

**MISSION PEAK  
UNITARIAN UNIVERSALIST  
CONGREGATION**



**ANNUAL REPORT  
2013-2014**



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# Mission Peak Unitarian Universalist Congregation

## Annual Report 2013-2014

### Report from the Minister

Rev. Jeremy D. Nickel  
May 15, 2014

This year at Mission Peak UU we experienced what I think should accurately be called a breakthrough year. In several areas that we had wanted to bring new life to, we stopped talking and started doing. In large part due to the excellent encouragement and mentoring we received from First UU Boulder, CO as part of the Leap of Faith program, we were able to start moving towards the future we have been imagining for years.

Among our amazing list of accomplishments this year we welcomed our new Director of Religious Education Laine Young, selected our first Ministerial Intern, Dawn Fortune, who will start in September, hired a new part-time musician Eric Neisner AND an incredible Outreach Coordinator named Deanna Kosaraju.

While our focus this year was leaping into the larger community, we also began a community garden project with a local Fremont non-profit called LEAF, and continued to support the growth of the Interfaith Counseling Center called Connections.

#### **Worship**

We were challenged by Boulder UU to make a few changes to our worship service, and have been experimenting for a few months with a new format for Joys and Concerns and a testimonial added to our Chalice Lighting.

We have also continued to explore new worship forms, like station worship and continued to enjoy the incredible musical talents of our members, whether performing individually or in our choir the Peak Performers or Rock band the Peak Rocks. We are hoping to add a third musical group to our rotation next year.

One trend we have noted is that our Sunday attendance has continued to grow, meaning that we are feeling tighter than ever in Cole Hall, which is a great problem to have, and one we will be discussing a lot in the coming year.

#### **Pastoral Care**

This year I continued to make myself available to the congregation in both private and public venues for pastoral care. Along with many visits at homes, in my office, walking around Lake Elizabeth, and occasionally in hospital rooms, I also continued to post regular community office hours at Coffee Shops around the Tri-Cities. I have spent time with most every member of the congregation at some point through the year and feel, after almost four whole years as the minister at Mission Peak UU, that the depth to these relationships is really there now.

As we continue to grow as a community we will need to pay more attention to the other ways Mission Peak UU is able to provide pastoral care to its members. Towards that end, the Pastoral Care team is beginning to envision what changes they should make now to prepare for this need that may not be that far off.

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**Report from the Minister (Continued)**

**Leap of Faith**

A huge focus for the congregation this year was our inclusion in a denominational mentoring program for congregations. After being matched with the First Unitarian Universalist Church of Boulder, CO., we developed a set of learning goals and started to work. The major tasks we took on involved re-imagining some parts of our worship service, re-thinking our welcome and path to membership, experimenting with a new way to run our committee meetings and to commit to doing one large outreach project together out in the larger community.

While all of these different projects and experiments are still being evaluated, this process has undoubtedly brought a new focus to the abundant energy we have created over the previous years together. I don't know what we will end up deciding to stick with and what we will leave behind, but we have learned so much about how to even have these discussions, so I am very pleased we have worked as hard as we have in this program.

**Annual Summary**

This has been an incredibly important year for this community. Last year we built a lot of momentum and began to focus it with our mission statement. This year we have broken down walls separating Mission Peak UU from the tri-cities and also learned how to keep changing as we grow. I hope people have also seen that the leadership of this congregation is incredibly committed to ensuring that as we continue to grow larger numerically we will be sure to develop programs and devote much energy to also continuing to grow deeper with each other.

I hope that in the same way our focus was outward this congregational year, that as we keep those programs growing we spend some renewed energy in the year to come on our internal processes. We also have our first Ministerial Intern joining us in September, and I trust that will be an enriching experience for everyone..

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## Report from the Community Minister

Rev. Barbara F. Meyers  
May 15, 2014

### Community Ministry Mission, Vision, Strategy

**Mission:** Give compassionate help to people with mental health challenges and to their families, within and beyond the walls of our congregation.

**Vision:** to increase their hope, knowledge, and insight and help them find a sense of meaning in their lives.

**Strategy:** using fellowship, education, advocacy in the public arena, and honoring and deepening their spiritual lives.

**Chair:** Rev. Barbara F. Meyers

### Successes

The three new initiatives from last year are moving into their stride.

1. Continue producing the short story-oriented video series called Stories of Recovery and a newer video series called Faces of Hope and Resilience. They are available on line at <http://www.mpuuc.org/mentalhealth/mentalVideos.html>.
2. Leading effort to create UU Congregational Disability Certification Program. This program is mid-way through a field test at 8 UU congregations. Planning General Availability in June of 2015.
3. Working to start the Connections Interfaith Counseling Center. Incorporated as a non-profit in California. Submitted non-profit application to the IRS. Monthly board meetings plus many other necessary meetings to put things into place.

### Desired support from the Congregation

Continue to support the ministry and the interfaith counseling center.

### Future plans

- The most important future activities are to continue the momentum of these three initiatives, and to keep past initiatives going.

# Mission Peak Unitarian Universalist Congregation Annual Report 2013-2014

## Report from the Director of Religious Education

Laine Young  
May 15, 2014

I started as the Director of Religious Education for Mission Peak UU in August, 2013. What an exciting year it has been! I held a series of teacher trainings in August and September, which went over well. The teachers were given teacher manuals to take home for reference as a part of this training.

This year the Sunday School classes were divided as K-2, 3-4, 5-8, and the high school youth group. The K-2 class did a combination of Super Heroes of the Bible and Special Times, the 3-4 class worked on Timeless Themes, and the 5-8th grade class did a combination of The Gospel According to Simpsons and Neighboring Faiths. The classrooms had 18 volunteer teachers, and 6 substitute teachers.

I introduced monthly Elementary chapels for the K-2 and 3-4 classes. The Elementary chapel meets during Sunday School once a month, and the goal is to build community within the church as well as learn more about a Unitarian Universalist concepts, principles, or UU-wide movements (ex: Standing on the Side of Love).

The youth group has started to meet in the youth room. Justine Burt stepped down as a youth advisor, so we had a team of two youth advisors and one substitute: Robert Madden-Watson, Andrew Young, and Mark Henriques (substitute). They tried meeting every Sunday, but found that to be unsuccessful. They are currently trying meeting from 10:00 - 12:00 on the first and third Sunday of every month. They held a bake sale after the Christmas Pageant and raised approximately \$400.00.

We also worked with the San Jose congregation with their 7-9 OWL program. We had several volunteers for this: Steve Wallcave, Michealle Havenhill, Jay Steele, and Lucienne Bouvier. The OWL classes were well attended, and I have received nothing but positive feedback from people regarding the OWL classes.

In December, we had a Christmas Pageant. The theme was a traditional Christmas story. The kids worked really hard for several months (along with numerous adult volunteers) and it was a beautiful and fun service.

I have worked on several projects this year. One thing has been making information more readily available to the congregation. I created a teacher's and advisor's page for the member's section of the Mission Peak UU website, where they can find information such as their classroom calendar. I have also been uploading RE documents to the DRE's Google Drive so that all of the information is in a private, localized place. I created attendance binders for every classroom so that teachers would have easier access to student information, first aid kits, and church documentation while in the classrooms. I have also been going through every curricula in the RE closet and making sure that we have complete copies of every curricula.

I have also been working to improve communication about religious education events at Mission Peak UU. I created Constant Contact email lists for every classroom, so classroom information can be emailed as needed. I also created a list for all families, should the need arise to contact everyone (ex: if I get notified that someone got chickenpox shortly after coming to church on Sunday, I can now email all families to inform them). I also started a monthly religious education newsletter that is sent out via Constant Contact called REflections. For the high school youth group, I created a Rallyhood page so that youth, advisors, and the families could have online conversations more easily than traditional email conversations.

I re-started Family Play Dates, which have been a lot of fun. We meet on the first Saturday of every



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**Report from the Director of Religious Education  
(Continued)**

month, mostly at Central Park. We had a special Christmas family play date in December where we had dinner and watched a Christmas movie, and we had a special family play date in February where we watched Groundhog Day in order to prepare for the next day's sermon.

In the past year, Jeremy and the CaYRE Committee have been patient and wonderful while teaching me the ropes of the church. The CaYRE Committee and I met on a monthly basis, since this was my first year at Mission Peak UU. In April, with the help of Sarah Baskin and the CaYRE Committee, a survey was sent out to the entire congregation asking them what they want from their Religious Education experience at Mission Peak UU. We got a lot of good information, and will be following up with some listening groups over the next year as we are reshaping the kid's religious education experience at church.

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## Report from the President of the Board of Trustees

Kathy Wallcave  
May 15, 2014

Greetings on behalf of the Board of Trustees! It has been a busy year for the board as well as for the congregation, with excitement and accomplishments, along with challenges and concerns.

**Successes:** After last year's congregational crafting of our mission statement, the congregation strove to incorporate them into our worship service and to investigate how we would live out our mission statement. Participating in the Leap of Faith program with our mentoring congregation, Unitarian Universalist Church of Boulder, has provided the spring board to help us figure out how to live our values in the wider community, how to have more meaningful committee meeting with a piloting of a Mindful Meeting structure which the board undertook this year, and has given us information and a possible model to restructure board governance as the congregation continues to grow in membership.

The board held a day-long retreat in September which was invaluable to help us get to know each other better, to share our learning and working styles, and to begin to think about what the year will entail, what items were "on our plate" so to speak. We were also joined for a brief portion by the Committee on Ministry, who worked with us to learn the scope of their work with us and ways they can support the board. We feel it is vital for each new board to have a retreat.

We also worked on having briefer and yet still productive meetings by submitting all reports in writing in advance, to be reviewed by all board members. If any member wanted to discuss an item from any report, they notified the board president and it was moved to the agenda for discussion. We also began to incorporate our own version of Mindful Meetings, which gave us an opportunity to get to know each other on a deeper level. We also held some votes via email. The results of all email votes were put in the following month's minutes so members can be informed of them.

Board decisions ranged from hiring our first ministerial intern who will begin in September (made possible by a matching grant from the UUA and fund raising by Rev. Nickel) to calling a congregational meeting in December which gave the congregation a chance to vote on a congregation-wide community outreach program (later named the Stone Garden Project) and hiring a part-time volunteer coordinator. To find out about all board decisions made this year, feel free to review the board minutes of this past year.

**Challenges:** While this past year has been a year of looking outward, this coming year will be one of a focus inward.

**Policies:** As the congregation has matured, current policies need to be reviewed to determine which policies are effective, which need to be adjusted, and which may need to be completely replaced. This year we developed a hiring process due to some hiring issues that arose because no clear procedure was in place.

**Communication:** With the all the various ways to communicate in the congregation, what methods are most effective for various messages that need to be given? How do members and committees find out how to submit items? Should all messages go through standing committees such as Social Justice and ad-hoc committees such as the Black and White Auction?

**Space:** With added personnel, we have run out of adequate office space. Is there an off-site location that can be added for free or at low cost? As we continue to grow, we need a steering committee to start looking at options now, so we are proactive and not reactive. This group would start by looking at the report of the More Peaks Task Force.

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**Report from the President of the Board of Trustees  
(Continued)**

Membership: How do we welcome and encourage new members into ways to get involved more deeply, thus giving them the opportunities to connect more deeply with the congregation? How do we encourage all members to investigate ways to get more involved in areas of congregational life that are of interest to them or that allow them to grow? How do we help committee chairs who are ready to turn their committee leadership over to a new chair?

Governance: As we grow, what structures of governance are out there? What model might work for us? How would that affect our current structure and how do we communicate any proposed restructuring of the board?

SUMMARY: This has been an exciting year for Mission Peak UU Congregation. Much has been accomplished, our minister, Rev. Jeremy Nickel, was called into final fellowship, and there is a sense of energy in the air. While challenges may seem scary and threatening, these challenges are the challenges of a congregation that is growing and maturing. Those are good reasons to have challenges!

As always, you are welcome to speak to a board member any time you have questions and all board meetings are open to members.

As board president, I would lastly like to thank the current board for all its hard work and dedication. It has truly been an honor to serve with each of you:

Melissa Holmes, Vice-president

Mark Kahn, Treasurer

Colleen Arnold, Secretary

Brad Wakefield, Lucienne Bouvier, and Vinnie Bacon, Trustees at-large

Kathy Wallcave, president

**Mission Peak Unitarian Universalist Congregation**  
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**Adult Religious Education**

Linda Messia  
May 15, 2014

**Committee Mission**

The purpose of the Adult Religious Education Committee is to offer a variety of classes, workshops or seminars which will nurture and stimulate the spiritual and personal growth of our adult church community.

**Chair:** Linda Messia

**Successes**

The committee continues to be grateful that so many people are stepping up to both teach and attend classes. We have been able to offer a large number of classes/activities providing a wide variety of information and experiences. We have had over 200 sign up for 30 classes. (Many enrolled in more than one class.) Classes have covered a broad spectrum of interests related to developing the mind, such as “The Beginnings of Science” and “Mindful Meditation”; the body, such as the “Happy Hikers Group” and “Food for Life”; and the spirit, such as the “Good Grief Support Group” and “Compassion Training”. Thanks to everyone for making this an exciting time for Adult Religious Education.

**Desired support from the Congregation**

We hope to be able to continue the success we have had this year. We would like members of the congregation to submit to us classes they would like to take and/or teach. To teach a class, obtain a Proposal Form from the Committee Chair. This information may be submitted any time of the year. The committee will be responsible for arranging which classes will be included each quarter.

In addition, we are looking for members who may be interested in joining our committee. We will be participating in the Committee Fair this fall.

**Future plans**

We will be continuing many of our programs in the next year such as Grief Support, Mindful Meditation, Enneagram, Happy Hikers, and Compassion Training. We also will be offering some new classes. We hope to expand the number of offerings that we have. This however will be dependent on space and instructor limitations.

# Mission Peak Unitarian Universalist Congregation

## Annual Report 2013-2014

### Canvass Committee

Lisa Newstrom, Committee Co-Chair  
May 15, 2014

#### **Committee Mission**

Conduct the annual canvass of the congregation

**Co-Chairs:** Lisa Newstrom and Holly Ito

#### **Successes**

We successfully completed the 2014-2015 canvass, including the annual fellowship dinner and collection of pledges. Our pledge total is on track to be the same as last year.

#### **Desired support from the Congregation**

We have concluded our main work for this year, and ask only that anyone willing to help with next year's canvass consider joining our committee, as we will lose valuable long-time members Doug and Pat Rodgers. We particularly encourage interest from anyone with interests or abilities in any of the following areas: coming up with themes, designing written materials, event-planning, basic spreadsheets, and meeting new people!

#### **Future plans**

We plan to hold the canvass again next year. Planning typically begins in early winter, with the bulk of activity in March and April.

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**Children's and Youth Religious Education (CaYRE)  
Committee (including Youth Group)**

Natalie Campbell  
May 15, 2014

**Committee Mission**

The Children and Youth Religious Exploration Committee (CaYRE) sets the direction of the children's religious education program at MPUUC and works with the Director of Religious Education in organizing childrens' religious exploration and classes and activities.

**Chair:** Natalie Campbell

**Successes**

We had our "Around the World" curriculum for the 2013 Summer Time, and teachers reported liking it.

We got a new DRE!!!! Laine Young joined us September, and hit the ground running. She added a wonderful REflections page that is sent out to all Mission Peak UU families on a monthly basis (it is a newsletter with a focus on religious education). Added in several family playdates at church and in the park. She also had a pajama movie night and an all ages movie night that tied in to one of the sermons. She also ran a successful Easter Egg Hunt in April. Laine is much more present during the church service than Sally was. She likes to read the Story for All Ages, and to take part in the activities.

We had a DRE kick off in December run by Jeanelyse Doran Adams with the idea of getting everybody on the same page for our new DRE!

Laine added children's chapels to the schedule for the K- 4<sup>th</sup> graders, where they worshiped together around a common theme with a focus on Unitarian Universalism (a famous Unitarian Universalist, one of the principles, a larger UU event/program, etc.).

Our annual holiday pageant went back to basics this year with a retelling of the Christmas Story and the birth of Jesus. Singing and Music were also part of the play.

We sent out a poll to the whole congregation, asking them to share their opinions on what they would like to see in our RE program.

**Desired support from the Congregation**

We ALWAYS need more people to help teach Sunday School. We need mentors for Coming of Age this year 2014-15. We will need more help with OWL in the 2015-16 year. And the more help with the youth group, the better!

We need more people on our committee including congregants with no children or adult children. That way we could cover the DRE substitutions easier. And of course, more heads are better than one. It would be nice to have more people to discuss topics with and plan with. We also need a new committee chair.

**Future plans**

We will be asking for each teacher to undergo a background check in order to teach starting this Fall 2014.

We are planning a co-session with the San Jose Church for a Mosaic summer camp in June.

We are discussing different ways to configure our classes.

We will be discussing new curriculum for the future year.

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**Choir (Peak Performers)**

Pat Rodgers  
May 15, 2014

**Committee Mission**

To provide an opportunity to create meaningful music for the congregation while having fun and getting to know each other better.

**Conductor:** Pat Rodgers

**Accompanist:** Jo Ann Schriener

**Committee Members**

Because anyone can join at any time, Peak Performance membership changes frequently. At this time the email list includes these people:

Cory Cooke  
Sharon Davis  
Rebekah Elowyn  
Katie Fraticelli  
Jeff Goby  
Michealle Havenhill  
John Landers  
David Lefkort  
Louise Lefkort  
Wayne Lowe  
Marsha Parker  
Doug Rodgers  
Jo Ann Schriener  
Jay Steele  
Jessica Steele  
Drew Wilson

**Successes**

We sang for the Sunday service once a month from October through May.

Especially memorable performances were performing with the Methodists in January at a joint worship service and in May at their first-Sunday-of-the-month Sunday afternoon concert.

**Desired support from the Congregation**

Support for hiring a paid choir conductor.

**Future plans**

Because I am moving away this June and there is no one current at Mission Peak who is interested in becoming the next volunteer choir conductor, Mission Peak needs to hire a paid choir conductor. This is currently estimated to be a \$25/hour, 4 hours/week position for 10 months of the year.

**Mission Peak Unitarian Universalist Congregation**  
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**Coffee Purchasing Committee**

Steve Wallcave  
May 15, 2014

**Committee Mission**

Buy coffee supplies according to UU values for after services and other church events like pot lucks. Coffee supplies include hot drinks cream, sweeteners, cups, plates, napkins and silverware. Currently UU values imply fair trade coffee and compostable serving ware.

**Chair:** Steve Wallcave

**Successes**

Have not run out of coffee yet.

**Desired support from the Congregation**

Do not donate non-compostable serving ware. Put compostable silverware, cups, and plates in green compost bin when done.

**Future plans**

Continue to buy supplies.



# Mission Peak Unitarian Universalist Congregation

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### Committee on Ministry

Terri Parker King  
May 15, 2014

#### **Committee Mission**

The mission of the Committee on Ministry (COM) is to (1) continually monitor and periodically review the ministry of the MPUUC community, and (2) periodically inform the Board of Trustees and the Congregation of the functioning of the ministry of MPUUC.

**Chair:** Terri Parker King

#### **Successes**

We met at least once a month with our ministers to share information about the functioning of the ministry of our church.

We attended part of the Fall Board Retreat to meet the new Board and talk about COM's role.

We gave feedback to the Board in January about the functioning of the ministry with written and oral communication.

We offered a "Report on Congregational Trends" to Program Council in January and April. We have agreed to continue doing so at each Program Council meeting.

We proposed the process to be used for evaluating Jeremy's performance now that he is in final fellowship. After the Board approved the process, we helped launch this year's performance evaluation task force. Two COM members (Rebekah and Sarah) served on the evaluation task force.

We hosted a workshop on Compassionate Communication in February which was attended by 28 people. Learning these skills will help us grow in our capacity to be a compassionate congregation of caring hearts and open minds.

With Board approval, we identified new COM members to succeed Rebekah and Steve when their terms expire at the end of this fiscal year.

We are participating in the pilot use of Mindful Meetings, as recommended by the Leap of Faith program.

#### **Desired support from the Congregation**

We would like members of the congregation to give us feedback on how the church is succeeding in its ministry and how we could improve our church's ministry. One definition of the church's ministry is everything we do to fulfill our mission.

#### **Future plans**

- \* Continue to evaluate and communicate on the state of MPUUC's ministry.
- \* Debrief the process used for Jeremy's evaluation, and recommend adjustments if appropriate.
- \* Host Committee on Ministry visioning event in September for Bay Area congregations, with support from Jeanelyse Doran Adams (PCD) and Nancy Bowen (PWR).
- \* Provide quarterly Report on Congregational Trends at Program Council.
- \* Review / document procedure for handling grievances and conflict.
- \* Consider how to enhance organizational effectiveness throughout the congregation.

**Mission Peak Unitarian Universalist Congregation**  
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**An Interest Group**  
**Connections: A Counseling Center Affirming**  
**Spirituality and Diversity**

Wayne Lowe

What is Connections?

Connections is a non-profit and interfaith professional behavioral health care organization that will offer counseling services, education and training programs, and consultation that honor the faith traditions of the people within our communities. Our therapeutic and educational understanding is grounded in collaborative healing that respects the worth and dignity of every person.

It will combine a clinical and administrative staff and the volunteer resources of faith communities and organizations to create a lower-cost and a higher-service practice with programmatic services that support and educate consumers experiencing emotional, mental, relational, and spiritual challenges.

Connections will include a multi-religious and multicultural group of psychiatrists, psychologists, social workers, and marriage and family therapists who will provide coordinated care and service. It will include a group of lay counselors, paraprofessionals, and practitioners with a passion for teaching and healing who will offer a wide-range of personal support and growth experiences from a wide-range of healing arts traditions for our consumers and for our communities.

Connections' History

We began as a study group in September, 2011 – six people from the Mission Peak congregation thinking about a counseling organization. Almost immediately we began visioning an education and wellness center and a day treatment center in addition to a professional counseling center. We began wondering about an organization that included other faith traditions. And then, we began conversations with the Samaritan Institute, a nation-wide, faith-based network of counseling centers.

By February, 2013, MPUUC had voted to partner with the Samaritan Institute to develop a counseling organization, to pay one-half of the start-up expenses, \$5, 175.00, and to become a sponsoring faith community. In June, 2013, Temple Beth Torah's board of directors voted to become a second sponsoring faith community. (I guess that is where the "End of Year Report" really begins.)

On July 25, 2013 we held our first board meeting. We created our name: "Connections: A Counseling Center Affirming Spirituality and Diversity." We voted to affiliate with the Samaritan Institute. Members of Mission Peak have been an invaluable part of this

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**Connections: A Counseling Center Affirming**  
**Spirituality and Diversity (Continued)**

start-up board: Terri King, Wayne Lowe, Barbara Meyers, Mark Rahman, and Patt Saso. In addition, we have Jewish, Muslim, and Christian representatives on the board.

In the next months we incorporated, approved a mission and vision statement, applied for our tax exempt status, and applied for two grants. The first grant, to the Unitarian Universalist Assembly, was not accepted last summer and has been resubmitted. The second grant, the Chalice Lighter grant to the Pacific Central District of the UUA, was accepted. In the middle of May, 2014, we mailed letters to members of UU congregations requesting that they contribute to the part-time salary of the start-up executive director.

Currently, we are creating the organization. Small, short-term teams are accomplishing a wide-range of tasks: selecting an electronic health records system and a billing company, creating a website, developing marketing materials, developing compensation policies, designing clinical and educational programs, and developing fund raising activities ... to name a few of our tasks.

Connections already includes members and friends of Mission Peak, of other faith communities in the Tri-Cities, and of the Samaritan network who are contributing clinical, technical, creative, marketing, financial, fund raising, and managerial expertise. Together we are creating a collegial, cooperative practice organization that promotes personal and professional service, creativity, and joy and that builds personal and community transformation that is effective, accountable, and just.

Connections plans to open this fall, 2014.

# Mission Peak Unitarian Universalist Congregation

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### Denominational Affairs Committee

Holly Ito  
May 15, 2014

#### **Committee Mission**

Raise and maintain the congregation's connectedness to the larger Unitarian Universalist Association (UUA) movement within the Pacific Central District (PCD) and nationally.

**Chair:** Holly Ito

#### **Successes**

From 2013 to 2014 Mission Peak participated in the UUA's Leap of Faith Program and was mentored by the congregation in Boulder, CO.

Unitarian Universalist General Assembly (GA), June 2013 in Louisville, Kentucky was attended by our community minister Rev. Barbara Meyers.

Robert Jensen participated in the UUA's first annual Summer Seminary program for high school students that are possibly interested in a UU religious profession. From the program he learned more about the vast forms of ministry and religious education opportunities in our denomination and had a chance to explore his call to our faith with a different perspective.

The fall PCD leadership training on "Money Stewardship and Faith" was attended by 5 members including several Board Members and provided impetus for the start of the Canvas/Stewardship committee.

In April 2014, Coleen Arnold served as delegate to the PCD District Assembly in Sacramento. Also in attendance were Rev. Jeremy Nickel, Rev. Barbara Meyers, Allysson McDonald, Graham Bell and Holly Ito. Barbara led a workshop on Spiritual Direction.

Michealle Havenhill completed her 2<sup>nd</sup> year on the district nominating committee.

Holly Ito started her term as a member of the PCD Board in July, 2013 and served as Treasurer on the Board.

The UUA's common read book *Behind the Kitchen Door* served as the basis for an adult education class.

Mission Peak has been selected to receive a PCD Chalice Lighter grant to be used to help fund the salary for the executive director for the Connections Interfaith Counseling Center. Funds are expected to be received starting in the summer. As part of the process a drive to increase the number of Chalice Lighter participants took place and we added 16 Chalice Lighters.

Mission Peak has maintained its status as an Honor Congregation for its contributions to both the UUA and the PCD Annual Program Funds.

#### **Desired support from the Congregation**

The committee was formed in January 2010 with Rev. Barbara Meyers as the interim chair. Holly Ito agreed to take over in the fall 2012. However, there are no committee members and no meetings have been held. Support from Congregational Leadership would include assistance in identifying potential committee members and encouraging members and teams of members to participate in workshops and other PCD events and attend the 2015 General Assembly in Portland.

Connecting our youth to the PCD's MUUGS and YRUU programs would also help expand our congregation connections within the district.

# Mission Peak Unitarian Universalist Congregation

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### Facilities Committee

Andrew Dean  
May 15, 2014

#### Committee Mission

The mission of the Facilities Committee is to maintain and upgrade as appropriate the physical plant, inside and outside, that MPUUC has occasion to occupy.

**Chair:** Andrew Dean

#### Successes

Throughout the past year, Facilities has taken the following action:

- Purchased and installed new rubber metal chair leg cushioners, to protect the floor from abrasion.
- Purchased and installed cord protectors allowing safe egress from the West side of Cole Hall in the event of a fire. (Fire marshal item). Noted the violation involving the audio cabinet feed line and developed a plan to repair.
- Cooperated with the Aesthetics Team to come to an agreement on how to address fire code violations involving the fabric used as a backdrop to the pulpit area. The fabric is removed after each worship service.
- Rented scaffolding and purchased/installed bulbs for the highest two rows of lighting in Cole Hall.
- Addressed leaky toilet in men's room with FUMC and FUMC repaired.
- Purchased and installed a new digital projector in Cole Hall to enhance the multimedia presentations that often accompany fellowship services.
- Couched a plan to relocate the garbage collection bins to another location other than the front side of Cole Hall. FUMC trustees will vote on a relocation spot at their next board meeting. The thought is to erect a sign ascribing the area as designated minister parking, if the bins can be relocated. The parking space will be erected nonetheless in another location if the bins have to stay.
- Feasibility study performed for purchasing/erecting a video monitor situated so members in the choir or Peak Rocks can view, without having to relocate, multimedia presentations from their seats that face the congregation.

#### Desired support from the Congregation

Help from time to time from various MPUUC members is appreciated, especially for larger jobs. The past year has shown outstanding participation from other members when/if solicited.

**BUDGET** - The committee desires a revised budget for next FY of \$3600 with the following line items:

New projector - \$1500

New monitor and mounting hardware - \$1500

New parking space materials for our minister - \$100

Misc. funds for ad hoc projects - \$600

#### Future plans

Construct designated minister parking, install new video monitor, move projector back allowing for larger screen size, make changes to audio cabinet bringing it into compliance with fire code.

# Mission Peak Unitarian Universalist Congregation Annual Report 2013-2014

## Inclusiveness and Diversity Committee (IDC)

Allysson McDonald  
May 15, 2014

### Committee Mission

The mission of the Inclusiveness and Diversity Committee is to:

- Help guide MPUUC into becoming a community where people of all racial/ethnic/cultural groups, sexual orientations and gender identities feel welcome and safe.
- Educate the congregation on Lesbian, Gay, Bisexual, Transgender and Queer/Questioning (LGBTQ) issues.
- Educate the congregation on Culture, Race and Ethnicity issues.
- Offer support to members who feel marginalized because of sexual orientation, gender identity, race, ethnicity or culture.
- Provide outreach to individuals in the community who feel marginalized because of sexual orientation, race, ethnicity or culture, and to organizations that represent them in the community.

**Chair:** Allysson McDonald

### Successes

We closed out the previous year with a grand party in Cole Hall celebrating the Supreme Court's DOMA and Prop 8 decisions, which was made grander by the marriage of TJ and Mark Kahn! While not officially part of the current year, it happened after the previous report was filed and deserves to be in the official record! Most attendees were "regulars" but we had some congregant's friends in attendance also. It was much more fun than the protest would have been if the rulings had gone the other way.

In July Allysson and Paul led a service on "The New Jim Crow" which introduced the topic of mass incarceration and the failure of the War on Drugs. This was followed up in November with a screening of the movie "The House I Live In" and a book discussion. In October Paul Davis and Allysson McDonald led a service on the doctrine of discovery and how it continues to affect Indigenous Peoples today.

Also last fall the Inclusiveness and Diversity Committee began to explore the idea of merging with the Social Concerns Committee in order to make better use of congregational resources (volunteers). With overlapping interests it seemed to make sense to committee members to suggest this process. A meeting was held for all interested in both committees, emails were exchanged, and a new Social Justice Committee Charter was drafted.

### Desired support from the Congregation

The Inclusiveness and Diversity Committee no longer exists as such. Please see Social Justice Committee reports for more information and contact Allysson McDonald if you are interested in participating in the new committee.

### Future plans

In December 2013, the Inclusiveness and Diversity Committee and Social Concerns Committee were rolled together into one, under a new charter for a Social Justice Committee. Please see the report for the Social Justice Committee for future plans.

# Mission Peak Unitarian Universalist Congregation

## Annual Report 2013-2014

### Leap of Faith

Melissa Holmes  
May 15, 2014

#### **Committee Mission**

Leap of Faith is not technically a committee but a group formed as part of the UUA Leap of Faith program that Mission Peak participated in this year. The mission, in accordance with the Leap of Faith program goals, was to work with our mentor Congregation, the Unitarian Universalist Church of Boulder, Colorado (UUCB), to identify specific goals for Mission Peak to work towards with the help of UUCB. Mission Peak's official participation in the Leap of Faith program ends in June. It is not clear if the Leap of Faith committee will continue in some form, and if so, what its mission and tasking will be.

**Chair:** Melissa Holmes

#### **Successes**

We attended the Leap of Faith kick off conference in August in Sacramento, CA. During the conference the national Leap of Faith team explained the Leap of Faith program and told us about previous Leap of Faith mentoring relationships. We also met the Leap of Faith travel team from UUCB and had many honest and beneficial conversations with them. At the end of the conference we identified 7 goals for Mission Peak to work on that were also strengths for UUCB.

We prioritized the identified Leap of Faith goals; specifically we determined that an all-church community outreach project, reorganizing our worship space, improving our path to membership, improving our hospitality to visitors on Sunday, and Mindful Meetings were the tasks we would work on initially. During the fall and winter of 2013 we took the first steps to begin the Stone Garden in partnership with LEAF as our community outreach project, including a congregational vote in support of the project and hiring an Outreach Coordinator. We also cleaned and reorganized Cole Hall, including a new Welcome Table setup; we conducted an aesthetics workshop; and we reorganized our Path to Membership classes to take place three weeks in a row and culminate in an Ingathering.

We hosted Rev. Howell Lind from UUCB during our Leap of Faith kick-off weekend in November 2013. UUCB's Board President and her husband also attended our Sunday service that weekend and everyone gave us very valuable feedback. Rev. Lind also met with members of our Congregation in various different settings, coffee hour, potluck, guided discussions, etc. to try and involve as many congregants as possible.

The Mission Peak travel team went to Boulder for a long weekend in January 2014. Some of the highlights were attending a Mindful Meeting demonstration, discussing their all-church social change projects, and attending Sunday service. At the conclusion of our visit we brainstormed around all the ideas, rituals and impressions we'd gotten over the weekend so that we had a long list of potential ways to improve Mission Peak.

We evaluated the list of ideas from our trip to Boulder and identified 3 areas to recommend that the Congregation try. The first was Mindful Meetings, which we had planned to implement, but the demonstration in Boulder gave us a better understanding of the benefits and mechanics of it. The second and third were to pilot new ways to do the Chalice Lighting and Joys and Concerns.

#### **Desired support from the Congregation**

The desired support from the Congregation is in two different categories. The first is to have a few volunteers join the group once we figure out the path forward, since Doug and Pat Rodgers will not be with us and it is uncertain whether people who were specifically required to participate, per the Leap of Faith program structure, will continue to do so. There are no specific qualifications for these volunteers except to be willing to change the status quo and be open to trying new ideas. We have been successful making changes in a short timeframe, when these changes have been initiated as a test that we could

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**Leap of Faith (Continued)**

step back from if needed or desired. Volunteers would need to be able to commit dedicated time for a few months in order to get new ideas off the ground. The second desired support is for the Congregation to be open to change and actively participate in new initiatives. All our ideas may not be great, but if people are willing to actively try new things, we will get a much better feeling for how viable our ideas are, and know whether we can make changes to achieve success or need to go back to the drawing board. It would also be helpful to know where the Congregation thinks we have the most opportunity and/or need for change and what a positive change would look like. The first idea is not usually the final plan, but new ideas get us started in the right direction.

**Future plans**

We are working on the next steps for Leap of Faith. The official UUA program ends in June but we feel it is important to continue the work we have started. There have been suggestions that we become the implementation arm of the Board, that we work on strategic planning for the Congregation, or that we continue to work on the goals we set at the kick off conference. We are hoping to have our plan on how to move forward in place by the start of the new fiscal year..



# Mission Peak Unitarian Universalist Congregation

## Annual Report 2013-2014

### Membership Committee

Marylin Wakefield  
May 15, 2014

#### Committee Mission

The Membership Committee works with the minister to recognize and welcome newcomers and facilitate their transition from newcomer to member to involved participant in the congregation.

#### Successes

The Membership Committee planned and carried out:

- 2 New to UU Class series with a 3<sup>rd</sup> being planned in late May/early June.
- New flow for canvassing and ingathering for new members – canvassing takes place at the end of the 2<sup>nd</sup> New to UU class and the ingathering follows on the Sunday immediately following the 2<sup>nd</sup> class.
- 3 ingatherings with a 4<sup>th</sup> planned in June.
- Clean-up of Cole Hall.
- 1 new attendee brunch and 1 new member brunch.
- Revision of pamphlets to reflect the new staff.

#### Desired support from the Congregation

- Provide childcare during New to UU Classes.
- Provide food for New to UU Classes and brunches.
- Assist with keeping Cole Hall neat and visual pleasing.

#### Future plans

- Add at least 2 new members to the committee for 2014 – 2015.
- Plan and carryout 3 new attendee brunches (to answer questions about UU and Mission Peak)
- Plan and carryout 2 new member brunches (to ensure that members are finding ways to connect and making friends)

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**Mental Health Committee**

Rev. Barbara Meyers  
May 15, 2014

**Committee Mission**

To work on projects in the congregation and the community that are supportive for people with mental disorders and their families.

**Chair:** Barbara Meyers

**Successes**

- December: Christmas Gift Wrap for John George Mental Hospital. We ask members to participate by making clothing donations or coming to wrap gifts. This year several people donated gifts
- January: Yoga for Depression and Anxiety workshop led by Janelle Hargrove. Wonderful workshop but only 2 people came.
- February: Church service on "Letters from a Hospital Attic" with trip to the Exploratorium afterwards.
- February: Mental Health Movie Night with discussion. This year, we watched "Phoebe in Wonderland" with a discussion about Tourette's.
- April 7: Church service about ADHD with a moving homily by Mary Ann Davis.
- May: NAMI Walk.

**Desired support from the Congregation**

Participation in planned activities. Financial support in the budget.

**Future plans**

Continue planning events that the congregation can be involved in year around.

Next fall would like to sponsor a trip to the Exploratorium to see new mental health exhibits.

# Mission Peak Unitarian Universalist Congregation Annual Report 2013-2014

## Pastoral Associates Circle of Care Committee (PACC)

Yvonne Hughes  
May 15, 2014

### Committee Mission

Our Mission Statement is based on the first UU principle, to affirm the inherent worth and dignity of every person. Our goal is to provide a ministry of hope and caring so that no member of our congregation need be alone.

**Chair:** Yvonne M. Hughes

### Successes:

The Pastoral Associates Circle of Care Committee (PACC) has provided care to congregational members by, delivering meals at the time of an illness, birth, or death. We have helped provide transportation to doctor appointments, shopping, and other various destinations. Our Pastoral Care Team has visited people in the hospital and followed up with calls and visits when they return home. We have also provided emotional support to the family of the ill person particularly if the illness is serious, sometimes using a second Pastoral Care Team member.

### Desired support from the Congregation

The congregation as a whole needs to be educated about the Pastoral Associates program and how they might either use the services of the program or provide assistance as part of it. To do this, we suggest the following:

- Create a brochure describing the program, what it is and is not used for, and how to request assistance. Put this in a prominent place in the church for members and newcomers to find.
- Once a year, make the Pastoral Associates Program the focus of a church worship service.
- Let the congregation know how they can participate in the Circle of Care to provide short term assistance to people in a number of ways. A form for eliciting Circle of Care volunteers could be made available at Sunday Services.
- Offer the congregation classes or groups that pertain to the program or to care situations.

For example:

- Offer workshops on relational skills. The workshop can be used to identify future Pastoral Associates
- Offer Adult RE series on dealing with aging family members
- Depression Support Group

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**Pastoral Associates Circle of Care Committee (PACC)  
(Continued)**

**Future plans**

The Pastoral Associates Circle of Care Committee (PACC) overall, is in good standing, however, we are in a state of flux as we have lost several members. Also, Yvonne Hughes who has been in the role of the Committee Chair for the past three years has decided that it is time for her to step down as Chair.

Yvonne and Reverend Jeremy have talked and agreed that Yvonne will continue in her role until September. This should allow for enough time for selection of a new Chair and new additional members.

Yvonne will remain on as a committee member. We are confident that even with current changes; our member care outreach will continue to be supportive to our Pastors and Congregation. We are also looking forward to the possibility of having the new Intern work with the committee in the coming year.

# Mission Peak Unitarian Universalist Congregation

## Annual Report 2013-2014

### Small Group Ministry

Rebekah Elowyn  
May 15, 2014

#### **Committee Resources**

##### **Meeting Time, Location and Frequency**

SGM Leaders' Meeting are on the first Thursday evening of each month. We meet at Rebekah's home at 7 PM.

##### **Committee Chair, Duties and Contributions**

The Chair organizes the annual training for SGM leaders in January; leads the monthly leaders' business meeting, organizes the End-of-year Potluck in November, assesses needs for training throughout the year as issues arise.

##### **Committee Members, Duties and Contributions**

Rebekah Elowyn, Chair, Leader of Tuesday morning SGM for women.

Natalie Campbell, Leader of Monday evening SGM, a mixed group of couples and singles.

Pat Rodgers and Alisemarie Haney, Co-leaders of Thursday evening SGM, a mixed group for couples and singles.

Jeremy Nickel and Ty White, Co-leaders of Wednesday evening SGM for men.

All leaders share the Topics they lead in their own group with all the other leaders. Thus many Topics are discussed in several of the small groups. All SGM and their leaders are encouraged to choose Topics of interest to them. Topics can also be adapted to each particular group.

##### **Online Files**

We are working towards having the Topics that all our group have discussed over the last 4 years listed on Mission Peak's website under Small Group Ministry.

##### **Physical Inventory**

The current SGM brochure is on the Welcome Table. It is updated each year in January.

##### **Budget**

We do not have a budgetary line item. No monetary cost for what we do!.

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**Social Concerns Associates**

Joanne Landers/Allysson McDonald  
May 15, 2014

**Committee Mission**

To support various social action issues at local, national and global levels. To help lead social action projects, including some of those promoted by the UU Association and the UU Legislative Ministry of California (UULM).

**Chair:** Joanne Landers (June-December, 2013)

**Successes**

Share the Plate Sundays continued to be a great success – our congregation is very generous (see Social Justice Committee report for details). The Sandwich Squad was given a Congregational Share the Plate in the Summer and after a hiatus continued with new leadership. We did another backpack drive in the summer and collected more backpacks/donations than ever before! We continued to send a representative to the Abode Services Home Warming (Interfaith) meetings and committed to support another family. We also collected holiday gifts for families for Tricities Volunteers. Additionally fresh produce and processed foods were occasionally donated to food banks. Joanne Landers headed up a postcard to Hershey's asking them to use fair trade chocolate, and may participated. We partnered again with the UULM, which is now the UU Justice Ministry of California (UUJM).

Last fall the Inclusiveness and Diversity Committee began to explore the idea of merging with the Social Concerns Committee in order to make better use of congregational resources (volunteers). With overlapping interests it seemed to make sense to committee members to suggest this process. A meeting was held for all interested in both committees, emails were exchanged, and a new Social Justice Committee Charter was drafted.

**Desired support from the Congregation**

The Social Concerns Committee no longer exists as such. Please see the Social Justice Committee reports for more information and contact Allysson McDonald if you are interested in participating in the new committee. Additional volunteers, participation in social actions and other activities would be appreciated.

# Mission Peak Unitarian Universalist Congregation

## Annual Report 2013-2014

### Social Justice Committee

Allysson McDonald  
May 15, 2014

#### Committee Mission

The mission of the Social Justice Committee is to affirm, promote, and work toward Social Justice, based on Unitarian Universalist principles and guided by the Mission Peak mission statement, both outside and within our congregation.

**Chair:** Allysson McDonald

#### Successes

Last fall the Inclusiveness and Diversity Committee began to explore the idea of merging with the Social Concerns Committee in order to make better use of congregational resources (volunteers). With overlapping interests it seemed to make sense to committee members to suggest this process. A meeting was held for all interested in both committees, emails were exchanged, and a new Social Justice Committee Charter was drafted and approved in December 2013.

Carrying on the tradition of Social Concerns, several programs continued under the new committee banner. Share the plate raised \$6627 in 2013-14, for a total of nine non-profit organizations we supported. The recipients are always genuinely grateful and surprised by your generosity. Natalie Campbell continues to head that up. The Sandwich Squad received \$380 from a congregational Second Sunday collection in the summer, as well as other individual donations. After a brief hiatus they again began preparing sandwiches once a month for TriCity Volunteers. Katherine Rubie is now heading that up. We collected money at one of the second Sunday collections last winter to go towards helping to re-house a homeless person or family, in partnership with the Methodist Congregation, in the Abode Service Home Warming program. We also collected furnishings and other necessities. The people originally assigned did not work out, but we were able to help a gentleman move into an apartment in early May. Andrew Dean is heading up this partnership. We also showed support for Abode Services' new housing development at a Fremont City Council meeting in May. The RE program took over the UUSC collection.

Carrying on the tradition of the Inclusiveness and Diversity Committee we also continued some programs under the new committee. In February we awarded our annual "Love Hero" award to Sister Ramona Bascom for her interfaith peace initiatives in Fremont. We also conducted a "Congregational Read" of Behind the Kitchen Door. Several members participated. The chair attended the Pacific Central District Assembly social justice workshops in April, and came away with some new ideas for the committee.

#### Desired support from the Congregation

Creating the new committee brought in some new members, which has generated more energy and new ideas. While the financial generosity of the congregation is awesome, having more folks also participate in programs like the book read would be encouraging. The committee may be conducting a survey or other feedback project in the coming months – please participate so that we can find social justice issues that inspire you to action. A few more committee members wouldn't hurt either! We meet the first Monday of the month in the congregation's office, but can be flexible about the date if that doesn't work.

#### Future plans

As noted above, we will be creating a feedback project to get input from the congregation. We plan to find ways to partner with other groups in the community to better serve our area. We will continue our partnerships with Abode and UULM, do share the plate offerings, make sandwiches, and work with Family Giving Tree or other organizations to serve children. We will support Sunday services on justice related topics, make a Standing on the Side of Love award, and offer congregational reads. However we also want to find ways to participate in social action, to affect change and make a lasting difference.

# Mission Peak Unitarian Universalist Congregation

## Annual Report 2013-2014

### Stone Garden

Ari Cohn  
May 15, 2014

#### **Committee Mission**

Promote Mission Peak involvement with the larger Fremont community through gardening. Promote gardening as a source of healthy food. Educate local residents in the art of and benefits of gardening..

**Chair: Ari Cohn**

#### **Successes**

- Developed Stone Garden infrastructure (graded land, removed debris, installed irrigation systems, performance stage).
- Designed and created planting area based on permaculture principles farming: tailoring plants to the environment, minimizing the use of new materials and natural resources, organic farming
- Designate Tri-City Volunteers as the recipient organization for harvests.
- Integrated seed-sowing event with Mission Peak's annual flower service.
- Secured donation of shipping container from Triton Shipping as a permanent storage shed.

#### **Desired support from the Congregation**

We need increased participation from the congregation in developing and maintaining the garden. Fewer than 25 members have volunteered to develop the garden infrastructure or prepare the planting area.

#### **Future plans**

- Plant seedlings on 5/17, 5/18, and future dates as members' seedlings grow.
- Apply for at least one grant to help financially sustain the garden by July 30, 2014.
- Conduct permaculture education classes on-site and in community organization settings June–December, 2014
- Harvest vegetables and deliver to Tri-City volunteers (ongoing from late June through mid-October)
- Erect greenhouse and lath house for LEAF's sale of seedling to help financially sustain the garden
- Promote Mission Peak's involvement in the Stone Garden as a membership recruitment tool and as good civic citizenship in the tri-cities area.



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**Sunday Service Team**

Ursel Bloxsom  
May 15, 2014

**Committee Mission**

Transform Cole Hall into a worshipful space for Sunday services.

**Chair:** Ursel Bloxsom

**Successes**

Whenever we lost a volunteer in SET-UP, GREETERS/USHERS, TAKEDOWN, we advertised the opening in the Week of the Peak and the OOS and the opening was filled within a short time.

**Desired support from the Congregation**

We have had some difficulty recruiting volunteers for Aesthetics and Coffee preparation. These are jobs that require more than one person. The coffee preparation also includes serving the goodies and cleaning up afterwards. The aesthetics job requires a knack for pleasing decorations and willingness to spend an hour or more. We would like the congregation to be aware of the difficulties we have filling these jobs so that members can help with the recruiting.

**Future plans**

The Aesthetics volunteers are planning to acquire a new podium. They also are trying to come up with a way to simplify this job.

# Mission Peak Unitarian Universalist Congregation

## Annual Report 2013-2014

### Website

Pat Rodgers  
May 15, 2014

#### **Committee Mission**

To publicize to the online world the presence of Mission Peak Unitarian Universalist Congregation and to serve as an online location of resources for the congregation.

**Chair:** Pat Rodgers

#### **Successes**

Usage of the website continues to grow. From April 2013 to April 2014, monthly site visits grew from 8924 to 12007, a 25% increase for the year. And monthly page visits grew by 20%, from 25686 to 31923.

With my announced departure for Washington state this June, I have been transferring web duties to those willing to take them on. In particular, Vinnie Bacon, an experienced webmaster, has agreed to take charge. Our admin Sandra has increased her involvement.

Now that Mission Peak has its own credit card, I've been able to transfer recurring charges for annual domain renewals and cloud storage of our sermon and service recordings.

We now have a donations page where people can make one-time or regular donations via PayPal. Thanks to Ari Cohn and Mark Kahn for moving this project forward.

#### **Desired support from the Congregation**

The website benefits from people who use it, comment on it, submit information and photos, and point out errors or old information.

#### **Future plans**

Finish handing off responsibilities for the website by June 8.

# Mission Peak Unitarian Universalist Congregation

## Annual Report 2013-2014

### Worship Associates

Paul K. Davis  
May 15, 2014

#### **Committee Mission**

The Worship Associates work closely with the minister in order to provide Worship Services that are meaningful and well organized. They lead services in the absence of the minister, and constantly work to improve the worship experience at MPUUC.

**Chair:** Paul K Davis

#### **Successes:**

- Voted on and ranked seminary student sermons for annual choice to present at MPUUC.
- Provided Worship Associates to weekly Worship services, including for many guest speakers.
- Provided Worship Leaders to 3 Worship services.
- Reviewed the Worship Diary regularly.
- Began exploring alternative chalice lighting and Joys/Concerns formats.

#### **Desired support from the Congregation**

We could use some more Worship Associates. We encourage interested Congregation members to take the training from Reverend Nickel when next offered.

We would like to see more comments in the Worship Diary, as we do use it to help decide on changes to the Worship service practices.

We wish feedback on the alternative chalice lighting and Joys/Concerns formats we've been exploring.

#### **Future plans**

- We will continue to provide Worship Associates and Worship Leaders as needed.
- We will continue re-evaluating our Worship Services.
- We will assist Reverend Nickel in new Worship Associate training.

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