



June 2009

Volume 54, No. 6

News

Reaching In . . .
Reaching Out

From the Minister . . .

I HAVE HAD THE MEANINGFUL

OPPORTUNITY to serve on the Morris Area Clergy Council Board for the last three years, and the last two as its co-President. It is an honor to serve on a council that has played a vital role in responding to fast-breaking and controversial social changes in our community. Homeless Solutions (formerly Morris Shelter), Jersey Battered Women's Services, and the Eric Johnson House are three examples of nonprofits that grew out of the Council's past efforts.



Three years ago the Council was visited by community members who were concerned about rising tensions between immigrants (documented and undocumented) and American-born citizens. The Council Board met with the mayor and reached out to other community leaders to figure out how to become a constructive and healing voice.

A group of clergy from area congregations that included the diverse cultural and ethnic populations of our community began meeting at Neighborhood House to discuss ways to support each other's economic and social interests.

After several meetings we decided that a common project that would enhance the economic opportunity for all was to propose a Workers' Center with a vision of providing temporary work for all members of the Morristown area who would benefit from such work, inclusive of American-born citizens and recent immigrants. The proposal was drafted and sent to clergy, congregations, nonprofit organizations, elected officials and other leaders. Many groups and individuals signed on, and the Workers' Center Taskforce was born.

Clergy, lay leaders, nonprofit leaders, potential workers, community leaders and Neighborhood House staff have been meeting over the last couple of years. The experience of meeting people with diverse backgrounds and experiences has been a powerful and healing experience. During a time when rising tensions around immigration, racism and economic difficulties are dividing our country, this group has chosen the more difficult, more just and more loving path of working together for meaningful and creative solutions to serve the needs of all.

Alongside of others, MUF members have had a key role in leading and shaping this effort including myself, Karen Burns, Cecilia Cosca, Jim Deak, Susan Oxman, Stu Sendell, and Stuart Sydenstriker. Our work has been varied. We have hosted dialogues around town to build community relations. We have visited other centers to learn best practices for an initiative serving a multicultural population inclusive of men and women. We have raised funds from grants and individuals.

We are identifying populations in need of temporary work and the client base – homeowners and contractors who are interested in hiring individuals for chores, yard work and more. "Pathways to Work" also recently hired its first employee, Rosa Chilquillo, who is waiting for calls from volunteers, homeowners and workers. (Phone: 973-538-1229, X 43; Website: www.pathwaystoworkers.org.)

Given the current economic situation I know that there are many who are in need and many with discretionary income who would like offer a day's work to a neighbor. I hope many of you will be inspired to give Rosa a call and ask for or offer work.

In fellowship,

Alison's office hours are Tuesday-Thursday & Sunday by appointment.

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Morristown Unitarian Fellowship

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Deeds Well Done

The Fellowship board recognizes and thanks the following members and friends for their work at MUF and in the community:

Gloria Jackson for hosting the Seder enjoyed by over 60 people on April 5.

Marjorie Wormser, David Snedden and Carol Titus for their work coordinating the usher workshop.

All who performed in or otherwise contributed to MUF's first choral festival and the gala performance of *All Matters Under Heaven*.

Chris Reynolds and Karen Burns Rutigliano for their amazing support of UU-UNO Envoy's sponsorship of coffee hour and backup for sitting at the UU-UNO literature table.

Mission and Covenant Statement

WE, the members of the **Morristown Unitarian Fellowship**, mindful of the rich diversity and essential oneness of human experience, covenant to weave the fabric of community from the strands of our separate lives.

This is our pledge:

- To create for ourselves and our children a spiritual home which will nurture, challenge and offer us renewal.
- To seek what is true even as we celebrate the mystery of existence.
- To reach out to all who share our liberal religious values and participate in the broader Unitarian-Universalist movement.
- To work for social justice and the well-being of our planet Earth.

***Please E-Mail All NEWSLETTER Articles
—both print and online versions—***

to editor **PAT BAXTER** at
melodylingers@verizon.net

by the ***15th*** of the month
preceding the one in which they will appear.

Thank you!

Upcoming Board and Network Meetings

Meetings are at 7 p.m. and open to all Fellowship members. This month's meetings are scheduled on:

Board of Trustees	June 10
Administrative/Program Networks	June 17

Meeting Minutes

Minutes from the most recent meetings have been approved and are posted on the bulletin board in Room 100 and on the website. (Go to the Members Area and scroll down to the "Board of Trustees"; or from the homepage, click on "Congregational Leaders" and then scroll down to the Board and click on "Board Meeting Minutes.")

Be a knowledgeable member of your Fellowship!

The President's Corner

IT'S HARD TO BELIEVE THAT MY YEAR AS PRESIDENT of the Board of Trustees is coming to an end. It's been an interesting experience: challenging, rewarding, occasionally frustrating. But I certainly learned a lot. Here are some important lessons I learned and important guidelines I follow in my life that I used in my presidency:

Honor everyone's contributions; we all have something valuable to contribute.

We are volunteers, bringing different strengths and expertise to our committees. Working as a team is more fun, more efficient, and more satisfying. And you'll usually get a better result than doing it in isolation.

We all need to be heard, valued and respected. Expect the best from people and they will generally step up to this expectation. Appreciate what is working and positive, and build on those strengths. Look for the good in each other.

Solutions and ideas come more readily after a good night's sleep.

Few decisions are so time-critical that they need to be made before you're ready. *Stop and take the time to digest information and think rather than react immediately.* Never, ever, send an email when you're angry or upset.

Don't lose sight of what matters. People matter; credit and blame do not.

Arriving at your destination is more important than who drives. It is more important to listen than to have the last word.

Don't expect others to do it your way. Rather, open yourself up to other possibilities.

If the relationship works the problems will take care of themselves.

Be a role model of right relationship, leadership and positiveness. Keep your meetings positive; challenge others that are bringing negative behavior into your meeting space. Don't be too hard on yourself when you make a mistake. Try to make the situation right and learn what you can from the experience. People can be quite forgiving if given the opportunity. Assume the best intentions from those you work with. Even when you disagree with someone, find a way to reach common ground.

I've enjoyed my two years of service, and I want to thank you all for this opportunity to grow as a leader, a speaker and a financial steward, and to continue to share my passion for right relationship, calmness in the midst of uncertainty, and compassion. I have been able to develop new friendships and deepen existing ones.

I am honored to be the president of the Board of Trustees of the Morristown Unitarian Fellowship. You have strengthened my love of all that we do here to make our community and world safer, healthier and more just. For all that you have given me, that I have learned, that I have given back to MUF and my spiritual community of peers, I am truly blessed.

In gratitude,

Mary

Mary Hodgson, President

Don't Miss the Annual Picnic! June 21

Come one, come all, to the annual end-of-the-year picnic after the 10 a.m. service on Sunday, June 21. Last names starting with (A-M) please bring a dessert and (N-Z) please bring a salad to share. There will be hamburgers, veggie burgers, hot dogs, sausage and pepper sandwiches and drinks to purchase. There will be fun and games for children of all ages. Let's celebrate another wonderful congregational year with each other.

Faith Developments

I GRADUATED FROM CHRISTIAN THEOLOGICAL SEMINARY on May 16. I almost decided to save money and not fly into Indianapolis for my graduation, but I came to my senses and realized that this major ritual and transition was one I needed to show up for. My closest friends in Indianapolis and my daughter attended all three of the events – Baccalaureate, luncheon and graduation. In the evening, a party was planned by my dear friends and I was glad I made the decision to pay attention to my own accomplishment.



I was thrilled to find out that James H. Cone - the first theologian to write a systematic treatise on black liberation theology - was asked to give the address. (He was one of the theologians I studied in seminary.) It fit so well into the Unitarian Universalist Association's focus on anti-oppression and anti-racism and how we can work toward developing communities of love, acceptance and a more equal power dynamic.

The farewell address to the graduates in the morning – the Baccalaureate – was spoken by Richard L. Hamm, current Executive Administrator for *Christian Churches Together*. His vision is for a reconciled and renewed church where Christians can come together to find common ground with the priority of evangelism focused on reducing poverty in the United States.

What a wonderful vision. The first part of his address focused on how difficult the work of ministry is. He gave us a charge to be sure we don't "cave in" to the organization and keep the focus of what the "point is" of Christianity - the good news of the Gospel.

While Richard Hamm was speaking, I was thinking about what he meant by the "good news" of the Gospel. Now if he was talking about the good news of Jesus as being that of creating a peaceful and loving world, I am right there with him. I love the stories of the Gospels as reflected in the teachings of Jesus that are embodied in our own Principles. Unitarian Universalism roots are Christian after all.

But if he was focusing everyone's attention on

accepting that Jesus is savior and died for our sins, I part ways. (Being a Disciples of Christ seminary, it's not easy to parse out individual understandings of Christian thought as it relates to the Cross.)

So "what's the Point" in Unitarian Universalism? We don't have a savior who makes all things right for us. We have to struggle and build our own theology by looking at our UU sources, living our Principles, and walking the questioning path to make sense and meaning out of a universe made up of wonder, mystery and awe along with the our earthly struggles.

As an educator, I tell our children that we as Unitarian Universalists are encouraged to search for what is true and right within our own unique selves guided by our UU Principles. And we need this community to help us on the journey. Building your own theology is a confusing and difficult quest for children and adults. While many Christians, of course, are encouraged to seek and build their own theology, many have one mountain with many paths and Jesus is the way. As Unitarian Universalists, we are walking many mountains with some of us on the Christian and Jewish path(s), some of us on the Buddhist path, some of us on the Humanist path, some of us on the Pagan path, etc.....

We find the one within the many. Our common ground is paradoxically our diversity with many different hands holding up the Chalice of our being – the many holding up the one. We truly are inter-dependent and individual at the same time. Peace, love and justice is created from the harmony of coming together in a diverse community that supports each other's religious and spiritual journey.

For me "that's the point" in Unitarian Universalism. What's your point of view?

Karen

More Pledges Needed to Meet Budget Goal



Dear Congregants,

In order to understand last year's cash flow squeeze, navigate our current squeeze, and avoid future ones, George Hays (Finance Committee chair), Maggie Chilton (business administrator) and I (Asst. Treasurer) have been analyzing much financial data. I'd like to share with you some of what I've learned.

We are in the 4th year of a strategic/financial plan developed during a time of surplus when we were served by interim ministers, had no staff administrator and provided an all-around leaner program. This plan called for a period of deficit spending during which we would invest in enriching our offerings. The plan anticipated bringing our finances back in balance with increased pledges from a growing membership.

We have been very successful in fulfilling our intention to enrich our offerings. In August 2005, we hired Alison as our minister. In August 2006, Dr. Jim began our current music program. In September 2008, Karen joined us as director of RE. We have a phenomenal staff, which has added enormous value to our programs. Sunday mornings are richer. RE is developing into a lifespan program and RE volunteers have increasing support. The music program is the best MUF has ever had and getting better every day. All of the staff we have added are highly qualified and dedicated to excellence. And they are helping us grow.

In addition, we hired a Maggie as a full-time business administrator in August 2005. Her presence in

the office provides infrastructure for all our programming, giving us all peace of mind.

During the first four years of the five-year plan, our membership has grown by 15%. For the second, third and fourth years of this strategic plan, we have generously increased our pledge income by 10%, 11% and 9%, respectively. For the final year, 2009-10, we are hoping for at least another 9% increase, in order to gross \$451,000 and net \$440,000 in pledges for the 2009-10 budget.

The gross amount is the amount of pledge commitments needed to actually receive the net amount in revenue after subtracting pledge commitments that go unpaid due to members moving away, experiencing hardship, etc. So far we have received commitments for \$361,000 from 182 pledge units. We have \$90,000 and 69 pledge units left to go, plus another 59 pledging prospects (attendees who are not members and have not previously pledged). I hope we can all continue to stretch our giving until it feels good to fully fund the vision informing our strategic plan.

Let us cherish the difference our staff makes in helping our congregation deliver the programming which enriches our own lives and the lives of everyone touched by this congregation, either directly or through a ripple effect of good deeds and compassion born of the values we embrace.

Susan Lausell, Assistant Treasurer

Slate of Candidates to be Voted on at the Annual Congregational Meeting June 7

President: Gary Kunz, 1-yr. term

President-Elect: Lisa Schmitt, 1-yr. term

VP Administrative: Arlyne Dalman, 2-yr. term

Treasurer: Susan Lausell, 2-yr. term

Asst. Treasurer: Venkat Puranapanda, 2-yr. term

VP Program: Rita Morris, 1 yr. remaining of 2

Secretary: David Palmer, 1 yr. remaining of 2

Endowment Committee:

Carolyn Evans & John Solu, 3-yr. terms

Nominating Committee:

Don Preziosi, 3-yr. term

Mary Hodgson, ex-officio, 2-yr. term



2009 General Assembly Will Be Held June 24-28

Registration is now open for this event, to be held in Salt Lake City, Utah. Delegates will vote to accept or reject the Draft Statement of Conscience on Peace-making.

For more information, contact garegistrar@uua.org.

Upcoming Events

First Monday Book Group

Monday, June 1, 7:30 p.m.

We will discuss a John Updike reading of our own choosing – a novel, short story, poetry or article. Next month we will meet on July 13, because of the July 4 holiday, to discuss *Body & Soul*, by Frank Conroy. We will not meet in August. In September we will meet on the 14th due to the Labor Day holiday! A book for that month will be chosen in June. Contact Nancy Lee McLure at nlmclure@msn.com.

Women's Night Out!

Saturday, June 6, at 6:30 p.m.

Contact Elizabeth Bain, elizabethbain@hotmail.com

All MUF women are invited to share a potluck supper and make music together! Beth Wilson will lead us in the musical festivities. Bring your favorite dish and any instrument that you can carry. In order to make this an easy setup and cleanup, bring a place setting that you will take home to wash (plate, utensils, glass/cup, whatever)! Register with the office by Wednesday, May 27.

Compassionate Communication Practice Group

Thursday, June 11, 7-9 p.m.

Peace begins within. If you're interested in cultivating more honesty, empathy and connection in your interactions with others, join our small group to learn and support others in us in compassionate communication techniques. Our text is *Nonviolent Communication: A Language of Life*, by Marshall B. Rosenberg, Ph.D. It can be purchased, along with a companion workbook, from amazon.com or through the Centers for Nonviolent Communication website cnvc.org. Participants at any skill level are welcome. For more information, contact Genie Bane at geniebane@optonline.net.

Farming for the Future

Thursday, June 18, 7 p.m.

This third program in the *Menu for the Future* series, held in the Morris County Library (Conference Room), will explore emerging food system alternatives, highlighting sustainable growing practices and the benefits of small farms and urban food production. We will consider how individuals can make choices that

lead to a more sustainable food supply. For more information and to register, contact Tom McGuinness at tomamor@optonline.net or Claire Mayer at clairemayer@optonline.net.

MUF Craft Night with Homer

Friday, June 19, 7:30 p.m.

We are in for a rare treat. Homer Hansen will have a workshop (in Room 204) to teach us how he creates his cut-paper designs of animals and plant forms using nothing more than paper and scissors. (For us he will have patterns.) Please register before June 16 with Donna Becker at writeme79@juno.com or so we know how many to expect. Feel free to bring a snack to share if you like.

Knitting Circle

Friday, June 26, 7:30 p.m.

Please call or e-mail Cintra Fricke at cintrafricke@gmail.com. (If there is a change in plans we will let you know.)

Spiritual Cinema Summer Series

Six Tuesdays, from June 30 to August 4, 7-9 p.m.

Life comes at us with a full range of challenges and for this summer we can relax and watch beautifully made films that delve into those key moments in life when a person's depth of character is revealed.

We will meet in the library. Bring popcorn or light snacks to share and enjoy watching a selection of short films by the Spiritual Cinema Circle. We'll see tragedy and comedy and everything in between. Each of the films will be 30 minutes or less in length. We will view the film and then discuss aspects of it that struck a chord in us.

The facilitator will be Joan Alevras, a new member of our Fellowship and a long-time UU. For more information, contact Joan at jalevras@hotmail.com. As space is limited, registration is encouraged.

Save the Dates!

The Artist's Way as a Wisdom Circle

Thursdays, July 9 & 23, August 6 & 20, September 10 & 24, October 8 & 22, November 5 & 19, December 3 & 17, January 7, at 7-9 p.m.

Facilitated by Karen Brown

The Artist's Way by Julia Cameron is back! This is a course in discovering and recovering your creative self; it is a spiritual path. If you are an artist, think you would like to become one, or want to think creatively or to discover your own artistic potential, this course might be for you!

Just purchase the book *The Artist's Way*, commit to building community by being present at each session, and allow yourself to free your creativity. Open-mindedness is the key and that's what we UUs are all about! Learn the Wisdom Circle approach to community building in our small covenant circle.

Pre-registration is a must. Contact Nicole at Nicole@muuf.org or 973-540-1177. Limit: 12 participants. For more information, contact Karen at uudre@optimum.net.

Time to Sign up for Dinners at 8

Come one, come all, for a terrific experience next year. The sign-up sheet is in Room 100. Reserve your spot now! What a great way to meet fellow MUFers and gain friendships that endure. Besides, the food is great, the conversation is the best and fun is guaranteed. For information, contact Judy Oehler at judithoehler@verizon.net.



A Sense of Place – An Invitation

You are invited to be part of a summer Sunday service called “A Sense of Place” on Sunday, August 16. If a place in the world has meant a great deal to you and you would like to contribute words, music, poetry or visuals about that special place, please contact Carol Titus at carol.titus@yahoo.com.

Save the Date!

Saturday, October 17, All-Day NVC Workshop at MUF



- Have you *ever* been angry at someone or some situation?
- Do you *ever* feel you're not being heard, or understood?
- Imagine connecting with the human spirit in *each* person in *any* situation at *any* time.
- Learn the practice of **Nonviolent Communication** (NVC) and allow heart and hope and justice to get through in all conversation.

“We the member congregations of the Unitarian Universalist Association covenant to affirm and to promote...”

How does Compassionate Communication consciousness empower us to live out our UU Covenant? By turning anger and conflict into a celebration of connection to life and an acceptance of unmet needs, *we can stay in relationship in the midst of conflict and enhance the possibilities of getting everyone's needs met with each interpersonal exchange.* To stay engaged and in relationship in this complex interplay is to live out the hope and grace of our covenant, a foundation of Unitarian Universalism. More info from Jo Sippie-Gora, Seeds of Peace.

Public Transit Group Forming

Ed Harris and the family and friends of the late Helen Winters are honoring her memory by creating the Helen Winters Memorial Public Transportation Project. It will educate people regarding the availability of many modes of public transport in our country – for independence, for economy and for greening. If you'd like to help, please contact Geri Silk at gerisilk@yahoo.com.



“Pathways to Work” (PTW) – Look for the Workers in Yellow Caps
Sponsored by Neighborhood House program/The Clergy Council of Morristown
Led by MUF Minister, Alison Miller

These neighbors are in need of work and they want to help you out as a homeowner.
 Male and female workers are available.

PTW Workers’ Center Hiring Process

The center’s Job Bank is available to receive your job posting; contact Rosa Chilquillo at 973-538-1229, ext.43, or go to www.neighborhood-house.org. On the main page you will find PTW listed under programs. You can use either the phone or the web to reserve a worker.

This referral service is open every day of the week, for phone job postings and dispatch of workers. Here you can hire skilled or unskilled workers for daily, seasonal or temporary employment. PTW makes translators available to help make communication more comfortable between employers and prospective employees. Our Job Bank contains skilled workers – painters, gardeners, carpenters, masonry workers, etc. This is a current database of people who have told us they have skills and experience.

How long does it take to hire a worker? Less than 3 minutes. ***How much are workers usually paid?*** We suggest paying unskilled workers in the range of \$10- \$12 per hour. Also, we suggest providing lunch if you’re hiring someone for only a day or even a few days. Specialty or skilled workers earn more, depending on the level of experience or knowledge required, or language ability. Negotiations are between the employer and the employee, but translators are available to make communication more comfortable. Housekeepers are available to clean homes and offices. (Or you may go down to the Morristown Train Station, anytime, and talk to the workers with the “Yellow Caps.”)

***Our
Financial
Health***

		April 09	YTD July-April	Annual Budget	Budget Remaining
Income					
	Pledge Income	\$30,835.97	\$344,753.85	\$412,000.00	\$67,246.15
	Rental Income	\$2,895.00	\$43,225.00	\$40,500.00	(\$2,725.00)
	Fundraisers	\$50.00	\$35,179.72	\$66,000.00	\$30,820.28
	Other Income	\$1,737.03	\$14,428.66	\$24,800.00	\$10,371.34
	TOTAL INCOME	\$35,518.00	\$437,587.23	\$543,300.00	\$105,712.77
Expense					
	PAYROLL	\$28,071.02	\$278,865.49	\$351,289.00	\$72,423.51
	Debt Services	\$1,830.11	\$18,771.57	\$22,000.00	\$3,228.43
	BLDG MTCE & UTIL	\$6,657.32	\$56,872.78	\$69,124.00	\$12,251.22
	ADMINISTRATION	\$7,186.78	\$51,123.71	\$65,144.00	\$14,020.29
	COMMITTEES	\$1,473.78	\$9,287.31	\$14,892.00	\$5,604.69
	Religious Education	(\$1,420.89)	\$3,670.48	\$13,680.00	\$10,009.52
	TOTAL EXPENSE	\$43,798.12	\$418,591.34	\$536,129.00	\$117,537.66
	Difference	(\$8,280.12)	\$18,995.89	\$7,171.00	



Sharing Our Joys & Concerns

To assure the privacy of our members and friends, we have removed all other “Joys and Concerns” and personal telephone numbers from the online newsletter. A copy of the Newsletter in the Members Only section of our website includes the complete information.

Tell Us Your Joys & Concerns
Be sure to send your Joys and Concerns to melodylingers@verizon.net so they will reach all members of the Fellowship.

Our new District Logo, designed by David Snedden

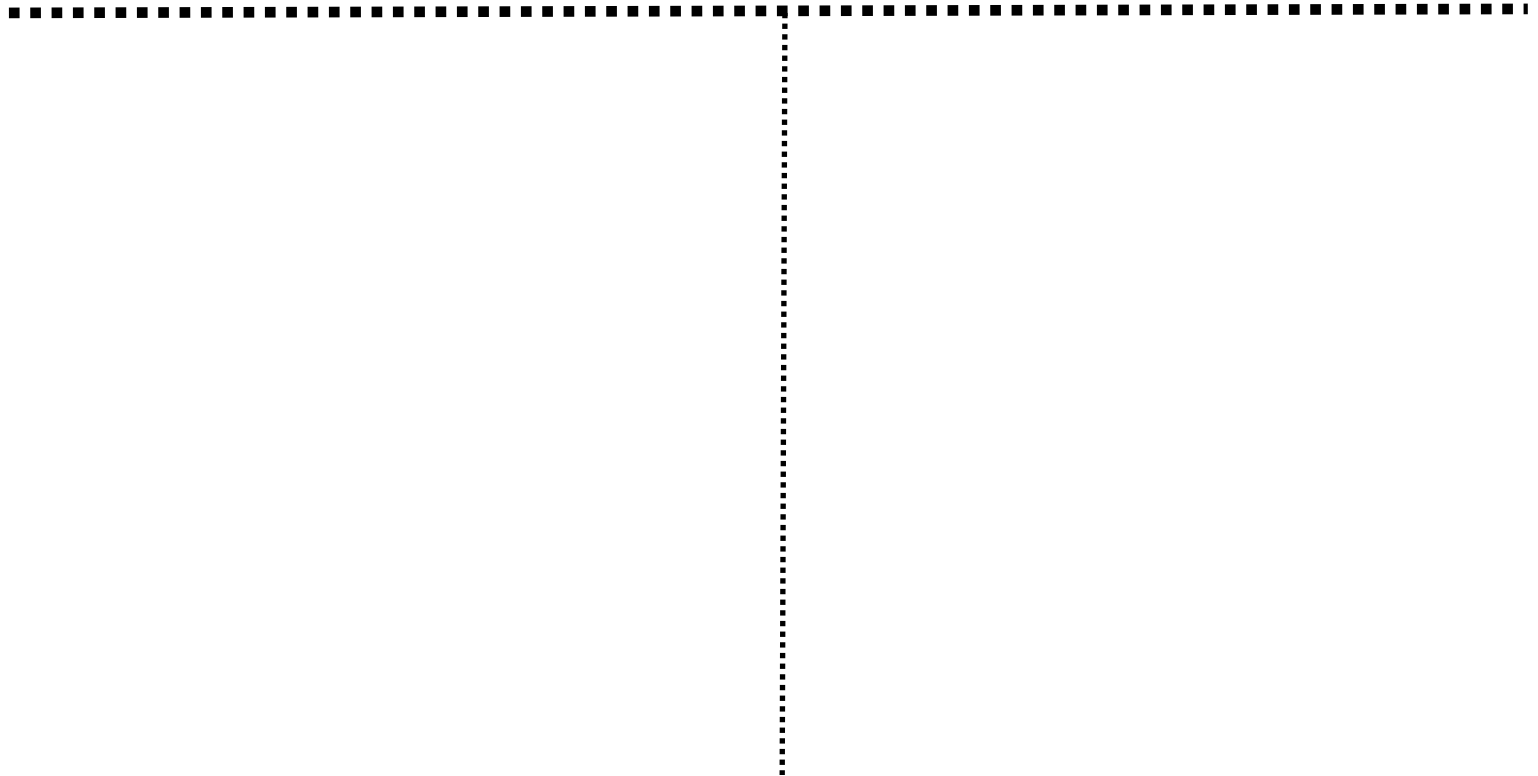


Contributions to the Endowment Fund, the Memorial Garden Fund, or the Celebration of Life Fund are special ways of honoring family and friends. Your gifts will be acknowledged and appreciated.



Upcoming Events Calendar

Date	Time	Event	Details
Monday, June 1	7:00 p.m.	First Monday Book Group	p. 6
Saturday, June 6	6:30 p.m.	MUF Women's Night Out!	p. 6
Sunday, June 7	12:45 p.m.	Annual Congregational Meeting	p. 5
Thursday, June 11	7:00-9:00 p.m.	Compassionate Communication Practice Group	p. 6
Thursday, June 18	7:00 p.m.	Farming for the Future	p. 6
Friday, June 19	7:30-9:30 p.m.	Craft Night with Homer Hansen	p. 6
Wednesday-Sunday, June 24-28		2009 General Assembly	p. 5
Friday, June 26	7:30 p.m.	Knitting Circle	p. 6
Six Tuesdays, June 30–August 4	7:00-9:00 p.m.	Spiritual Cinema Summer Series	p. 6
Thursdays, July 9&23, August 6&20, September 10&24, October 8&22, November 5&19, December 3&17, January 7	7:00-9:00 p.m.	The Artist's Way as a Wisdom Circle	p. 7



TO ASSURE PRIVACY of our members and friends, all "Joys and Concerns," personal telephone numbers and home addresses are removed from this *public* online newsletter. The Members Only copy includes the full information.

June 2009

Volume 54, No. 6



Dated Material – Mailed May 29, 2009
Deadline for the JULY issue is

JUNE 15

Our Annual Congregational Meeting will be held on Sunday, June 7, at 12:45. Includes election of officers and discussion of budget matters. Don't miss it!

Sunday Services

Services at 9 and 11 a.m. on June 7; then at 10 a.m. only for the remainder of the summer. There will be no RE from June 14 to September 6.



June 7

Spiritual Abundance

The last day until autumn of two Sunday services and the last session of children's 9 a.m. RE classes. The second service will be followed by lunch and the Annual Meeting which begins at 12:45 p.m. We will also be recognizing our RE teachers.

Rev. Alison B. Miller

June 14

Metamorphosis

Join us for the annual bridging ceremony at 10 a.m. to honor the transition of our youth to young adulthood. This is a special celebration in the life of our congregation for members, friends, children, youth and alums of the RE program.

Rev. Alison B. Miller

June 21

Here Comes the Sun

Come one, come all! Members, Friends, children, youth and adults are encouraged to attend this multigenerational service at 10 a.m. where we honor our volunteers and welcome the summer together. The service will be followed by the **Annual BBQ**. There'll be games and goodies – a great way to spend Father's Day.

Rev. Alison B. Miller and Karen Brown

June 28

Miracles, Anyone?

Do you believe in miracles? Some 80% of Americans over 45 do, according to a recent survey. Come hear some of our members tell their miraculous experiences: an apparition, visits from a butterfly and a deceased loved one, and an unusual happening at the Western Wall. After refreshments we invite you to a "talkback" to hear your special stories.

Coordinated by Tom McGuinness

