

# DIALOGUE

*Published by the Unitarian Universalist Fellowship of San Diego in order to promote love, growth, and right relations both locally and globally.*



## Celebrating The 10 Year Anniversary of the “Dialogue” 2010-2020

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### Micro Assaults on Black Women by Kay Bolden

“My life as a Black woman in America has trained me to “feed White men with a long-handled spoon, as my grandmother would say. ...”

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# Rev Thomas' Corner



Once, when I was hiking in the Rocky Mountains with some friends, our leader began to wonder where we were. He had taken this trail before several times, but for some reason it looked different. So, he asked that we all wait while he clambered up a slope to look around. It turned out that we had taken a wrong turn and ended up in the valley next to where we were supposed to be. It was then easy for us to retrace our steps and get back on track.

I have summarized my Interim Ministry as helping you all "look back, look around, and look ahead." January marks a shift to "looking around." Sometimes looking around is gratitude work; simply noting what is going well and appreciating that. Other times this work surfaces needs and possibilities for change. For instance, your Bookkeeper, Treasurer, Finance Committee,

Stewardship Steering Committee and Board, (as well as other interested individuals,) are always looking around at our finances. During the past few months they discovered an accounting oversight that undermined our reserve funds. But now that we have looked at the situation fully, together we are deciding how to get back on track. It is not just the looking around, but what you do with what you find that matters.

During this part of the Interim year we will look around at three specific aspects of the congregation with two halves to each: mission, structure and connections. What are our purposes and values, our leadership and organization, and our partnerships with outside UU and local institutions? A big "Visions and Voices" workshop will be in February. That will be a chance to apply Appreciative Inquiry into how we accomplish so much as a Fellowship. Of course, there are many other opportunities to look around and think about what we are doing. Together we will discover who we are, why we are, what we do well, and who does it with us.

Meanwhile, your Settled Minister Search Committee will be very busy looking around for an excellent minister to serve you next year. The end of March is when Ministers and Search Committees submit their list of preferences to the Transitions office. Three days later, at noon Eastern Daylight Time, offers are made by Committees to Ministers. Finally, on April 4 they, along with all other Search Committees, will make a Public Announcement of a Candidate for settled ministry.

We will be more ready for that day if we look around carefully and decide where we really are.

# Our Values in Action

## Beyond Categorical Thinking, Saturday, October 5

The Settled Minister Search Committee wishes to thank the over 40 people who attended the Beyond Categorical Thinking workshop we held. Rev. Donna Dolham skillfully guided us through a very stimulating, educational and engaged process of identifying ways in which we may be expressing our internalized beliefs, assumptions and prejudices that we need to be aware of as we begin both our search for a settled minister and ways in which we welcome and interact with her/him.



## Beyond Categorical Thinking



## “Our Differences Make Us Cool” Sunday, October 6

Members of the UUFSD Puppeteers, aka Search Committee and Rev Thomas, assisted Rev. Donna Dolham in these Sunday services. The service “Living Our Way Beyond” introduced the full congregation to the concepts of “Beyond Categorical Thinking.” The UUFSD Puppeteers were really entertaining, proving that Our Differences Really Make Us Cool!!

## Halloween Costume Swap, A Repurposing Action, Sunday, October 6



After the success of the September “Willage Swap” members of the Willage extended their Repurposing Program to include a Halloween costume swap. Members and friends brought costumes they no longer used and traded for others. Very few costumes were left and they were donated to the Encinitas CRC for children of families who suffer from physical abuse. For more information on the UUFSD Willage, please contact Tiffany Fox at [willage@uufsd.org](mailto:willage@uufsd.org).



# Our Values in Action

## Stay Cool For Grandkids

Friday, October 11



**STAY COOL FOR GRANDKIDS** is a San Diego-based nonprofit organization working to educate, engage and equip grandparents and concerned seniors to be informed advocates to reduce the causes of global warming in the San Diego region. STAY COOL harnesses the talent, passion, and wisdom of grandparents to speak and act on behalf of those too young to have a voice. Stay Cool has a number of programs that may spark the interest of UUFSD members, such as intergenerational education programs, local field trips, and member meetings that feature prominent scientists and experts on a number of climate-related topics. STAY COOL members and community residents gathered at Founders Hall on Friday, October 11th to hear James Randerson, PhD, UC Irvine Professor in Earth System Science and Bob Leiter, retired planning director from SANDAG. Both speakers gave updates on climate-change effects on Southern California wildfires, along with discussion of necessary land-use policies. For more information on STAY COOL please visit the the website <http://www.staycool4grandkids.org/> You are also welcome to contact UUFSD members Linda Pratt: [gnl2011@gmail.com](mailto:gnl2011@gmail.com) and/or John Atcheson at [jbatcheson@gmail.com](mailto:jbatcheson@gmail.com)

## Pride by the Beach, Saturday, October 12



Members of Palomar, Chalice and our UUFSD Fellowships hosted a booth at Pride by the Beach. In addition to passing out information on our respective fellowships, members included “Free Hugs” to participants at the parade. A special thanks to Louise Garret, Ruth Gregory, Kay and Chris Byrnes, Liz Young and Elaine, Sophie and Everett Lewinnek for helping in staffing the booth. The North County LGBTQ Resource Center indicated that attendance at the 2019 Pride Parade was the largest in the Parade’s history. (see **Elaine’s inspired Testimonial on page 11**)



# Our Values in Action



## New Member Welcoming Ceremony, Sunday, October 13

The congregation welcomed Mary Anne Trause, Nancy Romig and Britany Knappenberger into the fellowship family.

Our Membership Committee has a schedule of future orientations. We invite our visitors to contact Betsy Gilpin at [membership@uufsd.org](mailto:membership@uufsd.org) if you are interested in attending these upcoming orientations.



## Drew Massicot Singalong, Saturday, October 26,

More than 30 participated in “lifting our spirits with song” Singalong with Drew on 10/26/19. Many thanks to all of you who supported UUFSD with your Auction donations and your voices. And special thanks to Drew for sharing his musical talent, along with his passion, energy and enthusiasm! It was a special treat to have 3 children lead us in “Hokey Pokey”! Together we raised about \$360 to support the Fellowship!

**This was another great effort by**

## SD Climate Action Plan, Sunday, October 27

Nicole Capretz gave a great presentation this past Sunday. Nearly 50 people showed up, most from UUFSD. Some people from the community also attended, including Terry Gaasterland, who is on the Del Mar City Council and a Professor at Scripps Institute of Oceanography. Capretz suggested that we write/email/call our SANDAG representatives, urging them to support **5 Big Moves**, a bold new vision for public transportation. Since 1990, our transportation emissions have risen 40% overall, and 5% per capita. This is due to the fact that public transportation is very limited and people have little choice in how they get to work/school.



**You can learn more about 5 Big Moves at:** <https://www.sdforward.com/mobility-planning/5-big-moves>

To find out who your representative is on the SANGAG Board, go to: <https://www.sandag.org/index.asp?fuseaction=about.board>



# Our Values in Action

## The UUFSD Willage Hosted the Fill A Belly Dinner, Tuesday, November 5



We have all heard, “It takes a village to raise a child,” but you may not know that UUFSD has a village of the willing, including parents, children, grandparents, and friends; it is the UUFSD Willage. It is a place to find a babysitter, support other parents, and find support for yourself. Members of the Willage hosted the November quarterly Fill a Belly Dinner for our homeless brothers and sisters. In addition to the great food, we distributed toiletries, shower tokens and clothing.

**We encourage other UUFSD groups to host one of the quarterly dinner;** it is a wonderful opportunity to expand our groups’ participation in social justice causes. The Fill a Belly Dinners are very rewarding for those who participate.

**Mark your calendars for 2020 Fill A Belly Fellowship Dinner Dates at Cottonwood Creek Park, Encinitas.**

**Tuesday, February 4: Mens Group & Friday Meditation Group**

**Tuesday, May 5: Open**

**Tuesday, August 4: Open**

**Tuesday, November 3: Open**

For more information on Fill A Belly Dinners please contact Ala Garza at: [fillabelly@uufsd.org](mailto:fillabelly@uufsd.org)



# Our Values in Action

## Showing Up For Racial Justice, North County. November 2019



Fellowship members and friends from the North Coastal Showing Up For Racial Justice (SURJ) community of went down to San Diego City Hall to support and then celebrate the next step in creating an independent police commission. This was the first action our North Coastal SURJ Chapter undertook to provide support and witness for a racial justice cause. In addition to this action, our SURJ chapter conducted a “White People for Racial Justice 101 Workshop” on Nov 16. Those in attendance included UUFSD members and people from the community at large.



## Generosity Sunday for Casa Cornelia Law Center, Sun, Nov. 10

Casa Cornelia Law Center was the beneficiary of the November Generosity Sunday at UUFSD. For 26 years, Casa Cornelia has provided free humanitarian legal assistance to thousands of asylum-seekers escaping persecution and immigrants who have been victimized here in the U.S. In 2018, leveraging its 28 staff members and 535 volunteers, Casa Cornelia responded to over 2,500 individuals fleeing violence from 64 different countries around the world. Notably, Casa Cornelia is the only organization that provides legal representation to unaccompanied children detained in San Diego County.

## Art Fair, Sunday, November 17



November 17 saw our annual Art Fair in full swing between services and following the second service. Founders Hall was resplendent with the photography, prints, drawings and paintings of Greg Brown, Terry Goan, Niel Lynch, Charlotte Ulm and David Trent Ulm. The Core Area buzzed with activity around the jewelry, accessories and watercolors of Jill Ballard, Kathleen Dewhurst, Karen Eckhart, Betsy Gilpin and Kathryn Sturch. Artists donated at least 25% (with several donating 100%) of their sales to the Fellowship, which came to \$2,345. Our thanks to these UUFSD artists and to the shoppers and viewers who enjoyed and supported this yearly event! **A special thanks to Karen Eckhardt, who worked diligently to make this a very special Art Fair.**



# Our Values in Action

## Children’s Shoe Drive Nov. 17th-Dec.22nd

“Those Shoes,” a children’s story was read at the service on November 3. It was about an African American child who lived with his grandmother who desperately wanted the “it” pair of shoes. Grandma tells him that “in this house there is no room for ‘want’, only need.” The child ends up finding the coveted pair of shoes at a thrift store and buying them, despite the too small size. In the end, he generously and reluctantly gives them to another boy in his class whose shoes are held together with duct tape.

In this season of warmth, family and gratitude, the 1st-3rd Grade Religious Education class held a shoe drive based on “Those Shoes.” They invited the entire Fellowship to purchase any size children shoes and bring them to the shoe table in the Core Area. The shoes were donated to the children of Casas de Luz! The 1st-3rd graders also wrote letters and putting them inside the shoes with the hope of becoming pen pals with other children.



## “ReGift Party,” Saturday, November 23

The term "regifter" was popularized by the Seinfeld show. There is even a National Regift Day! Well, we had a UUFSD “Regifter” party sponsored by the Pink Flamingo Committee. Approximately thirty five members and friends brought, and exchanged, old, new, and anything that was languishing in their closet collecting dust. Anything that was left over was donated to the CRC.

## Compost Bin is Up & Running or Down & Dumping, Sunday, November 24

Big thanks to Andi MacLeod for setting up the compost bin, and Duane Kiddy for all his help. Andi MacLeod demonstrated how easy it is to keep kitchen waste out of the landfill and beautify your garden at the same time. Those who visited her table met her adorable, friendly worms, saw examples of bins, asked questions and got “how-to” sheets and worm casting samples.





# Our Values in Action



## Thanksgiving Dinner, Thursday, Nov. 28

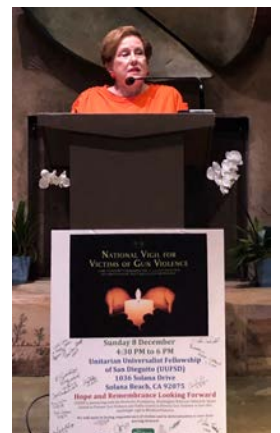
Even though this was one of the really bad rain days we had in San Diego this year, 56 people came to the annual UUFSD Thanksgiving feast. Members and friends had some of the best food ever. There was turkey and stuffing, salads and sides, and more desserts than imaginable, complemented by wine coffee and tea. Lynn Talley played opening music while people were coming in the door. We sang “We Gather Together” as an opening song for the holiday. **Once again, none of this would have been possible without our “food angel” Louise Garrett, whose labor of love, brought this wonderful celebration of gratitude to the Fellowship.**



## Gun Violence Prevention Vigil "Hope and Remembrance Looking Forward," Sunday, December 8



The UUFSD commemorated the tragedy of the Sandy Hook massacre. We were one of 102 sites to support this annual national event. The program commenced with a beautiful rendition of “Found Tonight” by the duet of Libby Bezdek and Emerson Mese-Gilbert with our own Chris Lehman on piano. Speakers included , **UUFSD Rev. Thomas Perchlik**, RoseAnn Sharp from **NeverAgainCA**, Karen Reimus from **UUFSD Indivisible Patriots**, Nikki Faddick leader of the **North County MOM's, (Moms Demand Action)**, Joya Saxena and Max Coston from **#TeamEnoughSD**. Their presentations were an inspiration to the approximately 100 people who attended. They showed us what has been done to support GVP and gave us guidance on how to participate in future actions. Our UUFSD Band and a vocal duet brought wonderful music to this event. **This event could not have taken place without the planning and dedication of Stephen Bartram our Gun Violence Prevention Coordinator.**



# Our Values in Action

## CRC 2019 Holiday Baskets, Tuesday, December 1

UUFSD volunteers did an amazing job of helping to pack food boxes for the Holiday Basket event at the Del Mar Fairgrounds. We packed almost 300 boxes of food staples and had a great time doing it. Thanks to all the adults and youth volunteers who came, **and a special thanks to Norma Showalter, the coordinator of Holiday Baskets at UUFSD.**



## Emergency Home Build in Tijuana December 14 & 15



In December, Casas de Luz built two homes for Tijuana families that lost everything in a fire. A call went out for builders to help and fifteen UUFSD people went to build. We weren't able to take everyone that wanted to go but there will be more opportunities next year. This was the 25th home that Casas de Luz has built in 2019 and our goal for next year's 15th anniversary is over 30. UUFSD built the first home in 2005 and continues to support this important Social Action program that empowers people on both sides of the border.



## UUFSD Hunger Action Month For the Encinitas Community Resource Center



We provided 100 units each of cooking oil, miscellaneous spices condiments, dry rice, dry beans and cereals. We also collected shampoo/conditioner, body lotion/body wash, toilet paper/paper towels and all purpose cleaners. Thank you to all members and friends who contributed to make this another successful food drive. **A special thanks to Betsy Gilpin, our Hunger Action Month coordinator for her leadership.**

## San Diego Food Bank Project

**October:** we bagged 6,000 pounds of apples and potatoes .

**November:** we bagged 6,000 pounds of kiwis and oranges

**December:** We might have set a record by bagging 11,000 pounds of apples and potatoes.

**A Note From Sara Ohara, our SD Food Bank Coordinator:**

Everyone, thank you. If you would like to participate, and this is your first time, you'll need to contact me for the Group Code at: [sara@saraohara.com](mailto:sara@saraohara.com)





# Social Justice Testimonials

**Elaine, Sophie & Everet Lewinnek** This year, The Willage at UUFSD joined the group of UUs who regularly attend Pride by the Sea in Oceanside. Inspired by social media posts about "Free Mom Hugs" and "Free Grandparent Hugs" at Pride festivals, we wanted to offer our hugs especially to those who may not feel hugged by their own families, It was lovely. The hugs idea got us moving outwards from the UU booth, interacting with more



people at the Pride festival than we might have otherwise. Someone told me, "I needed that energy." Every single person I hugged asked, "What is Unitarian Universalism?", then listened and responded with something like: "That sounds perfect, because my partner is an atheist and I am not and this sounds like a place we could go together..." Like many UUs, I usually feel ambivalent about proselytizing -- but offering hugs at Pride felt wonderful. It felt like a great way to bring Alison ALG McLeod-style hugging out into the world, a great chance to work together with our comrades from Palomar & First Church, and a great opportunity to bring my own children to Pride, too.

**Barbara Walker** I have been involved in numerous social justice actions and I keep doing it because I enjoy helping people but also because I feel engaged, satisfied and in community. Some of my favorite activities are



marches, CRC holiday baskets and canvassing to get out the vote. The biggest impact on me is the joy and inspiration I see in myself and others as we are doing something to help other people. It goes beyond the satisfaction that someone will be helped since I usually do not directly see the emotions or gratitude of the recipient because I often work behind the scenes. What I see is the reactions of the people working with me. As we work together, people have smiles and enter into a camaraderie of shared experience. The work can be hard but it brings satisfaction and I always hear people say how much fun they had. We have fun because we are enjoying the work and joining with others and we frequently accomplish a lot.

On marches it is inspiring to see all the other people showing up. I realize I am not alone, in fact there are many others who are striving for justice and are taking time to join in. I feel part of something bigger than me and it renews my spirit to keep walking on the journey towards justice. People that came before us were on this journey and people who come after us will continue on. As the parade goes by me now, it is my turn to join in.

## I Love Your Complexion!

### And Other Micro-Assaults On Black Women by Kay Bolden



Against my better judgment, I was having dinner with a White man. Not a work dinner or a networking thing — a date. Rhys was nice-looking, funny, new in town, and persistent about helping me weed our overgrown community garden. Persistent, too, about taking me to some “jazz club” I was sure to love.

He regaled me with stories of his woke liberal politics (Hillary) and his commitment to equality (Black Lives Matter). And then, as he ordered a second bottle of wine, he delivered the ultimate compliment — “You are such a beautiful woman. I just love your complexion. You could be Italian or something!” Bad enough that he didn’t know the difference between a jazz band and a swing band.

My life as a Black woman in America has trained me to “feed White men with a long-handled spoon,” as my grandmother would say. I can never relax completely, even in casual interactions. I’m always on guard, always preparing for the assault. And too often, it comes in the form of micro-aggressions, micro-insults, and micro-invalidations. Micro-aggressions include demeaning comments made by well-intentioned White people who may not be consciously aware of the hidden messages.

#### Micro-aggressions

Micro-aggressions are “micro” because they’re tiny incidents with massive impact. An insult that sounds like a compliment on the surface, but has as its baseline premise the idea that “Whiteness” is not only the norm, but the standard to strive for.

- \* “You’re so articulate...” (And this surprises me because Black people are generally not as intelligent as Whites.)
- \* “Let me speak to the supervisor...” (which couldn’t possibly be you).
- \* “Don’t take this the wrong way, but...” (I’m about say something bigoted, but any reaction you have I will immediately classify as oversensitive, or accuse you of playing the race card.)

Micro-aggressions include demeaning comments made by well-intentioned White people who may not be consciously aware of the hidden messages. Even so, just because a perpetrator of racism is clueless (or in denial) about the impact of their words, micro-aggressions are still acts of violence. Intention is irrelevant.

or not with racial issues. And my reality is the one that counts.)

#### Micro-insults

These are more overt verbal and nonverbal communications that demean my racial heritage or identity. They can be as simple as a Confederate flag bumper sticker, or as complex as getting passed over for promotion.

- \* “Welcome to our company. We take affirmative action seriously here...” (because clearly that’s the only way you got this job).
- \* “I don’t see color. There’s only one race — the human race...” (I reject the legitimacy of your racial experiences as a person of color. I refuse to see you outside of my White cultural norms.)
- \* “Being offended is a choice...” (it’s a choice for me because as a White person, I am free to engage or not with racial issues. And my reality is the one that counts.)



# I Love Your Complexion!

## And Other Micro-assaults On Black Women

As Black women, we are conditioned to question ourselves and not the perpetrators. We have been too often silenced, ignored, or erased in other settings, leading to a certain amount of self-doubt. *Am I reading too much into this? Do I have a chip on my shoulder? Maybe they didn't mean it that way.* But failing to speak up allows these micro battles to become macro war zones. The beneficiaries of racism spend more time centering how they feel and how uncomfortable the conversation makes them — instead how much damage has been done to people of color, and how to stop it.

### Micro-invalidations

Elegantly subtle, micro-invalidations erase, negate, or nullify the experiences of people of color.

- \* “Where are you from?” (You’re a foreigner. You don’t belong here.)
- \* “You speak English so well.” (You appreciate the White norm, good for you!)
- \* “I voted for Obama, but...” (I don’t feel the need to discuss or criticize other former presidents, but when speaking to Black people, I insist on pointing out how this particular Black man is still beneath me.)

### The heart of the matter

What lies at the heart of most micro-invalidations is the norm of Whiteness and White experiences. Dismissing the justifiable anger and frustration of people of color is a dismissal of our realities — a way to ignore the reality of White privilege and White supremacy. A way to make sure that nothing changes. For many White people, being accused of racism is an affront to their view of themselves as fair, liberal, and spiritual individuals. It’s shocking to be told they have biases, and that their biases have harmed people of color. Sometimes engaging with them morphs into yet another defense of White fragility.

The beneficiaries of racism spend more time centering how they feel and how uncomfortable the conversation makes them — instead of how much damage has been done to people of color, and how to stop it. How I personally deal with microaggressions depends on whether I think the White person is interested in changing their behavior, or whether I just need to enforce my boundaries. I asked Rhys, for example, why he thought an “Italian” complexion was something I should take as a compliment. “Why isn’t my particular shade Blackness good enough?” He stumbled a bit, confused. He’d only meant that he found me attractive. Attractive, to him, defaulted to a White norm. I watched his face while the new idea tumbled around in his brain.

Then I ordered an obscenely expensive cognac. But, that’s another story.



# Gratitude



**grat·i·tude** /'gradə,t(y)ōōd/ - **noun** - the quality of being thankful; readiness to show appreciation for and to return kindness.

The word gratitude is derived from the Latin word *gratia*, which means grace, graciousness, or gratefulness (depending on the context). In some ways gratitude encompasses all of these meanings. Gratitude is a thankful appreciation for what an individual receives, whether tangible or intangible. With gratitude, people acknowledge the goodness in their lives. In the process, people usually recognize that the source of that goodness lies at least partially outside themselves. As a result, gratitude also helps people connect to something larger than themselves as

The benefits of practicing gratitude are nearly endless. People who regularly practice gratitude by taking time to notice and reflect upon the things they're thankful for experience more positive emotions, feel more alive, sleep better, express more compassion and kindness, and even have stronger immune systems.

And so, at UUFSD, we want to encourage everyone to enjoy the benefits of a gratitude practice. On the patio, you will see a box that says, "Grateful hearts gather here." Inside, there are forms where you can acknowledge a group or individual you have noticed who make our Fellowship better. There are so many people who do so much, often unseen. Do you think about who makes coffee on Sundays, who empties the trash, who makes sure the microphones work, plans the Sunday services, answers the mail, fixes broken pipes, pays the bills, stocks the shelves in the library, sings in the choir, organizes programs like Casas de Luz and Beloved Conversations, finds and welcomes Generosity Sunday beneficiaries, and so much more?

Some of you have already shared the objects of their gratitude. Please join them in the spiritual practice of gratitude. The Worship Committee will be sharing the results from time to time in our Sunday services and in the newsletter. Here are some of the first names.

**Kitchen volunteers**, led by Louise Garrett, including Trent and Callen. Every Sunday and for special events they ensure that we have coffee and snacks, served with a smile.

**Buildings and grounds crew, organized by Ken Schultz** – monthly work parties and emergency responses – these volunteers make sure our buildings and grounds are safe, attractive, and well-maintained.

**Tracey Weiss, our Fellowship Administrator**, who is always cheerful and efficient.

**Alison and the whole RE team**, with special shout-out for recent communications.

**Alice Brzovic** for her amazing job on our UUFSD.org website.

**Celebrating The 10 Year Anniversary of the "Dialogue"  
2010-2020**



# Gratitude

**Chris Lehman** and the whole music program, including the new youth choir.

**Ministerial Search Committee** for their diligent efforts to ensure that we find just the right settled minister.

**The ushers and welcomers** who greet us every Sunday (and by the way, we could use a few more of both!)

**Everyone who brings food for the CRC and/or puts money in the baskets on Sunday.** Special thanks to the people who unfold their bills, to make sorting and counting easier.

**The Pastoral Care team, with special recognition for Rick Appleton,** for providing rides, meals, and other support to those in need of some extra help.

**Robin Sales, Andi McLeod, and other Social Justice Team members** for all their efforts, internal and external, to help us live our values every day of the week, especially the Racial Justice Task Force.

**Livia Walsh, Irv Himelblau and Trader Joe's** for all the flowers offered every Sunday.

**Robin Mitchell,** who is always willing to help others in need.

## Thank You Generous UUFSD Members And Friends!

The 2019 Giving Tree collection for the Guatemalan families was a huge success. The gifts and the money donated by members and friends gave, will make sixteen children and their parents very happy this holiday season. The gifts were delivered on Friday, Dec. 20th. **Thank you to Robin Sales, Liz Young and Elaine and Sophie Lewinnek for organizing this event.**



# After Christmas Dilemma

Cartoon Courtesy of Edward Himelblau



*Maybe no one will notice if we just leave  
the Christmas garlands up this year.*