

Minister's Report

SUBMITTED: DECEMBER 17, 2018

LIST OF REGULAR MEETINGS AND EVENTS ATTENDED

- ☪ Monthly Board Meeting
- ☪ Monthly Westchester UU Ministers
- ☪ Monthly UUMA Cluster
- ☪ Monthly Committee on Ministry Meeting
- ☪ Monthly Visit with Mentee
- ☪ Weekly Supervision with DRE
- ☪ Bi-weekly Staff Meetings
- ☪ Weekly Podcast Recording
- ☪ Adult Coming of Age (twice in October, twice in November)

IRREGULAR MEETINGS, TRAININGS, CONSULTATIONS AND RITES OF PASSAGE

- ☪ Town Hall Meeting
- ☪ Officiated Memorial Service for Lina DeMauro
- ☪ Officiated Memorial Service for Vincent Ragone
- ☪ Climate Transition Team Meeting
- ☪ Teach at the Guild for Spiritual Guidance on Joanna Macy (October) + Thomas Berry (November)
- ☪ Answered Clergy Call at the Border in California
- ☪ Met with President and Vice President
- ☪ Senior Hall of Fame Induction (and surprise invocation)

WORSHIP

Sunday, October 28:	The American Experiment
Sunday, November 4:	Program Group
Sunday, November 11:	Radical Hospitality
Sunday, November 18:	The Food We Eat, The Company We Keep (Thanksgiving Service)
Sunday, November 25:	Lay Led Service
Sunday, December 2:	Sources of Truth
Sunday, December 9:	Program Group
Sunday, December 16:	Pulpit Exchange

October Theme:	The American Experiment
November Theme:	Hospitality
December Theme:	Curiosity

INSIDE THE CONGREGATION

- A. Tracy and I have come to realize we don't have disability insurance. This insurance is required for all employers in New York unless you employ religious professionals. As a result, this congregation has not been providing it, but I would like to put it on the agenda for the next budget.
- B. As a result of looking at my own salary and the salaries of comparable ministers in the area, recognizing that my income has decreased over these 8 years, I am hoping for an honest conversation about the number of hours I work and how we can create a situation of just compensation.
- C. As we approach budget season, I also need to point out that Tracy is in her 5th year and has also never gotten a raise. This needs to be under consideration.
- D. Having an on site administrator for 10 hours a week is very good, but many needs continue to go unmet. For instance, we have had heating emergencies the last two Mondays and although Tracy and I are both

off on Monday, we were the only two people who could respond to that problem. In addition, our ½ time admin was able to supervise Juana, negotiate contracts, set up tables for the Friday Women’s Group and seek new renters. On the one hand, it’s nearly impossible to imagine how we’d become fully staffed in this area. On the other hand, it’s equally difficult to imagine that this congregation will grow if we continue to exist at our current level of staffing.

- E. The ministers of the 5 Westchester congregations are hoping our congregations will share a single Constant Contact account so that we can create a shared newsletter once a month. This is the next step of the work we’ve been doing over the last 5 years trying to move our congregations closer so we can use our resources more effectively.
- F. Pastoral Care needs are predictably very high. This is the norm at this time of year.
- G. April and I will be launching the podcast The Madness of Love this month.
- H. I was gone for a few days last week as the result of a clergy call in California. It was a very good, very powerful experience and will be a significant part of my sermon on Sunday.
- I. Because I don’t have the funds in my professional expense line to cover unplanned travel, I started a Go Fund Me campaign that covered my costs for this trip in about 24 hours. I have been asked why I didn’t just ask the congregation for the funds. I am aware that if I did, I’d have gotten what I needed. I don’t do that because I think it’s manipulative. I far prefer that the congregation is thoughtful during the budget process and chooses to fund my ministry. If the budget I am given doesn’t cover the work, I pay for these things myself. In the course of most years, I match the funds the congregation gives me. I suspect no one knows that. Ideally, the congregation would pay me closer to fair share (about \$68,000 a year, leading to \$6,800 in professional expenses) rather than my having to cover it personally or asking members to help me when things come up. I should also say that even though I didn’t ask members to help me, a whole lot of them did. I was moved to tears when I saw that.
- J. The 5 UU congregations in the county are talking about a shared adult RE program on the current study/action issue which is white supremacy. It would mean that two ministers run each program, held five times, once in each congregation. Dates TBD.

INSIDE THE DENOMINATION

After getting direct threats and after her children receiving similar threats, one UUA Board Member, Christina Rivera has resigned her position. The threats are coming from one or more UUs who don’t like the way Christina has called out white supremacist culture in our denomination.

UPCOMING DATES

Sunday, December 23:

Advent Worship

Monday, December 24:

Christmas Eve Worship (5:00 pm)

December 25, 26, 31 + January 1:

Office Closed

Saturday, January 19:

Regional Restorative Justice Training at FUSW

January 20-27:

Peggy’s Vacation Week