

# TJMC Bulletin

## Sunday Services

**February Theme: Justice** Albert Einstein said, “In matters of truth and justice, there is no difference between large and small problems, for issues concerning the treatment of people are all the same.” This month see what TJMCers are saying about it!

**9:15 AM + 11:15 AM**

### February 5 Through the Door

We begin our month of exploring the theme of justice by looking at the many justice-related efforts going on in and through TJMC. Many of these initiatives are vitally important, and something to be proud of, but the question remains – are we willing to walk through the door that they open into the new world we are called to co-create? Elizabeth Breeden and Erik Wikstrom will explore this question.

### February 12 110%

This Sunday is the kick-off of our annual canvass, and the theme is “Giving One Hundred and Ten Percent!” Yet in these still difficult economic times, is it conscionable for a church to ask for its members to give more? And what does “110%” mean in the era of the 99%? And what does all of this have to do with justice? Thomas Collier and Erik Wikstrom will explore these questions. The choir will sing.

### February 19 Justice GA – Standing on the Side of Love

This is the name being given to this year’s General Assembly in Phoenix – Justice GA – because the shape of the event is being transformed in response to our being in Arizona, land of SB-1070. What does it mean to work as an association in an integrated way on issues of national importance? What is the role of the local congregation? Pam Philips and Erik Wikstrom will explore these questions.

### February 26 Are We Having an IMPACT?

The Interfaith Movement Promoting Action by Congregations Together (IMPACT) is one way that TJMC is trying to make a difference in our community. While looking in specific at the particular work of this Congregation-Based Community Organizing approach – which this year is working to address jobs and vocational training for youth – Bob Kiefer and Erik Wikstrom will also explore the role of social justice work in our congregation and in our lives.



## TJMC 2012 Pledge Drive

Inspired, efficient, and heartfelt... we want all of these to characterize our **TJMC 2012 Pledge Drive**. Kickoff is Sunday, **February 12**, mark your calendars now! Our congregation has three main challenges to meet this year:

- Shorter time-frame for pledging:** Typically an annual pledge drive lasts, *and lasts*, for months (late February through the annual meeting in late April). This year we are committed to giving the Board of Trustees time to prepare a thoughtful, responsible budget. So we are completing our drive in just over five weeks! What does this mean to you? We ask each of you to **think about your pledge ahead of time**, and return the pledge card, or pledge online ([uucharlottesville.org/pledge](http://uucharlottesville.org/pledge)) as soon as possible after the Sunday, February 12 kickoff.
- All-church participation:** We would like everyone to return a pledge card or pledge online to indicate your intentions. The pledge process will serve multiple purposes this year:
  - to record your pledge,
  - to confirm your intent to remain active in the church, and
  - to give you an opportunity to request a call from church leadership about your pledge, membership, a pastoral care issue, or church governance.We will be organizing phone banks to remind people to pledge, but those are labor-intensive. We will appreciate your responding on your own!
- Honest conversations about money:** The Pledge Drive team is committed to discussing candidly how much the church needs to raise and why, and we ask that you trust us with equal directness when you indicate your pledge. Traditionally, Unitarian Universalists give a smaller portion of income to our church than do people of other major faiths; we cannot afford to beat around the bush when addressing our congregation’s financial challenges. Your support funds your church!

The success of this year’s Pledge Drive also depends on having as many people as possible involved in the organizing effort. Please consider volunteering as a caller, writer, envelope stuffer, snack donor, or in some other role. This is a great way for people new to TJMC to meet others in the congregation, and we have jobs for every experience level and time available! Contact Co-Chairs Adam Slate and Tom Colbert at [pledgedrive@uucharlottesville.org](mailto:pledgedrive@uucharlottesville.org) for more information.

One more key date for your calendar: Saturday, March 24. We are striving for our most successful pledge drive ever, and will be wrapping things up that evening with a big celebration at the church. More details to come, but meanwhile, save this date!



The theme for the month of February is “Justice.” I once heard someone pronounce the word with more “uh” than “ih” in the second syllable and that led to an epiphany. Just us.

There’s an old saying the preachers really only have one or two sermons that we keep recycling over and over. This is definitely one of mine – there is no “us and them” there is only “us.” I’ve taken to summing up Unitarian Universalist theology with the words: *We are one human family, on one fragile planet, in one miraculous universe, bound by love.* I believe this to be True (with a capital “T”). I believe that it is fundamental. Essential.

From this, then, the idea that injustice occurs when someone – or a group of someones – sees other

someones as separate. Distinct. Different. Injustice occurs when the inherent worth and dignity of a person or group of people is denied, when the inherent relatedness of each of us to all of us is overlooked or disregarded.

Sexism, heterosexism, racism, ableism, classism – each of these and all of these are, at their core, a denial of “Just Us.” This is part of what makes them so perniciously intertwined. They each exclude someone from the “us” and set systems in place to perpetuate that exclusion. Individual acts of individual people are, of course, important, but the systems... that’s the real dragon to be slain.

And I believe that fundamentally – in the essence of it – the “solution” (if you will) to all of the myriad forms of

injustice – both specific and systemic – is to reassert the awareness of “just us.” Justice occurs when our interrelatedness is recognized and acknowledged. (And it should go without saying that this interrelatedness extends beyond mere human to human interconnections but human to animal, and plant, and planet, and beyond.)

As the Rev. Dr. King so famously said, “injustice anywhere is a threat to justice everywhere.” It might be worth remembering that the inverse is also true – every time justice is reaffirmed anywhere, injustice everywhere loses some of its hold.

In Gassho,  
Rev. Erik

## Chaplain Alex



This month I invite you try an ancient method of contemplative reflection. With any sacred text, you can read the text three times slowly. Pause in between each reading. Feel what touches your heart. Listen to what speaks to your life right now. And then spend a few moments in silence.

To give you a start, I am offering a Buddhist teaching (translated into English) which has been included in the back of our hymnal. I look forward to hearing how this affects you.

In peace, Alex  
Chaplain Alexandra McGee, M.Div.  
Ministry Associate

### #597 Love Versus Hate

Never does hatred cease by hating in return;

*Only through love can hatred come to an end.*

Victory breeds hatred;

*The conquered dwell in sorrow and resentment.*

They who give up all thought of victory or defeat,

*May be calm and live happily at peace.*

Let us overcome violence by gentleness;

*Let us overcome evil by good;*

Let us overcome the miserly by liberality;

*Let us overcome the lair by truth.*

~ Dhammapada

### Perrino Ponderings

I was recently asked,

“How’s your new minister doing?”

I responded, “Well, he’s filling the pews and presenting worship services that are thoughtful, personally relevant and often deeply moving.”

And that is **not** because, as some had feared, that “he might be just a talented performer.”

No, after almost six months of watching Erik, in the pulpit and with people elsewhere,

I have finally come to recognize that the most distinctive characteristic of this man is his **largeness of heart**, a rare trait, even among clergy.

We are so fortunate to have

Erik Walker Wikstrom

as our minister.

~ Rev. Tony Perrino



## Courage in Leadership

As both a businessman and more recently as a volunteer in the community, I have worked with and sat on many boards and I can assure you, some are most definitely better than others! In the past I have worked with Boards that have abdicated their responsibility and failed to take action when needed – the “firemen syndrome” as it is sometimes known and one where in an emergency or time sensitive situation the board is expected to act decisively even if outside normal procedures. Others have overstepped their authority and acted in a manner inconsistent with the principal of democracy and without regard to the values of the organization. Still others have been a pleasure to work with or as a part of.

This past Monday night the TJMC-UU Board met to review its work over the past six months and define the work still to be completed over the remaining half of the year. Much has been accomplished, and much remains to be done, as you can read for yourself in the minutes posted on our website and on the bulletin board. Of equal importance to the work getting done is the way that work is being organized and managed. At TJMC-UU the Board is elected and given its authority to act by the

congregation. It has the responsibility to conduct business in accordance with our bylaws and through the council structure, various committees and special task forces. In theory this is a simple system and quite democratic. In practice it can be more difficult. One question we try to answer whenever an issue comes up has to do with congregational input. When appropriate, are we encouraging Broad participation in the process and gathering feedback prior to final recommendations and decisions being made? Is the Board supporting the open and democratic process demanded by our principles? I do believe we are. This is most certainly true of our Music Task Force and that of the Facilities Planning Task Force. However, on occasion it may not be appropriate or even possible to follow this simple and, frankly, safe approach.

That same night we needed to address an issue that could not wait for full participation by the congregation. It had to do with deciding whether or not to take advantage of a sizeable, but time constrained grant and install a bank of solar panels that would generate 25% or more of our energy needs for the main building. The issue was complex and not without financial challenge, but due to the timeline associated with the grant, required the Board to act swiftly and

decisively. The Board could have chosen the easy option and passed on the opportunity. Instead, they debated openly and with great thoughtfulness, and demonstrated leadership and courage in making their decision without the benefit of consultation with the full congregation. As one of my boyhood (and adult) hero’s Sir Winston Churchill once said, “Democracy is the worst form of government except all the others that have been tried and on occasions leaders need to lead.”

Not all will agree with the decision made, and some may question the process, but all should be as proud as I am to be associated with a Board that had the courage to act in a way they believed to be true to our mission, and in the long term interests of our community. In the past too many decisions have taken too long, and some have not come at all. If you don’t believe me just ask those who served on previous facilities teams! As we move forward this year and beyond it will be important to find the right balance in our leadership styles (and we are all leaders here) to achieve the vision and goals we hope lie ahead.

In faith  
Ian Sole  
Board President

## Treasurer Report



After six months or 50% of the fiscal year, we have received total revenues of \$327,049 or 57% of our budgeted revenues. This is about 4.5% higher than at the same time last year.

Current year pledges now total \$220,365 which is about 53% of our budgeted amount. In December alone we received \$45,797 in pledge payments.

In December we also received \$960 in unpledged donations, \$2,126 in fundraising income and \$1,798 in combined profits from grocery scrip and Great Lakes scrip. Also, Community Outreach or Social Action Collections for six months total \$18,116, which is 82% of what we estimated for the year.

After six months our total expenses were \$278,187 which is about 49% of

budgeted expenses. It is also about 13% higher than expenses in the same period last year.

In December our revenues exceeded our expenses by \$18,504 and as a result for six months our reported net income is \$48,862. This may be compared to the same time last year when we had net income of \$65,744.

At the end of December the money in our church bank accounts totaled \$209,176.

Overall, it does appear that after six months, we are on track to at least break even this year.

Doug Webbink, Treasurer  
Treasurer@uucharlottesville.org

## 'Gathered Here' helps UUs share experiences, hopes

Gathered Here, a denomination-wide listening campaign initiated by the Unitarian Universalist Association’s Board of Trustees and administration, invites congregations and individual UUs across the country to share hopes for the faith through “Community Conversations” and one-on-one interviews during the next eight months. The board and administration will use that information to help determine the UUA’s future.

Go to <http://www.uuworld.org/news/articles/191554.shtml> for the complete article.

# Happening this Month

## February 1

### Green Sanctuary Task Force Meeting 7 PM, Parlor

Our meeting will celebrate this past Sunday's Congregational vote, review the final application we will be submitting to the UUA for accreditation, and then move to spring projects. Discussion about a congregational party, a Wearin' O the Green Celebration Friday, March 16, in partnership with the Social Committee, and the solar roof project, food composting, and an Adult Faith course created by the UU Ministry for Earth will be on the agenda. Join us!

## February 2+9+16+23

### Active Minds

1 PM, Parlor

Join us for conversation and companionship.

## February 3

### Food Pantry

9 AM, Social Hall

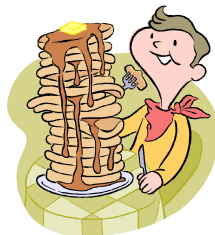
Volunteer to help unload, sort, and distribute food.

## February 3

### PJs & Pancakes & Bingo

5:30 PM, Social Hall

See Religious Education Update on Page 5 for more information.



## February 7

### UUpitties

7 PM, Parlor

We will publish an update in the Friday Email and This Sunday.

## February 12

### NatureSpirit

6 PM, Summit Room 1

Tom Damery will lead us in a discussion of the Green Man Oracle and some associated activities. No potluck but snacks to share are welcome! If you have questions, email us at [nature@uucharlottesville.org](mailto:nature@uucharlottesville.org).

## February 15

### Bulletin Submissions Due for March

## February 19

### Social Action Collection – PHAR

The February Social Action Collection recipient is the Public Housing Association of Residents (PHAR). PHAR works to promote social justice

## February 25

### Auction 2012:

#### Gimme Some Sugar

7-8:30 PM, All Church

The chocolate will be flowing, sweet tunes will be playing, and there will be delicious opportunities everywhere to take home a bargain, win a prize, and add to the richness that is our spiritual lives at the "How Sweet It Is!" Spring Auction. Whether this is your first Auction or your fifteenth, you are in for some surprises.

We have dozens of tangible items looking for a new home after their owners downsized, treasures for folks from two to ninety-two. Bring your calendars, because we are offering a whole year's worth of dinners, special events, and vacations.

And raffles! We have added raffles! We are holding five "cafeteria" raffles, where you buy tickets à la carte and enter only for the prizes you want to win. Prizes will include a fabulous TJMC auction dinner, and the tickets are a low-cal buck apiece (or splurge on a dozen for \$10). Patty Wallens has donated a chalice for our very special Canvass auction: if you have returned a pledge card, you have a chance to win it.

The auction team will be staffing a table after services every Sunday, where you can drool over the raffle items and buy tickets. Until Sunday, February 5, you can fill out a donation form and tempt us with a dinner of your own.

If you are a church musician with a CD to spare, please bring it by to add to our collection. Many items go up for pre-bid on Sunday, February 12, and our fixed-price dinners can sell out quickly, so do not delay.

This auction will be short and sweet, only an hour and a half, so do not be late! Throughout the evening, we will be closing out sections of items and announcing raffle winners. Sugar, you do not want to miss this!

by changing local policies to encourage and promote systemic employment of low-income individuals. It also serves to expand leadership development within the low-income community by teaching PHAR interns and Board members leadership and community organizing skills.

## February 21

### UUpitties

7 PM, Parlor

Barbara Beach will present on the International Convocation of UU Woman ([www.icuuw.com](http://www.icuuw.com)).

## Save the Date

## March 24

### Planning for Life's Final Journey: Helping Loved Ones Prepare

9AM-3PM, All Church

Thinking about and planning for the time in our lives when we may need others to speak for us and act on our behalf tends to be something we all shy away from. On March 24, the Pastoral Visitors and UUpitty Women are offering a free seminar to help you stop procrastinating. This all-day event will give the TJMC community and the community-at-large an opportunity to learn about advance healthcare directives, caregiving at end of life, hospice services, planning funerals and memorial services, writing obituaries, and organizing critical information. Having the difficult conversations and planning far in advance of need will put your mind at ease and give your family and friends the tools they need to make sure your wishes are followed. Bring a bag lunch and your questions. There is no charge, but please register to help us plan. Email [eolseminar12@yahoo.com](mailto:eolseminar12@yahoo.com) to register, or for more information.

## May 4-6

### TJMC Weekend at Douthat State Park

Two hours from Charlottesville. The lodge is fully booked, but there are still three two-bedroom cottages available. Each bedroom sleeps two people – kids can sleep on the living room couch. Price for half cottage: \$98.05; full cottage: \$198.10. Food will be about \$20 per person. To reserve, call Bonnie Sheppard/Bill Spurgin 293-6977 or email [bssqrd@centurylink.net](mailto:bssqrd@centurylink.net).



## Church CDs wanted for Spring Auction

If you are a musician associated with TJMC, would you donate a signed CD for a very special auction raffle? Our "How Sweet It Is!" Auction on Saturday, February 25, will feature the sweet sounds of music by Mike Dunn, Wendy Repass, Terra Voce, Kevin Oehler, and maybe you?

If you have recorded your music, would you donate a CD? Please bring it to the Auction table in the Social Hall or put it in the Communications mailbox. No CD, but have recorded some of your music then send a .wav or .mp3 file to communications@uucharlotteville.org and be included in the "Sugar High" playlist for the auction.

## A Life in Faith

### Clear Spring Buddhist Fellowship Meditation

Wednesdays, 7 PM, Blue Room  
meditation@uucharlotteville.org

### CareNet

Year-Round Program

CareNet is our church's organized effort to help out with meals, rides, and other assistance for church members.

carenet@uucharlotteville.org

### NatureSpirit

Second Sundays, 5:30 PM, Social Hall  
Exploring spirituality. For more information: nature@charlotteville.org

### Pastoral Visitors

Year-Round Program

The Pastoral Visitors Program has been designed to complement the roles of the minister and the CareNet program, in providing a comprehensive ministry of pastoral care. It is a lay ministry of support and hope, offered by trained volunteers who offer a sustained caring presence for those who are members of the TJMC community (and their primary caregivers) who are experiencing crisis or stressful transitions.

### UU Christian Fellowship

UUCF is open to all, especially those wishing to meet with others who are interested in exploring their faith within a liberal Christian context, and to learn from each other. For more information: uucf@uucharlotteville.org

## TJMC-UU Receives Grant for Third Year for IMPACT

We will once again be able to double our church's financial contribution to IMPACT thanks to the Fund for Unitarian Universalist Social Responsibility's Congregation-Based Community Organizing Matching Grants Program. The \$2,824. grant matches our church's contribution 1:1.

IMPACT is the collaborative group of thirty congregations in Charlottesville and Albemarle devoted to bringing informed and organized grassroots pressure to bear on decision-makers to implement constructive and systemic change on behalf of our underserved neighbors.

## Update on IMPACT Research

IMPACT's Research Team is studying the quality of vocational education and vocational preparation in our community. An extraordinary number of young people are without work. The unemployment rate for ages 16 – 24 is almost 14%.

- 1/3 of the unemployed are between 16 – 24.
- Only 64% of 18 – 29 year-olds not currently in school have a high school diploma or less.
- It takes at least a year for high school graduates to find a job.

People are being trained for jobs that do not exist. [CATEC's largest program is cosmetology – saturated; PVCC's EMT program – saturated; ditto National College's medical transcription specialty; and the Virginia School of Massage.]

The Research Team will continue to focus on people up to age 29 not enrolled in college or lacking a four-year degree. The health care industry will be studied to identify specialties now in demand and projected to grow, and the preparation required.



## Kroger Shoppers!

When you use a TJMC-linked Kroger Gift Card to buy gas, groceries, or pharmacy items, TJMC gets 5% of every dollar you spend. There is no easier way to support TJMC. Using Scrip is a part of Stewardship, and it costs you nothing!

How do I participate?

- ◆ Buy a \$50 starter Kroger Gift Card at the Scrip table on Sunday.
- ◆ Refill the card at the Customer Service counter as needed.
- ◆ Remember, you can use your rewards credit card to refill your Gift Card.



## A Stone of Hope

*"[W]e will be able to hew out of the mountain of despair a stone of hope."*

~ The Rev. Dr. Martin Luther King, Jr.

On Wednesday, January 18, nearly a dozen people gathered in the Parlor for the Monthly Conversation About... Justice. Near the end of the evening everyone was asked to consider one thing they would commit to doing for justice in the month of February, be it large or small, personal or political.

Each person was given a rock and access to markers, and was given a chance to decorate the rock with words or symbols that reflected this commitment. Everyone then put their rock into a glass bowl. Some planned to write their state and national legislators; others intended to be more patient and accepting with their children or other people in their lives; some planned to continue work they were already involved in. Everyone had something they could do.

Throughout the month of February – when Justice is our theme – this bowl will be on the altar in the Sanctuary. There will also be a basket of rocks nearby, and a collection of markers. And the invitation is open to every other member and friend of TJMC to take a rock and make a commitment to justice for the month. (You can bring your own stone from home, of course, too!)

As the month progresses we should see the bowl fill with our commitments, and its presence in the Sanctuary will be a reminder of all that we are doing to advance justice in our lives and in the world.



## Walking the Spiral Path

One thing I know for sure is that our congregation is full of generous souls. I am reminded of this truth every Sunday when I see so many people helping in a multitude of ways to support the life and work of our congregation. Whether you are greeting, ushering, making coffee, running the sound system, teaching in our RE program, giving a ride to a church member who needs a lift, or helping out in another way on a day other than Sunday... the sharing of your resources (time, energy and talent) almost stops me in my tracks with a feeling of overwhelming gratitude.

To me, our church community is a blessing to all of us as well as the wider world and the truth that we all pool our money together to support its existence is a sort of miracle. As our Stewardship Campaign launches this month and you are asked to make your financial gift to sustain our beloved community, I hope you will reflect deeply on what you can give and that you will, as our beloved Gordon McKeeman always counseled us, "give until it feels good."

Your act of making a financial commitment to our shared religious life is important and no matter the size of your contribution, your gift is valued and appreciated. Let us join together, combine our resources and commit anew to our continued support of the church we love.

With appreciation,  
Leia Durland-Jones  
Director of Religious Education

## Organization Membership at CNE is for You!

Did you know that TJMCs Adult Faith Development Committee purchased an organizational membership with the Center for Nonprofit Excellence in Charlottesville? This means You now have access to CNEs website which includes job postings, professional development opportunities around the state and articles/resources that might be helpful to you in your church leadership and/or your professional life. The CNE office has a library of materials available for members to borrow. In addition, they offer workshops, brown bag lunch seminars, trainings and classes you can register for at a reduced rate under our organizational membership. The Adult Faith Development Committee

encourages everyone to take advantage of the many resources available now to our congregation through the CNE. For more information, call CNEs Membership Manager at 244-3330 or visit the CNE online at thecne.org.

## Adult Faith Development (AFD) Winter/Spring Semester

The AFD semester begins in February. Watch for announcements and registration information in the Friday Email, This Sunday in the Sunday order of service, the bulletin boards outside the Social Hall and the church website. Upcoming classes include:

- ♦ *Working with The Body's Subtle Energies: An Approach to Spiritual, Emotional, and Physical Self-Care*
- ♦ *Harvest the Power-Leadership Development,*
- ♦ *World Religions,*
- ♦ *Teens Taking Action: Teen and Parent Summit!*
- ♦ *Parenting Tweens with Smarts and Heart*
- ♦ *What is Spiritual Direction*
- ♦ *Little Altars Everywhere*
- ♦ *Serving with Grace*
- ♦ *Parenting Young Children*
- ♦ *Jesus: Teacher, Guide, Companion*
- ♦ *A Unitarian Universalist Prayer Practice*
- ♦ *Midweek noontime labyrinth walk, Wednesday Wonderings*
- ♦ *The Black Empowerment Controversy*
- ♦ *Beans and Rights*
- ♦ *a Taize service*
- ♦ *Planning for Life's Final Journey: Helping Loved Ones Prepare.*

## Mid-Year Feedback Appreciated

The committees that make up the Lifespan Faith Development Council (Children's RE, Youth Programs and Adult Faith Development) invite your feedback on how things are going for you, your child(ren) and family.

How is it for our littlest UUs on Sunday? Do you like the UU Stars format? Are you happy with Spirit Play? Would you like more social activities in addition to Sunday morning RE classes? What is your impression of how things are going for our children and our youth? What Adult Faith Development offerings would you like to see made available?

The committees serving these programs meet monthly and we always appreciate hearing from participants

with concerns, compliments or suggestions. To offer your feedback, contact Patricia Millman, Lifespan Faith Development Council Chair, pmillman3@comcast.net; Cathey Polly, Children's RE Committee Chair, catheypolly@yahoo.com; or Margaret Gorman, Youth Programs Committee Chair, gormanmargaret@hotmail.com.

## PJs, Pancakes & Bingo!

Do not miss this super fun event for all ages on Friday, February 3, at 5 PM in the Social Hall. The Children's RE Committee sponsors this annual all-church pancake dinner where wearing PJs is optional and having fun is not! After a delicious dinner of pancakes, sausage and other treats, we will play Bingo with our fabulous Bingo machine.

Bingo begins at 6:30 PM and Bingo cards are \$2 each or three for \$5. For more information or to find out how you can help, contact Leia Durland-Jones, DRE, at 293-8179 x 6# or leiadj@embarqmail.com.

## Coming of Age Class Marketplace: Helping Our Youth!

Stop by the Social Hall after services on Sunday and get in on these great deals while supporting our upcoming Coming of Age class as they raise funds for their June 2013 pilgrimage trip to DC.

- Attractions Coupon Books – more than just restaurants
- TJMC UU T-shirt orders

Our youth (and their parents) thank you for your support!

## Save the dates:

- 1 Wed Youth Programs Committee Meeting, 7 PM, S1
- 3 Fri PJs, Pancakes and Bingo
- 5 Sun Four year-olds–Fifth grade Chinese New Year Celebration
- 8 Wed A Conversation about "Grace," 7 PM, CP
- 12 Sun RE Classes, Stars Story Sunday
- 19 Sun RE Classes
- 22 Wed Children's RE Committee, 7PM, S2
- 26 Sun RE Classes

## Religious Education Contacts:

Leia Durland-Jones, DRE: 293-8179 x 3# leiadj@embarqmail.com. Usually available Sundays through Thursdays, and by appointment.  
Robyn Fogler, RE Assistant: 293-8179 x 6# robynf@embarqmail.com