



Sermons December 2010

**Jan 2 Little Cat Outdoor Day
12:00 – 4:00pm Potluck at 12:15**

Bring a potluck item to share, your own plates and table service – and a mug (but no Styrofoam!!!) for each person. We supply hot coffee, tea and hot chocolate. From babies to 90 year olds – this is a GREAT day to get acquainted and join in conversations, a walk, board games (bring a favourite) or if the weather permits pack your skates or cross country skis. See you there. At the gate simply say you are with KUF. Our room rental includes your admission and a warm room all afternoon. Ask Rev. Kathy if you need a ride. A bonus - about 1 pm Wendy Luella Perkins will share three or four original songs from her new CD.

Please Note: No morning service this date

**Jan 9 BISG: The 1980's:
Change Transforms Angst
Rev. Kathy S. Sage with KUF reflectors**

Growth was on the agenda of the CUC which proclaimed “Canadian Unitarianism was at the crossroads in a crisis-laden society”. KUF was stretching and growing as well. The decade before, the KUF directory listed Mr. and Mrs. John Doe (Susie). That would change.

Information Meeting on the Possible Purchase of the Digigraphics building after the Service

Jan 16 Entelechy as Liberal Religious Education Rev. Kathy S. Sage

Exploration of ideas is in our “DNA”. Or, it has been said that we have more than “potential”, we have within us a potential that will grow and deepen if the conditions are right – as true as the potential of the oak is in the acorn. What intentionality across the years do we bring to this entelechy?

Shared Lunch and Birthdays

Special Budget Meeting of the 2011 Budget after the Service

Jan 23 Affordable Housing in Kingston Rev. Kathy S. Sage with contributions by guest Tom Greening

Last May the CUC delegates agreed to “go home” and explore what the congregations have and could do about affordable housing (see the last issue of the Canadian Unitarian). I served for 6 years on the board of Home Base Housing

and have asked ED Tom Greening join me in helping us explore this important issue in Kingston and how we individually and collectively might create a tipping point.

Information Meeting on the Possible Purchase of the Digigraphics building after the Service

Amnesty International Letter Writing

Parents as Spiritual Guides Meeting Downstairs 12pm

Jan 30 So, What Are We All About? Rev. Kathy Sage with KUF reflectors

An opportunity to purchase larger space for KUF prompts us to revisit the important “mission” question. The month has been full of opportunities to discuss the merits and will culminate in a congregational vote. We existed for many years in rented space and the past decade at 214 Concession. How do facilities shape mission? Has our purpose as KUF changed over the past 55 years? I plan to weave into the Focus Talk your reflections. Please e-mail brief responses to me or mail them to me by Jan 23.

Soup Lunch

Special Business Meeting and vote by Members on the Purchase of the Digigraphics Building after the service.

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Note Special Insert!

Sage Musings

After looking at over 20 buildings and properties in three years a potential new Home of Our Own has appeared – almost next door.

What an astounding opportunity for us. This gives us the opportunity to “dust off” our KUF mission statement and REALLY take a look at what our purpose is. Why does a Unitarian Fellowship exist in Kingston? If our answers to that question generate some excitement – rather than, “Yawn – back to my book”, then another good question emerges. “How can our building help us live out our mission?” Then we wonder “What use of space and décor would inspire?” “What would it mean to have all floors handicap accessible?” What kind of space would let people who can’t stand up to enjoy coffee hour linger for conversation and not find the noise deafening? What if our space could accommodate memorial services as well as community lectures and performances?

The BISG series (Sunday, January 9th 10:30) conveniently highlights the decade of the 1980’s in the life of KUF and the CUC. By the end of that decade, “do we want to grow, and if so how” was a “big issue.” It includes the reflections of members who helped KUF through a decade long search that resulted in our first “home of our own” at 214 Concession.

Our regular yearly fall retreat resulted in some surprising information. We put our attendance information in chart form with our seating capacity, and our retreat leader said, ‘you are wasting any effort attracting new people by advertising and welcoming and expecting growth because you are beyond the “comfort capacity” that most newcomers expect’. This was puzzling – but think about it. If you already are comfortable at KUF then you are happy to sit next to a friend and you don’t feel crowded. You know that the ceiling won’t drop if you come late and cross the room for a seat as the children are leaving from their story. But a newcomer sees a crowded room, no room for their coat, no easy path to a seat, and unless they are early no room for a family to sit together.

No problem, said our leader. Forget about growth in numbers and focus on other kinds of growth – depth, relational, and carrying our principles “out”.

She observed that we excel at offering a wide variety of small group opportunities that build relationships. We sing, write, discuss, teach, talk about books, meditate, enjoy the outdoors,

relate across faiths, talk some more, and eat a lot. As we listed our activity options the KUF leaders present realized that even they didn’t know all of the possibilities ongoing at KUF. Having an option for us to consider in the Digigraphics building allows the KUF membership to decide if it is a sustainable way to offer more salient invitation to the Kingston region.

I quit holding Brown Bag Lunch when it became clear that we do not have access to the Oddfellows parking lot on weekdays. Seniors and others available midweek just couldn’t run across Concession or walk from parking on Victoria. We generally can park on Thursdays and I’m trying Brown Bag Lunch again this month with my office hours on Thursday noon. Let’s share thoughts on our KUF mission. I’ll be frank about what I long for KUF. I would love for space that is spacious, inspiring, accessible, and as welcoming for a parent with children as it is for a person who can’t walk far from their car. Our children and youth are crowded in RE. We love to sing and a grand piano would help us hit those high notes. With the additional space for fellowship, we wouldn’t have to rush people out of their seats and stack the chairs for coffee hour. Get your ticket for the fun February 4th Chinese New Year buffet with music by Woodjump --- because we can only seat 60. How many would come for such events if we could house all of our current members for fun and social evenings? When I had sciatica pain and couldn’t bear to sit in our chairs, I vowed that if I could ever sit again I would do whatever I could to arrange chair options that don’t cripple and comfortable options for coffee hour.

I am a dreamer. I am also a pragmatic person. We can make do with what we have and carry on. Just look through KUFlinks at all the children and adult RE offerings in January! We’re often described as religious liberals who are fiscal conservatives. There are no foundation grants for new church buildings and each member will have a different answer to whether we wish to contribute to this proposed new home and if so, how much. Some part of that decision will be quite selfish: “room for a baby grand instead of that electric piano that needs repair; wow, would there really be room for additional chairs that are comfortable; I want my children to have space to learn and explore”. Some part of our decision is altruistic; “I don’t need an elevator but I believe we should be accessible to all; we should create a welcome space to newcomers”. Some part of our decision is visionary and speculative, ideas about

(Continued on next page)

Report from the Board

Dave Toupin, president

Your KUF Board has been busy lately. Since our last report, the Board met three times: on November 23rd, November 29th and December 7th. At the first two meetings, the Board considered and approved a proposal by the Forward Planning Task Force (FPTF) to make an offer to purchase 206 Concession Street (the Digi-Graphics building) to address KUF's space needs and the goals set by the membership when it authorized the formation of the FPTF. The Board's vote required that the contract to purchase be subject to the approval of the membership at a congregational meeting to be held within 60 days of the contract date and be subject to KUF obtaining financing for the purchase which meets the approval of KUF. At our December 7th Board meeting, the Board required that the meetings which took place in mid-December after services, be held to provide members and friends with information about KUF's space needs and the Digi-Graphics building and an opportunity to discuss the proposal. The Board scheduled the special business meeting of the membership for Sunday January 30th, 2011 after the service, for the membership's vote on whether to approve this purchase. Please be sure to obtain the information you need to make an informed decision and to attend this important congregational meeting.

For the purpose of this proposed purchase, the Board authorized the expenditure of funds from KUF's building fund for a study of KUF's capability to raise the needed monies for this new building through a capital fund drive. In addition, the Board further authorized the expenditure of funds from KUF's growth fund for the hiring of the experts needed to conduct due diligence regarding this purchase, including a real estate appraiser, an accountant, an architect, and for an environmental assessment, and referred the FPTF's proposed

financial plan for this purchase to the Finance committee for its review and report to the Board. The Board thanks the FPTF for its hard (ongoing) work on this proposal and its dedication and leadership toward accomplishing the goals set for it by the membership.

The Board also scheduled our regular special business meeting to approve the annual budget for Sunday January 16th, 2011 after the service. At the Board meeting on Tuesday January 4th at 7:00 p.m. at KUF, the Board will review and finalize KUF's proposed budget for 2011, which will then be presented for your vote and approval on January 16th. Please mark your calendar for this important meeting too, and plan to attend and vote on our annual operating budget. If the purchase of 206 Concession Street is approved by the membership, then a revised operating budget will need to be developed and presented to the membership, to take effect following the closing of the purchase.

The Board also authorized the Membership and Caring committee to hold the annual Chinese New Year dinner at KUF on an upcoming date. Please look for the notice of this event and please join us in an opportunity for fun and getting to know other KUF'ers. As well, the Board welcomed two new members, Hans Boldt and Sylvana Grisonich - Boldt and the Board authorized year-end gifts of appreciation and made an appointment to the Committee on Ministry. The Board heard the report of the Canvass committee and thanked co-chairs Rebecca Luce-Kapler and Daphne Hand and their canvassers for the great job and terrific results to date. The Board further took action concerning one of KUF's current leases. Also, on December 7th the Board heard that Sarah Adams is stepping down as editor of KUF Links, and the Board thanks Sarah for her hard work, great leadership and admirable tolerance of our tardy submissions over the years of her successful stewardship of our newsletter.

new ways of living out our mission at KUF that we haven't tried because of lack of daytime and evening parking, space and accommodations.

I trust that each KUF member and friend will take advantage of the opportunities to see the building

and ask questions. Our Fellowship is a true democracy where each voting member gives voice to how we live our principles and gives expression to what we see as our purpose.

Greetings and "Happy new year!" from R.E. Shawn Cox

We hope everybody enjoyed the solstice play. It was exciting, interesting and fun for us to research and put together. Thank you to all who were involved, the actors and the volunteers.

And a special thank you to Gordon Darrall, who modified the original story and wrote and rewrote the play and worked so hard at getting it together. He also supplied some amazing props. In the new year we are shifting our focus from first Nations' spiritualities to look at the religion that followed in the play, and it is so very prevalent in the world we live in now, Christianity.

On the 2nd of January we hope to see you all in a winter wonderland for a day of fun at the Little Cataraqui Centre.

On the 9th of January we will be back at K.U.F. We will look at comparisons of creation

stories from around the world and the similarities between what is presented within the Bible and what we learned some first Nations believe. We will make people from dirt (clay)

On the 16th of January we will explore the story of the Garden of Eden, and make our own garden of Eden for our dirt people to live in.

On the 23rd of January we will examine how we are all related in truth, parable and myth. We will play a game of interconnectedness and make family trees.

And on 30 January we will hear the story of Cain and Abel. We will talk about families and what makes us happy and also what makes us angry. What we can do when one is angry in order to turn it to something positive will also be discussed. We will make posters and pictures based on our discussion.

Looking forward to it and I am looking forward to seeing you downstairs.

Adult Religious Exploration Opportunity

Have you ever thought you might like to be more involved in the Sunday services but wouldn't know where to begin?

The Adult Religious Exploration Committee would like to offer to interested KUF'ers the chance to participate in Sunday services as a service weaver. The service weaver would put together the important smaller items of the service but would not be expected to deliver the main focus talk. Researching and crafting the opening and closing words, responsive reading, meditation, Story for All Ages and other parts of the service are exercises that can provide great opportunity for individual religious exploration and personal growth.

Starting in the new year, a workshop will be held to discover what is involved, learn how to do it and practice in a supportive environment.

Anyone who might consider taking on an interesting challenge and offering service to the congregation in a new and exciting way is invited to contact Rev. Kathy Sage, kufmin@kingston.net, or Anne Coward hatton_coward@yahoo.ca, Chair of the Adult RE committee, for more information.

KUF Junior Youth

"KUF Junior Youth (age 12-14) are starting Coming of Age on January 9th. It's gonna be amazing! Look for them to be actively exploring their beliefs in the next 6 months. A lot of growth will be occurring, so check in with them when you see them to find out what they are thinking about!"

Open Circle Too would like to invite you to join us in January – the second Thursday January 13th 2:00 pm.

We are going to begin a discussion on Karen Armstrong's "*The Battle For God*" (Ballantine Books: 2000). She explores the emergence of fundamentalism in response to modernity. A noted scholar; the Ware Lecture at the UUA GA 2010; and a prolific writer: her grasp of world religions often challenges assumptions and should make for excellent discussion over the winter monthly sessions. If you would like help in ordering the book, contact Anne Graham 613-549-5770. Please sign up at KUF or call Anne so we know how many chairs to set out.

Behind the Headlines

Behind the Headlines meets on the fourth Monday in January (Jan 24, 7:00-8:45) at the home of John Foster and Millie Morton. The topic will be: "*Wikileaks: insights and consequences.*" Wikileaks has posted online thousands of secret US documents on the Iraq and Afghan wars, plus diplomatic cables. What new information has been exposed and what are the consequences? Why are leakers and whistleblowers both hailed and reviled in today's world?

Come share or listen, as you wish. The intent is to glean what's new in the world, sort out facts from propaganda, and exchange views, while respecting each other as friends. Advance readings (optional) will be emailed by Jan 21. New participants welcome. Car pooling can be arranged. For more information, please contact coordinators at johnandmillie@sympatico.ca

Sunday BISG is Changing its Focus

The Sunday group decided at their November session to roll BISG back into the Monday evening group. Instead the Sunday Adult RE meeting after service will focus on Great World Religions. It will be co-ordinated by Bev and Karl Hummitzsch.

We will be studying the five major religions through DVD presentations by top professors from US Colleges that have been chosen by The Teaching Company. Each presentation will be 30 minutes in length followed by a group discussion. An outline of each presentation will be provided along with a list of suggested supplementary reading if you wish to delve deeper. We will begin with Islam which is covered through a series of 12 lectures. This will take us most of 2011 to cover (or less if we decide to meet more than once a month). If you wish to participate there will be a sign up sheet on the table at the back of the room. If you have any questions give Bev Hummitzsch a call (see directory).

Musical Notes for December

Phyl Robbins

If you plan to be present at the January 1, 2011 Interfaith Service, you will probably notice that the Vocal Volunteers are resplendent in their new solid blue (one side) and rainbow-striped (other side) stoles.

After months of discussion about what we wanted to replace those cute but hard-to-wear T-shirts, along came V V. alto Bev Hummitzsch who told us all that her daughter could "stitch something up for us." All we needed to do was to pick out some fabric . . . more months of discussions! But, it was all worth the wait when we saw what a beautiful set of stoles were sewn by Bev and Karl's daughter Heidi Schernekau!

So, "Hats Off to Heidi!" with many, many thanks for all your hard work!

[Please note: If ever there needed to be an extra inducement to sing with the V Vs, this has got to be it — no singing, no stole wearing!]

Adult RE Grief and Loss Discussion group

A new Adult RE group will meet at KUF on January 20 and February 17 2011, 1.30-3.30PM to discuss personal experiences of and reflections on grief and loss. This discussion will be based on the book "Who Will Remember Me?" by Rev. Barbara Hamilton-Holway, co-minister of the Unitarian-Universalist Church of Berkeley, California .

A second set of discussions will be held at KUF on March 26 and April 16 2011, 1-3 PM for other interested persons for whom the January-February meetings are not convenient. If you would like to attend either of these discussion groups, please contact Rev. Kathy Sage for more information. We have 8 copies of the small book which you can read before the sessions after you sign up.

Caring Connection Dispatchers for January

January 1 – 15 Marguerite McDonald 613-549-6852 M3mcd@sympatico.ca
 January 16 – 31 Caroline Farrell 613-389-0825

Parents as Spiritual Guides

A "Parents as Spiritual Guides" series of meetings will take place monthly January-June. Any parent interested in the topic welcome for all or part of the series. We will be using a book written by Roberta and Christopher Nelson and published by the UUA that has interesting and thought provoking readings to go along with the sessions. These will take place after the Sunday service starting January 23. A working lunch will be organized and the group is expected to wrap up by 1:30 pm. Childcare will be organized according to the needs of the group. Please sign up on the table or contact Nancy Burget (facilitator) at nburget@cogeco.ca

Anticipated dates are: January 23, February 6 or 13 (TBA), March 6, April 3, May 1, June 12

Mark Your Calendar! We're Having a Party!

The Chinese New Year in 2011 occurs on February 3th. To celebrate we are having a gathering at KUF on Friday, February 4th, 2011 beginning at 6:00pm. Tickets will be made available for sale early in January.

Along with having Chinese food, great conversation and lots of fun, we'll have the opportunity to hear our favourite musical ensemble, Woodjump.

Woodjump has been around for a couple of years in its present incarnation. Members are Mary Cameron, Darwin Muir, Jeff Piker, Phyl Robbins, Walt Robbins, and Mara Shaw, (and, if one juggles those first name initials around a bit, lo and behold there's "Woodjump"!) It was formed out of a common desire to play the old songs of the Americas and otherwise, mostly reels and folk, mountain songs and fiddled-up blues, in a complete string ensemble – fiddle, banjo, upright bass, guitar, cello, ukulele, and sometimes autoharp. They've been described as a unique string band, with a quirky sense of humour. With a collective musical experience of over 300 years (!), they come from many different musical backgrounds, but share a universal love of old-timey music.

Watch for more information in our January Mini-link and on posters which will appear at KUF in January, and be sure to set aside February 4th for the great event!

Retreat Report

by Allan Hammond

On Saturday Nov 27 the annual leaders' retreat took place. The retreat is an occasion for board members, committee chairs and others to think about KUF now and in the future. This year the retreat was led by Liz James, president of the Saskatoon UU Fellowship and consultant with the CUC, on the topic Growth of Small Congregations. During the day, we considered the pros and cons of various types of growth such as the growth in our programs and activities, growth in how we conduct our business and outreach in the community, and growth in numbers. We expect that the ideas coming from the retreat will enrich the operation of KUF. Here are comments on the retreat from some who attended:

"I found this retreat one of the best I have ever attended. Liz James was excellent. One tool that I had not heard about was the five finger vote which gives people a chance to refine their vote from a yes /no to somewhere in between. That gives the meeting convener information about how to clarify the question and provide more time for discussion." Valerie Colgan

"I feel that Liz James was an excellent facilitator who stayed focused on the issues and was flexible to the needs of the group. As a result we were able to discuss several important issues. The challenge for us is to effectively communicate the outcomes from the retreat and inspire the congregation." Daphne Hand

"Going to a full day retreat on a sunny Saturday is something I never look forward to, but this retreat was worth the time. I would recommend that the Board try to arrange a yearly weekend with Liz James- a skilled CUC resource." Gordon Darrall

"I have reviewed Liz James presentation on growth which I found very interesting. I particularly liked the idea in the first part on four types of growth and the afternoon session on congregational health in times of change. Liz is an excellent presenter. Thanks to the CUC for bringing her half way across the country so that we might benefit from her knowledge." Jody Boyer

"The discussions around growing were great, but the idea that in growth we have to remember what we are not losing by changing, and that is what Unitarianism is really about - we are not losing or changing our community and sense of wonder that make us KUF." Cindy Harvey

January 1 Interfaith Service 1:00pm at KUF

If you haven't been to the January 1 Interfaith Service before, you might wonder WHY people would make their way to KUF in the early afternoon on New Year's Day! It has become a favorite service for many KUFers as well as persons from many faith traditions who look forward to witty and insightful reflections from speakers from eight or more faith traditions who all reflect on the one word theme for five minutes. *Acceptance* is our theme this year. The Vocal Volunteers add to the theme. Each year the offering goes to a local or global group that helps others. This year the offering will be for Martha's Table – in support of the light lunch at their Friendship room. Anne Graham volunteers at Martha's Table and will help see that lots of egg salad sandwiches make mid day enjoyable at the Friendship Room at Martha's Table. Please note that unlike previous years, this year's service starts at 1:00pm.

Our Annual Helen and Arne Henrikson Outdoor Day!

Our celebration of winter will again be held at the Little Cataraqui Outdoor Centre just north on the Division Street exit to the 401 from 12:00pm to 4:00pm on Sunday, January 2nd, 2011. The potluck begins about 12:15.

Weather permitting, cross country skiing, hiking and skating will be available so bring the appropriate equipment or if you prefer to stay warm inside, bring your favourite board games or cards for the afternoon.

This is a potluck lunch so also bring food to share, your own plates, cups and utensils. Hot water for cocoa and tea will be provided throughout the afternoon in our warm room.

The New Year is a wonderful time for a creativity muse. At about 1:00 pm, Wendy Luella Perkins will share three or four songs from her new CD, *'Lucky Life'* (copies available for purchase). Any other authors and composers in our midst?

Let's make this opportunity to enjoy winter in a beautiful setting and this beginning of a new and exciting year, a celebration to remember.

Please note: There will be no Sunday Service or Religious Education at KUF on this day.

Buy – Give – or Donate a Touque!

Beth Pater, Social Action Facilitator

In Kingston, Home Base Housing joins the national Raising The Roof campaign to help end youth homelessness in our community. Home Base Housing provides transitional housing and support services for an average of 45 homeless or at risk youth per year.

The KUF Board of directors voted to invite a representative to attend a Sunday service in January to explain the campaign and to invite those who are interested to purchase a handsome toque for \$10 or make a donation to "help make this season a bit warmer for a youth".

Home Base Housing is a registered not-for-profit charitable organization.

The fall issue of the Canadian Unitarian Newsletter has a featured article, "What Happened to Housing in Canada?" that describes examples of homelessness in various cities and shows what needs to be done to provide affordable housing. The CUC advocates for the creation of a national housing strategy.

Child Haven 2011 in Kingston

A number of key volunteers from our successful Child Haven 2010 fundraiser met in late November with special guest, Fred Cappuccino to chat about our plans for 2011. We're excited to confirm that we've booked Memorial Hall, City Hall for Saturday, April 2nd, 2011 and the format of last year's 'Chai, Chaat and More', will form the basis of our good time for a good cause. Jack, 'the Happy Chef' Francis will prepare the food, we'll have a variety of refreshments including the delicious Chai (more please~!). The silent and live auctions, the sales table and entertainment will all unfold for your pleasure. We're also hoping more people will step up to contribute to the Child Haven Wish List and/or explore the option of becoming a monthly donor. Promotional materials will be ready soon and we're working on ways to get the word out through you to your friends and family so that we can fill the Hall! But in the meantime, mark your calendars and let us know if you'd like to be involved in the evening's preparations. Lots of fun for the most beautiful children in the world!! Visit www.childhaven.ca to view newsletters and updated videos. Donations can be received any time~.

January 2011

Reverend Kathy Sage has office hours but can also be contacted for appointments:
613-544-8777 or kufimn@kingston.net

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<ul style="list-style-type: none"> • 10:30am Sunday Service & RE • 2pm Quakers 	<ul style="list-style-type: none"> • 7am Cleaning 	<ul style="list-style-type: none"> • 5:30pm VV Potluck & Rehearsal KB&K1 				<ul style="list-style-type: none"> • 12pm VV • 1pm Interfaith Service K1
<ul style="list-style-type: none"> • NO Sunday Service • 12pm Arne Henrickson Outdoor Day - Little Cataraquí • 2pm Quakers 		<ul style="list-style-type: none"> • 4:15pm Sunday Services Cmt K1 • 7pm Board K1 		<ul style="list-style-type: none"> • 2pm Membership and Caring Committee - K1 • 4:15pm Sunday Services Cmt 		<ul style="list-style-type: none"> • 8:30am IHM Service and School
<ul style="list-style-type: none"> • 10:30am Sunday Service & RE • 12pm Information Mtg re Digital-graphics • 2pm Quakers 		<ul style="list-style-type: none"> • 7:30pm Open Circle OS 	<ul style="list-style-type: none"> • 9pm KUFLinks Deadline • 2pm Admin Oversight Committee K1 	<ul style="list-style-type: none"> • 12pm Brown Bag Lunch & Kathy's Office Hours • 2pm Open Circle Too K1 		<ul style="list-style-type: none"> • 8:30am IHM Service and School
<ul style="list-style-type: none"> • 10:30am Sunday Service & RE • 12pm Cheese Orders Due • 12pm Special Budget Meeting • 12pm Shared Lunch and Bdays • 2pm Quakers 	<ul style="list-style-type: none"> • 7pm Big Issues, Small Groups OS 	<ul style="list-style-type: none"> • 7:30pm Open Circle OS 		<ul style="list-style-type: none"> • 12pm Brown Bag Lunch & Kathy's Office Hours • 1:30pm Grief & Loss Discussion Group K1 • 7pm S Circle Dancing K1 		<ul style="list-style-type: none"> • 8:30am IHM Service and School
<ul style="list-style-type: none"> • 10:30am Sunday Service & RE • 12pm Parent as Spr. Guide KB • 12pm Amnesty Letters K1 • 12pm Cheese Delivery • 12pm Discussion of Building • 2pm Quakers 	<ul style="list-style-type: none"> • 7pm Behind the Headlines OS 		<ul style="list-style-type: none"> • 12pm KUF Writers' Group K1 	<ul style="list-style-type: none"> • 12pm Brown Bag Lunch & Kathy's Office Hours 		<ul style="list-style-type: none"> • 8:30am IHM Service and School
<ul style="list-style-type: none"> • 10:30am Sunday Service & RE • 12pm Vote on Bulding • 12pm Soup Lunch • 2pm Quakers 		<ul style="list-style-type: none"> • 7pm KUF Board K1 • 7:30pm Open Circle OS 		<ul style="list-style-type: none"> • 12pm Brown Bag Lunch & Kathy's Office Hours 	<ul style="list-style-type: none"> • 6pm Chinese New Year's Dinner K1, KB 	

Special Insert: A New Home for KUF?

“This Is Far and Away the Best Prospect We Have Seen”: unanimous agreement reached by the Forward Planning Task Force

Dear Members and Friends,

You know that the FPTF has been searching for a building to meet our many criteria in the areas of service space (i.e. sanctuary), social spaces (including a social hall with kitchen close by), room for expanded RE programs, location (central), parking and accessibility, sound green possibilities including potential green space, sufficient room for rentals to cover our operating costs, and many other requirements and wishes.

Well, we're excited because we think that we have found one! Just two doors away from KUF, it is the DigiGraphics building at 206 Concession. An offer to purchase the building has been accepted by the seller. Of course, an *offer to purchase* is not a purchase – not until many conditions, including environmental, financial, building inspection, etc. have been met. *And most important of all, not until the congregation decides and votes to buy it.* We have until the end of January 2011 to satisfy these conditions, and two months after that before the closing date for a purchase.

There have already been visits to the building and information sessions have begun, and will continue to be held, as the FPTF works to clarify and inform itself, and you, as to the progress of our investigations before members of KUF are asked to decide whether or not this building is a fit for KUF to use now, and has the potential to be developed much further, in the future. It won't, it can't all happen at once, but the “bones” of the building are excellent, and the opportunities for future growth are bright.

The building was advertised for \$1.2 million, but the offer accepted is for \$980,000. We expect the building can be paid for with a mortgage and the money in our building fund. The sale of our present building could reduce the mortgage considerably. The building, on two levels plus basement, has 15,000 sq ft of space. We expect KUF to occupy about half of the space with the remainder available for office rental space to provide us with a good operating income.

There will be much work to be done to prepare the building for KUF's use and we are eager to have your input and help to achieve a vision of what it can be. Indeed, the FPTF welcomes anyone who is willing to work with us on any of the six “teams” that have been set up as we pursue our fact-finding mission. Please talk with Val Colgan, Gordon Darrall, Allan Hammond, Bob Hotrum, or Phyl Robbins if you would like to be involved in this project. Our time to satisfy ourselves about various conditions is short. And, quite frankly, we need and want all the help that you can offer.

The FPTF is unanimous in stating that this building is far and away the best prospect we have seen. We sincerely hope that after you have seen it, and its surroundings, that you will feel, as we do, that this is the place for KUF's next “Home of Our Own.”

Notice to KUF Members RE Meetings Concerning 206 Concession St, the Digigraphics Building.

On January 9th and on January 23rd, after the service, there will be informational meetings concerning the Digigraphics building. These are not meetings requiring a vote, but opportunities to have your questions answered but will not have formal votes.

There will be a congregational visit opportunity at DigiGraphics on Thursday Jan 13 at 5 pm.

On Sunday January 30, 2011 at 12:00 p.m. (Noon) at KUF, a Special Business Meeting will be held for KUF's membership to vote on the proposed purchase of 206 Concession Street by KUF.

A formal notice with the proposed motion and procedure for the vote will be sent to members in January. Please mark your calendars and plan to attend this important meeting.

News About Our Campaign Planning Study

As you may know, KUF has been seriously searching for a new home these past three years. We looked at many properties all over Kingston. Nothing we saw met all of our needs. Recently, a property, only two doors down from our present location, went on the market – *DigiGraphics* at 206 Concession. The location and space looked so ideal, that we leapt at the opportunity to make an offer on this three-level property, with its tantalizing 55 parking spaces.

Our offer was accepted with several conditions, including our ability to arrange financing. To purchase the property, we can use our Building Fund and the proceeds from the sale of our current property. In addition, we can raise money from the congregation in a capital campaign and obtain a mortgage. With this four-pronged funding model, KUF will be on sound financial footing and well positioned to make 206 Concession our new home.

In terms of a capital campaign, our calculations show we would need to raise a minimum of \$375,000 in pledges payable over 3 to 5 years. Before embarking on any such campaign, it is always prudent to ascertain whether or not the goal is realistic and achievable. In our case, it is *de rigueur*. KUF members have indicated they will not make a commitment to buy the new property, until they know how much we can raise in a capital campaign.

To make this assessment, we have retained Paul J. Mack & Associates Inc. (PJM), a capital campaign management firm located in Burlington, Ontario. We retained PJM eleven years ago to assess the fund raising potential of our congregation in preparation for a campaign that would fund the purchase our present home. Their study concluded KUF could raise a minimum of \$200,000 in 3 to 5 year pledges. We went on to raise \$231,000 (over and above our annual givings) in a four-week campaign conducted in late 1999.

Over the next six weeks, PJM will conduct a study that will tell us whether or not we can raise \$375,000 in a capital campaign and, if not, how

much we can raise. Beginning on January 5th, two representatives of PJM will contact many of our members to conduct phone interviews with them. The study findings and fund raising recommendations will be submitted to us in a written report, prior to the January 30th congregational vote on the new property.

If you have any questions about the study or plans, please contact Allan Hammond, Chair of the Forward Planning Task Force, at a.hammond@kos.net.



Notice to KUF Members RE the 2011 Budget Dave Toupin, president

On Sunday January 16, 2011 at 12:00 p.m. (Noon) at KUF, a Special Business Meeting will be held for KUF's membership to vote on the following Motion: That KUF's proposed annual budget for 2011 be approved.

A copy of the proposed budget is to be available for your review in advance at the Sunday service on January 9, 2011. Please mark your calendars and be sure to attend this important meeting.

Not a Typical Growth Workshop *Liz James, CUC Service Consultant.*

I was privileged to meet with the KUF board and committee chairs on Nov 27th for a day long workshop on the topic of Congregational Growth. As I usually do, I preceded the workshop with an assessment--several in depth conversations with congregational leaders as well as an examination of attendance records and various publications.

KUF not typical of the average congregation looking for a growth workshop. For one thing, there was less urgency around the areas of numbers, money, and volunteers. When people talked about their growth goals--both before and during the workshop--they were thinking of more than just numbers. Depth of relationships, impact in the community, and personal growth were all mentioned regularly.

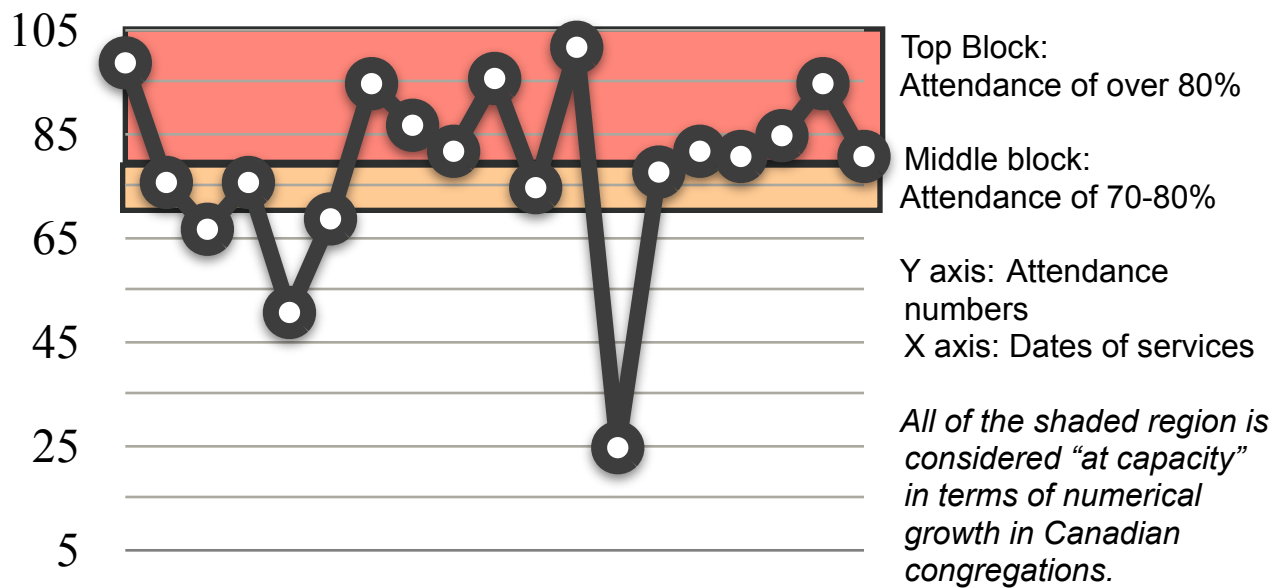
During the workshop, there was an activity where we listed the types of non-numeric growth that the congregation has had in recent history. Interestingly, KUF had a very high proportion of items that had to do with building community, celebrating together, and fostering depth. The mood in the room was that of an extended family--even on Sunday morning the support, laughter, and close ties of a relationship-focused congregation were very evident.

In focusing on numerical growth, there was another surprise. Typically, congregations ask me to analyze their membership path and suggest improvements. When I do this, I try to focus on results, rather than on method. For example, how much advertising a congregation does is not as relevant as how many visitors they have per year (in proportion to their membership).

Focusing on quantitative (numbers based) data can be a real challenge, because there is very little of that kind of research available in the area of church growth. There are a couple of exceptions to this, one of which is the "80% rule". Congregations will rarely have attendances higher than 80% of the chairs filled on a Sunday morning. Although people who are already part of the congregation will feel comfortable with the space 80% full, new people will have a greater sense of anxiety and personal space, and there will be a sense that there is "no room for them".

What you may not know is that this data was gathered primarily from urban, American populations--who have a tighter sense of personal space. For Canadians, anecdotally, the number seems to hover closer to the 70% mark.

The graph below shows KUF's attendance from Sept 2009 to March 2010. With the exception of a couple of "special" services (such as exceptionally bad weather), KUF is almost always above 70%, and usually above 80%. Attendance is holding so firmly against the "glass ceiling" of the 80% rule that **it is clear that the congregation is experiencing great success in its programming.** New people are attending and returning *despite* feeling there isn't space for them--because the other aspects of congregational life are so appealing.



This is great news. It means that the congregation has a couple of very appealing options to choose from. One is to stay in the current building, with the same service format, and plan to stay the same size. This would mean that members who are currently putting significant energy into growth initiatives--such as publicity, welcoming, and integration--could scale back their efforts a bit and focus on other kinds of growth such as growth in depth, or growth in justice work.

Another option is to move buildings. With an attendance pattern like this one, at the size KUF is at, it would be highly likely to grow numerically with more sanctuary space. This would mean that new families seeking Religious Education and those who wish to explore Unitarian ideas would find room at KUF. Both possible futures are good ones--both bring with them their own kind of growth. But the process needed to make a major decision like this one can be a significant challenge--demanding effort, creativity, and courage.

I'm confident that KUF will meet that challenge with grace. It is a thriving, healthy congregation. The factors that led to it "bursting at the seams" will continue to be there no matter what vision it chooses to work towards. Those things are not at risk.

Five years from now, KUF may be a great congregation at its current size, in its current building. It may be a great congregation at a larger size, in a larger building. But either way, it will continue to be the close knit, engaging, and vibrant congregation that it is today.

Liz James is a volunteer Service Consultant in the area of congregational growth. She is trained by the Canadian Unitarian Council, who also pays all of her expenses as part of the programming it offers to its member congregations. She can be reached at LizJames@me.com

