



The PSWD NetwUUrk

Issue 115

Spring 2006

IMAGINE GOING TO VEGAS FOR DA!

The brochures for 2006 District Assembly in Las Vegas, NV, will be in the mail soon. This is a good time to book a hotel room for April 28 to 30. DA will be held on the second floor of the Golden Nugget in the convention rooms in the new south tower.

We'll be gathering in historic Las Vegas, away from the high rise mega resorts and the huge showrooms of The Strip. Fremont Street is Las Vegas the way it used to be, friendly, small, Western. If you listen carefully, you can almost hear the ghost of cowboy boots clicking on the wooden floors at Binions. In recent years, the downtown area received a facelift. Installation of the electronic canopy over Fremont Street, with sound and light shows on the hour, lured tourists back to the original "Glitter Gulch." The downtown hotels, in turn, spruced up their facilities and their service. They are still, however, a bargain when compared to the giant structures a few miles south on the Las Vegas Strip.

The Golden Nugget, where District Assembly will be held, is a four star hotel and has the more expensive rooms in the Fremont Street area. The telephone number there is 702-386-8124. Other hotels that front on Fremont are Four Queens, Fitzgeralds, the Plaza, Golden Gate, Las Vegas Club, Binions and the Fremont. Others a short block away are Main Street Station, the California and the Lady Luck. Prices fluctuate with demand. An online service such as Travelocity or Expedia is helpful in comparing prices and accommodations.

Registration for District Assembly is \$125. That includes entrance to the Keynote Address on Friday night, 24 workshops Saturday morning, the banquet Saturday night and breakfast Saturday and Sunday mornings. The keynoter this year is UUSC president **Charlie Clements**. Banquet entertainment features **Wes Winters** with a tribute to Liberace. Other events that weekend are the business meeting Saturday afternoon and the Sunday service.

Look for the brochure in your mailbox or look for it online at the PSWD website, <http://www.pswd.uua.org/>. Click on the logo for District Assembly.

- Ardis Coffman



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From Tom Stapleford, PSWD Board President

Why is the PSWD Board Spending So Much Time On "Ends", And Why Are They Bugging Congregations About Them?

In our tradition of Congregational Polity, individual congregations have final say on everything - spiritual, financial, outreach, size etc. Can the President and staff of the UUA direct us to do anything? If not, then why do we need a UUA? Or a PSWD?

How about thinking of the UUA as our trade association—sort of like the National Association of Manufacturers? Trade associations exist to provide members with capabilities and services that individual members could not economically provide for themselves. Things like credentialing and supporting ministers and other religious professionals, developing and publishing RE curricula like OWL, public witness at the national level, support and advice during congregational crises and other times as requested, coordination of inter-congregational meetings such as District Assemblies and General Assembly and many others. PSWD looks like a regional office.

Staffing for and providing all these services requires extensive conversation between the association and over 1,000 member congregations. In PSWD the Board of Trustees, elected by the District Assembly, tries to stay in touch with 51 congregations in 3 states.

Forums have included DA, inviting local congregation leadership to board of trustee meetings, and mail and telephone surveys. After hearing from congregation leaders at last year's DA, the PSWD Board has developed a proposed "snapshot" (Ends Policy) of how the district might look in the future.

This proposed "snapshot" has been circulated to the leadership of all 51 member congregations in PSWD with a request for comments and suggestions. The Board is compiling the responses we receive and will sponsor further discussions at DA in Las Vegas. The final form of the "snapshot" will drive the development of budget and programs to provide needed services and support to the congregations.

In the spirit of our fifth principle, the use of the democratic process, I hope each of you will let your congregational leadership know how you feel about the proposed Ends ("snapshot") below.

The desired end state of PSWD is:

1. Ever-growing congregations are meeting the spiritual and social needs in the congregation and larger community.

- 1.1. The number of congregations in PSWD is increasing.
- 1.2. The total number of congregational members in PSWD is increasing.

- 1.3. All congregations are actively creating a sense of beloved community among members.
- 1.4. All congregations are operating under a membership-endorsed multi-year plan.
- 1.5. All congregations have identified community spiritual needs.
- 1.6. All congregations are addressing identified community spiritual needs.
- 1.7. All congregations have identified community social needs.
- 1.8. All congregations are addressing identified community social needs.

2. Congregations are generous and financially stable

- 2.1. All congregations are paying their staff in accordance with Fair Compensation guidelines.
- 2.2. All congregations are supporting UUA and PSWD at Fair Share levels.
- 2.3. All congregations regularly donate significant funds to service organizations outside themselves.
- 2.4. All congregations are operating with an annual balanced budget.
- 2.5. All congregations conduct organized campaigns to raise operating, capital and endowment funds.

3. Congregations are served by tradition-grounded, responsive, inspired, effective and visionary leadership.

- 3.1. All called Ministers and employed Directors of Religious Education and Administrators are trained to perform their professional duties.
- 3.2. All lay leaders are trained to perform their congregational duties.



In Service,
Tom Stapleford,
President

The PSWD Netuurk

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May 5, 2006**

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

Report from Our UUA Trustee

The Rev. Ned Wight

The Board covered a lot of territory at its winter meetings in Boston January 21-22, continuing our exploration of governance and voting on over twenty motions. Agenda and reports are posted on www.uua.org/TRUS/jan06/. Here is my summary of the main items we considered:

Special Commission Report on Events at GA2005 in Ft. Worth: The five-person Commission presented a 17-page interim report (see www.uua.org/TRUS/jan06/, then scroll down to "Late Packet," Item F, "Interim Report"). It concludes with nine recommendations, many of which are already being implemented for GA2006 in St. Louis. The Board will receive the Commission's final report before our April meeting.

Perspectives from the UUA Administration: President **Bill Sinkford** highlighted several reasons for hope and rejoicing in the collective life of our Association:

- ▼ Over \$3.5 million donated for Gulf Relief Fund
- ▼ Youth Consultation moving forward (visit www.uua.org/TRUS/youth/ for information about the youth survey and congregational conversations currently underway)
- ▼ Generous stewardship among congregations and Friends of the UUA
- ▼ Strong Public Witness for civil marriage, action in Darfur, civil liberties and judicial nominations, and economic justice

Finance: One of the most significant reports from the Board's Finance Committee was progress toward establishing a self-funded health insurance plan for staff members of congregations and the Association. The Board approved moving ahead on developing the design of such a plan and polling potential enrollees later this year to determine if there is enough interest to make the plan economically viable. We'll all be hearing more about this in the coming months.

Regarding other financial matters, the Board approved the \$22,492,174 UUA operating budget and \$532,050 capital expenditures budget for Fiscal Year 2007 (beginning July 1, 2006). We also received a report from the Investment Committee updating us on the status of implementing the Committee on Socially Responsible Investing guidelines (e.g., stock screening, shareholder activism, community investing, and proxy voting). We'll receive a second report in April.



Ken's Corral

By Ken Brown, District Executive

This last week we just finished the scramble to get congregations certified with the UUA. Each November the leaders of congregations are asked by the UUA staff to certify their continued membership in the UUA. This is also the time when congregational leaders send in information about the congregation—membership numbers, RE numbers, and, worship attendance numbers. This is how we track our growth as an association. The UUA and the PSWD have been growing for a number of years as far as the raw numbers, yet we keep shrinking as a percentage of the general population. There has been much discussion generated by the numbers we collect, some pleased to be growing, even with small numbers; others suggesting that such small numbers are not significant and we need to do more.

I am writing this from Boston where I am attending a UUA Growth Team meeting. This is the group of UUs that UUA President **Bill Sinkford** gathered to discuss growth strategies within the UUA. Early on, we realized that some of our congregations were growing, not only in numbers but in programs, support of social justice and presence in our communities. Congregations are growing in all parts of the continent, in all size communities and in all size congregations. What we are working on is a plan that supports local initiatives with differing styles of growing Unitarian Universalism. There is no one way to grow a congregation, and we start with the premise that our communities, states, nation and world need our saving message. Sharing the work of the Breakthrough Congregations will continue, and the Growth Team wants to help develop resources and encourage clusters and District growth plans.

Here in PSWD we continue to have congregations involved in many creative endeavors—buying new property or expanding existing sites, growing programs and staff to support the work of the congregation, and developing strategic plans for future possibilities. Only by working together can we learn from each other and have a greater impact in our communities and regions. It is an exciting time to be in the leadership of our UU congregations.

- Ken

Growth: The UUA is engaged in a number of experiments in promoting growth. Many of these (e.g., the Dallas/Ft. Worth Metroplex growth plan, including establishment of the Pathways congregation) involve partnership with metropolitan or regional partners. The Board voted that "the UUA Administration develop a comprehensive plan prior to embarking on growth projects in which the UUA has a financial interest. This plan should include a clear projection of (a) funding sources, (b) level of financial risk, and (c) a scheme for annual evaluation of progress during the first three to five years of the project." The Board expects to receive in April a report on learnings from the Pathways initiative by an independent

Continued on page 4 . . .

Trustee, continued . . .

review panel. (For additional Growth-related reports, visit www.uua.org/TRUS/jan06/ and scroll down to "Working Groups," items B1a and b, and "Late Packet," items B, C and D.)

Living Our Faith: Regarding the Gulf Coast Relief Fund (now exceeding \$3.5 million), a strategic planning group is currently working with New Orleans-area congregations, the affected districts and UUA staff to orchestrate assistance to those most directly affected. The Board passed a motion outlining steps the President of the UUA should take in cases where raising funds for disaster relief seems appropriate. These are intended to make clear the purposes for which the funds are being raised, how contributions may be designated, and who may be part of disaster relief partnerships (e.g., the UUSC or the Partner Church Council).

Other "Living Our Faith" issues included a report from the Commission on Social Witness (SCW) outlining a new four-year congregational study/action issue process (visit www.uua.org/TRUS/jan06/ and scroll down to "Late Packet," item G "Proposed Model" and item H "Recommendations for Proposed By-law Changes"). Specific by-law language relative to this change has been approved by the Executive Committee and will appear on the tentative agenda for GA2006.

Congregations: The Congregations Working Group included on its agenda:

▼ **International Programs:** With the departure of **Olivia Holmes**, the UUA will be looking for a half-time interim director of its International Office. Consistent with the Board's International Vision Statement, the UUA will focus on supporting programs that promote and sustain congregational engagement in international work. The Board voted to continue "staged reductions in UUA Funding" for the International Association of Religious Freedom (IARF), consistent with previous Board votes. We also received a report on the November 2005 meeting of the International Council of Unitarians and Universalists (ICUU) (visit www.uua.org/TRUS/jan06/ and scroll down to Committee Reports, item C13).

▼ **Lifespan Faith Development's Tapestry of Faith Curriculum Project** is moving ahead with creation of a number of program components. Most of these will be made available online at no cost to the congregations. (For a progress update, visit www.uua.org/TRUS/jan06/ and scroll down to item D11, "Tapestry of Faith.")

Anti-Racism, Anti-Oppressions, Multicultural

Initiatives: The report from the Journey Toward Wholeness Transformation Committee, delivered by the PSWD's own **Rev. Monica Cummings** of First Church Los Angeles, indicated their next focus will be to assess and monitor the role of UUA districts in facilitating the UUA's transition to becoming an anti-racist, anti-oppression, multicultural institution. We expect to receive their report in 2007.

Our Association: In response to a motion from the "Our Association Working Group," the Board voted to "send out communication regarding the changes to the Independent Affiliate criteria and the timeline for implementation." This is the next step in a decade-long effort to ensure that Independent Affiliate status is consistent with UUA principles, purposes and values.

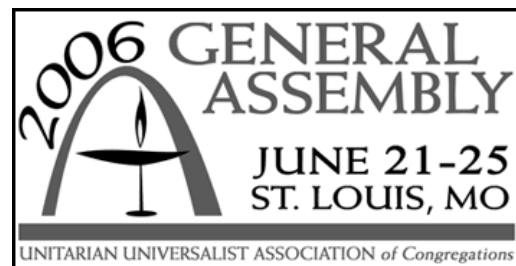
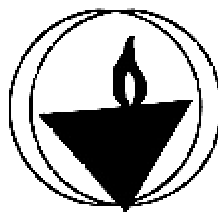
Beacon Press: Director **Helene Atwan** presented to the Board Beacon's first audio book (poems by Mary Oliver, who is also this year's Ware Lecturer at GA). She also announced that Beacon has taken back exclusive rights for Victor Frankl's *Man's Search for Meaning*, which continues to have very strong sales. Beacon will be setting up its own on-line book purchasing/shipping program for Beacon Books. To consult the catalog, visit www.beacon.org. And **BUY AND READ BEACON BOOKS!**

General Assembly: The Board voted for Minneapolis, Minnesota, as the site of the 2010 General Assembly. (This follows Portland, OR 2007; Ft. Lauderdale, FL 2008; and Salt Lake City 2009.) The theme for GA2006, "Right Relations," will be addressed throughout GA, including District Ingatherings, Orientations and the Opening Ceremony.

Board Functioning: In the interests of greater transparency, openness, and good governance, the Board voted to put on each Board meeting's final agenda only items for which reports and materials are included in the regular Board Agenda Packet (with exceptions to be determined by the Secretary).

Should you have questions or concerns about issues before the UUA, please don't hesitate to contact me at nwright@uua.org, or by phone at (619) 465-1957. I hope to see many of you at our District Assembly in Las Vegas April 28-30.

Cheers and blessings,
Ned





**SOME THINGS
TO CONSIDER
AT DISTRICT
ASSEMBLY**

The Bylaws Committee will be proposing several changes at the District Assembly:

*** Limiting members from one congregation**

The current bylaws allow two people from one congregation to serve on the District board as long as one is an officer and one a trustee. With the board reduced in size, we propose no more than one member from any one congregation. (The UUA trustee and youth member would be exempted.)

*** Changing attendance requirements**

Another problem is caused by the less frequent board meetings. The bylaws allow so many meetings to be missed that the board, meeting less often, might have a member who attends no more than one meeting a year. The change avoids that problem by allowing the board to decide whether to remove the member after a second meeting is missed.

*** Adding CLF members**

A minor change makes it clear that members of the Church of the Larger Fellowship living within the PSWD may serve on the board.

*** Modifying Nominating Committee nominations**

Finally, it is proposed that nominations to the Nominating Committee be made by the board instead of by the Nominating Committee itself.

For discussion

The Bylaws Committee is considering a change next year that would eliminate the Bylaws Committee. We would like an open mike discussion for that idea.

*Carol Agate, Arlene Bloom, and Gina Whitaker,
Bylaws Committee*



ON THE BALLOT AT DA

The PSWD Board of Trustees has temporarily appointed **Janet Wieder** of the Surprise, AZ UU Church as District Secretary, filling the position vacated when **Andi Stout** of the Chalice UU Congregation was temporarily appointed District Treasurer. The Board welcomes both of these capable volunteers to their new, and temporary responsibilities! Both positions will be on the ballot at the Annual Meeting in Las Vegas.

- Tom Stapleford

Engaging Diversity in Our Congregations

Save the dates of Sept. 30, Oct 7 and Oct. 14 2006 for an exciting program that will happen across the District. We will be picking up the discussion shared in the recent Commission on Appraisal report and helping facilitate the conversation across the District on the diversity of religious expression within UUism. At each of the Saturday workshops, which will begin at 9 AM and end at 1 PM, the **Rev. Tom Owen-Towle** will present the keynote address followed by an opportunity for participants to discuss their perspectives. More detailed information will be coming out from the District office in the next month.

- Ken Brown

AN OPPORTUNITY IN ST. LOUIS

UU University

For a day before GA in St. Louis there will be an occasion for congregational UU leaders to come together and have an in depth learning opportunity in numerous areas of congregational life. Beginning on Tuesday, June 20 at noon through Wednesday June 21 at 2 p.m.. there will be track programming on such subjects as the marks of a healthy congregation, the language of generosity, repelling fewer visitors, from visitor to member, and managing your congregation's money. **Peter Steinke**, Congregational Consultant and author of *Healthy Congregations* will be the keynote speaker. Material about this opportunity will be sent to each congregation with the GA material this next month as well as available on the PSWD website.

- Ken Brown

CONSIDER ATTENDING PSWIRL THIS SUMMER

The UU-oriented nonprofit Pacific SouthWest Institute of Religious Liberals welcomes you to their annual adult event at beautiful Camp deBenneville Pines in Angelus Oaks, California. Relax, swim, or take part in a wide variety of workshops and activities—it's up to you. The 2006 PSWIRL Week is from Sunday, August 20 through Friday, August 25.

In addition, the theme speaker, **Rev. Jon Dobrer**, will give a series of talks on "Islam, Judaism and Christianity Intertwined: What Does It Mean For You?" Jon is Minister of the Unitarian Universalist Church of Fullerton, as well as teacher at the University of Judaism and a syndicated columnist. He studied at USC, the University of Vienna, the Peace Corps in Tunisia and Starr King. Jon tells how Judaism birthed Christianity through the midwife of Hellenic cults, and how both combined in forming Islam. Our religious DNA continues to exchange and enrich these traditions for us to this day.

DeBenneville is owned and operated by the Unitarian Universalist Pacific Southwest District. It is at 6800 feet altitude in the San Bernardino National Forest among

towering pines, oaks, and cedars with a creek nearby, and Jenks Lake within walking distance. It has an Olympic-size swimming pool and a large hot tub. A field trip to Big Bear Lake Solar Observatory is offered.

In 2006, per person costs range from \$325 to \$440 depending on the type of accommodation you select, and includes all meals and workshops for the week. Please ask about scholarships.

The rich program (including a list of workshops and their facilitators) is available at <http://pswirl.org> with an associated registration form. Information about Camp deBenneville Pines is available at <http://www.debenneville.org>. Alternatively, for registration information, contact Registrar **Marcia Taylor** at taylor@pngusa.net or 909-597-1037. For program information contact **Richard Booth** at madlibrarian9@hotmail.com or 323-851-3348, or write to Come2PSWIRL@yahoo.com.

Join us in our beautiful mountain camp as we welcome newcomers and greet old friends. Experience for yourself the varied offerings of PSWIRL week.

- Peter Landecker





Around the District

Sierra Vista, AZ

UUCSEA INSTALLS MINISTER

It's been a winter of celebration for the Unitarian Universalist Church of Southeast Arizona. On Jan. 31 the congregation took title on a four acre property just east of Sierra Vista. While building may be a ways in the future, there's great excitement about the possibilities for our campus. Equally exciting, the **Rev. Rod Richards** was installed Feb. 19 as UUCSEA's first called minister. Rev. Richards was ordained at UUCSEA just two years ago and has garnered rave reviews for not only his preaching but also his congregational development and community outreach. We feel very fortunate to face the future in partnership with him.

- Molly Anderson

Long Beach, CA

MUSICIAN WANTED

Creative, dynamic musician needed to serve as Assistant Director of Music for vibrant, expanding music program in socially active church with 250+ members. Some keyboard skills, as both soloist and accompanist, required. Other desirable skills could include one or more of the following: children's choir, facility with electronic keyboards, composing/arranging, jazz improvisation, conducting, solo singing, etc. Wednesday nights from September through June, Sunday mornings year-round.

Salary is negotiable, commensurate with experience and skill set.

Send letter and resume to: Music and Arts Committee, Unitarian Universalist Church of Long Beach, 5450 Atherton Street, Long Beach CA 90815.

Applications will be accepted until the position is filled.

San Luis Obispo, CA

The UU Fellowship of San Luis Obispo County, a "Breakthrough Congregation," has turned over the keys to our new landlords, the Saint Andrew the Apostle Greek Orthodox Church. We'll rent it back from them for 12-18 months while our new and larger home is under construction. A joint ceremony and potluck marked the transition.

- Dorothy Jacobson

5th Annual PSWD Choral Festival

UU Choirs of All Sizes Invited

Saturday, May 20, 2006

3:00 p.m.

**Hosted by Throop Memorial Church in
Pasadena, CA**

Share your favorite pieces, get ideas,
hear new songs!

Be Part of a Massed Choir Finale

**To reserve a place and get more info,
call or email Festival Coordinator
as soon as possible:**

Julie Crooks (805) 499-9302

or email: hnjcrooks@earthlink.net

**Reservation Deadline
April 30, 2006**





We've had only had a few sledding days in the last few months at camp. After a warm and dry winter, we're looking toward a busy spring and summer.

One of the advantages of winter without much snow is the ability to continue our building and improvement projects started last fall. Next time you're in camp, you'll see our enlarged and newly redecorated camp store.

The remodeling project in Cabin 6 is looking terrific. A new "field stone" wall and new decor was created by several volunteers. New flooring will be installed in a few weeks. Thanks to the San Diego "Friends of de Benneville," Cabin 3 is also in the process of being renovated.

We've been fundraising to improve the children's playground area. We're hoping to be able to break ground and begin the renovation at our Spring Work Weekend, May 12 - 14. If you'd like to come help out that weekend, please contact the camp office to let us know you'll be here. That way we can be sure to reward your hard work with plenty of our healthy, delicious food and a comfortable bed.

Soon we'll be mailing the Super Camp Sunday! packets to each congregation. If you haven't received yours and don't have your Sunday summer camp sign up event scheduled for April or the beginning of May, please contact the camp office as soon as possible. We'll send you all the materials needed to encourage the families in your congregation to send their kids to summer camp.

Kevin Drewery, the DRE from the Las Vegas congregation, will be the Dean of Elementary Camp. The theme, "I Make A Difference!" will be a week of fun learning how to make a difference in the world. The camp will be held the second week of July with the Counselor-in-Training Program held the same week.

Bridgit Paparella will be the Dean of the Middle School Camp the third week of July. During that week, the youth and staff will be exploring their interconnectedness with UU history, their present and their futures at "Camp Evolution."

The YRUU Sr High Camp, "Enlighten Up!" will be held the last week of July. Youth Deans **Devon Porter** and **Emma Rosloff** will offer a program focusing on spirituality, building community and more youth empowerment. They say that they'll breathe new life into old traditions and we'll all be inspired.

We're excited that **Rev. Ned Wight** will be returning as the Theme Speaker for this summer's UU Family Camp. With sisters and Deans, **Michelle Berlin** and **Jenn Bowen**, we're expecting to have an exciting camp. Rev. Ned's theme, "It's All About Love" will explore how love sustains and empowers us in all areas of our lives; in our families, schools, work places, congregations, communities and the world. The camp will also offer crafts, hiking, music, dancing, the pool and hot tub—a wonderful experience with UU families from all over the district.

If you are interested in registering for any camp event, please don't wait. Our camps have been filling quickly. Registration forms and additional information, as well as the full calendar of events and activities, can be found on the camp's web site at www.uucamp.org or by calling the office at (909) 794-2928.

The next issue of the Connection, our camp newspaper, is in the mail. It contains information about all of the events during the next six months, registration forms for camp sponsored events and stories of interest to de Benneville campers. If you would like to receive a copy, please contact the office.

We hope to see you at camp soon.

Caroline Quintanilla
Administrative Assistant
caroline@uucamp.org



Julia Nordquist

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

REjoice

RELIGIOUS EDUCATION NEWS for PSWD
from Tera Little

The UUA Consultation on Ministry to and with Youth is well underway - have you been a part of it? If not, there is still time to participate.

Your congregation needs to sign up to participate in a Congregational Conversation—even if your church does not have an active youth group. These conversations will be a wonderful way for congregational members and leadership to talk about how they envision youth ministry in their congregation, identify strengths you have in place, and identify what might be standing in the way of a vibrant program. The Congregational Conversations will take place in April and May. Please contact Beth Dana, UUA Youth Ministry Associate at 617-948-4352 or bdana@uua.org to schedule your Congregational Conversation. It is important to be on the UUA list so you can receive a copy of the supplemental materials, based on the youth survey results, which will be a part of the Congregational Conversation.

Next year at District Assembly, 2007, we will be participating in District Conversations on Youth Ministry. This will give participants a chance to talk about how the PSWD can best support local efforts in youth ministry. The Consultation on Ministry to and with Youth will culminate in July 2007 with a Summit where all the information from the youth ministry surveys, the Congregational Conversations, District Conversations and Stakeholder feedback will be processed and recommendations on structures, policies, and practices to revitalize our youth ministry in local congregations will be created.

What can you do in between now and then to give TLC to your youth ministry program?

- Send your advisors to the Basic Advisor Training, held May 2006, location and date to be announced—stay tuned.
- Subscribe to the pswd-yruu email list to stay up to date on all the district trainings and gatherings (go to www.uua.org/lists for directions).
- Plan to send your youth group to Sr. High Summer Camp! The UU connections made at camp last a lifetime and help our youth remain UUs as they grow up.
- Enroll your graduating Seniors in the UUA Bridge Connections program. They will receive information about where to find a UU young adult or campus group, a collection of UU stories and meditations, and a free one-year subscription to the UU

World. The order form can be found at www.uua.org/ya-cm/congregations/bridgingyouth.html.

- Connect with UU churches near you and set up joint youth group meetings or overnights.
- Create a Parents of Youth small group in your congregation; often parents of youth need support and connections as they figure out how to best help their youth on the journey into adulthood.
- Offer Our Whole Lives. If your congregation needs to train facilitators the PSWD is hosting a combined Jr. High/Sr. High training October 13-15, 2006, location TBA.
- Give a big thank you to the youth advisors in your congregation.
- Remember that youth are an essential part of your congregation. Talk to them, listen to them, and when it comes to budget time fund your youth ministry program.

For up-to-date information on the UUA Consultation on Ministry to and with Youth, check out the website: www.uua.org/trus/youth.

In peace,
Tera

Important Lifespan Faith Development Dates

February 24-26	YRUU Spirituality Conference UU Church of Studio City
March 17-19	Worship for All Ages Renaissance Module - UU Church of Long Beach
March 31-April 2	YRUU Social Action conference First UU, Los Angeles
April 26-28	PSWD LREDA Days Las Vegas
June 10	Congregational Safety Workshop Flagstaff, Arizona
October 13-15	OWL Jr. High/Sr. High training, TBA
October 27-29	UU Identity Renaissance Module de Benneville Pines

Stay tuned for the next issue of the NetwUUrK for all the latest information on Summer Youth Camps 2006. Super Camp Sunday information will be in your church mailboxes by late March.

WORLD UUs GATHER IN SPAIN

Ninety-nine UUs—including five from PSWD—gathered in Montserrat, Spain, in November for a six-day meeting of the International Council of Unitarians and Universalists (ICUU). Four PSWD members were from California: **Jay Kay** and **Linda Banez-Kay**, UU Church Long Beach; **Lorella Hess**, UU Fellowship of Conejo Valley (Thousand Oaks); and **Randi Hetrick**, UU Church of Fullerton. One was from Arizona: **Janice Brunson**, UU Congregation of Phoenix (Paradise Valley). They traveled independently to the Council and most were unaware, until arriving, that others from the District were attending.

The meeting was ICUU's first open Council, i.e., the first to which all UUs were invited. The organization was formed in 1995 by visionary UU leaders who believed a coordinated, international effort would help spread UU ideals worldwide. The group has met biennially over the past ten years at different locations. In Montserrat, 26 countries were represented, usually by only a single participant, making PSWD's presence noteworthy.

The ICUU meeting included policy and budget reviews, worship services, and updates on the work of the UU United Nations Office, UU Service committee, and UU Partner Church Council. There were task force meetings about the ongoing challenge of promoting UUism. There were also less serious activities, gourmet meals, robust conversations (in dozens of languages, but most frequently in English), funicular rides and hikes into the surrounding peaks, and visits—strictly optional—to hear the boys' choir and mass. The Council hotel was a stone's throw from a revered Catholic pilgrimage site.

A memorable event during the Council was a day-long excursion to the birthplace of Michael Servetus, known in Spain as Miguel Servet Conesa, renowned physician, chemist, astronomer, and writer. He was burned at the stake in 1553 at the age of 42 for disavowing the Holy Trinity and advocating humanism. Unseasoned wood was used to prolong the process with low flames and give him time to reflect on his sins. He is regarded as one of the forefathers of Unitarian Universalism.

For more information about the ICUU and promoting UU ideals globally, please see www.icuu.net.

- Linda Banez-Kay

ABOUT VEATCH GRANTS

The Unitarian Universalist Funding Program makes grants to UU congregations, committees, districts, and affiliates through three funds:

- * The Fund for Unitarian Universalism,
- * The Fund for International Unitarian Universalism, and
- * The Fund for UU Social Responsibility.

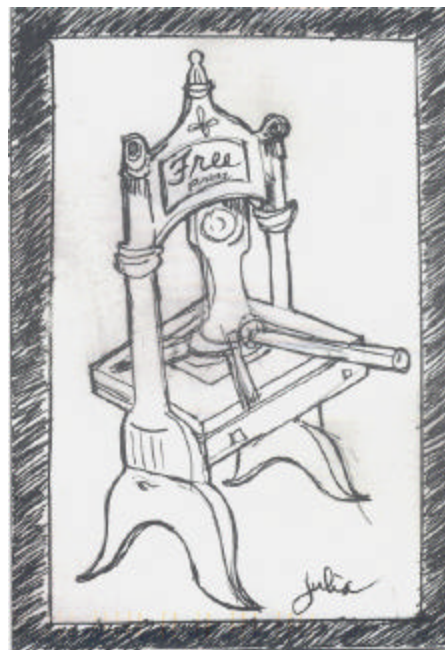
Our next deadline is (postmark) March 15, 2006.

Grants range from \$1,000 - \$20,000. This year our grants will total \$860,000.

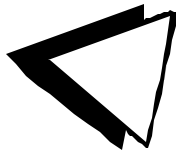
Our Panel members are appointed by the UUA Board and our funding comes from the UU Veatch Program at Shelter Rock.

Please visit our website for our guidelines, grant lists and more information: www.uua.org/uufp, or contact our office to receive an application packet, annual report or ask questions: UUFPA@aol.com or 617-971-9600.

- the Rev. Jan Christian,
Chair of the Fund for UU Social Responsibility.



"Free Press" by Julia Nordquist



COMPENSATION CONSULTANTS' CORNER

Mid-winter Update . . .

Each year about this time all the district compensation consultants meet for training, updates and communication. These meetings were recently held at UUA headquarters in Boston and several pieces of news have just come out so here is an update for our PSWD congregations:

The new compensation guidelines for salary and benefits went into effect on January 1st. These revisions are available online at: <http://www.uua.org/programs/ministry/finances/compensation.html>. As part of this we sent requests to each congregation's president requesting confirmation of your fair compensation status (participating, committed or non-participating). We have only received a few of these back. Check with your president to see if you have returned yours or contact one of your compensation consultants for more information (contact information is listed below).

The issue of health insurance for church staff and ministers is always a big question. Several months ago, numerous congregations participated in a survey to determine who might be interested in a UUA plan. A proposal is being developed for the next UUA Trustees meeting to participate in a very broad interdenominational program administered by Highmark Blue Cross/Blue Shield. This would be a self-funded plan by the UUA. Based on the survey, it appears do-able, yet the devil is always in the details. Those are being reviewed carefully right now and hopefully we will have some positive news by late April or early May. We shall see.

We tend to make some of our best progress on bringing more congregations into fair compensation status when they are in a search process. The placement department tells us there are only 58 congregations in search right now. While this number will likely change in the spring, it represents one of the lowest number of transition congregations in recent years. Of course the good news is the stability of so many congregations. On the other side of the same coin is that there are few opportunities for placements of ministers looking for transitions. It also means we have fewer opportunities to discuss fair compensation with Boards and search committees. You don't have to be in search to take advantage of the free consulting program for achieving fair compensation status. Contact us directly or contact the district office to arrange a personal visit.

While our primary mission is compensation we also

are heavily involved in other personnel matters and can help you with UUA resources on a personnel manual and job descriptions for staff. Contact us for more information.

We will be presenting a workshop at District Assembly, "Imagine the best Church Staff Money Can Buy." The workshop will have two main themes:

- 1) Presentation of the UUA 2006 Salary Guidelines as they relate to the various areas of the district, an explanation of the philosophy and the method for creating these guidelines.
- 2) Brief overview of the UUA Personnel Policy Manual for Religious Organizations. Each congregation represented will be given a CD version of this manual to download and modify to fit their needs.

Please encourage people in your congregation who are involved with personnel issues to attend this workshop.

JoAnne Smith
Uujsmith@aol.com

Tom Loughrey
tloughrey@economedix.com



Young Adult/Campus Ministry

Are you an older youth, young adult (18-35), or adult ally that wants to keep informed about Young Adult/Campus Ministry events in PSWD? Then join the PSWD young adult chat list. Please go to <http://lists.uuyan.org/listinfo/pswd-chat> and subscribe to this list, and encourage all the other young adults in your campus or young adult group to do the same. It's the best way to be in the know!



PSWD DISTRICT CALENDAR
Send additions/changes to
PSWD@aol.com

FEBRUARY 2006

- 12 Ordination of Adam Robersmith, UU Church, Surprise, AZ
- 12 Installation of Rev. John Morehouse, Pacific Unitarian Church, Rancho Palos Verdes, CA
- 13
- 18-20 Elementary Winter Camp, de Benneville Pines
- 19 Installation of Rev. Rod Richards, UU Church of Southeastern Arizona, Sierra Vista, AZ
- 24-26 YRUU Spirituality Con, UU Church of Studio City, CA

MARCH 2006

- 3-5 Young Adult Conference, San Diego
- 2-5 UUA Midsize Church Conference, Phoenix, AZ
- 4 YRUU Winter Board Meeting, TBA
- 17-19 Worship for All Ages Renaissance Module, UU Church of Long Beach
- 19 Installation of Rev. Carolyn Price, UU Church of Santa Paula, CA

- 24-26 YRUU Social Action Con, First UU Church of Los Angeles

APRIL 2006

- 21-23 PSWD Men's Spring Renewal, Camp de Benneville Pines
- 23 Ordination/Installation of Wendy Williams at UU Fellowship of Flagstaff, AZ
- 24
- 27-28 UUMA Meeting, The Golden Nugget, Las Vegas, NV
- 28 PSWD Board Meeting, The Golden Nugget, Las Vegas, NV
- 29
- 28-30 District Assembly**, The Golden Nugget, Las Vegas, NV

MAY 2006

- 7 Dedication of new building, UU Church of Ventura, CA
- 26-28 YRUU Election Con, TBA
- 28-29 YRUU Post-Election Board Retreat, TBA

JUNE 2006

- 3 PSWD Board Meeting, Unitarian Society of Santa Barbara
- 10 Congregational Safety Workshop, UU Fellowship, Flagstaff, AZ
- 21-25 UUA General Assembly**, St. Louis, MO

UUA Pacific Southwest District
The PSWD NetwUUrK
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