



The Chalice and the Flame

Diverse people. Diverse beliefs. One community.

A Monthly Newsletter of the Unitarian Universalist Congregation of Salem, OR

May 2023

Delegates Needed for UU General Assembly – Register by May 7



As a member of the UUA, our congregation is entitled to have five voting delegates at our General Assembly. Delegates who register for the General Assembly vote on business matters. GA will be hybrid this year, on June 21-25, 2023, so you can attend virtually to cast your vote. [Click here for more information about GA.](#)

The UUCS Board of Directors will appoint the delegates at the board meeting on May 8. If you are interested in attending as a delegate contact Lynn Cardiff at boardchair@uusalem.org. If you are unable to afford the \$200 registration fee, let Lynn know.

Volunteer to Facilitate a Fall Connection Group or Chalice Circle by May 7

Connections Groups and Chalice Circle Groups will begin meeting again in September. If you are interested in being a facilitator for one of these groups, email connections@uusalem.org by May 7. That is the date when we must begin to define our groups for this fall.

Connections Groups meet to discuss a different theme each month, such as Creativity, Vulnerability, or Love, with an emphasis on how the theme relates personally to participants. Like Connections, Chalice Circle Groups offer monthly discussions, but here the focus is on external, societal issues, for which participants share their opinions and thoughts. Some examples of CC topics might be Authority, Social Justice, Freedom, etc.

10 Warning Signs of Alzheimer's Presentation May 11

UUCS Lifelines Lay Ministry presents another Alzheimer's event with Alise Liepnieks, MPH, of the Alzheimer's Association Oregon and SW Washington Chapter-- *10 Warning Signs of Alzheimer's Disease*. The presentation will be on Thursday, May 11 at 5:00 pm at the church and is free to attend. Attendees will gain an understanding of the difference between age-related memory loss and what to do if someone they know has signs of the disease. Many topics will be covered, including risk factors and what is involved in getting a diagnosis and treatment.

Enroll for Painting Class May 13

Join Faith Rockenstein for a painting class on Saturday, May 13 from 10:00 am to 2:00 pm. Faith Rockenstein is a professional artist and art educator. She loves to help release the creativity muse in her students!

All materials will be provided, but you are welcome to bring your own watercolors and/or acrylic paints, canvases, paper, brushes, etc. Bring your lunch.** The cost is \$100 for each class. Enrollment is limited. [To sign up online click here](#) or call the office during open hours.



Cook for Family Promise May 14-21

During the week of May 14-21, UUCS will be delivering meals to families staying in the two houses belonging to Family Promise. We need several volunteers willing to cook and deliver meals on Sunday, May 14. If you can help, the Family Promise team will be in the Fellowship Hall after the April 30 service, or you can email familypromise@uusalem.org.

Jolly Diners to Dine Again May 18!

The April Jolly Diners dinner had extreme "jollyosity" since over 20 people attended! There was much laughter at both tables. There was a rumor that someone said somethingunjolly, but thankfully that was not confirmed. The next meeting is Thursday, May 18th, 6 pm at Marco Polo Restaurant. Please email Steve Rosen at sjr1948@gmail.com before that date so that he can give the restaurant a count.

Save the Date: UUCS Annual Meeting on Sunday. May 21 following the service!



Reverential Ramblings

~ Rev. Richard Davis, UUCS's minister

It's been wonderful having our path to membership class ("Starting Point") so full of delightfully diverse folks who are interested in learning about our Unitarian Universalist history and heritage and how we can actually practice our noncreedal, nondogmatic faith. What great gifts and good energy they are already bringing.

For this class, we use the material supplied to us by the independent UU organization "Soul Matters" (not part of the UUA) which also creates the packets we use for our Connections Groups and our Children's Religious Exploration. I especially appreciate the Soul Matters program for Starting Point – it's well designed and spiritually grounded in our free faith approach to life.

A few weeks ago, when I was telling the folks in our class about our coming third session, I mentioned that we would be reflecting upon the "three core spiritual practices" of Unitarian Universalism. In response, one person noted that they had been around UU for many years and had never heard anything about our "three core spiritual practices." He's right. In fact, before I began co-leading this class with Board Chair Lynn Cardiff I could not have told you about this core set of spiritual practices. These are not concepts that have been spelled out so clearly before and yet the creators of the Soul Matters material recognized that there are certain discernable patterns to the way we do religion and these patterns, ideally practiced, do constitute core spiritual practices that help heal three spiritual disconnections that commonly afflict us.

First, there is disconnection from our deepest self – that Self that loves, that feels authentic, that is attuned to the joy and wonder. So, the first core practice is listening to and discovering our deepest selves in all manner of ways. One significant way to get in touch with your true self is through respectful dialogue with trusted others that enables you to speak and share – this type of sharing helps us connect to our deeper self. This is the kind of sharing we practice in this class and also in our Connections Groups (watch for signups for next year).

Disconnection from one's deeper self leads to disconnection from "the giftedness of life". Too often, you can drift through the days of your life in a state of spiritual oblivion. So, the second core practice, which flows naturally from the first, is re-connecting with a sense of awe, wonder, and gratitude. Every Sunday we seek to awaken the spirit of gratitude in our worship services in the hopes that this will flow into the rest of our lives.

Disconnection from one's deepest self also leads to disconnection from the needs of others, and thus the third core spiritual practice is finding ways to serve needs greater than your own.

As Soul Matters sums it up: our three core practices are 1) Listening to our deepest selves 2) Opening to life's gifts, and 3) Serving needs greater than our own. I appreciate the simple clarity of this, even as it has profound implications for us as we engage in these practices day by day.

Then, too, this provides a simple and elegant way to describe Unitarian Universalism to others.

Finally, let these three practices that seek to end disconnection remind us that we are called to be a spiritual home where those who are disconnected can find connections.

Love,
Rick



Lifespan Religious Exploration

Hello UUCS Families and Friends,

May is finally here! With the time of beautiful weather finally approaching, it gives me a boost of energy and excitement to start planning for the year ahead! I hope you have all enjoyed the last couple of days in the sun!

On Sunday, May 28, the LRE Team will hold our monthly in-person meeting! This gives families an opportunity to voice their opinions, hear what the team is up to and sign up to volunteer! We hope to see a lot of our families there! Childcare will be provided!

This month in the LRE Program we will explore the challenges and paths of CREATIVITY. Each path includes an exploration of a practice of creativity. The first Sunday in May's LRE Soul Matters lesson will be: Creativity Helps Us Solve Puzzles; We Can Transform Things. The second Sunday's LRE lesson will be: Creativity Helps Us Include Everyone; We Can Make Mother's Day Celebrate All Mothers! The third Sunday's lesson will be: Creativity Helps Us Practice Originality; We Can Find New Ways and the final lesson in May (the fourth Sunday) will be: Music's Creativity Helps Us in So Many Ways!

A couple of fun events this month include *Muffins With Moms* on Mother's Day.

We hope you and your family can join us to celebrate all of the beautiful mothers and/or anyone that plays a motherly role in your life!



Our youth group and friends/family has been invited to a special event with neighboring youth groups on May 21! This is for all youth grades 6-12 (younger sibs and almost youth also welcome). Lunch and games from 12 pm and then open skating from 1-3 pm. If anyone can contribute financially, donations are gladly accepted but by no means required. Skates are provided and the theme is glow party. Let me know if you have any questions. Hope to see you there! Scan the QR code to register!

As we plan for summer events, I'm hopeful that members of the congregation will volunteer to share something special with the LRE kids on any Sunday during July and August. This could mean anything special to you; somewhere you've visited; a special story about being a UU; a Social Justice project; an art project; a song you loved as a child, etc.

We want to hear your stories! We want to get to know YOU. Let me know if you're willing to sign up for a Sunday and I'll get you on the calendar!

Enjoy that sunshine. ☀️

Molly Brown
DLRE UUCS
(971) 239-7384

Game Night - Help Wanted!

The LRE Team is looking for a new host for Game Nights on the second Friday of each month from 6:30-8:30pm in the Fellowship Hall at the church. Contact the LRE team at LRE.team@uusalem.org. People may bring their own games and set up at a table or pick from one of the games we have on offer. There will be some snacks available. Kids are welcome if accompanied by authorized adults; no childcare is available.

Behind the Chalice

Celebrating Sunday Service Through the Lens of the Celebrant

Are you someone who finds meaning in our Sunday services and would like to expand your spiritual growth and learning? Would you like to collaborate with the Minister and a great team of dedicated people who are interested creating a welcoming, compassionate, and inspiring spiritual community through worship services? If so, being a Celebrant may be something you want to try for a year or so. Here is a one-sentence description:

Job Description: Celebrants are responsible for ensuring that worship service presentation material is complete and ready for services and also present that material during the service.

Of course, there are a lot more details about what is involved in this role than is expressed in this one sentence. It is fun to look at how the theme of the sermon can be threaded throughout the service by finding or writing quotes and readings that help support the message. You have watched us do it. Would you like to join us? You do need to be a member of the congregation, be able to attend a meeting once a month and be willing to serve as Celebrant once per month on average. Service frequency may fluctuate depending on the size of team membership and availability of members. This is an evolving ministry and being flexible to changes is beneficial. If you are interested or have questions, please contact Sara Pickett at sara@uusalem.org.

~Until later, we remain yours, Behind the Chalice.

Social Justice News

There will be a social justice meeting Thursday, May 4 at 7 pm. [Click here to join via Zoom](#). All are welcome to attend.

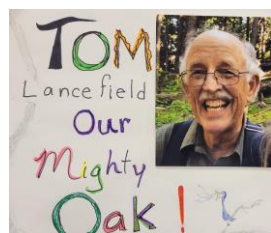
Happiness

The publicized indicators of wellbeing are economic. The news media have stories on Gross Domestic Product (GDP), unemployment rate, jobs growth, and inflation, but do these reports about our economy reflect how individuals feel their lives are going? According to Gallup's research the answer is no. Gallup's research showed that happiness and wellbeing are better measures. Happiness is influenced by many things, for example when questions about politics were included in a poll with questions about happiness and wellbeing, the happiness and wellbeing metrics were lower than when polls excluded questions about politics.

Making people happy is beyond the scope of the Social Justice Team. But social justice efforts can improve how they feel about their lives. Family Promise and Microfinance provide opportunities for people to improve their wellbeing which hopefully increases their happiness. Social justice actions that impact lives for the better can improve happiness. When that happens, dare I say, it's a 2 for 1 impact, i.e. our efforts have a secondary impact. There is another impact to helping others – when people help others it makes them feel better about themselves.

If your efforts to address social injustices make you feel better about your life, please let me know. I'd like to share how making a difference in people's lives makes you feel better about yourself.

Submitted by John Prohodsky



Congratulations to the
2023 Mighty Oak
recipient:
Tom Lancefield

Splinters from the Board

Urgent Budget Discussion

At the April meeting, the Finance/Budget Committee presented information on the budget shortfall of over \$37,000. The budget discussed did not include any increases for staff hours or cost of living adjustments. The shortfall would be closer to \$60,000 if those items were funded. The total shortfall is offset by the use of \$20,000 from Unallocated Net Assets, which are savings from prior years.

The Board directed the Finance Team to notify the congregation via email of the situation and to request that the congregation increase their pledges by 20%. This issue will also be presented at the next two Sunday services. The Board will review the outcome and vote on the final budget at their retreat on April 24. There was no decision made at this meeting on how to handle the shortfall if the goal isn't met.

New Hires

The Board approved the appointment of Eliana MacAuley as new custodian and Ezra Alexander to job share the piano accompanist position with Loriann Schmidt.

New Mission and Vision Statements

The working group has completed its 5-year update of the mission and vision statements, as required by the Strategic Plan. The statements will be reviewed at the retreat on April 24. The new statements will be voted on by the congregation at the Annual Meeting in May. [Read the statements on our website.](#)

UUCS Annual Meeting Sunday May 21

The meeting will begin right after the service. Members will vote on candidates for board positions and the nominating committee, our operating budget (as presented in an article in this newsletter,) and on new Mission and Vision Statements. More information below.

2023-24 Nominations

2023 Board Nominees:

- Chair (1 yr): Lynn Cardiff – Returning position- returning as Chair after serving in 2022-23.
- Vice Chair (1 yr): Christine Ertl – New position, had previously served as Chair.
- Secretary: (1 yr): Sara Pickett – New position. Was Director Seat #2 this year.
- Treasurer: (3 yrs): Steve Ovens – New position- previously served as a Director for 3 years
- Director Seat #2 (1 yr): Greg Gregg – New position – serving the remainder of Sara Pickett's term.
- Director Seat #4 (2 yr): Robert Galloway – New position.
- Director Seat #5 (2 yr): Faith Rockenstein – New position

Returning Board members:

- Lynn Cardiff, Chair – up for re-election
- Ben Cavaletto – Director, Seat #3
- Tracy Boyle – Director, Seat #6
- Sara Pickett moving from Director, Seat #2 to Secretary

2023 Nominating Committee Nominee:

- Connie Anderson – (3 year term)

Returning Nominating Committee Members:

- Julianne Patton – (1 year remaining)
- Sara Shatto – (2 years remaining)

Complete information including retiring members is on the [2023 Annual Meeting page](#) on our website.

2023-24 Recommended Budget

Board Recommended Budget for Next Fiscal Year

With the assistance of the Budget Team, the Board recommends the 2023-24 budget. The chart below shows the current year's budget in the left column, actual expenditures through March of this year are in the middle column and next year's recommended budget in the right column. The information is presented this way so that you can see the current fiscal picture and the Board's best estimate of the future needs of the congregation, based on projected income.

The Pledge Team set a goal of \$308,000 in pledges which allowed for both employee COLAs and inflationary increases in services and supplies. The congregation was unable to meet that goal, providing \$272,995 in pledges. A number of factors influence pledge numbers, not the least of which is the current worldwide economic uncertainty. The congregation is still coming out of the effects of Covid and not everyone has returned to in-person services. Our sources of income other than pledges, such as fund-raising efforts and building rentals are still below pre-Covid levels. However, the Board feels strongly that investment in the economic well-being of the Congregation is vital as we rebuild our beloved community. Therefore, we are recommending that we use \$35,434 of our reserves to fund the budget below.

The 2023-24 recommended budget provides a 5% COLA for the staff, and service and supply increases in both the Administration and Facilities budget. All other team budgets remain the same as the current year and there is no allocation for contingency. The Social Action Team currently uses its other fund donations to pay for activities. The COLA increase costs about \$10,600 and the service and supply increases are about \$5100. The decision not to fund contingency at the \$5000 level offsets the cost of the service and supply increases. Thus the 2023-24 budget is \$10,770 more than the current year's budget.

Revenue	2022-23 Budget	2022-23 July Thru March	2023-24 Budget
Sunday Plate Offering (Share the Plate 45%)	\$ 3,000.00	\$ 3,591.00	\$ 4,000.00
Non pledged contributions	\$ 10,000.00	\$ 15,851.00	\$ 12,000.00
Current Year Operating Fund Pledges - Net	\$ 288,577.00	\$ 206,519.00	\$ 272,995.00
Pledges from Prior Year	\$ 2,000.00	\$ -	\$ 1,000.00
Fundraising Income	\$ 4,000.00	\$ 1,391.00	\$ 2,000.00
Net Building Rental	\$ 12,000.00	\$ 12,133.00	\$ 16,000.00
Total budgeted income	\$ 319,577.00	\$ 239,485.00	\$ 307,995.00
Allocated reserve Income	\$ 13,082.00	\$ 13,082.00	\$ 35,433.78
Total Income	\$ 332,659.00	\$ 252,567.00	\$ 343,428.78
Expenditures			
Minister Expense	\$ 112,973.55	\$ 82,416.00	\$ 119,090.86
Staff Expense	\$ 114,605.45	\$ 78,462.00	\$ 119,114.92
Administration	\$ 50,421.00	\$ 41,589.84	\$ 53,276.00
Facilities	\$ 35,290.50	\$ 29,309.40	\$ 37,597.00
Religious Exploration	\$ 3,500.00	\$ 3,498.55	\$ 3,500.00
Fundraising	\$ 550.00	\$ 519.87	\$ 550.00
Social Action	\$ -	\$ -	\$ -
Communications	\$ 2,250.00	\$ 813.96	\$ 2,250.00
Worship	\$ 5,950.00	\$ 1,584.25	\$ 5,950.00
Music	\$ 1,300.00	\$ 1,078.00	\$ 1,300.00
Membership	\$ 400.00	\$ 160.60	\$ 400.00
Other Teams	\$ 400.00	\$ 296.35	\$ 400.00
Contingency	\$ 5,018.50	\$ 736.45	\$ -
Total Expense	\$ 332,659.00	\$ 240,465.27	\$ 343,428.78

Sunday Services and Religious Education

Religious Education <i>In person, during service</i>	Sunday Service <i>In-person and Live-streamed</i>	Fellowship Time <i>In person</i>
10:30 am	10:30 am	Noon
May Share the Plate Recipient: Salem Harvest		

Sunday, May 7

The Rev. Richard R. Davis

"False Promise; True Promise"

Over a century ago the first Unitarian Minister in Salem, OR, Rev. William Ellery Copeland, was the local president of a national club that envisioned a bright future for society. What was that vision and what has it got to do with us? There will be a short ceremony acknowledging the Life Lines Lay Ministry.

Celebrant: Janet Stevens
Music: UUCS Choir

Sunday, May 14

The Rev. Richard R. Davis

"How Can You Change the Human Heart?"

If you were in conversation with someone whose views you abhor, how might you handle this?

Celebrant: Sara Pickett
Music: Queertet

Sunday, May 21

Janet Stevens, Homilist and Storyteller

"Finding Faith and Inspiration in Fiction"

There are many paths to wisdom and enlightenment. Along with the great sages and the holy scriptures, works of fiction, written, oral or performed, also offer us insight. Inspiration can be found in the deeds and words of many people, both real and imagined.

Stay for the annual meeting after the service!

Celebrant: Brenna Norval
Music: UUCS Choir

Sunday, May 28

The Rev. Richard R. Davis

"All Shook Up!"

At one point or another life is going to shake you up - conflict, illness, death of a loved one or something else will come and test and stress you to the limit. How can you get through this?

Celebrant: Sara Pickett
Music: Barbara Stebbins-Boaz

Unitarian Universalist Congregation Of Salem

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This issue was edited by Bob Muir and Sharon Pierson with help from Vicki Cunningham, Elsa Struble and Kathleen McKinney.

EVENT SCHEDULING: use the [Event Scheduling Request](#) form on the UUCS website to add events to the UUCS calendar and/or reserve a UUCS space.

PUBLICITY and ANNOUNCEMENTS: Fill out the [Publication Request](#) form on the UUCS website for any announcement, event or news item. This form is a one-stop place to put a notice in the monthly newsletter, the UUCS website, the *This Week* email and/or Facebook.

DEADLINES:

Newsletter: The deadline for the next newsletter is 8:00 pm on Friday, **June 2, 2023.**

This Week submissions are due by **Wed.** noon.