



UUSD Newsletter ■ April 2016

April 3 — All Will Be Well, But How? — Rev. Paula Maiorano, Interim Minister: A service that delves into money as both a religious concept and a spiritual discipline kicks off this year’s stewardship month. “Protecting Our Past, Providing Our Future” offers a rich theme for reflection and commitment.

April 10 — Reflections on Gratitude — Member, Jean Charles: There are many ways to be a good steward. Our gifts of time, talent, and treasure to this beloved congregation are reflections of what we value, appreciate, and want to support and preserve. We take time at this worship service to reflect on what UUSD has given to us and the many ways that we are grateful for its importance in our lives.

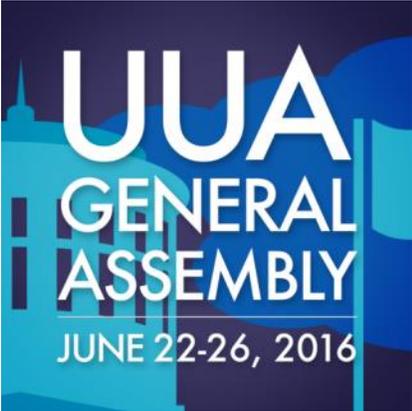
April 17 — The Earth, She Is Our Mother — Rev. Paula Maiorano, Interim Minister: A spirited intergenerational flower communion service celebrates Earth Day as it approaches on April 22. Our Unitarian Universalist Seventh Principle, “Respect for the interdependent web of all existence of which we are a part,” makes this a day and month to celebrate religiously. Bring a flower to share in the flower communion, originated by Unitarian, Norbert Capek.

April 24 — Arrangiarsi: The Art of Making Do — Rev. Paula Maiorano, Interim Minister: *Arrangiarsi* is the Italian word for The Art of Making Do. Practicing this art may be fun in a multiplicity of ways. The result is often less stuff, more spirit — a particularly freeing approach to life.

Sunday Services at 10:00 a.m.
Religious Education & Childcare

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REV. PAULA MAIORANO

SPRING RENEWAL AND THE HEALTH OF YOUR MINISTRY



Spring is always such an exuberant time of year with new life bursting forth in infinite variety and array. When I was growing up, it was common among all the households of my acquaintance for spring cleaning to occur. The house was left sparkling, ready for summer fun and relaxation. It is still the custom in many households.

UUSD has had such an energetic year and the move required such extensive cleaning out of everything not needed in the new home, that spring cleaning may not be necessary this year in the building itself.

The exterior is another matter. The grounds require spring pick-up (already happening) and the grass, foliage, trees, and flowers will need tending. A whole new series of responsibilities will be upon you.

It is also time to review the ministry of UUSD. Everything you do, say, and stand for is a part of that ministry — it is religious, spiritual, social, and pastoral. Inner life needs tending and the larger community as well.

Usually, the Committee on Ministry (COM) is the group that looks at the overall life of UUSD and assesses its well-being and vibrancy. However, the COM was given a sabbatical during the interim period, and the Transition Team was implemented instead. I learned that the members of the COM in place when I arrived were happy to be relieved of their duties.

As I listened to the reasons, I realized that the purpose of the Committee may not have been as clear as it could be.

So as a part of spring renewal, and in addition to the Interim Progress Report, which the Transition Team is working on, I will be asking the Transition Team to lead a process for congregational understanding of the critical role of the Committee on Ministry when it is reformed after your new settled minister arrives. Already the chairs of the previous COMs have been reflecting on possible ways to go forward. Listening to them will be a good way to begin.

My goal is for everyone to do a little homework (lots of information on the UUA website, www.uua.org) and be ready to engage in the coming months and year. The Committee on Ministry is so critical that it is important not to rush decisions on how it will function.

In the meanwhile, April is stewardship month. I suggest that as you reflect on your commitment of time, energy, money, and the whole self you bring to the life of UUSD, that you also reflect on your perspectives of the overall health and life of this spiritual home which you treasure so incredibly much.

All will be well, all manner of things will be well, Rev. Paula

PRESIDENT'S COLUMN — Deanna Duby



April is the month when we focus on what we can give in the way of time, talent, and treasure to support UUSD.

First off, it is the time of our stewardship drive. As I suspect you will hear this month in sermons from Rev. Paula and from our Stewardship Chair, Jean Charles, this is the time to reflect on how much UUSD means to you and what is the appropriate amount that you pledge in support of UUSD's operations and our work in the community. We have increased expenses associated with this beautiful new home, and we are planning for expanded outreach and growth. And while we are working hard to develop other streams of income — creative fundraising projects, rentals of our property — our pledges are still the single largest source of funds. (The phrase “Now more than ever...” comes to my mind.) Many who have seen this beautiful facility, and who know our size and our relatively short history as a congregation, have referred to us as “the little church that could.” So, as you contemplate what your pledge level will be, just repeat to yourself, “I think I can. I think I can. I think...” We have, and we are continuing to create a of legacy of Unitarian Universalist values in Sussex County, Delaware. And that means something! Think of the generations of UUs that will follow us, worshiping in this beautiful place on the pond, and pledge your support for that legacy.

The other way in which we give to UUSD is in our service — our time and talent. We have an amazing core of volunteers who work in many capacities in this church. Our volunteers cook and clean, pick up branches and paint, usher and plan parties, march in demonstrations, and lead classes and seminars. They collect and sort items for a yard sale or an auction. They participate in highway and beach clean-ups. They make coffee, and they recruit new members. They develop connections with other UU churches and with other progressive organizations. They fight racism and support repeal of the death penalty. They develop budgets and make sure the electric bill is paid. They manage our website and they stay in touch with our partner church in Tordatur, Romania. They collect the offering and do readings on Sunday mornings. And they'd like you to join them! Please consider the ways in which you would like to get involved in the work of this wonderful community.

April 17 is an important deadline. That is the date on which applications to run for the Board of Trustees or the Leadership Development Committee are due. It is also the deadline for submitting your application to be on our Ministerial Search Committee. More information on that is in this newsletter on page 5. Five members will be selected to conduct the search for our next settled minister. It will take a year's worth of intense work, and is an opportunity to be closely involved in one of the most important decisions UUSD will make.

Please think about joining a committee, running for office, joining a covenant group, volunteering for a specific project, ushering on a Sunday, or some other way to be involved in UUSD. It is not required, but it is encouraged. This is a wonderful, welcoming, thriving religious community, and the best way to feel a part of it, to make it a part of you, is to become involved, to contribute, to truly engage and connect. I ask you, I urge you; I challenge you to bring your time, your talent, and treasure to UUSD, and enrich us all, especially you!

— Deanna Duby, Board President

LIFESPAN FAITH DEVELOPMENT — Amber Peterson



It's spring! Time for new things to bloom...like our Third Friday Friends and Families Game Night! We held our first one on March 18 from 6:30-8:30 p.m. with nine adults and four children attending. Fun games were played and new friends were made on this intergenerational night. This will be a free monthly event, so mark your calendars and plan to join us! Our next Game Night will actually be on the Fourth Friday, April 22, for April only so we don't conflict with the Auction. All UUSD members, friends, and children are invited to attend, and you are welcome to bring friends with you. Please bring your own beverage and a simple snack to share with the group, like pretzels or carrot sticks. This way we can all enjoy a nice evening with minimal set-up and clean-up. You are also welcome to bring your favorite card game or board game, or just enjoy one of the many game options provided. Children should plan to participate in games with the adults or other children so we can all enjoy each other's company together in the

Gathering Area. If you have any questions, please contact Amber Peterson for more information. We hope to see you on April 22 from 6:30-8:30 p.m. for a fun-filled night!

— Amber Peterson, Director, Lifespan Faith Development

NEWS FROM YOUR UUSD BOARD OF TRUSTEES

The Board of Trustees meets the second Tuesday of each month at 7:00 p.m. at the church. Everyone is welcome to attend. A link to the meeting agenda and reports made available to the Communications Team prior to the meeting are posted on the UUSD website homepage. The link to the Board of Trustees meeting section is <http://uussd.org/index.php/board-of-trustees-meeting-minutes.html>.

HIGHLIGHTS: BOARD OF TRUSTEES MEETING

March 8, 2016

— Dan Payne, Secretary, Board of Trustees

Consent Agenda: The Consent Agenda, consisting of the February 9, 2016 Board meeting minutes, Financial report, and the Interim Minister's report, was approved.

Financial Report: Gary Colangelo, Finance Officer

- Gary noted the new format for the Balance Sheet and Income and Expense statements and complimented Pat Murdock for her help in the recasting. He clarified that the JPD grant received in January was deposited in Community Bank and at the appropriate time moved to PNC to facilitate the prepayment of principal on the SCFCU mortgage as agreed. Gary also noted that with a strong auction result in April, we should meet or exceed budget.

Change of June BOT Meeting and Volunteer Recognition Sunday: Deanna Duby, President

- It was agreed to move the June Board meeting to June 7 so as to precede the UUSD annual meeting. Also, June 19 will be the date for Volunteer Recognition.

Selection of Delegates for JPD Assembly and Guidance to Delegates on Regionalization Vote: Deanna Duby, President

- Len Bowman, Gary Colangelo, Jenna Hom, and Rev. Paula were approved as delegates. The Board indicated delegates should vote their conscience on the regionalization proposal. This is consistent with a

denominational trend toward regionalization and is supported by both Pat and Ron Schaeffer, our Denominational Affairs representatives.

Discussion with LFSD Director: Amber Peterson, Director, Lifespan Faith Development

- Amber discussed several issues with the Board, including communication, compensation, credentialing, and space considerations for the RE program. The Board is taking those issues into consideration, particularly in the budgeting process, and some will be referred to the Personnel Committee or to Rev. Paula, Amber's supervisor.

Update on Budget recasting and Loan Balances: Joanne Saltzberg and Dan Payne, Finance Co-Chairs

- Joanne and Dan gave updates and indicated the new SCFCU mortgage loan balance after applying the JPD grant to principal will be down to \$880,541.
- The proceeds of the Energy Loan when received will be held in reserve for 12 — 18 months to cover any unanticipated cash shortfalls.
- The Finance Committee will be doing preliminary work on UUA First Home Grant application.

Update on Review of FY15 Financials: Dan Payne, Finance Co-Chair

- Dan distributed the Scope of Work document and discussed the need for the review and the procedures to be followed. The document was updated to incorporate Ron Schaeffer's suggestion regarding testing to insure no misattribution of operating and capital funds and the adequacy of the new financial accounting software.
- As the review team will be made up of Joanne, Pat Murdock, and a volunteer, Joanne will ask the Church Council members to contact her if they are interested in participating in the review.

Update on Growth Planning Process: Joanne Saltzberg, Finance Co-Chair

- Joanne was pleased as to how the process is evolving and very complimentary as to how all the committees are collaborating and sharing great ideas and suggestions. The next planning meeting is on March 12, and a quarterly report will be published in the beginning of April.

Documents for Selection of Ministerial Search Committee: Deanna Duby, President

- The board reviewed documents drafted by Walt Smith announcing the selection process and listing criteria, and providing an application form for those interested. Deanna will make minor changes suggested by the board, and will also draft a document listing the duties of the search committee.
- The board agreed that applications for the Committee will be due at the same time as self-nomination forms for Board and LDC positions. Materials and forms will be distributed, and announcement will be in the April newsletter.

Reports from Property Management Task Force and Rental and Usage Committees

- The Thomas Merton Society and Sussex Unity met as previously approved.

Possible Change in Board Representative Welcome

- The consensus was to make no change at this time.

UUSD MINISTERIAL SEARCH TO BEGIN

— Board of Trustees

Even though it seems that Rev. Paula has just begun her interim ministry with us, it is none too soon to begin one of the most important spiritual journeys UUSD has undertaken. We are embarking on the search for our next settled minister. This will be a relatively new experience for UUSD, as it has been many years since we conducted a full ministerial search. The most recent was the search that resulted in Rev. Keith Goheen being

called as UUSD's minister. When Rev. Mike was hired, he started on a quarter-time basis and the formal search process was not appropriate.

On February 3, the Board of Trustees, at its annual retreat, met with Rev. David Pyle, JPD District Executive, to review the procedure for conducting a settled minister search. He was able to offer ideas, based on his own experience and that of others in the UUA as to what have proven to be the most effective and productive practices to find the best qualified minister for UUSD. His suggestions were carefully discussed, considered, and accepted as the best practices. His most important suggestion was to get started immediately by forming our Ministerial Search Committee.

He recommended that in order to do the "hard spiritual work" of identifying the right minister for our congregation, "You need a team that has specific skills, that trusts each other, can hold confidentiality (even from spouses) and, most important, work well together."

Based on Rev. Pyle's recommendations, the board will appoint a search committee of five members, who will work together, and with Rev. Pyle and the UUA's Office of Ministerial Transitions, to find the most qualified candidate for UUSD. The five committee members will be selected by the board from members of the congregation who express their interest and willingness to devote significant energy and time over the next year on this task.

The qualities, experience and skill sets we are seeking include:

- Strong interpersonal skills, including the ability to advocate for one's point of view, but, most importantly, the ability to see other perspectives and work toward consensus
- Ability to keep information absolutely confidential, including from one's spouse
- Membership in UUSD, a connection with this congregation of at least 2 years, and preferably, some experience in volunteer work or leadership in the church
- Skill in and experience with information technology (websites, Skype, etc.)
- Good at talking with, interacting with people
- Organizational skills

Rev. Pyle recommended that no Board of Trustees member or their spouse/significant other should serve on the search committee, nor should spouses/significant others both serve on the search committee.

Application forms are available for those who wish to be considered, and they should be completed and submitted by April 17. This is the same deadline date as for applicants for positions on the Board of Trustees and the Leadership Development Committee. The committee will be selected in May, and will begin work in May or June.

The Board is anxious to have a diverse committee that will bring together a cross section of ideas and experience. Please consider being a part of this most important committee. If you have questions after reviewing all of the material (available in hard copy at the church, or on the UUSD website [Members section](#)), please contact a Board member.

DID YOU KNOW? — Ron Schaeffer

RACHEL CARSON TO CLIMATE JUSTICE MONTH — CREATING A SUSTAINABLE WAY OF LIFE

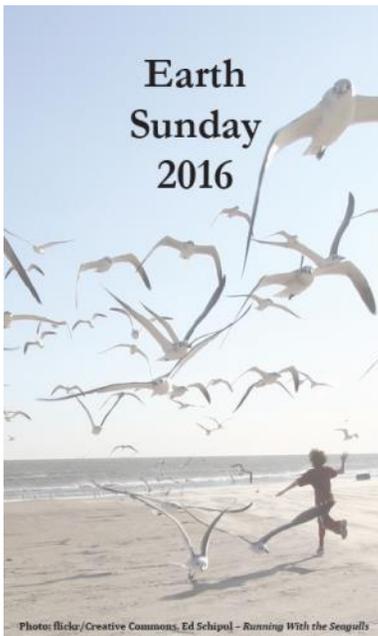
You may know that we are already into "Climate Justice Month," which runs from March 22 (World Water Day) to April 22 (Earth Day). Climate Justice Month is a Unitarian Universalist initiative started in 2015 as one part of

the broader *Commit2Respond* campaign of faith and conscience for climate justice started in September 2014. The underlying concept is that all life is interconnected, which makes creating a sustainable way of life central to our UU view of a just and compassionate world.

But I'm getting ahead of myself. Where did this all come from? Most environmental activists would argue that Rachel Carson, a marine biologist, advanced the global environmental movement with her book, *Silent Spring*, in 1962. It led to a nationwide ban of DDT and other pesticides, but more importantly, it inspired a grassroots environmental movement, which in turn led to the creation of the Environmental Protection Agency (EPA) just eight years later in the Nixon Administration. The EPA is described as "the extended shadow of Silent Spring." Today, there are hiking trails, research vessels, science buildings, and conservation areas named for her. Stewart Udall, congressman and Secretary of the Interior in the 1960's, said it best, "She was the fountainhead of the environmental movement."

Rachel Carson died in 1964 at the age of 56 from complications associated with radiation treatment for breast cancer. Although her official funeral was at the National Cathedral in Washington, D.C., she had requested that her final farewell take place at the All Souls Church in N.Y. (Unitarian), where the minister, Rev. Duncan Howlett, had companioned her through her final illness. And that is where a final and quiet service was conducted by Rev. Howlett for close friends and family. You can find additional information on this at the UU Animal Ministry and at Rootsweb, entry 62345, authored by Laurence Overmire. If you want more information about Carson's life, Linda Lear wrote a biography of Carson in 1998 entitled, *Rachel Carson, Witness for Nature*, recently revised in 2015.

The idea for Earth Day came out of a UNESCO conference in 1969 in San Francisco where John McConnell, a peace activist, proposed a day to honor both the Earth and the concept of peace. A few months later, Senator Gaylord Nelson founded a separate Earth Day as an environmental teach-in to be held on April 22. That became Earth Day, an annual national event to support environmental protection. The day was taken international in 1990 with organized events in 141 countries. Today, Earth Day Network is the worldwide coordinating body for the annual global happening, which is now celebrated in 192 countries.



In 1989, UUs started the "Seventh Principle Project," which changed its name in 2005 to what we know today as the "Unitarian Universalist Ministry for the Earth." It is an independent non-profit organization that envisions a world in which reverence, gratitude, and care for the living earth are central to the lives of all people. The Green Sanctuary Program came out of the UUMFE. This is where UU congregations demonstrate their commitment to environmental justice by aligning their values with their policies and actions.

In summary, to do this subject justice, we could go back to Henry David Thoreau and his book, *Walden*, to identify a starting point in environmental sensitivity. We could identify the official formation of the first national park, Yellowstone, in 1872 as another milestone in this timeline of preservation, conservation, and environmentalism. John Muir, Theodore Roosevelt, Ansel Adams, and many others have helped build a strong foundation for what is today a global movement. But appropriately so, Rachel Carson is seen as bringing science into the mix, inspiring legislative and political efforts to help meet this goal of a sustainable way of life. The touchstone for UUs is our seventh principle. We are a small part of a bigger global effort to create a sustainable way of life for all of us.

COMMITTEE NEWS AND EVENTS

STEWARDSHIP

PROTECTING OUR PROGRESS – PROVIDING FOR OUR FUTURE STEWARDSHIP AT UUSD

— Joanne Saltzberg and Jean Charles

Every day, in ways large and small — lifted up and unheralded — UUSD lives its mission. Twice a week, on most weeks of the year, foreign-born members of our community attend classes to learn English and become more a part of our society, while their children are fed dinner and kept safe — all by dedicated volunteers. A month does not go by that our determined advocates don't lift up their voices or link arms with other communities in the cause of justice. In weekly worship services our souls and spirits are fed in an hour of power and peace. It is mostly there that our members' joys and concerns are lifted up for embrace by this loving community. Each day, behind the scenes, the needs of this congregation are planned for and tended by a team of dedicated staff and volunteers.

Stewardship is not a once-a-year event at UUSD, it is a year-round activity, as it should be. Our gifts of time, talent, and treasure to this beloved congregation are reflections of what we value, appreciate, and want to support and preserve. They also reflect our gratitude for what UUSD has given to us and its importance in our lives.

In April we are called again to consider our role as financial stewards of the work and legacy of this congregation. We have achieved so much in this past year. Our new property and Interim Minister gave us the capacity and direction to grow in the ways we value. The new growth plan gives us a framework to achieve them. This is the time to stop and reflect on all that we have accomplished as a congregation, take a deep breath, give ourselves a collective pat on the back, and look to the future. In the words of Rev. David Pyle, "UUSD is the little engine that could," and we have to keep chugging along.

We know that protecting this progress and providing funds to continue UUSD's growth comes with a higher cost of time and treasure. The annual budget to operate UUSD in the coming year will rise yet again. A full year of land and building costs, proposed personnel expenses, programmatic growth, and the search for a settled minister will raise the annual budget that will be, as usual, without frills or extras. UUSD is stretching to grow and our pledges make it possible.

UUSD needs to know what dollars it can depend on to operate. Our stewardship pledges remain the cornerstone of UUSD's financial stability and account for approximately 75% of the 2016/2017 budget; the rest will be secured by other fundraising. Particulars of this year's Stewardship pledge process and the final amounts needed for next year's operations will be distributed in early April. In the meantime, we each need to consider our financial capacity and commitment to help support what we value in the congregation for ourselves and for our greater community.

LONG-RANGE PLANNING

GROWTH PLANNING AT UUSD: "DON'T LET THE WORDS GET IN THE WAY"

— Joanne Saltzberg, Chair

It's a funny thing, but when words like goals, objectives, strategies, timelines, benchmarks and, maybe worst of all, process, are used to describe our congregational growth planning, they sometime evoke a reaction similar to the memory of chalk on a blackboard — cringing and begging for it to stop.

The funny part is that at UUSD and all of the UU congregations that I have been a part of, the members and visitors are a pretty accomplished lot that run the gamut of educators, healers, spiritual leaders, attorneys, scientists, executives, business owners, artists, etc. We know that none of these folks found themselves one day, whole cloth, standing in front of a class, doing research, or taking care of an ailing human or animal with no remembered preparation.

Each accomplished person, over the course of a lifetime, has many plans that involve a vision of what area of their life they want to grow next, how they are going to get there, by when, what it could cost in time, sacrifice and money, and what steps cannot be screwed up. In other words, most of us do the same things in our personal lives that we are doing to grow UUSD; we just use different words and a different format.

Growth at UUSD needs the understanding and involvement of every friend and member. Here are some of the important issues that our current growth plan is addressing:

- Making sure that we, the members, have the content and quality of worship and education that will provide us with the growth that we want, need, and value. Otherwise, we may look elsewhere, and that would hurt us and UUSD.
- Attracting new members, including some groups that we want more of, like families with kids, to expand our congregational family, bring new energy and resources, and replace those of us who, at some point, will leave.
- Living our mission and principles by expanding our education and outreach program.
- Being a beacon at the beach for communities and issues that need our help and support.
- Protecting the time, talent, and money that we give to UUSD to make sure all of it is used wisely in achieving our goals. This includes clear information of what UUSD needs, how we will get it, and how we will use it.
- Linking committees' work when possible to streamline efforts and use resources carefully.
- Providing a clear statement of where UUSD is going to be shared with candidates for our Settled Minister.

The Church Council and representatives of committees are addressing on all of these areas with tremendous work and dedication. Things have been accomplished; changes have been made; and more are in the works for 2016 and 2017. This year's budget is being planned with growth in mind. This month, a quarterly update on the growth plan's progress will be completed and distributed to the congregation. Please read it. A forum will be held to discuss the results at a date to be announced as soon as we can find a free Sunday!

Shortly, the surveys will go out for congregational and visitor feedback. Please fill them out! What you have to say will greatly influence how we grow to ensure that our beloved congregation remains a haven for ourselves and others.

INSIGHTS ON UUSD GROWTH PLANNING

Rev. Paula Maiorano, Interim Minister and Deanna Duby, President, BOT

Rev. Paula and Deanna are staunch supporters and dedicated participants in UUSD's current growth planning work and were asked to give their insights on how things are progressing.

"I have found attending the growth planning sessions inspiring. It has been an opportunity for church leaders to collaborate across committee lines, to develop ways for UUSD to grow, but to keep connected as a community. We are shaping new ideas — from which we will spin out new and creative programming — and we are learning anew who we are, how we work together, and what we value most about this thriving religious community. What better way to prepare ourselves for a new settled minister, and for our future here in our beautiful new home." — Deanna Duby

“The Growth Plan Process has been great for communication and collaboration. Some of the ideas developed have already been implemented as leaders share them with their respective committees. We surely are moving forward as a community of connections!” — Rev. Paula

SOCIAL & ENVIRONMENTAL JUSTICE

— Don Peterson, Chair

Advocacy Workshop: On March 3, the S&EJ Committee sponsored a workshop on how to effectively influence our legislators. Speaking at the workshop were **John Flaherty** from the Delaware Coalition for Open Government, **Sandy Spence** from the League of Women Voters, and **Patrick Keating**, a former Washington D.C. lobbyist. This informative event was attended by many from outside UUSD, including from other UU congregations in Delaware. Many thanks to **Peter Schott** for organizing this event! The S&EJ encourages all UUSD members to be actively engaged in influencing our legislators on important issues throughout the legislative session.

Resolution of Conscience and Statement of Positions: The S&EJ Committee wants to thank all UUSD members who attended the forum on March 6 or who provided written or verbal comments on the 2016-2017 Resolution. Based on the feedback we have received, the S&EJ Committee will be revising the Resolution and submitting it to the Board of Trustees for review and approval at the Board meeting on April 12. Following Board approval, we will distribute the new proposed resolution to the Congregation for approval at the Annual Meeting on June 12, 2016. As you recall, the Resolution sets forth the social and environmental issues for which UUSD takes a stand and lays out the types of activities UUSD will support in the coming year.

People's Place: People's Place is a group of shelters for women and children who are victims of domestic abuse. During the month of May, UUSD will launch a collection drive for People's Place. (This was originally scheduled for April.) Watch for next month's newsletter and other announcements for a list of all the items we are collecting that are needed by clients to set up a new home when they leave the shelter. And plan to donate all those extra pieces of luggage that you haven't used in a while!

Volunteers Needed! The 2016 Delaware General Assembly opened in January and ends in June. The S&EJ Committee would like to put together a group of members and friends who are willing to participate in the process of influencing our legislators to support issues important to us. Issues expected to come up this session include repeal of the death penalty, gun control, women's and immigrants' rights issues, environmental issues and budget issues. If you are willing to write letters to the editor and/or call, write, or visit your legislators on these types of issues, please contact [Betty Kirk](#) or [Don Peterson](#).

Invitation: Any UUSD member or friend who wishes to see first-hand what the S&EJ Committee is all about is welcome to attend any of our meetings (no commitment required!). Our meetings are held on the third Wednesday of every month at UUSD from 3:00-5:00 p.m. If you would like to join the Social & Environmental Justice Committee, we would love to have you! Please contact [Don Peterson](#) for more information.

LEADERSHIP DEVELOPMENT

UUSD ELECTION BRIEFING SET FOR APRIL 3

— Ed Fick, Member

The Leadership Development Committee (LDC) will host a briefing on the upcoming election for seats on our Board of Trustees (BOT) and the LDC. This short briefing will be an opportunity to learn more about the open positions, the election process, and the vital role played by those who fill these offices.

Please join us at 11:30 a.m. on Sunday, April 3 in the sanctuary. Position descriptions and the Self-Nomination form are now available on the UUSD website. The self-nomination period closes Sunday, April 17.

WHAT'S LOVE GOT TO DO WITH IT?

— Kaz Huston, Chair

Love has got a lot to do with it... the kind of love that includes courage, caring, compassion and commitment ...the rest of the love is the knowledge, experience, and dedication to ensure that our congregation grows, achieves our mission, and endures!

So, nominating yourself for the Board of Trustees (BOT) or for the Leadership Development Committee (LDC) — is stepping up to Leadership — as a very definite Spiritual Practice. We know we have interested people. We just need them to complete the Nominations Form available in the members-only section of the UUSD website or from Ed Fick and [email the completed form to Ed](#) well before the **Sunday, April 17, 2016 deadline, please.**

Every year it is crucial for us to continue to grow. It is vital to keep increasing our membership and our outreach. We need to communicate our mission for social and environmental justice to an ever-growing wider, community. We need competent people to step up and lead — step up and be counted. Complete leadership is whole brain and whole heart, a balance of emotional and analytical intelligence. We appreciate all you are doing and all we do for each other. Pareto, a 19th century Italian engineer, sociologist, and philosopher outlined an 80/20 rule. In essence, 80% of work is done by 20% of people. This seems true in less successful organizations. For UUSD to ensure leadership development and organizational sustainability, we'd like to grow our congregation by having a goal of 100% of the people doing 100% of the work — leaving nothing undone. Now is the time to step up as Nominations for the BOT and LDC close on Sunday, April 17, 2016. Yes, love has got 100% to do with it. Please be there for us — we need you.

FUNDRAISING

— Barbara Barnette, Chair



March was a very successful month for the Fundraising Committee! We purchased a table at the Lewes Fire Department Garage Sale, and a dedicated team of volunteers, headed by Gwen Johnson and Jane Miller organized, priced, and sold our stash of items donated or left over from other past sales. We netted \$366 for our efforts!

Also, the wonderful play, "Love Letters," made \$1,100 for UUSD. Even though it was not worked on by members of the Fundraising Committee, it was a lot of work for the stars, Deanna Duby and Rick Welk, the director, Jean Charles, the A/V Technician, Dianne Conine, and others who helped with set up and clean up.

The Fundraising Committee is hard at work on the upcoming *Journey to Neverland* auction. The deadline for donations to get into the printed catalog will have passed by the time this newsletter comes out, so now you need to concentrate on buying up plenty of 50-50 Raffle Tickets to increase the cash jackpot, and getting your costumes ready — \$50 cash prize for best costume!! Printed catalogs will be available for \$5 (to cover our copying costs) as soon as they are ready. The *Journey to Neverland* auction will be an incredible event you definitely will NOT want to miss. BUT....if you must miss it, please contact a proxy bidder to place bids for you on the items you want. Ceil Toth at (302) 945-7930 is the proxy bidder team leader.

DENOMINATIONAL AFFAIRS
— Ron and Pat Schaeffer, Co-Chairs

This is the last chance for you to decide to participate in the **2016 Joseph Priestley District Assembly**, which will be held on April 8-9 at the Wyndham Garden York, in York, PA. There will be workshops on congregational subjects and an important vote on regionalization. This is a great opportunity to meet other UUs from around the district and to learn more about local congregational activities and projects. At this time, we have eight UUSDers registered to attend.

The highlight event of the year will be the **UUA General Assembly** on June 22-26 in Columbus, OH at the Greater Columbus Convention Center. The theme is *Heart Land: Where Faiths Connect*, and the Ware Lecturer will be **Krista Tippett**, author, journalist, and radio host. This is a great opportunity to learn more about Unitarian Universalism through hundreds of workshops, enjoy great music, and participate in daily worship services. Join 5,000 other UUs in a truly transformative experience. At this point, we have thirteen UUSDers registered.

Yes, there is more to Unitarian Universalism than UUSD and you have the opportunity to grow and transform your lives by participating in these events. See Ron or Pat Schaeffer, Betty Metzler, or Gary Colangelo, members of the Denominational Affairs Committee for more information.

UUA PRESIDENTIAL CANDIDATE SLATE CHANGES

— Ron and Pat Schaeffer, Co-Chairs



The UUA Presidential Search Committee has introduced a new candidate, Rev. Susan Frederick-Gray, to run for president of the UUA (the election is to take place at the 2017 General Assembly). The Rev. Sue Phillips had been nominated back in January, along with Rev. Alison Miller, but Rev. Phillips withdrew her name in February as she realized she would be unable to devote the needed time to campaign. Rev. Frederick-Gray has been the lead minister of the UU Congregation of Phoenix since 2008. She had been an intern minister in Nashville, and the minister at the First UU Church of Youngstown, OH. She was the lead organizer for the Arizona Immigration Ministry and a key organizer of the 2012 Justice General Assembly in Phoenix. So we are again back to two candidates for UUA president with Rev. Miller and Rev. Frederick-Gray. More information will come as we get into the campaign season.

UUA AND BOY SCOUTS OF AMERICA AGREE

— Ron Schaeffer, Co-Chair

On Thursday, March 24, the UUA signed a Memorandum of Understanding with the Boy Scouts of America (BSA) providing guidance to UU congregations who wish to charter a Boy Scout unit. This agreement is due to the BSA's recent policy change making it more inclusive of gay scouts and gay scout leaders. Recently, the Union of Reform Judaism and the United Church of Christ made similar agreements with the BSA. However, some Christian denominations have severed ties with the BSA after their policy change, including the Lutheran Church – Missouri Synod.

MEMBERSHIP

WELCOME MICHELA COFFARO TO UUSD

We offer a warm welcome to Michela A. Coffaro, Psy.D. and MSW. Over a period of years, Michela attended Sunday Services and many activities at UUSD. She became an official member of our congregation recently.

Michela was born in Chicago to Sicilian parents. She has two daughters residing in Chicago and Boston. She also has three grandchildren.



Her career has spanned 45 years in the field of psychology. She was a Clinical Supervisor and Therapist for Catholic Charities of the Wilmington Diocese. She also served in various Directorship capacities in VA., D.C., and MD. including VA. Family Services, RCM, Board of Child Care, and Methodist Youth Services. In addition, she has worked as a therapist in nursing homes, a mental health practitioner, a nursing home administrator, CEO of Hoosier Boys Town, and Division Coordinator at Catholic Charities in Chicago.

At the present time, she is employed as a psychologist at nursing homes in Georgetown and Millsboro. Michela is a member of the League of Women Voters and the Economic Committee of Milton where she serves as Co-Chair of the Sustainability Committee (working to have Milton as a DESTINATION).

One of the reasons Michela joined UUSD is our Social Justice Program. She is interested in supporting whatever we do in this area that is inclusive and caring. She is looking forward to establishing new friendships at UUSD and joining a Covenant Group. We are very pleased to have Michela as a new member.

SMALL GROUP MINISTRY

HOW DO YOU MAKE, MAINTAIN, AND NURTURE YOUR “PERSONAL CONNECTIONS” ...ESPECIALLY IN AN EVER-GROWING UUSD CONGREGATION?

— Jeff Cordiano, Small Group Ministry Coordinator

One answer is sitting...hidden...in plain sight! As you read this, we have eight active Covenant and Small Ministry Groups meeting on a monthly basis, that are made up of anywhere from 8 to 18 UUSD members and long-standing friends — close to 90 UUSDers deepening their connections to each other, within the larger context of the UUSD body.

Rev. Paula stated that these Small Ministry Groups are an important way for members and friends to stay connected and to deepen their spirituality and care of one another as we continue to grow. To paraphrase her, “wouldn’t it be wonderful if every one of us was taking advantage of these opportunities?” She has made it a priority during her Interim Ministry to provide as many opportunities as possible for us to do so. And, so she is. There are five more Covenant or Small Ministry Groups starting over the next few months — covering a wide spectrum of personal and spiritual opportunities: a women’s group, “The Goddess Within;” re-forming of the Milton Covenant Group; a NewComers Brown Bag Lunch/Dinner with the Minister Affinity Group; *Lectio Divina* Adult RE/Covenant Group (New Testament study, reflection...and more); and a Parents Covenant Group.

For those interested, planning meetings are being scheduled now. Tentative dates are:

- Thursday April 28 — NewComers brown-bag lunch with the Minister, 11:30 a.m. - 1:30 p.m.
- April 22 — Friday Meditation Group at 10 a.m. to noon.

Please check the UUSD calendar to confirm dates and times. Information will also be sent directly to those who have expressed interest in one of the above forming groups. All meetings are held at UUSD. For sign-up and/or further information, please contact our Small Group Ministry Coordinator, [Jeff Cordiano](#).

EVENTS & ACTIVITIES

SOCIAL & ENVIRONMENTAL JUSTICE FIRST FRIDAY FILM — Karen Lunstead



The Social & Environmental Justice Committee is sponsoring the April 1 First Friday Film, *The Merchants of Doubt*, a satirically comedic, yet illuminating, documentary that looks at pundits-for-hire who present themselves as scientific authorities as they speak about topics like toxic chemicals, pharmaceuticals, and climate change — yet have the contrary aim of spreading maximum confusion about well-studied public threats ranging from toxic chemicals to pharmaceuticals to climate change. A potluck is at 6 p.m., and the movie starts at 7 p.m.

Please join us for this illuminating movie in advance of celebrating Earth Day this month. The discussion will be led by John Sykes, a UUSD member who also serves as President of Delaware Interfaith Power & Light (DEIPL), and Lisa Locke, DEIPL Executive Director. DEIPL marshals Delaware's faith communities to face the serious issue of climate change.

Looking ahead, we have slightly changed our movie schedule for the year. The May movie will tie-in with our collection of items for the domestic violence shelter, People's Place. More information will be in the May newsletter.

WEATHERIZATION PUBLIC FORUM — Don Peterson, S&EJ Chair

In celebration of Earth Day 2016, UUSD and Delaware Interfaith Power & Light are sponsoring a home weatherization forum the evening of **Thursday, April 21** at 7:00 p.m. to 9:00 p.m. This informative and interactive session will provide important information on what each of us can do to reduce our energy consumption and help fight climate change. Participants will receive helpful materials worth up to \$200! Please plan to join us!



UUSD MEN'S GROUP HIGHWAY CLEAN-UP APRIL 9 — Ron Schaeffer, Member

The UUSD Men's Group will coordinate the next spring highway clean-up, which will be held on Saturday, April 9. We will meet at Toddy's parking lot at 8:30 a.m. and drive over together to a spot on Kings Highway, where we will clean both sides of King's Highway from Parsell's Funeral Home to Mr. P's Pizza and back. We need some volunteers to make this workable, and it will probably take about three hours maximum.

Please contact [Jeff Cordiano](#) at 302-682-4624 to volunteer or if you have questions.

FUNDRAISING
REMINDER: UUSD'S AUCTION IS SATURDAY, APRIL 16 AT 6 P.M
— Barbara Barnette, Chair

UUSD's Auction is one of the most entertaining, fun, and festive events of the church year. This year's auction is scheduled for Saturday, April 16 at 6:00 p.m. The theme is *Journey to Neverland*. You might see Peter Pan, Tinker Bell, Indians, various Pirates, Lost Boys, and maybe a crocodile or two hanging around. See you there!

ADULT EDUCATION
"WHAT COMES NEXT?" — EXPLORATIONS INTO WHAT MAY COME AFTER DEATH

Dr. Len Bowman, UUSD member, will conclude his three-week course in April with two sessions: April 7 and April 14 at 1:30 – 3:00 p.m. The April 7 session will focus on reincarnation. The theme of the last session on April 14 is "You Only Live Once." This course is open to UUSD members and the public. A one-time \$10 donation is requested for the course. For more information, contact [Len Bowman](mailto:Len.Bowman@uUSD.org) by e-mail or at 443-286-3495.

APRIL HIGHLIGHTS

APRIL: Tuesday & Thursday, 5-7:00 p.m.

ESL Classes

Contact: [Betty Kirk](mailto:Betty.Kirk@uUSD.org)

APRIL 1, Friday, 6:00 p.m.

First Friday Film — *Merchants of Doubt*

Contact: Karen Lunstead at 302-231-8192

APRIL 3, Sunday, 11:30 a.m.

UUSD Election Briefing

Contact: [Kat Huston](mailto:Kat.Huston@uUSD.org) or [Ed Fick](mailto:Ed.Fick@uUSD.org)

APRIL: 4, 11, 18, & 25 at 6:45-8:00 p.m.

Gentle Yoga Ongoing Class – All Levels

Contact: [Holly Piper-Smith](mailto:Holly.Piper-Smith@uUSD.org)

APRIL 4, Monday, 7:00 p.m.

Book Group: *The Stories We Tell* by Irene Fick. A book of poetry depicting many parts of the author's life, growing up in an Italian family in Brooklyn and her adulthood. Irene is a member of UUSD. Facilitator: Ceil Payne. Contact Bobbi Dunham: 302-644-2207.

APRIL 7 & 14, Thursday, 1:30 p.m.

Part 2 and 3: "What Comes Next?"

Contact: [Dr. Len Bowman](mailto:Dr.Len.Bowman@uUSD.org)

APRIL 9, Saturday, 9:00 a.m.

Highway Clean-Up

Contacts: [Ron Schaeffer](mailto:Ron.Schaeffer@uUSD.org) or [Paul Barnette](mailto:Paul.Barnette@uUSD.org)

APRIL 12, Tuesday, 7:00 p.m.

Board of Trustees Meeting – All Welcome

Contact: [Deanna Duby](mailto:Deanna.Duby@uUSD.org), Board President

APRIL 16, Saturday, 6:00 p.m.

UUSD Auction (Journey to Neverland)

Contact: [Barbara Barnette](mailto:Barbara.Barnette@uUSD.org)

APRIL 21, Thursday, 7:00 p.m.

S&EJ/DeIPL: Winterization Forum

Contact: [Don Peterson](mailto:Don.Peterson@uUSD.org)

APRIL 22, Friday, 10:00 a.m.

Friday Meditation Group

Contact: [Jeff Cordiano](mailto:Jeff.Cordiano@uUSD.org)

APRIL 22, Friday, 6:30 p.m.

Friends and Family Game Night

Contact: [Amber Peterson](mailto:Amber.Peterson@uUSD.org)

APRIL 28, Thursday, 11:30 a.m.

NewComers Brown-Bag Lunch
With the Minister

Contact: [Jeff Cordiano](mailto:Jeff.Cordiano@uUSD.org)



Staff & Officers

Interim Minister

[Rev. Paula Maiorano](#)

Director of Lifespan Faith Development

[Amber Peterson](#)

Music Director

[Dr. Marcie Schiff](#)

Nursery Teacher

Sabina Beaver-Kepner

Board of Trustees

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Vice President: Jane Miller

Finance Officer: Gary Colangelo

Secretary: Dan Payne

Sharon Herb

Wayne Lunstead

Walt Smith

Bookkeeper: Leah Ann Thompson

(Direct all bookkeeping, pledge data requests, and related financial matters to [Gary Colangelo, Finance Officer.](#))

Send email and address changes to:

[Joanne Saltzberg](#) (temporary)

[Jean Charles](#)

To email a designated person or open a website link in the *Beacon*, move your cursor over the underlined name or text and a small hand comes up, simply click on the name to open the email or site.

- Newsletter Articles due the 20th of each month to [Pat Schaeffer](#).
- Publicity requests to [Pat Schaeffer](#).
- Order of Service notices by Wednesday to [Anni Wood](#) and [Jean Charles](#).
- Weekly Community Updates by Thursday to [Jean Charles](#). Website Calendar Updates to Jean as needed.

Board Committee Chairs

Activities: Paul Barnette

Capital Campaign: Gary Colangelo & Lee Summerville

Communications: Joanne Saltzberg & Pat Schaeffer

Denominational Affairs: Ron & Pat Schaeffer

Finance: Dan Payne & Joanne Saltzberg

Cloud Society: Dan Payne

Fundraising: Barbara Barnette

Leadership Development: Kaz Huston

Lifespan Faith Development: Amber Peterson

Adult Education: Betty Kirk & Len Bowman

Librarian: [Joyce Fitch](#)

Long Range Planning: Joanne Saltzberg

Membership: Bobbi Dunham & Betty Kirk

Music: Dianne Conine & Margaret Keefe

Partner Church: Ceil Toth

Pastoral Care: Dianne Conine

Personnel: Deb Davies

Rental & Usage: Pat Murdock

Social & Environmental Justice: Don Peterson

Stewardship: Jean Charles

Worship: Jean Charles & Lin Schmidt

Task Forces & Ad Hoc Committees

Landscape Management: Dianne Conine & Margaret Keefe

Property Management: Contact a team member as there is no chair.

Small Group Ministry: Jeff Cordiano

UUUSD WEBSITE www.uusd.org

Webmaster Administrators: [Alleane Taylor](#) & [Margaret Keefe](#)

Website Content Administrator: [Pat Schaeffer](#)

FACEBOOK

Administrators: [Pat Schaeffer](#), [Joanne Saltzberg](#) & [Alleane Taylor](#)

NEWSLETTER

Editor at Large: [Pat Schaeffer](#)

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