



# The Parish Record

The First Church and Parish in Dedham

[www.dedhamuu.org](http://www.dedhamuu.org)

Volume CXXIX, No. 9

May, 2009

## Sundays in the Meeting House

**May 3, 10:00 AM: "The Interdependent Web".**  
**Children will start in the Meeting House and be sung to their Sunday School classes. Following Worship there will be a Budget Hearing to explore the budget to be voted on in the May 17th Annual Meeting.**

This Sunday we will explore Vesack: the celebration of the birth, enlightenment and death of the Buddha by exploring how our own Unitarian Universalist Principal to "affirm and promote respect for the interdependent web of all existence of which we are a part" might altar the way we interact with the world.

The third installment of the Welcoming Congregation Discussions will take place at Noon on this Sunday.

**May 10, 10:00 AM: "Parental Love"**  
**Children will start in the Meeting House and be sung to their Sunday School classes..**

In honor of Mother's Day we will explore the gifts and responsibilities of Parenthood and honor both the ideal of parenthood and recognize the skills needed to nurture life. Both Mothers and Fathers will be appreciated. Norah Donaghey will be dedicated as part of this service.

The Intergenerational Choir will sing. If you would like to sing along please join before worship for practice at 9:30 am.

**May 17, 10:00 AM: Music Sunday.**  
**Children will start in the Meeting House and be sung to their Cool Deed. The Annual Meeting of the Congregation will follow worship this morning. Members are encouraged to attend.**

The Choir will explore the life of Jakob Ludwig Felix Mendelssohn Bartholdy. The grandson of the philosopher Moses Mendelssohn, he was born to a notable Jewish family who later converted to Christianity. His music was an inspiration to his generation and to many music lovers today.

**May 24, 10:00 AM: "Taking a Chance on Life".**  
**Children are invited to bring their parents for worship this morning.**

Michelangelo is quoted as saying "The greater danger for most of us lies not in setting our aim too high and falling short; but in setting our aim too low, and achieving our mark." This Sunday we will explore the value of taking risks and consider how we might set our aim as individuals and a community much higher.

**May 31, 10:00 AM: "The Full Nature of Healing"**  
**Children will start in the Meeting House and be sung to their Sunday School classes.**  
**There will be an opportunity to offer your Joys and Concerns as a part of Worship.**

This Sunday we will explore the spiritual art of healing in all of its many varieties. If all goes well and the weather cooperates we will dedicate the space for the Memorial Garden immediately following worship.

### Calendar

Nominating Committee: April 28, 7:00

Parish Committee: May 5, 7:00

CAKES: May 8, 6:00

Welcoming Committee: May 14, 7:00

Chalice Crafters: May 19, 7:00

Family Fun Work Day: April 25, 9:00

Street Renaissance: May 27, 7:00

OWL Classes in Needham. Sundays, 10:15

Youth Group: Sundays, 1:00

Aerobics: Mondays & Wednesdays, 6:30

Meditation: Thursdays, 7:00

**Please see our website  
for the complete and  
up-to-date calendar**

If you do not receive our weekly church emails and would like to please contact the church office at [firstchurch@dedhamuu.org](mailto:firstchurch@dedhamuu.org)

## From Our Minister:

COVENANT (Noun) cov·e·nant: \kəv-nənt, kə-və-\

Etymology: Middle English, from Anglo-French, from present participle of covenir to be fitting, from Latin convenire Date: 14th century

Usually formal, solemn, and binding agreement : compact: a written agreement or promise usually under seal between two or more parties especially for the performance of some action.

In the spring of last year the Parish Committee put together a small committee and invited them to craft a Behavioral Covenant. After some research and deliberation the committee formed the proposed document and presented it to the Parish Committee. The Parish Committee recommended a few small changes and the final proposed document is published here in the Parish Record for your review.

You might be asking why a church might need such a document. You might even say “Don’t we all already know how to behave?”

And the answer is yes and no.

We all have different expectations of behavior and sometimes being in human relationship is just plain hard. Since the foundation of our Church and Parish we have operated under covenants that help to govern our relations to each other. A covenantal agreement helps us to all live in right relation to each other and with our values.

Each week in worship we stand up and say our Unison Affirmation:

Love is the spirit of this church, and service is its law.  
To dwell together in peace, to seek the truth in freedom,  
To serve humanity in love –  
Is our covenant with each other and with God.

While we say these words together each week I am certain we mean them. Yet how they are articulated in our interactions and through our behavior isn’t always the same for each of us.

What the Behavioral Covenant Committee has attempted to do is outline the basic ways we agree to communicate as a community and express that love and that peace through our actions. What we hope this will give us all is a common understanding of how to express our love and commitment to each other as a community and help to deepen our relationships through direct and honest communication over time.

I ask that you read the Behavioral Covenant (which can be found in this Parish Record, posted on the web and a bulletin board in the Parish House) in order to inform yourself of its contents. The Behavioral Covenant will be voted on at the Annual Meeting on May 17<sup>th</sup>. If you have any questions about this please don’t hesitate to ask me.

Rali Weaver  
raliweaver@yahoo.com

## **Our Proposed Behavioral Covenant**

To be voted on at the annual meeting May 17<sup>th</sup>, 2009.

Love is the spirit of this church, and service is its law.  
To dwell together in peace, to seek the truth in freedom,  
To serve humanity in love –  
Is our covenant with each other and with God.

The words, spoken every Sunday, provide the guidelines to our conduct as individuals at First Church. In reading or reciting them, each person is agreeing to the principles of love, service, peace, truth and freedom as the foundation of our community.

We are agreeing to treat each other with respect and kindness.

To facilitate communication:

- Speak our individual truths with kindness when we can, and when we find it difficult to hold our words until we are able to do so.
- Maintain a climate of openness and transparency we will conscientiously and intentionally communicate, factually, timely, openly and positively regardless of the role of the individual(s) within the church community.

To resolve conflicts:

- When conflicts and differences arise, (as they are bound to do within all human relationships) we will acknowledge that they exist and we will approach them fearlessly; we will address them respectfully and in a timely manner; and we will always seek a collaborative resolution.
- We will strive to express our differences one on one by speaking directly, face to face, to the source of the conflict (avoiding triangles and gossip)
- We will resolve no conflicts through letters, email, and we will strive not to use large group meetings as a platform for disagreement.

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## **Our Proposed Behavioral Covenant (continued)**

To follow through:

- We will hold each other accountable with respect and honesty, speaking the truth in love.
- We will review how well the covenant has been honored in committee meetings and at the Annual Meeting each year.
- Should a member or friend of this parish demonstrate aggressive or repeatedly insulting behavior the minister may be used as a resource for pastoral counseling. If the behavior is repeated or disruptive to worship or the operations of the church the Safe Church Policy may be consulted. If the behavior is in any way threatening or violent or a parishioner or staff member fear for their safety the police can and should be called.

We the Members of the First Church and Parish in Dedham agree to this covenant in order to create a safe and loving environment for all who enter our doors.

We strive for a warm, loving community where all feel welcome. Nevertheless, misunderstanding and conflict occur wherever people gather. We should be alert and honest in acknowledging that problems exist. Each of us is responsible for diligently working towards solutions that respect all sides.

In this way, we will not only speak the words of our “covenant with each other” but we will also live them.

## Focus on Religious Education

We have had a good month and we are happy to have new families in the church school. We welcome the King family and their children Sarah, Sam and Eli. It's nice to know that we now have two, Sam Kings at First Church! Easter Sunday was a wonderful day here at church. Everyone enjoyed the ever popular egg hunt. Thanks to everyone who helped with the egg hunt and especially to Rail who patiently prepared the paper mache eggs.

The daffodils planted last fall during one of our "Cool Deed" Sundays are now in full bloom. Thanks to the kids for this gift of beauty and reassurance that spring will come again.

Our "Pennies for Peace" project ended on March 22nd. Thanks for everyone who contributed to this effort. On March 22nd we emptied the penny jar and estimated how much we had collected. We counted about the half the pennies that morning and at that time our total was \$26. Our total collection will be closer to \$50. Thank you for the offers of help in dealing with so many pennies. It will be one of my April vacation projects to deal with the pennies. Our next "Cool Deed" will be on Sunday, May 10th (Mother's Day). I need two or three volunteers on May 10th. It would be great if we could have some volunteers who are not mothers. Please let me know if you can help on that morning.

As we move into the spring we begin to think of our plans for next year. We have interviewed someone for the DRE (Director of Religious Education position). Though there are no announcements at this time. We hope that position will be filled next year. Whether we have a DRE or not Religious Education is a volunteer program. Please begin to think about how you can contribute to the Religious Education program next year. Ways you can volunteer are by: being part of a teaching team, volunteering in the nursery, serving on the RE Committee, helping with Cool Deeds or helping with Special Activities on long weekends. Besides helping, you learn a lot and make new connections by being part of the Religious Education program.

Our last day of Sunday School for this church year will be on June 7th. The children participate in this service and it is a time to celebrate our Religious Education program and all our volunteers. We also recognize graduating seniors.

A volunteer is needed to provide a special activity for the children on the Sunday of Memorial Day weekend, May 24th. This can be a time for you to share an interest of yours with the children. Last Sunday, as it was Patriot's Day Weekend and such a nice day, we walked to the Powder House (this is a small house overlooking the Charles River where the colonists stored their gun powder). Memorial Day Sunday (weather permitting) may be a great Sunday to explore the Village Cemetery or play an outdoor game on the green.

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## Focus on Religious Education

### *Looking Ahead:*

- April 26<sup>th</sup> Curriculum
- May 3<sup>rd</sup> Curriculum
- May 10<sup>th</sup> “Cool Deeds”
- May 17<sup>th</sup> Curriculum
- May 24<sup>th</sup> Intergenerational Service or Special Activity
- May 31<sup>st</sup> Preparation for Children’s Sunday
- June 7<sup>th</sup> Children’s Sunday Family Choir
- May 14<sup>th</sup> Flower Communion and Picnic – No church school
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### *Help Needed:*

- Please remind your children not to play in the nursery during coffee hour. We want to keep this space clean and safe for our babies and toddlers.
- Sign up at coffee hour or contact Carol Dixon Hutton to be a nursery volunteer. Help our nursery director, Adeline Farrell with our littlest First Church friends.
- Substitute teachers are needed for the spring semester. Please let Carol or Rali know if you could help out for a couple Sundays during the spring semester.
- Volunteers are needed to help with, May 10th “Cool Deed”.
- Volunteers are needed provide a special activity, May 24th “Memorial Day weekend
- Please let us know if you can help.

Carol Dixon  
Chair, Religious Education Committee

## Stewardship Campaign Update

The Stewardship Campaign is coming to a close. If you haven't already done so please return your pledge card to the church office. On behalf of the Parish Committee, I would like to thank the members of the Stewardship Committee for volunteering to run our Stewardship Campaign. The committee has acted with optimism and enthusiasm, and we are so grateful for their service to the church.

### **Where We Are:**

Pledges are an extremely important source of income for First Church and Parish in Dedham. Two thirds of our operating budget is funded through pledges. This year we have the potential of 91 contributing families/members. At this time we have received pledges from 49 families/members. We are extremely grateful to everyone who has made a pledge so far we have received \$68,844 in pledges.

To level fund our budget for the upcoming church year, we need \$101,350 in pledge income. Every pledge makes a difference!

Our pledge goal for this coming church year is \$114, 500. This goal would allow us to restore committee budgets, our contributions to the UUA and Mass Bay District, and to increase the salaries of the minister, organist and secretary, and to create a more competitive salary for a Director of Religious Education, DRE. We have not been able to fill this position this year at our current salary.

### **Pledge Details:**

- 13 of the 49 pledges are increased pledges
- 8 of the 49 pledges are new or re-activated pledges
- 9 of the 49 pledges are decreased pledges
- 2 pledges will be lost due to death

### **What's Next?**

The Stewardship Campaign is in the process of making calls to check in with members and friends who have not yet returned their pledge cards. Thank you to these members for taking time from their busy lives to make these calls. We have several pledge decreases which is not surprising in these difficult times. If you want to check in on what your pledge was last year, please contact Dan Ewing, Treasurer (781) 769-1359, Eileen Sullivan, Deacon (781) 320-8657 or Carol Dixon, Parish Committee (781) 461-0522.

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## Stewardship Campaign Update

### **Important Dates:**

#### **May 3<sup>rd</sup> – Budget Hearing , right after church,**

At this time we will review and comment on the proposed budget for the coming church year, FY 2010. At this time we will look at the budget in relationship to the pledges we have received.

#### **May 17<sup>th</sup> – Annual Meeting, right after church**

At this meeting we will vote on officers and budget for the coming church year, FY 2010.

We will try to obtain child care for these meetings. Please plan to participate as they are very important in the life of our church.

If you have any questions about church finances and/or about making a pledge please contact a member of the Parish Committee or Stewardship Committee.

Carol Dixon  
Parish Committee

### ***Stewardship Committee***

**Kerrie Gallagher , co-chair**

**Tam Johnson, co-chair**

Rich Hellegers

Grace Pena

Virginia Hickey-Ferentinos

Geoff Tegnell

Kathy Widger

### ***Parish Committee***

**Allison Staton, co-chair**

**Sam King, co-chair**

Sharon Lane

Claudia Leone

Carol Dixon

Kerry Matthews

Audrey Cecil

Jeff Hutton, Deacon

Eileen Sullivan, Deacon

Judy Barrington, Deacon

## All Around the Church Community

### Mark Your Calendars: Upcoming Events in May and June

**Saturday, May 2nd Family Fun Clean Up Day:** Our Building and Grounds need many hands to keep them beautiful. Join us on Saturday, May 2nd from 9 to 2 for the fun of collaborating on the beautification of our property. If you cannot join us or would like to work on your own please contact Rev. Weaver or Sam King to receive a task.

**Tuesday, May 19th 7-9 pm Chalice Crafters:** Crafty Parishioners gather to work on independent projects and learn new skills. All are invited to attend.

**Sunday, May 3rd following worship** there will be a Budget Hearing to view the proposed budget for 2009/2010. We hope all members will stay for this discussion of how our shared resources will be used in the coming year.

**Sunday, May 3rd at Noon** will be the next session of the Welcoming Congregation Discussions. Carol Ewing and Eileen Sullivan will lead this discussion in the Dining Room of the Parish House titled: "What We Know and How We Learned It". Hope to see you there.

**Saturday, May 16th** we will be serving at the Dedham Food Pantry. If you would like to sign up please put your name on the clipboard in the Parish House during coffee hour or contact Pam Aist for more information.

**Wednesday, May 27th at 7 PM.**

**Street Renaissance: A vision for more livable streets**

(This is a Rescheduled event.) Jackie Douglas & Christopher Hart will be with us from the Livable Streets Alliance. Livable Streets is an urban planning non-profit formed in 2005 to educate and advocate for a system that better balances transit, walking, and biking with automobiles. Quality public streets and public spaces improve the quality of life for those who live, work, and play in our cities. More livable streets result in healthier more active citizens, vibrant neighborhoods, and thriving small business districts. They will be on hand to discuss city planning and visioning a new future for our own city streets.

**Saturday, June 13th 10 AM:** Trip to the Boston Pride Parade. As part of our Welcoming Congregation an opportunity to witness the pride parade together will be offered. We will be leaving from the Parking Lot at First Church at 10 AM

**Sunday, June 14<sup>th</sup>: Closing Sunday.** Worship will be followed by a picnic on the Green.

For those interested in attending we will continue to worship together in a more informal way throughout the summer in the Dining Room. If you would be interested in Planning Worship or hosting or officiating at a service please contact Rev. Rali Weaver.

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## All Around the Church Community

### **Amnesty International**

We wrote letters in February and March on behalf of people whose rights were violated in Ecuador and Mexico. The following wrote letters: Tyler, Beppy, Judy, Meg, Diane, Bob, Geoff, Rob, Allison, Eileen, Sharon, Julia and Jenny.

The next Amnesty letter writing Sunday will be April 26<sup>th</sup>

Peter

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### **Meditation Group**

The Meditation Group continues to meet each Thursday at 7:30pm (please note the time change). We encourage first timers to join us. Please let me know if you are interested or call the church office.

Carol

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### **Free Futon Chair**

We would love to find a new home for a futon chair in our basement. The chair has a wood frame and the seat is a small futon that comes out of the frame. Please give us a call or send an e-mail if you would like to see the chair.

Carol Dixon and Jeff Hutton  
(781) 461-0522  
carolhdixon@gmail.com

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### **Star Island**

Most Star Island Conferences for this summer are still accepting applications. Many weeks are “family conferences”; others focus on specific topics, including International Affairs, Charles Darwin, Natural History, Meditation, Digital Photography, Writing, and Yoga and Pilates. Visit [www.starisland.org](http://www.starisland.org) to see a full description of each conference, week offered, and fees. Each conference has its own website and contact person for further information. If you’ve never heard of Star Island before, just ask Judy, Jeff & Carol, or me – our kids have all worked there as college students.

Kathy

## All Around the Church Community

### Welcoming Church Workshop

The next Welcoming Church workshop will be held Sunday, May 3. It will start at noon directly after the Budget Hearing. We are hoping that as many of the church community will attend as possible. It is not necessary to have come to the previous session. This workshop is titled "What we know and how we learned it". During the 2 hour session, we'll explore how we came to learn what we know about ourselves and others' sexual orientation and gender identification. Feel free to bring a lunch and join the discussion.

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### Family Fun Work Days

Keeping our grounds in ship shape order takes many hands. If you enjoy working outside please join us for two Family Fun Work Days April 25<sup>th</sup> and May 2<sup>nd</sup> from 9-2. You can join for some or all of those days. If you cannot be there but would still like to help, please contact Rev. Rali Weaver to choose a job to do at your own pace, there is plenty of work to go around.

If you do not receive our weekly church emails and would like to, please contact the church office at [firstchurch@dedhamuu.org](mailto:firstchurch@dedhamuu.org)

## **Minutes of the Parish Committee Meeting March 3, 2009**

**Present:** Judy Barrington, Audrey Cecil, Carol Dixon, Dan Ewing, Sam King, Sharon Lane, Jeff Hutton, Kerry Matthews, Allison Staton, Eileen Sullivan, Rev. Rali Weaver

**Meeting called to order** at 7:01pm

Unison Affirmation

Opening words by Carol Dixon.

**Minutes of 2/3/09** –Motion made to approve the corrected minutes of the last meeting. Second, motion carried.

### **Ministers Report**

Rali Weaver presented the minister's report. The March/April calendar was reviewed. Alliance Sunday and Stewardship Sunday will take place this month. A memorial of the 6th anniversary of the Iraq War will take place on the 21st. Lenten Bible study has started. Mary Fisher's Funeral took place last weekend.

Attendance was positive at the event about "Who Killed the Electric Car". Rali is attending the Mass Bay Ministers Retreat this week. Sharing the plate on March 8th will go to Amnesty International. April's sharing the plate will go to the Ataxia Foundation.

### **Work of the Parish Committee**

**Personnel Review Committee** - Sharon Lane provided copies of a draft of the personnel policies and procedures that the Personnel Review Committee produced. The document will be reviewed by Parish Committee members and discussed at our April meeting. Highlighted items include the recommendation that each employee have a direct supervisor to whom they report rather than a committee, as well as the recommendation that a standing Personnel Committee be formed..

**Welcoming Congregation Committee** - A coffee hour celebration is planned for March 8th to kick off the welcoming congregation effort. Info materials will be available at that time.

### **Stewardship Campaign**

Tam Johnson and Kerry Gallagher attended a workshop about stewardship work. A schedule has been outlined for the campaign. Stewardship letters will go out on March 22. A luncheon is planned for March 29. Phone calls will begin in April and testimonials will be planned during services in April.

The Y10 budget will be developed as a guide for the stewardship campaign. The office will email committee chairs a request for submittal of their budget needs. All responses will be due back to Dan Ewing by March 13. Each committee will be asked to justify what they intend to do with the money they have requested.

### **Treasurer's Report**

Dan Ewing reported that at present, our financial status is ahead of budget. We are on target in terms of fund raising. The service auction netted \$5531.00 after expenses. Once all the checks are in, the net amount will be \$6131.00.

### **Building and Grounds**

Sam King provided input on the alarm system estimate. We will vote on this project at the next meeting after it is determined where the money will come from. .

**Fund Raising** – The Service Auction was a big success. Many thanks to Carol Dixon and the committee.

**R.E Committee** – Carol Dixon reported that an interview is scheduled for next week with an R.E. Director candidate. The nursery school office has been cleaned out. Some thought is being given to moving the nursery upstairs. A safety review will need to occur before a decision is made.

**The Role of the Minister: Responsibility vs. Authority** – Rali Weaver discussed difference between the minister's job description vs. actual operation. We need to be clear about giving the minister authority re: personnel issues. Budget decisions can be more collaborative and open than they are right now. Some things are being paid for out of pocket because there is no line item in the budget for them. The ministerial committee needs to investigate and develop a written proposal to change the letter of agreement concerning parsonage utilities. Utility costs could be shifted to Building and Grounds. A proposal regarding accruing home equity for the future needs to be looked at. A model for this might be the "Rabbi trust".

**By-Laws** - A motion was made to reconvene a By-Law Committee to determine the viability of streamlining the by-laws. The By-Law committee will report back to the Parish Committee by October 2009, with monthly updates. Second, motion carried.

Beppy Martin, Olly Ames, Jeff Hutton, and Judy Barrington were on the committee previously and will be asked to be on the committee again

**New Business** - tabled until next month..

**Next meeting will be April 7, 2009 at 7pm**

Kerry Matthews will offer the opening words.

**Meeting was adjourned at 9:05pm**

**Respectfully submitted,  
Audrey H. Cecil**