



NUUSLETTER

of the Unitarian Universalist Church of the Monterey Peninsula

January Theme: Poetry

Sunday Services begin at 9:30 and 11:15

January 6
"Poetry in Motion"
Amy Carlson & Ann Johnson

Our lives — all of life — is poetry in motion. When we reflect on the ways we move through our days and the ways in which life moves all around us, we can't help but be caught up in the beauty and miracle of it all. How might we better connect with the rhythm of this primordial movement?

January 13
"Poetry of the Global Majority"
Rev. Axel Gehrman & Karen Brown

"Poetry is the lifeblood of rebellion, revolution, and the raising of consciousness," Alice Walker writes. Poetry has the power to open our minds and hearts to new insights and understanding, linking our lived experience to a multitude of people whose lives are both remarkably similar and different from our own. In this way poetry can help us change ourselves as we change the world.

January 20
"It's a Rap"
Rev. Elaine Gehrman & Bob Sadler

With roots in West Africa and the Caribbean Islands, rap is a form of poetry using rhyming lyrics usually set to a beat. These rhymes often address the environment and social and political issues faced by the authors. We will explore the history of this artform, its cultural significance and what we might learn from this genre which speaks to so many people around the world.

January 27
"Finding Your Inner Poet"
Katie Hamilton & Sue Ellen Stringer

In the words of poet Mary Oliver, ". . . what is it you plan to do with your one wild and precious life?" Come spend a little time with your inner poet at the 9:30 service. At 11:15 we will have a Congregational Meeting to vote on our new Strategic Plan, launching our goals for the next three years, don't miss it!

Religious Exploration for Children and Youth

is offered during the second service for
kids, preschool and older.
Quality nursery care is available
during the services.

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Ministers' Message

Rev. Elaine Gehrman

A new year of possibility lies ahead of us. Who knows what wonders it may bring?

While we often think of the new year as being a fresh slate, a tabula rasa, the empty pages of a brand-new book, the truth may be closer to a new chapter. The new year will be building on the previous chapters, including some of the same characters and introducing new ones, new plotlines, new twists, but the continuation of an ongoing story.

Your Board of Trustees has been very busy the past few months, devoting many hours and much discussion to the formulation of a new strategic plan which is intended to help us write the next chapter of UUCMP. The theme of this next chapter as envisioned by your board, is growth. Growth in numbers, growth in connections, growth in diversity of all kinds, growth in impact. Not growth for its own sake, but growth in order to expand the reach of our life-giving message to more people who need to hear it.

We will be voting on this vision for the future at the end of January, and elsewhere in the newsletter you can read more about it: in Don Reynolds' Presidents Column, and the draft plan itself (found at the end of this newsletter). We hope you will read it, come to a discussion about it on Jan. 13 and/or 20 after each service, and be thinking about how you want to be a part of this bold vision for growth. It will take all of us, and there are many roles to fill and opportunities to be involved, including those uniquely suited for your gifts and interests.

So many people in Monterey County have never heard of our congregation, and have no idea that

such a progressive, open, welcoming and affirming religious community even exists. We would like to make sure they know about us, and have the chance to discover the benefits of this supportive community as we all have. We want to make sure we have the space, and the staffing, and the sustenance for them.

We hope you are eager to help us write this new chapter, welcoming new characters and plotlines. Your ministers and board are ready to launch this next adventure, and we hope you are excited to join us.

See you in church,

Elaine

THE MISSION STATEMENT OF THE UNITARIAN UNIVERSALIST CHURCH OF THE MONTEREY PENINSULA

Welcoming all, we worship together
with loving hearts and open minds,
promoting peace, equality, and respect for
the Earth. Questioning, reflecting,
learning, leading ... we change ourselves
as we change the world.

Save the Dates!!

Please read the draft Strategic Plan included in this issue and save these dates:

Sundays, January 13 and/or 20. After each service there will be a discussion of the bold new plan and how you how you want to be a part of this vision for growth.

On **Sunday, January 27**, there will a special congregational meeting at 11:15 a.m., in place of the second service. At that time we will vote on the draft Strategic Plan. Don't miss this important meeting!



UUCMP Sermon Broadcasts:

AMP Media (Channel 24 on Comcast)

Tuesday 8:30 a.m.

Thursday 8:00 p.m.

Sunday 12:00 a.m. (Saturday midnight)

Sunday 12:00 (noon)

Monday 10:00 a.m.

SCHEDULED EVENTS

Anti-Racism Book Discussion Group, Tuesday, January 8, 7 p.m.

Anti-Racism Film Group, Thursday, January 17, 7 p.m.

Board of Trustees meets Wednesday, January 16, at 5:30 p.m.

Book Discussion *Being Mortal*, Tuesday, January 8 and 22, 7 p.m. See page 14.

Buddhist Sangha is every Wednesday at 7 p.m.

Community Choir meets Thursdays at 7 p.m.

Dances of Universal Peace is Sunday, January 20, 5-7 p.m. See page 14.

Equal Exchange Coffee and Chocolate are available on Sunday, January 20. See page 13.

Friday Night at the Movies is on January 11, 7 p.m. See page 14 for what's showing.

I-HELP for Men is Sundays, January 13, 5 p.m. Sign up on the bulletin board if you can help.

I-HELP for Women is Sunday, January 27, 4 p.m. Sign up on the bulletin board if you can help.

Membership Committee meets Tuesday, January 15, via Zoom.

Men's Breakfast is Saturday, January 12, 8 a.m. See page 13.

Music Committee meets Monday, January 7, 5:30 p.m. via Zoom.

NUU'sletter deadline for the February issue is Wednesday, January 16.

Program Council is every first Tuesday, 12:30 p.m. at UUCMP or via Zoom. For Zoom information contact Lauren Keenan programcouncil@uucmp.org

Sing Along is Wednesday, January 9, 6 –7 p.m. in the Fireplace Room. See page 11 for details.

Social Justice meets Sunday, January 6 and 27, 12:45 p.m.

Women's Discussion Group will meet on Thursdays, January 10 and 24 at 2:00 p.m. See page 13.

President's Corner: Don's Den

THE BIG OPPORTUNITY

John Kotter's "8-Step Process for Leading Change" suggests that "no matter how you look at it, the world continues to change." Our world is changing just as we are planning a new course for UUCMP by way of our provocative proposal and draft Strategic Plan. An assemblage of ideas, needs, and aspirations have merged to create an incredible opportunity. We have a sense of urgency, and this momentum can help ignite positive changes for the future of our UUCMP. This is the first step in John Kotter's 8-step process: to create a sense of urgency and thus, "The Big Opportunity." Below is a simple chart illustrating these 8

Accelerators.



The big opportunity. Yes, the time is right to grow this church. The time is right to reach out to more people, and invite a wider and more diverse community to our new front doors, the doors of our new sanctuary.

Your Board of Trustees approved the final draft of our new Strategic Plan at our December board meeting. We are planning to hold discussion forums for the whole congregation on January 13 and 20, after both worship services, and look for congregational approval January 27th. (Please see the draft Strategic Plan included in this Nuusletter.) So we are completing #3 of the 8 accelerators, and by January we are moving straight into #4 "Enlisting our Volunteer Army!"

As we come forward with our provocative proposal, now Strategic Plan, we will need to continue to

build leadership and management to capitalize on this window of opportunity. It's about vision, action, innovation, celebration, as well as essential managerial practices. A multitude of task forces are outlined in the draft Strategic Plan that must be formed to evaluate feasibility studies, identify strategic partners to possibly enter into long-term leases of our new facilities, evaluate mortgage options, conduct a business plan and analysis, and budget management. These tasks forces become our "army of volunteers." The army needs to consist of many of you, with a great diversity. We are looking for recruits to make change happen, not to just carry out someone else's directives.

By Stage 5, we are enabled and ready to launch our lunar module (space shuttle?) into space. John Kotter talks about four Change Principles. This is the point where our faith will be tested and its strength is critical.

—continued on page 5

Don's Den, continued

Most people are not inspired by logic alone, but rather by the fundamental desire to contribute to a larger cause. If you can give greater meaning and purpose to your effort, extraordinary results are possible. The last change principle brings everything back home; we will create a culture where we help create change, and where we want to work harder to take advantage of the big opportunity.

To be clear, the Strategic Plan as drafted will unite the congregation to support growth. Growth beyond the simple lost seeker that has found our door. Growth to a new level of service to the community never reached by UUCMP before. And it all starts with explorations, research and feasibility studies.

Our ministers welcome this challenge as set forth in the draft Strategic Plan. They are inspired by our desire to grow and be a part of a larger cause. They seek the urgency that we have. They believe we can reach extraordinary results. They long to help us reach the Big Opportunity. This inspiration keeps our ministers engaged with our future.

Come join us for an enriching conversation about our growth and the draft Strategic Plan design to do just that, on January 13, 20, and a special congregational meeting in place of the second service on January 27 to vote. Growing is better than the alternative.

But first, happy one-year anniversary Teresa Malory. I send the board's best wishes to everyone for a Happy New Year!

Respectfully submitted in faith, hope, and with a little craziness.

— President Don Reynolds



Join Our Church!

Our church seeks to be a caring community and a welcoming place. We strive to deepen our religious lives and support the spiritual growth of all who join together here, working to build a better world beginning with ourselves.



If you find you are in sympathy with our principles and you are at least 16 years of age, then we invite you to sign our Membership Book.

There is no one single, right path to membership. But here are a few options: participate in worship and other events; and consider attending one of the two-session Orientations that are offered two or three times a year. Above all, familiarize yourself with our congregation.

Then fill out a Membership Form, which you can find at our Welcome Table in the lobby or in the church office. The form asks for your contact information and provides some information about UUCMP's purpose. After you return the completed form to the church office, you will be contacted by one of the ministers, or someone from our Membership Committee, to set up a time for you to receive additional information about the church, share your thoughts about church involvement, and sign the Book.

Joining the church entitles you to vote at congregational meetings, at which we adopt budgets, elect officers, and direct the course of church programming. Above and beyond that, membership is a personal and public expression of your support of this religious community, the ideals it stands for, and the work it does.

Please join us!

- Revs. Elaine & Axel Gehrman



A Note from the Intern

Amy Carlson

The theme for this month is Poetry. For me, the power behind poetry is in its ability to distill what is most important about our human journey into just a few lines on paper. Imagery, symbol, metaphor, rhythm and sound – all used as tools to bring us into a moment, an emotion, an experience of our humanness. While not an avid poetry reader, I do have a deep appreciation for it, and at certain stages in my life, a poem has made its way to me at just the right time.

In middle school, I loved the poetry of Robert Frost. His short poems with rhyming verses made his poetry accessible to me as an adolescent. His poem *Nothing Gold Can Stay* seemed to speak to me of the changes from childhood to adulthood, and I was mesmerized by the nature imagery in the poem. I committed it to memory for an English class assignment, and I still have it memorized to this day.

In my high school and college years, I loved the poetry in the book of Ecclesiastes from the Hebrew Bible. It fit the existential phase of life I was in, and I felt a kinship with the author who proclaimed right from the start, “Meaningless! Meaningless! Utterly Meaningless! Everything is Meaningless!”

In my thirties I found Wendell Berry’s writing and dove into his novels, essays, and poems, but what stands out to me the most from his breadth of work is the poem *The Peace of Wild Things*. This sweet poem about finding peace in things which “do not tax their lives with forethought of grief” still grounds me and comforts me when the demands and pressures of life overwhelm.

When I entered seminary, I found the practice of gratefulness taught by Father Steindl-Rast refreshing, and I gravitated toward e.e. cummings poem *i thank you god*. It hung on my closet door for my four years in divinity school. Each time I opened my closet to retrieve an article of clothing I was reminded of “the leaping greenly spirits of trees and a blue true dream of sky.” Truly this life is a miracle and “i thank you god.”

Lately I’ve been reading the poetry of Mark Nepo - a gentle, spiritual teacher and writer. For many years, I’ve used his day book *The Book of Awakening* as one of my go-tos for mediation and contemplation, but his poetry is new territory for me. I leave you with a gem I discovered recently. Enjoy!

Warmly,
Amy

The Appointment

What if, on the first sunny day,
on your way to work, a colorful bird
sweeps in front of you down a
street you’ve never heard of.

You might pause and smile,
a sweet beginning to your day.

Or you might step into that street
and realize there are many ways to work.

You might sense the bird knows something
you don’t and wander after.

You might hesitate when the bird
turns down an alley. For now
there is a tension: Is what the
bird knows worth being late?

You might go another block or two,
thinking you can have it both ways.
But soon you arrive at the edge
of all your plans.

ART NEWS

Majestic Trees of Monterey County by Cheryl Kampe Continuing through January 28



Realm of the Aged Oak

ABOUT CHERYL

Cheryl Kampe's wonderful exhibition of tree paintings will continue for the month of January. Cheryl found an early interest in art from a joy and fascination with interpreting a visual scene onto paper. When she finally had the chance to devote herself to her art, she began systematically to learn the techniques of watercolor. She studied with several leading artists in the Bay Area, while at the same time painting daily and developing a personal style and increasing expertise with the medium.

After moving to Pacific Grove, she was inspired by the local landscape and wildlife. A series of trees captured the distinctive sense of the local Peninsula forest. Most recently, Cheryl has been studying oils and plein air painting. In a sense, it is a return to the classic elements of painting – form, values, and color based on traditional techniques. The plein air process provides the additional challenge of changing conditions and light, especially along our central California coast. She finds the coast area once more the source of inspiration for her work.

Cheryl has had many solo shows at Pacific Grove Art Center and has had many awards. You can learn more by going to www.cherylkampe.com and by going to Venture Gallery.

ABOUT MAJESTIC TREES

"This series has been a part of my life for over ten years. It all began when a friend sent me a wonderful photo of "Old Veteran" at Point Lobos. Using watercolor on heavy paper, I begin painting an abstract underpainting to establish some darks and lights. When it is completely dry, I draw the image to the paper. I try to translate the beauty I see onto the paper by eliminating or adding details to the composition. I love the way watercolor blends wet into wet to get wonderful abstract touches to the painting."



The Long Reach

The Comments Book is now in the Welcome Hall
just outside the sanctuary doors.

-Peggy Olsen



Unity

RELIGIOUS EXPLORATION



I'm writing this piece for the January newsletter on Christmas Day, about 10 days later than I should be. The busy-ness of the season overwhelmed me for a while and some things just didn't get done when they

should have. I was, however, returned to a more contemplative space, thankfully, by the UUCMP candlelight service last night.

Snapping a few photos of that beautiful service, and knowing that I still needed to find something worthwhile to say here about our religious exploration program, I began thinking back on all the photo-worthy moments my family has enjoyed over the past 22 years of participation in UU churches. There was Fletcher's child dedication when he snatched the rose from the hand

of the minister and announced loudly, "I got one!" I cringe thinking of Case's tear-stained face from when I first left him in the nursery (gasp!) one Easter Sunday. I fondly remember the groups of young teens I was privileged to accompany to Boston for Coming-of-Age heritage trips, some of whom who are now parents themselves. My hard drive is cluttered with all kinds of church-related memories and spending a piece of my Christmas Day looking back on them has been a treat.

I became actively involved in UU churches back in the day precisely because I wanted to be part of something that would help mark the passages of life and create events that my children could organize their memories around.

2018 has been a year of memory making for the adults, youth, and children of UUCMP. I look forward to seeing what memories we will make in 2019 and hope that you will be part of the fun.

Corey Brunson
Director of Religious Education



Religious Exploration Memories





January Shared Plate Recipient Housing Resource Center of Monterey County

HRC's Mission

The mission of the Housing Resource Center (HRC) of Monterey County is to provide a continuum of housing resources for homeless prevention and affordable housing opportunities. HRC fosters community stability, stronger communities, and personal economic empowerment through education, advocacy, counseling and services.

Summary of Services

The Housing Resource Center of Monterey County is a non-profit organization founded in 1984 with the goal of helping homeless families and individuals find and maintain permanent housing. Our organization provides a series of financial services to the homeless community, including: payment of outstanding utility and eviction debt, security deposit assistance, rental assistance, and application fee assistance. Our team also focuses on teaching families how to budget monthly, make housing goals, how to be responsible for rent, how to speak to landlords and where to look for housing given their income and location.

Recently, we've taken part in the First Time Home Buyer Education course where individuals looking to purchase a home for the first time can learn what it takes to be a home owner. As we continue and grow as an organization, we strive to be a resource tool for those in all housing phases. We pride ourselves in teaching others how to become independent while also acknowledging the need to ask for help when needed. We believe everyone deserves shelter and a place to call their own.

Success Story:

"With the help of Monterey County Gives, HRC would like to be able to return that landlord support by offering to financially subsidize minor repairs. It is our hope that with your generous donation, HRC could contribute to the Lead Me Home 10-year plan to end homelessness and bring stability to the community. This is another way that HRC intends to give back to the community and encourage landlords to participate in helping to rapidly re-house homeless families in Monterey County.



In late December 2017, my five-year-old son and I became homeless for the first time. I was attending MPC on track to graduate that June with my associate's degree in Human Services and I was working part time on campus as well. It was so convenient that my son was enrolled in an amazing preschool that was located on the same campus as my school and work. However, being that I'm a single mom. I was quite literally on my own. We lived in my car while I finished school, and while I was trying to figure out how I could get us by day to day.

While I was homeless, I cried a lot while my son was asleep because I honestly thought it was going to be impossible for me to get out of that situation alone. It's only because of the help from HRC and Dorothy's Place that I now have a home to raise my son in, and we are beyond grateful for the support and encouragement we had along the way." - Anonymous



We currently have three Chalice Circles (Covenant Groups or Small Group Ministry) providing a way to get to know others while exploring issues of UU importance in a comfortable setting. Contact Rev, Axel or Sharon Miller about joining an existing one or facilitating a new one---materials and mentoring available!

Karaoke Celebration

On Saturday, January 26, at 3 p.m., join us for a rollicking multi generational Karaoke celebration with professional Karaoke deejay Dana Morrigan! You can enjoy refreshments and try your hand—and voice!—at performing musical pieces. Everyone who attended last year found it to be great fun.

Admission is \$10 for adults, seniors, students, and military, and \$15 per family. Don't miss this enjoyable event with fun for the entire family!



Musical Offerings



Ring in the new year with music! We have a lot of opportunities to make a joyful noise.

Currently, the Adult Community Choir meets each Thursday from 7-9 p.m. in the sanctuary. Our Adult Community Choir is open to everyone, members and nonmembers alike, to explore singing together. We also welcome our member Brian Jacobson as a special guest conductor this season. He will lead one or two songs between March through June. We are currently preparing for two services per month. We will begin January with two fun choral works. We start with a challenging Sight-read Fest on January 3rd and resume regular rehearsals on January 10th.

If you want to have fun with folk songs and popular tunes, come check out our monthly sing along with Shawn Kraut! We are scheduled to meet Wednesday, January 9, from 6-7 p.m. in the Fireside Room. This group is open to anyone with any instrument to play or sing along. You can bring music or use the music other people have brought. Shawn also helps guitar and ukulele players develop their skills at any level. This group does not perform in Sunday services.

This month, our children's choir will resume Sunday, January 6. Students grade 1-5 are encouraged to come out and sing. We meet directly after the first service until 11 a.m. in the RE Wing. Please ask me if you have any questions about this fun opportunity for our children.

If you have any other ways your wish to contribute to the music department, please feel free to contact me. We would love your involvement in this fun program.

— Camille Hatton

Men's Breakfast Group

Saturday, January 12,
8:00 a.m.



All men are invited to the monthly Men's Breakfast Group. Please let Marsh Pitman (marshpitman@gmail.com) know if you will attend so we can plan for enough food. Come as early as 7:30 if you want to help.

WOMEN'S DISCUSSION GROUP

Unitarian Universalist Church
of the Monterey Peninsula

We welcome all women to our twice monthly meetings—the second and fourth Thursdays.

On January 10th, Joni Caldwell will lead a discussion of “Aging Positively.”

On January 24th, Peggy Hansen will lead a discussion of “My Favorite Book of 2018 Plus One to Trade.”

Please join us from **2-3:30 p.m.** in the Fireplace Room.

—Nancy Baker Jacobs, Facilitator

EQUAL EXCHANGE PRODUCTS AVAILABLE JANUARY 20



Fair trade, organic coffee, tea, chocolate and olive oil will be available between services January 20. Support sustainable farmer coops and UUCMP at the same time! Cash and checks accepted.

Contact: Janet Shing



WE'RE LOOKING FOR A FEW GOOD WORSHIP ASSOCIATES!

We need talented, dedicated UUers who want to contribute to the quality of our worship services. Worship Associates support all Sunday services and sometimes provide leadership at those services as well. If you think you'd like to try your hand at this vital part of church life, please fill out the WA form that can be found digitally at the UUCMP website (under members only) or physically in our foyer, or speak to the ministers.

PUBLICATION DEADLINES

ANNOUNCEMENTS for SUNDAYS in the Order of Service or verbal Welcome and Announcements from the pulpit are due by 9 a.m. on Wednesdays.

ARTICLES for THE WEEKLY NEWS email are due by noon, Tuesdays.

Life Enrichment

The Winter Life Enrichment booklets will be published soon. Check out all the great groups and activities.

Contact Carol Greenstreet, who is the LE Committee Chair.

Book Discussion on *Being Mortal*

The last two discussions for this remarkable book will be on Tuesday, January 8 and 22, at 7 p.m.

What does it mean to live well and to die well? This question lies at the heart of our thoughts and feelings surrounding the mortality of loved ones, as well as our own mortality. The book shows how one might live a good life, all the way to the end.

Rev. Axel will lead the last session of discussion of *Being Mortal: Medicine and What Matters the Most in the End* by bestselling author and surgeon Atul Gawande.

Please contact Rev. Axel (minister@uucmp.org) if you have questions, or plan to attend.

Suggested donation: \$5.00 per session.

Life Enrichment Programs Affinity Groups:

Anti-Racism Book Group

First Tuesdays, 7-9 p.m.

Anti-Racism Film Group

Third Thursdays, 7-9 p.m.
in the Fireplace Room

Men's Group Breakfast

Second Saturdays, 8 a.m.

Contact: Marsh Pitman

Women's Discussion Group

Second and fourth Thursdays, 2 –3:30 p.m.

Contact: Nancy Baker Jacobs

T'ai Chi Chih Wednesdays

5:30-6:30 p.m.

Contact: Ruth Smith or Jim Eagle

Sangha continues on Wednesday

evenings, 7 to 8:30 p.m.

Friday Night at the Movies is second

Fridays, 7 p.m. All are welcome.

Contact: John Freeman

Dances of Universal Peace

Third Sundays, 5-7 p.m. in the sanctuary

Contact: Barbara Bullock-Wilson

FRIDAY NIGHT AT THE MOVIES

FRIDAY, JANUARY 11, 7:00 P.M.

~ THE HOURS ~

Directed by Stephen Daldry, this British-American drama stars Meryl Streep, Julianne Moore, and Nicole Kidman. The story spans the 20th century and revolves around three very different women, two of whom have been profoundly affected by the works of Virginia Woolf; the third woman is Woolf herself. All three are battling with issues of freedom, responsibility, and identity. Their stories intertwine and come together in a transcendent moment of shared recognition. It won Best Motion Picture at the Golden Globes and earned Nicole Kidman an Oscar for best female actor.

Doors open at 6:45 p.m. It's free. Family and friends are welcome. Refreshments available for a small fee. See you at the movies!



Grapevine

Following a mild heart attack and two mild strokes in October and November, **Hebard Olsen** sustained a serious stroke in December. This has left him with speech problems and numbness in his right leg. At this writing, he is in the Inpatient Rehabilitation Unit at Community Hospital, a ward that specializes in aggressive physical therapy for patients who have suffered strokes. They have a very good record of being able to help people restore their functioning.

Hebard was put on Eliquis, a blood thinner that is specifically prescribed for people with atrial fibrillation, but it does not have a 100% success rate. Unfortunately, there is little that can be done to prevent strokes from occurring again. The signs are favorable for him to respond to treatment, but short- and long-term prognosis is still uncertain. Hebard very much wants to return to normal activities; he has indicated that if he cannot resume videotaping, he will not be a happy camper. We wish him the best as he works on his recovery.

Grapevine is one project of the Caring Network, a group whose mission is to increase and strengthen the sense of community at UUCMP. If you or someone you know is in need of assistance or has something to share, please contact the steering committee at caringnetwork@uucmp.org

Shared Plate Recipients for 2019

At each week's Sunday service, designated checks and half the cash collection goes to a selected charity organization whose mission and activities follow UU principles and ideals. There are many worthy local charities, These are the ones that were chosen for 2019.

For January, the Shared Plate Recipient is *Housing Resource Center*. Read more about this organization on page 10.

The other eleven organizations for February to December are as follows. (This list is in alphabetical, rather than sequential, order)

- AMP: Access Monterey Peninsula
- Coastal Kids Homecare
- Indivisible Immigration Task Force
- LULAC: League of United Latin American Citizens
- NCBI: National Coalition Building Institute
- Ohlone/Costanoan-Esselen Nation
- Peace of Mind Animal Rescue
- Rainbow Speakers
- UU Service Committee
- YAC: Youth Arts Collective

FIRST FRIDAY COFFEE WITH THE MINISTERS

Friday, January 4, 2:30 – 4:00 p.m

Would you enjoy a cup of coffee or tea, and the opportunity to chat with the ministers, as well as a few other members and friends of UUCMP? If so, be sure to join our First Friday Coffee. Revs. Elaine and Axel will host a gathering for members and friends in the Canterbury Room of Canterbury Woods, 651 Sinex Avenue, Pacific Grove. Whether you are a resident there, or live elsewhere, please join us for a hot beverage and friendly conversation.



SOCIAL JUSTICE

IAF /COPA Training in Phoenix

In November, I attended a five day [Industrial Areas Foundation, IAF, training in Phoenix](#). IAF, founded by Saul Alinsky in 1940, is the nation's largest and longest-standing network of local faith and community-based organizations. Our affiliate here on the Central Coast is COPA, which stands [for Communities Organized for Relational POWER in ACTION](#). I was there with approximately 50 people from different IAF affiliates around the country.

It was fascinating to hear about similar struggles for local empowerment in Alabama, Arkansas, California, Colorado, Louisiana, Michigan, Montana, and Texas. IAF's National Co-Director, Ernesto Cortez, was one of our teachers. I had met him and worked with him 20 years ago, when our UU church in Fort Worth joined the IAF affiliate ACT, Allied Communities of Tarrant County. In Phoenix our trainers also included the lead organizers from Los Angeles, San Antonio, Des Moines, Omaha, and Brownsville. Other attendees included IAF organizers and other volunteers like me primarily from churches (including several UUs), but also nonprofits.

The focus of the week was on power and how to get it when you don't have much; how to use a democratic process to set priorities for your local affiliate; identify opportunities for action, and then mobilize. We attended a local action in Phoenix that brought folks from across the metroplex together with elected officials who made commitments to fund local education and job priorities.

Please mark your calendars if you would like to attend the COPA delegate assembly on Saturday, January 26, location TBD. The purpose of the assembly will be to set COPA priorities for 2019. At the September 30 Convention, our priorities were health care, housing, mental health

and immigration. These priorities were developed by working with the institutional members of COPA about the issues that their families are facing. Stay tuned to learn more about how we can be involved in setting priorities here at UUCMP.

At present we are working with Jan Lindenthal at Unity Church and with other Monterey County institutions to hold a second **Civic Academy on Housing** later this winter. The next planning meeting for that will be Mon, Jan 7th at 7 PM, location TBD. UUCMP is hoping to spearhead a civic academy on immigration this spring.

In the meantime, Bill Melendez and Rev. Elaine and I have met to talk about building our COPA Core Team at UUCMP. If you are interested in learning more about the team, we would like to meet with you. Please contact us at ij@uucmp.org.

— Laura Nagel



Strategic Plan -- DRAFT -- 2019-2022



The Board of Trustees is excited to present a new three-year Strategic Plan to the congregation for review and approval. The Board will be hosting two congregational forums, after services on Sunday, **January 13 and January 20**. A special congregational meeting has been scheduled for **Sunday, January 27, at 11:15 a.m.** for a vote on the plan.

This is an auspicious moment in the life of UUCMP. December 31, 2018 marks the successful conclusion of our last capital campaign, begun in 2013, which allowed us to complete Phase II of our building plan: the construction of our Welcome Hall, as well as new offices and meeting rooms in our Religious Exploration wing. These new rooms on sanctuary level provide brighter and more welcoming space for our children, and opportunities for more multigenerational interactions on Sunday mornings.

The Board has been working to sustain the energy and momentum of our recent effort by crafting a new Strategic Plan, which focuses on three over-arching goals: **(1) to increase membership numbers, involvement and demographic diversity, (2) to ensure staffing adequate to evolving congregational needs, and (3) to explore completion of Phase III of our Building Campaign – a new sanctuary.**

The Board believes these programmatic and physical improvements are ambitious and attainable. Over \$20,000 has been set aside as seed money to pay for a fundraising consultant, an initial financial feasibility study, and other costs associated with a potential capital campaign. In August the Board accepted a generous anonymous gift of \$250,000, which will increase our staffing level to support our plans for growth, exploring staff options for communication, web, and technical expertise, as well as increasing our level of ministerial staffing from the one full-time (FTE) position our co-ministers have shared to 1.5 FTE for the next three years.

In his December newsletter column, Board President Don Reynolds compared our planning efforts to the important work of aerospace engineers and rocket scientists before launching the Space Shuttle. A lot of hard work is done before a rocket is rolled to the launch pad. Many of us worked hard to get our beloved church community to the place we are today. We got here thanks to the efforts of so many caring and committed members and friends, “brave, compassionate thinkers and doers,” Don wrote.

We hope you will join in this exciting effort, beginning by reading the following pages which describe the process we have followed, and details of the plan we have created. Several new initiatives will provide many opportunities for your active participation.

point of our new three-year Strategic Plan. A Provocative Proposal, according to AI experts, should be challenging and innovative, and stated in affirmative, bold terms.

The New Strategic plan addresses the following areas and outcomes:

1. Increase membership numbers, involvement and demographic diversity

- 1.1 Increase visibility & outreach
- 1.2 Increase diversity
- 1.3 Improve member recruitment, involvement & retention

2. Ensure staffing adequate to evolving congregational needs

- 2.1 Increase co-ministry position to 1.5 FTE for three years
- 2.2 Assess staffing needs and implement recommendations

3. Explore Completion of Phase III of Building Campaign

- 3.1 Explore a capital campaign to raise funds from current members and friends
- 3.2 Research mortgage options to allow future members to contribute
- 3.3 Determine non-profit partners to share space in lower level
- 3.4 Determine design of new space
- 3.5 Construct new space

Additional information on details and sequence of action steps associated with this plan can be found in Appendix A: Strategic Plan Outline.



Some History

In 1979 the sanctuary and first segments of our church building were completed. They were expanded in 1990. In 2001, we began a long term Master Building Project. A broad survey of the congregation demonstrated strong support for enlarging the existing building at the Aguajito Road site over moving to a new location.

On February 2, 2003, members overwhelmingly approved a Master Plan for a 350-seat sanctuary wing adjacent to the west end of our present building, two new religious education hexes on the east side, and a large administration area under the new sanctuary. Using as its motto *Creating Space for Love and Justice*, the church undertook a capital campaign with the assistance of UUA fundraising consultant Jerry King. A total of \$1.9 million was pledged from 2003 to 2005. By 2007, this first capital campaign had provided funds allowing us to complete most of the plan's infrastructure, including parking, plumbing, and the foundation of the envisioned sanctuary.

Another Strategic Planning process began in 2007, driven by a Strategic Planning Committee. A unanimous congregational vote endorsed the Strategic Plan in 2008. Within two months, the biggest economic recession since the great depression forced the congregation to put most of the plan on the hold. With the arrival of the economic recovery and a new Interim Minister, Rev. John Buehrens, the congregation adopted a slightly revised version of the Long Range Plan in September of 2013. The plan included goals in the areas of: justice, stewardship, transformation, organizational sustainability, and physical sustainability. Implementation of the plan was the responsibility of appropriate committees and coordinated by the Program Council, and envisioned concluding in 2018.

In 2013 the congregation voted again in support of further growing into our vision: to move forward with Phase II to add the large Welcome Hall on the west side, two new wings of religious education rooms on the east side, and a remodel of the existing building -- especially the kitchen and men's and women's rest rooms on the main floor. During 2013, the second Capital Fund Drive raised almost \$1,900,000 in pledges to be paid over four years, enough to complete Phase II.

The Phase II Capital Campaign was extended through December 2018 as donors asked for extra time to meet commitments. On December 31, 2018 our 5-year Phase II Construction Campaign is concluding successfully. Over \$20,000 has been set aside as seed money for our Phase III Capital Campaign.

January 2019 is the perfect moment to launch the next phase of our plans.



Appendix A – Strategic Plan Outline

Our Strategic Plan focuses our energies in three areas, in order to:

1. Increase membership numbers, involvement and demographic diversity
2. Ensure staffing adequate to congregational needs
3. Complete Phase 3 of Building Campaign

1. Increase membership numbers, involvement and demographic diversity						
Outcomes	Action Steps	Participants	Financial/Staff Resources	Start/End Date	Considerations	Completion Benchmark
1.1 Increase visibility & outreach	Investigate signage, PR outlets, advertising, social media	Communications Committee		Feb 2019		Recommendations completed
	Implement Recommendations	Board, Program Council		Aug 2019	Communications, Membership, Building & Grounds Committees, etc.	
1.2 Increase diversity	Create a Board Diversity Task Force	Board		Feb 2019		D Task Force Formed
	Self-assessment of cultural practices	Board Diversity Task Force				Self-assessment completed
	Congregational Diversity Training	Board Diversity Task Force, Congregation				Training Completed, Recommendations developed
	Implement Recommendations			Aug 2019	outreach, messaging, content and location	

1.3 Improve member recruitment, involvement & retention	Review welcoming practices	Membership committee, Staff		Feb 2019		Recommend improvements
	Implement Recommendations	Program Council, Staff		Aug 2019		
	Review newcomer involvement practices	Membership committee, Leadership development, staff		Feb 2019		Recommend improvements
	Implement Recommendations	Program Council, Staff		Aug 2019		
	Review connection practices between members	Membership Committee, Small groups, social events,		Feb 2019		Recommend improvements
	Implement Recommendations	Program Council, Staff		Aug 2019		

2. Ensure staffing adequate to evolving congregational needs						
Outcomes	Action Steps	Participants	Financial/Staff Resources	Start/End Date	Considerations	Completion Benchmark
2.1 Increase Co-Ministry Position to 1.5 FTE for three years	Evaluate Ministry needs	Board	\$250,000	Jan 2019	Membership, Outreach	Approve min. plan and recommendation
	Implement Recommendations			Feb 2019		1.5 FTE co-ministry
2.2 Assess Staffing Needs and Implement Recommendations	Evaluate Program needs	Board Program Council	(see above)	Feb 2019	Technology, Outreach, Families, Language	Develop staffing plan and recommendations
	Evaluate Facility needs	Board Program Council		Feb 2019	Technology, Rentals	Develop staffing plan and recommendations
	Implement Staffing recommendations			Jul 2019		Plans are implemented

3. Explore Completion of Phase III of Building Campaign						
Outcomes	Action Steps	Participants	Financial/Staff Resources	Start/End Date	Considerations	Completion Benchmark
3.1 Explore Capital Campaign to raise funds from current members and friends	Form Capital Campaign Team			Feb 2019/Mar 2019	Landmark gifts? Bequests?	CC Team meets
	Hire Financial Consultant	Capital Campaign Team	\$7,000	Mar 2019/Apr 2019		Financial Consultant hired
	Conduct Feasibility Study	Consultant & Team		Apr 2019/May 2019		Feasibility Study Completed
	Conduct Capital Campaign			Feb 2020		
3.2 Research Mortgage options to allow future members to contribute	Form Mortgage Team			May 2019/Jun 2019	Deed restrictions? Endowment collateral?	M Team meets
	Research Financial Institutions, consult other UU congregations and UUA resources	Team		Jun 2019		Report and Recommendation on Mortgage options
3.3 Determine non-profit partners to share space in lower level	Form partner exploration team			Feb 2019/Mar 2019		PE Team meets
	Research & Recommend partners	Team		Apr 2019/May 2019		Completes Report and Recommendation

3.4 Determine design of new space	Form design/ architectural team			Jun 2019/Jul 2019		D Team meets
	Consider architectural/ project management services		\$7,000	Aug 2019		Hire architect/ project manager
	Develop Designs for new sanctuary and ground level space (gold, silver, turquoise options)		\$3,000	Oct 2019	Accessibility, parking, partners needs	Design is approved by congregation
3.5 Construct New Space				By August 2022		

Timeline 2019-2022

1. Increase membership numbers, involvement and demographic diversity															
Outcomes	Action Steps	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19	Oct 19	Nov 19	Dec 19	Jan 20	Feb 20
1.1 Increase visibility & outreach	Investigate signage, PR, social media, etc.														
	Implement Recommendations														
1.2 Increase diversity	Create a Board Diversity Task Force														
	Self-assessment of cultural practices														
	Congregational Diversity Training														
	Implement Recommendations														

1.3 Improve member recruitmt, involemt & retent.	Review welcoming practices														
	Implement Recommendations														
	Review newcomer involvement practices														
	Implement Recommendations														
	Review connection practices between members														
	Implement Recommendations														

2. Ensure staffing adequate to congregational needs															
Outcomes	Action Steps	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19	Oct 19	Nov 19	Dec 19	Jan 20	Feb 20
2.1 Increase Co-Ministry Position to 1.5 FTE for 3 years	Evaluate Ministry needs														
	Implement Recommendations														
2.2 Assess Staffing Needs & Impl. Rec.	Evaluate Program needs														
	Evaluate Facility needs														
	Implement Staffing Recommendations														

3. Explore Completion of Phase III of Building Campaign															
Outcomes	Action Steps	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19	Oct 19	Nov 19	Dec 19	Jan 20	Feb 20
3.1 Explore a Capital Campaign	Form Capital Campaign Team														
	Hire Fundraising Consultant														
	Conduct Feasibility Study														
	If Feasible, Conduct Capital Campaign														
3.2 Research Mortgage Options	Form Mortgage Team														
	Research Financial Institutions and UUA resources														
3.3 Determine non-profit partners to share space in lower level	Form partner exploration team														
	Research & Recommend partners														
3.4 Determine design of new space	Form design/ architectural team														
	Consider architectural/ project mgmt services														
	Develop Designs for new sanctuary, etc.														
3.5 Construct New Space															By 8/22



Appendix B

Our Provocative Proposal

Adopted by the Board of Trustees on October 17, 2018

We are embarking on a bold three-year journey to complete our new sanctuary — a place of celebration and service, welcoming to all.

The new sanctuary will create space for a larger and more diverse congregation, that can gather on Sunday mornings at a single worship service, allowing for increased connectivity among congregants, and a stronger sense of community. Focusing our staff and volunteer energies on a single Sunday service will also allow us to provide a stronger music and religious exploration programs, and be more effective in our efforts to welcome both newcomer and long-standing members and friends.

This three-year endeavor includes:

- **launching a capital campaign to raise funds from our current members and friends**, which will not only focus on money but also include:
 - strengthening connections between our members,
 - better caring for one another, deepening our bonds of community, and
 - inspiring new people with our vision;

- **securing a mortgage to allow future members to contribute to this accomplishment**, which will include:
 - incorporating an accessible and welcoming design plan,
 - expanding our outreach and welcome to new families, students, gbt folks, immigrants, and more;
 - creating more space for more people to share in worship, fellowship, education and service

- **partnering with community groups to share our space**, which will enable us to:
 - more closely align with organizations who share our values of love and justice
 - make these alignments more visible to the larger community
 - expand our social justice mission and outreach

We are opening our doors wider than ever before to welcome diversity, build a stronger community, and provide a legacy of love and justice for our children.

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