



Our Outlook

First Universalist Church of Rochester

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Sunday Services | March 2020

March 1 | *Belonging*

What does it mean to truly belong to a community? Is it about what that community does for us? What we do for that community? Come, explore how we belong to those we consider our people.

— *Rev. Lane Campbell*

March 8 | *A Vision Unfolding*

Come and enjoy our annual Music Sunday service, featuring beautiful pieces sung by First Universalist's choir. How can music help us move into the future? Where does music bring us hope? Come enjoy this beautiful celebration of music sung, played, and shared.

— *Rev. Lane Campbell*

March 15 | *Respecting Indigenous History and Land*

The Common Read across the Unitarian Universalist Association for this year is *An Indigenous Peoples' History of the United States* by Roxanne Dunbar-Ortiz. How does the history of indigenous peoples in our country inform ways to be in relationship and solidarity today?

— *Rev. Lane Campbell*

March 22 | *Welcoming the Stranger: Housing as a Human Right in the 21st Century*

Our guest speaker is a founding member of REACH Advocacy and is an Episcopal minister who has focused on ministry for and with the housing vulnerable. REACH advocates for and with chronically homeless persons in the Rochester area.

— *Rev. Peter Peters*

March 29 | *2020: Support Our Vision*

Come celebrate this year's Stewardship Sunday! With gratitude to those who have made a commitment to First Universalist in the past, we will look ahead to what our vision could bring in the years ahead.

— *Rev. Lane Campbell*

✦ **Services begin at 10:30am** ✦

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Denial and Letting Go

Message from Rev. Lane Campbell

Denial is a coping mechanism that has long served me well. It helped get me through an experience with schooling, where I was often different from the other kids, as someone who went to a different church and looked a little strange. It helped me survive some of the conflict that was going on in my home growing up. Denial got me to a certain point and then it turned on me. All of a sudden, denial became less helpful in my adult life, when I was looking to face the truth of difficult situations and when I was no longer in survival mode.

The time comes when we need to let go of that which no longer serves us. And often, the time comes when holding onto that which no longer serves us is actually causing more harm than good.

I wonder what pieces of your past—behaviors or circumstances or coping mechanisms—you have had to let go of. How did you realize they were no longer serving you? How were you able to release them?

This is an essential part of change and growth. Letting go of the old to make room for the new. And sometimes it comes in a moment when we are broken open, when our hearts are laid bare or in a moment of honest reflection or in a time where we just can't keep fighting the change anymore.

As we explore letting go, breaking open this month, I hope we can get in touch with those tender moments that led to the change and growth we needed to see in our own lives, in our family's lives, and in our communities.

Sending love along the journey,
Rev. Lane Campbell ❖



Eunice Eckberg Memorial Film Series: *"In this Delicate Turning"*



EUNICE BROOKS ECKBERG RACIAL JUSTICE FILM SERIES

SPONSORED BY THE FIRST UNIVERSALIST INITIATIVE FOR RACIAL EQUITY (FIRE)

Submitted by Stephen Munson

The next film in our series will be "In this Delicate Turning" shown on Sunday, March 8 from 1:30pm to 4pm in the Chalice Room.

"In This Delicate Turning" shows a worship service led by Reverend Marta I. Valentin at the UUA General Assembly on June 28, 2019. After exploring *el poder de nosotros* (the power of us), she asks what are we ready to do? Let's not be servants of the past. Let's free ourselves by planting faithful seeds of change and together turn to free the faith we love.

Free-will donation appreciated. Please RSVP to FIRE@uuroc.org. You can find more information on upcoming films in this series by visiting uuroc.org/social-justice or the events tab of the UURoc Facebook page! ❖

Cozy Night Supper

Submitted by Kathy Russell & Rev. Michelle Yates

Please join us for the Friday, March 27 Cozy Night Supper. Held in the Clara Barton Lounge, the potluck dinner is from 5:30 to 6:30 and the program is from 6:30 to 7:30. Our theme will be "Ancestry." Everyone is Irish on St. Patrick's Day, but what is your heritage every day? How does it inform and shape who you are for better or worse? In what ways do you honor or differentiate from your ancestry?

Please let us know you will be attending (including type of food you will bring) by communicating with the church office or signing up on the hall bulletin board. Childcare is available if requested a week in advance. This is the final Cozy Night Supper of the church year. Hope to see you there! ❖



Walking Together

Message from Rev. Michelle Yates,
Minister of Life Span Faith Dev.

This month's worship theme of "Letting Go, Breaking Open", reminds me of the following reflection by Rabbi Dr. Abraham Twerski: "*Grow Through Adversity—The lobster's a soft mushy animal that lives inside of a rigid shell. That rigid shell does not expand.*"

Well, how can the lobster grow? Well, as the lobster grows, that shell becomes very confining, and the lobster feels itself under pressure and uncomfortable. It goes under a rock formation to protect itself from predatory fish, casts off the shell, and produces a new one. Well, eventually, that shell becomes very uncomfortable as it grows. Back under the rocks. The lobster repeats this numerous times.

The stimulus for the lobster to be able to grow is that it feels uncomfortable. Now, if lobsters had doctors, they would never grow because as soon as the lobster feels uncomfortable, goes to the doctor, gets a Valium, gets a Percocet, feels fine, never casts off his shell.

I think that we have to realize that times of stress are also times that are signals for growth, and if we use adversity properly, we can grow through adversity."

If I were to adapt this story, I wouldn't say that the lobster "casts off its shell" as if it were clothes, but emphasize that the lobster has to Break Open its shell in order to Let it Go; in order to focus on growing something new.

Breaking Open, like it sounds, embraces the idea that change can be hard and uncomfortable. But like with the lobster, it is necessary for life and growth. Letting Go is rarely as easy as Elsa from *Frozen* makes it sound. Rarely are we just up and walking away from something. More often, we are learning how to live with something and grow where we are planted.

As you are feeling uncomfortable or on the verge of breaking, remember these are signals for growth. It may be time to find a "protective rock formation" where you might allow yourself to let go, to break open, and sheltered by our Love, to grow.

Yours in the Journey,
Rev. Michelle ❖

An Awesome Auction Team!

Submitted by Ann Rhody, Finance Committee Chair

Thank you to all who helped with the Service Auction on February 2! Many volunteers made for a successful event which raised over \$7,300 for our church's programs! See photos from the auction in the Living Our Values section on page 6!

- » Chair: *Katherine Flynn*
- » Consultant: *Paula Marchese*
- » Proxy Team: *Richard Reed & Connie Valk*
- » Clerks and Tellers: *Karl Abbott, Bill Jones, Tess McFarland, and Dave VanArsdale (who also did the booklet!)*
- » Check-in: *Marti Eggers*
- » Lunch Cashier: *Donna Anderson*
- » Vanna: *Tom Williams*
- » Auctioneers: *Kitty Forbush & Ann Rhody*
- » Food and Coffee: *Donna Anderson, Ava Ciliberti, Marti Eggers, Eileen Fernandez, Kitty Forbush, Nancy Gaede, Jessica Isaacs, Joy Leccese, Karen LoBracco, Steve and Theo Munson, Elizabeth Osta, Kathy Russell, Bridget Watts, Carol Williams*
- » Set Up: *Katherine Flynn, Paula Marchese, Michael Scott*
- » Clean Up: *Brian Mumej, Richard Reed, Clinton Swingle*
- » Sound/House: *Ed Deller*
- » Additional Volunteers: *Beth Ares, Karen Dau, Sheryl Dunbar, Heather Jones, and all who donated items or participated in the auction.*

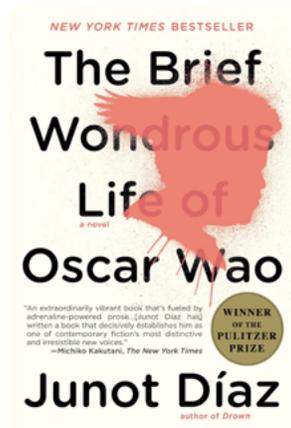
Well done, everyone! ❖



Book Group

Submitted by Shirley Bond and Sarah Singal

Our Book Group selection for the month of March is "*The Brief Wondrous Life of Oscar Wao*" by Junot Diaz. This book won the Pulitzer Prize for fiction in 2008. Diaz immigrated to the United States from the Dominican Republic as a young boy, and this book describes his memories of life in both countries and his constant need to fit in. His never feeling welcomed influenced his thinking and actions, which took him nine years to get down on paper!



I appreciated this book because reading it gave me insight into a culture that I admittedly knew very little about. So give it a try and meet us up in the Chalice Room on Sunday, March 29, from 12 noon till 1:15. It is not necessary to have read the book. Our goal is to pique your interest while enjoying great insight from members who are anxious to impart their knowledge of the author's culture. Everyone is welcome.

If you have any questions please talk to Sarah Singal or Shirley Bond. We don't have a book suggestion yet for April so any suggestions will be gratefully received. If you have read a good book lately share it with us at Book@uuroc.org! ❖

Annual Chili Cook-Off



Submitted by Bill Elwell

The Annual Chili Cook-Off is scheduled for March 15. This exciting fun-filled activity brings out the best culinary skills of the members and friends of this church.

If you are willing to submit your best chili for the withering criticism of the palates of the world's most discriminating critics please let Bill Elwell know! ❖

Drop-In Discussions

Submitted by Beth Ares

Drop-in discussions are held each Sunday morning in the Chalice Room on the second floor of our church, starting at 9:15am. Sometimes our discussions are based on books/articles, but you don't have to read anything or do any advance prep to participate. **Just drop-in.** People of all viewpoints are welcome!

Mar. 1 | *Interfaith Impact of NYS*

Dick Gilbert, President, will review issues before the Legislature in 2020, such as solitary confinement, sex ed, the environment, medical aid in dying, among others.

Mar. 8 | *An Indigenous Peoples' History of the United States*

Roxanne Dunbar-Ortiz's book spans more than 400 years, recognizing the injustices that Native Americans have endured under various administrations throughout history. (UUA 2019-2020 Common Read) Copies are in our church library, but you need not have read the book. Rev. Michelle Yates will lead our discussion.

Mar. 15 | *Faithful Boundaries*

As we work on a church-wide safety policy, we strive to find the balance of being a people of faith and fellowship, and creating a safe space for covenanted community. Join us to brainstorm issues that concern the whole community, and the Drop-In Discussion group. Rev. Lane and Rev. Michelle facilitate.

Mar. 22 | *College Behind Bars*

Some claim that lawbreakers do not deserve a free education—at taxpayers expense. But at whose expense do we deny them? How is our history of incarceration affecting people of color, especially black males, disproportionately? Ava Ciliberti, will show excerpts from this film *College Behind Bars*, and facilitate a discussion about how this relates to one of our primary missions: Black Lives Matter.

Mar. 29 | *Not So Fast, Utopia Boy!*

Our discussions have included a number of presentations about solving the world's biggest problems, like war, overpopulation, and climate. But human beings are flawed. We will continue to struggle against the ills of the moment, but we cannot resolve them. Hank Stone and Eileen Fernandez will offer their different perspectives.

Do you have a topic for us—intellectual, profound, simple, or silly? Contact our team members with your proposals: dropindiscussion@uuroc.org ❖

Social Justice Plate Offering

Submitted by Becky Elwell and Shirley Bond, Social Justice Plate Committee

The Worker Justice Center of New York assists clients who have been denied human rights in various forms. Individuals with immigration problems, domestic violence victims and human trafficking survivors are a few examples of those they assist.

If the Center does not have the answers they steer clients in the right direction—for example, towards legal orientation programs, know your rights guides and information about approaching legislative representatives effectively, individually or as a group.

We are proud to include the Worker Justice Center of New York as a recipient of this month's Social Justice Plate collection, as they do remarkable work. Please be as generous as you see fit when the basket is passed to you.

As usual, if you have any suggestions, please see Becky Elwell or Shirley Bond, so we can take your suggestions under advisement.

Our collection for REACH in January exceeded our expectations. We collected \$425.00. Thank you so much for your interest and contributions. ❖

Eastman at Washington Square Concerts

Concerts are held at our church at lunch time on Thursdays. Each concert begins at 12:15pm and ends at approximately 12:45pm. Admission is free. Bring your brown bag lunch and enjoy.

- **Mar. 5 | Vocal and Lute Music**

Soprano Angela Libertella Calabrese and lutenist Kenneth Kam share English lute songs by Renaissance composers John Dowland, Thomas Campion and more.

- **Mar. 12 | Awaiting spring**

Longing for the Spring to come? Come and enjoy songs about birds and flowers in various languages, including English, Korean, German, and Russian, performed by soprano Joanna Kim and pianist E-Na Song. ❖

Did You Know...?

Submitted by Marcy Klein for the Library Committee

Our church library/bookstore has a wide array of books for sale on topics of special interest to Unitarian Universalists; most were acquired from the UUA's InSpirit Bookstore. The library offers these books at 50% off the list price! This month we are highlighting several books, two of which are past UUA Common Read books you might have missed a few years ago.

Daring Democracy: Igniting Power, Meaning, and Connection for the America We Want

by Frances Moore Lappé and Adam Eichen (\$7.50)

The UUA Common Read for 2017-2018. This timely and optimistic book is a call for us to transform our despair in the Trump era into effective action, to join a rising pro-democracy movement that offers innovative and inspiring strategies to advance the cause of justice and freedom in America. *“This book, perhaps better than any other, shows Americans that the democracy they want is possible. Now we must act.”* (Lawrence Lessig)

Faithful Practices: Everyday Ways to Feed Your Spirit

by Erik Walker Wikstrom, Editor (\$9.00)

Almost two dozen Unitarian Universalists share their daily spiritual practices, providing unexpected perspectives on connecting with the sacred in deeply personal, often unconventional, ways. *“These practices demonstrate the wide range of ways that we can be spiritual, and provide models for those seeking a practice of their own.”* (InSpirit Bookstore)

The Third Reconstruction: How a Moral Movement is Overcoming the Politics of Division and Fear

by the Rev. Dr. William J. Barber II and Jonathan Wilson-Hartgrove (\$8.00)

The UUA Common Read for 2016-2017. A renowned civil rights champion traces the formation of the widespread protest movement called Moral Mondays, which he argues is an embryonic Third Reconstruction, after the Emancipation and the Civil Rights Era. *“He offers a trenchant analysis of race-based inequality and a hopeful message for a nation grappling with persistent racial and economic injustice.”* (InSpirit Bookstore)

We have multiple copies of each of these books; they can be found on the freestanding bookcase in the library area, on the shelves facing the main room. There are many others as well. Do look them over and pick up some, for yourself or as gifts. ❖

Living Our Values, Making a Difference

Submitted by Emma Barry



Annual Service Auction!

Members of the congregation gathered together, enjoyed a wonderful lunch, and raised over \$7,300 to support First Universalist while they were at it!



Our Fiscal Health

Submitted by Ann Rhody for the Finance Committee

As Finance Committee Chair, I report regularly to the Board, Leadership, and Congregation about the financial stability and strength of the church. It seems that, for the past several years, my reports include mostly positive information about money here at First Universalist Church.

WHY? HOW is it that we sustain our financial health? Here is my take on the reasons:

» **You!**

We have a congregation that is engaged, vibrant, and generous. You answer the call to pledge each year, at whatever level that makes sense for you. You show up to services. You work to advance the mission of the church. All of this inspires generosity. During a difficult period several years ago, an interim minister spoke from the pulpit on how each congregation member could best help us through a trying time. The most important thing, they said, was to come to church on Sundays. To SHOW UP. And you do!

» **Finance Leadership & Volunteers**

Our trusted finance volunteers handle so much on a daily and weekly basis—from payroll to bill paying, from depositing checks to running our stewardship campaign and service auction. It takes a great team of trustworthy and dependable people to get these jobs done. We've got them on the finance committee (and we welcome you to join us, too! No financial wizardry or math degrees required).

» **Legacy Bequests**

This means remembering First Universalist Church in your will or estate plan. Funds dedicated to the church can go to work in our endowment, which can grow and support the operations of the church for many, many years after we are gone. Our church continues to reap the benefits of the generosity of those who came before us. Please consider naming First Universalist in your plans!

As we enter budget development and stewardship (pledge drive) season, I want to say again how very grateful I am to be a part of this congregation, and to be trusted, along with my fantastic team, with the fiscal health of the church. Your generosity makes it a blessing to serve!

If you have any finance-related concerns or questions, let's talk! Contact us at finance@uuroc.org ❖

Stewardship 2020!

FIRST UNIVERSALIST CHURCH OF ROCHESTER

STEWARDSHIP



Support Our Vision

Submitted by Kathi & Jim Milch, and Richard Reed

2020: Support Our Vision!

Starting a new decade is a good time to reflect back on how our congregation has evolved over its long history. There is so much to be proud of. It is also an opportunity to put on our spiritual spectacles and envision who and what we want to become. In looking deeply, we clearly see ourselves as people of love: welcoming, growing, and reaching out.

Our members and friends provide the financial support needed to make this vision of our church a reality. We ask you to make a pledge of support each year, a few months in advance of our budget year.

You will soon be receiving your pledge packet for the 2020-2021 budget year. You should receive the packet around St. Patrick's Day. We ask that you look over the enclosed information and thoughtfully make your financial commitment for next year. We are all stronger together, so please pledge; and remember that your pledge, small or large, makes a difference.

There are several ways to handle your pledge card. You can mail your pledge card or place it in the Sunday offering basket. There will also be a receptacle in the hallway to put it in, or you can pledge online at uuroc.org. We ask that you try to have your pledges submitted by March 29, Stewardship Sunday.

As usual we will have a celebration after church on Stewardship Sunday with our annual pie fest. Please join us and enjoy a slice of pie, or two. Please pledge and show your commitment to First Universalist.

Thank You,

Richard Reed, Kathi & Jim Milch

Stewardship co-Chairs ❖

What's a White Caucus Meeting Anyhow?

Submitted by Elizabeth Osta

On February 16, a drizzly Sunday Rochester night, over thirty church members came together for a "white caucus meeting". Not the IOWA caucus variety but rather a gathering of white folks paying attention to what being white means in 2020 and doing the work of identifying and addressing the difficult realities of being white: white supremacy, white privilege, racism, anti-blackness, and more.

The session was a follow-up to a recommendation made at our fall workshop presented by Rev. Myra Brown and consultant Melissa Parrish. It gave those in attendance an opportunity to work on issues without asking people of color to identify our issues for us. Here's a link to one of the articles referenced: <https://kuow.org/stories/ijeoma-oluo-i-am-drowning-in-whiteness>. It will give you a good idea of the flavor of the event.

Rev. Lane Campbell led the session and developed role plays that brought the messages home in a very understandable way. Theo Munson led a discussion based on the book, *Mistakes and Miracles: Congregations on the Road to Multiculturalism* by Nancy Palmer Jones and Karin Lin, that identified helpful signs of progress on this journey.

For more info, contact the FIRE team: *Shelly Adams, Donna Anderson, Kelly Scott, Theo Munson, Elizabeth Osta, Dave Van Arsdale, Richard Reed, Tim Mullins.* ❖

Path to Membership

Submitted by Connie Valk

If you are thinking of becoming a member of First Universalist Church, please place Saturday, April 11 from 9 am to noon on your calendar. Learn about the amazing range of opportunities and faith development open to you. Brunch will be served in between informational and interactive sessions. Of course, children are welcome! Just let us know one week beforehand, for planning purposes. Did you know we have an engaging, developmentally appropriate special orientation for children 5-12 years old as their parents attend the adult session? Younger children are offered a fun play time in our childcare room. Children will join the adults for brunch.

Contact office@uuroc.org or 585-546-2826 or the minister for more information, or to RSVP. ❖

RAIHN* News:

9 More Ways to Serve Our Community

Submitted by Marti Eggers

Service opportunities with RAIHN are more than what is offered during a Host Week when volunteers provide safe shelter, hot meals and companionship in our church to families that are temporarily homeless. Both the Day Center where families stay during the day and find guidance from social workers to attain their goals, and the over arching RAIHN organization have needs for volunteers. Is there an opportunity here that has your name on it?

- » **Bus Driver:** Drive the RAIHN van—no special license needed!
- » **Mover:** Provide and/or drive truck to assist families with moving or to pick up furniture donations.
- » **Clean Team:** Help keep the Day Center clean (*kitchen, bathrooms, playroom*) with a monthly visit, or be on call to clean vacant guest rooms or the Bridge Apartment as people exit RAIHN.
- » **Office Angel:** Help with front desk coverage, clerical tasks, donation sorting and organizing at the Day Center during the week.
- » **Computer/IT Assistant:** Provide technical assistance when needed and help keep the RAIHN computers running and up-to-date
- » **Maintenance/Handy Person:** Help at the RAIHN Day Center with fix-it projects and general maintenance.
- » **Fundraiser:** Participate in or assist with current RAIHN fundraisers or organize a car wash, bottle drive, bake sale, fun run or other event on your own!
- » **Donor:** Provide donations of gift cards, mattresses, toiletries, cleaning supplies, etc. (*Amazon.com wish list*).
- » **Advocate:** Speak out for affordable housing on behalf of families in homelessness (*i.e., legislation, landlords, low-income housing groups, etc.*).

Join our team of over 1,700 volunteers and make a difference! Contact Erica Schiller, RAIHN Community Engagement Coordinator, for more information: 585-506-9050, coordinator@raihn.org

* RAIHN, the Rochester Area Interfaith Hospitality Network — *Keeping families together; getting families home for good.* ❖

Roc/ACTS News

Submitted by Shirley Bond

The guest speaker for our Roc/ACTS Criminal Justice Task Force meeting on February 10 was Stanley Martin representing CORE (Community Outreach & Recovery Enhancement). This organization helps anyone who is suffering from addiction by giving them office space, computer use, references, and trained staff. They ask no questions and are not judgmental. Stanley Martin would be happy to come to First Universalist and explain fully exactly what they do. She also graciously offered Roc/ACTS space for events if we should need it. So we are anxious to know more about this NYS- and OASIS-funded program. They are at 803 West Avenue, Suite 196.

Our Monday meeting also brought Shanique Byrd, publisher of *Tocsin Magazine*. It is a publication by incarcerated persons who write short stories and poetry. She got so much mail from incarcerated persons asking where to go to for help that she decided to do a mailing when the April edition comes out, to all the prisoners who wrote her letters. There are quite a few, to put it mildly, and she is asking Roc/ACTS congregations for help. This will be a one-time task. There is a meeting on the 20th of February, to iron out details and we will know more after the meeting.

You will be getting this newsletter the first week in March so the February visits by congregations to Black-owned businesses will be over but PLEASE feel free to continue to go to the restaurants. All those who have gone noticed how much Roc/ACTS supports them. The four restaurants are: People's Choice Kitchen, 575 Brooks Ave., Arnett Cafe, 332 Arnett Blvd., The French Quarter, 130 Spring St. and Taste of The Bahamas, 4705 Lake Ave. in Charlotte.

A few members attended a Saturday afternoon talk by Ron Garrow on February 1 at the Flying Squirrel Community Space in Corn Hill. His grandfather was sent to an Indigenous boarding school right here in Rochester, and although the subject was painful to him he was very gracious in his communication with us.

The "Annoyance Bill" that was hastily passed in December is on very wobbly legs. Thanks to help from First Universalist and First Unitarian, the legislative meeting was packed with disgruntled citizens and their message got through loud and clear. We spoke, they listened...

The Police Accountability Board Alliance, which First

Universalist belongs to, is apparently an ongoing group. I had originally thought that once the PAB was passed the group would disband and that was it. Not so. Much more work to be done. Voter registration encouragement is one of their goals so pounding the pavement in targeted communities is a must.

FYI: There is a sustainer event being planned by Roc/ACTS for May 2. Save the date.

As usual, if you have any questions, please feel free to get in touch with Robert Remley or me. Thank you for helping to make Roc/ACTS the powerful force it is. ❖

REACH Leader to Preach

Submitted by Carole Hoffman

REACH was the recipient of our plate collection in January. A synonym would be "*a destination—either real or abstract*". But what is REACH in Rochester? REACH here is used for abating a national crisis—that is, providing housing for the homeless—an ever-increasing population.

So, to start, REACH stands for *Rochester Engaging in Action for the Chronically Homeless*. This organization embodies the slogan "*Housing Is A Human Right*". It's been around four years, embarking on the initial, loosely structured goal to provide housing for the homeless after folks had been kicked out of a parcel of city property, whereby the tent residents lost everything they had owned. Social workers from the House of Mercy banded together to find a location that could allow for the folks to get out of the cold, providing beds and donations of meals. Volunteers came together to build heating elements in an abandoned building off W. Main St., and provide meals. There was no plumbing or running water.

When REACH became formalized, a board was formed, with Rev. Peter Peters at the helm, as he remains today. At this juncture a house has been made available for the frigid winter months, maintained by staff and volunteers. A long term goal is to make this possible year round.

We are very fortunate that Rev. Peters, (Emeritus) will be speaking about REACH in the sermon on March 22. Please plan on attending to find how you can be involved! There are several avenues that can be accomplished, with as much or as little time or resources as you have. Living out our UU values means helping the most vulnerable among us. It's easy, and rewarding. ❖

EcoJustice:

The Steel Mill: A Good Example

Submitted by Kate Fleury

I never guessed when I requested a tour of the Seattle steel mill, Nucor, that I would be so pleasantly surprised. My friend Judy's family had been among the original founders of the mill, and I was curious to see it. It would be one of those once-in-a-lifetime experiences, that you don't happen across every day.

Well, after we donned all of our safety gear, our little group traipsed to the area where the steel is melted, in a "heat". As we passed a gigantic pile of scrap metal, our guide, Walter Reese, explained that everyone at the plant was very proud of the roof over the scrap pile. Usually scrap metal for recycling into steel is left out in the open, but in Seattle, with its frequent rain, it makes sense to have it covered. If the scrap is wet when it is dumped into the furnace, there can be a loud "Whoosh!", sort of an explosion, as the water is vaporized. The noise could be disturbing to the nearby residents of West Seattle, and Nucor wouldn't want to do that.

The scrap metal is gathered by a big magnet, and 300,000 pound "charges" are dropped into the furnace. Then 3 big electrodes are lowered into the scrap and it is melted by the electrical arc created by the electrodes. In about 60 minutes all of the scrap is melted (at 3,200°) and poured off into molds that form "billets". It is red hot, molten, the same color as the lava you see in pictures of volcanoes. From another outlet, "slag", a by-product of the "heat", is poured off and collected. Samples of the molten steel are taken several times and analyzed in an on-site lab. Alloys can be added to the "heat" to create the type of steel product the customer has ordered.

The billets travel along tracks to the rolling mill, where they are rewarmed (to 2,100°) so they can be made into rebar or other steel products. After being rolled, the rebar and other products are stored in a covered area until magnetic cranes load them onto flatbed trucks or rail cars for shipping.

It was fun seeing the melted steel, but the exciting part was all the safety and ecological features of the plant. Anywhere that a mechanical tool, like a magnetic crane, a robotic saw, or mechanized moving tracks can replace a human being and provide more safety, it is done. Everything is recycled! The slag is sold for use in asphalt. The metal dust from the "heat" is captured by

a vacuum and reused. The water that cools and washes throughout the plant is not drained into the Puget Sound or into the Duwamish River. It is all recycled and reused exclusively in the plant. There is no mining to provide raw ore for the Seattle steel mill. All of the metal is collected from scrap metal sources like "tin" cans, cars, refrigerators, and washing machines. Even the thin layer that looks like paint on the outside of the billets, a result of cooling, is collected and reused. Not only is Nucor the biggest recycler in North America, it is also the biggest steel company. It is the most sustainable steel producer in the world.

The other part I loved was hearing about how the employees are treated. The employees are called "teammates", no matter what level of the company they work in. Their input is solicited for improving company operations, no doubt encouraged by a pay-for-performance financial incentive. Nucor teammates pride themselves on problem-solving and innovation. Teammates receive weekly bonuses based on productivity. There is a strong hire-from-within practice, including that you are trained for your new position by the person being promoted, and you are expected to train your replacement. Full medical and dental benefits are standard, with no deductibles and low premiums. The company matches retirement savings. Children and spouses are eligible for scholarship benefits from a foundation, and teammates can receive paid education. Of course there is an on-site infirmary for any accidents and a medical provider is available 9-5 weekdays for staff. In addition, all of the managers take a 40-hour emergency medical response course. The company has a practice of not laying off staff, even in an economic downturn. One of the sayings around Nucor is, "Do your job well, and have it tomorrow", and another is, "Always be ready for tours".

If I were younger, I would sure love to apply to work at Seattle Nucor, or at other Nucor plants around the country and the world. Nucor has about 26,000 employees. There is a plant in Auburn, New York. Who would have guessed that modern-day steel mills replacing plants like Bethlehem Steel and Pittsburgh would be showing the rest of us how to be fair to employees and to be ecologically sound? ❖

FARMING WHILE BLACK



SOUL FIRE FARM
GRAFTON, NY
ALL REVOLUTION IS BASED ON LAND — MALCOLM X

ROC COMMUNITY TABLE: UPROOTING RACISM IN OUR FOOD SYSTEM 21 MARCH 2020



Everyone has a place at the table!

St. Mark's and St. John's is excited to host Amani Olugbala, activist, artist, and community organizer from Soul Fire Farm of Grafton, NY, for a daylong community table to discuss racism in our food system. After a morning keynote lecture about the inspiring work being done at Soul Fire Farm, Amani will facilitate workshop participants through self-assessments and group dialogue to identify how the legacy of racism and white supremacy continue to exist in our lives, our organizational structures, and our food system. Through deep reflection on our individual and collective experiences living with structural inequality, we can find greater understanding to develop comprehensive action items for our workplaces and our city to become more equitable, healthy, and sustainable.



Be real.
Be healed.
Be love.
St. Mark's
& St. John's

Breakfast, lunch and refreshments will be provided. No one will be turned away for lack of funds. Learn more about Amani and Soul Fire Farm at soulfirefarm.org.

Facilitated by
Amani Olugbala
from Soul Fire Farm

8:30AM: Doors Open

9AM: Keynote
Lecture

FREE

1PM: Workshop and
Community Visioning
Session

\$20 per person
\$90 per team of 5

scholarships available

REGISTER

on our website or
through our
Facebook Page!

Learn! Network!
Engage!

ST. MARK'S AND
ST. JOHN'S CHURCH

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First Universalist Church of Rochester

150 South Clinton Avenue
Rochester, NY 14604



First Universalist Church of Rochester, NY

Nurture the spirit and serve the community.

First Universalist Church is a member of the Unitarian Universalist Association, a liberal religion with historical roots in the Jewish and Christian traditions.

Worship service begins at 10:30am Sundays

Minister | Rev. Lane Campbell

Minister of Life Span Faith Development |
Rev. Michelle Yates

Music Director | Brock Tjosvold

Office Manager | Emma Barry

Office hours: Tue-Fri, 9am-4pm; closed Mondays

Nursery Care Providers |

Carol Williams & Sundae Hodge

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Editor, monthly newsletter *Our Outlook*, & *This Week at First Universalist* (digital): Emma Barry

More info is available on our website: uuroc.org
The usual deadline for all submissions to *Our Outlook* is the 15th of each month.