

The Saltwater Scroll

The Newsletter of Saltwater Church

An Intentionally Inclusive, Spiritually Progressive, Justice-seeking Community

January 2016 Newsletter

Worship Services

All worship services are at 10:30 a.m. on Sunday mornings unless otherwise noted.

**Sunday, January 3, “Off to a Fresh Start, Kind of”
With Rev. Dr. James Kubal-Komoto**

A “Meet the Minister” gathering for recent visitors will take place after the service.

**Sunday, January 10, “Endings and Beginnings”
With Rev. Barbara Burke, Guest Minister**

**Sunday, January 17, “What’s Should We Do Next?”
With Rev. Dr. James Kubal-Komoto**

Our congregation has been part of Sound Alliance for three years now and has accomplished a lot. The question we face now is, “What Should We Do Next?”

A potluck will be held after the service. Please bring a dish to share.

**Sunday, January 24, “The Quest for Truth”
With Melinda Einander, Director of Family Ministries**

Melinda Einander will speak on one of the foundational affirmations of our faith and how it relates to parenting our children and our own faith journeys as adults.

**Sunday, January 31, “Follow Your Folly”
With Rev. Dana Worsnop, Guest Minister**

The world today is complex, serious and too often heart-breaking. Yet life is also full of beauty, whimsy, delight, even silliness and folly. This morning we will consider more of the latter.

A congregational meeting about what our congregation’s next steps with Sound Alliance should be will follow this morning’s worship service.

Board of Directors

Sharon Crow, President
Lisa Key, Vice President
Echo Allen, Secretary
Gaye Greeves, Treasurer
Aaron Sperry
Quinn Rose
Saphronia Young

The Board of Directors may be contacted by email at board@saltwaterchurch.org. Phone numbers and addresses are listed in the church directory. Board officers will be elected at the July board meeting.

Church Office Information

Office: (253) 777-4994 or (844) 480-0647 (toll free)
Email: info@saltwaterchurch.org
Website: www.saltwaterchurch.org

Church office hours: Sue Eaton, our church administrator, is usually in the office Monday, 7 a.m. - 5 p.m.; Wednesday, 3 p.m. - 8 p.m.; and Friday, 7 a.m. - 2 p.m. She sometimes runs errands, so please call before stopping by.

Minister and Staff Contacts

Any staff member may be reached by phone by calling (253) 777-4994.

Minister: Reverend James Kubal-Komoto
Email: minister@saltwaterchurch.org

Director of Family Ministry: Melinda Einander
Email: melinda@saltwaterchurch.org

Music Director: Paula Mayfield
Email: paula@saltwaterchurch.org

Choir Director: Tom Burt
Email: tom@saltwaterchurch.org

Church Administrator: Sue Eaton
Email: sue@saltwaterchurch.org

Minister's Schedule

Reverend James is at the church Sunday through Thursday most weeks. His days off are Friday and (sometimes) Saturday. He is available for appointments late mornings, early afternoons, and evenings. Feel free to call him on Fridays and Saturdays, but unless it is an urgent matter, he may not return your call until later.

Church Calendar

The church calendar is on our website, at www.saltwaterchurch.org/calendar. To have an event put on the church calendar, contact church administrator, Sue Eaton, or visit www.saltwaterchurch.org/calendarrequestform.

Deadlines

The deadline for announcements for the Weekly Emailed Announcements and the Order of Service is **Wednesday by 10 a.m.** The deadline for the newsletter is the third Sunday of every month. **The next newsletter deadline is Sunday, January 17, 2016.**

To submit any announcement or newsletter content, visit www.saltwaterchurch.org/publicity. If you email an announcement, please use the announcements@saltwaterchurch.org address only. If you email a newsletter article, please use the newsletter@saltwaterchurch.org address only.

From the Minister

A Partnership Across the Puget Sound

By Rev. Dr. James Kubal-Komoto



I want to let you know about something exciting that may happen in 2016.

The Vashon Island Unitarian Fellowship is a congregation of less than 100 members. It meets on Sunday mornings in space rented from a Baptist church. For many years the fellowship was lay led, but in recent years, it has been served by part-time ministers.

Unfortunately, the fellowship's current minister will be leaving in June. Because of both financial challenges as well as the limited availability of part-time ministers, it is unlikely the fellowship will be able to find another minister by next fall.

A while ago, Janine Larsen, a Unitarian Universalist Association staff member, approached me as well as members of the fellowship about the possibility of creating a partnership between our church and the fellowship.

What would this partnership look like? It would have to make use of technology. It might involve our church webcasting our Sunday morning worship services while fellowship members watched them in their own worship space. It might involve having more online adult religious education classes and Chalice Circles in which both church and fellowship members could participate.

It might also involve the lay leadership of the congregations working together in other ways. For example, Vashon Island is part of King County, so it might involve the church and fellowship working together through Sound Alliance on county or state issues of common concern.

The partnership would probably also include me visiting and leading Sunday morning services at the fellowship in person several times a year, probably once a quarter.

Since I will have a half-time intern during the next two years (starting in September 2016), the partnership might involve the intern spending some of his time doing in-person ministry on Vashon Island.

For the immediate future, the partnership probably wouldn't include working together on programming for children and youth because the fellowship has its own part-time director of religious education. Later, however, the partnership might include sharing administrative staff.

By the way, this model of ministry, which is often called "multi-site ministry" is becoming more popular within Unitarian Universalism, and there are currently twelve congregations around the country experimenting with it.

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This partnership would probably be of most benefit to the fellowship, but it could be very beneficial for the church as well. Whether we stay or go at our current location (as you can read about elsewhere in this newsletter), it is unlikely that we will ever be within a 30-minute driving distance of everybody in South King County who is yearning for a liberal religious home. Learning how to do multi-site ministry with an already established congregation on Vashon Island could provide us valuable learning if we ever want to establish satellite groups in Maple Valley, Enumclaw, or Puyallup.

For now, the discussion of forming a partnership between the church and the fellowship is still in its very preliminary stages. The church board and the fellowship board met together to discuss this for the first time only in December. However, if you have questions or concerns about this possible partnership, I encourage you to contact either me or another member of the board.

Ministerial Absences

Reverend James will travel to Chicago Wednesday, January 6 – Sunday, January 10, to attend a conference at Meadville/Lombard Theological School for internship supervisors. (As mentioned in the article above, Saltwater Church will have a half-time intern minister starting in September 2016.) He will also be away from the church office Monday, January 18 – Sunday, January 31 on study leave. During both of these times away, he will only be responding to urgent phone messages and emails.

Our Welcoming Community

Meet the Minister

A “Meet the Minister” gathering will take place on Sunday, January 3, immediately following the worship service in the church office. This is an informal get-to-know-you gathering for recent visitors and is also a chance to learn more about Saltwater Church and Unitarian Universalism.

Our Learning Community

“A Liberal Religious Path” starts January 27

Reverend James will lead a class titled “A Liberal Religious Path” beginning on Wednesday, January 27, at 7 p.m. In this class, participants will be introduced to Unitarian Universalist history and values as well as Unitarian Universalist understandings of the meaning of life, spirituality, God, prayer, religious community, and other topics. Participants will also be encouraged to reflect on and deepen their own ideas about these topics. While newcomers to the church are especially encouraged to take this class, long-time members are also welcome.

This class will meet five times, January through March, on January 27, February 10, February 24, March 9, and March 23. (These are the second and fourth Wednesdays of the month.) Childcare will be available if requested. To sign up for this class, please call the church office or visit www.saltwaterchurch.org/classes .

Yoga as a Spiritual Practice

Starting Sunday, January 10, at 9 a.m., in the Lighthouse Large Room, Katie Hardin CYT (Certified Yoga Trainer) will be teaching a weekly hour-long yoga and meditation class for all ability and experience levels.

Learn how to center yourself and find your inner guide. Find self-love and abundance of connection to those in community around you. Rediscover your mind body connection. Release judgment and competition and come as you are.

Find your meditation and clarity of mind with your practice on the mat. Build awareness, strength and flexibility while we all find our own Om. The universal vibration sound of all connection and source. So come ignite your inner beacon of light and shine on before you join your church community in service.

There is a suggested donation of \$10-per-session for participants. Bring a mat if have one or ask Katie to borrow one. Arrive ten minutes early to tell Katie your limitations and injuries so she can help protect you from injury and build a practice toward your goals. Participants are encouraged to contact Melinda Einander, Director of Family Ministries, at least two weeks ahead of time if they would like childcare.

Our Caring Community

Safe Skate Night on January 3

Please attend the GLBTQ and Allies "Safe Skate into 2016" party on Sunday, January 3, 6:30 – 8:30 p.m. at Pattison's West Skating Rink in Federal Way. Wear rainbow colors or the colors of your flag, and mention Saltwater Church at the door for free admission. Skate rental is \$1.00. A certain amount of pizza and drinks will be provided. Please invite your friends and publicize this to your children, grandchildren, neighbor kids, and schools. RSVP's are requested by the venue, so please let Melinda Einander or Saphronia Young know of your interest.

Creative Hands

By Betsy Sproger

Do you enjoy knitting or crocheting? We meet to do our own creative projects regularly on the second and fourth Mondays at 7 p.m. in the Welcoming Room. We will meet next on Mondays, January 11 and 25. Bring what you have been working on at home, and share it with others.

Unitarian Universalist Guys Group to Gather, Grunt, Get Pizza, and Gamble

The Unitarian Universalist Guys Group (UUGG) will gather on Sunday, January 10, at 5 p.m. at the church. Please bring a cold beverage of your choice and cash for pizza (and possibly poker.)

Welcoming a New Member



Cheryl A. Sigona became a member of Saltwater Church in November. Cheryl lives with her spouse, Phillip D. Tibbits. They have been married for 41 years. In 2011, Philip's job brought them to Washington from California. Cheryl claims she is lucky her spouse completed his first BA in computers in the 1970s and attributes her computer literacy to that fact. Cheryl has a BA degree in Biology and Art and worked part time doing Computer Aided Graphics. She loves art and has shown her pastel drawings and collages in several national competitions and one international exhibit. Cheryl has been an active member in a Unitarian Universalist church since 2005. She enjoys singing and has joined the Saltwater Choir. Cheryl indicates that practicing for choir pieces and learning the music has taken over studio art time. She also attends one of the Chalice Circles. In her leisure time, Cheryl enjoys reading, taking classes and working in her yard.

Among Ourselves



We give thanks for the life of Arthur Solomon and hold in our hearts his partner Evelyn Gibb. Arthur died on the Monday before Thanksgiving. Arthur and Evelyn were church members more than 10 years ago before moving to the Skagit Valley but they had recently returned to Foundation House in Federal Way. A memorial service is planned at the church for Thursday, January 7.

We send healing wishes to Frank Billington as he recovers from shoulder replacement surgery.

**Arthur
Solomon**

We congratulate and bid farewell and safe travels to Mae Gagnon and Richard DeRouche and their son Robbie. Mae has accepted a librarian position at Clark University in Massachusetts. We will miss you!

Our Caring and Lay Ministry Teams

Both the Caring Team and the Lay Ministry Team at Saltwater Church help members of our community during difficulty, transition, and crisis. Members of the **Caring Team** can sometimes help with some of the following tasks: Bringing meals, providing emergency babysitting, providing respite care, providing transportation to medical appointments, buying/delivering groceries or other needed items, and meeting other specific, short-term needs. To contact the Caring Team, contact Denise Yanega at (253) 838-7479 or at denise@saltwaterchurch.org.

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Sometimes during a time of difficulty, what a person needs most is someone to talk to. Members of the **Lay Ministry Team** can provide an ear to listen, a heart to care, and a hand to hold. They are also available to visit hospitalized or homebound individuals. You can contact any one of the lay ministers below:

- **Debra Valpey** (206) 243-5566 or debra@saltwaterchurch.org
- **Denise Yanega** (253) 838-7479 or denise@saltwaterchurch.org
- **Peggy O'Connor** (253) 839-1432 or peggy@saltwaterchurch.org
- **Mike Yanega** (253) 838-7479 or mike@saltwaterchurch.org
- **Phil Dindia** (253) 941-1106 or phil@saltwaterchurch.org
- **Lynn Crow** (253) 941-0860 or lynn@saltwaterchurch.org

Our Serving Community



The Giving Tree Brightens Holidays

On Sunday, December 13, over a dozen volunteers joined in the fun of wrapping holiday gifts for nearby families who have children at Mark Twain Elementary, the area school with the highest poverty rate. A big thank you to organizer Silvia McClung, the School Outreach Team, and all the church members and friends who contributed gifts to our Giving Tree Program. It was a huge success, and 32 children who live near our church were no doubt delighted to receive these gifts, purchased and wrapped with TLC by our church community!

A few of the many gift wrapper stand before this year's giving tree.

Sound Alliance News....

Give yourselves a pat on the back!

By Susan Aigner, Saltwater Sound Alliance Team Co-Chair



Sound Alliance institutions did such a good job on Best Starts for Kids that we earned praise from Dow Constantine, King County Executive. He especially singled out Saltwater Church at a meeting to discuss county funding for the Federal Way Day Shelter. We made more individual contacts than any other Sound Alliance group, nearly one thousand! Executive Constantine promised to work with Sound Alliance to find county funding for the Shelter. Ask Lucia Faithfull about it and watch her glow!

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Through our Best Starts for Kids and Day Shelter work this past year, we forged relationships with many local organizations and public officials. We want to build on these relationships in our future work in our community.

Now, an invitation. Come to our Saltwater Church Sound Alliance celebration and next steps event. It will be held after the service on Sunday, January 31. Learn more about our activities and successes during the past year and help us prioritize our efforts for the future.

We will ask you, “What are your aspirations for your community?” (However you define community.) We will provide a light lunch and group you at tables (like we did last January) so you can share with each other.

Stay tuned for much more information in the next month.

A Year of My Life with the Saltwater Climate Action Now! Team

By Mary Paynter

October 2014: People’s Climate March. While 400,000 march in New York City, Margo Rolf, Nancy Corr, Chris Pringer, Jan James, and I march in Seattle. We see lots of Unitarian Universalists wearing Unitarian Universalist T-shirts. “We should get T-shirts,” we say to each other. “It’s a missed outreach opportunity if we don’t.” *Someone should organize a team at Saltwater, I think. There could be shirts and carpools to events. I wait. No team springs into existence. I wait some more. Still no team.*

January 2015: At the Sound Alliance Listening Event, we advocate for climate change as the most critical issue of our time. No traction. Maybe it’s too big an issue. *There should be a climate team at Saltwater, I think.* We meet Unitarian Universalists from Northshore. They have T-shirts. Once again, I think, *Why is there no climate team at Saltwater?* I decide to organize one.

February 2015: We get our team of five and schedule our first meeting. We read, we watch videos, we attend events, we write postcards and make phone calls to legislators. We meet with our legislators in Olympia. We want cap and trade, we want oil train safety, and we want an end to coal-fired electricity. A member of the Lummi Nation tells me simply, “The beaches where we used to gather clams are now covered in coal dust.” Nothing happens in Olympia. The bills we want are dying in committee or being made into sausage.

March 2015: More lobbying. We are becoming known—our legislators see us coming in our cobalt T-shirts and know we are there to talk about climate change and what is not being done about it in Olympia.

April 2015: ShellNo campaign erupts, rallies in Myrtle Edwards Park, “kayaktivist” is added to the dictionary. We are marching, rallying in front of the Port Commission offices, listening to testimony from a young woman who risked her life attempting to stop the drilling rig.

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May 2015: Barbara Nelson and others attend an event at Golden Gardens with the Lummi Tribe and start learning about what the Cherry Point coal terminal means to the tribe. That project is one of many planned for the Northwest. Only a “Thin Green Line” separates us from fossil fuel export terminals that, if built, will contribute to runaway catastrophic climate change. There will be hearings, lots of hearings. I fantasize about learning enough to feel comfortable testifying at a hearing.

June 2015: At the Unitarian Universalist Association General Assembly in Portland, the theme is climate change as a moral and spiritual issue. Cap and trade fails in the Washington State legislature. Signature gathering for a carbon tax begins.

July 2015: I spend hours gathering signatures for I735. It’s a long shot. The ultimate aim is to lessen the political power of the fossil fuel industry by requiring disclosure and limits on campaign donations.

September 2015: Shell abandons Arctic drilling. Was it economic or did they quit because of activist pressure? Around this time Reverend James preaches on Naomi Klein’s book *This Changes Everything*.

October 2015: We have gone from fantasizing about testifying in hearings to actually doing it. At a hearing in Aberdeen I deliver my testimony and have to leave out the final sentence when the 2-minute buzzer sounds. Later in the month we link with OneAmerica and meet Hispanic orchard workers whose livelihoods were jeopardized by the drought, then join the second People’s Climate March. It is clear that the voices of the most people most impacted by climate change—immigrants, people of color, poor people--need to be heard. Bill and Margo and I testify at a hearing about an Anacortes project to expand oil infrastructure and increase the number of oil trains, aka “bomb trains” traveling through our state.

October 2015: The company that operated the train that derailed and exploded in July 2013 in Lac-Mégantic, incinerating much of the town and killing forty seven people, has declared bankruptcy. Turns out those companies typically do not carry enough insurance to cover such disasters. The cleanup is being paid for by the Canadian government. Trains like this travel through our state and under the city of Seattle, where the stadiums are. My granddaughters and Margo’s grandson, along with millions of other families, live in the blast zone around the route of these bomb trains.

November 2015: President Obama rejects the Keystone XL pipeline. Activists claim credit. More testifying—Bill, Margo, John Corr and I, armed with the knowledge that the shortfall in electricity can be made up through energy efficiency and renewable energy sources, testify that Colstrip, the polluting, coal-fired electric plant in Montana where 20% of my electricity comes from, must close down. Bill Gates says we need an “energy miracle in the next fifteen years.” Is putting our faith in research and energy miracles while continuing business as usual the way to go? I don’t think so. If the energy miracle is not forthcoming, it will be too late to change our ways in order to avoid catastrophic climate change. It feels strange to disagree with the richest man in the world.

December 2015: The Paris climate talks are under way. I’m hopeful, but not optimistic. There is a realistic path to a future where most remaining fossil fuels remain in the ground and catastrophic climate change is avoided. The keys are investing in energy efficiency, conservation, and renewable sources of energy like solar and wind. We must also waste less food and eat less meat. We have the knowledge and the technology. We need the will.

Family Ministries



Recently, while planning the discussion for our monthly parenting group, I stumbled across a blog post I had read shortly after my youngest was born. The blogger, handsfreemama, describes the moment she decided to stop yelling at her children, who were then three and six. The eldest had just spilled something all over the kitchen floor, and as she turned around to address the mess, she was struck by the look on her child's face; her daughter was terrified, and bracing herself for her reaction. In that moment, she decided to change her response, and to stop yelling at her children.

At the time I read this, I was yelling, regularly, at my then four year old, and also often losing my temper with my teenagers. I was tired and overwhelmed with the stresses of life, and the children were taking the brunt of my anger. I knew that look of terror the blogger described—I had seen it often on my own child's face.

I vowed that I, too, would stop yelling at my children. I was sure I had found the answer—that if I could just change this one thing, my children would be happy, I would be happy, and everything would be wonderful again.

I don't know how long that lasted. I do know that by the time I stumbled across that blog post again, a year or so later, I had forgotten about it completely. I know that I still sometimes yell at my children. And I know that everything isn't magically wonderful.

But I do feel that something has shifted. I am more patient, less likely to snap. My son doesn't look at me in fear when he spills something; he goes to get a rag to wipe it up, and his baby brother is learning to do this too. We laugh together more, and I feel my relationship with my teenagers is better, too. I don't really know if my decision to stop yelling had any effect. Perhaps these changes would have happened anyway. Perhaps I just notice the changes because I remember how much worse things were in the moment I decided to make a change. Perhaps it's my perception of myself and my children that has shifted.

This is the time of year when we often make New Year's resolutions. Often these take the form of “I will go to the gym every day” or “I will become a tidy and organized person”—something firm and absolute. Often we believe that we have found The Answer; that making this one change in our lives will make all the difference. And then when we don't follow through, we consider that resolution a failure, and go back to doing things however we did before. We may not even bother with the idea of a New Year's resolution, knowing how prone they are to failure.

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But maybe the success or failure of these resolutions isn't so easy to measure. When we decide to change something in our lives, we are planting a seed. That seed might grow into what we envisioned, or it might not grow at all, or it might grow into something else entirely than what was printed on the little seed envelope. At our last *intergenerational* worship service, we invited you to plant a seed, symbolizing something you hope will grow and develop in your life during the coming year. I invite you to consider the idea that the change you hope for may not come about in the exact way you want, but that perhaps by setting the intention for that change, and being mindful of your hope, that the seed will grow into something wonderful. If you continue to nurture that seed, and pay attention, you may notice the changes it brings about in your life. And if you haven't yet made a resolution for the coming year, I encourage you to plant a seed. Who knows what may grow?

Spark Your UU Identity: A Mini Retreat for Children and Parents

On Saturday, January 30, 3-5 p.m., children and their families are invited to learn more about our faith, and to put our faith into action! In preparation for Valentine's Day, we'll bake and decorate cookies and make love notes to share as a "random act of kindness". We'll also enjoy games and icebreakers. Older children and their parents will find out more about "Carry the Flame", a recognition program for children ages 7-11 in exploring their Unitarian Universalist identity. Fun for all ages! Please RSVP to Melinda Einander, Director of Family Ministries, if your family will attend.

Carry the Flame

Children ages 7-11 are invited to expand their understanding of our Unitarian Universalist faith and how it applies to his or her life. This project is designed for a child and parent (or other adult mentor) to work on together. Children who complete this project will be recognized by the congregation at a worship service in the spring. Recognition will include a chalice pin to wear on his or her nametag, and a book about Unitarian Universalism for children. Contact Melinda Einander, Director of Family Ministries, for more information.

Young Adult OWL Con

Did your sex education leave something to be desired? Do you ever wish you could participate in sexuality education now that you're not an awkward teenager? Would you benefit from having a safer space to discuss gender and sexuality? Join youth adults (ages 18-35) from Saltwater Church and Wayside United Church of Christ at weekend retreat exploring OWL (Our Whole Lives) for Young Adults, March 4-6 at Pilgrim Firs Camp and Conference Center in Port Orchard. Cost is \$100. Limited scholarship funds are available upon request. Contact Katie Einander (katguts@gmail.com) for more information or to register.

Roots and Wings: Unitarian Universalist Parenting

Many parents struggle with the tension between wanting to protect and shelter our children, and wanting to help them develop the skills they need to become happy, capable adults. "Roots and Wings: Unitarian Universalist Parenting in the Millennium" addresses important child-rearing issues faced by contemporary families. This class is intended for parents with children ages 0-10. We will meet monthly on the second Sunday from 3:30-5:30 p.m. Childcare is available upon request.

Sign up online at: <http://www.saltwaterchurch.org/node/3213> or call the church office to register. For more information, contact Melinda Einander, Director of Family Ministries.

Family Ministries Calendar for January

January 3	Children and youth meet in classrooms
January 3	High School Youth Group 12-2:30 p.m.
January 4	Family Ministries Team meeting 6:30-8:30
January 10	Children and youth meet in classrooms
January 10	Parent Class "Roots and Wings" 3:30-5:30 p.m.
January 17	Lighthouse Chapel for Children and Youth (all ages meet in the Community Room)
January 17	Potluck lunch at 12 noon
January 17	High School Youth Group 12-2:30 p.m.
January 24	Children and youth meet in classrooms
January 24	Meeting for Lighthouse volunteers 11:45-1:15
January 30	Family Fun Event 3-5 p.m.
January 30	Children and youth meet in classrooms

Church Life

Winter Weather Advisory

During the winter season, we ask each individual to judge for himself or herself whether road conditions roads are safe enough to travel to church on Sunday mornings or at any other time.

However, in the interest of the safety of all of our members, in the event of severe winter weather, the leadership of the church may decide to cancel Sunday morning services or other church events (especially if the driveway and parking lot become impassable.)

If church services or other events are cancelled, the following will happen: An announcement will be posted on the church's website at www.saltwaterchurch.org and public Facebook page; an announcement will be sent over the church's e-mail list; and if there is time, all members will receive an automated recorded phone call.

Long Range Plan Update

by Lisa Key, Board Vice President

In December 2014, our congregation enthusiastically voted to approve our 5-year Long Range Plan, also known as “Vision 2020.” We are midway through our first year of the plan and are making good progress. Some examples are increased outreach, information gathering by our Stay or Go Task Force, plans to build a ramp for our office building, and paying our staff fair compensation. We have a lot to be proud of.

Within the parameters of the plan, it is the job of the Board of Directors to monitor our progress and update the plan annually to ensure it is an achievable working document. At the July 2015 Board Retreat, the Board reviewed the Long Range Plan for our current church year. Here are the four updates we made out of a total 43 action plans this year:

1. Goal 2 (Social Justice), Action Plan 3b: Changed “pay our full share to the UUA and PNWD” to “pay 90% to the UUA and PNWD.” Also added to 2016-17 “pay full share to UUA and PNWD.”

Our congregation has been increasing our dues to UUA and PNWD annually by 10%. Since we were paying 80% last year, we reflected the 10% increase by changing it to 90% this year and 100% the following year.

2. Goal 4 (Family Ministries), Action Plan 1a: Removed “co-create (with ARE) a cart of Religious Education/spiritual development resources available in the Welcoming Room on Fellowship Night.

There are no members of ARE this church year to carry this action out. Also, Fellowship Night was cancelled this year due to lack of funding.

3. Goal 5 (Adult Religious Education), Action 1a: Moved “determine topics and a budget for future open-to-the-public seminars” to 2016-17.

There are no members of ARE this church year to carry this action out.

4. Goal 5 (Adult Religious Education), Action 2: Removed “co-create (with Family Ministry) a cart of lifespan spiritual development resources. Same reason as #2.

The Long Range Plan has been a fantastic guide for our congregation this year. We are making steady progress toward our goals so that we can fully live out our mission and vision. This wouldn't be possible without the hard work of our many volunteers. Thank you all for your passion and dedication!

The next update on our progress toward our Long Range Plan goals, including the vote to stay or go, will be at our congregational meeting on June 12, 2016. Please plan to attend.

To view the updated Long Range Plan go to www.saltwaterchurch.org/node/3065 .

Healthy Congregation Team

By Aida Sanchez-Vela, Healthy Congregation Team

At Saltwater Church we recognize that it is natural to have occasional conflict within organizations and the difference between healthy and unhealthy organizations is not whether conflict is present, but how it is addressed.

Saltwater members and friends came together to determine how we wanted to treat one another when dealing with conflict and we generated a covenant of right relations, which was approved at our congregational meeting in December 2008.

We have many new members who might not be aware of it and old members might benefit from reading it again, so it is printed below so we may keep it in mind whenever we experience difficult interactions within our congregation and even beyond. Also, stay tuned because the healthy congregation team is planning a workshop on "Managing Difficult Conversations" at the beginning of 2016.

Your Healthy Congregation Team members are Aida Sanchez-Vela (aidasanchezvela@hotmail.com), Aaron Lund (thrushlund@gmail.com) and Bob Dickinson (rbdickins@yahoo.com).

“A Covenant of Right Relations”

THE PREAMBLE

We, the friends and members of Saltwater Unitarian Universalist Church, create a safe and sacred space for our interactions. By treating each other fairly and respectfully, we foster the bonds of community. By supporting one another's self-development and spiritual growth, we commit ourselves to improving the quality of our own lives. By holding covenant of right relations with each other, we allow diversity and independence to thrive and encourage ourselves to use our skills and talents in meaningful and responsible ways.

This document marks the covenant we each make with ourselves, other congregants, the minister, the staff, the board of the church and other church committees, and the community at large. We accept this covenant solemnly and in good faith, with the understanding that it simply offers guidelines for the conduct of these relationships.

THE COVENANT OF RIGHT RELATIONS

- I will honor my gifts and resources and will volunteer to share them with others while maintaining healthy boundaries. I do so in order to strengthen this congregation and to encourage all of us on our unique and individual spiritual paths.
- I will affirm our common connections within this diverse community to promote empathy and understanding in my interactions with others. There are many spiritual values and by respecting other faiths and practices, I build kinship.

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- In times of conflict, I will speak with a compassionate heart and an open mind directly to those parties involved. I will seek guidance from the Healthy Congregations Team when I am unable to do so, as sometimes I will need the perspective of others in order to deepen my own connections and insights.
- In my humanness, I will err from time to time; hence, I will practice apology, forgiveness, and reconciliation. Active listening and loving kindness will go a long way to healing a hurt.
- Words are nuanced and can carry many connotations. Therefore, I will endeavor to be forthright in my words and actions. I will help maintain an appealing and safe church facility to show I cherish our space. And I will promote issues of the greater community that either affect or promote our Unitarian Universalist values to show I treasure our beliefs.
- I believe in the inherent worth and dignity of all, and therefore I will treat the minister, the staff, the members and friends of this community with respect. I will view it as a spiritual practice those times when it is difficult to do so.
- I will respect the roles and positions individuals may hold in this community. I appreciate that others have chosen these paths as a meaningful way to serve our congregation so that I may practice my own spirituality.

Saltwater Church
A Unitarian Universalist Congregation
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