

FOCUS

June 2008

Unitarian Universalist Church of Delaware County

UUUCDC is a liberal religious community where young and old, partnered and single, gay and straight, skeptic and believer, people diverse in background and race, come together to build a better world for ourselves, our children and the larger community. We invite those who share these values to join us for Sunday services and for events listed in this newsletter.

145 W. Rose Tree Road
Media, PA 19063
(610) 566-4853
www.uucdc.org

E-mail:

churchoffice@uucdc.org

**Sunday Services,
Nursery Care &
Church School**

(PreSchool - 8th)

10:30 a.m. Sept.-June

10:00 a.m. June 22—
Aug. 31



FROM THE MINISTER

"If we agree in love, then there is no disagreement that can do us any injury; but if we do not, no other agreement can do us any good."

There have been few times when it has felt as good to be a member of a Unitarian Universalist congregation as it did during our annual meeting last month. The meeting agenda was fraught with potential land mines: a proposed Mission Covenant Statement submitted for an "up or down" vote; implementation of a new way of governing the congregation; and a budget proposal that posed some very painful choices.

While the meeting was long, those in attendance were interested, engaged and oriented to finding solutions, rather than highlighting their differences. People posed their positions from places of commitment and an earnest desire to do what's best for the church. They were respectful and compassionate toward one another (and toward those who were most affected by the budget shortfall), and they demonstrated deep trust in the leadership of the church.

At no time was there any rancor or raised voices, any sniping or back-biting. All those at the meeting, as well as those who expressed their concerns in emails and phone calls before the meeting, lived up to our covenant to "respect all our differences" and to "hear all our voices." I would like to say that this is a typical response when our churches find themselves in similar circumstances, but unfortunately it is not. This is yet another sign of the spiritual health and maturity of our congregation, and it called to mind the words of Universalist minister Hosea Ballou quoted above. While none of us

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Speakers for June Services

June 1: Coming of Age Affirmation Service

June 8: Rev. Peter Friedrichs (including Senior Bridging Ceremony)

June 15: Intergenerational Worship Service (Rev. Peter Friedrichs and DRE Jean Campbell)

June 22—Aug. 31 Summer Services start at 10 a.m.

June 22: Anne Mason

June 29: Rev. Paula Maiorano

Who's Who

Staff

Rev. Peter A. Friedrichs,
Minister

Jean Campbell,
Director of Religious
Education

Beth Youse,
Music Director

Ann Seidman, Assoc. Music
Director

Rina Jurceka,
Administrator

Chrissy Drummond,
Administrative Assistant

Joy Thiessen, Accompanist

Jack Shaffer, Sexton

Jennifer Pinto, Meghan

**Pomeroy, Sally Davis &
Rachel Davis,** Child care

Board of Trustees

Mark Bernstein,
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Vice President

Dino Ramos,
Treasurer

Julie Chuplis,
Secretary

Bryan Boosz

Marylin Huff

Mike Mitchell

Jean Wallace

FOCUS INFO:

Editors:

Bette Austin
& Neil Goldstein

Production:
Rina Jurceka

**The deadline for Sep-
tember is August 18.**

**The deadline for the
Oct. issue is Sept. 15**

Please send your text
via email to:

Focus@uucdc.org

or put it in the Focus
box, in the church office.

Focus Folding, 10 a.m.
Sept. 2. Come help!

From the Minister

(Continued from page 1)

felt good about the budget cuts and some of us have reservations about Policy Governance, we were able to express our concerns fully and then agree to love.

This is not to say that our work is done. Regardless of our agreement on a course of action, disagreements and differences do exist among us. We must be diligent in our concern for one another as we move forward, and we must exercise care and compassion toward those people and programs affected by our decisions. We also must seek long-term solutions to our financial situation. Weaning ourselves from the practice of balancing a budget based on a prior year surplus is a big step toward financial health, but now we must develop a plan to build on that achievement. Part of that plan should include a commitment on the part of the congregation to becoming a "Fair Compensation" congregation. I invite you to read the article on page 3, so that you can learn more about what that means for all our staff.

Our other significant challenge is to discover ways in which each of us can bring to life the words of our Mission Covenant Statement. If you did not attend worship, May 18, I encourage you to read or listen to my sermon from that Sunday, "Whose Web Is It, Anyway?" (It's on our website as <http://uucdc.org/sermons.html>.) In that sermon I talked about making the leap from the attitude of "Yes, We Can" to the action of "Yes, I Will." Until each one of us makes a personal commitment to serving the church and its mission, our Mission Covenant Statement will remain just some nice words that we can feel good about saying.

The staff members of the church are in the process of assembling a list of volunteer positions in the church that are unfilled. At this point, there are somewhere around 75 vacancies. And this does not include periodic needs of the Interfaith Hospitality Network and the Hunger Task Force in their ongoing work to house the homeless and feed the hungry. Unless you are among the few dozen people who are already committed to multiple roles in the church, in the coming months you will likely receive a phone call asking for you to contribute your skills and talents to some aspect of church life. When that call comes, I hope you will respond with an enthusiastic, "Yes, I Will!"

Our regular church year is coming to an end. We have accomplished an incredible amount this year, and not just with the major initiatives like the Mission Covenant process and Policy Governance. It has been a year filled with compassionate caring for one another, of spiritual growth and development for ourselves and our children, a year in which we have come together and "agreed to love." With that foundation and with a commitment from each of us to say, "Yes, I will" to the work ahead, next year is destined to be spectacular!

I wish you all a summer filled with peace, joy, and meaning.

Peter

BOARD PERSPECTIVES: TAKING THE REINS

From the President/Mark Bernstein

A fellow Unitarian, Adlai Stevenson, wrote, "It's hard to lead a cavalry charge if you think you look funny on a horse." As I prepare to take on the humbling job of leading this congregation as president of the Board of Trustees, I find myself periodically looking in the mirror and imagining what I would look like on top of a noble steed...O.K., I'd look funny, but not out of place.

This new challenge is, in my view, the culmination of nearly 15 years as a member of UUCDC, involved in everything from teaching religious education classes to canvassing people in their homes, to dressing up as a dancing pig. That's right-- a dancing pig. This church has been my second home and I am proud to serve in this new capacity.

Of course, I won't be going it alone. I will have the advantage of working with a bright and diverse group of folks who will join me on the Board. Returning are Donna Harris, vice president, Julie Chuplis, secretary, and Mike Mitchell, Board member extraordinaire. Our new members include Bryan Boosz, Jean Wallace, Marylin Huff, and Dino Ramos, who will serve as treasurer. This contingent of capable and committed congregants will take on the daunting task of implementing Policy Governance.

I am indebted to the previous Board for their great effort in laying the groundwork for what will follow and, particularly, to my predecessor, Jody Malloy, who not only looked like Annie Oakley on a horse, but devoted countless hours and tireless energy to ensuring the health and welfare of our congregation. She is my inspiration.

As I look ahead, I have three personal goals: To lead the board in implementing Policy Governance over the next year, to support Rev. Peter and the Lay Leadership as they adjust to their new roles in the governing process, and to listen to you, the members of the congregation, as you share your hopes and dreams for today and for the future.

You know, I'm starting to think that maybe I don't look so bad sitting on that horse after all. I may even go out and get one of those spiffy, ten-gallon hats.

With Respect,
Mark

Fair Compensation and the UUA Guidelines

The budget discussion at our annual meeting began to educate members of the congregation about the issue of "fair compensation" and the existence of guidelines that are issued by the UUA. In an effort to continue this education process, we wanted to present some additional information regarding staff compensation. The following is an encapsulation of documents that are available on the UUA websites indicated below. We encourage everyone to read the full text.

According to the UUA, a congregation practices "Fair Compensation" when it complies with the guidelines that are listed at http://www.uua.org/documents/mp/finances/fair_comp_assess.pdf. Among other things, to be a Fair Compensation congregation, it must compensate all

staff within the Salary Range Guidelines, offer a uniform package of benefits to all staff working at least 1,000 hours per year, and contribute 10 per cent of the employee's salary to a retirement plan.

At this point in time, UUCDC provides fair compensation to our minister, but does not provide our Music Director, nor Church Administrator, salary compensation within the guidelines, nor do we offer insurance benefits to our DRE and Church Administrator, who each work more than 1,000 hours per year.

Because the discussion at our annual meeting was focused on salary issues, this article will focus on the salary portion of Fair Compensation. We

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Paying Your Pledge by June 30 Critical to UUCDC Financial Health Both This Year and Next

Your Pledge Payment Needed to Pay Our Current Expenses

Our church fiscal year ends June 30 -- this month. How are we doing financially? Five words sum it up: WE NEED YOUR PLEDGE PAYMENT.

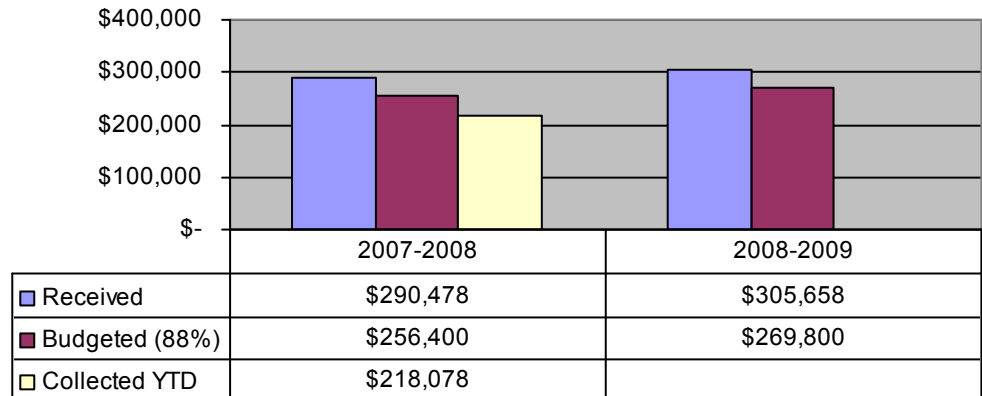
With this fiscal year rapidly coming to an end, it looks as though most of our expenses are within budget. However, our pledge payments, the source of about 80 per cent of our income, are another story.

Last year we received pledges totaling \$290,476 for this year's budget. At the end of April (the latest financial report as of this writing), we have only received \$218,078 in pledge payments. This leaves \$72,398 still outstanding, with only two months to collect it -- over \$36,000 a month. Total pledges received in the month of April were only \$13,121.

We understand that sometimes financial circumstances change and what was promised in good faith cannot be achieved. If that is the case, please call the church office or our minister. Your religious community is here for support.

But for most of us, it is just a matter of remembering to honor our promise. Paying our pledges is critical to the financial health of UUCDC. If you have not yet fully paid your pledge for the current fiscal year, it is important that we receive your payments before June 30. To clarify, we need your payment in full for the pledge you made in spring of 2007 (over a year ago) for this current 2007-2008 fiscal year. We are not looking for payment of the most recent pledge you made in March/April for the 2008-2009 fiscal year. Statements will be mailed shortly, showing what you pledged last year and how much is still outstanding.

Pledges Received vs Budgeted



Dissatisfied With Budget Cuts? Paying this year's pledge can impact next year's budget!

There is an additional benefit to paying pledges by the end of the fiscal year. Not only will it allow us to end this year in good standing, it will also allow us potentially to reinstate some of the budget cuts for next year. Last year, we only received 88 per cent of the pledges promised. Thus, we only budgeted receiving 88 per cent this year and next year. If we collect a higher percentage of pledges promised this year, the Board will consider increasing our budgeted collection rate for next year. With approximately \$300,000 in pledges, each percentage that we increase our expected collection rate allows us to budget an additional \$3,000 in expenses. During our annual congregational meeting last month, the membership made a commitment to raise the collection rate this year so that the Board could consider adjusting the rate for the upcoming year's budget.

The bottom line is that if you want to continue -- and even enhance-- the current level of quality programming and service that you have come to expect at UUCDC, you can do it by contributing 100 per cent of your pledge to the church by June 30, 2008.

We can do this. Fulfill your commitment to UUCDC and watch us shine. We thank you in advance for your generosity and for paying your pledge in full by June 30.

Report on May 18 Annual Meeting

The agenda for the May 18 Annual Meeting was unusually long, and included several important topics that don't come up every year.

The discussion about next year's budget also was long, because the Board's proposal to balance the 2008-09 Fiscal Year budget included painful staffing cuts: reducing the salary of the Director of Religious Education by \$3,421; eliminating the 2.3 percent staff cost-of-living increase, saving \$4,173; and eliminating the Associate Music Director position, saving \$5,275.

Board President Jody Malloy told the 87 congregation members at the meeting that a shortfall in pledging was partly responsible for the proposed cuts. Also playing a part was the Board's decision to end the longtime, but fiscally unsound, practice of using a surplus from the year before to help balance the budget.

Jody said the Board had had great difficulty in deciding what reductions to propose. She noted that the leadership had found that the DRE was being paid at 29 percent above the UUA guidelines (*see article on Page 3*) and that some other staffers were being paid below the guidelines.

Jody pleaded for members to pay their '07-08 pledges as soon as possible, but definitely by June 30 (*see article on Page 4*). She noted that the '08-09 budget would not be final till July 1, and that some proposed cuts could be rescinded if more people paid those 2007-08 pledges by June 30.

The estimated '07-08 collection rate as of the meeting was 88.28 percent. A raise in the collection rate would allow an increase in the '08-09 budget, because the rate in one year helps determine how much will be budgeted in the next year – the higher the rate, the higher the budget total. The Board budgets a smaller amount than the total pledges, because experience shows that we always collect some amount less than 100 percent of the pledges.

If the '08-09 budget is raised, Rev. Peter will decide on which cuts to restore, Jody said.

She told the members that an anonymous donor had helped ease the crunch by giving the church a generous contribution, which she later dis-

closed was \$1,500.

Jody appealed for everyone's help in healing the congregation in light of the difficult, proposed reductions.

Many people spoke against the reductions affecting the staff.

Some specifically spoke in favor of preserving the music program. Much of the discussion centered on the Religious Education cuts.

Rev. Peter read from a letter to the congregation from Director of Religious Education Jean Campbell, expressing her "deep disappointment" about the salary reduction. Nancy Henderson, chairperson of the Director of Religious Education Advisory Committee, then read a letter from her group that said, in part, "[I]t's unfortunate that the budget couldn't have been balanced in another way."

Several members rose to show support for the Board in making the difficult decisions regarding the budget cuts. The proposed budget was then approved with nine "no" votes and four abstentions -- and with the understanding that at least some cuts would be rescinded if possible.

In addition to the usual major agenda items – electing members to various positions, reviewing the financial report, voting on the budget – the congregation considered matters that definitely were not routine.

The most sweeping issue was the Board's request to operate outside certain bylaws as they pertain to the Policy Governance system, until May 2010. By a large margin, the congregation approved the request, which allows the Board to avoid multiple rounds of bylaw revisions during implementation of PG, which will begin July 1. That way, the Board can try out the new initiative, learn from mistakes, and make adjustments before revising bylaws to reflect the new way of running the church.

In the PG system, the staff, led by the minister, is responsible for the day-to-day operations of the church. We have been used to the Board exercising much of that responsibility; under PG, the Board will concentrate on policy matters and long-range planning.

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RE-FLECTIONS

JEAN CAMPBELL,

DIRECTOR OF RELIGIOUS EDUCATION

Religious Education must become an interplay of all the forms of ministry that exist in the church. We must begin to realize that not only does the church have a religious education program, but that it IS an education program. The shift must be from seeing individuals as teachers to seeing the whole community as a teacher, from seeing the participants as the children, to seeing the whole community as learners...Religious education must be an integral part of every aspect of congregational life." From an essay, "Our Seven Principles," by Laura Wilkerson Spencer, in "The Essex Conversations."

It is vitally important for our children to see the adults in their lives participate in their church and religious education, to see the adults nurturing their souls and spiritual selves, while they wrestle with the big questions. If we, as adults, neglect to do this, we come ill-equipped to meet and guide our children along their journey.

Rev. Peter and I embrace the idea that religious education really is the whole church, not just for children and not just on Sunday morning. This is why UUCDC has intergenerational worship services, continues the Coming of Age program that includes youth mentoring, and supports an Adult RE Team that plans Forums, the trip to Boston, and other offerings for adults.

This is also why we will be taking the social ac-

tion aspect of the Sunday school out of the Sunday morning hour next year. Instead, we will be asking each class to participate in the Interfaith Hospitality Network, Hunger Task Force, and anti-racism programs.

Each class will be asked to do one age-appropriate activity with each of these programs. This will give the children an opportunity to have a hands-on experience of helping those in need and to see how adults in their church live out their UU faith.

Finally, this is why there is an Adult RE Team that carefully and intentionally lined up an excellent selection of programming for next year. There are opportunities to expand your spiritual experiences, and deepen and enrich the meaning of your life. There will be a Fall registration (September 1-15) and a spring registration (January, 2009) when you can sign up to take the offerings of your choice. You will have plenty of notice to mark your calendars and clear the dates.

I encourage you to take full advantage of these offerings for your own personal growth and spiritual journey, and for that of our community and our children.

I am looking forward to a restorative, relaxing summer and wish the same for you.

Jean

LIFESPAN RELIGIOUS EDUCATION

Learn about the '08-'09 Coming of Age Program June 8

Attention, rising eighth and ninth graders, your families, and others interested in UUCDC's young people:

You're invited to the 2008-09 Coming of Age Program Information Meeting, 11:45 a.m. to 12:30 p.m. Sunday, June 8, in the Youth Room.

This will be a brief discussion about plans for next year's rite-of-passage program. Organizers will offer their ideas, listen to yours, and answer questions. They'll also share a tentative schedule of commitments and talk about family participa-

tion and expectations.

Even if you are not sure whether you'll participate in COA, please make every effort to attend. Feel free to bring a friend!

The session also will provide information about the ninth-grade Whitewater Rafting Trip in September.

RSVP to the church's administrative assistant, Chrissy Drummond, at assistant@uucdc.org.

Reflections on Being a COA Leader

One of the things I grew to understand quickly as a COA (Coming of Age) leader is that we're not just challenging our youth. They wouldn't have taken us seriously unless we participated as well. For me, this became very evident on the trip to the Poconos.

Shortly after arriving we were scheduled for the ropes course. The first element: the zip line. The youths all went first, energized looks on their faces as they zoomed down. I knew I would participate, of course, knowing it was a challenge.

I walked to the platform and waited my turn. The leader before me was ... taking his time. I heard him say, "My mind is ready, but my body isn't moving." I told the guy standing with me: "I will be worse than that!" When it was my turn, I started to climb.

After the ladder, I was climbing on these huge staple-looking things. "Hey, they supported everyone else, I'll be fine," I rationalized, fighting off the fact that I DON'T TRUST HUGE, STAPLE-LOOKING THINGS!

Soon, I realized I had never climbed anything like this. Okay, how do I do this? Oh, right, I put my foot there, and then my other foot there, and maybe if I pulled up. ... Eventually, I made it to the top. I looked out from the platform and said: "I don't think so!" The drop was...noticeable. I gradually made my way to the edge, looking out and pondering things like life insurance.

I sat for a while realizing that the only way down was either to jump or to climb down those huge, staple-looking things. I started reciting Shakespeare and at a random point, I slid off. Emphasis here: I did not jump.

I faced the challenge, despite the fact that I found myself facing in the wrong direction. The good news is that the youths were feeling charitable and at no point that weekend did "this is Animesh screaming" imitations. Thank you.

Animesh Karna

COA Leader

Notes from the Adult RE Team Leader

Adult RE programming was awesome this year. Nine UUCDCers went on the Road Trip to Boston and everyone had a great time (see article on page 8). Bea Scholz organized and ran the Boston Road Trip programming, and worked with Clement Smith on promotion and Rick Gross on substantive faith and heritage programs. The heritage programs were "What Is Faith?" with Brian Boosz in charge of two sessions, while Rick Gross presented "The Four UU Apostles."

Rev. Peter presented two very popular programs: "A Chosen Faith" and "A Good Death." Linda Galbraith and Judy Lemezis directed "How to Talk About Difficult Times and Owning Your

Own Life." Laura Cleland was facilitator for "Talk So Your Kids Will Listen/Listen So Your Kids Will Talk." Larry Schwab facilitated "What Makes a Good Relationship." This year we also had two ChiWalking and one ChiRunning classes.

For the 2008-2009 church year we are planning more ChiRunning and Chiwalking classes, Cakes for the Queen of Heaven, Tapestry of Faith sessions, a poetry workshop, and "Talk So Your Kids Will Listen/Listen So Your Kids Will Talk." The Adult RE team is interested in your ideas. Let's have another awesome year.

Loretta F. Orndorff
Adult RE Team Leader

RE In Hiatus Over Summer

There will be NO RELIGIOUS EDUCATION or other Sunday morning programming for children from June 22-August 31. Child care will be provided each week by two paid providers and one volunteer. If you are interested in volunteering for a week or two, contact Jean Campbell, 610-566-4853 or dre@uucdc.org.

An Editorial Conversation and One-Liners from the Road Trip to Boston

Ed. One: What DID happen on the Road Trip to Boston?

Ed. Two: We need an article.

Ed. One: It needn't be long.

Ed. Two: A brief summary.

Writer: No way. No way can anyone produce a "feature article" on the Boston trip.

Editors: We're disappointed.

Writer: Everyone is too time-committed. It's the week before the holiday.

Editors: True, but it's too bad.

Writer: I can produce one-liners.

Editors: What?

Writer: One-liners will give great flavor of our trip.

Editors: If you say so.

Through some of their one-liners, nine intrepid Road to Boston Trippers reflect on their fabulous April trip to Boston, replete with UU history, visits to historic sites, spiritual awareness, and, yes, fun.

- ◆ Hearing about and seeing the project to digitize files of the Sharps, Unitarians who left their family to get Jews out of Europe during World War II, was awe-inspiring.
- ◆ We had so many wonderful encounters with people at the UUSC, Harvard Divinity School, the UUA, United First Parish UU Church in Quincy, King's Chapel, Arlington Street--a

pilgrimage in the truest and richest sense of the word.

- ◆ Going back to Boston was a home-coming for me, but also like a first-time visit, since so much was "first-time" experience...in the company of some of the greatest UUCDC people.
- ◆ I was so happy to see the Tiffany windows at Arlington Street Church--even more beautiful than expected.
- ◆ The afternoon service by Harvard Divinity students was impressive and made us proud to see and hear the high quality of our future ministers.
- ◆ Have long been interested in whether our brains are hard-wired for morality...met a Harvard student doing her Ph.D in this area...still in touch.
- ◆ I was a little surprised to find myself confessing my sins at the King's Chapel service...having missed some important facts about UUism by not taking the preparation class.
- ◆ On a gorgeous day, got to spend an hour sailing in Boston Harbor on a 48-foot Hanse.
- ◆ Best crab cake I ever ate, wondered how'd they get those big crab chunks to stick together?
- ◆ Our free Saturday brought a non-UU highlight a trip to the Isabella Stewart Gardner Museum, a fantastic jewel.
- ◆ Best part was spending quality time with some wonderful UUCDC people.

Editors and Writers: So there!

Wanted: Mentor Candidates for Coming of Age Program!

Life Experience Is the Only Experience Required

Seeking Adults Age 26 On Up to Mentor 8th and 9th Graders in This Rite of Passage Program
8 Males and 8 Females Needed

Life-Changing Experience!

Time Commitment: A Couple Hours a Month, November through May, Plus a Couple of Overnights
(February and May)

The Best Job You'll Ever Love!

Apply to Jean Campbell, DRE (dre@uucdc.org)

("Fair Compensation" continued from page 3)

will provide additional information about other components of the Fair Compensation Guidelines in the future.

The UUA states its basic approach and philosophy to church staff salaries at http://www.uua.org/documents/mpl/finances/salary_explanation.pdf. The UUA states that *"member congregations (should) provide wages and benefits comparable to those available to persons with similar qualifications and abilities who work in secular employment. Only thus can churches attract persons of the highest caliber, whose service will enrich the religious, educational, social justice, and other programs for our members and communities."* It states several "guiding principles" which underlie its salary range recommendations, including:

- ◆ Base salaries for church staff should compare to wages received by others performing similar duties in not-for-profit organizations of the same management size.
- ◆ Salary ranges should be adjusted for differences in wage rates around the U.S.
- ◆ Salaries are linked to the size of membership of congregations, which is the key indicator of church financial resources.
- ◆ Salary recommendations must be realistic in terms of congregational finances.
- ◆ Salaries should be accompanied by the standard array of employer-paid benefits for eligible staff members.

While the UUA has no control over how staff members in individual congregations are compensated, it has adopted "recommendations" which are set forth at <http://www.uua.org/leaders/leaderslibrary/compensation/20470.shtml>. Among these recommendations are that congregations *"begin to implement the Guidelines as soon as practical,"* and that *"congregations employ flexibility of the ranges to reflect a number of factors in setting and adjusting the compensations for each professional."*

Using outside consultants, the UUA has for the past several years provided congregations with recommended salary ranges for various staff positions in congregations of similar sizes, situated in similar demographic and geographic ar-

reas. The UUA has created five "geographic indexes" to account for differentials in compensation and cost of living across the country. In determining the salary ranges, the UUA used "equivalent" positions in secular, non-profit organizations. For example, ministers were deemed comparable to executive directors of a non-profit, credentialed organization, religious educators were compared to training directors in a non-profit, etc.

For each staff position, the UUA has developed a "salary range" that includes a minimum, a midpoint, and a maximum. With respect to these ranges, the UUA states that *"the initial minimum amount is not the goal for persons in a particular position. It represents a point below which only one-quarter of those in the survey are paid. The midpoint of the range, on the other hand, represents where a competently performing staff member would be after mastering the requirements of the position. While the minimum may be a suitable starting salary for a qualified new employee, it is expected that most staff will grow toward the Midpoint of their range within five years."* The UUA also recommends annual cost-of-living increases, as well as performance-based increases, so that *"over time, for those performing their duties at a solid, acceptable level, merit increases should drive salaries past the Midpoint toward the Maximum goal."*

For purposes of determining the salary range for the professional staff, UUCDC is located in "Geo Index 4" and is considered to be a "Mid-Size II" congregation (250-349 members). You can view the recommended salary ranges for professional staff at <http://www.uua.org/documents/mpl/finances/geoindex4.pdf>. The salary ranges assume that a staff person is employed full-time, working 40 hours per week for 50 weeks per year (i.e. 2,000 hours per year). Salary ranges must be prorated, based on the actual hours of each staff member's employment.

With the exception of the minister, all staff at UUCDC are employed on a part-time basis. For purposes of the salary guidelines, our DRE is considered a "Religious Educator;" our Administrator is considered a "Congregational Administrator;" and our Music Director is considered a "Music Director." Brief job descriptions of various professional church staff can be found at <http://www.uua.org/leaders/leaderslibrary/>

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Caring Corner

Are You Going to Jail This Week?

Thresholds in Delaware County will train a class of volunteer teachers June 7 and 8 at Neumann College, Aston.

Thresholds teaches a six-step decision-making course to clients in the Delaware County prison and at the prison in Chester. No prior teaching experience is necessary.

The organization began teaching in 1975 and UUCDC was instrumental in providing founding members and organization space. If you have one to two hours a week and your life experience to give to a proven program and to a willing inmate.

Visit the website at www.thresholdsdelco.org for information and learn what we helped create with Patricia Lasseter's determination in 1974.

Connie Roggio

Program Manager

SOCIAL JUSTICE

Last Chance to be to Help The Homeless this Summer

Been meaning to volunteer for IHN, but haven't gotten around to it? Here's your last chance for the summer. UUCDC will be hosting guests June 22-29 before taking a summer break. We anticipate having a large group of guests --12 people!

Don't remember what IHN is? The initials stand for the Inter-Faith Hospitality Network. It offers support to homeless families by providing meals and overnight accommodations in local churches for a week at a time. Meanwhile, during the daytime, parents receive job-readiness skills while they are assisted to find transitional housing and steady employment. The children go to school or day care

Volunteering for IHN is quite rewarding. It's not about hosting "those people." It's an opportunity to get to know and interact with some wonderful neighbors. It gives one the opportunity to share important aspects of life--welcoming guests to our church home and offering our hospitality as we "walk with" our guests on their life journeys.

Volunteering for IHN may be one of the most moving experiences you may have with UUCDC. Are all IHN volunteer experiences this "magical"? No, of course not, but it's fair to say that you frequently get out of the experience as much as you're willing to give to the experience. Come, be part of the hosting week. You may become more enriched than you thought possible.

We shall again use online sign-up, in addition to traditional, in-person sign-up at church after Sunday services. To make online sign-up easier than in the past, we've now included a brief description of

Past and Future Share-the-Plate News

The Share-the-Plate collection in May yielded \$257.70 for CASA (Court-Appointed Specialist Advocates) of Delaware County, an organization serving abused and neglected children placed in the county's court system.

The choice for June 8 Share-the-Plate is Peace in the Streets-Peace on Earth, a Chester program that promotes training for non-violent conflict

each volunteer opportunity on the website, so you'll have a better idea of what's involved in the various duties. You can sign up at www.adamandtiffany.com/ihn. The password is `ihnjune08`. Call Tiffany Hanulec, 610-891-8349, if you have questions.

Here is half of a Top Ten IHN volunteering List. Check back in the fall for the other half.

Top Ten Reasons to Volunteer for IHN

10. Worried this will be a depressing experience? Some volunteers report they've shared some of their most heartfelt joy with an IHN guest.
9. Wanna feel like a VIP? Offer to read a book or play a game with young guests. Many are hungry for positive attention.
8. Don't think you're any good at relating to strangers? Sign-up to do one of our support duties -- bring a meal, do laundry, help set-up, etc.
7. Wishing you had more time to spend with a UUCDC friend? Ask one to sign-up to volunteer with you.
6. Think you're too busy to volunteer? Sign-up anyway. All of us are busy. Do something to help someone else...and yourself in the process.

*Mary Beth Hoffman and
Tiffany Hanulec*

resolution and youth development. It focuses especially middle and high school youth. The director will attend the service to describe this vital work.

If you are unable to attend the Sunday service, you may send your donation directly to Peace in the Streets-Peace on Earth, P.O. Box 73, Chester, PA 19016

Our Memorial Garden

Fifteen years ago a committee was formed to investigate and develop a plan for a Memorial Garden at UUCDC. It took four years of research, planning, Congregational meetings, zoning approval from Upper Providence Township, fundraising, and hundreds of hours of sweat equity to bring The Memorial Garden to life and dedication on June 12, 1994.

Since then, a small committee, consisting largely of original committee members, has overseen its growth, grooming, and governance. It is time that this responsibility be shared by the next generation of caretakers. The committee members, whose hearts and minds are still a part of The Memorial Garden, are facing the fact that we are no longer physically able to keep up with all that is required to maintain The Garden in the manner expected by the loved ones of those who rest there.

The committee meets annually in early spring to discuss needs and set goals for the season. It sometimes meets in late fall to critique the season. The Memorial Garden work season usually

runs from the last Saturday in April to the last Saturday in October. Our work parties on those Saturdays are from 9 a. m. until noon. No need to be a "gardener" to participate. Just come (bring gloves and tools if you have them) for as many hours as you can spare and someone on the committee will direct you on what needs to be done. Just coming one Saturday during the work season will be a great help. You might meet some new people and get some healthy exercise.

Please consider making this one of your commitments to UUCDC. There are no gender, age, or knowledge requirements -- only a desire to help keep The Memorial Garden "a thing of beauty and a joy forever." This is our moral and legal contract with those already at peace in it and with those who have chosen it as their last home.

If you want additional information or would like to join the committee, contact Nancy Gibbons, Joyce Kwapien, Lois Morrigan or Cheryl Schlenkler.

Endings and Beginnings at Rose Tree Day School

The children are busy as the Rose Tree Day School prepares to wind up another year, and to start Summer Camp.

The Kindergarten class will hold its graduation celebration on Wednesday, June 11, at 7 p.m. The children have worked hard to learn poems for all seasons of the year, and will present them to their proud parents before the ceremony, complete with caps and gowns.

The children also are excitedly working on class T-shirts and learning lots of songs in preparation for the closing program, on Friday, June 13. Parents, friends and family will be there for the "Colors in Our World" program.

Afterward, each child will get her or his very own certificate for completing the school year. Then

everyone will go outside (hopefully) for a brown-bag picnic and lots of fun one last time before Summer Camp begins.

Church members are welcome to take a peek at all the school has accomplished.

Summer Camp begins June 16. The days will be filled with water play, bike days, a 4th of July parade, special visitors, and even a week of Olympic Fun with a day planned by Ms. Sandy, the gym teacher. The camp organizers will be glad to welcome back Ms. Marianne Conway after her long days of recovery from knee-replacement surgery.

Be sure to come in and say hi if you stop by church during the summer!

Debby Richardson

An Idea That May Grow on You: Memorial Trees

Would you like to plant a tree on the church grounds to remember an important person in your life or a previous member of the congregation?

ARTS, BOOKS & MUSIC

Thespi, Etc., Donates \$6,000 and Schedules June Auditions

Thespi, Etc., UUCDC's community theater group, donated \$6,000 to the church this year. It represents the largest amount ever given and brings the grand total over the years to more than \$62,000.

Beyond unrestricted monetary gifts, Thespi has contributed to UUCDC's Building Endowment Fund, donated labor and other aid to help clean up the basement, paid for additional chairs for the Sanctuary, and donated tools and equipment for community volunteer work. On many occasions, Thespians contributed their skills and expertise for various maintenance jobs, as well as lending lighting systems and technicians for other in-house performances and events.

The membership of Thespi Etc., is an eclectic mix, that includes UUCDC members and friends, and others who have an interest in learning and performing, as well as participating in technical and backstage jobs.

As the Philosophy and Purpose article of its constitution states:

Thespi is designed to foster amateur theater in the area, to provide opportunities for church members and local performers to foster and showcase their talents, to present high-caliber the-

atrical entertainment to the community, and to encourage further theatrical growth whenever feasible.

Thespi is open to all people: neither affiliation with, nor payment of dues to, UUCDC is required of production personnel. UUCDC members are encouraged to participate in Thespi. Interested Delaware Valley residents from all backgrounds and talents are welcome to participate in Thespi activities as appropriate.

Auditions for this year's "Gilbert and Sullivan's A Christmas Carol" will be held June 9, 6 p. m. for youth only and 7:30 p. m. for adults and youth unable to make earlier time. Further details will be announced later. Thespi hopes many UUCDCers will try out. Auditions for the February 2008 production of "The Mikado" will be held in September, with dates and times to be announced in FOCUS.

The more church members participate --as audience, performers, or "tekkies" - the more substantial Thespi's gift to UUCDC can be.

Mike Berman

Media Chamber Chorale Presents Spring Concert at UUCDC

The Media Chamber Chorale will present its "Spring Mix" concert, June 8, 4 p. m. in the Sanctuary of UUCDC.

Under the direction of John B. Stroud, Jr., the program will include selections from Carl Orff's "Carmina Burana," Mozart's "Missa Brevis," with stringed quartet, and a world premiere of "The Chambered Nautilus," a new composition by the chorale's accompanist, William Gatens.

Ticket costs are: Adults, \$15, door, \$12, advance; seniors, \$12 door, \$10 in advance; and students, \$10 door, \$8 in advance. To reserve tickets contact Lou Bickford, 610-446-2011 or send an email to tickets@mediachamberchorale.org.

The chorale also will present the same program, June 6, 8 p. m., at St. Francis in the Fields Episcopal Church, 689 Sugartown Road, Malvern.

Divas Concert Reports Success!

The fetching and fantastic "Divas a la Carte" did it again for the Concerts for the Community Fund May 17, raising \$1,805 after expenses and drawing in an audience of more than 70. Cheers all around.

Fair Trade: Fair Deal at Fair Price June 8

Fair Trade products are representative of Unitarian Universalism. The coffee and tea, as well as other food products, are grown in an environmentally friendly way. A greater portion of the money goes directly to the growers and their workers, who are able to put aside funds for education, health care, and low-cost loans. All these things are important to us Unitarian Universalists and the coffee tastes great!

That's why we are proud to serve Fair Trade coffee in Fellowship Hall during Coffee Hour and why Fair Trade coffee, tea, chocolate, and more, will be

on sale, Sunday, June 8, following the service. Stock up for the summer. You will then be sure that you can start every day with a nice, hot, aromatic cup of coffee that tastes good and does good for people in other parts of the world. If the weather turns warm, think iced coffee with a scoop of vanilla ice cream floating on top, or maybe iced tea, made with Fair Trade English breakfast tea.

Think Fair Trade. Buy Fair Trade. It does a world of good.

Craig Harris

UUCDC Welcomes New Members

("Fair Compensation" continued from page 9)

compensation/19315.shtml.

The graph that was included in the budget proposal emailed to members and handed out at the congregational meeting May 18 showed current compensation of UUCDC staff, as measured against the midpoint of UUA salary guidelines in Geo Index 4 for a "Mid-size II" congregation, prorated to take into account the part-time status of staff other than the minister. Our minister is paid slightly more than the minimum of these guidelines. Our DRE, at next year's reduced salary, will be paid slightly above the maximum. *Our Church Administrator is paid slightly below the minimum, and our Music Director is paid significantly below these guidelines.* It would require a combined additional \$3,200 to boost both their salaries to the minimum guidelines level. And, of course, the minimum guideline is well below what our goal should be in compensating our employees fairly and equitably.

The leadership of UUCDC is committed to educating the congregation about staff compensation and to working towards the fair and equitable compensation of all staff members. Please feel free to contact members of the Board, members of the Personnel Committee, or Rev. Peter if you have any questions regarding these materials. And, keep your eye out for further information and opportunities for education.

Mark Bernstein, Board President
Jody Malloy, Stewardship Ministry Team Leader
Judy Farling, Personnel Committee Chair
Rev. Peter

Report from the Committee on Ministry

The Committee on Ministry this year will evaluate the second year of Rev. Peter Friedrichs' ministry. The Ministerial Fellowship Committee, a UUA credentialing agency, requires that Rev. Peter go through a three-year probationary period before receiving Final Fellowship. This process typically involves the submission of evaluations by the minister and their review by the Ministerial Fellowship Committee.

UUCDC's Committee on Ministry is responsible for providing a consensus evaluation, involving committees and individuals in the process. A church ministry is described by eight areas: counseling and pastoral care; practical arts; congregational/organizational ministry; personal and professional growth; teaching; worship; denominational activi-

ties; and prophetic outreach.

The Committee on Ministry asks members and friends to contact the committee and tell their experience of Rev. Peter's ministry in specific activities and skills. Members of the committee may be contacted by telephone or email. Those contacting the committee should include their phone number in their emails, so committee members may follow-up if clarification is needed.

Report from UU House

Did you know that Bob Gasparro is our church's liaison to Unitarian Universalist House, the non-profit, nondenominational retirement community in Philadelphia?

Here's a report from Bob:

UU House has two endowment funds. In addition to the Unitarian Universalist Endowment Fund, created in 1933, UU House received another endowment when it merged with Lycoming House in

1998. That fund is used for community-outreach projects for older adults in Philadelphia.

Four non-UU members of our board serve as custodians of the Lycoming endowment, and the board president, Stewart Graham, Esq., is a Lycoming trustee.

To read more about UU House and download the latest issue of its newsletter, go to <http://uuhouse.org>.

("Meeting" continued from page 5)

Another long-range item was the proposed new Mission Covenant Statement, the product of a year-long, all-congregational process including a variety of meetings, feedback sessions and revisions. The statement was overwhelmingly approved. To read it, see the back page. It's also on the church website, <http://uucdc.org/>.

The congregation also filled a new position that is part of the Policy Governance changeover. Joe Miller was unanimously elected chairperson of the Lay Leadership Council, successor to the Coordinating Council.

nating Council.

In other matters, the congregation elected four people to the Board: Bryan Boosz and Marylin Huff for three-year terms, and Jean Wallace and Dino Ramos for one-year terms.

The congregation also elected Peter Cooke to a three-year term on the Endowment Committee and three people to one-year terms on the Nominating Committee: Penny Bartlett, Don Pound and Kate Ramos.

Neil Goldstein

Lay Pastoral Care Team On Call This Summer

As part of our effort to provide spiritual and emotional support to church members throughout the church year, our team of trained lay pastoral caregivers will be available during the summer according to the "on-call" schedule below.

Should you experience an event or crisis about which you would ordinarily call the minister, such as the death or serious illness of a family member, feelings of loss or loneliness, or concern for the emotional or spiritual health of you or one you love, please call the "on-call" team member listed on the schedule or contact Chrissy or Rina in the church office, who will, in turn, contact a member of the team. Our team members are trained to support you and to evaluate whether any particular situation warrants the intervention of a minister, counselor or other professional.

In the event of an emergency, if you are unable to reach the "on-call" team member, please contact any other team member or the church office.

Lay Pastoral Care Team Summer On-Call Schedule

Week of	Name
22-June	Patti Garver
29-June	Barbara Florio
06-July	Scott Parsons
13-July	Dot Magargal
20-July	Len Finegold
27-July	Patti Garver
03-Aug.	Debbie Snow
10-Aug.	Barbara Florio
17-Aug.	Len Finegold
24-Aug.	Dot Magargal
31-Aug.	Scott Parsons

Summer Office Hours

UUCDC staff is scattering for a while this summer. Rev. Peter, Rina and Jean are off for the month of July. We'll be back in varying ways and hours during August. Phone and email will be good ways to get in touch during that month.

The administrative assistant, Chrissy Drummond, will keep the office afloat in Rina's absence. Call the office, 610-566-4853 to leave a message for her if you need help. You can also reach her by email: assistant@uucdc.org.

In case of emergency, please contact a Board member. He or she will have the necessary contact information for staff during the summer.

FOCUS Will See You in September

In line with last summer's schedule, this June issue will be the last FOCUS until September.

A separate flier with information about summer Sunday services and other matters will be mailed to members and friends soon.

Note that the deadline for the September FOCUS issue is **August 18** and the deadline for the October issue is **September 15**. Please email articles, questions or comments to focus@uucdc.org.

THIS, I BELIEVE / Marcela Gutierrez

From the Editors,

This is the sixth installment of the occasional series, "This, I Believe." We invite you to send us a concise statement of your own core belief. We hope that through these short essays, we'll get to know each other better, and we'll enjoy provocative food for thought. Please submit your work to focus@uucdc.org. It should run between 350 and 500 words. For the full guidelines--and for an easy, one-step way to submit your work to the FOCUS -- go to <http://uucdc.org/thisibelieve.html>. For more information, contact Bette Austin or Neil Goldstein.

I believe that a balanced life is a happy life. I learned the meaning of a balanced life as an adult by examining how my father lived his own life. We have a saying in Spanish: "Ni muy mucho, ni tan poco," that translates as, "Neither too much, nor too little," and this is what he practiced. Bring many different things into your life, but don't allow any one to dominate; explore them all and take the best of each to find happiness in life. That was his philosophy and it has become mine.

Family always came first with him. He worked hard as a physician, a profession he loved and practiced for 50 years. But he was not a workaholic. He was always home for lunch with the four of us and my mom. Sunday was the only day when he made time for himself, to play tennis with his friends, for he believed that a healthy mind had to be balanced by a healthy body, and that friends made a person more complete.

Every year we vacationed as a family. We alternated between beaches and mountains, hotels and tents, so that we could learn as children about the easy and the hard, the modest and the pampered. Every two or three years, however, he and my mother would go on a long vacation by themselves, so as to remind themselves that their being parents didn't preclude them from also being lovers.

My house was full of all kinds of books and music, a wonderful mix to choose from. We listened to Katchaturian and Ravel, Fats Waller and Jelly Roll Morton, Bob Dylan and Atahualpa Yupanqui. We received the "National Geographic," along with monthly chapters of a literary book series in Spanish. We never knew what he would bring home from his shopping trips on Sunday mornings when he indulged himself with free time to roam the book and music stores in search of something new or something old to bring home to us.

Food was always important to my father. He enjoyed all kinds of foods, and my mother, who was a very good cook, would prepare Italian, French and Spanish dishes for us. But we never ate to excess and I am proud to say no one in my family ever had to go on a diet! At the end of a hearty meal, always a piece of fresh fruit to cleanse the palate and balance salty with sweet.

So, when I think about the adult I have become, I realize how I have put these lessons I learned as a child into practice. I love my job, but when I leave the office, my work life ends and my home life begins. I enjoy a luxury hotel with plush towels and soft beds. I also go camping in the wilderness to remind myself that comfort should not be taken for granted. My taste in art includes the old and the new, the classic and the bizarre, the foreign and the familiar. I balance my time on the sofa with time at the spa, and the ice cream with the spinach. I am a balanced person and I share my father's belief that a balanced life is a happy one.

Marcela Gutierrez

our treasures and ourselves to this mission.
We covenant to respect our differences, and to commit our time,
just and sustainable world.
while we strive to build a
Together, we provide a haven for nourishing the spirit and mind,
our children, our neighbors and our Earth.
care deeply about each other,
As members of a welcoming, religiously liberal community, we

Here is now new Mission Covenant Statement, adopted May 18, 2008:



**Unitarian Universalist Church of Delaware County
145 W. Rose Tree Road, Media, PA 19063**

Focus

June 2008

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Calendar

June, July & August 2008*

Date	Name of Event	Time			
6/1	COA Service Rehearsal	9:00 AM	6/9	Thespis Auditions	6:00 PM
	Sunday Forums	9:00 AM		Board of Trustees	7:15 PM
	Worship Service & RE	10:30 AM	6/10	Yoga	5:45 PM
	COA Reception & Luau	11:30 AM		DBSA	7:00 PM
	Adult Ed Planning	12:00 PM		Social Justice Committee	7:20 PM
	Gun Violence Group	12:00 PM	6/11	Muslims	6:00 PM
	Independent Catholics	5:00 PM		RTDS Graduation	6:00 PM
	Rental	6:00 PM			
YUCKIs	6:00 PM				
6/2	Rental recital	5:00 PM	6/12	Chorus Rehearsal	7:00 PM
	MCC	7:00 PM		SGM	7:00 PM
	RE Council	7:15 PM	6/13	RTDS Graduation	12:00 PM
6/3	Yoga	5:45 PM		Cabaret Rehearsal	6:30 PM
	Calendaring Event	7:00 PM	6/14	Baptism	12:30 PM
	Social Justice Committee	7:15 PM		Cabaret Set Up	7:00 PM
6/4				Cabaret	7:30 PM
	Muslims	6:00 PM	6/15	Sunday Forums	9:00 AM
	Interweave Meeting	7:00 PM		Worship Service & RE	10:30 AM
	MCC	7:00 PM		ALL CHURCH PICNIC	12:00 PM
6/5	Worship Associates	7:00 PM		YUCKIs	6:00 PM
	SGM	1:00 PM	6/16	DRE-AC	7:00 PM
	RTDS Workshop	5:00 PM		RTDS Board	7:15 PM
	Chorus Rehearsal	7:00 PM	6/17	Yoga	5:45 PM
YUCKI Advisor Mtg	7:00 PM				
6/7	Wedding	12:00 PM	6/18	Muslims	6:00 PM
6/8	RE Teacher Appreciation	8:00 AM		Membership Committee	7:00 PM
	Sunday Forums	9:00 AM		MCC	7:30 PM
	Worship Service & RE	10:30 AM	6/19	Chorus Rehearsal	7:00 PM
	COA Interest Meeting	12:00 PM		SGM	7:00 PM
	OWL Party	1:00 PM	6/20	Wedding Rehearsal	4:00 PM
	MCC Set Up	2:00 PM		Midsummer	7:00 PM
	MCC Concert	4:00 PM			
	YUCKIs	6:00 PM			



Unitarian Universalist Church of Delaware County
145 W. Rose Tree Road, Media, PA 19063

*Printed May 27, 2008

June, July & August 2008

6/21	Rental Wedding	10:00 AM	7/18	Muslims	8:00 PM
6/22	Sunday Forums	9:00 AM	7/19	Muslims	8:00 PM
	Interfaith Hospitality Hosting		7/20	Worship Service	10:00 AM
	Thespis Audition	6:00 PM		Independent Catholics	2:00 PM
6/23	Worship Service	10:00 AM		Muslims	7:00 PM
	Interfaith Hospitality Hosting		7/25	Book Group	12:30 PM
	Coordinating Council	7:15 PM	7/26	Memorial Garden	9:00 AM
6/24	Interfaith Hospitality Hosting		7/27	Worship Service	10:00 AM
	Yoga	5:45 PM			
	DBSA	7:00 PM	7/28	Muslims	8:00 PM
6/25	Interfaith Hospitality Hosting		7/29	Muslims	6:00 PM
	District 54 AA	7:00 PM			
	Muslims	7:00 PM	8/1	Lughnasa	7:00 PM
6/26	Interfaith Hospitality Hosting		8/3	Worship Service	10:00 AM
6/27	Interfaith Hospitality Hosting		8/4	RE Council	7:15 PM
	Book Group	7:30 PM	8/10	Worship Service	10:00 AM
6/28	Memorial Garden	9:00 AM	8/15	Muslims	7:00 PM
	RTDS Training	9:00 AM	8/17	Worship Service	10:00 AM
	Interfaith Hospitality Hosting		8/22	Muslims	7:00 PM
6/29	Sunday Forums	9:00 AM		Book Group	7:30 PM
	Worship Service	10:00 AM	8/24	Worship Service	10:00 AM
	Interfaith Hospitality Hosting		8/25	Coordinating Council	7:15 PM
	Muslims	7:00 PM	8/30	Memorial Garden	9:00 AM
7/2	Muslims	8:00 PM	8/31	Worship Service	10:00 AM
7/3	SGM	1:00 PM			
7/6	Worship Service	10:00 AM			
7/7	RE COUNCIL	7:15 PM			
7/13	Worship Service	10:00 AM			
7/14	Muslims	7:00 PM			
7/17	Muslims	1:00 PM			