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Church Office Hours:
M-F 9:00am-4:00pm

Transition Team Update

As a reminder, the Transition Team was formed by the Interim Minister to assist the Board and Congregation in the process of transitioning to a new settled minister. Our role is to provide opportunities for the congregation to talk together, share perspectives, and provide input that can strengthen our community and inform the search process. Zoë Valette has replaced Anna Shade on the Team and brings the valuable perspective of young adults and families with young children to our work along with her many skills. The Transition Team is NOT a decision-making body, nor are we part of the search process; rather, we work with Reverend Pam to listen and communicate and address the key questions suggested by the UUA for our congregation to answer together as part of the transition process. These congregational small group/whole group discussions are part of an ongoing series in which People's people are asked over the next few months to help explore the present, past, and future of our church to inform the transition process from our many perspectives.

If you are wondering where the church is in the process of moving toward a new settled minister, here is a quick summary of some key steps in the process:

All-Church Transition Meetings:

January 26—Transition Meeting I: *Who and How We Are Now*
(see results on pages 5-6);

February 23—Transition Meeting II: *Important Lessons Learned From our History*;

March 23—Transition Meeting III: *Visioning and Supporting our Future*.

Search Committee Selection: The Nominating Committee is seeking recommendations from church members for people you would like to see on the Search Committee for the new settled minister. Cards to submit recommendations are available for every member in the church foyer and may be submitted on paper or by email through noon on Sunday, March 2. The Nominating Committee will by March 16 assemble a slate of 5 candidates for the Search Committee, to be voted on at a congregational meeting on March 30. In addition, our congregational documents allow nominations for the Search Committee to also be made independently of the Nominating Committee, by a petition signed by at least 5 members; petitions are available at the church office. An election for 5 members of the Search Committee will be held on Sunday, March 30 at a brief meeting of the congregation after the service. The Board will then appoint two additional members to the Search Committee. The Search Committee will then begin a process that extends over the next year according to the UUA guidelines and will report

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From the Board President



Dear People's People,

We can certainly say one thing about life at People's Church. It is never boring. There is so much going on right now so, on behalf of the Board of Trustees, I will review a few highlights.

On February 12, 2014, the Board received a report from our consultant, Jeff Susor on the feasibility of People's People conducting a new capital campaign to support our expanded and improved building and grounds. I am pleased to report that Jeff reported overwhelming and unambiguously positive support from People's People and the Board of Trustees unanimously approved a new three-year capital campaign. Our goal is to reduce if not remove all debt related to the building. That campaign will run concurrent with our annual budget campaign, which kicks off on March 23rd. What this says to me is that People's People are aligning their resources with our shared vision; this is great news for our church community.

The Board met with the Transition Team and Nominating Committee on February 8, 2014, to begin the process of creating our Minister Search Committee. Our UUA representative was unable to join us due to illness, so your leadership teams are beginning this important work to keep us on schedule. There will be information at church about this process and a congregational meeting on March 30 where we will elect members to the search committee. Each member of the church will have an opportunity to recommend people to serve on this committee. Please be sure to get us your recommendations.

As I noted in my February article, People's Church will be seeking a different interim minister for the second year of our interim period. This decision was mutually agreed upon by Rev. Pam and the Board of Trustees, and will well serve us as we discern the selection of a new settled minister for August, 2015. The Board has already identified four Board members to serve on the Interim Minister Task-Force and will seek additional members (up to three) from the congregation. If this aligns with your skills and interests, please let me know. Our work is short-lived, though intense for a few weeks, beginning around April 10th and, if we are successful in round 1, ending around May 9th.

The Board of Trustees is actively engaged in reviewing church policies and procedures, with an end goal of documents that are transparent, informative and facilitative. One item will be up for a vote at the March 30th meeting of the congregation. The Board is recommending that Article III, section 3, of our constitution be changed so that new members need be members for 30 days (rather than 2 months) in order to vote or seek election to the Board of Trustees.

Yes, there is a lot going on. Please keep a close eye on the church calendar and plan to stay after the service on March 16 (budget hearing), March 23 (all-church Transitions meeting) and March 30 (congregational meeting to vote on constitutional change and members of minister search committee).

In the midst of busyness, I leave you with these words from Theodore Roethke: "I learn, by going, where I have to go." As we navigate our busy days, may we walk the path together, trust our common knowledge, and believe at least six impossible things before breakfast (with nods to Lewis Carroll). One hundred fifty-nine years into our heritage, we continue to grow, to thrive, and to support each other in our journeys.

In peace and gratitude,
Sue Caulfield

Sunday Services—10:45 a.m.

March 02 - *Engaging Our Humanity* – Guest Speaker Lillie Wolff, Co-Executive Director of ERAC/Ce, From the Anti-Racism Anti-Oppression Multiculturalism work at People’s Church – Nadine Godin-Nassaney, Chair. Sally Padley, Sunday Coordinator, with Matthew McCormick

March 09 – *The Cost of Free Religion* – Rev. Pam, with Greg Feldmeier

March 16 – *Negotiating the Playground of Shared Ministry* – Rev. Pam, with Erik Pye

March 23 - *Visioning and Supporting Our Future* –Transition Team, with Dyrk Hamilton

March 30 - *Our “Coming of Age” Youth* – Diane Melvin, with Rev. Pam

Pam’s Peace



Remarkable, amazing, heartwarming—adjectives that describe what I’m seeing unfold in such healthy ways. The Board, Transition Team, and Nominating Committee continue to move full-steam ahead in their important work to prepare for

welcoming your next settled minister. Each of these three groups have their specific role in this challenging but exciting process.

Other groups are doing excellent work in many areas—too many to name here, but you are on my radar, and I sense your feelings of pride and accomplishment in the many corners of activity at People’s Church and in the wider community—accolades well deserved.

I am excited about the emerging Communications Team, which I know will significantly improve the multiple ways we gather information and disseminate it. On behalf of the “Comm Team,” I hope you will support their well-planned efforts, even if it means refining some of the old ways, such as securing the monthly newsletter (and

why), while also developing more and better options that reach those not connected to technology.

Finally, you should know that the Board members and I have sent our mid-term appraisals to the UUA, describing where we are in the transition work right now. I was very pleased with our process and the conversations that helped us zero in on significant accomplishments, as well as challenges and how we intend to address them. You would have been proud.

May we revel in all the things we are truly proud of here at People’s. I’ll close with a recent example: Invited to a luncheon prepared by the Coming of Age youth, it was a joy to hear from each one of them and learn their names. What a smart, talented, and thoughtful group of teens, and what caring and faithful adult leaders who give their service in this way. Just one of the many things going on that those in the pews rarely get to see. Yes, People’s Church has so much going for it. Embrace it with pride!

Rev. Pam

RE for Children and Youth at People's

Our **elementary** religious education classes are immersed in learning about Unitarian Universalism and our seven principles this year. Using the curriculum "We Believe," the children are exploring our history and values through games, crafts, and activities designed to help them experience & think about different ideas as well as express what they mean to each of them.

Our **7th and 8th grade** class will be wrapping up their Our Whole Lives Sexuality Education Program at the end of March. They have had an excellent year of learning and exploration of this important subject.

The **9th grade Coming of Age** class will also be wrapping up their program this month as well. In March the youth will be working with their mentors to write their faith statements as well as enjoy their final weekend Wilderness Journey retreat. For their social justice component of their program they are serving lunch at Ministry with Community and collecting new socks to give to the members there.

You won't want to miss the **Coming of Age service on March 30th** where these 14 youth will be sharing their faith statements with the congregation.

Our **10-12th grade** class has switched their curriculum focus this year from exploring their faith journeys to examining current issues for teens through a UU lens. These include lessons values, stereotypes, bullying, self-harm, healthy coping skills and substance use and abuse.

We are blessed to have so many wonderful volunteer RE teachers to lead all ten RE classes we offer for preschool through high school this year!

Blessed Be, Diane Melvin,
Director of Religious Education

Open Chalice Circle 2nd-Sundays

January - April from 1-3PM- Room L2

Anyone interested in joining this open small group ministry circle is welcome to participate. These circles are designed to help people get to know one another better by creating sacred space for deep listening and sharing by fostering trust and openness. If you are interesting in participating, please let Diane Melvin know at 375-3262 or re@peopleschurch.net.

Michigan RE Volunteer Appreciation Day at the Detroit Institute of Arts March 8 at 10:00AM

The Michigan UU DREs are planning a day for all RE Volunteers and their families to tour the Detroit Institute of Arts and to make connections with one another! Let Diane Melvin know if you are interested in participating in this fun outing and we can carpool.

Chalice Sparx UU Family Camp

July 10-15, 2013

Camp Ronora in Watervliet, Michigan will be the location for the first year of this new UU family camp. All ages and family configurations are invited to participate in this fun week designed to bring UUs together for workshops, worship, campfires, swimming, great food and camaraderie with UUs from around the Midwest. Check it out at chalicesparx.org and on Facebook!



UU Young Adults

All young adults 18-35 are invited to participate in this group that meets every other Thursday evenings. Questions? Contact Fernando Ospina at faospina@gmail.com or 352-328-4964.

Elementary Sleepover Feb. 21

Thank you to Jana Watson and Brooke Feltner-Beebe for coordinating popular sleepover where the kids take over People's Church and make it their own for the night. This experience is an integral piece in strengthening our RE program and helping kids feel connected.

High School Social Justice CON

March 7-9 at Birmingham Unitarian Church

Register online now at <http://midamericauua.org/events/eventdetail/273/-/justicecon-2014-bloomfield-hills-mi>

No YRUU Youth Group in March

due to youth conference

Next Youth Group April 6th from 4-6pm

For all 9-12th graders

For more information contact Wendy Dawson at-549-5084 or wmdawson40@gmail.com.

Transition Team—Continued from Page 1

to the congregation periodically on its progress. The new settled minister will be called to begin in August 2015.

The second year of our Interim Ministry will begin in August 2014. Reverend Pam has recommended that we have two ministries during the two-year interim to help maximize our readiness for a new settled minister. She will conclude her work with us in May and is working on a short list of projects with the Board and staff that relate to her strengths of organizational assessment and structure. A small committee is being appointed by the Board this month to run the search for our second interim minister. This is an abbreviated process set forth by the UUA and will conclude in early May.

Please see a narrative summary of the results of the first Transition meeting (page 2) and a visual representation of these results on the boards displayed in the foyer. If you have questions or input about the Transition Process, please contact any of us. Your thoughts are welcome:

—Tim Bartik, Rochelle Habeck, Mary Lewis, Don Miller, Bob Wallis, Zoë Valette and Reverend Pam.

Results from the First Transition Meeting: Who and How We Are Now

Below are the main themes that were identified by those in attendance at our all-church transition discussion on January 26. The small group discussions resulted in thoughtful and insightful contributions describing our identity, our strengths, and our needs and challenges at this point in our history. A visual representation of the main themes as “word clouds” was created with a software program used by Zoë Valette and is on display in the foyer. These results can be used to guide our work and to communicate our unique identity, our needs, and celebrate our strengths.

Our Identity: People’s Church Is...

- Welcoming, Inclusive, LGBT, Accepting, Tolerant
- Open to different views, Oasis
- Caring Community, Supportive, Friendly, Compassionate
- Liberal, Progressive, Unique from religious mainstream, but less so than before
- Living out its values, Driven by shared principles and values
- Successful and enduring, Resilient and persevering
- Thought provoking, Inspiring, Compelling spiritual message/path
- Way to live out your values, Moral guide
- Exploring, Seekers, Personal Growth, Spiritual Journey

- Committed, Lively, Vibrant, Active
- Full of children, Multi-age
- Democratic, White, middle-class
- Thoughtful, respectful

Our Strengths: We Are Strong and Accomplished at ...

- Self-governance, Democratic process, Shared leadership, Working together
- Forming committees, Organizing ourselves, Accomplishing goals, Getting things done
- Highly motivated leaders and volunteers, Raising money, Supporting one another
- RE is strong and accomplished, RE program, teachers
- Growth in youth group, 18-35, Owl, Coming of Age, YRUU
- Inclusiveness of RE program, Developing children to explore their beliefs and values
- Strong social justice, Community involvement, Raising social consciousness
- Working with wider community, Not afraid to take a stand

Continued on Page 6

Summary of January 26 Meeting-Continued from Page 5**Our Strengths: We Are Strong
and Accomplished at ...**

- Connection to national and international UU movement
- Organization of welcoming community, Attracting outsiders
- Inclusion of LGBT, Greeting, listening, welcoming newcomers,
- Caring for each other, discovering each other
- Supporting families, having Elders who model living their values
- Embracing differences, celebrating diversity
- Diversity of religious thought, Unique religious offering,
- Specialty/discussion groups, Structure to find your niche
- Nurturing freedom of conscience, Sharing spiritual journeys
- Supporting arts and music, creativity, art wall
- Long history, Well established, Survival
- Flexibility, adaptability, optimism, discernment
- Great facility, increased accessibility, hosting

**Our Needs and Challenges:
We Have Needs and Challenges
in the Areas of...**

- Balancing short-term and long-term needs and focus, Managing growth, Transition from pastoral to program church, Managing expectations, Increasing financial support, Reducing debt, Building maintenance and upgrades, Parking, Aesthetic additions
- Expanding leadership, Leadership development, Increase ownership among more members, Expand access to leadership, Activate more members of the church community, Avoid over commitment, Avoid overuse of volunteers
- Improving communication, Incorporate new technology, AV on path to improvement
- Community building, Between younger (RE) and older members, Bridging newer and longer members, Intentional inter-age activity, Small group opportunities to know each other, Involve young adults in all of church life, Integrating new members, Recognizing older members, Identifying

and welcoming visitors, Getting people to stay and join.

- Keep commitment to social justice and international partnerships, Having institutional voice in the community, Communicating our faith tradition to others
- Building a diverse congregation, Welcoming people of color, broadening our appeal, Learn to accept diversity, not just pay lip service, Avoid exclusivity (comfortable within our own culture)
- Accessible Adult RE offerings, RE teacher recruitment

**People's Church Concert Series
Saturday, March 8, 8:00 p.m.**

Please join us for our next concert at People's Church. The Red Sea Pedestrians are a one-of-a-kind, instrument-swapping fusion between tradition and the here- and-now. We're talkin' high-energy world-beat grooves, hypnotic laments from the earth, songs of celebration and wonder: a warped and beautiful blend of Klezmer, Greek, Gypsy, Celtic, Jazz and American Roots, all filtered through the band's original vision.

RSP are a melting pot of five distinct multi-instrumentalists and singer/songwriters, almost a self-contained variety show. Their sound is first defined by the sweet interplay between clarinet and violin and is colored by fine singing and multi-instrumentalists, as well as masterful percussion.

Tickets are \$12 if signed up for in advance or \$15 at the door. Hope to see you there!

Going Once, Going Twice...



It is time to get to work on our Annual Service Auction, always a fun time for our community.

The Service Auction is an evening dedicated to fun, bidding on ways to spend time with each other and raising money for the church. As with the holiday bazaar, the Service Auction is a significant fundraiser for the church.

This year's Auction will be **Saturday, April 26**, with social time beginning at 6:00 p.m. and the auction beginning at 6:30 p.m. Our favorite auctioneer, Bill TerAvest, is scheduled to join us again. His skills as an auctioneer make for a very enjoyable evening.

We need people willing and able to help out with this important event, ranging from seeking services to be auctioned, getting things organized for the evening, organizing the food and drink, and the list goes on. If you are interested in helping out with this year's auction, please contact Sue Caulfield. Sue is taking the lead on getting an auction team together and can be reached by email (michsooh@gmail.com) or phone (806-5667).

Let's make this an evening to remember!!

Peace & Nature Camp Save-the-Date



Peace and Nature Camp is a one-week day-camp here at People's Church, open to all children 6-12 years old. **M-F, June 16-20, 9 a.m.-4 p.m.** See more information in the next newsletter.

Membership Matters

By Anna Shade

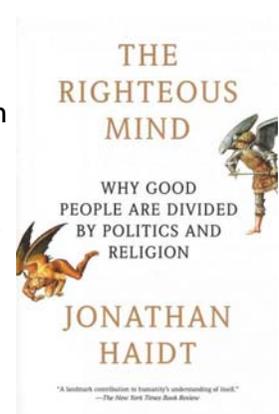


We had a lovely Connections Dinner for 25 on Friday, February 7. It was a great time of sharing good food and what People's Church means to us with

everyone present. Our second Sharing Our Faith Journeys workshop has completed – and with rave reviews from the participants. Watch for this event when it comes up again in the Spring and please join us! Last, we had six participants at our Membership Orientation last Sunday. It was SO great to get to know each of them and sharing lots of good information about UU history, People's Church history and about all of the benefits of membership. Our next **Membership Recognition Sunday is on March 9**. Please plan to attend and share this exciting time with all of those committing or re-committing themselves to People's Church.

The Study Group

The Study Group's next book is *The Righteous Mind: Why Good People are Divided by Politics and Religion*, by Jonathan Haidt, which we will talk about on **Monday, March 17** at 7:30 p.m., in "The Den" at the Fountains. Newcomers are always welcome to discuss a wide variety of books on religious, philosophical, or scientific topics. For more information, contact Tim Bartik at 269-806-1904.



Social Justice Update



ISAAC 2014 Banquet

“Love Will Guide Us” is the theme of the ISAAC 2014 Banquet. **Saturday, March 29**, 5:00 seating and 5:30 program, at the WMU Bernhard Center ballrooms.

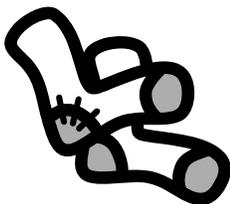
The keynote speaker is inspiring educator, Ms. Elise Bryant, known in the D.C. area for her ability to bring people together to work for the good of the community. The performing artist is Havier Hill Roller, student at Loy Norrix High School and an award-winning singer and Off-Broadway performer. ISAAC Ally Awards & Leadership Awards winners will be announced the night of the Banquet.

Tickets are available from ISAAC leaders, or at isaackalamazoo.org or 341-4213. \$35 each or \$240 for a table of 8, but only until March 23, when tickets go up to \$40 each or \$280 for a table. Don't wait!

If you place an ad in the ISAAC Banquet Book, your ad will support ISAAC's work to build a more just community—“doing justice” in education and early childhood, affordable housing, transportation, and youth violence prevention. Contact amy.peterson1000@gmail.com before the February 24 deadline for ads.

Ministry with Community Sock Drive

The teens involved in Coming of Age will be serving meals at *Ministry with Community* as part of their community service project. We would like to supply each guest with a pair of socks. We would appreciate your contributions. Please place adult socks in the *Ministry with Community* bin that sits behind the greeters' table in the lover lobby. Our goal is 300 pairs of socks!!



March Special Collection



The **March 9** special collection will benefit Lemkin House, a non-profit located in Grand Rapids that serves those people in the West Michigan area who are seeking

asylum in the United States because of a credible fear of persecution or torture in their home countries on account of their race, religion, nationality or membership in a particular social group. Asylum-seekers are held in detention centers while their applications are processed unless they have somewhere to stay. This is where Lemkin House steps in, providing a safe and welcome place to stay and prepare their cases while they undergo the difficult legal and mental transition from asylum-seeker to asylee. The vision is not ‘us’ serving ‘them’, but all of us working together. Visit their website at <http://lemkinhouse.org/>

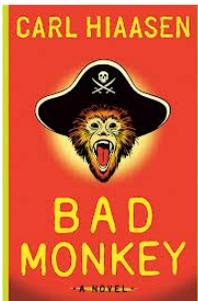
Anti-Racism Anti-Oppression Multicultural (ARAOMC) News

MICROAGGRESSIONS are the constant and continuing everyday slights, invalidations, and indignities (verbal and behavioral) visited upon marginalized groups by well-intentioned, decent, everyday people, who are often unaware of the impact of their action. The behavior is often intended to be positive, but contains a demeaning meta-communication or hidden insult.

Example: Asking a brown-skinned visitor “Where are you from?” Can you recognize the indignity in that question?

Learn more **Sunday, March 16** after service (12:30 to 2:00). Video and discussion in Room 19. Sponsored by the Anti-Racism Anti-Oppression Multicultural Committee of People's Church.

Book Group



Our book for March will take us to sunny Florida. Drue Kramer will facilitate the discussion of *Bad Monkey* by Carl Hiaesen, March 12 at 1:30, at Donna Grath's in the Skyrise Apartments. Newcomers are always welcome. Plan ahead: April book, *So Big*, by Edna Ferber.

Dana Kubinski Photo Exhibit

On **Sunday, March 9, 1 to 4**, you are invited to an exhibit of the extraordinary photos by our People's Church Database Manager, Dana Kubinski, at the home of Phil and Drue Kramer, 3018 Broadway, Kalamazoo. Some notecards and 8X10 images matted and framed will be on display. Light snacks. For driving instructions, call 269-342-9617.



Dana's exacting eye and patience leap off the page. A milkweed beetle stands his ground as he stares back at the impertinent camera interrupting his meal, and a scolding grasshopper spreads surrounding foliage, the better to "have at you" with one eyebrow cocked in admonition. How can one wait so long for just one right photo? The Kramers look forward to sharing their home and enthusiasm for Dana's work.



KPL Reading Together Event Held at People's

Wednesday, March 5, 2014, 7:00 pm
Kalamazoo Central High School Auditorium
Tracie McMillan, award-winning journalist, Michigan native and author of *The American Way of Eating: Undercover at Walmart, Applebee's, Farm Fields and the Dinner Table*

Sunday, March 9, 2014, 1:00 pm
People's Church, Room 9
Discussion of Kalamazoo Public Library Reading Together Books: *The American Way of Eating* by Tracie McMillan and *Farm City* by Novella Carpenter

Wednesday, March 19, 2014, 7:00 pm
People's Church, Room 19
Author Peggy Wolff with Bonnie Jo Campbell Fried Walleye and Cherry Pie: *Midwestern Writers on Food*
Featuring works by authors who write about our region's Food through memoirs or personal essays.

Tuesday, April 15, 2014, 7:00 pm
Kalamazoo Central High School Auditorium
Novella Carpenter, author of *Farm City*, the *Education of an Urban Farmer*

These events are all open to the public.

Make Early Reservations for People's Church Camping Trip

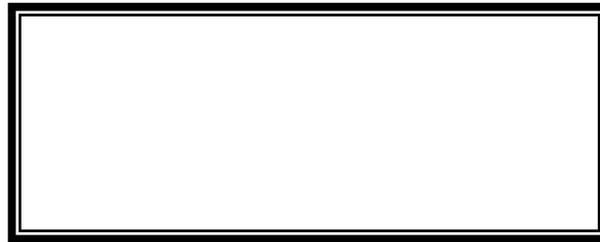
This summer's camping will be August 1-3 at Van Buren State Park. It seems early to be thinking about fun in the sun, but the reservations are going fast. We camp Friday and Saturday nights, generally swim on Saturday afternoon and have a potluck Saturday evening. Usually 40-60 people gather. Sites are approx. \$54.00, some people share. See the Michigan DNR website for rules and regulations, including pet policy and cancellation policy. Some people just come for the day on Saturday to swim, sun, and eat at the potluck. For more information, contact Lori Hughes at lhughes902@charter.net I can reserve a site for you, or you can get your own. We generally stay in the loop farthest east in the campground, but feel free to reserve any available site. If you reserve then can't go, you may be able to sell your site to someone else. If not, there is a cancellation fee.



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News & Views
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OUR APPRECIATION

Thank you **Wendy Dawson** and **Karen Friedel** for an outstanding job working with the Youth Group this year.

Thank you **Gary Leadley** for excellent front door greeting.

Thank you **Bob Friedel** for building the church a new mailbox post.

Thank you **Kimberly Payne** for faithfully having snacks and coffee ready on Sunday mornings.

Thank you **Cybelle Shattuck** and **Julia Kirkwood** for going above and beyond in helping the kids with the art contest to promote using reusable water bottles.

And once again a special thanks to **Anna Shade** for all the amazing work she's done for membership, the website, and communications this year.

Check out our **Calendar of Events** online at
[peopleschurch.net/calendar-of-events!](http://peopleschurch.net/calendar-of-events/)