

Humboldt Unitarian Universalist Fellowship



July/August 2011

Transforming ourselves

At the Board's request, our Unitarian Universalist Association sent consultant Mary Gleason for a June 3 to 5 "assessment visit," advising on our finances, growth, programs, leadership and other important areas. Mary has consulted for dozens of UU congregations, and spent over 20 hours meeting with the Board, committee chairs/ task force leaders, HUUF staff and members at large; and she examined extensive information we sent her. Her written report and a summary will be available to members in the near future.

The Board believes Mary very accurately assessed us, and believes her recommendations will be very helpful. The first of several articles, this article explains key themes that come up throughout Mary's recommendations:

Transactional to transformational: Our written materials, conversations, and goals are largely "transactional," rather than "transformational." "Transactional" is getting things done such as balancing the budget or making sure each Sunday service has a program prepared and staffed. "Transformational" is seeing that our decisions, priorities and goals are deeply tied to our shared values, HUUF making a major difference in our lives and

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Board update

Members of the Board participated in an engaging retreat beginning Friday evening, June 24, through Saturday, June 25. Strategic decisions were made to help the Fellowship move forward in the new fiscal year with passion and purpose. We have reflected extensively upon the report prepared by Mary Gleason, UUA consultant with Congregational Stewardship Services, from her Assessment Visit with the Fellowship in early June. We will share key findings from the report in a variety of ways with the congregation, including a monthly article in the newsletter throughout the year. The Assessment Report is timely and very useful for the Board.

After thoughtful deliberation over a number of months, the Board has determined that it would be wise to provide a single service on Sunday mornings, rather than continue with two services each Sunday. Fall programming begins September 18, and the single service will begin at 10:30 am. To help launch this change, an All Congregation Fiesta Dinner will be held the evening of September 9. Coordination with the RE program is underway, and further details about moving to a single service will be forthcoming by the end of summer.

To make the newsletter more accessible to members, we will resume printing and mailing hard copies in the fall. The newsletter will

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People

Joy Thomas had a pleasant visit with **Jo Anderson**, former HUUF co-President, in Jo's new hometown of Yuba City. Jo will be in our area in July.

Kinara and her daughter have moved to Arcata. Rides to the Fellowship and help with knitting projects are welcome. She wants to learn to knit her own hats.

Jessie Wheeler is doing well. She drives and walks now. And she has learned acceptance.

Congratulations to **Kai Neander**, who graduated high school and is onto his next adventure.

The memorial service for **Betty Segal** is on July 16 at HUUF.

The celebration of **George Allen's** life is on July 17 at the Fellowship.

Jim Vaughan recently died, following a major stroke. He and his wife, Judy, were members of HUUF for many years. For those who remember them and wish to contact Judy, she lives in Fortuna.

June Thompson welcomes visitors. Please call first.

Karen Knapp

New chair cushions

We have contributed funds to purchase some comfortable chair cushions. Can you help? For only \$12.00, we can add another new cushion.

*Anna Mae Botley
and Awanna Kalal*

Sunday announcements

The Program and Worship committee is changing its policy regarding spoken announcements during Sunday service. In the past, when announcements were unregulated, they started to overwhelm the services, so the response was to eliminate them. However, some committee members have asked us to revisit this policy, as they are a good way to communicate to the congregation. Therefore, we will begin once again to accept spoken announcements with these stipulations:

- ◆ They should be from representatives of HUUF committees and be related to HUUF business
- ◆ They should be no longer than three minutes (give or take - we won't time you but please be reasonable)
- ◆ They must be scheduled in advance through Program and Worship - contact co-chair Katherine Almy with requests
- ◆ Feel free (but not obligated) to make your announcement fun by presenting it as a short skit and/or wearing a splashy costume.

Respectfully,
Program and Worship Committee



Valuable lost and found items

If they are not claimed soon, they will be donated.

- ◆ Sombrero and Mexican basket
- ◆ Fleece jacket navy blue
- ◆ Green shirt with white stripes
- ◆ Dark green jacket with zipper
- ◆ Black quilted jacket with zipper
- ◆ Long sleeve white turtleneck
- ◆ Fleece jacket Hospital Team 2008
- ◆ Fleece vest black
- ◆ Argyle pullover sweater
- ◆ Wool maroon sweater Irish
- ◆ Three 9 X 13 baking pans

Awanna Kalal

A Mid-summer's day brunch

SAC will host a mid-summer brunch on **July 24** (fourth Sunday), after service, probably about 11:30-ish. A relaxed picnic-type brunch is planned. Dishes will be, for the most part, light and summery, with summertime pie and fresh fruit for dessert (including traditional watermelon).

Eve Anderson

Name badges

Our name badges have a new look. Mary Gleason, the UUA consultant, recommended that we find a way to distinguish between members and non-members on our name badges. The name badges of our members now have a small chalice sticker.

Awanna Kalal

Board update, continued from first page

continue to be posted on the website as well. Anyone preferring to access the newsletter on-line and not receive a mailed hard copy can simply let Shay know, and she will remove your name from the mailing list.

A considerable amount of time and effort is being expended in the search for a consulting minister. We are optimistic that we will secure a minister who is a good fit for us soon, so everyone keep their fingers crossed!

Finally, the Board Retreat was Jeff Knapp's last official meeting serving as Board Co-Chair. We all owe Jeff a big thank you for his dedicated service. Jeff's active leadership and attention to detail has served the Fellowship well, so please do express your appreciation the next time you see him.

Wendy Rowan, Secretary

Annual pledge drive home stretch

As of the June 20 newsletter deadline, members had pledged \$109,000, with 22 members not yet decided on their pledge. Thanks very much to those of you have pledged.

For those yet to decide on their pledge, your financial support and volunteering let the Fellowship be the place you want it to be. We're moving forward because many members believe the Fellowship makes an important difference in their lives. If you want us able to make an important difference in your life, have your pledge be a "stretch," to support your vision of

Jeff Knapp
for the Canvass Committee

Did we meet HUUF goals?

Discussing goals and objectives for our HUUF Fellowship is as dry a topic imaginable. As Yogi Berra said "It's like déjà vu all over again," and "If you don't know where you're going, you'll wind up somewhere else." The Board recognized these sage pearls of advice and decided that it's not easy at the end of the fiscal year (June) to celebrate our accomplishments while at the same time digging in to fix our shortcomings.

At the Board retreat, we reviewed the 2010-2011 goals and objectives. We had four main goals and topic areas for this past year: 1) Implement the recommendations from the How To Who Too task force and begin the process to hire a consulting minister by 2011, 2) Increase our revenues (pledging and other income) by 40% over the next five years. 3) Instill a feeling of volunteerism and building our HUUF community, and; 4) Begin intentional strategic growth.

I can say with great pride that we've have made great strides towards hiring a consulting minister. In fact we made an employment offer to what we all considered to be an exemplary candidate (of course, everyone we would consider would have to be exemplary). Unfortunately that candidate decided to take a position close to children and grandkids in Southern California. We are currently in the process of researching other candidates so stay turned. Hats off to the Ministerial Search Committee, comprised of Berti Welty, Jack Munsee, Steve Newman, Barbara Madaras, Pat McCutcheon, Irith Shalmony and Board liaison Berverly Morgan Lewis.

We've made some progress to improve our finances over the next five years in order to do all the things that HUUF wants. Pledges this year are slightly ahead of last year, and the Building Use Committee and our office administrator have done a great job promoting the building and generating income. However, we failed to create a fundraising task force to come up with a three-year plan. Because this is a five-year goal, our progress in year one is perhaps a daunting reminder that we need to increase our overall financial position by 40% in order to hire a minister on a continuing basis.

Sadly, both the board and our UUA assessment report show that we have not made much progress instilling a feeling of volunteerism in our congregation. In fact, several extremely important committees including Program and Worship and Religious Education could really use your help. The good news is that our highly capable office administrator Shay McKay is developing a volunteer database and is helping the board transition to improving volunteerism.

Finally, we have not begun to strategically grow so we can do all the things that HUUF wants to do, so we've failed on this goal.

We've refined our goals for the next year and will be reporting on them in our next newsletter. Our overall goal will be to help transform our congregation into a place where people with values like U and U and U (and me) come together in fellowship to share stories and promote our vision of UU values.

We'll keep you up to date on our progress.

Greg Blomstrom, Vice President
HUUF Board of Trustees



Immigration as a Moral Issue

October 29, 2011

10:00 am - 4:00 pm

Immigration as a Moral Issue is a UUA Congregational Study/Action Issue. The Study/Action Issue process is designed to engage congregations in study, action, and reflection on pressing social issues.

The PCD is committed to supporting congregational networks and connections so that we can live our faith more fully through worship, religious exploration, community building, and faith in action.

Please join us at the Mt. Diablo UU Church as we explore *Immigration as a Moral Issue*. This PCD workshop and event is co-sponsored by the Mt. Diablo UU Church's Immigration Task Force, PCD Racial and Cultural Diversity Network, and UU Legislative Ministry of CA.

Faith in Action

Welcoming and hospitality is at the heart of Unitarian Universalism. If you are interested in beginning a dialogue about welcoming our neighbors and learning about immigrant justice here is one UUA resource that you will find on the start of our new Faith in Action page on the PCD website.

You can be part of building this page. If your congregation has been building connections in the community or have created or know of resources that you find useful for current CSAIs and think they should be included in our resources please email Jeanelyse at jeanelyse.pcd@gmail.com

Current CSAIs include Immigration as a Moral Issue, Ethical Eating and Creating Peace.

Ed Uyeki



NEWS FROM THE UUA BOOKSTORE



For decades, the UUA Meditation Manuals have held a special place in our hearts at the UUA Bookstore and in the hearts of our readers. We are very pleased to announce that many of our out-of-print meditation manuals are now available again as eBooks - both from the Google eBookstore and from the Amazon Kindle Store.

We have also reissued two well-loved books in this series: Elizabeth Tarbox's *Evening Tide* and Victoria Safford's *Walking Toward Morning*.

Be sure to keep checking back, as our list of eBooks is always growing.

Rose Hanig, UUA Bookstore Manager

Deadline Saturday, August 20

The newsletter is not published in July. Please e-mail articles to jthomas3@csulb.edu. Print and .pdf items cannot be accepted. If you need a copy of the newsletter guidelines, contact me.

Did you notice the news in the Board update article (page one) that the newsletter is reverting to print for most members? Your editor rejoices!

Joy Thomas, editor

New treasurer

Chip Sharpe takes over as HUUF's Treasurer on July 1, replacing Dave Harris who will become Co-president. Requests for Reimbursement should be submitted to Chip's box in the coat room. Nancy Cook will continue to handle all of the cash transactions and weekly deposits.

Dave Harris

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"I gave my first Treasurer's Report at our condo board meeting tonight but I only pretended to know what I was talking about. Fortunately, the board was only pretending to listen."

Transformation, continued from page 1

community, and having HUUF challenge, fulfill and excite us. Transformational goal examples are creating new ways to advance liberal religious values in our congregation and community, increasing religious tolerance in our community, or finding commonality with local churches on environmental issues. Transformational thinking and action create stronger commitment, community and achievement.

Efficient to effective: Our Future Forum survey was useful but surveys are one-way communication, rather than discussion/interchange; they tend to quantify issues and opinions (being efficient) rather than qualify them (be effective by having members meet in small groups to discuss how HUUF could change our lives). An example of efficient is measuring the success of our Sunday services by how dependably we have a Sunday service each Sunday. But more important is whether those services reflect our shared values, move our shared vision forward, uplift us or significantly add to each Member's search for truth and meaning. Another example: The Board completing tasks on its "to do" calendar is efficient, but effective is creating priorities for HUUF to make a significant difference in members' lives, and helping members identify and achieve our shared vision. Being effective requires different language, discussions and priorities than being efficient.

Inclusive and exclusive: Some of our members meet in small groups for various purposes, but the groups are not well-publicized. Some groups are formally or informally closed to adding members. (You may also recall Bob Botley urging us to better integrate an "inner circle" of mem-

bers with an "outer circle" of mostly new members.) Mary noted there's an unintentional lack of seeking out and warmly welcoming visitors at Sunday services and learning more about them. Finally, Mary believes we need more integration and promotion of shared values, Sunday programs, and activities, where parents with children in our religious education program join with members without children in that program.

Growth over the years: For many years, the Fellowship grew but could still successfully rely on volunteers to meet our needs. Now with 144 members, we're beyond the size when most congregations start depending on paid staff to perform office, operations and maintenance functions. Mary believes having a paid, extremely experienced choir director and piano accompanist adds significantly to the value of our Sunday services. She also believes our very qualified and experienced Office Administrator is a necessity at our size and circumstances. As to further growth, she notes we add new members but lose roughly the same number we add, and our re-

cent overall trend is shrinking rather than staying the same size. As we lose experienced members, it takes time for new and newer members to contribute at the level of those we lose, so we may lose effectiveness even if our numbers don't decrease. She advises we cannot "grow our way" out of pledging and volunteering problems; instead, we need to make our programs and activities have deeper meaning and more importance in Members' lives, so they're motivated to contribute more. For attracting visitors and retaining new Members, she recommends the practices in Golden, CO, congregation's *Ideas for Growth* video.

Future articles will address the report's content on Preparing for a Consulting Minister, Administration and Staff, Religious Education, Social Justice, Building, and Money Matters. However, all members will receive a summary of the report along with either a link to the entire report on our Fellowship web site, or a mailed copy. In the meantime, please contact any Board member with questions, observations or suggestions about the assessment visit and the final report.

In Fellowship,
HUUF Board of Trustees



Sunday Services

July 3 – 10 a.m. In the Good Old Summertime

We'll share our pleasant childhood memories of past Fourth of Julys and enjoy an ice cream social. This will be a relaxed, holiday service celebrating each other and days gone by.

July 10 – 10 a.m. Health Care Reform — Dr Wendy Ring

Dr. Ring will speak on health care reform, what it means to us as individuals and what we can do to make a difference. Dr. Ring is the medical director of the Mobile Medical Office, a traveling clinic that cares for poor people from Arcata to Rio Dell. She founded the program 20 years ago and has been recognized by the California and national medical associations, as well as the state legislature and the U.S. House of Representatives and the Senate, for her groundbreaking and tireless work.

July 17 – 10 a.m. Naturally Composed — Shay McKay

Shay is a music maker and nature lover who finds spirit all around her. Over the years she has discovered that music can be a powerful tool of connection and communication, and she endeavors to listen and perform with her entire being. Shay will share some of her own compositions, as well as ways in which we can enjoy music in a more spiritual way. She will speak of her experiences of finding inspiration in nature and using music to express herself. Shay is the pianist at Unity of the Redwoods in Eureka as well as a performer at special events. She composes and produces music in her home studio in McKinleyville and has recently released her debut album, "Naturally Composed."

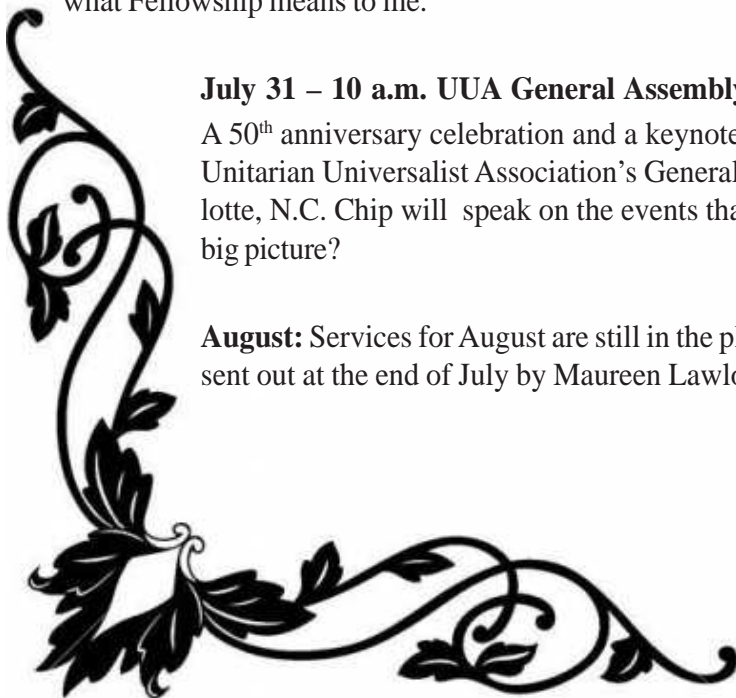
July 24 – 10 a.m. My Story — Marianne Pennekamp

"Most of us know so little about each other," says Fellowship member Marianne Pennekamp, "yet we all have a story to tell. This will be mine. In time, through sharing, most of us may be able to feel closer to each other. That is what Fellowship means to me."

July 31 – 10 a.m. UUA General Assembly – Chip Sharpe

A 50th anniversary celebration and a keynote address by author Karen Armstrong was all part of the Unitarian Universalist Association's General Assembly 2011, which took place June 22 to 26 in Charlotte, N.C. Chip will speak on the events that took place during GA this year. What is our place in the big picture?

August: Services for August are still in the planning stages, and a notice of the month's line-up will be sent out at the end of July by Maureen Lawlor, the summer services coordinator.



Still thinking about making a joyful noise?

Our regular choir rehearsals will begin on Wednesday, **August 24**, at 7:00 p.m. at HUUF. In the meantime, if you are interested in learning more about the HUUF choir you can contact director Elisabeth Harrington. New members are welcome at any time, and no prior choral experience is necessary. Watch for e-mails later in the summer announcing a pre-season get-together for interested folks.

And, despite the fact that the choir is currently off-duty for the summer, singing can still happen. It would be wonderful to have some diverse musical presentations in July and August from our HUUF members and friends. So, please contact me if you might be interested in sharing a special song or piece at one of our summer services.

Traveling to Virginia

I am preparing for a trip to Arlington, VA, where I will present the workshop "Singing 101: Vocal Techniques Class" at the Unitarian Universalist Musicians Network (UUMN) Annual Conference in July. Attending the conference each year is a wonderful way to learn of newly published vocal repertoire for our services and to meet fellow UU musicians. I am delighted to have the opportunity to share experiences with other choir directors from across the country this year, in my first ever workshop.

I remain ever grateful to the wonderful singers at HUUF for letting me practice my pedagogical ideas on them, and I look forward to bringing back new musical energy and ideas to share with everyone at HUUF.

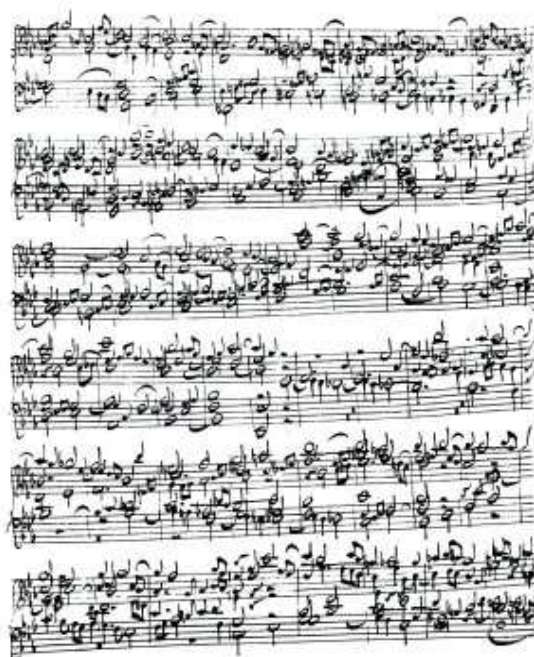
Elisabeth Harrington



HUUF camping trip - all ages

Don't forget to share in family camp on the Eel River. The Religious Education Committee has reserved a group campsite at Williams Grove (near Myers Flat) for Saturday, July 16; and we welcome Fellowship members of all ages to join. The RE Committee is sponsoring the group site rental and will share 'smores around the campfire. Please bring food for yourself and family, and the usual gear for camping. Bring musical instruments and firewood, too, because we intend to have a traditional sing-along around the campfire. On Sunday morning, we hope to provide an outdoor lay-laid Sunday service, so we encourage you to bring inspirational poetry, readings and songs to share. Check in is 2 p.m. on Saturday and check-out is noon on Sunday. If you don't want to sleep over, just come down for the day. Swimming is optional, fun will be unavoidable! Any questions, please contact Jenn Tarlton at 443-4100 or jennhaig@hotmail.com.

Religious Education Committee





Humboldt Unitarian Universalist Fellowship

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| | |
|-------------------|----------------------------------|
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Adult religious exploration resources

The Resource Development Office of the UUA is pleased to announce a new Discussion Guide for Rev. Mark Harris's recent Skinner House book, *Elite: Uncovering Classism in Unitarian Universalist History*.

Rev. Harris's book explores historical events and trends that have led Unitarian Universalist congregations to serve primarily upper-middle class, well educated professional people. The discussion guide invites UU congregations to provide, one, two, or three sessions (each 60 minutes, expandable to 90 minutes) for adults to process their reading together and reflect on the questions it raises: Who are we? What do we believe? Who is welcome to belong with us?

The discussion guide is published online on the UUA Tapestry of Faith website, http://www.uua.org/documents/tapestryfaith/discuss_guide_.

Ed Uyeki

