

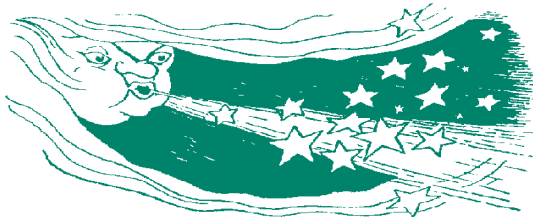


Island Passages

UNITARIAN UNIVERSALIST CONGREGATION OF WHIDBEY ISLAND
 P.O. Box 1076, Freeland, WA 98249 • 360-321-8656 • www.whidbey.com/uucwi/

JANUARY 2003

S M T W T F S



			1 <i>Happy New Year!</i>	2 7:00 PM Membership Committee meeting. 7:30 PM CRE planning meeting at Trinity.	3 9:00 AM Building Committee meeting	4
5 4:00 PM Sunday Service at Trinity. 5:15 PM Book Signing Party and Potluck at Trinity (see item on page 3).	6	7 4:00 PM Bylaws Committee meeting	8 7:30 PM Worship Committee meeting	9 7:30 PM Social Action Committee meeting.	10	11
12 4:00 PM Sunday Service at Trinity.	13 8:30 AM World Events Discussion Group at the Lighthouse Cafe.	14	15	16	17	18 7:00 PM Movie Night See item on page 2.
19 2:00 PM Executive Committee meeting at Trinity. 4:00 PM Sunday Service at Trinity.	20	21 7:30 PM Book Group meeting See item page 3.	22 7:00 PM Board meeting at Trinity.	23	24	25
26 1:00-4:00 PM Ministerial Search Workshop. See item on page 3. 4:00 PM Sunday Service at Trinity.	27 8:30 AM World Events Discussion Group at the Lighthouse Cafe.	28	29	30	31	1 <i>February</i>

Congregational
Ministerial Search Workshop
 Sunday, January 26, 1-4 PM at Trinity
 See details on page 3.

UPCOMING SERVICES Services are scheduled for Sundays, 4:00 p.m. at Trinity Lutheran church. Child care and nursery care are provided during the services (at Trinity) unless otherwise indicated.

January 5 — “Religious Education? Who Needs It?”
with guest speaker, **Stan Crow**

Since its inception, the Unitarian Universalist Association (UUA) has promoted Religious Education of children as an important aspect of every congregation. Statistics of how many of our children go on to be active UU’s lead us to ask questions:

- What have we done right? (What has made a difference?)
- What is the basis on which we will base our learning programs?
- What must we change in order to provide a strong church for the next generation?

Stan Crow is currently on leave as Director of Lifelong Learning from the Woodinville UU Church taking time to write a book on Mentoring. He serves as a consultant to the UUA’s Planning for Growth and Vitality program. He is also a staff member of the Institute of Cultural Affairs, directing their Rites of Passage programs — mentoring individuals through life’s transitions.

Facilitator: Sandy W.

Membership Representative: Malcolm F.

Usher: Bill G. Refreshments: Potluck (see item top of page 3)

January 12 — “Life and Half-Life: The Challenge of Hanford’s Nuclear Waste,”

with guest speaker, **Ruth Yarrow**

Hanford houses two-thirds of the nation’s high level radioactive waste. Over a third of the 177 waste tanks have leaked a total of more than a million gallons, and these radioactive contaminants are migrating toward the Columbia River. Ruth will present an overview of Hanford through a slide show and discussions.

Ruth is the Coordinator for Hanford Issues for Washington Physicians for Social Responsibility. She holds an M.S. in ecology from Cornell and has taught for over 24 years.

Facilitator: Joanne C.

Membership Representative: Baird B.

Usher: Susan C. Refreshments: Al G.

January 19 — “The Legacy of Martin Luther King,”
with guest speaker, **Susan Crowell**

Despite his untimely death, Martin Luther King’s philosophy, vision, and spiritual strength have been an inspiration for many different people around the world and this legacy continues to grow.

Susan Crowell, a member of UUCWI, has worked with different groups on coalition building, leadership development, and visioning processes in Oregon and in Southeastern Appalachia.

Facilitator: Susan C.

Membership Representative: Roy B.

Usher: Tim K. Refreshments: Paula K.

January 26 — “Inspirational Readings”

This abbreviated service will follow our Congregational Workshop (see item on the following page). All those attending are invited to bring a favorite reading to share.

Membership Representative: Malcolm F.

Usher: Dave C. Refreshments: Frank and Nola A.

WORSHIP COMMITTEE REMINDER

Once a year we take the liberty of reminding UUCWers of the importance of regular attendance at Sunday services. Do make the service your chief Sunday commitment, rather than what you do if all else peters out. Being there is of immense cohesive and community-building power, as well as of surprising individual spiritual benefit.

Just about everyone put good regular services at the top of the wish list for UUCWI needs. The Worship Committee has been striving to present services from which all of us can extract some benefit and growth. Please encourage them to do even better by attending faithfully. See you on Sunday (every Sunday!)

SUNDAY SCHOOL, ANYONE?

An exploratory meeting to discuss with parents and others their interests and needs for a Children’s Religious Education program at UUCWI will be held Thursday, January 2, 7:30 p.m. at Trinity Lutheran. Please attend and share your ideas. The PNWDistrict has help for us if we can muster some interest. Maybe we can get something started for our kids. Call Peggy B, convener, for information.

MOVIE NIGHT

A brave new world is upon us. Join us on Saturday, January 18 at 7:00 p.m. at the home of Dave and Mavis C. for Steven Spielberg’s *Minority Report*. A dystopic tale of life in a world in which privacy and civil rights have been traded for security. Sound familiar?

From the International Movie Database (IMDB.com):

Based on a Philip K. Dick short story, *Minority Report* is about a cop in the future working in a division of the police department that arrests killers before they commit the crimes courtesy of some future viewing technology. Cruise’s character has the tables turned on him when he is accused of a future crime and must find out what brought it about and stop it before it can happen.

As always, bring your own beverages and munchies. We’ll make the popcorn. For more information or directions call Ken M.

BOOK SIGNING PARTY/POTLUCK

Following the service on January 5, we will have a potluck book signing party to celebrate the release of a new book written by UUCWI member, Frances W., *Community at the Crossroads: The History of Bayview on Whidbey Island*. The cover design and interior layout of the book were done by UUCWI member, Sandy W. Come learn about it and have an opportunity to buy a copy and have it signed by its creators! All book sales will benefit Bayview Hall.

MINISTERIAL SEARCH UPDATE

During the two months since it was elected, the Ministerial Search Committee has met with Rev. Mike Mallory, the district congregational consultant, and Rev. David Maynard, the district settlement representative, and has prepared a packet to inform candidates about UUCWI, and planned a congregational workshop.

The key element of the packet is a statement of the criteria for selection, responsibilities of the consulting minister, and personal qualities sought. The committee invites feedback from the congregation about this statement, which follows:

Criteria for Selection of a Consulting Minister for UUCWI:

- Warmth and effectiveness in personal interactions
- Ability to attract and keep new members
- Ability to lead and unite the congregation
- Quality and intellectual and spiritual content of sermons
- Desire to establish a multi-year relationship with UUCWI and grow with us
- Experience and interest in building our church home

Responsibilities of the Consulting Minister for UUCWI:

- Become acquainted with lay leaders and members of the congregation
- Guide and lead the expansion of the congregation
- Lead a service at least one Sunday per month as agreed upon
- Be physically present on Whidbey Island as negotiated in the contract
- Work a total of at least 40 hours per month for 10 months per year
- Attend monthly board meetings
- Attend and advise committees as needed and available
- Provide appropriate training to committee members
- Assist in children's and adult religious education
- Write a monthly newsletter column
- Participate in church life, counsel and minister to members of the congregation as possible

Personal Qualities of the "perfect" candidate:

- Integrity, trustworthiness, and fair-mindedness
- Mature, outgoing, friendly personality
- Effective listener and communicator
- Sensitivity to the needs of the congregation

- Stimulating speaker
- Spiritually passionate and inspiring leader
- Experience with small congregations
- Creative, open-minded community builder
- Energetic and enthusiastic
- Family oriented – comfortable with children

The next steps in the search are as follows: On January 26, 1:00 to 4:00 p.m., there will be a congregational workshop on "Working with Your Minister," led by Rev. Anne Heller, our district executive (see item below for more details). Please put this on your calendar! In the February-April time frame, the committee will interview candidates. After this, the committee will choose the most appropriate candidate to come to Whidbey Island for a "candidating weekend" to get to know us and deliver a sermon. Following the service there will be a congregational meeting to vote upon calling this candidate as our minister.

CONGREGATIONAL MINISTERIAL SEARCH WORKSHOP

In order to prepare for calling and interacting with a consulting minister, a congregational workshop, sponsored by the Ministerial Search Committee, is scheduled for **January 26, 1:00 to 4:00 p.m. in the Chapel Sanctuary, Trinity Lutheran Church**. Led personally by the eminent Rev. Anne Heller, our district executive, it will be on the subject of "Working with Your Minister." A short Sunday service will follow at 4:00 p.m. Please participate! In addition to being a celebration of moving towards having our own minister and a discussion of how we work with him or her, this is your principal opportunity for input to the committee on what sort of minister we should be seeking.

UU BOOK CLUB

The UU Book Club meets the third Tuesday of each month at 7:30 and is open to all. We try to have a mix of fiction and non-fiction. Below is a list of the books for the next few months, as well as the places we will meet. Please call the host/hostess if you need more information. We usually have questions provided ahead of time so that we have some direction during the meeting. We don't meet in August, but do have a Holiday Party and Book Exchange during December, so you can save up all those books you don't need anymore.

January 21 - *A Prayer for Owen Meany*

February 18 - *In the Fall*

March 18 - *My Dream of You*

April 15 - *Possession*

May 20 - *A Gesture Life*

SOCIAL ACTION

Baird, Nancy, and Malcolm in the Slammer

As on the Monopoly board, they were just visiting! One of the SA projects currently on the agenda is to explore whether we can be of help to about-to-be-released convicts— helping them find jobs, or prepare for doing so. It's a complex social task, and we don't yet know how it will evolve—the County Jail Superintendent has made some specific requests as to how we should proceed.

Other projects:

Bill G. is masterminding the project to help our Peace Corps volunteer, Toyon C., to sell hand made baskets to get funds to help her needy native persons in Bolivia. Toyon will be on Whidbey Island in January and we expect to learn a lot more about how we get baskets here, how the money will be applied, etc. Bill would like to see a fund-raising effort for schooling money.

Nancy S. and Malcolm are planning a three-session ARE discussion on the Eco Footprint. The concept is to understand the fascinating things to consider in figuring out how much of the earth's resources you, or a community, uses to support a life style. Warning: Be prepared to have your consciences pricked, and your hypocrisies revealed! (Americans use five times the world average.)

Nancy is also providing a lot of energy to resuscitate our Youth program; and Baird is planning to pick up the pieces . . . of paper from the highways, that is, under a sponsor-a-stretch-of-road county program.

PASTORAL SERVICES UPDATE

Our beloved chair of the Pastoral Services Committee, Francie W., is leaving the committee to devote more of her time and talent to two other important committees: Ministerial Search and Children's Religious Education. Francie has been on the committee for the past two years and has helped shape our mission of outreach to our church community.

We are fortunate to have Carol B. step in as chair. We have room on the committee for more members, so if you're interested, please call Carol or Gail or attend our next meeting on Tuesday, February 4, 2003, 3:00 p.m. at Jean H.'s.

The November potluck at the A.'s with a turnout of over 20 people was a great success with wonderful music supplied by Peggy B. and Siri S. a before dinner, and bluegrass music by Ken M., Elaine W. and friends after dinner.

And remember, our chaplain, Al Grapel, is available. Please give him a call at 360-678-0919.

REPORT FROM THE PICKET LINES

from Peggy B.

Today, December 28, approximately thirty people stood for an hour from 11:00 a.m. to noon in the raw and rainy weather to witness against the proposed War on Iraq. A variety of messages on signs are now appearing besides "No War on Iraq," including "Fund Medicare Not War," "No War for Exxon," "Not in My Name," "Make Love Not War," "Don't Kill Iraqi Children," "Wage Peace," and other creative slogans.

When we started this vigil in September, we made about ten signs that said basically "No War." Now we carry home about thirty signs with varying messages contributed by many individuals. Some participating members and friends of UUCWI are Peggy and Baird B., Susan C., Frank A., Nan and Say E., Wendy and Malcolm F., Siri and Seth S., Ken and Cathy C., Sandy and Bill M., Jacqueline S., and Lisa Y. This has been one of the most gratifying things I have ever done. I feel connected to a larger community and believe our grassroots effort is having an effect as recent polls show some erosion in numbers in favor of war. We pray for peace in the New Year and thank the many UUCWIs who have supported us. We plan to continue our vigil at the Bayview Park 'n Ride lot in 2003, Wednesdays from 7:30 to 8:30 a.m. and Saturdays from 11:00 a.m. to noon. Please join in—no sign is necessary, we have lots to choose from.

UN POPULATION FUND

The United Nations Population Fund has established a "34 Million Friends" campaign to make up for the loss of \$34 million in US funds that had been approved for the program. The US support was withdrawn on allegations that the fund supports coercive abortion in China. Not only are coercive abortions and sterilizations *not* supported by this fund (nor any abortions for that matter), but UNFPA has publicly stated that it has never, and will never, be involved in coercion in China or any part of the world. A US State Department team investigated UNFPA-supported projects in China and submitted a report finding no evidence to support the allegations and recommended release of the funds. Still, President Bush decided in July to withhold the funds.

The "34 Million Friends" campaign seeks a donation of \$1 from 34 million friends to continue services to women and their families around the world. More information is available at <http://www.unfpa.org/support/faqs.htm>. Tax-deductible contributions can be made to:

U.S. Committee for UNFPA
220 East 42nd Street, 28th floor
New York, NY 10017

Please make checks payable to the U.S. Committee for the United Nations Population Fund or see

<http://www.uscommittee.org/>.

A VIEW FROM THE DISTRICT

from Anne Heller, District Executive

Your Pacific Northwest District Board has appointed three new Task Forces, each of which will explore a different aspect of service delivery, and each of which wants to hear from you.

1. The Annual General Meeting Task Force will be examining the way we do our Annual General Meeting. They will look at questions of place, of price, and of program. They have created a survey, and you are encouraged to fill it out and to return it. Only by hearing from as many of you as possible can we be sure to call a meeting each year that interests and educates and warms your heart, besides! What would most inspire your congregation to active participation? For more information on this Task Force, or to contribute information and opinion, please contact District Administrator Diane Brinson at the PNWD office at 800-313-7693 or administrator@pnwd.org.

2. The Lay Leadership Development Task Force is assessing how we do leadership development and training—for all kinds of purposes—in this district. It was appointed by the PNWD board in response to priority requests from both the PNWD Leadership Council and the PNWD President's Convocation, and will be exploring possibilities for justice training, adult religious education, and church organization and administration training. The Task Force is headed by Mary Davis, past President at University Church in Seattle, and will be seeking input from all of you as well. Meanwhile, if you have thoughts, ideas, concerns about what a perfect leadership development program might look like, please contact Program Consultant Tandi Rogers at 253-572-7693 or trogers@uua.org.

3. The PNWD Communications Task Force was appointed by the PNWD Board to assess how, and how well the district communicates with congregations, and vice-versa. It will examine all areas of communication: paper, electronic, word of mouth—and looking at their effectiveness. What do you like and not like? What works? How much should we depend on each of these areas of communication, and what is the best use of each of them? If you have comments, questions or suggestions for this Task Force, please contact District Executive Anne Heller at 360-376-3425 or aheller@uua.org.

Each of these Task Forces will be looking to you for suggestions and concerns. They will each be presenting a report to the district board in May, with recommendations for implementation in the future. They will be the most successful and effective if they hear from you. So please do be in touch. Let us know what you want and what you need in each of these important areas. The more of you who respond, the more productive and exciting our future will be. We look forward to hearing from you!

BUILDING COMMITTEE UPDATE

After three trips to Coupeville, the Boundary Line Adjustment application is finally in. The good news is that processing time should only be 30 days.

The next step with the County will be to apply for preliminary site plan review with County officials. This is a meeting with various departments, so that we know fully what the requirements are for our site. In the meantime, we are looking at various building types to see what might work best for our congregation.

Next meeting is on January 3, 9:00 a.m. at the home of Baird and Peggy.

2003 UUA ANNUAL GENERAL MEETING

Conference information and a registration form for the 2003 Annual Meeting in Moscow, ID are both now online! They are available via a link on the main PNWD page, or you can access it directly at: <http://www.pnwd.uua.org/agm2003.html>.

Getting to Moscow from the Seattle area in February can be challenging and expensive. The lowest airfare from SeaTac is \$170. How many UUs from the Seattle area would be interested in going by chartered Gray Line bus? For a 54 passenger "Premium Motorcoach" (reclining theater seats, CD and video entertainment system, rest room). Pick-ups could be made at convenient park-and-ride locations around Seattle mid-day on Friday, February 14. The cost per person would be approximately \$50. Please contact Jim Mason at uujim@attbi.com if you are interested.

GENERAL MEETING SURVEY

from Dave Baker, AGM Survey Committee and PNWD Board.

Your District Board is committed to increasing participation at the AGM. The annual gathering of Unitarians and Universalists from throughout the four states included in our domain provides extraordinary opportunities to share, to learn, to network, to promote individual growth, and to support each other in all of our diversity and challenges.

In order to better understand why people come to AGM as well as what prevents them from coming, we have designed a survey to gather the information that will help us design and deliver AGM's that provide greater value to those who invest their time, talents, and money in this annual event.

You will find the AGM survey at <http://www.pnwd.uua.org/agmsurvey.html>. Please take a few minutes to complete the form. (Our test group averaged about five minutes.) The more people who tell us what they are looking for in the AGM programs, the greater the probability that we will be able to deliver programs that respond to your needs.

The results of the survey will be available in late January on line and will be presented at the 2003 AGM in Moscow.

BOARD NOTES

The Board met for its monthly meeting on Wednesday, December 18. Due to the holidays this was a combined Nov/Dec meeting. The Board heard reports from the Treasurer (see graph below right), Ministerial Search Committee (see workshop announcement on page 3), Pastoral Services Committee, Canvass Committee, and Worship Committee.

The Canvass Chair, Baird B., announced that we will put forth a face-to-face Every-Member Canvass campaign this Spring. Al G. has agreed to co-chair. The theme of this year's canvass will be "Stone Soup" and will begin with a kickoff dinner with music and entertainment. If you attended last year's "Oh Brother, Where Art Thou" kickoff, you know what a great event is in the works. Look for more details as they develop. Baird and Al are looking for volunteers to be canvassers, help with food and entertainment, and/or help with planning. This is a great way to get to know each other better and do a valuable service to our congregation at the same time. Contact Al or Baird for more information.

Peggy B. has stepped in to help out with our flagging CRE program. She has set up a workshop January 2 with Tandi Rogers, our district RE advisor (see article on page 2). I hope all interested parties will plan to attend.

The Worship Committee, ever tirelessly working away at our worship calendar has responded to a request for more services over the summer. They are planning some events, not necessarily at Trinity, perhaps a nature walk, beach picnic, or sing-a-long at the property. Get your suggestions to Malcolm or Bill and watch for developments.

The next Board meeting is Wednesday, January 22. Contact Ken, Mavis, or Elaine if you need to get an issue on the agenda.

KEN'S KOLUMN

from UUCWI President, Ken M.

Splendid husband and boyfriend that I am, I got Sandy a new computer for Christmas. Well, it seemed like a good idea at the time. Our four-year-old Imac was obsolete. Funny thing about that, it was state-of-the-art when I was standing in the store and obsolete before I got out of the parking lot. But, at four years, it was getting a bit long in the tooth.

So I got Sandy a new Emac—state-of-the-art, of course. The art of driving me insane. See, the thing about the old computer was that it worked. Yes, it was slow, it crashed, it was out of room, but when you hit the print command, it printed. When you told it to save, it saved. When you told it to check the e-mail, well, you get the picture.

With the new computer, everything that was easy and automatic is difficult and mechanized. Oh, it does it all

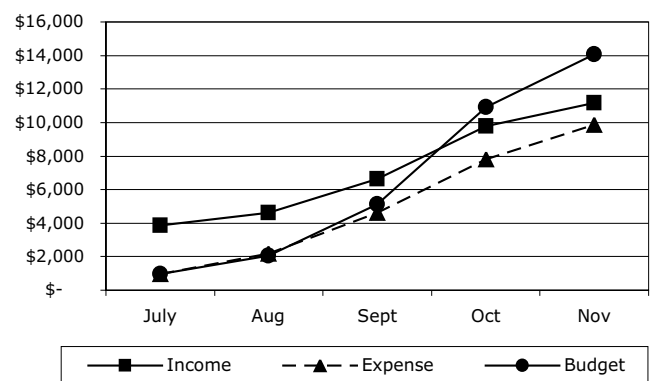
blindingly fast. When you tell it to print, it tells you it can't find the printer in a heartbeat. When you issue a save command, your file zips off to god-knows-where before you can say, "Jack Robinson." When you ask it to check the e-mail, the error message appears almost before you hit the button.

I'm confident we'll work through it. Soon our glorified typewriter will be old hat and everything will be easy and automatic. It will be obsolete by then. Hell, who am I kidding? It was obsolete before Sandy got the wrapping off the box. The point is we will adapt and grow and make things work. And, for all that, we'll be better off—a little smarter, maybe a bit more patient, perhaps more tolerant of change.

Hey, did I finally get to the point? Yes! There are a lot of changes coming our way as community. I'm confident we'll work through them. Sometimes things won't go as planned. Occasionally we will experience what we perceive to be a disaster. We may get frustrated, angry, depressed, frantic. That's okay. We'll scratch our collective heads, get out the manual, say a little prayer, and try something else. In time it will all seem routine and natural, and we won't remember what it was like before all the change. And, you know what? It will be time to change again.

But if we stick together, adapt, grow, tolerate, exhibit patience in the face of frustration, laughter in the face of anger, and hope in the face of despair—we will never be obsolete.

UUCWI BUDGET STATUS



Building fund:	\$32,526	Property value:	\$46,160
Ministerial fund:	\$950	General fund:	\$14,060
Social Action Fund	\$1,000		

The chart above shows cumulative values of income, expense, and budget through November 30, 2002 in dollars. The Congregation's income to date is slightly in excess of expenses and under budget. When our national dues are paid and CRE director hired, the expenses will approach the budget and we will begin to consume our reserves, unless giving increases. A \$6168 deficit for the year was approved by the congregation in the annual budget.

TOP 10 REASONS TO VISIT THE UUCWI WEB SITE

1. To read the announcements that you may have missed at a service.
2. To submit an announcement.
3. To find dozens and dozens of links to web sites on social justice, political activism, responsible consumption, and other topics related to UU principles and values.
4. To read the UUCWI newsletter with active links to web sites and e-mail addresses.
5. To find the time, place, and description of an upcoming church event.
6. To place your event on the calendar for all to find.
7. To find an e-mail link to our Church Coordinator, Newsletter Editor, Webmaster, or a committee.
8. To read meeting minutes.
9. To sign up to receive our newsletter online.
10. To read sermons from past services.

TRANSITIONING FROM FAMILY TO PASTORAL CONGREGATIONS

from Dave C.

This was the name and theme of a workshop Ken M. and I attended at La Conner November 9-11, 2002. The district has noticed that many congregations get stuck at certain sizes; hence, the workshop. Sponsored by Rev. Anne Heller, our District Executive, the workshop was led by Rev. Angela Merkert, District Executive for the Midwest. Eleven congregations participated, from as far away as Fairbanks, Alaska. For many of the activities we were partnered with the Mount Vernon congregation. We found we had a lot in common with them, and resolved to try some joint activities.

Four classifications of congregations were identified, based on dynamics and size: FAMILY (group centered, under 50 attendance); PASTORAL (clergy-centered, 50 to 150); PROGRAM (150 to 350) and CORPORATE (more than 350). We'll talk further about the FAMILY and PASTORAL sizes, and the transition between them.

A FAMILY church has matriarchs and patriarchs as leaders; new members are assimilated by "adoption" into this extended family; everyone knows each other; and things happen by knowing whom to talk to. There is little structure. The congregation may have a part-time pastor, but turnover is often high. Growth is most likely when the pastor stays a long time.

In contrast, a PASTORAL congregation is structured around the pastor, who is involved in everything, including integrating new members. There is formal structure, but it is flexible. Growth often depends on the popularity of clergy and their ability to delegate.

Why change, since many people are quite happy remaining part of a small and personal group? One reason is that the FAMILY church is extremely vulnerable—to key members leaving, to changes in leadership roles affecting program quality or finances, and to disputes that it has few formal ways of handling. In addition to stability, many people want their congregations to grow in order to have more of the things that shared endeavors can provide: more music, programs for children, meeting space and flexibility, more pastoral leadership, and better worship and social outreach programs. Members age, and unless younger families join, decline will be inevitable. Also, change can have the positive effect of interrupting dysfunctions such as the congregation operating as merely a social club. Change requires a congregation to refocus on its purpose and to define its role in the community.

How do we prepare for the transition? First, it is important to develop a consensus that we *want* to grow. Also, there is the issue of whether we *can* grow. Anne reported that UU congregations, on average, draw 4.7 members per 1000 persons in the "catchment area." For the 25,000 persons from Coupeville through South Whidbey, that would put our potential size at 118, and larger if we tap Oak Harbor. A size of 90 to 110 persons seems to be a threshold size for having a full time pastor—a major milestone. We need to put in place the infrastructure that a slightly larger organization will need, for example, bylaws appropriate for a congregation having a minister and owning property. Policies and procedures are needed that capture how we conduct our more important operations, so that each new committee or board need not reinvent church governance from scratch. Most important, however, is re-examining how we interact with each other in light of having a pastor. Unprepared churches, and their matriarchs/patriarchs sometimes unconsciously exclude the new pastor from decisions, thus wasting a valuable resource. As a larger and growing congregation, we must expect to work harder on building trust and on building relationships that are open and democratic.

Preserving the fellowship that has grown among our congregation is also important. By nurturing groups within the congregation, much of the familiarity of the FAMILY size congregation can be retained. Our congregation has a strong culture of hospitality that we should retain.

We emerged from the conference more confident that UUCWI can make a successful transition to a future in which we are more stable and more effective in our mission of promulgating liberal religion on Whidbey Island. You'll find some of the steps put before you for your consideration and action in the near future!