



The PSWD NetwUUrK

Newsletter of the Pacific Southwest District of the UUA

Issue 125

Winter 2008-2009

Thoughts from the President, Michael Salwasser

One of the last polls before Election Day showed that California's Proposition 8, the constitutional amendment to end marriage for all, was behind—only 44% in favor and 49% against. Conventional Wisdom informs us that when doubt creeps into people's minds, they vote against ballot propositions and so I expected that many of the undecided would vote against Proposition 8, preserving the status quo.

Therein was the flaw in my thinking. Even though the court's ruling had deemed marriage inequality unconstitutional and declared "marriage for all" the new status quo, in the public's mind, marriage for same sex couples had not yet become the status quo. Voting "Yes" for marriage defined as only between one man and one woman was considered preserving the status quo. Voting "No" and upholding fairness was considered change.

With a campaign of misinformation, distortions and lies, the proponents of bigotry, discrimination, and

second-class status for same-sex couples sowed enough doubt and fear that Proposition 8 was passed. The status quo of oppression was preserved.

My post hoc political analysis is helping me to understand why what appeared to be a lead evaporated on Election Night, but my analysis does little to mend the wound to my heart. It does not dull the pain that grips my soul. It does not salve the ache that has insinuated itself into the fibers of my being.

There is disappointment and deep sadness that the constitutions of Arizona and Florida are tarnished by words of division in a document that should espouse our highest aspirations and ideals for the protection of and liberty for all. I am certain that the Unitarian Universalists of our District who worked to battle Proposition 102 found it particularly daunting to wage such an uphill campaign, but it is the defeat in California that is the most grievous loss. In the 20-some weeks before Election Day, thousands of couples declared their commitment and fidelity to the persons they love and, for the first time, the State of California recognized their declaration as marriage.

(Continued on page 2)

DISTRICT ASSEMBLY 2009

—the annual gathering of
Unitarian Universalists in the
Pacific Southwest District—
will be in

**Mesa, Arizona
May 1-3, 2009**

**The theme will be
"Open doors, open hearts:
exploring our sources."**

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Thoughts from the President, Michael Salwasser

(Continued from page 1)

On November 4th, a frightened and misguided electorate stripped away that recognition.

How do I comfort those who in a bold act, with no guarantees, declared before gatherings both small and large, both private and public, "I do," only to have their declarations dismissed? At this time, what I can do is let them know that I stand with them on the side of love.

I can assure them that there are people of good will who do recognize their profession of love as holy, sacred and something that cannot be dismissed by a vote of the people. I can assure them that there are people whose understanding of God does not limit love to a select few. I can assure them there are people of faith, who believe in the inherent worth and dignity of all people. I can assure them there are Unitarian Universalist across our District and around the world standing on the side of love.

As Unitarian Universalists we must continue to profess our belief in the inherent work and dignity of everyone as we have done so fervently throughout these campaigns. As Unitarian Universalists we must continue to build coalitions with other groups, both secular and religious, that struggle to bring justice for all. As Unitarian Universalists, we must assure that our church continues to collaborate with other UU churches engaged in this struggle that defines and shapes who we are.

The Pacific Southwest District churches in California owe a special debt of thanks to the Unitarian Universalist Legislative Ministry California, and in particular the tireless efforts of Executive Director **Reverend Lindi Ramsden**. She focused the efforts of countless Unitarian Universalists to create a more just world. And let there be no doubt, even though justice was denied this day, we have advanced the cause of justice and love. We have moved our states and our country toward a more perfect union.

A century and a half ago, Unitarian minister **Theodore Parker** predicted the success of the abolitionist cause, declaring "The arc of the moral universe is long, but it bends toward justice." This day, I declare that it is we who do the bending.

It is we who must bend the moral universe toward justice and love. It is we who must bend it so that it

includes and protects everyone. Bend it so that never again will a young man suffer the fate of **Matthew Shepard**, who was brutally murdered ten years ago for being gay. Bend it so that never again will a 14-year-old boy commit suicide, as did **Robbie Kirkland**, because he was ashamed of being gay. Bend it so that never again will two women have to wait 55 years, as did **Del Martin** and **Phyllis Lyon**, to marry the person they love.

Let us bend it so.
Michael Sallwasser



THE PSWD NETWUURK

Published by the Pacific Southwest District
of the Unitarian Universalist Association
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Deadlines for the NetwUurk:

Fall issue - September 5,
Winter issue - November 5
Spring issue - February 5
Summer issue - May 5

View NetwUurk on the Web: www.pswduua.org
to view current or archival issues.

REjoice

RELIGIOUS EDUCATION NEWS for PSWD
from Tera Little

News From Sabbatical

I'm writing from my seventh week of sabbatical, and what a momentous week it has been. There has been joy and celebration for the election of our new president; and there has been mourning and sadness over the passing of the anti-gay marriage propositions in Arizona, California, and Florida. I know we Unitarian Universalists will continue to stand together and say YES to equal rights for all people. All week the song "Woyaya" from *Singing the Journey* has been playing in my head: "we will get there, heaven knows how we will get there, but we know we will."

During my sabbatical I am participating in a 12-week Clinical Pastoral Education program at Methodist Hospital in Arcadia, CA. CPE is part of my seminary program and a requirement by the Ministerial Fellowship Committee. In CPE, we work as chaplains in a hospital (there are some CPE programs not based in a hospital). During the course of our program, we will complete 300 hours with patients and 100 hours of classroom learning time. We sit at the bedside and practice a ministry of presence with patients and their families. We are not there to "fix" anything—we are there to listen, to hold the container for fears, doubts, anxieties, and joys, and to help patients see where the holy and sacred are moving in their lives.

Very often I feel like I am doing a religious language immersion experience. This is probably not a surprise, but I am the only Unitarian Universalist in our group, and the only person who does not identify as Christian. Even so, we do have religious diversity—we run from very liberal to very conservative, but even the very conservative ones have minds that are open to other ideas. I'm the only person in our group who can perform same sex marriages, and I am very proud of that. The Catholic Deacon on staff at the hospital has asked to attend if I perform a same sex wedding.

We have a Korean-born man, an Indian-born man, three white US-born women (two of us southern), and one white US-born man. We are UU, Presbyterian, United Methodist, and Assembly of God (Pentecostal). And there we are, eating lunch together every day, supporting each other, listening intently to our stories, helping each other provide care and nurture for patients and families in the hospital. To me, right now, we are the American Dream, loving and caring for one another despite what some consider deep divides, those divides



Ken's Corral

By Ken Brown, District Executive

I am writing this column the morning after our very historic election day. I want to thank the many, many people in our congregations for your hard work to defeat propositions 8 and 102. We did not win this struggle to stop anti-gay marriage amendments and thus we face further work to truly make this country one without discriminatory laws, a safe place for GBLT people and families. In many ways our work has just begun. The constitution, state or national, should be about protecting civil rights, not denying them. I want to offer a special thank you to **Lindi Ramsden** and the UU Legislative Ministry for strong leadership across California in this struggle.

Our congregations are needed more than ever. Our congregations are safe havens where a diverse and pluralistic group of people can come together to share the open and caring religious journey. I hope the energy and dedication exhibited during this election year will continue our work together to fight racism and oppression as well as holding a new vision for a future that includes healthcare, a revitalized environment, a decent education, and jobs for all. It is also a time when we can hope for a return to sanity in our relationships on the international scene and an end to a catastrophic war. Yet real change will take more than a new President and Congress. It will take all of us working together. We need to join together to ensure that the campaign promises we care about become a reality. I want to challenge you to continue to come together in your congregations to build a strong, productive, and growing Unitarian Universalist presence. I hope that our working together with our sister Unitarian Universalist congregations and with our brothers and sisters of other faith traditions will continue. Our work has not ended with this election, it has just begun.

Ken

that seemed to grow more pronounced in our culture as the election season barreled toward its end.

I'm so appreciative of this sabbatical time; I'm even learning a bit of Spanish—the Catholic Deacon is teaching me rosary prayers in Spanish.

I look forward to getting back to our District in mid-December; I'll be more than ready. I've missed you all! Many thanks Ken and Mary for holding down the fort while I'm gone.

Report from your UUA Trustee,

The October UUA Board meeting is the busiest meeting we have each year. It is the first time we get together since GA and often have new people joining us. This year was no exception. It was jam-packed from Wednesday through Sunday. The highlight of this meeting for me was meeting with the New England Regional Group (NERG) meeting in Worcester, MA. This gathering included four districts in New England—over three hundred attendees. The UUA Board went *en mass* and used the opportunity to explore in small groups our newly developed mission and goals which we are working on in preparation for a transition to Policy Governance and developing our “Ends” statements.

The Ends statements answer the question “what difference do we want to make, to whom and at what cost?” We are still in the process of doing this but it was very helpful to bounce this off the people from many congregations and get some real feedback. It was well worth our trip.

At about the same time as the meetings in Boston were occurring the market was going through some of its most extreme moves. A 900-point gain one day followed by an 800-plus drop the next. The UUA Investment Fund has been structured to be balanced enough so that when some segments drop and others rise they tend offset each other. In times like these though, nothing is balanced and the fund has taken some significant losses. This will ultimately affect the UUA budget as a set percentage is transferred from the fund to our general fund each year. To prevent wild swings in income, the amount transferred is based on average balances over 13 quarters. In the short term it will have little effect on the operating budget but it will have an effect for a number of years even when the markets recover. Of course time will tell and the finance committee, our financial advisor, **Dan Brodie**, and our treasurer, **Tim Brennan** are paying very close attention. The Board voted to approve a revised and lowered budget for the coming year to reflect these realities.

One highlight of the meeting was the presence through most of the meeting of the two candidates for president of the UUA, **Reverend Laurel Hallman** of Dallas and **Rev. Peter Morales** of Golden, CO. They had an opportunity to present a forum at the NERG meeting. To this point I have not endorsed a candidate. I encourage each of our congregations to look at the websites for each candidate and learn more about both of them. They are both fine people with somewhat different views of how they see the future of our Association. We will be voting at GA and I understand both candidates will have some time to be with us in PSWD. Stay tuned.



The minutes for the Board meeting will be published shortly and be available online at <http://UUA.org>

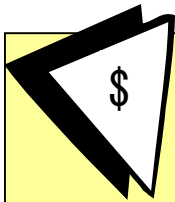
On a personal note, I have been asked to be the Board liaison to the Committee on Socially Responsible Investing—a great group of people who bring an interesting mix of investment expertise and social justice work together. In very practical ways, they are working to help us make sure our investments are in sync with our values.

Some of you who have seen me recently know that I have been limping to the point of using a cane. It is degenerative joint disease in my left knee due to arthritis. This Friday, November 7th, I will have a total left knee replacement. I am looking forward to having full use of my knee and am encouraged by the success so many others have had with this procedure. I will let you know how it goes.

Finally, after much thought I have realized that I am very deeply involved in many aspects of my work on the UUA Board and feel that I need to continue my work on the committees, task forces and working groups I serve. I have been privileged to be put into some leadership positions and look forward to continuing this work. To that end, I am pleased to announce that it would be my privilege to continue to serve you as the Trustee to the UUA Board from the PSWD. Nomination forms are out now to congregation presidents and I will be nominated by my own congregation for another term. **Nancy Edmundson** from Santa Barbara has agreed to be my campaign chairperson and I welcome her support and encouragement.

My offer to speak at your congregation continues to be open and I look forward to hearing from you about any questions concerning the UUA,

In faith and trust,
Tom Loughrey



COMPENSATION CONSULTANT'S CORNER

by Ellen Germann-Melosh

Greetings,

The 2009 salary ranges and the updated geo indices are now posted on the UUA website. Both will be effective beginning January 1, 2009. The web link is <http://www.uua.org/leaders/leaderslibrary/compensation/index.shtml>

The new salary data comes after review by the UUA Office of Church Staff Finance of several sources. These include:

- The Economic Research Institute which provides information about comparable positions in both their Salary Assessor and Non-Profit Comparables modules.
- *The 2008 Compensation Handbook for Church Staff* published by Christianity Today International. CTI also publishes the *Church and Clergy Tax Guide*.
- Subscribers to *Church Law and Tax Report*, *Church Treasurer Alert!*, and *Leadership Journal* were surveyed. The survey data in this handbook was obtained from nearly 2,100 churches representing approximately 6000 staff members.
- Data gathered from the UUA Salary Survey.
- A review of the compensation packages of all the ministers placed in the last three years.

Range adjustments:

We implemented the following changes to the following job categories:

Ministers (all)	3% increase
Religious Educators (all)	3% increase
Administrative Staff	no change
There is discussion of re-defining jobs in this category— specifically adding an Executive Director position (found in the largest churches) and combining others.	
Business Administrators	none
Our range for Business Administrators was above market	
Congregational Administrators	5% increase
Office Administrators	5% increase
Office Assistant	5% increase

Bookkeeper 3% increase

Membership/Volunteer Coordinator 10% increase
Originally we thought this position was largely administrative. We now recognize these employees can develop programs and supervise volunteers. So we split the difference between an administrative position and the entry level Religious Educator.

Janitor 12% increase
We found our ranges significantly lagged the market, though, to our delight, the wage survey showed that our congregations did not.

Music Category 3% increase

Two positions working with youth were considered—Youth Directors and Youth Advisors. There are several in the denomination, both paid and unpaid. There is not enough data to include those positions in the 2009 wage charts. However, plans are to include them next year. Additionally, further work will be done to refine the Membership/Volunteer Coordinator positions and a possible Executive Director position.

Ellen Germann-Melosh, PSWD
Compensation Consultant



Fall color in the oak leaves at Camp de Benneville Pines

DISTRICT ASSEMBLY 2009

Have you circled May 1-3 on your 2009 calendar yet? Remember to save this weekend to attend District Assembly 2009 in Mesa, Arizona. The 2009 DA will open with the UU Cantata "Sources," composed by the Rev. Jason Shelton with words by the **Rev. Dr. Kendyl Gibbons**, Minister of the First Unitarian Society of Minneapolis. This exciting musical event will be a new experience for attendees at a PSWD Assembly, replacing the usual Friday evening keynote speaker.

If you have a good idea for a workshop, now is the time to develop a proposal. Workshops will be selected at the Jan. 10, 2009 Planning Committee meeting based on varied topics with wide audience appeal that focus on our theme, "**Open Doors, Open Hearts: Exploring Our Sources.**" The workshop should fall into one of 4 categories: personal/spiritual development, social action, church organization or District/UUA workings. Only 24 workshops can be chosen.

The format for all proposals should include the following elements:

- Presenter's name and email address (if any.)
- Street address and telephone number
- Congregational or group affiliation
- Workshop title
- A description NOT LONGER THAN 85 words for the DA booklet
- A longer description for the DA Planning committee if necessary
- The audience you will address
- How it fits the theme

The deadline to email proposals to Carolyn Saunders, c_saunders1@msn.com, is December 31, 2008. You may also mail proposals to her at 4686 E. Camino Rosa, Tucson, AZ 85718.

- Carolyn Saunders



*The Gazebo
at Camp
de Benneville
Pines*



Camp has finally quieted down after some very busy months. Fall breezed by us and we're already experiencing winter weather. We had two weeks of glorious fall color. Then the winds blew, the temperature dropped and all the leaves fell from the oak trees. We had our first dusting of snow in early October. Now it is cold and damp—but no more snow, yet!

We're excited about our big bash at Thanksgiving. As always, we have a wonderful intergenerational holiday celebration from Wednesday through Sunday. People come from all over. This year we'll have attendees from Texas, Louisiana, New Mexico, Arizona and California. Many campers come to our retreat every year and have made de Benneville their families' tradition for Thanksgiving. At this point, we still have some spaces available if you and your family would like to come to camp.

December is our calmest month. Several of our employees will be taking much-needed vacations. We'll have Cabin 6 and Craig's Cabin available for do-it-yourself family retreats. We're close to the Big Bear snow sport areas, but outside of town enough that you can feel you're having a wilderness retreat, with all the amenities. If you're interested in booking our cabins for your retreat, please contact Janet in the camp office for prices and availability.

The only scheduled retreats in December are the PSWD YoUUth Camps. The Coming of Age Retreat and Jr. High Winter Camp will be Friday, December 5 through Sunday, December 7. There will also be an Adult Advisor Training that weekend. **Kathe Larick**, from San Diego's First Church, will be the facilitator. The training is a wonderful opportunity for anyone in your congregation who is interested in working with Jr. High and Sr. High youth, at camp and with the church, to get their feet wet. The training will also be useful for adults who are already working with youth and who would like to learn more, get support and connect with other advisors from around the district. At the end of the month, the Sr. High yoUUth will be attending the PSWD/YRUU Sr. High Winter Camp. With a theme of Camp Digital Love, they will be exploring community building in the computer age. This camp usually sells out, so we're hoping to get their registrations soon. The early registration discount ends November 30.

During Sr. High Camp, we'll also be holding Red Cross CPR and First Aid training for counselors and adult advisors. Last spring, the State of California made major changes to the health and safety regulations for organized camps. One change was that all counselors and staff who work with youth are now required to have basic first aid and CPR training. With the help of our volunteer trainer, **Paula Boothe**, we're trying to get all the YoUUth Camps staff certified as soon as possible. All staff will be required to have their certification by this summer. If you would like to attend a training at camp, please contact Caroline in the camp office.

In the next several months, de Benneville will be upgrading and improving the computer systems and our presence in the digital world. Our board member **Tom Thorward** is creating a new database for the camp's contact, registration and donor information. During this time, we'll be implementing online registration for de Benneville sponsored events, online donations and some items from the camp store will become available for purchase via the internet. We'll be changing the format of our semi-annual paper, the Connection, implementing a monthly digital newsletter and adding blog capabilities to our website. We've already added a toll-free fax number for registrations: (866) 481-2805.

The "Share the Vision" letters will soon be in the mail. Please consider making a donation of whatever your budget allows. Share the Vision is de Benneville's annual fund drive. Donations are used to update the facility, replace worn out equipment and add to the emergency fund. It is generous donations to Share the Vision that have allowed the camp to make the visual and infrastructure improvements that make the camp better and better every year.

Even though we'll have fewer campers in the next several months, we'll be getting ready for our next busy year. Please look on our website calendar for upcoming events. Look for the PSWD Elementary Winter Camp, a winter family weekend for UUs sponsored by Neighborhood Church, our Girl Scout Song Swap Weekend, the 2009 Youth Camps Reunion, Rainbow Family Camp, the UU Men's Retreat, the UU Women's Retreat and our spring Work Weekend. If you have any questions about events at camp, you may contact the office at 909-794-2928.

We look forward to seeing our campers next year.

Caroline Quintanilla
Administrative Assistant
caroline@uucamp.org

For information, calendar, costs, and registration forms for any camp, visit the Camp de Benneville Pines website at www.uucamp.org or call (909) 794-2928



*As we turn an important page
in our nation's history,
the whole world seems to be rejoicing.
I thought you might like these pictures
of the Dalai Lama and President-elect
Barak Obama.
- Ed.*



Somewhere in the Sierra Nevadas

Congregational Tools for the 21st Century

Save the dates March 6-8, 2009 for our yearly PSWD Leadership School. This year we will be trying something different and offering a range of choices for the tools needed for congregational leaders. We will have concurrent workshops on particular skills. If you have an idea for a particular skill let me know, we are still in process of firming up the schedule for the weekend. This school is for current leaders as well as those interested in being in leadership roles in their congregation. Registration information will be on our web site later this month. If you have any questions contact me at uurev@aol.com or 928-776-2929.

-- Ken Brown

*Leadership skills such as those learned
at UU leadership schools
spill over into other areas of life too.*

**Another way to
help save our Earth**

Rethinking Bottled Water

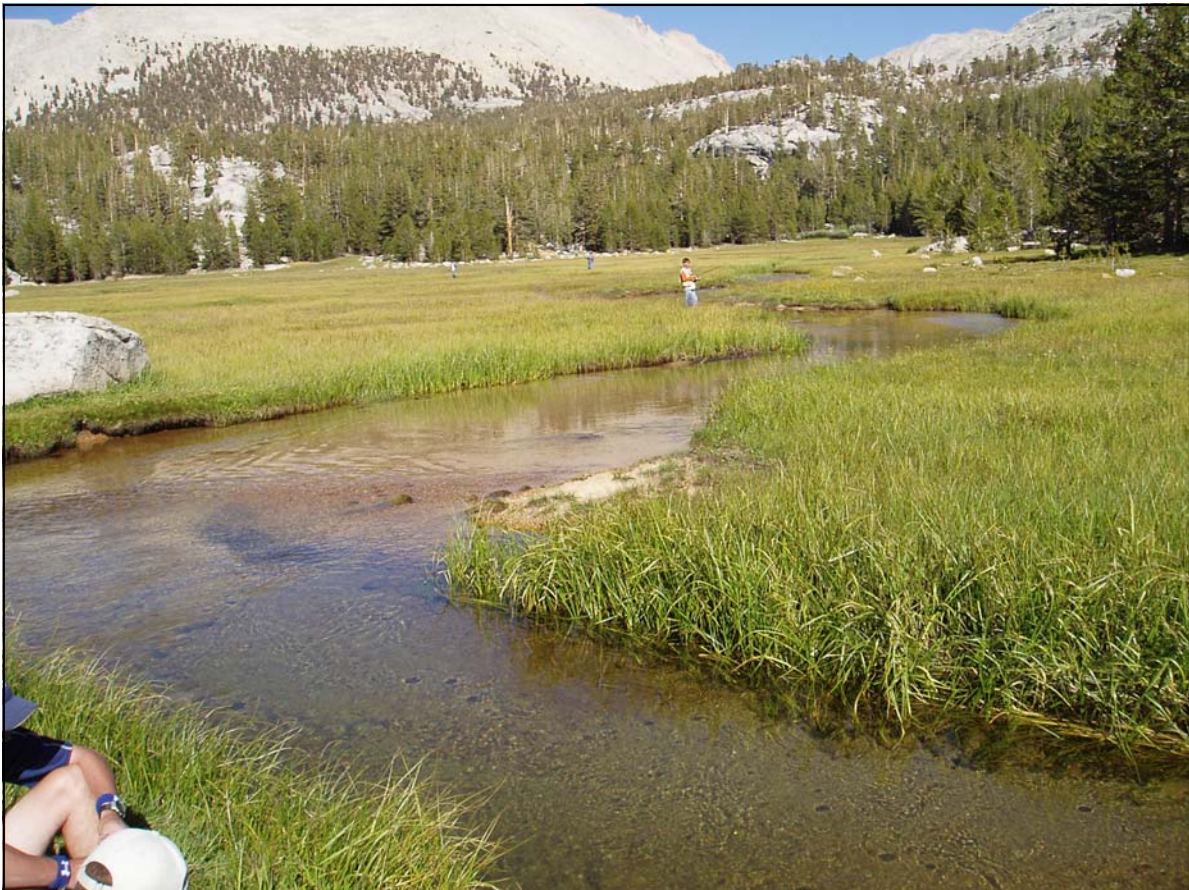
We all love individual-sized water bottles. They are so easy to use, to bring along and they're recyclable. However, according to the Environmental Defense Fund, bottling water has major environmental consequences. The 30 billion plastic bottles produced in 2006 used the equivalent of 17 million barrels of oil and created 2.5 million tons of carbon dioxide. In addition, 3 gallons of water were wasted for every gallon bottled. That is something to think about.

Hauling water has high costs, too. An EDF report finds that 25% of bottled water is shipped across national borders. Fiji Water must travel 5,000 miles or more from its source in the South Pacific to the supermarket. Manufacturing and shipping a one-liter Fiji bottle produces half a pound of global warming pollution and uses almost 7 times as much water as the bottle contains. All bottled water is transported from its place of production to markets all across the U.S.

According to Consumer Reports, water filters, such as Brita, are a good way to remove the chlorine taste from tap water.

Try tap water again for your drinking needs. Reusable bottles filled with tap water or filtered tap water will be a significant way for you to have a large environmental impact. Let's rethink our bottled water habits and make a change for the better.

- Sandra Trutt





PSWD DISTRICT CALENDAR

Send additions/changes to PSWD@aol.com

NOVEMBER 2008

- 16 San Diego Youth Ministry Training,
Summit UU Fellowship, Santee, CA
- 22 PSWD Leadership Day,
Granite Peak UU Congregation, Prescott, AZ

DECEMBER 2008

- 5-7 Coming of Age retreat/Jr. High Winter Camp,
de Benneville Pines, CA
- 27-JAN 1 Sr. High Winter Camp, de Benneville Pines, CA

JANUARY 2009

- 10 District Assembly Planning Committee Meeting,
Mesa, AZ
- 24 PSWD Leadership Day,
Orange Coast UU Church, Costa Mesa, CA
- 25 Installation of the Rev. Susan Frederick-Gray,
UU Congregation of Phoenix, Paradise Valley, AZ
- 26-29 UUMA/DRE retreat, Mary & Joseph Retreat
Center, Rancho Palos Verdes, CA
- 31 PSWD Board Meeting, TBA

FEBRUARY 2009

- 14-16 Elementary Winter Camp,
de Benneville Pines, CA
- 15 50th Anniversary Celebration,
UU Fellowship of San Dieguito, Solana Beach, CA

MARCH 2009

- 6-8 Worship for All Ages Renaissance Module,
Mary & Joseph Retreat Center, Rancho Palos
Verdes, CA
- 6-8 Leadership School, Mary & Joseph Retreat Center,
Rancho Palos Verdes, CA
- 15 PSWD Board Meeting, telephone

APRIL 2009

- 4 PSWD Leadership Day,
Summit UU Fellowship, Santee, CA
- 12 New Sanctuary dedication,
Live Oak UU Congregation, Goleta, CA

MAY 2009

- 1-3 District Assembly, Mesa, AZ

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