

APRIL CALENDAR

<u>DATE</u>	<u>EVENT</u>	<u>LOCATION</u>	<u>TIME</u>	<u>CONTACT</u>
April 01	April Fool's Day	All over the Country		
April 01	Absentee ballots due			
April 03	Name Vote and Special Party	DuPree's House	4:00—6:00 PM	
April 04	Men's Group Setup	Mosaic	8:30 AM	
April 04	Men's Group Breakfast	Gram's	9:00-10:00 AM	
April 04	Rev. Robert Tucker: <i>Life Goes On</i>	Mosaic	10:30—11:30 AM	
April 04	Mosaic in the Afternoon: <i>Theology of Inclusion vs Exclusion</i>	Mosaic Suite F	3:20—5:00 PM	
April 07	UU Legislative Ministry Homelessness Impact Lobby Day	Tallahassee		
April 09-11	UUA Florida District Annual Assembly UU Congregation of Miami	Miami		
April 11	Dr. Robert Flick: <i>As Horizons Dissolve, Faiths Collide</i>	Mosaic	10:30—11:30 AM	
April 11	Pot Luck	Mosaic	12:00—1:30 PM	
April 11	Mosaic in the Afternoon: <i>Am I My Brother's Keeper</i>	Mosaic Suite F	3:30—5:00 PM	
April 18	Russell Pizer: <i>Social Justice in the 21st Century</i>	Mosaic	10:30—11:30 PM	
April 18	Mosaic in the Afternoon: <i>Earth Day</i>	Mosaic Suite F	3:30—5:00 PM	
April 24-25	Deltona Spring Fest			
April 25	Reverend Ron Mazur: Mystery of the Jesus Family	Mosaic	10:30—11:30 AM	
April 25	Mosaic in the Afternoon: <i>Religions of the World</i>	Mosaic Suite F	3:30—11:30 AM	

WELCOMING CONGREGATION DEVELOPMENT COMMITTEE MTG

On March 28, the Welcoming Congregation Committee held its first organizing meeting at the Boston Coffeehouse in Orange City. Besides John DuPree, there were five others in attendance. The group discussed the importance of developing a preliminary goal set, including education and communication. In addition, there was some discussion about the real or perceived bias within the committee, and how to resolve those prejudices responsibly.

NEW WEBSITE CALENDAR AVAILABLE

The Board of Trustees is pleased to announce the availability of the new website calendar. The website for Mosaic Unitarian Universalist Congregation is <http://www.mosaicuu.org>. At the bottom of the homepage, you will notice an extensive calendar. You can observe the scheduled events in a variety of formats. If you are authorized to do so, you can enter, modify, or delete calendar events through the use of the congregation's gmail account. If you need assistance with any aspect of our calendar resources, please inform any member of the board of trustees.



Out of the work of
Hands,
Hearts,
And minds,
Emerges
a Meaningful Life.

ABOUT US

Sunday Worship
10:30 AM
(with Children's Program)

AND

Mosaic in the Afternoon
3:00 PM
(Small Group Worship)

Mosaic Center
425 South Volusia Avenue
Orange City

Mail: PO Box 740292
Orange City FL 32774

Telephone:
(386)-228-3130

www.mosaicuu.org

To submit articles for
The Mosaic Chalice:

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THE MOSAIC CHALICE

Newsletter of Mosaic Unitarian Universalist Congregation
April 2010 Volume 4, Issue 4

If our community follows the national trends, there are approximately 400 local people between the ages of 20 and 40 who are not affiliated with any formal religious groups, including ours. **What can we do to attract them to Mosaic? And keep them coming back for more ...**

THE GROWTH CHALLENGE

From the instant of quickening, every organism carries a limit to its potential for growth. Mosaic Unitarian Universalist is no exception to this rule, but there is little controversy in the observation that we have yet to reach our limit for growth. In fact, if we are to achieve our service to the community and spirituality goals, we must grow. Although our growth to date has been less than explosive, there are reasons to be confident and hopeful.

In 2007 the Pew Forum on Religion and Public Life conducted an extensive survey on religious affiliations in the United States, asking relevant questions to more than 35,000 individuals in this country who were over the age of eighteen. As an overall conclusion, the Pew Foundation found that "religious affiliation in the U.S. is both very diverse and extremely fluid." Or, articulated alternatively, there are some huge opportunities for us here in these results to pursue our goal of congregational growth.

According to the Pew study, almost 30% of American adults have abandoned their childhood faith for another faith – or no faith at all. And this figure is a conservative one because it does not include any intra-Protestant changes. If changing from one kind of Protestant to another is included, the abandonment factor increases to 44%, according to Pew.

Let's consider some additional findings. Within the study sample, for the 18 – 29 demographic, approximately 25% claim no specific religious affiliation. Across all demographics within the study sample, the unaffiliated respondents amount to about 16%, more than twice the percentage they acknowledge as children.

How does the general American population break down? About 84% of us claim some type of religious affiliation, while the remaining 16% claim no affiliation. Within the total American population, Unitarian-Universalists amount to some .7%, about the same as the Jehovah's Witnesses, but we don't go door to door. Maybe we should. The 16% claiming no affiliation includes atheists and agnostics (together, about 4% of the population of the United States).

The fastest growing group is, indeed, the "Unaffiliated." This unaffiliated group is clearly dominated by those in the 18-29 demographic. In fact 25% of those in this younger demographic claim to be unaffiliated with any

(Continued on Page 3, **Growth Challenge**)

MOSAIC MISSION:

The mission of Mosaic UU is: to nourish body, mind and spirit for ourselves and the larger community by partnering with established community programs providing direct service to those in need of food and family support,

To develop programs to supplement and advance those efforts,

And to provide worship services to renew and revitalize the spirit.

FROM THE MOSAIC TRUSTEES

Andy Bowen (president): Your trustees have been busy with a number of items. First and most important we have held our “noun” for our name workshop and decided on Congregation. Our Special Congregational meeting is on April 3rd and will be a fun party as the official vote is taken. Everyone, friends and members, are urged to attend and celebrate this special occasion. District assembly is coming and the trustees have authorized tuition payment for four persons to attend. The trustees will be holding a marketing workshop for themselves, separate from the monthly meeting and welcome any suggestions. The trustees are committed to growing the congregation and need input from all. Please give suggestions to any trustee. The next Cluster meeting is being held in April at Deland UU, and everyone is encouraged to attend.

Deborah Langdale (treasurer): I am pleased to report that by April 1st we will have \$1515 deposited in our Future’s Fund Savings Account! For those of you who have not heard about our Future’s Fund yet, we have budgeted \$5000 for this year to be paid monthly into a savings account. Our plan is for a larger amount to be budgeted each year, as Mosaic grows. The monies can be used for buying a building or renting better space, calling a minister, or responding to a catastrophe, such as a fire. The Congregation will decide how the Future’s Fund is utilized. So instead of just wishing for our own building or imagining what it would be like to have a minister, we are making it happen!

The majority of Mosaic Members made the financial commitment this year to increase their pledges in order to make this happen. The Future’s Fund is growing even faster than planned, thanks to people making donations in honor of friends and family members’ birthdays, losses, celebrations, etc. Please continue to do so!

If you are making an additional donation to the Future’s Fund, please note that on your check. These donations will be added to the budgeted monthly amount of \$416.16. For your monthly pledge, you do **not** need to make any notation other than pledge.

Cary Ragsdale (communications): I am a new member on the board of trustees, and I want to express my gratitude for this opportunity to serve our spiritual community. As Andy has indicated clearly above, growth of our spiritual community is of paramount concern to the board of trustees. While we aspire to great works of service and social justice, our efforts are dramatically circumscribed by the small size of our group.

We must develop and implement creative strategies to increase our numbers. The Orange City specific demographic information available elsewhere in this issue of the Chalice indicates that the community holds many potential members for us, if we can attract them, and, just as importantly, retain them within our spiritual community. If we can attract them ... But how?

One innovative idea that the board of trustees is researching now is the support for and interest in a *Religion and Spirituality Fair*. As currently envisioned, the Fair would provide any spiritual group within the area (not just UU) to participate by erecting a booth, displaying their literature, and proselytizing to their heart’s content. We have something to offer, and it is time for us to compete!

POINTS TO NOTE:

1. Beginning with this month’s *Chalice*, birthdays, which we love as much as everyone else, will be within the exclusive domain of the weekly *Mosaic Bulletin*.
2. All dates for the Chalice will be taken from the Mosaic UU Congregation calendar found on the website <http://www.mosaicuu.org>. If you want it in the *Chalice*, it must be in the Mosaic UU Congregation website calendar first and in a timely way. Instructions, advice, and hand-holding happily available.
3. All submissions for the *Chalice* must be submitted to the Congregation email address at: mosaicuu@gmail.com with “*Chalice Material*” in the subject box.
4. All submissions for the *Chalice* must be received by the 25th of the preceding month, unless special arrangements have been made with the editor, and he hates to make special arrangements because he is old, forgetful, and frequently cranky.
5. Thank you!

10. Try to buy grass fed meats and free-range or free-roaming chicken. Organic meats and poultry without hormones would be next best or chose lean cuts of meats and remove the skin from chicken.
11. Avoid consuming fish with a high mercury content (king mackerel, shark, swordfish, tilefish) Choosing wild caught fish is generally better than farm raised fish.
12. Avoid harmful plastic shopping bags. Bring your own shopping bags to the supermarket.

We have the power to make a difference in our own lives and health, and the health of our environment, with the choices and changes we can make.

Refreshment Volunteer Coming Attractions for April:

- April 4: Elissa Emerson
 - April 11: Jennifer Miranda (cookies for after service coffee);
 - April 11: POTLUCK LUNCH AFTER CHURCH
 - April 18: Susan Dupree
 - April 25: Jan Holloway
- Look for the sign-up sheet on the refreshment table or contact Lauren Griffin 386-801-2606.

Mosaic Community Potluck Lunch April 11, 2010

Submitted by Lauren Griffin, Hospitality Chair

A Mosaic Community Potluck Lunch will be held after services on April 11. The participation of our members and friends makes the lunch a culinary treat and gives us fellowship time together. Thank you to everyone for your help with set-up and clean-up. Mosaic Community Potluck Lunches are held on the second Sunday of even numbered months immediately following morning services. There will be a 15-20 minute coffee and cookie time before lunch for those members, friends and guests who are unable to stay for lunch. The schedule is as follows: April 11, June 13, August 8, October 10, December 12. Remember to mark your calendar!! Please contact Lauren Griffin at 386-801-2606 with questions.



The Big Name Change!

The matter of the name of this spiritual community has been of some concern since the inception of the group. Some members liked the open-ended nature of *Mosaic Unitarian Universalist*, while others preferred a more definitive appellation, terminated with perhaps *church, congregation, society, or fellowship*. A working session was conducted in March in full accordance with the by-laws. The result of that session was a clear preference for the noun “congregation” as the final element in the name of the group. On April 3rd, at the home of John and Susan DuPree, a formal vote was taken and the noun “congregation,” as opposed to “no change,” carried by 27 to 2. Above, Andy leads the vote, and right, Deborah shows off the celebratory cake.



MOSAIC Leadership

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Susan DuPree-Social Justice
Lauren Griffin-Hospitality

OUR GREEN EARTH

Submitted by Lauren Griffin

Healthy, Clean Eating



Healthy, clean eating means removing or limiting the foods in our diet that could be harming us and eating foods that contain nutrients essential to our health.

Eating should be a pleasurable experience. There is no one right way to eat; different people thrive on different foods. Following are some suggestions to help us make better choices in the foods we eat:

1. Shop with a list of ingredients for meals rather than impulsively selecting items while shopping. Planning meals saves time, money and unhealthy choices. Try shopping at local farmers markets if possible. Here is a great link to find one near you. <http://www.localharvest.org/>
2. Shop when feeling full and satisfied after a meal or snack. This will help further reduce impulse buying to satisfy hunger of the moment.
3. Shop in the outer aisles of the grocery store; produce, meats, fish, eggs, dairy. The inner aisles are usually full of processed foods containing sugar, trans-fats and other preservatives that extend their shelf life.
4. Buy fresh produce whenever possible. Buy frozen veggies second. Avoid canned or plastic container foods. The fresher the food, the more nutritious the food.
5. Buy locally grown, organic fruits and vegetables whenever possible. It's also a great way to support local farmers. <http://www.thedailygreen.com/healthy-eating/eat-safe/Dirty-Dozen-Foods>
6. Choose the most colorful fruits and vegetables, the more varied the colors, the better. This way we will get as many different phytonutrients as possible. <http://www.thedailygreen.com/healthy-eating/eat-safe/Save-on-Sustainable-Gallery-44032808>
7. Choose simple whole foods, those closest to their natural state with minimal processing. The more refined or processed the food, the less the nutritional value.
8. Avoid ingredients that you cannot recognize, pronounce or spell. Look for real food ingredients.
9. Become a label reader to be aware when you purchase a packaged or boxed food that you know what it contains. Be wary of "all natural" on labels as it is often meaningless (no defined regulation) and a hideout for hidden sugars. Look for sugars in all its different forms on the label. Different versions of refined sugars are used to trick us into thinking that there is not much sugar in the product. Here are some of the different versions of refined sugar: cane sugar, brown sugar, beet sugar, date sugar, grape sugar, glucose, sucrose, maltose, maltodextrin, dextran, dextrose, sorbitol, corn syrup, fructose, *high fructose corn syrup (avoid at all cost)*, corn sugar, fruit juice, fruit juice concentrate, barley malt, caramel, carob syrup and sorghum syrup. Check the number of grams of sugar on the label (4 grams is equivalent to 1 teaspoon).

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(Green Earth ... , continued from page 6)

MOSAIC Values:

*Compassion moves
us to transform
our shared world
through service,
individual spirituality,
and respectful
relations with all.*

(Growth Challenge ... , Continued from page 1)

organized religion. Within our little community of Orange City, with a total population approaching 8,000, there are approximately 1600 people in that age range (20-40). If we use the 25% factor (in the age range and unaffiliated) discovered through the Pew Study, we have about 400 young people who could be attending our services, but are not.

Additional conclusions from the Pew report:

- Men are significantly more likely than women to claim no religious affiliation (20%/13%).
- The Midwest most closely resembles the religious makeup of the overall population. The South, by a wide margin, has the heaviest concentration of members of evangelical Protestant churches.
- Black Americans are the most likely to report a formal religious affiliation. Even among those blacks who are unaffiliated, three-in-four belong to the "religious unaffiliated" category, compared with slightly more than one-third of the unaffiliated population overall.
- People not affiliated with any particular religion stand out for their relative youth. Among the unaffiliated, 31% are under age 30 and 71% are under age 50. Comparable numbers for the overall adult population are 20% and 59%, respectively.

According to the Pew Study, then, the numbers are on our side. We have an immediate target market in the Orange City area of approximately 400 individuals in the relatively youthful age range of 20—40 who have no formal religious affiliation. If we can attract these people, they will bring their children, and our children's ministry can take off. Good news for us, but there's more to growth than just numbers. *Read Connie Goodbread's article.* ■

Things That Inhibit and Things That Enhance Growth in Congregations

Connie Goodbread

As a part of the Florida District support of congregations and vibrant leadership, every year Rev. Kenn Hurto and I present a leadership experience for congregational Presidents. It is well attended and we get good feedback on the material we present. This year we focused on growth. It is imperative that we get past our inertia and fear around growth. Unitarian Universalism has a life-saving, life-affirming message of hope, love, justice and service that is different from the messages and ministries of other denominations. Ours are faith communities where diversity and acceptance live and grow in harmony. So what holds us back? What keeps us from being all that we could be? What are we afraid of?

At the President's Roundtable this January, we focused on this topic, the things that inhibit and things that enhance growth in congregations. The Congregational Presidents were asked to be cultural anthropologists. We identified things that are human qualities, things that are unique to Unitarian Universalism and to specific congregations. We also identified issues and

(Continued on page 4, Things That Inhibit ...)

FROM THE EDITOR

The new editor, that is. For as long as anyone in our spiritual community can remember, Susan DuPree has been the editor of *The Mosaic Chalice*, the official monthly publication of our small, but intrepid group. She has weathered all of the difficulties and challenges of producing an eight-page newsletter over a long period of time, and, believe me, those challenges are substantial.

And now she is laying down the heavy burden of the editor's red pen for other creative opportunities and, we hope, a little well-deserved respite. Susan has labored long and hard in the vineyards of our spirituality, and we thank her with all our hearts.

The editor's job is indeed daunting and multifaceted. Sometimes having to select painfully from an abundance of worthy and interesting material, sometimes despairing in how to fill the seemingly endless holes in the upcoming Chalice, sometimes both during the same monthly cycle. Having to remind people of looming publication deadlines without appearing to be a nag – nobody wants to be a nag. And then there's resolving last minute computer problems and publication imbrolios.

Susan has left large shoes to fill, although, perhaps, that is not the best metaphor to employ. I have yet to meet the woman who wants it implied, even in jest, that she has large feet.

So, now it begins. My name is Cary, and I am the new editor, and, with the help of my intrepid staff, Liz Schumaker, we will strive to do our best to honor the publishing legend of Susan DuPree. First, my thanks to the congregation for this opportunity. I would like to experiment with an editorial column in every issue of the Mosaic Chalice. We'll see how that goes.

Second, since this is my first editorial column, I would like to begin with a focus on one of the major issues challenging our congregation – growth. Quite simply, we have significant social justice, spiritual, and other goals either explicit or implied within our mission statement, but we don't have the souls to work those goals. We need to grow, but grow rightly.

Souls, people, bodies, members, whatever term you want to use, we don't have the numbers to do the work. And this means that some people within our group are painfully over-used and that some of our goals are embarrassingly under-worked. This issue contains several articles relevant to congregational growth. Read them, and then bring a friend to church next Sunday. ■

(Things That Inhibit ... , continued from page 3)
joys that we Unitarian Universalists have in common.

First, let's define growth. Numerical growth can only be sustained if we have paid close attention to the supporting aspects of growth.

This is paraphrased from Loren Mead's book *More Than Numbers*.

Organic Growth - The task of building the community, fashioning the organizational structures, developing the practices and processes that result in a dependable, stable network of human relationships in which we can grow and from which we can make a difference. Examples would be: core values, mission, vision, covenant, by-laws, policies and procedures, organizational structure, communications, governance, etc.

Maturational Growth - The ability of a congregation to challenge, support and encourage each one of its members to grow in the maturity of their faith, to deepen their spiritual roots, and to broaden their religious imagination. Maturational growth means offering a variety of classes, worship styles, workshops and small group experiences that encourage and support individual members to go deeper into their faith. It is also the capacity of an institution/community to deepen its self-awareness, understanding, development and to face challenges creatively. The personal question to ask is, "If I were a better Unitarian Universalist tomorrow than I am today, what would I need to change?" The institutional question is, "If this congregation were the best Unitarian Universalist congregation it could be, what would we need to change, add or do differently?"

Incarnational Growth - What are the "outputs" of our ministry? What is it that the congregation seeks to export from its life back into the life of the world, the social environment in which it exists? What are the good works that we are doing that will help to build the just and loving world? The institutional question is, "What is this congregation known for in the larger community? If we ask people in our community about our congregation what would they say?"

Numerical Growth - Adding new members while maintaining the number of members already within the congregation. Keeping track of losses and understanding why they happen. Changing the things that need to be changed in order to retain healthy members. Never compromising ethics or principals. Under-
(Continued on page 5, Things That Inhibit ...)

(Things That Inhibit ... , continued from page 4)
standing that some losses are healthy or inevitable.

Numerical growth will not happen, people will come and go quickly, if we have not paid attention to the other three aspects of growth. We have more visitors than any other denomination. We need to look deeply at what we have to offer and how we are or are not welcoming the stranger in order to overcome our retention problem. Sustainable growth can only happen if we are feeding people who are hungry for our message, offering a variety of opportunities for people to go deeper into Unitarian Universalism, doing the work of building the just and loving community and having a good time doing it all.

One more time - all of these aspects together lead to sustainable growth. In order for us to grow our faith we cannot focus merely on getting more people in the door. We must be inviting people into something meaningful. People want a safe community where they can have the chance to make a difference.

Here are some ideas that we generated:

Things that Inhibit Growth:

- *Not wanting to grow*
- *Fear of change*
- *Low expectations for membership*
- *No public image - best kept secret in town*
- *Membership mostly imports from other faiths and other regions*
- *Lack of age, educational, socioeconomic and racial diversity*
- *Not reflecting the larger community that we sit in and, therefore, should be serving*
- *Attracting but not retaining guests*
- *Not understanding our core values*
- *Not setting or upholding boundaries - no covenant*
- *Not allowing leaders to lead*
- *Fear of power and authority*
- *Boring worship*
- *Weak leadership*

Things that Enhance Growth:

- *Mature leadership - self-differentiated leaders regardless of their age*
- *Being communities that spark and support - deep relationships, honest struggle and service*
- *Having deep convictions*
- *Being able to articulate the deepest meaning of our faith*

- *Staying at the table - owning the faith and forgiving the individual*
- *Feeding all the people who come to the table*
- *Striving to be who and what we say we are*
- *Being welcoming*
- *Acting for the common good*
- *Serving something greater than ourselves*
- *Fearlessness and a sense of adventure*
- *Mission driven leadership and congregations*
- *Being deliberate*
- *Setting and maintaining good boundaries*
- *Living our Covenant*
- *Radical hospitality*
- *Small group ministry*
- *Experiential worship*

We all agreed that Unitarian Universalism has a life saving message. For each of us, finding Unitarian Universalism, or in rare cases being born Unitarian Universalist, set us on a path that allows us to live our lives with integrity. A faith that supports the free and responsible search for truth and meaning. As a spiritual discipline, Unitarian Universalism helps us to strive toward our better selves. It teaches us to become and become and become yet again. It insists on not only our individual development but that we also accept, respect and support the struggle of others as we build community.

Unitarian Universalism demands that we work together and with all people of faith to build the just and loving world community. There is no fundamentalism in Unitarian Universalism. We are not the people of the one and only path to the truth. We are the people of the many paths to the truth. We are the people of the promise (covenant) and the struggle (becoming). **Unitarian Universalism** - where faith, diversity and acceptance live in harmony. Is this the way of the world? No, but it is our way and our gift to the world. ■

If we are to become a welcoming congregation, we need to be able to speak in the language of those whom we welcome. The population of Orange City is almost 10% Hispanic, and we have had numerous Spanish-speaking visitors. **¿Queremos crecer?** This is how we ask the question: "Do we want to grow?" in Spanish. When our visitors ask: "**¿Estoy bienvenido aqui?**" (Am I welcome here?) we need to be able to answer: "**¡Siempre, mi amigo, siempre!**" (Always, my friend, always!) ■