



The PSWD NetwUUrk

Issue 108

Summer 2004

Introducing the PSWD FUND

Imagine a PSWD that has:

- ~ A fully staffed regionally located Consultant Team to assist congregations with training and problem solving;
- ~ Financial Assistance to help congregations secure land, offset high rents, establish and/or expand buildings;
- ~ Congregational based centers for spiritual growth across the District;
- ~ Regional Campus Ministry support and staff;
- ~ Growing, Transformative Congregations—both existing and new;
- ~ Support for District-wide or regional Public Witness projects.

As more of the work to support congregations moves to the District we need to find creative ways to support all we want to do to serve current Unitarian Universalists and help prepare the way for many more members. Thus we have created the PSWD Fund, an endowment to serve the future of Unitarian Universalism in the PSWD. The monies raised will go to help in imaginative ways to support our work. If you want more information or want to make a cash gift or asset bequest please contact the District Office at 818-769-5917 or the UUA Planned Giving Office (toll-free) at 888-792-5885.

- Ken Brown

THE NEXT LEADERSHIP SCHOOL July 9-11, 2004

Flyers have already been mailed to congregations for the next PSWD weekend Leadership School which is scheduled for July 9 -11, 2004. This school will be our "Leading the Vision: Shared Ministry in Depth" weekend and will be held at the Mary and Joseph Retreat Center in Rancho Palos Verdes, California. We will concentrate on deeper understandings of conflict management, transitions in church size, integrating new members, power and authority issues, and the basics of strategic planning.

Also, do save the dates of February 18-20, 2005 for the following school, on UU Worship.

- Ken Brown



ARE YOU COMING?

**GENERAL ASSEMBLY of the
UNITARIAN UNIVERSALIST
ASSOCIATION**

**Long Beach, California
June 24-28, 2004**

There's more about GA
on pages 3 and 4.

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**From JoAnne Smith,
PSWD Board President**

I am acutely aware that my four years as President of the PSWD is fast coming to an end. This is the last time I will write my column. I will admit that in many ways it will be a relief to be free from writing columns, creating agendas, running meetings, generating reports, and the expectation of congregants in the PSWD that I know all and should do all in respect to what happens in the District. However, there is also a sadness that this wonderful time in my life and this service and involvement in the denomination I love is coming to an end.

This seems a time for reflection and historical review. I first served on the PSWD Board as a Trustee from 1988 to 1992. When I came to the Board in 1988, **Jean Wilkinson** was finishing her many years of service as the executive of the Pacific Southwest District. I don't know the history of those times, but it is my understanding that Jean served in this capacity for many years as a volunteer. About 1987, the UUA created Field Staff positions and Jean was hired as the first District Executive under this model. However, Jean did not want to continue in this position, so the Board of Trustees began a search for a District Executive.

The search ended in the hiring of **Dr. Constance LaFerriere**, fondly known as Conny. Conny brought a wealth of knowledge about organizational development and a warm heart to the position and quickly became established as the "pastor" to all of the congregations as she worked with ministers and lay leaders to develop programs and manage conflicts. The District blossomed under the leadership of its first full-time professional District Executive.

I returned to the Board as Vice President in 1997. In 1998, Conny announced that she would retire on June 30, 1999, and that we needed to search for her successor. At the same time, PSWD had put together a position in cooperation with Camp de Benneville Pines for a full-time Program Consultant for Life-span Religious Education and Camp Programs. Two search committees were formed and **Ken Brown** and **Tera Little** were hired to begin their service on July 1, 1999. They brought high energy, knowledge, skills, and the ability to work as a team to their respective positions.

During the search process, the PSWD Board was very clear about its expectation for the new professional staff to develop a Program style of service delivery and grow the Pacific Southwest District. I am happy to report that both objectives have been achieved. Ken and Tera have recruited and trained a cadre of consultants who can

deliver services to congregations and have created a Leadership Resource Council to create and staff workshops and other leadership training in the PSWD. Total membership has grown from just over 7,000 to just over 8,000 since 1999.

It has been an exciting ride to be part of this history. Great staff, committed Board members and excellent volunteers have made it happen. My leaving the position in the very capable hands of **Tom Stapleford** eases the pain of departing.

I look forward to greeting many of you and the thousands of UUs who will attend General Assembly in Long Beach this June. I will leave office with a bang!

Thank you for the privilege of serving as President of the Board of Trustees of the Pacific Southwest District and achieving one of my life goals. I will stay involved with the PSWD serving as one of two Compensation Consultants. [See Compensation Consultant Corner on page 10.]

YoUUs in the Faith,
JoAnne Smith



Julia Nordquist

The PSWD Netwurk

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12355 Moorpark Street, Studio City, CA 91604
Office: 818-769-5917 • Fax: 818-769-5713

E-mail: pswd@aol.com

PSWD President: JoAnne Smith
Email: uujsmith@aol.com
PSWD President-elect: Tom Stapleford
stapletc@adelphia.net

Editor: Dorothy Jacobson
Fax: (805) 784-0635
E-mail: drjacobson3NL@aol.com

Proofreader: Jean Gordon

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View NetwUUrK on the Web: Go to www.pswd.uua.org
to view current or archival issues.

From Our UUA Trustee

Rev. Ned Wight

Once again, detailed notes about the April 17-18 meeting of the UUA Board of Trustees are available on the web at www.uua.org/TRUS/. Thanks to District Presidents Association observer **Lynda Bluestein** for these thorough and informative notes—truly a labor of love.

As we continue gearing up for General Assembly (GA) in Long Beach—our very own District—plans for that meeting loomed large on our April agenda. The Board is committed to making GA more explicitly a "meeting of congregations," where we conduct "the business of the Association of Congregations." To that end, we've authorized the reimbursement of registration for any congregation president who is able to attend, and we'll be having special activities to engage these presidents in dialogue about "Imagining the Future" of our congregations, our Association and our UU movement.

We'll be having a "seeker service" on Sunday for folks from greater LA, and small "covenant groups" that will meet throughout GA to provide a chance for deeper personal interaction for 750 attendees.

The business agenda of GA 2004 will include items that might be of interest to UUs in PSWD. I encourage you to attend hearings or mini-assemblies on whichever issues are on your priority list:

Openness: The Openness Task Force, charged by the UUA Board at its January meeting to work on presenting to GA 2004 or 2005 language for a rule that reflects Board and OpenUUA-list concerns, presented alternative language for an openness rule, which will be included on the Final Agenda for GA2004 in addition to the rule already submitted by 38 congregations. There will be a vote on one or both rule options at GA. If you are interested, please plan to attend the mini-assembly dedicated to these two options.

Redesigning the CSW process: The "Social Witness Process Review Panel" has put forward a proposal that aims to increase congregational participation in identifying study action items, streamline the approval process, bring clearer focus to our public witness work through the use of new public policy statements, and provide additional time for implementation. There will be opportunities to discuss this at GA, as well. Visit www.uua.org/TRUS/apr04agenda.html and click on "Social Witness Review Panel, Final Recommendations and Report."

Redesigning the Ministerial Credentialing process: The Ministerial Fellowship Committee (MFC) has put forward a "Draft Proposal to Redesign Fellowship for UU Ministry," Ministerial fellowship is currently granted in three categories: parish ministry, ministry of religious education, and community ministry. This proposal recom-

(Continued on page 4...)

Ken's Corral by Ken Brown, District Executive

This past March I attended the National Pastors and Emergent Congregations Conference in San Diego. This event sponsored by a non-denominational evangelical Christian organization was structured to challenge the attendees about how to transform their congregations to serve the emerging needs of the next generations.

There were four points that I felt the speakers hit upon to which we UUs need to pay more attention. First was their grounding in their faith with an emphasis on spiritual formation. Second was their desire to understand the times in which we live so they might share their faith in way that would be heard by more people. Third was the understanding that there was not one answer, nor easy answers to how to fulfill their vision. They came to this gathering to learn, to be challenged and to grow. And fourth was the need to offer a prophetic ministry that did not divide people but brought to awareness the need to act on one's faith.

One of the most challenging workshops was led by **Stanley Grenz**. He declared that we need to be a people who understand the times. He defined the times as being postmodern. In doing this he is not talking about the intellectual/academic debate around postmodernism, although he does understand this debate. Rather he discussed the culture in which we live as being postmodern; it is a culture whose common experiences are no longer wedded to western culture (like Shakespeare and the Judeo/Christian scriptures). The media, other cultures and religions, diverse ethnic makeup of western countries all contribute to creating a post-modern ethos. While much of postmodernism has been about deconstructing modernism, Grenz focused more on what he called the emerging "positive" dimension of the postmodern condition. It is a transition of values:

- * From mechanistic to wholeism
- * From the normative "center" to the celebration of difference
- * From autonomy to community (or persons in relationship)
- * From air-tight explanations to a sense of mystery
- * From hegemony of science to the quest for spirituality

I came away from the conference feeling even more strongly about the need for Unitarian Universalists to grapple with the same issues to be challenged to understand the emerging needs within our congregations. What do you think?

- Ken

Sharing Our Gifts in Our Congregations

Please come to a very special workshop with **Jean Morris Trumbauer** author of *Sharing the Ministry* and *Created and Called*. Flyers have been sent to Congregations. We hope you have it scheduled in your congregation's calendar.

When: Saturday, October 2, 2004 9:00 a.m. to 4:30 p.m.
Where: First UU Church of San Diego, CA
How much: \$275 per congregation if registered by September 1, 2004. \$300 after September 1, 2004

Registration includes an unlimited number of participants from a congregation, plus a copy of *Created and Called*, Ms. Trumbauer's congregational workbook on this subject.

Ms. Trumbauer has led workshops across the country on integrating members into the ministry of a congregation. She has worked with congregations of all types and sizes, helping both lay and professional leaders to learn how to assist their congregations in discovering their gifts for abundant living.
- Ken Brown

(Trustee, continued...)

mends separating approval for fellowship from the identification of specialties and suggests that entering one or more specialties become a part of continuing, lifelong professional development. This should also be posted on www.uua.org.

UUA Election Reform (changes to Rule M 2): The Board voted to propose changes to Election Campaign Practices to clarify standards of behavior and to give the Election Campaign Practices Committee the power to enforce those standards. Visit www.uua.org/TRUS/apr04agenda.html and click on "Election Campaign Practices Amendments."

For other topics of interest from the April Board meeting, please see www.uua.org/TRUS/.

Future GAs will be held in Ft. Worth TX (2005), St. Louis, MO (2006), and Portland, OR (2007). The 2005 GA will include a "Greening" program element, under contract with Meeting Strategies, to make GA more ecologically (and economically) efficient, as well as congruent with our social action principles.

It continues to be an honor to serve you and this movement as your District Trustee and as First Vice-Moderator of the Association. I hope to see many of you in person at GA in Long Beach. Until then, my contact information remains the same: 6052 Horton Dr., La Mesa, CA 91942-3086; telephone (619) 463-4676, or e-mail at uuevned@aol.com.

Wishing you peace and blessings, Rev. Ned Wight

2004 GA SERVICE PROJECT: "BUILDING SHELTER"

The UU Church of Long Beach has a vision, and you can help.

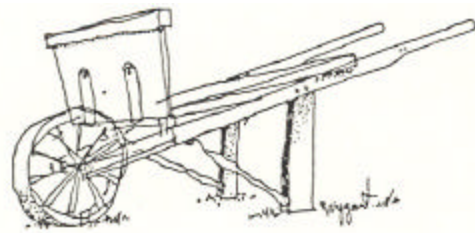
Three years ago, the Unitarian Universalist Church of Long Beach (UUCLB) joined a number of faith communities in Long Beach as members of "The Greater Long Beach Interfaith Community Organization" or ICO for short. The goal of the organization is to help build a better Long Beach. Based on extensive interviews with individual members, UUCLB decided that its first ICO project would be to establish a system of year-around shelters for the homeless in the city. The church's members and friends have been leaders in obtaining the support of local individuals and congregations to take the message of need for emergency shelters to Mayor Beverly O'Neill and city council members. In support of this effort, ICO created a Shelter Startup Fund, which UUCLB recently voted to "seed" with a donation of \$20,000.

It is no coincidence that the 2004 Service Project for General Assembly is the ICO Shelter Startup Fund. The purpose of the fund is to help increase the number of shelters for the homeless in Long Beach. Our vision of a Long Beach homeless shelter system is one that provides shelter for individuals and families in immediate need, and support services for those who desire to improve the circumstances of their lives. We are, therefore, recommending the addition of 300 emergency beds at various Long Beach locations. The Shelter Startup Fund will be used to assist organizations looking to operate a shelter by securing property, making improvements to meet code requirements, and/or purchasing basic operating equipment.

We hope you will consider contributing to the fund, and joining in a march to a nearby church to hear **Meg Riley**, Director of Advocacy and Witness for the UUA. She will speak to us about national housing conditions, and federal and local government officials will address our questions about housing issues.

Look for the the "Building Shelter" sign at the GA Service Project booth in the Exhibit Hall, and help us put the roof on our emergency shelter.

- Marylou Reed-Quinn



Elections at District Assembly

CAMP DE BENNEVILLE PINES

Camp de Benneville Pines Directors and Nominating Committee Member-at-Large **John Schaibly** introduced **Jack Ripple**, Camp de Benneville Pines Board member, who made the following nominations:

Director, three year terms:

Margaret Armstrong, Orange Coast UU Church
Dave English, Pacific Unitarian Church
John Schaibly, First UU Church of San Diego

Nominating Committee:

Cindy Lee UU Church of Studio City

It was M/S/P (**Clarice Turney**, Camp de Benneville Pines Board/**Dick Cole**, Camp de Benneville Pines Board) to elect the above slate, which was done.

PSWD OFFICERS, TRUSTEES and COMMITTEE MEMBERS

JoAnne Smith introduced, **Connie LaFerriere**, Chair of the Nominating Committee, who presented the following nominations:

President:

Tom Stapleford, Conejo Valley UU Fellowship

Secretary

Andi Stout, Chalice UU Congregation

Trustee

Maryanne Nelson, Unitarian Society of Santa Barbara

Michael Sallwasser, UU Church of Long Beach

Rhonda Scott, First Unitarian Church of Los Angeles

Gina Whitaker, UU Fellowship of San Luis Obispo County

Following the Bylaws change reducing the number of people on the Board, only one of the four listed was to be elected. That was **Michael Salwasser**.

Bylaw Review Committee

Carol Agate, UU Community Church of Santa Monica

G.W. White Memorial

Bonnie Brae, UU Community Church of Santa Monica

Nominating

Carolyn Saunders, UU Church of Tucson

It is the custom to include the awards presented at the Saturday evening banquet as part of the minutes of the Annual Meeting in order to provide a permanent record of the award winners.

PSWD AWARDS GIVEN

Youth Advisor of the Year: Tera Little presented the award to **Ken Ralph** of the Unitarian Society of Santa Barbara.

Unsung UU Award: Rev. Ned Wight presented the Unsung UU award to **Robert Kintz** of the Palomar UU Fellowship.

Global Stewardship Award: Michael Sallwasser presented the Global Stewardship award to **Ed Hummel** of Pacific Unitarian Church.

Distinguished Service Award: Al Danzig presented the Distinguished Service Award to **Ruth and Ted Shapin** of the UU Church of Orange County.

CAMP de BENNEVILLE PINES AWARDS GIVEN

Housley Award: Charlie Reed presented the Housley award to **Peter Landecker** of the South Bay Unitarian Fellowship.

Eulert Award: Laura Janes presented the Eulert award to **William St. John**.

Director's Award: Janet James presented the Director's award to **Jim Oberhofer** of Monte Vista UU Congregation.

President's Award: John Schaibly presented the President's award to **Fernando Penulosa** of Pacific Unitarian Church.

Outgoing President Award: Jack Ripple presented the Outgoing President award to **John Schaibly**.





Churches Around the District

Live Oak UU Congregation of Goleta, CA, will be honoring their minister, the **Reverend Bets Wienecke**, who is retiring in June after 17 years of ministry at Live Oak. There will be a celebration in honor of Bets and her ministry on Saturday, June 12, 2-5 pm. Members of the congregation and friends are invited to send a memory note and photos for inclusion in a tribute and memory book. Contributions should be sent to **Kristin Ingalls** c/o Live Oak as soon as possible.

In honor of her long and meritorious service, Bets will be granted the title of Minister Emerita. She plans to serve as Minister in Residence at Meadville/Lombard Theological School at the University of Chicago during the fall quarter. She also hopes to write a biography of her mentor, the **Rev. Marjorie Newlin Leaming**, who was a pioneering feminist UU minister.

Bets began her ministry at Live Oak as an Extension Minister soon after they organized, and has been their first and only minister-and they her first and only congregation.
- Gail Boehme

The U.U. Fellowship of Laguna Beach, CA, has launched a major building program that will provide a new addition to house the Children's Religious Education Department and a landscaped patio area that will be used primarily for a playground. The project was undertaken after the Fellowship's R. E. enrollment grew from a half dozen youngsters three years ago to a current attendance of more than 30.

The new annex will also provide space for an ocean view patio on the roof. The entire project is scheduled for completion by mid September at a total cost of approximately \$90,000. A Grant from the San Diego Spirit Level Foundation and member donations totaling almost half that amount already have been received with the major fund raising campaign yet to come this summer.

The completed expansion will have its own toilet facilities in addition to one large meeting room that can be divided into smaller units. It is anticipated that the facility will provide an improved setting for weddings and other large gatherings as well as R. E. classes.

- Tom Koch, Publicity Chair

The Santa Barbara Unitarian Society and the **Live Oak UU Congregation** of Goleta are pleased to announce the scheduled joint ordination for **Carolyn [Petry] Price** who will be welcomed into Fellowship in the Unitarian Universalist Ministry in an ordination ceremony on August 22, 2004, at 5 p.m. at the Santa Barbara Unitarian Society, 1535 Santa Barbara Street, Santa Barbara California. A reception will follow.

Please reserve the date on your calendars and plan to join us for this joyous celebration.

- Gail Boehme,
for the Ordination Committee

The Valley Unitarian Universalists (VUU) in Chandler, AZ, held dedication ceremonies for its new building on April 18, 2004, with special guest speaker **John Weston**, director of ministerial settlement for Unitarian Universalist Association in Boston. Longtime VUU member **Terry Sims**, in his final year at Starr King, returned from seminary to speak about "The Uncommon Denomination" during the weekly service, and attended the dedication ceremony. In addition, VUU pianist **Ryan Marvel** composed a choir and brass piece, called "Melody of Joy," that was premiered. The VUU Adult Choir was joined by singers from other UU churches in the metro area, and both the children and youth choirs performed.

Rev. Lone Jensen says the congregation came together in a very short time to make the purchase of St. Benedict's Catholic Church at 6400 W. Del Rio in Chandler a reality, even without a capital campaign.

"We discovered the church on Dec 19, 2002 and we realized it would be a wonderful home for us," she recalls. "It had the space we needed, a wonderful sanctuary, enough office space, enough Religious Education space, and was just what we needed. We realized, even though it seemed nearly impossible at the time, that we had to go forward. A lot of people said it was probably impossible, and we did it anyhow. I call that a miracle."

- Laurie Fagan



Keynoter Says We Must Act to Counter Tyranny

In his powerful address, the **Rev. James F. Lawson**, keynote speaker of District Assembly 2004 in Ventura, told us to make waves. Now Minister Emeritus of the Holman Methodist Church in Los Angeles, Lawson had worked with Martin Luther King and was introduced by PSWD Board member **Rhonda Scott** as “embodying the moral spirit of the Civil Rights Movement.” Martin Luther King had called him “the leading theorist and strategist of nonviolence in the world.”

Lawson said we live in dangerous times—again. He cited the April 1968 assassination of Martin Luther King and referred his listeners to William Pepper and Martin Luther King on the internet. [Pepper’s book, *An Act of State*, spells out how government agencies planned and carried out the execution of King, the anti-war and civil rights leader.]

In April 1945, Dietrich Bonhoeffer, German Lutheran minister who preached Christian opposition to the Nazis, was jailed, then executed. The choices, he had said, were to resist and save Christian civilization, or to support the Nazis and destroy Christian civilization.

Lawson said that people of faith face the same alternatives in the 2004 election. In 2003, the rest of the world opposed going to war in Iraq, a sign to us that Bush/Cheney are in positions of weakness. The Bush/Cheney syndrome is a tyrannical, spiritual evil. Our Hitler is working, but has not yet been identified.

Too many in both parties are on this ruinous track. Congress is skewed by racism, sexism, and money. Lawson quoted Goebbels [Nazi propaganda leader] as saying “As the wolf bursts into the flock, so we come.” Bush and his administration do not come as friends. We are, said Lawson, on the brink of a dictatorship, when the

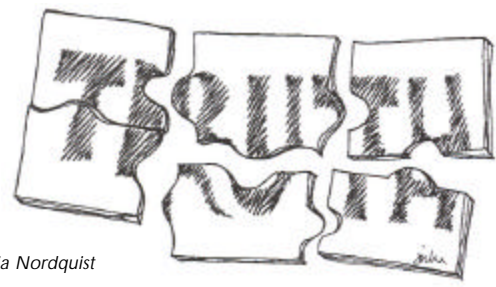
administration, Congress, and the military-industrial complex are in each other’s pockets.

Lawson contrasted our current violence, sexism, fear, hate, and destruction with the preamble to the Constitution—“We, the people ... in order to form a more perfect union, establish justice, insure domestic tranquility, provide for the common defense, promote the general welfare, and secure the blessings of liberty to ourselves and our posterity...”

“We must make waves,” Lawson told us, “to inundate the boat of tyranny.” How do we do this? Faith can only be validated by action. Without action, religion is idolatry. Reason is one of the pillars of such action. We must become more the spirit of life and love, reflecting the God in each of us. Our local communities are more important than Baghdad. Our laboratories are here, where we live and work. Local movements can ignite the country. Nonviolence is critical. We must work with grace, truth, and love. Planning to do it produces leaders.

We must work on many fronts to change the regime. We must make the democratic process viable. We must become a single human family. We must do that work in a spirit of nonviolence.

- Dorothy Jacobson



Julia Nordquist

District Assembly Meets in Ventura

Warm weather and a beautiful ocean greeted participants in District Assembly in Ventura April 23-25. More than 280 Unitarian Universalists gathered over the weekend. **Rev. James Lawson** set the tone of the weekend, with a thoughtful discourse on how we can make waves, and the dangers of the current direction of our society and country.

Twenty one workshops gave insight into new ways of doing social justice, congregational life, and spiritual growth. The business meeting, ably led by our outstanding Presidents, **JoAnne Smith** and **John Schaibly**, gave a good overview of the state of our District and deBenneville, as well as conducting the necessary agendas. The Awards Banquet, with Master of Ceremonies, **Ned Wight**, let us honor some outstanding volunteers,

and provided some really energetic entertainment with improv by YRUU. The Left Coast Band was fantastic—lots of people from many generations even stayed to dance.

On Sunday, we had an amazing Bridging Ceremony, as we honored the transition of five youth to young adulthood in a very moving ceremony. **Rev. Jan Christian** led a very moving and inspirational worship service which was also attended by many local Unitarian Universalists who had not been part of the rest of DA.

Many thanks go to all the people who worked so hard to make it happen. It is always a very special weekend when so many of us get together. We really did fulfill our theme of Making Waves!

- Nancy Loughrey



Camp just keeps getting better and better! We've had a busy spring so far with a brand new women's music camp: Wild Jammin' Women, Camp Real Girls (a camp for lesbian women) a full Women's Retreat, the Men's Retreat, a sold out Rainbow Family Camp and the San Dieguito congregation coming in with a full camp. It's been great!

The Wild Jammin' Women, Camp Real Girls and the Rainbow Family Camp went so well that they'll be back again in the fall. Anyone wishing more information can contact me or go to the camp web site for fliers and registration forms.

We'd like to thank the Women's Federation for sponsoring **Connie Zweig** at the Women's Retreat. Without their help, it would have been difficult or impossible to invite Connie to camp. Her talk "The Holy Longing: The Hidden Power of Spiritual Yearning" was wonderful.

There are several large improvement projects going on in camp. The Coffee House is being remodeled, using a design by **Laura Janes**. There are new benches along one wall and a raised dais at one end. The **Pletchers** from the Conejo Valley congregation have donated a DVD/Karaoke machine and the lighting has been improved. The project should be finished before summer. If you get a chance, take a look the next time you're here.

The long-awaited new roof will be going on the lodge soon. The welders are adding another two feet to fully cover the walkways. Once the new roof is on, Laura will begin her largest remodeling project at camp and spruce up the lodge. Many have already commented on the new coffee bar built by **Janet Flecher**.

We've been keeping Laura busy. She has also been improving the camp Trading Post. The store inventory now includes wonderful items made by campers and de Benneville staff. Many of you have seen **Michele's** hand-made walking sticks. Now she is making beautiful necklaces and earrings with chalices, the Tree of Life, and other UU motifs. Several people have been providing their paintings and watercolors for notecards. Janet Flecher has photographs and gourd drums in the store while **Jim Scott** is offering his music and song book.

Laura and **Jim Scott** will be working together at the upcoming General Assembly, offering a workshop and bringing some of the items from the Trading Post to Long Beach. Laura is always looking for UU artists with work

that shows the camp or reflects their experiences at camp. Please contact her in the camp office if you're interested in selling your art in the Trading Post.

We have only a few more weeks to get ready for summer. We'll have First Church San Diego, Pacific Unitarian Church and the Santa Monica congregations coming to camp for their annual retreats in June—then into summer!

There is still space for your children at the youth camps. The early registration deadline has passed, but look for your congregation's Super Camp Sunday! event or ask a counselor who is coming to camp for a special registration form. You can still get a 10% discount off the camp fee if you register before May 31 using either of these methods. There are standard registration forms available on the camp web site. We're looking forward to seeing all the kids this summer.

The UU Family Camp will be the first week of August. **Tom Kaigler** from the NW Tucson Congregation will be offering some wonderful forest adventures in "The Forest & The Trees" program. **Rev. Ned Wight** will be taking some time from his busy schedule to be our Chaplain. Registration forms and fliers can be downloaded from the camp web site.

Information on the adult PSWIRL camp is also on our web page. We'll round out the summer with Neighborhood Church's annual Family Retreat before a busy fall.

Thanks to all of the wonderful volunteers and contributors who have been working so hard, the camp is looking great. If you haven't come to camp in the last year or so, you should see us now!

Our web site is at www.debenneville.org or www.uucamp.org. E-mail is uucamp@aol.com.

Caroline Quintanilla, Administrative Assistant
Camp de Benneville Pines,
uucamper@earthlink.net



For information, costs, and registration forms for any camp, visit the Camp de Benneville Pines website at

www.uucamp.org

or call

(909) 794-2928

REjoice

RELIGIOUS EDUCATION NEWS for PSWD
from Tera Little

CAMP IS FOR THE CAMPER!

Old friends, new friends, singing, laughing, splashing in the pool, gazing up at the starry night sky. These are just a few of the delights of summer camp. And how lucky are we here in the Pacific Southwest District that we can enjoy this experience at our very own camp, de Benneville Pines.

I think I say this every year, but this summer is going to be our best season of summer camp ever. We have an experienced, capable, energetic staff on board and ready to provide your camper with a week of fun, learning, and self-discovery. It is our goal at all the camps that each camper leaves with a better, stronger sense of self-esteem than when she arrived. We believe that camp allows each person to be their absolute best, and our counseling and program staff work hard each week to ensure that happens.

Elementary Camp is being led by **Bridgit Paparella**, dean, and **Kevin Drewery**, co-dean. The theme is "Rising Like A Phoenix" and our emphasis will be on our seventh principle, the interdependent web of all existence. We will learn how to better take care of our forest, and our planet, and how these values are shaped by our Unitarian Universalist faith.

Jr. High Camp will continue to rock this summer, as we learn how to "Express Yourself." **Tera Little, Robin Darling, and Bridgit Paparella** are deans for this camp. Through a range of mediums - dance, drama, music, art - campers will learn how to give voice to their ideas and will explore how their UU faith informs their thinking.

If you're looking for a "Phat Camp" experience, then head on up to Sr. High Camp. **Craig Block and Allie Hamre** are the deans, and as always Sr. High Camp is an opportunity to connect with like-minded folks from all over the district. The youth are the major organizers and leaders of this camp, and this is really a UU Leadership School at work.

All the camps have a strong level of community and bonding that takes place through worship, arts & crafts, hiking, capture the flag, archery, dancing, and the talent show. It will be a week your camper will never forget, and he'll make friends that will last a lifetime. We want to see your camper at de Benneville this July.

For more information visit www.debenneville.org or contact Tera Little at 818-769-5917 or tlittle@uua.org.

VOLUNTEER OPPORTUNITIES ABOUND

Have you been sitting around thinking that you would LOVE to get involved in a deeper level with Pacific Southwest District, but you aren't sure where to start? Then keep reading!

Several task forces have been formed to help meet the Ends of the PSWD. Most of these task forces have a start and end date, and a specific goal(s) in mind.

- * Youth Advisor Task Force
- * Safety Policies Annual Review Task Force
- * Young Adult and Campus Ministries Task Force
- * YoUUth Camps Ministry Team

If you would like to learn more or would like to apply, please contact Tera Little, tlittle@uua.org or 818.769.5917. I look forward to hearing from you.

PSWD Chalice Lighters Thanks You

We have a lot of people to thank for helping us reach our goal of \$10,000 grants. Our program began in 1996-97. Many of our current subscribers signed up that year. We want to thank some folks who have been keeping the flame lit for Chalice Lighters in their congregations since the beginning. These are people who agreed to be Congregational Chalice Lighter Reps back in 1997 and are still serving:

Chandler: **Jim Nielson**
Prescott & Granite Peak: **Albert Lovejoy**
Tucson: **Neal MacArtor**
Goleta: **Gail Boehme**
Lancaster: **Steve Shamblin**
Long Beach: **Sandy Kroll**
Mission Viejo: **Lois Huddleston**
Las Vegas: **Peggy Evans-Couch**

I'm a
Chalice
Lighter.
Are you?

Twenty-one—almost half—of our congregations are participating at 10% or more, some well above 10%. Another sixteen congregations are with us at less than 10% participation.

We need 2004 Chalice Lighters in 2004! We have 615 Chalice Lighters currently. If each of our congregations supported Chalice Lighters by signing up one quarter of their membership we would make that goal. Then we could give grants larger than \$10,000.

- Rev. Linda Bunyard, PSWD Chalice Lighter Chair



Compensation Consultant Corner

Almost a decade ago, the UUA Committee on Ministerial and Church Staff Compensation presented the report "To Sustain the Living Tradition," in response to a charge by the UUA Board of Trustees in October of 1990 to make recommendations after consultation with representative sizes and types of congregations concerning ministerial and church staff compensation. This was to include a process for ongoing review of compensation levels and practices.

Compensating Church Staff members with fair wages and benefits is a social justice issue. UUs who espouse being in the lead in social justice issues will follow the philosophy expressed in the wise words of former UUA President, **John Buehrens**: "The great enemy of authentic community in our world is the rootless, faceless monoculture of exploitation. We UUs have to make sure that our congregations are authentic moral and spiritual communities, not exploiters."

To assist congregations in achieving this goal, the UUA has established Compensation Guidelines. Recognizing that there is a difference in the cost of living among geographical areas, the UUA, after extensive research, created a Table of Geographic Indexes. To learn which "geo index" your congregation belongs in, see www.uua.org/programs/ministry/finances/2004geoindex.pdf and locate your area.

To keep abreast of changes in cost of living and other factors, the UUA periodically updates its salary recommendations. The last update occurred in January 2004 and the chart expressing the current recommendations can be found at www.uua.org/programs/ministry/finances/2004salaryrec.pdf.

Congregations who are currently practicing, or committed to UUA Fair Compensation Guidelines in five years, will be recognized at General Assembly.

The following congregations are to be congratulated for their commitment to follow the Fair Compensation Guidelines established by the Unitarian Universalist Association:

Practicing Congregations:

Unitarian Universalist Church of Long Beach; Neighborhood Church - Pasadena; Unitarian Universalist Community Church; UU Church of South County - Mission Viejo; UU Congregation of NW Tucson; Unitarian Universalist Church - Ventura; Palomar UU Fellowship; UU Church of Surprise; Unitarian Society of Santa Barbara

Committed Congregations:

Valley Unitarian Universalist Church - Chandler; Orange Coast Unitarian Universalist Church - Costa Mesa; Unitarian Universalist Congregation of Las Vegas; UU Fellowship San Luis Obispo County; Conejo Valley UU Fellowship; Unitarian Universalist Church of Tucson; Emerson UU Church - Thousand Oaks; Live Oak UU Congregation - Goleta; UU Fellowship of Kern County - Bakersfield

Please check the information that applies to your congregation at the two URLs listed above and let us know if you find discrepancies. If your congregation is not listed as a Fair Compensation Congregation, please use your influence to make this area of the life of your congregation comply with these issues of social justice.

Need further information about compensation issues? Contact your Compensation Consultants:

Mr. Tom Loughrey
tloughrey@economedix.com

Ms. JoAnne Smith
UUJsmith@aol.com

These consultants are available for short term consultation at no expense to the congregation.

- JoAnne Smith



The UU-oriented **Pacific SouthWest Institute of Religious Liberals** welcomes you to their annual adult event at Camp de Benneville Pines from Sunday, August 22 to Friday, August 27, 2004. Relax, swim, loaf, take part in a wide variety of workshops and activities—it's up to you.

Theme speaker **Rev. Jim Conn**, Urban Stategist for the United Methodist Church in Los Angeles and former Mayor of Santa Monica, will give a series of talks on "Our Lives and the World after 9/11."

Costs of the event range from \$305 to \$420, depending on the accommodations you choose, and include all meals and workshops.

The program, including a list of workshops and their facilitators, is available at www.debenneville.org/pswirl with a registration form. Information about Camp deBenneville Pines is available at www.debenneville.org. Or, for registration information, contact Registrar Marcia Taylor at taylormp@pngusa.net. For program information contact Richard Booth at madlibrarian9@hotmail.com.

- Peter Landecker

Continuing Education for UU Ministers

Carl Scovel is one of the ablest UU ministers, and he has agreed to be the keynote presenter at the November meeting of the Refugio Group this year. Carl is especially well suited to address the theme of this year's meeting, and as a result was the first choice of Refugio's Program Committee. The theme: "Drinking at Deep Wells: A Search for the Sacred." The dates: November 2-4, 2004.

The Refugio Group was organized 45 years ago in Refugio Canyon near Santa Barbara, and it adopted the name of that memorable location. It has met at other locations over the years, sometimes in the Pacific Central District, including Esalen on the Pacific Coast south of Big Sur. In the past few years it has been meeting at an especially fine retreat center in Santa Barbara, La Casa de Maria, located between the mountains and the sea in Montecito, a posh suburb of Santa Barbara. Though the setting is sumptuous, the cost is modest, as Refugio meets mid-week.

The mission of the Refugio Group is to provide continuing education for UU ministers. Last November, individuals came from as far away as New England, Canada, and New Mexico to attend the meeting. The group was organized originally to serve UU ministers in the west, but its recent programs have attracted people from far off. Last year **David Bumbaugh**, from Meadville's faculty, gave the keynote paper and was an especially good choice to address the theme for the November '03 session: "Beyond the Seven Principles: The Core of Our Faith." Two members of the UUA's Commission on Appraisal were also present at the meeting, as it is pursuing much the same theme.

In 2002 **Dr John Cobb** from Claremont Theological School was the keynote speaker. As expected, he proved to be brilliant as he addressed the theme, "The Interdependent Web." His title was "Economics, Politics, and Theology in the Interdependent Web." **Marilyn Sewell**, our colleague in Portland, OR, ably addressed the topic, "Civil Religion and the Interdependent Web." **Jim Scott**, the UU troubadour and leader of the 7th Principle Project, provided music and worship.

A scan of the history of the Refugio Group turned up many familiar names of those who had served as presenters over the years: **Harry Scholefield, Bob Kimball, Kathy Hurt, Clark Olsen, Bob Senghas, Robert Fulghum, Betty Stapleford, Ken Collier, Dick Seebode, Virginia Satir, Sam Wright**, etc.

If you would like to be on the group's mailing list, contact **Rev Helen Carroll**, the current chair of the Program Committee: e-mail uuslo@slonet.org or phone (805) 544-1669; fax (805) 544-5669.

- Rev. Lex Crane

New Two-Year Master of Arts in Religion Introduced at Meadville Lombard

Meadville Lombard Theological School announces that the Association of Theological Schools has approved the School's proposal to offer a Master of Arts (Religion) degree to begin this fall 2004. The purpose of the program is to develop religious leadership for both liberal congregations and the world community.

It is intended for (1) laypersons who want to grow spiritually by engaging in theological and ethical reflection, or who wish to approach another field or profession from a perspective enriched by theological study; (2) directors of religious education seeking certification in the new Unitarian Universalist certification program; and (3) anyone wishing to study and do research in the theological disciplines.

The degree may be completed within the traditional residential format or through a distance-learning format that combines intensive courses and online courses and does not require the student to move to Chicago. Intensive courses meet for five consecutive days in January and July with reading and writing assignments both before and after the week of classes. Students in the residential format will be able to take courses at the University of Chicago and other seminaries in the Association of Chicago Theological Schools of which Meadville Lombard is a member, as well as courses at Meadville Lombard.

The Master of Arts in Religion will normally take two years to complete unless the student qualifies for advanced standing. The writing of a thesis is included in the two-year time span. A baccalaureate degree or equivalent is required for admission to the program.

Located in the Hyde Park neighborhood of Chicago, 160-year-old Meadville Lombard Theological School is a Unitarian Universalist graduate seminary accredited by the Association of Theological Schools and affiliated with the University of Chicago and the Unitarian Universalist Association. Its 110 students enter a variety of parish, religious education, and community-based ministries as both ordained and lay liberal religious leaders.

In addition to its new Master of Arts in Religion, Meadville Lombard continues to offer the Master of Divinity (training for professional ministries) and Doctor of Ministry (continuing education for professional ministers) degrees in both residential and distance-learning formats. "Ours is a school," says President **Lee Barker**, "where spirit, service, and learning are tied into a single bond so that life may be given to emerging ministries. If you feel called to link your vocational life to your Unitarian Universalist values, Meadville Lombard provides a wide variety of opportunities for study and reflection."

For further information about the program and to apply, contact the Office of Admissions at 773-256-3000 x 237; or www.meadville.edu.



Pacific Southwest District CALENDAR

Send additions/changes to
PSWD@aol.com

MAY 2004

- 22 UUSC Human Rights Forum, Throop Church, Pasadena, CA
- 22 PSWD Board Meeting, UU Church of Orange County, Anaheim, CA

JUNE 2004

- 20 Ordination of **Thomas Schmidt**, Monte Vista UU Congregation, Montclair, CA
- 24-28 **UUA General Assembly, Long Beach, CA**

JULY 2004

- 1-6 Stebbins UU Summer Retreat, Asilomar Conference Center, Monterey Coast, CA
- 9-11 Leadership School, "Shared Ministry in Depth," Mary & Joseph Retreat Center, Rancho Palos Verdes, CA
- 11-17 Elementary Camp, de Benneville Pines
- 18-24 Junior High Camp, de Benneville Pines
- 25-31 Senior High Camp, de Benneville Pines

AUGUST 2004

- 1-7 UU Family Camp, de Benneville Pines
- 13-15 PSWD Board Retreat, TBA

AUGUST (continued)

- 22 Ordination of **Carolyn Price**, Unitarian Society of Santa Barbara, CA
- 22-27 Pacific Southwest Institute of Religious Liberals, Adult week at de Benneville Pines
- 28 District Assembly Planning Committee, TBA

SEPTEMBER 2004

- 5 Deadline for Fall issue of the NETWUURK
- 24-26 Our Whole Lives Facilitator Training, Jr/Sr High combined, UU Fellowship of San Luis Obispo County
- 27-29 UUMA Retreat, Mary & Joseph Retreat Center, Rancho Palos Verdes, CA

OCTOBER 2004

- 2 "Sharing Our Gifts" Workshop with **Jean Trumbauer**, First Unitarian Universalist Church of San Diego, CA
- 22-24 Unitarian Weekend, Puerto Penasco, Mexico

NOVEMBER 2004

- 5 Deadline for Winter issue of NETWUURK
- 5-7 Multicultural Renaissance module, Flagstaff, AZ
- 7 New Building Dedication, UU Church of the Desert, Rancho Mirage, CA

UUA Pacific Southwest District
The PSWD NetwUURk
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