

UNI-VERSE

Chair persons Bill Coburn & Ruth Deussen
November 2009



The Unitarian Universalist Fellowship of Marion County., Florida, Inc.

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7280 SE 135th Street, Summerfield Fl. 34491-2510
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Forum 9:30 Sunday Services 10:30

November 1st

Speaker: Rev. Robert Tucker **"One Nation, Under Law"** This is an analysis of our nation's Pledge of Allegiance, its nature (as an oath), its history, its controversy, and also an argument that its unconstitutional and non-pluralistic religious phrase, "under God," needs to be replaced by the much more appropriate phrase, "under law."

Forum: The Gift Memorial Committee

Service Leader: Doug Worthington

Building and Grounds Duty Person: Open: Deckman Close: Bassette

Coffee & Hospitality: Hope Deckman & Susan Ashley

Greeters: 9:15 (and 10:10): Larry Winkler & Bill Denison 10:10 only: Mary and Bob Bargar

The Wit and Wisdom of Benjamin Franklin – Celia Friedenthal

Silence is not always a sign of wisdom, but babbling is ever a folly.

November 8th

Speaker: Mary Ann Donato -- "Justice, Conscience, and Peace Begin with You."

Our Social Justice Committee will present a message that will bring you hope, where hope is hard to find. We can all play a part in our UU Service Committee's mission.

Forum: Robert Young of the Eustis Fellowship will present – Topic TBA

Service Leader: Ann Barefield

Building and Grounds Duty Person: Open: Marciano Close: Kelch

Coffee & Hospitality: Carole Clarke & Fran Marciano

Greeters: 9:15 (and 10:10): Susan Ashley & Carolyn Denison 10:10 only: Betsy & Gil Gilleland

November 15th

Speaker: Rev. Meredith Garmon -- Biotheology 1: Eschatology

Eschatology concerns the final events in the history of the world, or the ultimate destiny of humanity. Biotheology shifts the issue from supernatural tales of Apocalypses to the question of what direction, if any, evolution is going. What ultimate destiny is there for life on earth?

Forum: Rev. Meredith Garmon will present *Adult Class: Who Are We? Unitarian Universalist History and Theology*

Service Leader: Dick Chady

Building and Grounds Duty Person: Open: Donato Close: Kemp

Coffee & Hospitality: Betsy Gilleland and Mary Ann Donato

Greeters: 9:15 (and 10:10): Louise and Mark Colussi 10:10 only: Mary Ann and Mike Donato

November 22nd

Speaker: Jim McIntosh (Jim's topic is a special mystery topic which will be disclosed about 10:50 a.m. on Nov 22)

Forum: Cecelia Everist will present: "Pictures of Africa"

Service Leader: Bill Lowenberg

Building and Grounds Duty Person: Open: Griffith Close: Mitchell

Coffee & Hospitality: Wendy Griffith & Barbara Schuster

Greeters: 9:15 (and 10:10): Yolanda Brod & Ed Hord 10:10 only: Barbara Thomas & Mary Hord

November 29th

Speaker: Catherine Giordano – *“Laughter: The Key to a Happier, Healthier and More Spiritual Life”*
Laughter is an amazing gift. It elevates our mood, it improves our health, it strengthens our social bonds, and it opens our hearts to spirituality. Today we’ll learn about the science of laughter and how to use laughter to improve our lives every day.

Forum: TBA

Service Leader: Joyce Mills

Building and Grounds Duty Person: Open: Denison Close: Coburn

Coffee & Hospitality: Lucia Beall and Betsy Pinter

Greeters: 9:15 (and 10:10) Wendy Griffith & Carolyn Denison, 10:10 only:
Carole and Keith Carver.

Happy Birthday

10/30 Chady* Dick

10/30 Hill* Don

11/09 Hoch Karen

11/12 Saphian Russ

11/28 Deussen* Ruth

If you do not see your name here and you want us all to celebrate your Birthday then email / call Bill or Andrea Coburn, Millie Mitchell or other membership folks.

President’s Message

Why Our Fellowship Needs Policies

I have been asked on several occasions why we need policies. I am going to use this means to try to respond to the question.

One short definition of culture is that it is "how things are done around here". Written policies become part of our culture since they reflect how things are done in our organization. As we get bigger, we need to establish policies so that people have guidance on how to do things. Since policies are established and approved by those who are closest to the particular activity/job, we also should feel good that everyone is doing things in ways that protect the Fellowship from lawsuits, make sense and are best practices.

When organizations are small, they rarely have many (if any) formal policies in place. As they get bigger they usually start to put many of the important aspects of the culture into formal policies. Our Fellowship started the same way. When we were only a handful of people performing our functions, there were very few formal policies. Now numerous policies have been written to help guide our actions and to help new Board members and committee chairs know what has worked so they do not have to start over every time a new group takes office. You just received a copy of the new Communications Policy this past week. Bill Coburn and his committee are finalizing the procedures for implementing that policy.

Our policies reflect a logical progression from working in an ad-hoc and unstructured manner to one where we are following common and consistent processes. Policies help us understand how to do things, and they help

the Board and members understand the framework in which we work. Policies are developed and they are important for two main reasons.

(1) Working more effectively under best practices

One thing you will observe about policies is that they are created and approved by a group of people that owns the process ...the Board. It is hoped that the policy reflects the best practices of the group that is most experienced in the area and most impacted by the outcome. The policy then aligns everyone else under these best practices.

For example, lets look at our Fellowship's Finance Policy and Procedures. This policy is established by the Board and the Procedures by the Finance Committee. They are the people who have the expertise and experience to know what works best for the Fellowship and what best meets the needs of the group.

So, following the established process gives a sense that we are working on a firm foundation and that the procedures will be consistent. Therefore, we let the Board develop the policies and each committee develops the procedures they will use to implement the policy. These groups are then accountable for the policies and you know where to go if you need an exception or if you would like to request a change to the policy.

(2) Working more efficiently through process reuse

We all recognize the value of reuse. It makes more sense to reuse things that are already developed instead of having to re-invent everything we do from scratch each time the leadership changes. This is true with work processes and policies as well. For instance, the Building and Grounds Committee could come up with a procedure for dealing with the alarm system each time there is a problem. However, why would they need to if the Board has already developed and approved a policy and the committee has procedures for this event. Having common policies and procedures saves us from having to invent and gain approval for each individual committee or group. It also saves time for new people in the Fellowship as they learn how things work and take leadership roles.

You might want to complain about a policy, but don't complain about policies in general. If you do not agree with some specific policy try to change it with your better idea by presenting it to the Board. However, all organizations need policies. Our Fellowship would quickly get out of control and would function much less efficiently without them.

Successful organizations need a structure that supports the results they seek to achieve. Board performance can be enhanced and committee productivity can be increased if the organization has the appropriate practices to guide the work. Therefore, are we strive to make our Fellowship more productive and efficient, we are putting in policy and procedure form what has seemed to work for the Board and the committees. We hope to save those who follow us from having to reinvent the wheel every time a new group takes office. These policies are not written in stone and they are reviewed and changed as necessary. Also, as the policies are written they are sent to the congregation. The updated policy manual is kept in the conference room at the Fellowship.

Meredith Garmon's Schedule: November 15th and 16th will be our third Sunday and Monday with our new consulting minister. His schedule is as follows:

Sunday

9:30 am - Forum: Adult Class: Who Are We? Unitarian Universalist History and Theology

10:30am - Sunday Service

1:00-2:30pm - Committee Meeting (The committee he will meet with will rotate from month to month.)

2:30-6:00pm - Office Hours (You can try dropping in. However, it might be wiser to schedule an appointment)

7:00pm - Lay ministry (pastoral care) training. These sessions are open to all interested UUFMC members.

The discussions on Nonviolent Communication have been excellent.

Monday

10:00am - noon - Meditation (stay tuned for developments on instituting this as a weekly time for a meditation group to meet with others leading it when Meredith is not here)

11:30am -12:30pm Finance Committee

1:30 - 2:30pm Thinking Big about Doing Church (With the board and any interested members there will be a continued discussion of The Almost Church and The Almost Church Revitalized by Mike Durall.)

2:30 - 4:30pm Board Meeting

November Board Meeting: The November Board Meeting will be held on Monday, November 16, 2009 at 1:30 pm in the Meeting Room at the Fellowship. Members are welcome to attend the meetings. Fifteen minutes will be allotted prior to each meeting for members to speak for up to 3 minutes on a topic they wish to share with the Board members. From 1:30 to 2:30 pm, the Board members will be discussing the book by Mike Durall titled The Almost Church and The Almost Church Revitalized. Members are welcome to participate in these discussions.

Choir Rehearsal: The choir rehearsal is on Thursday at 1:00 pm each week. Anyone interested in joining the group is invited to attend. We hope to sing at least twice a month this year and would like for some of you to join us.

Wanted: Coordinator of Volunteers

UUFMC depends on having members and friends perform the various tasks that make the fellowship succeed. We are seeking a person with initiative and creativity to coordinate the work of volunteers for basic functions, such as greeters, coffee-servers and other roles. The purpose is to recruit, retain, recognize and reward those who contribute their talents to making UUFMC an inviting, rewarding spiritual home. This can be done by a year-round resident or a snowbird. If you're interested, contact Dick Chady at 391-7069 or rchady@comcast.net

Are YOU willing to help?

Are you someone who would like to occasionally help with a simple task. No committee meetings. No long term committment. We need your help on Sunday mornings to the copy the order of service. Contact: Allie at 547-9670 or indigo8062@earthlink.net or Dick Chady rchady@thevillages.net or 391-7069. Thank you!!

Barefield/Hundt Wedding: Ann Barefield and Don Hundt invite all members and friends of UUFMC to attend their wedding. The invitation is as follows:

*How full of wonder is the day
that is touched by love...*

We,

Ann Lee Barefield

and

Donald Dean Hundt

*invite you to share with us a
celebration of our love*

The ceremony and reception will be held on

Saturday, the twenty first

of November

two thousand nine

five o'clock in the afternoon

Unitarian Universalist Fellowship of Marion County

7280 SE 135th Street

Summerfield, Florida

*Reply to
(352) 205-8226 or
abarefield@comcast.net*

*No Gifts, Please
Just your presence
is desired*

POINSETTIA SALE

December, 2009

The Gift-Memorial Committee is again sponsoring the sale of poinsettias for the Holiday Season. Not only do these plants provide a beautiful setting for the Christmas and New Year services, they also give members of the congregation an opportunity to remember or to memorialize loved ones. On the Sundays of **November 8, 15 and 22** you will be able to purchase plants for \$8.00 each, the same price as last year. Look for the sign-up table before and after service.

By the way, if you would like to help with this project, contact Mary Ann Donato, Jim Mitchell or Fran Marciano.

BUILDING AND GROUNDS COMMITTEE WILL MEET WED > NOV 18, 2009 AT THE CHURCH AT 10:00 A.M.



2010 EASTERN EUROPEAN ODYSSEY From \$2,472 / 16 Days / 13 Guided Tours / 7 Countries
April 4, 2010

Eastern European Odyssey River Cruise

We're holding two cabins for anyone still thinking of joining us.

Please call Peggy Sweet, our travel agent, at 800/393-8728 for details.

Carolyn Denison, UUFMC, 352/245-0260.

November 18, Thursday - Separate Tables at Fuji's Steakhouse in the Spruce Creek S.C., Hwy. 441/27.
 So many vegetables, your mother will be proud of you!! 11:30 AM. Please sign up. Carolyn Denison

Humanist Meeting in November

There will be a Humanist Meeting on Thursday, **November 17** at 1:30 PM. The topic will be "Life Beyond the Earth" There will be a Video and a discussion. Join us to explore this fascinating question.

Bob Zannelli

Message from Social Justice Committee

November is the traditional month of Thanksgiving. And it is said that for those who have much, much is expected. Therefore the Social Justice Committee will be offering a social justice moment at each of the Sunday Services in November with a special emphasis on what WE as a congregation can do to promote a more just and more Humane world. We will also be having a service dedicated to the Unitarian Universalist Service Committee in November. The UUSC is an international Social Justice organization identified with Unitarian Universalism.

Bob Zannelli

The book club will meet next on **January 21st** 10:am

Fifth Sunday in November

Our Fifth Sunday collection on **November 29th** will be for the Martin Luther King, Jr. Commemorative Group scholarship program. This group provides scholarships for local children in Ocala in support of Reverend King's hope for a society of opportunity for all of our Children, Please give generously.

As a Reminder Fifth Sunday collection is all cash and checks so designated. So if you plan to offer a donation in check form please designate the check fifth Sunday.

Bob Zannelli

UUA Honors UUFMC for Fair Share Support

The UUA has recognized UUFMC as an Honor Congregation for its support of the Annual Program Fund for 2008-2009.

In a letter with accompanying certificate, Rev. Peter Morales, the UUA president, said the organization was "most grateful and pleased" that UUFMC's support was at the fair share level suggested for congregations.

The funds support:

- Ministry and professional leadership development
- The new Tapestry of Faith curriculum series
- Ministries to and with youth and young adults
- Growth resources for congregations seeking to engage new members
- Web-based resources and electronic communications for congregations
- District staff to work directly with congregations
- Social justice advocacy
- Staff compensation and stewardship consultation with congregations

Some \$634,000 is returned to support district programs and services for congregations. For 2008-2009 and 2009-2010, the suggested donation was \$56 per certified member. UUFMC has been named in Honor Congregation in previous years for its support.

Day trippers will meet Nov. 23rd. see Rona Gold for details

New articles above

X-X-X-X-X-X-X-X-X-X-X

Reprint articles below

To view the pictures taken by Roy Love at the **UUFMC 25th Anniversary ceremony** double click the URL below.

<http://www.youtube.com/watch?v=yRwUWsToS6U>

The Greeters Sign Up Sheet for November is at the back of the church. Please fill the sheet with four folks each Sunday for this important "Welcome" with a smile. It will be a tremendous help if you voluntarily write in your names. Thank you. Carolyn Denison

Dinner for 8

It's that time again! "Dinner for 8" planning is underway. If "Dinner for 8" is a new program to you here is how it works. Participants agree to host a gathering of eight, or fewer, people one time during a four month period, January through April. Fulltime as well as seasonal members and friends individuals and couples are invited to participate. Individuals are paired with another individual so that there are four couples/partners to host one gathering. The reason for the name "Dinner for 8" is because the gathering includes a meal. The meal can be a dinner or it can be whatever you and your group decide to do. When the meal is in a home everyone shares in the meal. The host or hostess collaborates with the participants to plan the meal and everyone brings something. As you can see the final result is up to the participants. How do you become a participant? Look for the signup sheet on the back table in the gathering room. Once you sign up you will be assigned to a group, usually of 8 participants but if you prefer 6 we will accommodate your preference (be sure to note this). Once created the groups remains together throughout this "Dinner for 8" season (Jan. through April). In addition to the dinner groupings a framework within which we suggest you meet will also be provided. Each gathering can be scheduled during about a 4 week period. These suggested dates are to insure that the gatherings are completed by the time our seasonal members and friends head out of town. Once you host then you are a guest during the remaining gatherings. Sounds complicated but is really simple. Questions? Contact: Allie indigo8062@earthlink.net or 547-9670.

UUFMC History Available in Print or DVD

The UUFMC history, the first 15 years, is available in print or on a dvd. This compilation includes names, dates, quotes and anecdotes from the persons who founded UUFMC and built it into a thriving fellowship. There will be a modest fee to cover the cost of reproducing it. If you'd like to obtain a copy, contact Allie at indigo8062@earthlink.net or 352-566-7081.

UUA TRUSTEE TIDBITS

Joan Lund, November 2009

Many of you have read Michael Durall's new book, *The Almost Church Revitalized*, the "sequel" to *Almost Church*. Both provide valuable information and Durall's opinion of who we are, and our faith's numerical lack-of-growth over a number of years. What struck me is his message that although we, as Unitarian Universalists profess a status of being a "public" faith, one whose primary purpose is to serve the public good, in reality many of our congregations may not be addressing the significant issues of our wider world. Durall believes that most of our congregations are inward focused, thus "private" in nature. His writing prompted me to research UUA grants that congregations can receive for outreach beyond their four walls. One is featured this month.

The Fund for UU Social Responsibility offers grants to UU organizations to increase their direct involvement in service, advocacy, and/or community organizing to create justice in the larger world; to increase linkage between UUs and the larger community; and to foster a spirit of generosity and action in all aspects of UU communities. Priority is given to new programs, groups who are growing, and those involved in creating social and economic growth. Matching grants are available to congregations considering participation in a

Congregation-Based Community organizing group. The maximum grant is \$20,000; the average grant is \$8,800. The grant is made for one year; a second year may be possible after submitting a new proposal and a report about the funded grant year. Although a third year may be possible it is not likely; the Fund is not sustaining. Applications are accepted twice a year, March 15th and September 15th; complete application information is available on our UUA web site.

The grant is diverse in nature, and recent ones include: a community garden that will provide fresh produce daily for 1000 at-risk children; a program that ensures transportation for clients of a Healthy Start initiative which provides in-home mentoring services to struggling families at risk for child abuse; and the creation of an alliance between the religious community and the homeless community.

There are some restrictions. This grant is not made to individuals or for activities that are part of the ongoing work of UU institutions. The grant cannot be used as a pass-through from a UU congregation to a local non-profit organization, but can go towards enhancing UU involvement in a project.

On a personal note, I wish each of you a blessed Thanksgiving and peace in your heart as we approach the holiday season. I can be reached at jlund@uua.org or 813-931-9727 and always look forward to hearing from you.

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