

May Memorial Unitarian Universalist Society



We embrace all spiritual journeys and encourage service as we build a more loving and just world

March 2019 Volume 82

Join us Sunday at 10:30am for Worship Service



(From the Interfaith Works World Harmony Day)

May Memorial is an official UUA Welcoming Congregation and while that is great for all the LGBTQ folks that might come through our door, I wonder about how welcoming we are to others?

A few months ago we hosted a memorial service in which there were three folks present who used wheels of some kind to get around be it scooters or wheel chairs. Think about our sanctuary, the only place for someone in a wheel chair is in the very back, or in one of the very side aisles next to either outer wall. We cannot have wheel chairs in the center aisles due to fire code.

We can do better. Our siblings who move in some other way than walking are often left out of decisions regarding space in so many places. Think about those places you visit on a regular basis, do they take into consideration those with bodies that move in unconventional ways? If you are reading this, contact me for a prize. When we received our welcoming congregation status many years ago it was due to the hard work that this membership put in to consider the struggles of those who identify as LGBT. But we don't spend much time, nor do we have such a targeted curriculum for other identities. There certainly is not anything out there for learning more about the struggles of those with disabilities.

My friend the Rev. Theresa Soto who spends most of their life in a scooter often posts about their day. They often post about literally being sat on, people patting them on the head, people talking about them to someone over their head while they are literally

sitting right there. The list goes on. I want May Memorial to be a place where those who move in different ways than walking may feel welcome and comfortable.

I would like us as a congregation to consider removing the second center pew from the sanctuary. This will open up an entire row for not only those in wheels, but also those with walking assisted devices to have a little more space if needed. Now, this is not the perfect solution but it is something that we CAN do now to help more people feel welcome, to really live into the "welcoming congregation" title that we have. I wonder what you think of this, please do let me know when you see me! I want to leave you with a poem written by my friend Rev Theresa.

I am sitting in a wheelchair.
not dying in it,
not rotting in it.

Not the object of some strange
alchemy turning me into non-human.

Don't assume that I can't hear you.
(and talk extra loud and slow
without me asking.) It makes me
want to answer you in all
five syllable words. And honestly,
nobody has time for that.

Don't congratulate me for sitting
on my own ass, glorious though it
may be.

Don't get frustrated when I
travel alone. I also sometimes eat
after midnight. Beware or not.

Please mind the gap.
(British for, you've got to
get yourself together.)

~ Rev. Jo loves you





Multiple Choice Test on Stewardship

Do you have questions about where your pledging dollars go? Why do you even need to pledge? Take this test and see how much you **know about the costs of keeping May Memorial afloat and how you can help**.

1. Meeting this year's Stewardship Goal of \$265,000 will ensure:

- A. Our staff will receive fair compensation and benefits
- B. We will increase support towards full UUA Fair Share Contribution
- C. We will maintain our buildings and grounds
- D. All of the above

2. If I want to take advantage of matching funds available this year, I must:

- A. Ask my employer if they will also contribute to May Memorial
- B. Remember to pay for my coffee on Sundays after church
- C. Begin a new pledge or increase my pledge by a minimum of \$250 up to \$500
- D. Triple my pledge

3. The budgeted payment to National Grid this fiscal year , 2018-19 is:

- A. \$5000
- B. Nothing, churches do not have to pay for energy
- C. \$9500
- D. It doesn't matter, they would never turn off the electricity on a non-profit

4. Why do I need to pledge? Why can't I just contribute what I am able as I am able?

- A. The Board has to be able to plan a budget for the coming year
- B. We are SOLELY responsible for paying our staff and all costs of keeping our doors open
- C. Pledges provide approximately 75% of May's total income for the operating fund. Other sources of income include building rentals, contributions and fund raising.
- D. All of the above

5. I like to put money in the plate. Can that count as my pledge?

- A. Sure it can if you believe our bookkeeper, Leslie, has superpowers that tell her who each dollar comes from
- B. Yes it can if you put it in an envelope or a baggy.
- C. Never
- D. Yes it can if you put it in an envelope with your name and the words "For Pledge Year 20xx-xx" on it

6. Why is it important to pay our "Fair Share" to the UUA? What have they done for us lately?

- A. They provided us with assistance in our search for our interim minister, Pastor Sunshine
- B. They provided us with assistance in our search for our current minister, Reverend Jo VonRue
- C. They have provided our ministers and church leaders with ongoing assistance on various issues and sent Evin to facilitate our wonderful Start Up weekend
- D. All of the above and more!

7. In terms of the building and grounds, circle all that are true:

- A. The general operating fund provides for MAINTENANCE of the building and grounds such as snow plowing
- B. The general operating fund provides for BUILDING IMPROVEMENTS such as a new parking lot

8. When I write a check towards my pledge, how can I be sure they will apply it to MY pledge in the 2019-20 fiscal year?

- A. Write the words PLEDGE 2019-20 in the memo line
- B. Don't worry about it—as we said earlier, Leslie has superpowers
- C. Write the word Donation or Contribution—sounds a lot like pledge (NOT!)
- D. Call the office every week and tell them what to do with my check that week

9. I see that 75% of our operating fund goes to compensate our staff, 17% goes to building and grounds and only 4% goes to support programs? What kind of programs? Is that really enough?

- A. Currently, programs include such things as financial support for the work of our various committees, Religious Education supplies and curriculum, and Worship and music materials
- B. The programs referred to are our Orders of Service and we have enough of them
- C. Our congregation has requested more social justice activities, more intergenerational social activities and more workshops and classes, but we need more money to fund these activities
- D. A and C

10. When should I pay my 2019-20 pledge?

- A. I can pay it in advance beginning December 2018 as long as I write Pledge Year 2019-20 in the memo line
- B. I can pay it anytime during the fiscal year July 1 2019 through June 30 2020
- C. I can pay it in one lump sum, or monthly or weekly or quarterly
- D. All of the above



1d. 2c. 3c. 4d. 5d. 6d. 7a. 8a. 9d. 10d.

Answer Key

FREE STEWARDSHIP LUNCH

New Champion Chefs Named

All members of the congregation are invited to vote in the Kick-Off Cook-Off and join the entire congregation for lunch in the social hall on March 3. The hard working members of our Stewardship Committee will be on hand with pledge forms, Rev. Jo has a great service planned and a soup, salad, and bread lunch will be available to all.

Do you know how to vote in the Cook-Off? It's easy and delicious. When you enter the social hall after the service on March 3, you will see tables set up with samples of meat soups, meat free soups, and cookies. Every sample will be in a numbered container. Sample as many of the offerings as you wish. Save the one container of your favorite meat soup, meat free soup and cookie. Take these three containers to the Voting Table and leave them there to be counted. Discard all the containers of the food samples you have not chosen as the winners. Then proceed to the serving table and enjoy a soup and salad lunch while all members of the congregation vote. The new champions will be announced as soon as everyone who wants to take part has voted.

See you on March 3!

Alexa Carter alexacarteralexa@icloud.com



Greetings from Your President!

In just a few months a new leadership team will take on our church’s governance. Only two current Board members are continuing – Diane Chappell-Daly and Sue Savion. The Nominating Committee is hard at work finding the next team of lay leaders to ensure that our relationship with Rev. Jo continues its positive trajectory - as the congregation supports her in her ministry, and she supports us in ours of building a more loving and just world.

We can’t leave this transition to chance! How do we maintain the momentum? One way has already been mentioned: maintaining a strong team of leaders. I hope that if you’re approached by the Nominating Committee, you’ll feel honored by their confidence in your abilities, and you’ll say, “Yes!” As many of you know, being President was definitely NOT on my Bucket List, but the past two years have enriched my life in ways I never would have imagined. I’m so grateful for this opportunity to contribute, one that I would have missed out on had I not reconsidered my initial reluctance.

The governance structure we began putting into place during our interim time with Sunshine will also keep us on track. Our organizational chart clearly

delineates boundaries between aspects of church life that are Jo’s responsibility and those that are the Board’s. Another guiding element is our book of church policies, the Operating Manual. Teri keeps a current copy in the office, and she can provide you with any policy you need. The Board reviews several existing policies each month, and adds new ones as needed. For example, we recently added an Inclement Weather Policy and policies on Sexual Harassment and Conflicts of Interest, mandated by state law.

Most important of all, however, is the “Fire of Commitment” in each of you, holding our congregation together in one loving community. I feel its energy every Sunday at worship services, at our Tuesday evening Board meetings, and even in the impassioned emails that go back and forth discussing how to deal with sewer line back-ups! I return to this hymn, because I can’t say it more eloquently: “When we live with deep assurance of the flame that burns within, then our promise finds fulfillment and our future can begin.”

See you in church!

Jane





What intangible gifts do you bring with you to May Memorial? What intangible gifts do you receive? These are the big questions at the heart of the Wonderful Welcome curriculum that we are using in the first and second grade classroom. This is one of my favorite Tapestry of Faith curricula--if you ever wonder about what children are learning in religious education as UUs, there are a host of Tapestry of Faith curricula for all different age levels available free on the UUA website. <https://www.uua.org/re/tapestry>

Wonderful Welcome speaks to me because of the presentation of each new "gift". These gifts, such as love, covenant, forgiveness, or kindness, while intangible in that children cannot hold them in their hands become more accessible through the use of the wonder box. It's simply a shoebox wrapped up like a beautiful present, but each week the wonder box has a new item held within that the children get to explore before being introduced to the lesson. This sparks curiosity, and I love watching the children guess what might be in the box! There is often some weighing and shaking involved. Then after opening the box and touching the item held within and talking about what they see, they have a lesson that ties into the theme for the day.

The themes of Wonderful Welcome lessons are the heart of what makes a caring and welcoming community. Each week in addition to the wonder box, the class hears a story and then participates in an activity around the day's theme. Finally, at the end of the lesson one of the guides draws a picture of the item from the wonder box, and the name of the gift it represents onto their wonder box poster--this gives the class a chance to look back over all of the gifts they have discovered throughout the year. In the lesson about kindness the class discovered a ruler that had been painted gold in the wonder box. They then heard "The Very Short Rule", a story written by Sophia Lyon Fahs about Jesus from the Christian tradition. In the story Jesus shares his idea of a

good rule to follow that doesn't take very long to say. Someone in the story remarks that he could have stood on one foot while saying it, "Do those things to others that you would like to have others do to you." Imagine a small gathering of 6, 7 and 8 year olds standing on one foot and reciting the golden rule, what a fun way to challenge their balance, get them up and moving, and keep them focused on "kindness". The class also participated in some kindness role plays to practice how the very short rule could be applied in hypothetical situations.

I sometimes think that it would be fun and beneficial for grownups to participate in a class with a wonder box too. That way, we could feel that curiosity and explore intangible gifts together. And it's always fun to make arts and crafts too. Anyone up for glitter glue and stickers?

In Faith,
Stacy Sceford, Director of Religious Education





CareRing Committee

The CareRing Committee is going to establish a new venue for communicating joys and sorrows. We will have cards available to fill out before the beginning of each service allowing members to share a joy or sorrow in a variety of ways. You may wish that your item be announced during

the service, prefer that it remain a private notice to CareRing members and Rev Jo, or just want someone to contact you fairly soon.

We hope this process will allow congregants to more fully communicate their needs .

Small Friendship Gathering

Style: Informal Chat with Snacks

Purpose: To get to know a few more MMUUSers and to practice deep listening to one another.

Theme: How you became a UU and why you continue to be one.

Only room for 8.



Time: Saturday March 23, 2019

5-9 pm.

Child Friendly *The 5pm start is for those who have children who need to be put to bed before 7:30pm.

RSVP: so we can have suitable children's toys, nappies and sippy cups as needed....and just so I can be aware of who is coming.

miriam.pia@mail.com

Location: a private residence near MMUUS: 304 Windsor Drive. / DeWitt, NY 13214

In Later Years



Finding Meaning and Spirit in Aging
BRUCE T. MARSHALL

Small Group Ministry

Join Rev Jo for a small group ministry focused around the book "In Later years: Finding Meaning in Aging" by Bruce T. Marshall. Our group will meet on the 2nd and 4th Wednesdays of march, April and May from 1-3 starting on March 13th

This group is limited to 10 participants, please contact Teri in the office to sign up by March 9

From JRev

Do you want to be a part of worship in a bigger way?

JRev and the Worship Associates team are looking for a few more good souls to join our team. Your responsibilities would be to attend annual WA training, at least quarterly meetings, have a 2 year commitment, help to find speakers for the Sunday's when Jo is out of the pulpit, serve as a Worship Associate during worship several times throughout your 2 year commitment, help Jo find worship related readings and other materials, and of course, present your own worship service, at least one each year you serve as a Worship Associate. There are only a few spots available, and if you would like to apply to be a part of this team, please contact Jo ministerjrev@gmail.com or by calling the office for a WA application.



Social Justice Tuesday! Join us March 5 at noon!

Join Rev. Jo on the front lawn/roadside of the church on the **from noon to 1:30pm** (or however long you have time). We have pre-printed signs! Just bring yourselves and dress for the weather. We are going to start becoming known again in this community and this is an easy way for us to be visible. If you would like to come but have trouble standing for long periods of time we will get a chair for you. This is a multigenerational event and kids are especially welcome as we teach them how to love out loud.

Hope to see you there!



Getting in touch with Rev Jo

Rev. Jo can be reached at ministerjrev@gmail.com or by scheduling an appointment through www.calendly.com/jrev.



Are You Interested in Becoming a Member?

Have you been attending May Memorial for long enough that it feels like home to you? Are you ready to jump into membership, giving of your time, your talent, and your treasure?

If you are interested in becoming an official member of May Memorial please contact Reverend Jo at ministerjrev@gmail.com or call her in the office. There is also a sign up sheet posted on the bulletin board outside of her office so she can call you if that's what you would prefer!

HistoryCorner

Our East Genesee Street Home



A few weeks ago, the history committee was asked to provide information about our building for an RE class. Some of that information, from our 1988 history and Roger Hiemstra's 2015 book, is shared here.

Our home at 3800 East Genesee Street is the fourth building that has housed the Unitarian Society of Syracuse - now MMUUS. Pictures of three are in the Memorial Room; there are no pictures of the small wooden structure that was our first church.

In the 1950s the building at 472 James Street, home to the congregation since 1885, was becoming overcrowded. The parish house next door had been used for religious education classes since 1940. There was no nearby property available for expansion, and there were safety concerns with both buildings.

Members disagreed about moving away from downtown Syracuse, where the church had a history of active involvement, but finding a place to build proved difficult. A bequest and Rev. Zoerheide's encouragement persuaded them to keep looking. In 1957 a congregational vote reaffirmed the decision to move, and the lot for the present building was purchased later that year. There were setbacks, but with 500 members and 250 children in RE in 1959, there was no choice but to relocate! Work began in earnest in 1961.

Planning for the new building involved many members serving on nearly a dozen committees. Architect Dean Pietro Belluschi was provided with extensive information about what the congregation wanted, including "the use of natural materials and simplicity of design," with "a feeling of space, inviting spiritual reaching and growth," and "architecture marked by beauty, dignity, serenity, strength, stimulation, and challenge."

At the dedication in October, 1965, Rev. John Fuller put the new church in the context of liberal religion, stating, "Every worthwhile truth is welcome in this space."

The History Committee Meets the
3rd Wednesday of the month in
Room 8.

All are welcome!



MARCH

Join us on Sunday morning at 10:30am for worship service.
Stay for coffee hour right after service in the Social Hall.

<u>Date</u>	<u>Sermon Title</u>	<u>Speakers</u>
3/3	Our Future Has Begun	Rev Jo, Worship Associates Kent Lindstrom and Randy Archambault
3/10	Our Green Sanctuary	Worship Associates Bess Kamerance and Kent Lindstrom
3/17	Defeating Haman	Rev Jo and Director of Religious Education Stacy Sceiford
3/24	Sister's with History	Rev Jo and Worship Associate Randy Archambault
3/31	I Can't Keep Quiet	Rev Jo and Worship Associate Cat Rippentrop



Green and Social Justice Committees



Polar Bears and Their Magic Umbrellas

By: Josh Cronlund

February 27th was World Polar Bear Day. While it's never too late to throw an arctic party in Syracuse, a better approach to celebrating the world's largest land predator is to start supporting efforts that focus on wildlife known as "umbrella species". These species typically have a large home range that can encompass vast and varied stretches of habitat. Protecting these species opens an umbrella of protection for the wildlife and habitat within their home ranges.

The arctic sea ice may seem like a desolate area of the world to have a home range, but to polar bears, it's perfect. They are specifically adapted to living in this region of the world and, equally as important, so are their food sources. Polar bears spend a majority of their time at the edge of the arctic pack ice because that is where the ringed and bearded seals (the main staple of their diet) spend their time. With global climate change raising sea surface temperatures, the arctic ice melts creating less feeding habitat and greater distances between potential feeding grounds. The farther they have to swim, the more energy they expend trying to survive. Losing an apex predator in a delicately balanced ecosystem could have detrimental effects.

The International Union for the Conservation of Nature (IUCN) lists the polar bear's status as "Vulnerable", which is one step away from "endangered". Protecting these animals would not only help their populations, but also seals, arctic foxes, arctic wolves, narwhal, and various whale species to name a few.

For further reading, check out these organizations working to protect polar bears:

Polar Bear International - <https://polarbearsinternational.org/>

World Wildlife Federation - <https://www.worldwildlife.org/species/polar-bear>

The National Wildlife Foundation - <https://www.nwf.org/polarbear/>

Coca Cola - <https://www.coca-colacompany.com/our-company/coke-raises-over-2-million-to-save-polar-bears>



The Green and Social Justice Committee meets on the third Sunday of each month.
All are welcome to join or to help us with our action plans.

How Can I Get My Voice Heard in the Media? Workshop on Reaching Old and New Media

Saturday, March 9, 2019, 2-4 PM

May Memorial Social Hall

Chris Bolt, WAER Public Radio

Katie Rippentrop, May Memorial Public Relations Committee

Catherine Rippentrop, May Memorial Public Relations Committee

Bess Kamerance, May Memorial Public Relations and Green and Social Justice Committees

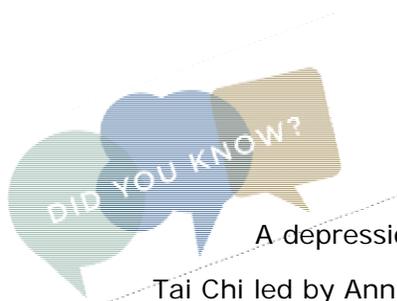
Dick Kornbluth, Board Chair, Building Performance Institute

Today, there is a seemingly infinite number of media outlets in which to get our voices heard about environmental and social justice issues. Yet it seems impossible to actually get one's message out to the public. Letters to the editor or op-eds don't get published, social media posts are ignored or only reach our friends. How can we cut through all the gatekeepers and the sheer noise to actually shape public discourse and help achieve change? Come find out on March 9th!



INFORMATION SESSIONS

The Green and Social Justice Committee will be hosting INFORMATION SESSIONS regarding a proposal for MMUUS to join the Interfaith Sanctuary Coalition on Sunday, March 10, and Sunday, April 7, from 12-1pm respectively. Jose Enrique Perez, an immigration lawyer with the Law Offices of Jose Perez, Attorneys and Counselors at Law in Syracuse will join us on March 10. Dave Pasinski from St. Lucy's Church will join us on April 7. *This proposal will be voted on during the June 2019 Annual Meeting*



May Memorial offers many groups and classes tuned in to mind, body and spirit

A depression support group meets every Thursday at 4:30pm in the Teenz Room

Tai Chi led by Ann Pia is held in the Social Hall every Tuesday and Thursday starting at 3pm

Spiritual Enrichment groups are held at various dates and times through out the month, check the calendar for details.



March

Just a snapshot of your month ahead.
 Please refer to the weekly calendar of events listed on the bulletin board located to the right of the Admin Office and throughout this newsletter for special events of interest!

DATE	EVENT	TIME	LOCATION
3/2	Teeny Yogini	10:00am	Social Hall
3/3	Stewardship Kickoff		
	Kick-Off Cook-Off	11:30am	Social Hall
	Wellspring	12:30pm	Memorial Room
	Great Decisions	7:00pm	Memorial Room
3/4	Spiritual Enrichment Group	6:30pm	Memorial Room
3/5	Writers Group	10:30am	Teenz
	Social Justice Vigil	12:00pm	Front of Church
3/9	Media Workshop	2:00pm	Sanctuary
3/10	PR Committee Meeting	9:00am	Memorial Room
	Information session: Join Sanctuary Coalition	12:00pm	Sanctuary
	Spanofiles	12:15pm	Coming of Age Room
3/12	Twisted Sisters	6:30pm	Memorial Room
3/14	Spiritual Enrichment Group	6:00pm	Memorial Room
3/17	Green and Social Justice Committee	9:00am	Memorial Room
	Congregational Review Circles	12:00pm	Sanctuary
	Great Decisions	7:00pm	Memorial Room
3/18	Spiritual Enrichment Group	6:30pm	Memorial Room
3/19	Writers Group	10:30am	Teenz Room
	Board Meeting	6:00pm	Memorial Room
3/20	Men's Fellowship Potluck	6:30pm	Social Hall
	History Committee Meeting	8:00pm	Room 8
3/22	Glenn Kime Anniversary Concert	7:30pm	Sanctuary
3/24	Congregational Review Circle	12:00pm	Sanctuary
	Spanofiles	12:15pm	Coming of Age Room
3/28	MMUUS Book Club	1:30pm	Memorial Room
	Spiritual Enrichment Group	6:00pm	Memorial Room
3/31	Great Decisions	7:00pm	Memorial Room

Choir Rehearsal will be every Thursday at 7:30 pm unless otherwise noted.



"...one of Central New York's
hidden treasures"
—Chris Baker, nytimes.com

The Folkus
Project of Central New York

About Folkus

Great live music. Friendly people. All volunteer run.

Quite simply, the Folkus Project is all about bringing great, live acoustic music to Central New York. We've been doing that for over 18 years, and cultivating a community of acoustic music fans in the process.

Folkus is a not-for-profit organization, run entirely by volunteers committed to bringing a wide variety of live music to our area. This includes old favorites, up and coming artists, and seasoned performers new to our area – all high quality, and all at affordable prices. We present shows twice a month on Friday nights, from September to May.

It's important to us to give our performers a great experience playing with us, and to have our audiences feel a part of a greater community of folks who enjoy listening to live music out with others. For us, it's about the music as well as the experience that live music creates.



Laura Love

Friday, March 01, 2019 at 8:00 PM

May Memorial UU Society

Laura Love is an award-winning "folk-funk" singer/songwriter/ bassist who has been touring throughout the world since the early 1990s. Love has released 11 CDs on major and minor labels, performed at nearly every great music festival in North America and Australia, and has composed commissioned music for dance and theater productions.

General Admission \$18.00 Members \$15.00



Joe Crookston

Friday, March 15, 2019 at 8:00 PM

May Memorial UU Society

Ithaca's troubadour blends his guitar mastery, story songs, unstoppable energy, humor and rhythm to bring the house to their feet.

General Admission \$18.00 Members \$15.00



Matt Nakoa

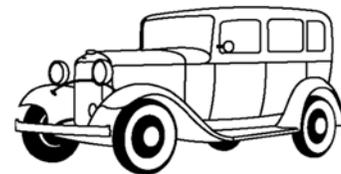
Saturday, March 30, 2019 at 8:00 PM

All Saints Church

Though not easily pinned down, "In sum," as a recent review put it, "Matt Nakoa is a musical adept, one of those well kept secrets you just can't help but celebrate: intimate and genuine, soulful and bittersweet, a rich poetic songbook sung in praise to a complicated, emotionally present world."

General Admission \$15.00 Members Free

Parking Lot or Ice Rink?



Our parking lot is an ice rink some days, especially after a melt-freeze cycle. While you hockey fans may rejoice, for the rest of us it's a slippery danger; people have already fallen!

Here's why. Plows cannot clear away snow as close to a gravel/dirt surface compared with asphalt because they would merely scrape away the surface itself, leaving a slick muddy mess. Consequently, more snow is left behind and that takes much longer to sublimate away. Further, it gets squished by the plow blade, feet and tires. Recalling high school physics, this compaction causes momentary melting, which then refreezes. *Viola*, an ice rink!

Although it may appear that your parking lot team is hibernating, behind the scenes we are in intense and lengthy negotiations with the City of Syracuse and other authorities to get the permits for Phase One: Drainage.

Once we have the permits, we'll quickly get proposals from contractors. Expect digging once weather allows!

ERRR, WHAT'S UP DOC?

We've needed to call our Drain Doctors twice lately for emergency treatments when our main sewage line plugged up. The Drain Doctors reported that these were likely caused by paper towels, hygiene products, food particles, and wipes in the line. Even the wipes that are supposedly "flushable" can get caught in the pipe.



Please do your part to keep the sewage lines opened. Tell your kids not to put paper towels or any kind of wipes in the toilets. Hygiene products go into the small trash cans located in every stall, NOT into the toilets. We are also having this conversation with our friends in The Growing Place.

After a Sunday lunch, please scrape your left-over food into the garbage can, don't leave it on your plate! When you are on kitchen patrol, scrape dishes clear of all food into the garbage; don't put it into the drain.

Together we can keep our drains running freely.

Thank-you, B & G.

Hospitality

For a number of years, we have been very fortunate to have a small, dedicated and talented group of people who have organized the receptions following the memorial services at May. This group sets up for the reception, obtains food items from volunteers, staffs the reception and organizes the clean-up. There has been no fee attached to these services.

As of January 1, 2019 there will be a charge for these services to May Memorial members who request a reception following a memorial service. The fee will be \$50.00 which will cover any incidental expenses needed for the reception. No member of May Memorial will be denied this service due to an inability to pay or if it creates a financial hardship.

Thank you

Breaking News in Science -

by Joan Loveridge-Sanbonmatsu



Karissa Sanbonmatsu, and RE alumna, gave a TED Talk in LaQuinta, CA which was released on January 10 on TED.com. Karissa Sanbonmatsu- "Biology of Gender from DNA to the Brain."

More than one million views of the 12.5 minute speech to be translated into twenty languages have been seen.

We are so proud of Karissa and this important work.

https://www.ted.com/talks/karissa_sanbonmatsu_the_biology_of_gender_from_dna_to_the_brain?utm_campaign=tedsread&utm_medium=referral&utm_source=tedcomshare

Salt City Abolitionists

Beauchamp Branch Library

Date: March 23

Time: 2-4



All are welcome to the Onondaga Historical Association's free staging of the play Salt City Abolitionists. Join two of the Salt City's crusaders for freedom: Reverend Samuel May (of the May Memorial Church) and Caroline Loguen, who with her husband, Reverend Jermain Loguen, assisted many on their way to freedom

Town Hall Meeting, March 31, 12pm-2pm, Sanctuary

On March 31 Kent Lindstrom and Amanda Eubanks Winkler will facilitate a town hall meeting about the chalice/singing bowl. In our conversation, Kent and Amanda will provide some historical and social context about the way the chalice/singing bowl has been used at May Memorial. Our denomination has often adopted symbols from many traditions without knowing and respecting their original meanings. When we learn, we must grow and change. We look forward to sharing memories of the chalice/singing bowl and thinking through our options together.



Glenn Kime

60th Birthday Concert

Friday, March 22, 7:30 pm
May Memorial Unitarian Universalist
Society

"Stories, Part I"

Concerto in G Major <i>(Allegro)</i> <i>Grave</i> <i>Preto</i>	Johann Ernst (1696-1715) transcribed for organ by J.S. Bach
Mein junges Leben hat ein End'	Jan Pieter Sweelinck (1562-1621)
O Lamm Gottes, unschuldig <i>3 verses</i>	Johann Sebastian Bach (1685-1750)
Sei Versetti	Giacomo Puccini (1858-1924)
Sonata Opus 13 ("Pathétique") <i>Grave-Allegro di molto e con brio</i> <i>Adagio cantabile</i> <i>Rondo</i>	Ludwig van Beethoven (1770-1827)
Drei Tonstücke Opus 22 <i>Moderato</i>	Neils Wilhelm Gade (1817-1890)

Glenn has been playing for many years here at May Memorial Unitarian Universalist Society, for Colgate University in Hamilton, and for All Saints Church in Syracuse. He is grateful to his teachers Florence Cushman, Will Headlee, Gillian Weir, and Cherry Rhodes. His first lessons were in Syracuse with Miss Ursula Pulaski, who would travel to each students' home once a week.

Glenn played his Junior Recital at Crouse College on his 20th birthday; his 30th birthday concert at First Universalist Society; the 40th was back at Crouse College, while his 50th was here at May Memorial. He expects to be at home with a Martini for his 70th.

Anyone with a designated driver will be welcome to join him!



Notes from the Admin Office:

- **Calendar Items:**

All meetings and events must be scheduled through the Office Administrator.

- **Deadlines to remember:**

Any submissions to the **E-Blast and Order of Service** need to be to me by 5pm on Wednesday.

- **Newsletter:**

Deadline for April newsletter is: March 20 by noon.

Any submissions received late will be omitted from the newsletter and added to next month where appropriate. Please keep word count to 250 -300 to allow room for everyone to have a voice in the newsletter

As we enter the season of uncertain weather conditions please note:

- Our snow removal service will only show up on days when the accumulated snow reaches 2 inches.
- I have placed at every entrance a bright orange bucket with ice melt. If you encounter a slick spot please address it immediately then alert the admin office.
- Any closings will be announced on Facebook, by e-blast, and be included in the alerts on local news media as provided to the Admin Office (315-446-8920 or office@mmuus.org). Rev. Jo is the final word on whether Sunday Services are cancelled.



March 10 and March 27 Don Mackay will be hosting a display table in the Social Hall of the accumulated lost and found items.

Please be sure to stop by and see if some long lost treasure is among the findings.

Anything not claimed after the 27th will be donated to charity.

Also: At any time feel free to look through the lost and found box which is located in the coat room

Policy Additions to the Operation Manual

Child Care

Child care under the provision of our Safe Congregation Policy will be provided for the following events at May Memorial under the annual budget:

Every Sunday morning with the exception of two Sundays in winter when the children are on Christmas Vacation from school.

During congregational meetings and hearings

Other events:

Informational meetings held on Sunday immediately before or after the worship service and the Religious Education (RE) program, if sponsored by a MMUUS committee or group.

Religious Education parent meetings, teacher training sessions and workshops.

New UU or other new member/friend orientation meetings.

Adult education programs.

Other MMUUS events by special arrangement and if notification is provided three weeks in advance of the event, with exceptions for Memorial Services..

Coordination of child care is the responsibility of the Director of Religious Education, who may delegate this responsibility to a Child Care Supervisor, or other designated person.

In the annual budget, the Board of Trustees will maintain a child care budget line with an amount sufficient to cover estimated costs of child care for the events listed above.

Inclement Weather Policy

In the case of inclement weather on a Sunday morning, the minister will consult with the President or their designee by 6:30 a.m. on whether to cancel services and close the church. A decision will be made by 7:00 a.m.

If it is decided to close the church, the Office Administrator will contact local news outlets to post the closing. The Office Administrator will also post to MMUUS social media, send an email to the congregation, and change the outgoing message on the church's phone system to indicate that the church is closed.

During inclement weather on a Sunday morning when the church is open, each staff person must make their own decision about whether or not they can make it in safely. Each staff person must have a backup plan in place for coverage of their duties in case they cannot make it in. The backup plan will be communicated in writing to the leadership of the church (Board of Trustees) and to the minister, who will notify personnel (such as Worship Associates) of the backup plan, as necessary.

Approved by the Board of Trustees, February 19, 2019

May Memorial UU Society, Syracuse NY ("MMUUS")

POLICY ON CONFLICTS OF INTEREST FOR PERSONS IN POSITIONS OF RESPONSIBILITY OR TRUST ("POLICY")

1. The Purpose of the Policy on Conflicts of Interest

In executing its mission, MMUUS expects all its trustees, committee members and employees who hold positions of responsibility or trust at MMUUS to conduct their activities in accordance with the highest ethical standards and in the best interests of MMUUS. Conflicts of interest arise when individuals stand to gain financially because of an action of the church in which they have a decision-making role. Conflicts of interest, perceived or actual, if not addressed appropriately can compromise MMUUS's financial strength and capabilities, impair its institutional independence, integrity and reputation, and adversely affect its ability to carry out its purpose in a fair, efficient and effective manner.

The purpose of this policy is to help those in positions of leadership more easily recognize conflicts of interest that may arise as a result of their positions with MMUUS, ensure the timely disclosure of those conflicts and provide procedures to follow to prevent those conflicts from adversely affecting MMUUS decisions, actions and mission. Conflicts of interest may not always be obvious and easy to define. The examples set forth below are not intended to be all inclusive but rather are included to give a sense of the kinds of issues that might arise. In all cases, common sense and good judgment should be exercised in the application of this policy.

2. Identifying a Conflict of Interest

A conflict of interest arises when:

a financial, professional or personal affiliation, or a transaction involving MMUUS, whether actual, pending or proposed, puts a person in a position in which their interests may not be consistent with those of MMUUS. For example, a conflict would exist when an individual holds a significant economic interest, either directly or indirectly, in an entity that would be affected by a decision or undertaking of MMUUS. Similarly, an ownership, investment or compensation interest with a proposed or actual supplier of goods or services to MMUUS or with any other entity with which MMUUS is negotiating or doing business, would present a conflict.

a person stands to gain a financial, professional or personal benefit from the use or disclosure of information that is confidential to MMUUS. Confidential information is any information regarding the work, business or policies of MMUUS that has not been publicly disclosed by the organization. One example would be where a person learns of an opportunity that would be of interest to MMUUS and usurps that opportunity for themselves.

a person is in a position to benefit from access to resources of MMUUS and seeks to use facilities or assets belonging to MMUUS for outside purposes.

a person is affiliated with another entity as owner, employer, investor, director, officer, employee, creditor, agent, associate or trustee, or as a consultant or legal representative.

Conflicts may arise not only because of direct personal associations, but also because of the associations of an individual's close relations, such as a spouse, sibling, child, parent, grandparent, in-law or anyone who lives with the individual in the same household.

3. Procedure for Handling Conflicts Relating to Covered Personnel

(a) Executive Committee:

The Executive Committee (the "Committee") of the Board of Trustees (the "Board"), consisting of the Board President and Vice-President, shall be responsible for overseeing the implementation of this policy and is authorized to have and exercise the authority of the Board for that purpose. The Committee, in its sole discretion, may refer matters arising under this policy to the Board for action. Any action taken by the Committee in the absence of such a referral shall be considered the action of the Board.

(b) Required Filings by Covered Personnel:

All Covered Personnel (as defined below) shall file with the Committee a signed copy of this policy with Section 6 completed, alerting the Committee to any potential conflicts and affirming that they have received the policy, have read and understood it, and have agreed to comply with it.

"Covered Personnel" shall mean all trustees, committee members, and employees of MMUUS whom the Committee determines to hold positions of responsibility or trust.

In addition, on an annual basis the Committee shall circulate this policy to all Covered Personnel and request that they each complete and sign the Disclosure Statement (Section 6), and return it to the Committee. Disclosure forms are filed

with Board minutes and are available to any Board member who wishes to see them.

(c) Disclosure of Potential Conflicts and Action by the Committee and/or the Board:

At all other times, Covered Personnel shall refer to the Committee any potential conflict that comes to their attention. When an individual is uncertain whether their interests pose a conflict of interest, he or she should resolve doubts in favor of disclosure and bring the matter to the Committee.

An individual with a potential conflict of interest shall disclose all material facts to the Committee, and the Committee shall decide what steps it will take to evaluate the situation, including the possible appointment of a subcommittee and the possible initiation of an investigation. When appropriate, the Committee shall designate a disinterested individual to investigate alternatives to any transaction or arrangement that appears to present a conflict.

When the Committee decides it has gathered sufficient information and/or that no further information is reasonably available, it shall either make a determination as to the action, if any, to be taken with respect to the matter or refer the matter to the Board for such a determination. The individual with the potential conflict shall be recused from any meeting of the Committee or the Board in which the matter is being discussed or voted on and shall not attempt in any way to influence its outcome.

The determination as to whether a conflict exists, and the resolution of any conflict that is determined to exist, shall be documented in the records of the Committee or the Board, as appropriate.

4. Other Considerations in Responding to Conflicts of Interest

If a determination is made that a conflict of interest exists, a second decision must be made as to the manner with which the conflict should be handled. The proper response to the existence of a conflict could be as simple as heightening awareness and establishing a program of monitoring or as final as eliminating the conflict by either refusing to enter into or terminating the transaction or ending the person's position of responsibility or trust with MMUUS. A conflict of interest does not automatically require an individual to dissociate themselves from MMUUS, its committees or the Board or from the source of the conflict; it does, however, require disclosure and determination of what additional steps may be necessary through the procedure outlined above in Section 3.

When evaluating how to respond to a conflict of interest, factors to be taken into account include: the nature and extent of the competing interest, the individual's position and functions at MMUUS, the possible impact of the competing interest on MMUUS policy, program and interests, and the risk, under the particular circumstances, of a public perception of compromised integrity or independence. In the case of financial interests in conflict, a decision should be made as to whether a more advantageous transaction or arrangement is reasonably attainable and, if not, whether the transaction or arrangement that poses the conflict is fair and reasonable to MMUUS and in its best interests.

5. Related Party Transactions.

This Policy shall apply to related party transactions. A "related party transaction" is a transaction, agreement or other arrangement in which a related party has a financial interest and in which MMUUS or any affiliate is a participant. A "related party" is a trustee, officer or employee who holds a position of responsibility or trust at MMUUS, any relative of theirs, or any entity in which any of these individuals has a 35% or greater ownership interest.

When evaluating how to respond to related party transaction, in addition to the considerations set forth in Sections 1 – 5 of this Policy, the Board must, at a minimum, (i) before approving the related party transaction, consider alternatives; (ii) approve the transaction by not less than a majority vote of the trustees present at the Committee or Board meeting at which the transaction is considered and (iii) document in writing the basis for the approval, including consideration of alternative transactions.

6. Disclosure Statement

I have read and understand the Policy on Conflicts of Interest for Persons in Positions of Responsibility or Trust of May Memorial Unitarian Universalist Society, Syracuse, New York. To the best of my knowledge, except as described below or in the attached statement, I do not have an interest, as defined in this policy, requiring disclosure under the policy.

_____ No conflict of interest exists.

_____ No conflict of interest exists except as described below or in the attached statement.

If any situation should arise in the future that I think may involve me in a conflict of interest, I will promptly disclose the conflict in writing to the Executive Committee.

Signature: _____ Date: _____

Printed Name: _____

Approved by Board of Trustees, February 19, 2019

May Memorial Unitarian Universalist Society

3800 East Genesee Street
Syracuse, NY 13214
315.446.8920
office@mmuus.org
Office hours: Sun -Thurs 9am-2pm

**March 2019
Services at The Nottingham**

The following weekly services will be held at *The Nottingham* in September. Join us on Tuesdays at 1:30 pm in the Meeting Room at *The Nottingham* (1301 Nottingham Road, Jamesville, NY 13078).

All are welcome.

March 5

Rev. Don Megnin, Retired Professor of
International Politics and United Methodist
Minister living at The Nottingham
Nancy Pease, Musician

March 19

Marty Pelham, Ministerial Intern
First Unitarian Universalist Society of Syracuse
Nancy Pease, Musician

March 12

Rev. BJ Norrix, Pastor
Erwin First United Methodist Church, Syracuse
Rev. Karen Bellimer, Musician

March 26

Chaplain David E. Pasinski, M.Div. MA
Remembrances & Healing
Nancy Pease, Musician

These services are sponsored by the Unitarian Universalist Society, and all leaders and musicians are volunteers

