



# The Chalice Flame

The Monthly Newsletter of the Unitarian Universalist Church of Kent

January 2010

**Sunday Services**  
9:30 and 11:15 am

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**Deadline:**  
The 15th each month

And so another year begins. No doubt some among us will make a resolution or two – a promise to ourselves about some aspect of our lives we'd like to change. Here in the church offices we've been busy making some promises too. The promises we have been making are called covenants.

Covenant is an old word with deep roots. We use it today in our Unitarian Universalist congregations to name the promises we want to make to one another about how we will be in relationship together. We make these promises knowing that though we are bound to make mistakes, we can always begin again. Our covenants name our aspirations and guide us back into right relationship when we fall short.

With Karen Lapidus joining our staff anew as our Director of Religious Education and with Christie Anderson recently installed as our Commissioned Lay Leader (CLL), it seemed a good time to covenant again. Karen and I created a covenant just for us and the entire staff team created a covenant together. Because Hal, Karen, Christie and I are all involved in creating and implementing program and because Christie's CLL work includes a focus on worship, we also created a covenant amongst ourselves. All three covenants are printed in this newsletter. We believe it is important for you to be aware of the promises we have made and by which we will strive to live as we work on behalf of the mission and people of this congregation.

Peace, 

## Staff Covenant - December 2009

We commit to encourage and trust each other to work with loyalty to the mission and vision of the Unitarian Universalist Church of Kent. We will strive to:

- take care of ourselves
- support each other with honesty and openness to use our individual gifts in our ministries
- challenge ourselves and each other toward growth
- handle differences and/or conflict directly, respectfully and professionally with a goal of shared growth
- encourage direct communication among members of the congregation
- keep confidentiality when needed

## Covenant between the Reverend Melissa Carvill-Ziemer and Karen Lapidus

Our covenant with one another is based on these shared values:

- Shared ministry firmly grounded in Unitarian Universalism
- Ministry shaped by the church's vision and mission
- Relationships built on respect and love
- Generous engagement with and dedication to our ministries

Grounded in these values and responsive to our individual needs we covenant to abide by the following principles in our working relationship:

- Collaboration and collegial spirit and practices

## Upcoming Sermons

27 December

*Remembrance*

Lois Weir and Susan Goekler, with many contributors in person and recorded

An annual service to remember some of those who have died in the past year and their influence on us, individually and collectively. We will acknowledge their contributions and see how their lives speak to how we are living our lives today and who are we influencing. If you would like to have someone recognized during the service who made a difference in your life, please submit his or her name, along with a sentence or two that summarizes his/her significance to Lois at loisweir@aol.com

3 January

*Colombia: Making the Dead Count*

Mark W. Weber and Worship Associate Kristofer Sperry

Liberation theology provides us with the concept of "accompaniment" as a way to work with oppressed peoples. Mark explores how he came to embrace accompaniment on his recent trip to strife-torn Colombia.

6 January, Wednesday

*Vespers*

Elaine Yehle Bowen

What are some of your spiritual and meaningful "ah-hah" moments? On this night, the 12th day of Christmas and the Feast of the Epiphany, we'll reflect on and share the epiphanies of our lives.

10 January

*Finding Meaning in Mystical Experiences*

Worship Leader Christie Anderson and Worship Associate Marion Yeagler

Unlike many UUs who search for life meaning through reason and evidence, some find unexpected insights following a mystical experience. This sermon examines studies of people reporting religious mystical experiences, three common theological interpretations, and the reason that UUs should pay close attention to this frequent phenomenon.

17 January

*Martin Luther King Jr. Sunday: Poverty Today*

The Rev. Melissa Carvill Ziemer and Worship Associate Christie Anderson

This year as we honor the memory of the Rev. Martin Luther King Jr. we will focus our attention on his work with and for poor people. How can the lessons of King's leadership inform the struggles for economic justice we face today?

24 January

*An Evolving Humanism*

The Rev. Melissa Carvill Ziemer and Worship Associate Kristofer Sperry

Humanism has long had an influence on the development of Unitarian, Universalist and Unitarian Universalist theology and practice. Come revisit the history of our humanist heritage and consider the ways in which humanism continues to evolve in our living tradition.

31 January

*Earth Ministry: A New Journey*

The Rev. Melissa Carvill Ziemer and Nancy King Smith

Our congregation has chosen to begin the process of working toward certification as a green sanctuary. Come explore the foundations of a Unitarian Universalist theology of environmental justice. Come consider the ways in which this new journey has the potential to change us and our relationship to the earth.

## Minister Out of Office

After taking the weekend after Christmas to rest and celebrate, I will be taking the following week (December 28 – January 3) for study. I will not be in the office or responding to email during that time, but I will be available by cell phone for urgent concerns. I will be back in the office full time beginning January 5, though I will not be leading worship at our congregation on January 10. I have accepted an invitation to lead worship and an anti-racism workshop at the Unitarian Universalist Fellowship of Oberlin that day. I wish you all safe and happy holidays - Melissa

## Moderator McGee's Musings

**R**esolution: v. to deal with successfully; to clear up; to reach a firm decision about. Of course, you would expect to see a January article about resolutions, right? Do you make resolutions for the New Year? I generally do not. I don't have a firm reason why; I just don't like them. I am on the mindset that, if you're not doing something you need to do now, having the added pressure of trying to do it at the beginning of a new year is not going to help. This is the reason why I like that we set our board goals at the retreat we hold every fall. Fall just seems like a better time to me because so many things, like school for instance, begin in the fall. Our board goals for this year were informed by our Strategic Plan, which was developed by the Master Plan Committee. We had a short, but important, list: to begin the process of hiring a bookkeeper, to transition to Policy Governance, and to follow the Strategic Plan. I am happy to report that we are making good progress in all of these areas.

When I started this board term, however, I was Trustee for Fellowship, not Moderator. As such, I had personal goals for myself related to this position. My main goal was to increase growth in our congregation. When I became Moderator, I still felt that this goal was important. In October, an opportunity presented itself that would enable our congregation to learn about growth: the OMD was accepting applications for a program called "Planning for Growth and Vitality: A Workshop Series for the Smaller Mid-Size Congregation." This workshop se-



### Help Homeless Pets

Would you like an easy way to help homeless animals in our county for a few months? Just collect Acme grocery receipts and place them in the marked box in Fessenden Hall - that's all there is to it. Last year the PAPL collected over \$800.00 through Acme's Community Bucks program, and this year the need is even greater. Of course, it goes without saying that if you don't shop at ACME and still want to help, nobody will mind if you pop a little change, or a few bucks into the box instead. It will all go to help the animals. Thanks! Saunis Parsons.

ries, according to Joan Van Becelaere, is "sponsored by the regional coalition that includes the Joseph Priestley, St. Lawrence, Ohio Meadville and Metro New York districts, [and] will provide ideas, strategies and inspiration to help the smaller mid-sized congregation to grow from a 'pastoral' to a 'program' church." Additionally, Joan writes, "specific topics that will be presented and discussed include the impact of change in the organization, the role of leaders in effecting change and growth, building a mission and ministry focus, and recruitment and retention strategies." When Melissa sent me the information letter and application, I knew right away that this was something our church should participate in. The application process was highly competitive, however: only six congregations from our whole district would be chosen, based on the quality of our application. So, Melissa, Kristofer Sperry and I sat down at Panera one day and, over coffee, crafted the best application we could, answering questions about our congregational strengths, weaknesses, and preparedness to grow. I am extremely happy and excited to tell you that we were chosen to participate! Our first retreat will take place at the end of January. Marion Yeagler will join Melissa, Kristofer and I for the three year duration of this series. We are eager to learn about growth and even more eager to share this information with you.

I hope that this New Year brings you many blessings and joys, and I know that there will be challenges as well. I look forward to experiencing all of it together.

In service, *Lori*



### Winter Institute

Winter Institute is coming - are you? Meet other UUs during a wonderful relaxing weekend at Salt Fork State Park - February 12-15 (President's Day weekend). Your Summer Institute friends will be there.

For registration and more information go to the OMD website: <http://www.ohiomeadville.org/index.html> Jim Scott and Jill Forsman are co-chairs and can answer questions.

## Adult Religious Education Offerings

*Sunday Mornings* – 9:30 a.m. in Fessenden Hall

*January:* The Theology and Philosophy of Good and Evil  
This four part Adult Exploration series will explore Good and Evil, God and Grace, and Mother Nature and Mother Earth. Starting with the theological concepts of the Reformation, participants will move on to the Enlightenment and the gelling of both Unitarian and Universalist thought on good and evil. Such questions as, "How could a benevolent and omnipotent God allow evil?" or "If the world was in a state of grace and harmony before modern humans arrived -- are we humans evil as we bring about a mass extinction?" will challenge us. Though not required, participants might consider reading Susan Neiman's "Evil in Modern Thought".

January 10 "The Reformation, beyond reading the Bible"

January 17 "The Enlightenment, Kant and friends"

January 24 "Universal Salvation, predestined to succeed"

January 31 "Where do we UUs stand today?" (in annex)

*Sunday Afternoons:*

Tell Your Story: Come discover and explore the joy of writing. Join others regularly or drop in. January meetings are the 10th and 24th from 3:30 – 5:00 in Eldredge Annex. Pat Pownall – leader.

*Weekday Evenings:*

*Mondays:* T'AI CHI

An ancient Chinese meditative practice, t'ai chi is sometimes referred to as "meditation in motion." It draws upon the principles of Yin and Yang – harmony and the integration of mind and body. Beginners can start any Monday at 8 p.m. We invite donations to the church, at a recommended level of \$5 per session. The leader is Susan Goekler a certified instructor with the Tai Chi Association of Atlanta.

*Tuesdays:* Finding your sacred self: The inward journey to the path forward.

This three part workshop focuses on identifying internal resources such as self-image, esteem, and self awareness that contribute to a sense of consciousness. Participants will examine the role these resources play in spiritual growth through exercises and group dialogue. Sessions will be Jan 19, February 2, and Feb 16 from 7 – 8:30 in the annex. Leader: Christopher Gargoline

*Wednesdays:* Intentional Eating Study Group

A monthly exploration of how UU values inform participants' food choices. The group meets the second Wednesday of the month at 6:30PM in the sanctuary. Questions? Contact Kathy Kerns, Jennifer May

*Thursdays:* Unnatural Causes

As the debate around health care reform rages with its undercurrents of racial and class inequities, this series will view and discuss the powerful documentary series, "Unnatural Causes: Is Inequality Making Us Sick?" This four-hour documentary explores the ways that racial and socioeconomic inequities impact health care outcomes for individuals and examines the costs to the country as a whole. The sessions will be held on Thursday evenings from 7:00 to 9:00. Please call the office to register. Leader: Saunis Parsons .

Jan. 28: In Sickness and in Wealth: What connections exist between healthy bodies, healthy bank accounts and skin color?

Feb. 4: When the Bough Breaks: How racism gets embedded in the body and affects birth outcomes.

Becoming American: Latino immigrants arrive healthy but don't stay that way

Feb. 11: Bad Sugar: Diabetes in two Native American communities

Place Matters: Where you live predicts your health

Feb. 18: Collateral Damage: Marshall Islanders are caught between the developing and industrial worlds

Not Just a Paycheck: Unemployment takes a toll in Michigan but not in Sweden



### Budget Requests, Anyone?

Finance Committee meeting: Tuesday, January 5 at 7:00 p.m. The Committee will develop a budget for July 2010 - June 2011 that will form the basis for the annual canvass. If you have budget requests for the next church year, please send them to Susan Goekler in advance of the meeting. The meeting is open to any interested church member.

## Becoming a Green Sanctuary: Together We Will Make a Difference

We begin the new year with a commitment to work together for the life and health of our planet. On Sunday, January 31, we will launch the congregation-wide project to make our church a Green Sanctuary. Nancy King Smith, co-chair of the board of the Unitarian Universalist Ministry for Earth, will lead us in worship that Sunday with Melissa, our minister. Nancy is an active member of the First Unitarian Church of Cleveland, where she has been deeply involved in the effort to win Green Sanctuary certification for her congregation from the Unitarian Universalist Association. She will share with us her experiences in developing a Green Sanctuary action plan. After the second service, we will gather as a congregation for pancakes and discussion in Fessenden Hall, and Nancy will guide us in planning our first steps. Together we will examine the strengths and resources we can bring to our Green Sanctuary effort.

Becoming a Green Sanctuary is much bigger than making the church building energy efficient. We are called to look both inward, at our own practices, and outward to how we engage with the community and the world. The Green Sanctuary program has four areas of focus. They are worship and celebration, religious education, environmental justice, and sustainability. As we work together on this project, we will weave our work for environmental awareness and change into our worship services and our community gatherings. We will educate ourselves and others about how to live gently on the earth. We will become aware of environmental injus-

tics frequently suffered by people who are poor or who belong to racial or cultural minority groups, and we will work to address those injustices. We will promote sustainable living in our homes, in our church, in our community, and in the world. Becoming a Green Sanctuary may include actions big and small, from creating a community garden to advocating for government action to stop global warming. Ours is an intergenerational project, and we will include our children as central participants in this work. We need everyone to get involved.

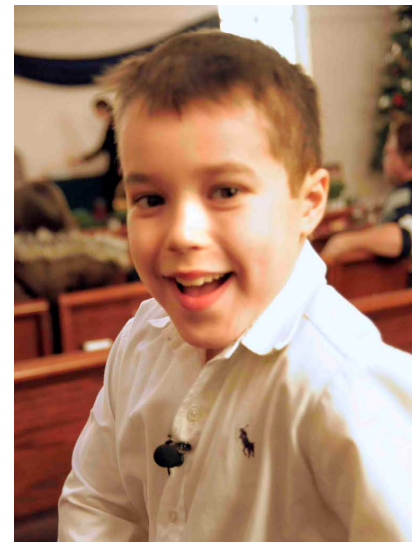
We invite you to read more about the Green Sanctuary program at the Unitarian Universalist Association website: <http://www.uua.org/leaders/leaderslibrary/greensanctuary/index.shtml>.

We are called through this project to change ourselves and the world around us. In doing this work, we strengthen the bonds of community in our church, and we live the seventh Unitarian Universalist principle to affirm and promote respect for the interdependent web of all existence. In the words of writer and farmer Wendell Berry, "The care of the Earth is our most ancient and most worthy, and after all our most pleasing responsibility. To cherish what remains of it and to foster its renewal is our only hope."

We will see everyone on Sunday, January 31.

*Vivien Sandlund, Mac Goekler, Christie Anderson, Karen Lapidus, Ted Voneida, Swanny Voneida, Melissa Carvill-Ziemer*

**Spencer Marfy is excited to act in the "Story for all Ages" section of a service.**



### Shaklee Chat - All Invited

It has come to the board's attention that there is some concern about our affiliation with Shaklee. As a way to open a conversation about this issue, the board will hold a special coffee chat on January 10th between services specifically for discussion about Shaklee. We welcome any comments or concerns you have, both positive and critical, so please plan to attend if you can. If you cannot attend, but have something to share, please email me and I will share it with the board at the next meeting.

In service, *Lori McGee*, Moderator

## Financial Corner

The overall situation continues to be the same picture, but it seems we get a little further behind each month: Expenses are being held below budget, revenues other than pledge and plate are about on plan, but pledge/donation revenues continue to be below plan. Year-to-date we are now \$10,000 below plan on donations, a little less than \$8000 below plan on total revenue, and \$4400 below plan on expenditures.

At the end of July, our net assets were about \$23k. They dropped to \$20k at the end of November, a slight increase over October thanks to the Service Auction.

With snow plow season and high gas bills coming in the winter we are concerned. Hopefully the congregation will respond to the contribution reports that went out in November, and get pledge payments on track during December and January. We have planned an increase in these months knowing that some are planning to pay more toward their pledge in December if you want a tax deduction this year, or January if you want the deduction to count for 2010. Also some people are splitting their annual payment into two, one in July, one in January.

We are making good progress on our long-range plan for this year. We have a new DRE, and have arranged special funding for this, the new windows in the basement, and for the doors with windows in the RE rooms, none of which were paid for from the budget. As mentioned above, budget expenditures are on track, but there are always uncertain expenditures related to weather in the winter months. We don't want to lose momentum on

achieving the many things we set out to accomplish this year, so we are trying to avoid re-budgeting. We think we can IF pledge payments come in stronger during December and January. We plan to review this early in February and some make key decisions then.

We really want to know your plans: Any thoughts you have on when you plan to pay the rest of your pledge, if you can give more, or if you will not be able to meet your pledge, will be a great value to us in planning the rest of the year. Contact me anytime by phone or email to discuss your individual plan. I'd love to hear from you, no matter what the situation is, so we know what to expect for pledge revenue in the rest of the year.

Oh, and one minor clarification to last month's column: Our base record for donations is a scan of the checks you send in or contribution envelopes in the pews containing cash. If you write a check, please put the designation for where you want the donation applied in the memo line of the check, NOT on the envelope or a separate note. It is OK to put the note right on the pew envelope for cash contributions. This way your info is scanned and we have a record of your request.

Thanks for your cooperation, your dialog with us on these matters, and your generous contributions to our church.

*Bob Erdman, Trustee for Finance*



## 5th Annual UUCK "Soup"er Bowl

It's not the Vikings or the Colts, the Chargers or the Packers - it's US!!! We're the team that's playing the Hunger Game of Portage County and we need to score. Need for food is up and donations are down after the holiday - we can help and we need to help.

The "Soup"er Bowl is on Sunday, February 7, 2010 before, during, between and after services. It is a massive collection of canned soup/stew/chili/ravioli to re-stock shelves at the KSS Food Pantry and feed cold, hungry neighbors. Look for the football themed table down in Fessenden

Hall on 2/7 and bring in your cans of soup/stew/chili/ravioli to donate.

Not a shopper??? Forgot your cans on the kitchen table??? The empty soup pot on the table is for coin and cash donations for KSS food programs. You may also stop by the Acme Bucks table and donate a \$10 Acme gift card to the food pantry.

Every can, every quarter, every dollar bill makes a difference . . . please help if you are able. Gooooo team!!!

*"Coach" Elaine Yehle Bowen*

## On Communication - Committee on Ministry

Sometimes the best ideas for newsletter articles come from what is happening in our world. This does not necessarily mean current national or international events. It is much closer to home, from within our church community over the past several weeks. We need to have a conversation about communication.

For the past decade or so, advances in electronic technology have changed how we communicate with each other. There are less face-to-face interactions, even fewer live telephone calls and more messages left on recording devices. For many people, the primary method to speak is via their fingertips – at a desktop computer or by text messaging. Such 'advances' improve accessibility and speed but do they really help us communicate **bet-**  
**ter?**

Print text cannot express tone of voice (warmth, caring, sarcasm) nor can it convey body language, whether positive, neutral or negative. Therein lays its limitations – misinterpretation and lack of clarity and emotion. Sometimes people are more willing to risk stating unpopular opinions from the keyboard than they are in person. Many of us have done this, me included. I have heard that the caveat for using e-mail is that it is best for scheduling, confirming and coordination and not for conversations of substance.

How do we re-connect with each other to be in right relationship? We begin with one person, our self, and one conversation at a time. We are mindful that listening begins with an open mind and a closed mouth. We are mindful that pauses and silence are time to breathe and think about what we truly mean to say. We are mindful that words can be both powerful tools and dangerous weapons; each needs handled with care. Remember always that there are two sides to every issue and each person's opinion is valid and worthy because it belongs to him/her.

*Elaine Yehle Bowen, CoM chair*

*Chris Hurlbut – CoM member*

*Jane Krimmer – CoM member*

*Rev. Melissa Carvill-Ziemer*



## First Responder Team Forming

Our newly formed Safety Committee has suggested that we create a First Responder Team for the church. First Responders are people who are willing and able to take the lead in responding to fire emergencies, public safety concerns and/or physical injuries that happen on church premises. Team members will be asked to attend two four hour trainings (possibly Saturday mornings from 9:00 to 1:00) to learn about and prepare to be a first responder in the event of fire and public safety emergencies. We will be calling on our local fire and police departments to assist us with the training. Team members will also be asked to provide documentation of current First Aid and CPR certification. Those who are interested in being on the team who do not have current First Aid and CPR certification may take the class through the Red Cross, or, alternatively, we may schedule a Red Cross First Aid and CPR training at the church if there is enough interest. If you are interested in serving the church as a First Responder, please let me know.

*Melissa*



## Church Library News

New at the Church Library: Family Activism: Empowering Your Community, Beginning with Family and Friends by Roberto Vargas (Berrett-Koehler Pub., 2008). Social change begins at home. We live in a world that needs radical transformation if our children and grand-children are to live healthy, peace-filled lives. Activist Roberto Vargas says the answer lies surprisingly close: at home with our family and friends. We can apply the practice of family activism to foster warm, loving connections with our relatives and with those we choose to call family--and develop the skills and attitudes we need to tackle broader problems in our community, our nation and the world.

Many of you will be pleased that the library has just purchased Mary Oliver's new book of poetry entitled *Thirst*.

A reminder that cash donations to the library allow us to build up a reserve for the purchase of new books or other materials. Some people have used this to honor a person's memory or celebrate a special occasion in their lives. Make out the checks to the church with "library" in the memo line.

## Shaklee Church Fundraiser

Want to live your green values, support the work of our church, and redirect your household spending to all natural products that are really great?

Join our Shaklee fundraiser. This works just like Acme Bucks. You buy things that you buy would anyway and the church gets a percentage of sales.

Shaklee has 4 lines of products:

Healthy Nutrition

Healthy Weight

Healthy Home

Healthy Beauty



Watch the Shaklee TV clips on the website to learn why this is a great company with very UU values. Learn about the products. Then jump in and give them a try. No worries! 100% satisfaction guaranteed!

Our website: [www.kentuu.myshaklee.com](http://www.kentuu.myshaklee.com)

If you want help- great! Call our Shaklee representative Mindy Kshywonis. You will really like her! Or, talk with Kristofer Sperry.

Don't have a computer? No problem. We have a paper catalog in the library and Shaklee is happy to take your phone order. Just be sure to tell them that you are under the UU Church of Kent for us to get credit. Need any special arrangements, just talk with Kristofer. We will make sure that you can participate if you want to.



Bonny Esparza almost sold out of bread at the Kent Farm Market this month.

- Travel and stay in homes of people who share your ideals
- Host travelers in your home to meet new friends and earn extra money

The UU bed and breakfast directory *UU're Home* (formerly *Homecomings*) offers a network of hosts in the United States (and a few abroad) who enjoy meeting new friends and are happy to open their home to like-minded people. Travel to different cities and stay in reasonably priced accommodations or become a host and enjoy meeting new friends.

For more information, visit [www.UUreHome.com](http://www.UUreHome.com) or write to [info@uurehome.com](mailto:info@uurehome.com)



[www.UUreHome.com](http://www.UUreHome.com)

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## A Faith Development Point of View

The adults of our church may wonder what happens on a Sunday morning, after singing the refrains of *Go Now in Peace*, when the children and their Religious Education teachers make their way up the stairs to their classrooms. After I've checked in with Michelle Bores, our nursery care provider, to assure that all is well with our littlest ones, I make my rounds and briefly visit each classroom. Because we don't yet have windows in the classroom doors\*, I must open the classrooms doors and peak inside to see if anyone needs anything or if I can be of support in any way. I really enjoy this first impression of each class and thought you might enjoy learning about what I see.

By the time I get upstairs, the *Spirit Play* group (age 4 through grade 2, both services) has already begun their story. The children are seated on the floor in a circle totally focused on the piece of felt fabric that the teacher has laid before her. The felt serves as the "place" where the story is told. The children's attention is held by the beautiful and colorful objects used to tell the story. When I return later in the session, the scene in the Spirit Play classroom is considerably livelier with the children doing activities of their choice to engage with the story. There are usually children covered in large smocks painting at easels as well as children using blocks to build something related to the story (or something unrelated to the story). The chalice flame (battery operated, of course) illuminates the entirety of their time together each Sunday.

The *Spirit of Adventure* group (grades 3 through 5, first service) is using an intentionally active curriculum. It calls for lots of movement and other engaging activities. When I check in on them, they may already be engaged in activities such as learning about Clara Barton, who was a Unitarian, by practicing first aid skills on each other or learning about Hanukkah by spinning dreidels and then giving gifts of dreidels to the children in the Spirit Play group. When I return toward the end of the session, the Spirit of Adventure group might be stringing their "award beads". Each session incorporates achievable and real goals. When a goal is reached, a bead is awarded. In a non-competitive way, the children are practicing being responsible to each other.

I never know what to expect when I open the door to the *Toolbox of Faith* classroom (grades 3 through 5, second

service)! Sometimes everyone is donned in their red work aprons and safety goggles. Other times, they might be sitting reverently and listening deeply to each other in the light of the chalice flame. Each child has a toolbox which is being filled with tools, session-by-session, which symbolize an important human characteristic. For example, duct tape which represents flexibility and a magnifying glass which represents questioning. The children and their teachers participate in a wide variety of activities that illustrate those characteristics. This curriculum is intentionally active and fun.

Our Middle School group (grades 6 through 8) is using the Unitarian Universalist Association's new *Families* program. They are engaging with the questions, What is a family? What does a family do? Who defines a family? The program culminates with a photo-documentary project. (Details coming soon!) When I check in with them, they are likely to be engaged in meaningful discussions about the range of diversity in families or those aspects common to all families. They might be watching a movie, which is a recurring activity woven into the program, and following the viewing with discussion.

When I check in on the *Youth Group* (grades 9 through 12, second service), I never can predict what they will be talking about, but I am sure to find them in meaningful discussion, lounging on their large stuffed cushions. The furnishings in their room definitely reflect the comfort that they seem to have with each other! They are using the unit on ethics, from the *Building Your Own Theology* program. Our young people are ready and able to tackle these important issues.

So, now you know some of what happens after the children are "sung to their classrooms". If you wish to know more about the experiences our children are having in our RE program, just ask them.

In faith and with love, *Karen Lapidus*  
Director of Religious Education

\**The window project was just completed- ed.* Safety standards require that there be windows in all doors to rooms where children and adults gather. Many thanks to our Board of Trustees for moving on this important aspect of safety and congregational life.

*Karen Lapidus*, director of Religious Education

**Melissa cont'd**

- Mutual respect for ideas
- A willingness to seek consensus
- Open communications with assurance that we will both inform each other as needed
- Mutual affirmation of each other's role as church leaders
- Courtesies; such as being on time, answering emails in a timely manner
- Flexibility due to the realities of life, as needed
- Confidentiality
- Friendliness and an appropriate amount of fun
- Mutual encouragement of authenticity and faith development
- Offering honest and useful feedback
- A dedicated, regular meeting time
- Encouraging innovation

**Covenant of the Program Team** of the Unitarian Universalist Church of Kent

The members of the Program Team of the UUCK, who include the Minister, the Director of Religious Education, the Music Director and the Commissioned Lay Leader, pledge to work together to promote the mission of the church by abiding by the following promises to one another.

The Minister, Director of Religious Education, Music Director and CLL will:

- maintain on-going, honest communication with one another, relying on the use of email, telephone and face-to-face conversation.
- respect the integrity of the team by keeping our concerns or constructive criticism exclusively within the circle of the team.
- honor the value of collaboration by being mindful of opportunities to work together and sharing information and resources.

- address problems within the team as soon as possible, and handle them with an attitude of openness, kindness and forgiveness.
- be open-minded and give thoughtful consideration to creative approaches suggested by a team member.
- encourage and challenge one another to strive for excellence and growth.
- provide honest, constructive feedback to one another on our efforts.
- remind one another to maintain a healthy balance between church involvement and other life priorities.
- exercise discretion when sharing personal information and maintain confidentiality when needed.
- share information with one another regarding opportunities for personal and professional development and training.
- alert one another to anticipated absences and provide the coordination necessary to ensure coverage of our responsibilities.

The Minister will:

- establish a regular time to meet with each team member individually to discuss topics initiated by either person.

Team members will:

- support the Minister to the best of their ability and show respect for the role of the Minister by honoring the leadership and guidance provided by the Minister.

The CLL will:

- at the Minister's discretion, serve as a resource for the Minister to call upon as a back-up for any duties that the CLL can perform that will assist the Minister.
- discern the needs of the congregation, but will also bear in mind her strengths and interests when undertaking responsibilities.

**Lay Worship Service Invitation and Workshop**

The Sunday Program Committee is soliciting proposals from those who would like to offer a sermon and participate in a worship service. Assistance can be provided with the parts of the service the lay leader would like to develop or does not wish to handle. To submit a proposal, complete a form, which can be found on the table at the sanctuary entrance or at the church web site on the Sunday Program Committee page. Submit proposals to Christie Anderson at or place in her mail slot at the Eldridge Annex.

For those who would like to learn how to develop an idea into sermon, Reverend Melissa Carvill-Ziemer and Christie Anderson will be leading a workshop in March offering guidance on writing an effective sermon. This hands-on instruction will take place over 4 sessions lasting 2 hours each. An effort will be made to schedule class times based on mutually convenient times. Each participant will have developed a sermon by completion of the class. Contact Reverend Carvill-Ziemer or Christie Anderson to express your interest in attending.

## January Church Events

<b>27</b> 10:30 Pancakes 12:15 More pancakes 7-9 AA FH	<b>28</b> 10:15 Yoga 5:15 gentle Yoga 7:00 Tai chi	<b>29</b> Thread/Web and eNuus deadline 5:30 Mod. Yoga 7:00 Challenging Yoga	<b>30</b> 9:30a Yoga	<b>31</b>	<b>1</b> New Year's Day	<b>2</b> 1-5:00 Sanctuary in use
<b>3</b> 6:30 Choir 7-9 AA FH	<b>4</b> <b>10:15 Yoga</b> 5:15 Yoga 7:00 Tai chi 7:00 Clan at Wood- lands	<b>5</b> Thread/Web and eNuus deadline 4-6:00 Green sanctuary EA 5:30 Mod. Yoga 7:00 Challenging Yoga 7-9:00 Finance mtg. EA	<b>6</b> 9:30a Yoga	<b>7</b> 5:30 Yoga	<b>8</b> 6:30-9:30 Game Night F	<b>9</b> 9-2:00 Fessenden in use 10-1:00 RE retreat
<b>10</b> 3:30 Writing Group EA 4:00 Easy yoga 6:30 Choir 7-9:00 Coming of Age EA 7-9 AA FH	<b>11</b> 10:15a gentle Yoga 5:15 gentle Yoga 7:00 Tai chi 7:30 Clan practice CB	<b>12</b> Thread/Web and eNuus deadline 11:30 Lunch setup 12-1:30 Retirees lunch 5:30 Mod. Yoga 7:00 Challenging Yoga 7-9:30 Board mtg. EA	<b>13</b> 9:30a Yoga 6:30-8 Intentional Eating S 6:30 RE mtg. EA	<b>14</b> 5:30 Yoga 7:30 Yoga	<b>15</b> Hogwarts setup	<b>16</b> Hogwarts
<b>17</b> Hogwarts 4-5:30 Easy Yoga 6:30 Choir 7-9 AA FH	<b>18</b> Hogwarts 10:15 am gentle Yoga 5:15 gentle Yoga 7:00 Tai chi	<b>19</b> Thread/Web and eNuus deadline 5:30 Mod. Yoga 7:00 Challenging Yoga 7-8:30 Sacred Self EA	<b>20</b> 9:30a Yoga	<b>21</b> 9:30 Yoga 5:30 Yoga 7:30 Yoga medi- tation	<b>22</b> 7-10 Chili cook- off F	<b>23</b>
<b>24</b> 3:30 Writing Group EA 4:00 Yoga 6:30 Choir 7-9 AA FH	<b>25</b> 10:15 Yoga 5:15 gentle Yoga 7:00 Tai chi 7:00 Clan at Loyal- ton	<b>26</b> Thread/Web and eNuus deadline 5:30 Mod. Yoga 7:00 Challenging Yoga	<b>27</b> 9:30a Yoga 7-9 Program com- mittee EA	<b>28</b> 9:30 Yoga 5:30 Yoga 7-9 Unnatural Causes FL 7:30 Yoga medi- tation	<b>29</b> YAC meeting	<b>30</b> YAC meeting
<b>31</b> 10:30 Pancakes 11 New UU class EA 12:15 Even more pancakes 1-3 Green Sanctuary F+S P5 4:00 Yoga 6:30 Choir	<b>1</b> 10:15 Yoga 5:15 gentle Yoga 7:00 Tai chi	<b>2</b> Thread/Web and eNuus deadline 5:30 Mod. Yoga 7:00 Challenging Yoga 7-8:30 Sacred Self EA	<b>3</b> 9:30a Yoga 11:30-12:30 Yoga 5:30 Pilates 7:45-9:45 Planning mtg. S	<b>4</b> 9:30 Yoga 5:30 Yoga 7-9 Unnatural Causes FL 7:30 Yoga medi- tation	<b>5</b> <b>6-7:30 Prenatal Yoga</b>	<b>6</b>

Tai Chi: 7:00 Advanced, 7:30 Intermediate, 8:00 Beginner - Yoga and Tai Chi are held in Fessenden Hall  
EA- Eldredge Annex; FH- Fessenden Hall; FL- Founders' Lounge; L- Library; S-Sanctuary; N- Nursery;  
CB- Christie and Brad's house

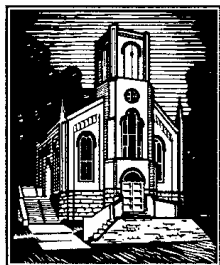
*Calendar does not reflect changes or additions after December 21*

A complete and up-to-date church calendar can be viewed at  
<http://www.localendar.com/public/uukent> or through a link on our website at [www.uukent.org](http://www.uukent.org).



Heidrun Hultgren and Bonny Esparza  
wish Kristina Spaude a  
happy birthday.

Unitarian Universalist Church of Kent  
228 Gougler Ave.  
Kent, OH 44240



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### January Celtic Clan

1/4/10 7pm Woodlands at Robinson  
1/11/10 7:30 to 8:45 practice at Christie and Brad's  
1/18/10 No practice  
1/25/10 7pm Loyalton of Ravenna



**Saunis and Anna join the handbell choir at church**

### Evening Book Group

On January 12, 2010 we will meet at 7 pm at the home of Pat Pownall in Kent. It is the first building on your right as you drive into the apartment complex. We appreciate that Pat has been able to share her apartment with us a number of times. Everyone is asked to bring some food to share. Our book this month will be *Between Barack and a Hard Place: Race and Whiteness in the Age of Obama* by Tim Wise. Wise is one of the most prominent anti-racist writers in the U.S.

### Out To Lunch Bunch

China City – except when pancake breakfast or other church lunch is held after church. Come join us after second service for food and fun.

When we go to one service, there is no out to lunch bunch.