget, and at the same time, want to be honest with you that we are disappointed and dispirited by this year's decision and ask that you prioritize our (and all staff) compensation in the coming year.

In other news of our activities, as you know, RevHeather was arrested on Monday, June 18, for civil disobedience in concert with the Poor People's Campaign and Moral Monday CT. She was intentionally carrying signs connected to the #KeepFamiliesTogether effort addressing the separation of children from their families that continues to occur at our nation's borders. We are continuing to try to identify ways to respond to these atrocities, and are thankful for Judy Sullivan for her work including action items in the weekly USH E-news. RevHeather was assigned three days of community service by the court and will be doing those on August 14, September 20, and October 25.

Also in July, RevHeather is tracking three different memorial services in the process of being scheduled (for member Marion Cook and two for non-USH members who contacted RevHeather through USH). RevCathy will be officiating at Tara Cote and Paul Jacob's wedding in August, and RevHeather will be officiating at Makenzi Hurtado and Javil John's wedding in October; preparations for these occasions are underway. There are a little over a handful of people we are tracking in terms of their immediate pastoral care needs. We are

in good conversation with the Caring Network about those who desire more support.

We also want to let you know that RevHeather begins a (probably just-one-year) contract ministry with the UU congregation in Danbury, Conn., as 1/2-time Consulting Minister starting on August 1. They were unsuccessful in two rounds of search for a full-time settled minister and will likely begin that effort again in January 2019.

### Spiritual Practices Summer at the Meeting House

This summer, our worship series is exploring a wide variety of practices that help to ground, center, delight, inspire, and strengthen us in times of peace and times of anxiety or stress. We kicked off the series on June 17th with a service by RevCathy that explored the purpose, power, and challenges of spiritual practices. Summer services began in Fellowship Hall June 24th and continue through Labor Day (September 2nd). Come join us every Sunday at 10:30am for spiritual depth and exploration together!

**July 1** "The Art of Maintaining Positive Focus" -- John Bengston, Lay Leader;  
Sue Smolski, Worship Associate

**July 8** "Small Group Ministry: Discovering and Sharing Our Collective  
Wisdom"

Esther McKone, Lay Leader; Martha Bradley, Coordinator;  
Julie Grace, Worship Associate

**July 15** "Tai Chi" -- Margaret Leicach and Laurie Kelliher,  
Lay Leaders/Worship Associates

**July 22** "Inner and Outer Transformation: Spiritual, Societal and  
Environmental Practice" Mark Unno, Pulpit Guest; Julie Grace,  
Worship Associate

**July 29** "A Transcendentalism For Today" -- Judy Robbins, Lay Leader;  
Rick Tsukada, Worship Associate

**Aug. 5** "Living the Labyrinth" -- Rev. Cathy Rion Starr, Co-Minister;  
Doris Maldonado, Worship Associate

**Aug. 12** "Art and Spirit at USH" -- Martha Bradley, Coordinator;  
Laurie Kelliher, Worship Associate

**Aug. 19** "The Practice of Self-Compassion" -- Marye Gail Harrison, Lay Leader

**Aug. 26** "Listening: Soaking In Another's Story and Song"  
Rev. Heather Rion Starr, Co-Minister; Peter Meny, Worship Associate

**Sept. 2** "Connection in the Chaos" -- The 20 -30s Group;  
Lisa Galinski, Coordinating and Worship Associate

### Summer Board Study Leave!



*What are your spiritual practices? How are they working for you and what might you experiment with this summer to deepen or recommit to them?*