



THE CUUPS NEWSLETTER

Fall 1997

INSIDE THIS ISSUE...

Messages from Our Officers ♦ EarthMan
Rituals ♦ Bylaw Revision Update
Convocation '97 ♦ Chapter Happenings
Music Reviews ♦ ...and so much more!



**Covenant of Unitarian
Universalist Pagans
Coordinating Committee**

Joan Van Becelaere
President
GA 98 Programming Chair

Jerrie Hildebrand
Vice President of Publications
Publications Committee Chair

David Pollard
Secretary
Convo 98 Chair
Membership Committee

Patrick Price
Treasurer
Finance Committee Chair

Margot Adler
Ethics Committee

Brydie Palmore
Convo 97 Chair

R. Tom Dixon

Stacey Greenstein

Maggie Joseph

John Pierce
Nominating Committee Chair
Membership Committee Chair

Rev. Melanie Morel Sullivan
UU Ministerial Liaison
Ethics Committee

© September 1997
*Published by Covenant of
Unitarian Universalist Pagans, Inc.*
8190A Beechmont Avenue #555
Cincinnati, Ohio 45255-5154
Phone: 817. 557.5949
Email: CUUPS@aol.com

The opinions expressed
by writers in this publication do not
necessarily reflect the views of the
Covenant of Unitarian Universalist
Pagans, the incorporation or the
association. Officers, Coordinating
Committee or Board of Trustees.

Articles are copyrighted by individual
writers and newsletter is by CUUPS,
Inc. Permission to reprint articles
rests with the article authors

*Ancient cultures purposefully added mis-
takes into their work to show it to be the
work of humans. While we will work to
make our publications as perfect as possible
...we will always be human!*

From the Chair...

Members and Friends of
CUUPS,

On Sunday, June 22, the
Board of Trustees of CUUPS
met to discuss a number of
items. During this meeting,
it was decided that we would
invite three more people to
join the Board to finish out
the terms of those who have
resigned and that I would
become President until new
board elections at GA 1998.
Brydie Palmore remains a
member of the Board and is
the director of the upcoming
Convocation. Maggi Joseph,
John Pearce and Rev. Patrick
Price have agreed to join the
Board. Patrick Price has also
agreed to be CUUPS
Treasurer for 1997-1998.

As my first official act as
President, I want to express
my immense gratitude for
those who preceded me in
this position: Brydie Palmore,
Linda Pinti, and the Rev.
Leslie Phillips. Linda and
Leslie were there at the birth
of the organization and
nursed it through its strug-
gling years of infancy. Brydie
led the organization through
the changes of its puberty; a
rough year of incorporation
and legal work to obtain our
501c3 standing. CUUPS is
now in its teenage years, not
yet mature as an organization,
but hopefully able to articu-
late what it wants to be when
it grows up. I am extremely
grateful to these strong and
capable women for their lead-
ership.

I hope that this coming year
will bring us reconciliation
and growth. There may never
come a time when all mem-
bers of CUUPS feel comfort-
able sharing a beer with one
another, but I believe we can
work together for the future

of the organization. We are too
small and there is too much
work to be done to let any one's
talent go to waste or to squan-
der energy on replaying misun-
derstandings of the past.

The UUA General Assembly
in Phoenix was quite exciting
(and unbearably hot). Our
various workshops went well.
Despite the heat, a Solstice
Ritual was held with a crowd
of about 150. The panel dis-
cussion that included mem-
bers of CUUPS, UUs for
Jewish Awareness, UU
Buddhist Fellowship, UU
Christian Fellowship and
Fellowship of Religious
Humanists was particularly
well received. We've already
been asked to duplicate this
workshop in the Denver
metro region and others have
suggested that chapters might
want to host similar dialogue
opportunities. (There is more
information about holding such
dialogues in this newsletter.)

The UUA Board of Trustees
has renewed our Independent
Affiliate status for the 1997-
1998 year and rescinded its
cancellation of our status for
1996-1997. This cancellation
of status, if you will recall, was
the result of a mix-up in the
files at UUA headquarters that
made it seem as if we had not
turned in our paperwork when
we, indeed, had done so.

At GA, CUUPS found itself
presented with several inter-
esting opportunities for the
coming year. Some of the
areas involved are: support
for the development of reli-
gious education and worship
resources, support for UU
ministers of Pagan persua-
sion, congregational and
regional intra-denominational
inter-faith dialogue opportu-
nities, and more.

Other CUUPS business in

the next few months includes
gathering feedback and hold-
ing a membership vote on
revisions to our regulations,
recruiting new volunteers to
strengthen our committee
structures, and scrutinizing
organization and activities at
the congregational/chapter
and district levels. The con-
cept of regional mini-
Convocations is also still alive,
but will depend on the will-
ingness of volunteers to carry
it forward.

The Board has established
some goals, both program-
ming and structural, for the
coming year.

Programming goals:

1. develop and support reli-
gious education efforts
2. review and propose revi-
sions of our regulations to the
membership
3. work to increase our finan-
cial solvency which is needed
to meet the goals of upgrading
our GA programming in
Rochester, supporting reli-
gious education efforts, and
holding two Convocations in
different geographic locations
each year

4. expand communications,
bring the web site up and
facilitate board/membership
feedback structures

Structural goals

1. develop a policy handbook
2. finish and distribute the
chapter handbook
3. improve chapter benefits
including greater assistance
with clergy and congregation
interface questions
4. devise a ritual to welcome
new board members
5. make telephone board
meetings short and succinct -
2 hours maximum

We already know that next year's General Assembly in Rochester, NY, will be exciting. Members of the GA Committee are already kicking around some workshop ideas - most of them focused on the liturgical arts and developing new resources for ritual and Sunday Service.

The CUUPS Annual Meeting for 1997 will take place at Convocation, November 14-16, at The Mountain Retreat Center. Look for more information in this newsletter.

I could end this letter with a lot of glowing, optimistic words, but you've heard most of them before. Instead, I will simply end by asserting that it is you, the members, that make or break this organization. The Board is only a handful of widely scattered people. It is the individual chapters, the solitary members, the district groupings that will bring the Pagan religious view into general acceptance and give it the power to work healing for our sick and broken world. The world needs us and our religious vision. But vision without action soon turns to dust in the heat of public scrutiny.

Blessed Be and Shalom!

Joan VanBecelaere
CUUPS President

From the Vice President of Publications...

First off I would like to apologize for the tardiness of this newsletter. My personal life has been caught in a stream of deaths in my family and of close personal friends. For me the Samhain, or dying time of year is very present. The lessons I have received are many and I feel blessed by them.

Now on to the news of the Publications and Communications world of CUUPS...

This marks the one year anniversary of the new format of the newsletter. With that we are instituting a few changes. The logo of the organization has been revamped to reflect the blending of the old CUUPS and the new CUUPS. We return to the double chalice idea with a new twist. Since we are united as Unitarian Universalists we still have the single chalice flame. However to bring the effect on the double chalice back we now have the chalice of UUism reflecting in our Pagan world too.

We have added to the team Nancy and Kathy from the Wichita chapter. They will be handling all of the communications to chapters to develop the chapter participation in the newsletter and revive the Chapter Update when we have enough material to warrant it. Please add them to your chapter news mailing lists.

They will also be working on the Chapter Manual's development. This manual will include everything from starting up your chapter to managing its development. Anyone interested in the chapter manual development contact Tom Dixon or myself.

This Fall Equinox we went online finally with our website (article within). We are extremely excited about the opportunity of being back on the world wide web.

CUUPS has also been working with other Pagan organizations to lobby those who create the writing style guides used by journalists and writers reporting about Pagan and earth-centered spiritual

traditions. To date it has been sent to the Associated Press and one publisher of such style writing guide.

We gave a presentation about the diversity of earth-centered traditions to the Oversight Committee of MicroSystem's CyberPatrol Software. CyberPatrol is an Internet blocking software to keep children from accessing harmful sites on the web.

That is it for now. So until next time...

Brightest of Blessing to you!

Jerrie Hildebrand
CUUPS Communications Editor

From the Counting House ...

Greetings! As the new treasurer of CUUPS Continental I have been working with the Board and the Finance Committee to get oriented. My particular thanks to Secretary David Pollard and President Joan Van Becelaere for their guidance. I am working primarily to keep our accounts current and disperse funds as needed. The Board and the Finance Committee will be dealing with the larger financial policy and management issues of the organization.

Our new corporate checking account is now open and we have applied to do business in South Carolina where I am located. When our 501c3 not-for profit tax status is conferred by the IRS we will be able to turn this account into an interest bearing one. As soon as the software is purchased and installed (soon) I will be keeping the books with back up copies being maintained off site. I have

instituted a strict reimbursements documentation policy in line with IRS requirements for employees of churches and non-profits. This is technically stricter than we need as a volunteer organization, but the Board and Finance Committee agree that it is a good idea.

Briefly about me, I have been active in the contemporary Pagan community since 1986 and a member of CUUPS since 1989. I founded and facilitated the Dayton OH CUUPS chapter 1989-1992. I was a founding officer and member of the Columbus based Pagan Community Council of OH 1990 - present. I have a BA in Political Science from the University of Missouri-Columbia and an M.Div. from our UU Meadville/Lombard Theological School in Chicago. I am in Preliminary Fellowship with the UUA and ministering to the UU community in the Midlands of SC. I look forward to serving the members of CUUPS and if you have any specific questions you may reach me at: UU Fellowship of Columbia 2701 Heyward St. Columbia SC 29205 (803) 799-0845

Patrick Price
CUUPS Treasurer

From the Secretary...

As of the end of August CUUPS had 969 members, of which 634 had voting status and 335 were Associate Members of CUUPS. There were also 174 subscribers to the CUUPS newsletter that were not members of CUUPS.

In the coming couple of months I will be increasing my

focus on making sure that those of you who are about to be dropped are aware of this and have an opportunity to get your membership/subscription current. Toward this effort, last week I sent out a letter from the CUUPS President (Joan Van Becelaere) to about 65 people whose Associate status is set to expire soon.

If for some reason you have a message for someone on the CUUPS Board or for a CUUPS Committee - but don't know to reach them directly, send it to the CUUPS Office (addresses listed below) and I'll make sure that it gets to them.

David Pollard

CUUPS Secretary

Got a Question...?

Hello, all —

For quite a while now, I have thought it would be good to have a forum where CUUPS members could discuss issues with Board members — not that the discussion couldn't happen one-on-one, but I thought a place where things could be shared among us all, including those who can't make it to GA or Convocation. The online mailing lists provide some of this, but even in that limited audience the questions sometimes fell through the cracks.

Before the August Board meeting, Joan asked us to think up three wishes for CUUPS. I brought up the idea of this column, and the Board thought it was a good one, so...

Please mail your questions for the Board here. They can be on any topic relating to CUUPS, its nature and its future. Jerrie Hildebrand and I will collect them, and present them to the

Board in time to print the replies in the next newsletter. I hope this becomes a useful thing, another form of connection within CUUPS.

Blessed be,

John Beowulf Pearce

A Call for Service from the Nominating Committee...

The CUUPS bylaws provide for Board of Trustees elections every two years. There will be an election in June of 1998 at the Annual Meeting in Rochester, NY. If you are interested or know of someone whom you would like to recommend for consideration by the CUUPS Nominating Committee to serve on the CUUPS Board, write to the CUUPS Nominating Committee, c/o John B. Pearce, 3652 Interlake Ave. N., #12, Seattle, WA, 98103, or online at jpearce@u.washington.edu for additional information.

To help prospective Board members consider whether the board is the right place to serve CUUPS, and to help the Nominating Committee, we give you some examples of the questions we will ask:

- What are the main issues for CUUPS in the next three years?
- What are your qualifications?
- What have you done as a UU? ...as a pagan?
- What is the most important role for the Board?

Please think about these questions if you are interested in serving on the board, or pass them on to people you would recommend to us.

Thank you,

John Beowulf Pearce

Chair (non-voting) Nominations

Committee

Stand Up and Be Counted...

Please be sure to fill out this survey so that the UUA is given a full picture of UU-Pagan participation within our Association!

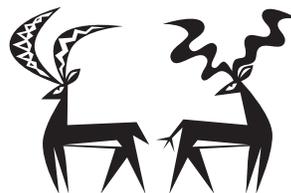
Quoting Debbie Weiner,

"The new survey of Unitarian Universalism being widely distributed in the current issue of *WORLD Magazine* is also available online. The survey, which polls over 200,000 Unitarian Universalists and from which the UUA hopes to receive at least 30,000 responses, asks questions designed to provide information about individual spiritual directions, trends most important within religion, and assessments of which services the UUA's administrative offices should provide to member congregations"

The UUA website is <http://www.uua.org>

David Pollard

CUUPS Secretary



Newsletter Articles...

The deadline for articles, letters, art, and photography for the next newsletter is 11/5/97.

Future deadlines are:

Feb. Issue: Deadline 12/5/97

May. Issue: Deadline 3/5/98

Aug. Issue: Deadline 6/5/98

With our electronic publishing capabilities you can send your articles or art on disk, by e-mail or typed articles. Please use MicroSoft Word, or Wordperfect for either IBM or MAC. Call if you have a file bigger than what will fit on a single small disk. If you do not have these tools available, please send the article typewritten double spaced and someone will put it on disk.

Please send all articles and art to the attention of *The CUUPS Newsletter* Editor, Jerrie Hildebrand at the CUUPS Office or via e-mail at kishbilde@earthlink.net or by fax at 508-741-0549.

The editorial staff of the newsletter will read the articles and edit for grammar, spelling and for fitting copy into our newsletter space. We will do our best to publish what we receive.

For ad rates please contact The CUUPS Newsletter Editor. Send your request with a SASE.

VOLUNTEERS WANTED FOR NEWSLETTER:

• **Graphic Designers** who use Quark, Illustrator & Photoshop. Time commitment of 15 hours quarterly

• **Proofreader** with fax and modem access. Time commitment of 9 hours quarterly.

1996 INCOME/EXPENSE RESTATEMENT

DAVID POLLARD

The is the 1996 Financial Statement restated as best as I have been able to determine. I would like to thank Joan VanBecelaere and Jerry Wagenmann for their efforts in obtaining source documentation that was necessary for this report.

To paraphrase Stephen Estes, "I AM NOT AN ACCOUNTANT."

CUUPS Revenue and Disbursements

January thru December 1996

Revenue

Income		
Dues		
Chapter Dues	770	
Membership Dues	13003	1)
Total Dues	13773	
Contributions	2739	1)
Merchandise	4579	2)
Miscellaneous Income	437	
Newsletter		
Advertising	210	
Subscriptions	621	
Total Newsletter	831	
Program Fees		
Banquet 96GA	660	
Convo 96	14068	
Total Program Fees	14728	
Undetermined Income	1459	1)
Income	35	
Total Income	38581	

Disbursements

Advertising	821	3)
Bank Service Charges	111	
Contract Labor	3000	
Cost of Goods Sold (COGS)		
For GA 1995	886	
For GA 1996	1560	
Total COGS	2446	
Contributions (Trans Fund Mailing)	523	4)
Miscellaneous	3410	5)
Office Supplies	121	
Payroll Expenses		
Gross Wages	540	
Payroll Expenses - Other	374	
Payroll Taxes (w/held)	(95)	
Total Payroll Expenses	819	
Postage and Delivery		
Member Supplement	536	
Newsletter	1603	
Other	857	
Total Postage and Delivery	2996	
Printing and Reproduction		
Member Supplement	2527	
Newsletter	3157	
Other	112	
Total Printing and Reproduction	5796	
Professional Fees (Legal)	1504	
Program Expense		
GA95	500	
GA96	2115	
Convo96	10017	
Other	135	
Total Program Expense	12768	
Rent	1225	
Telephone	4380	6)
Travel	207	7)
Total Expenses	40127	
Net Surplus	(1546)	

Notes:

1) Contributions and membership dues do not reflect their full values since the past co-chairs have not made all check copies available from the deposits made into the "Transition Account". Figures are made on available check copies, and the rest of the income has been assigned to "Undetermined Income".

2) Of this total \$3192 was raised at GA96 and \$323 and Convo96.

3) Includes payment of an outstanding bill of \$145 from 1994, and a bill of \$178 from 1995.

4) Fund raising Expenses for the CUUPS Transition Fund.

5) Includes payment of \$2848.50 to payoff external debt.

6) Ex-Cochair Phone bill Reimbursements: \$1900, '94-'96 Term Board Conference Calls: \$1900, '96-'98 Term Board Conference Calls: \$550.

7) CUUPS Administrator airfare to 1996 GA.

CUUPS ONLINE!!!!!!

JERRIE HILDEBRAND

CUUPS is finally on the Worldwide Web! This is finally happening much to the support of Christian Day and John Pierce...our website team. Christian is a cracker jack site designer who supported us with details on what to do and how to do it most effectively. Our other objective was to have a site where our address would be easy to find. So if you turn on your computer you can visit us : www.cuups.org.

There information about CUUPS can be found. The text developed by Phaedra Oorbeck, Susan Shaw, and David Burwasser for our brochures became very helpful. On the site you will find out everything you want to know: how to join, the names and addresses online of the board of trustees,, a recommended reading list, a list of other chapters and earth-centered organizations in the USA. Old newsletter articles will be online along with Board meeting summaries and organizational finance information.

Soon you will be able to order all of your favorite books about earth-centered spirituality and Paganism from CUUPS with the help of the website and our connection to the online book seller Amazon.com. This will support CUUPS with a commission. This will be a source of fundraising dollars for us. Feel free to send us a list of your favorite books to be added.

Speaking of the reading list...we also voted as a board to make it easy to order the books you want to read. Our book list will be linked with the largest online book retailer Amazon.com. There you can order your books and help CUUPS at the same time. As an organization working with Amazon we get a commission from all books ordered from our site links to them. We are investigating a company with earth-centered and Pagan music to do the same.

We have a place for chapters to fill out a form and add their events to the list online. This will make it easier to list your events in the newsletter in a more timely fashion. This will also broaden your audience for local memberships and participation in chapters and eventually the congregation.

I would like to thank Christian Day, Kishgraphics, and John Pierce for their tireless spirits as we have journeyed the last year hashing the site through. We have written, and rewritten text with the help of Phaedra Oorbeck, Susan Shaw and Dave Burwasser. The designers at Kishgraphics worked at creating an easy look to the site that has plenty of room to be updated. Graphics for the site will be produced in the future. We are creating some wonderful goddess and earth-centered theme arts. Having everyone's expertise was great and I appreciated not struggling with doing it myself! So...enjoy the site. ☺

TOP TEN RECORDINGS FOR RITUAL MUSIC

SUSAN M. SHAW

One of the pleasures I indulge in is music. Through the years I've collected a wide variety of music that is often used by my local CUUPS chapter for rituals and Sunday worship services. If you are interested in building a ritual music library, or just want to add to your current collection, here are my top ten suggestions:

1. *I'll Have My Chants This Time Around: Rounds and Chants for Everyday Mystics* by Chris Wagner/Khryso
2. *Chants: Ritual Music* by Reclaiming and Friends
3. *Second Chants* by Reclaiming and Friends
4. *Mysteries of Earth* by Jennifer Reif
5. *Canticles of Light* by Charlie Murphy
6. *Fire Within* by Libana
7. *A Circle is Cast* by Libana
8. *Chants for the Queen of Heaven* by Nancy Vedder-Shults & Friends
9. *Roots and Wings* by Linda Hirschhorn
10. *Gather Round: Songs of Celebration And Renewal* by Linda Hirschhorn

Some of these recordings are a mix of Pagan, secular, and/or other religious themes. If you prefer Pagan-only songs stick with Reclaiming and Friends, Jennifer Reif, and Charlie Murphy.

I have an honorable mention for "*Such is the Garden*" by Pomegranate Rose. The only reason it didn't make my top ten list is because it is no longer available. It has the best song to Kali I've ever heard, plus many other inspirational songs. Hopefully some of these songs will find their ways to other artists and will be made more widely available. If you ever happen on this recording be sure to buy it. Your rituals and circles will be forever enriched.

Linda Hirschhorn writes and records music with Jewish themes. Her music is often appropriate for Pagan rituals because it touches on themes of nature, life cycles, and blessings. For a sample of her lyrics you can read "*Circle 'Round for Freedom*", # 155, in the Unitarian Universalist Association hymnal "*Singing the Living Tradition*". "*Circle 'Round for Freedom*" is recorded on "*Roots and Wings*".

To get these recordings, first try your local music shop. If they don't carry the music they may be able to order it. If you can't get these recordings locally, here are four mail-order resources I've dealt with and all of them provided excellent service.

Ladyslipper, Inc.
P.O. Box 3124-R
Durham, NC 27715
Orders only: (800) 634-6044
<http://www.ladyslipper.org>
info@ladyslipper.org

This catalog focuses on music by and for women. It offers excellent reviews and also has a listen line to call for a sample. They handle international orders with ease. Ladyslipper has Linda Hirschhorn's recordings.

Serpentine Music Productions
P.O. Box 2564
Sebastopol, CA 95473
(707) 823-7425
Fax: (707) 823-6664
SerpenMuse@aol.com

You will find music here that is not offered by Ladyslipper, particularly with Pagan men, plus descriptive reviews.

Abyss Distribution
48 Chester Road
Chester, Ma 01011-9735
(413) 623-2155
Fax: 413-623-2156
abyssdist@aol.com

Abyss lacks descriptions of the music it carries but still offers a good selection. Abyss also offers sheet music for choirs.

Baba Yaga's Emporium
5114 Balcones Woods Drive
Ste. 307/358
Austin, TX 78759
(512) 795-0750
Fax: (512) 795-0872
babayaga@zilker.com

Baba Yaga's carries a good selection and has some items not available from the other catalogs mentioned. This catalog has Khryso's recording .☪



SACRED MALE VOICES

DAVID BURWASSER

Someone wanted to know if we were saying that the male Pagan gods provide the only available, meaningful sacred voices for modern men. Not a bit of it. The Big Religion traditions have very germane messages, if we listen for them.

BUDDHISM

Siddhartha Gautama became a *buddha*, an Enlightened One. There are two levels to this. An *arhat* is a person so enlightened as to be able to break free of the wheel of death and reincarnation, and merge with the All. A *buddha* is an *arhat* who chooses to remain in this world, out of compassion for those stuck in it, to show them the way out.

This is an interesting inversion of the sacrificed and resurrected gods of Paganism. It is a similar cycle but in Buddhism it is rebirth, not death, that is the burdensome part of the cycle.

We men are expected to shoulder burdens on behalf of others, and accept it if that involves a sacrifice. How do we deal when the burden is an apparent benefit?

CHRISTIANITY

The accounts of the ministry of Jesus have some brief but rich stories about women.

Jesus prevented the stoning of the woman accused of adultery: a story of a man standing against violence against women.

Jesus praised and defended Mary, the sister of Martha, for wanting to learn from him: a story of a man's respect for the mind of a woman.

Jesus rebuked his disciples when they objected to the presence among them of Mary Magdalene: a story of a man demanding inclusion of women.

In the 1,900-plus years since these stories were first told, the idea has arisen that all of them are about the same woman. That is a folk tradition with no Scriptural basis. A man might approach these stories by pondering what the need has been to compress these significant female characters of the Gospels into as few individuals as possible.

ISLAM

Allah directed the angels to do homage to Adam. One angel, Eblis, hesitated because he saw Adam was imperfect and fallible. Allah damned Eblis on the spot for disobedience.

Then Allah gave Eblis respite. Allah renamed him Shaitan, and gave him commission to go about Allah's creation and find all the imperfections and flaws he could, and amplify them to the best of his ability; and at the end of things, there would be a reckoning.

So the Moslem Devil is acting in Islam, in obedience to Allah, in seeking out the worst about the world and trying to make it worse still.

Don't we men spend a lot of time tracking down imperfection? With a sense of mission? What, or whom, do we think we are obeying?

JUDAISM

The really interesting part of Jonah's story comes after his famous maritime adventure. Cast up on the beach of Nineveh, he carries out the commission he has been dodging. He prophesies to the city that its iniquities have doomed it.

The people of the city repent authentically, and change their ways, so the Lord withholds the threatened destruction.

And Jonah throws a snit. He refuses food or drink. He is so angry at the Lord for *not* destroying Nineveh, after putting Jonah through such pains to deliver the prophesy of doom, that he decides to resign from life.

In response the Lord causes a plant to grow to shade Jonah from the deadly sun, and then causes a parasite to attack and wither the plant. The Lord asks Jonah why he pitied the plant, in which he invested no labor, but has so much anger at a great city.

There are always several points to get into a rich, complex story. Where do you get into Jonah's story? The flight from his commission? The storm? The "great fish?" The prophesy? The snit? The plant? The parasite?

One popular way for a men's group to extract fuller meaning from a story is to recite the full story, and for the men to identify at what point the story spoke deeply to each of them. The men then arrange themselves in that order, and the story is re-told, with each man expanding upon the story as it touches him, at the appropriate point. The Book of Jonah is about three pages long, and is the eighth-last story in the standard arrangement of the Old Testament. ☪

EarthMan seeks guest columns from UU Pagan men. In particular, a column on how a UU Pagan father educates his son about what is sacred in the son, and a column on how a gay UU Pagan man negotiates the gendered deities of Paganism, would be most welcome.

CUUPS!...

COVENANT OF UU PAGANS...COVENANT?

CERRIDWYN/CINDY J. GLAZE

"Covenant? Don't you mean Coven?" In a word, No.

Although this question continues to be asked by many people, I believe it represents a profound misunderstanding of what CUUPS is.

A coven is a small, closely knit group, often believed to be 'closer than family' who practice magic together. Entrance to a coven is usually through initiation or some other ritual of commitment. The phrase "Perfect Love, Perfect Trust" is emblematic of one goal of a coven. The key ideas here are small, closed and committed.

After a coven has been working together for a while, members have built a community. Within that community there is a certain set of expected behaviors and ritual acts. Everyone in the group knows what to expect from a ritual. Nobody needs to be told how to cast a circle or call the quarters let alone why because they have all done it before and have learned together.

A covenant is a holy promise or a group composed of people who believe in that promise. The word covenant is used extensively in the Unitarian Universalist Association. The Principles of the UUA state that "We,..., covenant together to affirm and promote: [followed by a list of things we consider important. This list includes] Respect for the interdependent web of all existence of which we are a part" which is perceived by many to be the main avenue of admittance for pagan thought into the UUA.

A covenant is open to all who affirm it. A coven is closed to members admitted at the beginning or accepted later, either by the High Priest/Priestess or a vote of the group. This is the main difference between a coven and ourselves. This emphasis on openness and acceptance is the hallmark of UU Paganism. Because of this, our rituals need to be accessible to people who are just discovering or exploring Paganism as well as interesting and meaningful for long-term Pagans.

Blessed Be ☪

This is the beginning of eight articles written by Cindy Glaze for the CUUPS newsletter. Cindy is a student in the XXXXX program at Colgate University, a member of the S'BAT Chapter of CUUPS in Rochester, NY and a member of the UU church in Rochester NY.

CELEBRATE THE DIVERSITY OF THE UNIVERSE

EARTH CENTERED SPIRITUALITY CIRCLE

SUUSI AUGUST 1, 1997

DRUM INVITATION:

Behold, the time has come,
The time has come
To unite as one.
Behold, the time has come
To encircle the earth with our love.

EXPLANATION:

Welcome to the last of this year's worship services presented by the Denominational Matters Staff. We are going to do this service in a circle and do some things that may be unfamiliar to some of you. Let me take a moment to give you an idea of what we will be doing.

After a brief introduction, several people will "Call the Directions." They will remind us of our place in the Universe by calling on the four cardinal directions and the center and on the four ancient elements of earth, air, fire and water. There will be lots of metaphors. Listen for them.

We will then "Cast the Circle," which completes the task of creating this area as sacred space set-aside for this ritual. You will notice that all this is similar in function to opening words and lighting the chalice in an ordinary service.

Two of us will ask the rest to think of Divinity as it appears in male and female aspects. You will be invited to invoke or call upon your favorite forms of the Power that runs the Universe.

We will do a spiral dance. I'll tell you more when we get into it, but it will raise a bunch of energy. When we finish I will invite you to ground the energy. That means, touch the earth and balance the energy level between you and the ground. Many of us will sit or lie in the grass to do this.

We will do several chants tonight. The words are pretty simple. Join in as soon as you figure out what they are.

At the end, we will thank the powers we have called and open the circle. Our conventional siblings would think of this as closing words and a benediction.

If you have any questions, many of us will be hanging out here when the ritual is done. Have a good time. This is a celebration.

INTRODUCTION:

Tonight we celebrate diversity by creating a circle. This circle holds the diversity of the Universe. It holds the diversity of people, around the world and throughout time, who honor nature in all its glory. In most earth-based religions, the four elements of air, fire, water, and earth are sacred symbols. They represent the many varied aspects associated with them. We will begin our ritual by inviting some of these to be with us in spirit as we celebrate and honor them.

EAST: We invite the spirits of air to join with us in this celebration.

All of the winged ones, please come:
Eagles and chickadees
Bees and butterflies
Pegasus and Icarus

All of the powers of air; please come:
Breezes and tornadoes
Poems and songs

SOUTH: We invite the spirits of fire to join with us in this celebration:

All of the fiery ones; please come:
Sun and stars
Lava and pumice
Phoenix and salamander

All of the powers of fire; please come:
Hearth fires and volcanoes
Candle flame and bonfires

WEST: We invite the spirits of water to join with us in this celebration:

All of the swimming ones; please come:
Dolphins and sharks
Frogs and turtles
Mermaids and mermen

All of the powers of water; please come:
Creeks and oceans
Springs and geysers

NORTH: We invite the spirits of earth to join with us in this celebration.

All of the walking ones; please come:
Buffaloes and spiders
Dragons and Gnomes

All of the powers of earth; please come:
Redwood trees and mossy glens
Red clay and black loam
Crystals and stones

CENTER: We invite the spirits of the center to join

with us in this celebration
All of the human ones; please come.
Christians and Pagans
Brown and white
Men and women
Old and young
Gay and straight

All of the powers of the center; please come.
Justice and compassion
Inherent worth and dignity

CASTING:

We create this sacred space by joining hands with each other, honoring the diversity of the person on either side of us and the diversity within us. Let us celebrate together. With our hands and by our love, this circle is cast.

CHANT: We are a circle, within a circle, with no beginning and never ending.

RESPONSIVE READING:

Priest — Seed sower, grain reborn,
Horned One; come!

We call upon the masculine aspect of
Divinity.

In His many guises, He is around us and
within us.

He has many names. Call to Him!

< Responses

*The masculine Divine, The Lord of the
Dance,
Is within this circle.*

Priestess — Source of life, Nameless One,
Earth Mother, Come to us!

We call upon the feminine aspect of
the Divine.

In Her many forms She is around us and
within us.

She has many names. Call to Her!

< Responses

*The feminine Divine, the Goddess, is
within this circle.*

READING:

Tonight is a special night in the cycle of the earth. It is the mid-point between the summer solstice and the fall

equinox, often called Lammas by the Pagan community. It is the time to honor the abundance and diversity of the first harvest.

Spring, summer, autumn, winter birth, growth, fading, death the cycles of life turn, and we turn with them. Ideas are born, projects are consummated, and plans prove impractical and die. We fall in love, we suffer loss, we give birth, and we grow old. We are renewed, we are reborn, even as we decay and die. Our psychic energies are renewed in their deepest sources by the participation in the cycles of change within the natural world.

Inevitably in every life there comes a time of waiting. In the fields the grain is ripe but not yet harvested. We have worked hard to bring things to fruition but reward is not yet certain. The days shorten. We remember that to harvest we must sacrifice the warmth and light of summer and pass into autumn.

(Adapted from words by Starhawk and Elizabeth Roberts)

INTRODUCTION TO SPIRAL DANCE:

We will now do a spiral dance, raising energy to give to this wonderful universe. If there are any who would rather not do the dance, you may sit in the center of the circle with the drummers. There you may participate in the energy of this circle.

Please join hands. We have several circles here. We have connected them to form a single line. It is important to hang on to the folks on each side of you as we move. If the line breaks, please try to reattach to the same person whose hand you were holding. As we dance, look into each other's face and honor the unique person we see there.

Now, as we start the chant, everyone start moving to the left. We most all start together or we will never get this circle moving.

SPIRAL DANCE & CHANT:

Gaia, carry me home. Mother, we are one.

GROUND:

Keep what energy you need to sustain yourself and send the rest into Mother Earth to help sustain and rebuild Her.

CHANT:

Mother, I can feel you under my feet.
Mother, I can hear your heart beat.
Mother, I can see you when the eagle flies.
Mother, won't you take me higher.

GIVING THANKS

Priest: We thank the Horned One and the many other guises of the masculine Divine for their presence here tonight.

Priestess: Earth Mother! We thank you and we thank the many other aspects of the Divine feminine for being here this night.

Center: We thank the Powers of center and those of you who have contributed your special energy and gifts to this celebration.

North: We thank the Powers of North and the Powers of Earth for joining our ritual.

West: We thank the Powers of West and the Powers of Water for being here this night.

South: We thank the Powers of South and the Powers of fire. We hope you have enjoyed this rite as we have.

East: We thank the Powers of East and the Powers of Air for being with us here tonight.

Special thanks to SUUSI for offering this time for our worship and celebration.

CLOSING CIRCLE:

This circle is open, but unbroken.
 May the peace of the Lord and Lady go in our hearts.
 We merry meet and merry part and merry meet, again.
 Blessed be. ☺

ONE FAMILY'S THANKSGIVING RITUAL

BY JUDY ROBBINS TSUKADA

Last Thanksgiving, instead of a fancy floral centerpiece, I set two beautiful, empty Japanese wooden bowls on a plain handwoven cloth in the center of the table. I invited guests to place symbols of things for which they were thankful in one bowl. The other bowl was to hold symbols of their wishes - things for which they might be thankful next Thanksgiving. As we sat down to eat, the "thankful" bowl held things like a job ad clipped from the classifieds, a wedding ring, a vitamin capsule, and a small flower. The "wish" bowl's contents included a toothpick, a picture of a television, a snippet of white lace and another vitamin.

Our "grace" took the form of each person explaining their contributions to the bowls. The vitamins in both bowls symbolized good health. The wedding ring and the snip of lace symbolized love and an upcoming wedding. The flower reminded us of a trip to a much warmer climate, and the ad stood for a good job one of us had obtained during the year. The television was a consumer item much desired by one of our younger members. But, we all thought the best symbol was my daughter-in-law's toothpick - which she explained was to show how thin she would be after dieting in the coming year!

I was intrigued by what inventive symbols people could come up with in just an hour's time with only the usual household props to choose from. This year, I will let people know a few weeks in advance so they can have fun seeking their symbols in a more leisurely manner.

This ritual gave everyone a chance to speak a "grace," even the youngest among us. It also served as a reminder that we have all received much in the past year. At the same time, the ritual set an intention to expect good things in the coming months. It also started a number of conversations that led to talk about hopes and dreams.

No one missed the fancy flowers. ☺



TOWARD AN ETHIC OF IMMANENCE: A FEW THOUGHTS

JOAN VANBELECEARE

A couple of months ago, when I was speaking to a group of about 125 Lutheran high school students about neo-Paganism, one of them asked me in all seriousness, "How can you be ethical, how can you know what is right and wrong, if you don't believe in the Bible?" The student wasn't being confrontational. She was genuinely puzzled since she was convinced that all morality came from the pages of scripture. Of course, I did talk about the Wiccan Rede - an it harm none, do what ye will - and related it to Kant's famous Categorical Imperative - do that which you can will to become universal law. (Upon analysis, I find the two aphorisms to be near identical in intent and application, but that's another essay.)

But that really didn't answer her question. She didn't want to hear the maxims, she wanted to know what lay behind the maxims, the big question - why should we bother with ethics? She knew why she was concerned with ethics; we must be concerned with good because God commands it, and God commands it for our own good. God requires that we relate to one another in certain ways that promote the good for ourselves, society and the larger plan of the kingdom of God.

So, why should UU Pagans bother with the big question of ethics? Sure, there is the fear of the law of karmic return, but that only points to a very elementary form of moral reasoning - the fear of the stick. What is the carrot, the positive force for moral reasoning, in UU Pagan thea/ology?

The experiential nature of UU Pagan thea/ology requires an experiential basis for constructing our ethics. It would certainly be difficult for a UU Pagan ethic to start with Biblical authority as the Lutheran student did, or church tradition like many Roman Catholic ethicists. I also find it unsatisfying to start with the philosophical universals of modern humanism - not that I have anything against humanism per se, but there are problems with realistically implementing broad, universal and deductively-reasoned ethical formulations. The very question of whether ethics should be universal or particular is hotly debated.

I think we must start with the reality and contradictions of lived experience - our experience as individuals and as collectives of various dimensions interacting in the web of life. This reality invites us to ask socially-based questions like: "Which society is more just, the one that forces you to have only one child, if any, or the one that forces you by its structure to have private transportation in order to be employed to feed your family?" "How can you believe that all life is interconnected and interdependent and still live

and benefit from a society whose economic base requires separation and alienation?"

Raising relevant questions is the first step to formulating an ethic. These questions move us to an ethic based on relationship grounded in the experience of the immanence of the sacred (or divinity or the numinous). For lack of a better term at this point, I'll call this the beginning of an Ethic of Immanence.

What if we try to apply an Ethic of Immanence within the context of questions and contradictions raised by issues of social justice, such as the current attempts at welfare reform?

The concept of divine immanence tells us that all individuals participate equally in the sacred since the sacred is equally pervasive (immanent). Because of this, an Ethic of Immanence calls for respect for the worth and dignity of all individuals as co-participants in the divine. (And of all creation, too, but I won't deal with that issue now. I am concentrating on those issues directly related to human life and community.) The participation of individuals in the reality of divine immanence gives rise to the rights and obligations we commonly recognize as the rights of the individual.

Because all individuals participate equally in the sacred, and reality of the divine underlies all, then, through their joint participation, all beings are interconnected and interdependent. What affects one ultimately affects all. This intuition of interdependence is further interpreted in current discussions in speculative physics (see David Bohm's book *Wholeness and the Implicate Order*). The reality of interdependence gives rise to obligations to uphold the life of the community and work for its well-being, as well as to rights to draw upon the community for nurturing, protection and support.

One could interpret an individual's concern for community well-being as a form of enlightened self-interest. At the same time, a healthy community must be concerned with the holistic well-being of all its members, particularly the weak and those least able to fend for themselves. A community is only as strong as its weakest member.

Thus, the question of rights and obligations cuts both ways - both individuals and community have valid and interdependent claims of responsibilities, obligations and rights on each other. In order to honor the dignity and worth of all individuals, there must be a community to bestow dignity and worth and lend support when needed. And a healthy community requires self-determining individuals who are secure and healthy enough both physically and mentally to meet their obligations as citizens.

Applying these concepts to the question of welfare reform significantly complicates the typical picture of welfare presented by many would-be reformers. It is not simply a mat-

ter of making “lazy” people accept responsibility for themselves as individuals and taking them off the taxpayer’s backs. The health of our community as a whole requires that we assist all of its members, particularly the weakest ones, to realize their own worth and dignity.

For some, the most beneficial assistance possible might very well take the form of “tough love” and a requirement to get a job. But what about the children who suffer in the fall-out? Where is their social safety net? What will happen to them if their parents can’t handle the “tough love” requirement? Must the children truly suffer for the alleged sins of the parents? What about the borderline mentally ill who are able to function at a minimal social level but could never handle the stress of a regular job? Or those who were ignored by our faulty education system and have no skills to take to the marketplace?

I have no easy answers at this time. The matter requires extensive dialogue in which all sides have an equal voice. I do know, however, that the imposition of short-term deadlines with swift and certain removal from all social support after two years is not the way to promote the worth and dignity of all individuals. I fear for the health of our communities and all of their individual members, rich and poor, if we allow our system to become so truly callous to the reality of interdependence and the sacred in our midst that we cannot see them reflected in the faces of the poor.

If we were to further develop the Ethic of Immanence, working from its foundation in the experience of divine immanence and interconnectedness, we would come to the familiar maxim of “An it harm none.” This would require a very broad definition of harm, but such a definition would be in keeping with the principle of interconnectedness. We would also arrive at something very like the New Testament command to love God/the sacred/the source of creation, and hence all creation itself, with your whole being, and to love your neighbor as yourself, because we all participate wholly in the same reality.

This little essay is really more than a collection of questions that will have to be answered as we move toward development of an Ethic of Immanence. But it is the questions of our existence and the reality of our lived

experience that makes development of the ethic necessary. As Unitarian Universalists and Pagans, we must be prepared to answer the question “How can you be ethical if you don’t believe in the Bible?” with a response based on our foundational affirmation of the interconnectedness of creation and the pervasive immanence of the divine. ☪

MANY STREAMS ONE OCEAN. MANY VOICES, ONE SONG: A DIALOGUE ON DIVERSITY WITHIN THE UUA

JOAN VANBELECEARE

At the latest General Assembly in Phoenix in June 1997, the UUA voted in a new Study/Action Issue titled “Building Religious Tolerance Through Interfaith Cooperation.” It was happy coincidence that CUUPS had already organized and hosted a dialogue/workshop on the state of religious diversity and cooperation within Unitarian Universalism as one of its presentations at this GA. Participants in the CUUPS dialogue included:

- Margot Adler: a correspondent with National Public Radio, a member of the Unitarian Church of All Souls in New York City and a member of the CUUPS Board of Trustees.
- Russ Savage: Vice President of the Unitarian Universalist Christian Fellowship and a minister at the Unitarian Church of Barnstable, MA, whose congregation includes Christian, Jews, Pagans, Humanists, Buddhists and others.
- Jone Johnson: a third generation humanist and an Unitarian Universalist minister who currently holds the position of Leader at the Northern Virginia Ethical Society.
- Robert Senghas: an ordained Unitarian Universalist minister, a member of the UUA Board of Trustees, former Executive Vice President of the UUA, President of the Unitarian Universalist Buddhist Fellowship, and a practicing Zen Buddhist.
- Nina Grey: past president of the Unitarian Universalists for Jewish Awareness and pastor of the Unitarian Society of Germantown, PA.
- Joan Van Becelaere: President of CUUPS and the Coordinator of Academic Administration at the Iliff School of Theology.

The dialogue was very well received at GA and several CUUPS folk have asked for copies of the dialogue questions and outline of the workshop so they can hold similar dialogues in their home congregations or as joint conversations among several UU congregations.

PARTICIPANTS

A key to the success of the dialogue is to include participants from as wide a variety as possible of religious traditions within Unitarian Universalism. At GA, we were able to have representatives from:

CUUPS, UU Christian Fellowship, Fellowship of Religious Humanists, UUs for Jewish Awareness, UU Buddhist Fellowship.

If you are looking for people to invite to a local dialogue, your congregation's minister would be a prime resource for names of possible participants.

THE QUESTIONS

A month before GA, we gave each participant a list of four questions. This gave them time to prepare answers as well as locate their own areas of special interest or query to bring up during the dialogue.

The initial discussion questions were:

1. What is the state of inter-tradition dialogue and understanding within the congregations of the UUA today? What are the key elements in this dialogue, as you see it.
2. Where in your congregation or district do you see examples of instances where dialogue is active and has produced positive results in the church and/or community?
3. Where have you noticed difficulty in this dialogue? How has misunderstanding or poor communication impacted the church and/or community?
4. What concrete steps can we take to improve dialogue and understanding among the various traditions in the UUA? How can this increased awareness be translated into positive community impact?

The participants then brought many of their own questions to ask the other dialogue partners.

OUTLINE OF THE DIALOGUE

We began with a Chalice Lighting, using reading #448 from the hymnal.

We gather this hour as people of faith
With joys and sorrows, gifts and needs.
We light this beacon of hope,
sign of our quest for truth and meaning,
in celebration of the life we share together.

Introductions

The facilitator then introduced the subject matter and the participants.

In my introduction, I used a couple of quotations in my introduction, citing an article by Rev. Vann Knight from the March 1997 issues of *The Canadian Unitarian* which read: "Never before have Unitarians been asked to tolerate, with good will, such radical diversity. If we are to continue to be a unifying religious presence, we have hard work to do.

First, we must acknowledge that this level of diversity is stressful and that as a movement, we have a potential problem brewing. Second, we need to admit that in relation to tolerance and diversity, there is a gap between rhetoric and practice. Third, we have to find out if we have the desire and capacity to stretch our tolerance and good will to include this much diversity."

I also quoted an article by Jan Gardner in the May/June edition of the *World* titled "Working with Others: UUs in Interfaith Community Projects." This article described, at one point, how members from a UU congregation and an Episcopal church in a New Jersey community came together to try to address issues of interracial understanding. One of the Episcopal ministers is quoted: "We met initially thinking we were going to concentrate on joint action, but very soon we discovered we needed to get to know and trust one another. We recognized the need for dialogue among ourselves." I compared this inter-faith situation to the current status of various religious traditions within the UUA.

I also cited the rationale statement used in advertising the dialogue: "Realizing that poor internal dialog and misunderstanding can be a serious impediment to our effective action in the community, this workshop will focus on the creation of concrete means to increase inter-tradition exchange and awareness among the different traditions that have come together to form modern Unitarian Universalism"

I introduced the panelists with a few words about their background and why they were present. I read the list of questions the participants were asked to answer at the start of the dialogue. Then each participant presented their individual answers to the questions. Each was given 5-7 minutes for this initial presentation. Further questions were swift to follow.

At the End

I thanked the participants and audience, of course. We then used reading #456 to extinguish the flame.

We extinguish this flame
but not the light of truth,
the warmth of community,
or the fire of commitment.
These we carry in our hearts until we
are together again.

I hope this outline proves helpful to those of you who would like to repeat this very enlightening dialogue in your congregation. ☺

HAUNTED CHAPTER HAPPENINGS

NORTH SHORE, MASSACHUSETTS

North Shore Covenant of Unitarian Universalist Pagans and First Universalist Society of Salem invite you to an evening concert of earth-centered music.

Voices of the Ancestors: An Evening of Celebration and Honor

October 18, 1997, 8:00 pm

First Universalist Society of Salem

211 Bridge Street

Salem, MA 01970

Advance tickets: \$13 Day of Concert and at the door: \$15

The concert features: Sarah Stockwell Arthen • Khryso • Crystal Rose • The Bardo Brothers • Libana

For more information please call: 978-741-4222 or 978-744-3224. Tickets on sale as of Sept 15 at the following locations: Black Cat Book Guild, Essex Street, Salem, MA • Derby Square Book Store, Essex Street, Salem, MA Or send a money orders with SASE up until October 5, 1997 to: Voices of the Ancestors, c/o NSCUUPS, First Universalist Society, 211 Bridge Street, Salem, MA 01970 Attn/Ticket Sales

NSCUUPS is also having their Samhain Circle on November 1, 1997 at 7:00 pm at First Universalist. Doors will be closed and locked at 7:30 pm so come on time or you will miss out!

S'BAT, ROCHESTER, NY

S'Bat will be meeting on October 5, 1997 at 3:00 pm to plan their Annual Samhain Ritual. Samhain is scheduled for October 25, 1997 at 6:00 pm For more information contact SBATCUUPS@aol.com or call First Unitarian Church, 220 South Winton Road, Rochester, NY 14610.

THREE RIVERS CUUPS, PITTSBURGH, PA

There will be a Witches' Costume Ball on Saturday, October 25, 1997 at 7:30 pm at the Undercroft Gallery. Samhain Rites will be early Novemebr. Please contact Threes Rivers at 412-681-8384 and ask for Barbara or contact First Unitarian Church, Ellsworth and Morewood Aves., Pittsburgh, PA 15213.

SEATTLE CUUPS

Our calendar includes the solar and earth holidays, discussion groups, classes and business meetings. All rituals and classes listed below are open to the public and unless otherwise stated are held at the University Unitarian Church (UUC), 6556 35th Avenue N.E., Seattle, Washington, 98115

The EARTH TIMES programs are programs of the Worship and Arts Council of UUC. CUUPS will provide child care for CUUPS programs upon request only. Contact us at least 48 hours in advance. Donation requested.

October 7 Tuesday 7:30 Business Meeting
All members and friends of CUUPS, the Pagan community, and the Unitarian Church are welcome.

October 14 Tuesday 7:00 Full Moon
Our moons are planned by the participants, so bring your creativity; all input is welcome. Gather from 7:00 on; doors close at 7:30.

October 21, Tuesday 7:00 Coffee House
A social gathering, the idea being to make time to relax and visit, and not do business. Come to the Still Life in Fremont coffee house somewhere around 7:00 PM, and look for familiar faces.

October 27, Monday 7:30 Earth Times: Why Samhain, Day of the Dead, Halloween,

All Souls and All Saints

People the world over honor their dead at this time of the year. Bring your stories of Halloweens past. Bring objects, projects or accomplishments of this time of the year to share. A costume? A mask? Suitable for teens as well as adults. Format and other info as above. \$2.00-5.00 sliding scale.

November 1 Saturday 7:00 Samhain
Samhain is... well, Samhain. Come observe the Final Harvest, and commemorate those who have gone before. Gather at 7:00 for a 7:30 ritual.

November 4 Tuesday 7:30 Business Meeting
All members and friends of CUUPS, the Pagan community, and the Unitarian Church are welcome.



WORKSHOPS FOR CONVOCATION 97

TRANSFORMATIONAL MAGICK,

Phaedra Oorbeck
Saturday Morning

A 101-accessible, yet sophisticated introduction to creating change, especially inner change, through magickal techniques. There are six assumptions: One cannot avoid change; Change can be for the better or the worse; You have the ability to make needed changes; Whenever something is possible, magick facilitates making it probable; Be careful what you ask for — you *will* get it!; and You can avoid common pitfalls that self-sabotage positive change.

Phaedra Oorbeck is a teacher and writer who is initiated into several traditions of Wicca and Western Magick. Dubbed the “Witches of Granville” by the Peoria Journal Star, she and her family have been actively involved in the Pagan community on local, regional and national levels for many years. In 1986, Phaedra was instrumental in the founding of Panthea, a public Pagan church in Chicago which in 1990 joined the Unitarian Universalist Association as a full member congregation, the first Pagan-identified church to do so. Currently residing in North Carolina, Phaedra is active in the start-up of another new church, All Souls Welcoming Congregation, A Unitarian Universalist Community, Kernersville, NC, a congregation intentionally committed to welcoming people of all sexual and affectional preferences, theologies and family structures. An avid e-mail junkie (phaedrahps@aol.com), Phaedra is host of the weekly live discussion group, Virtual Magick, America Online’s oldest and most diverse chat room for Pagans and Magicians.

THE COMMUNITY OF THE DRUM,

Makur (Tom Helburn) and Allison Dunmore
Saturday Morning, and one hour segments thru the weekend.

Hands-on experiential exploration of the drum’s role in community building and celebration. Involving entertainment, energy, intent and the spiritual focus of the drum. Bring your own drum or one will be provided. Please spend some time at a fire drumming circle before the workshop.

Our intent in leading this workshop is to introduce drummers to the importance of communal drumming as well as becoming one with the rhythms. That drumming is as much an internal experience as it is external.

Participants in the two hour workshop may sign-up for one hour segments on the Mother Drum, a council drum for four or five people. Participants learn how to be fully in-community with the other drummers.

Makur has been a building and studying the drum for 13 years. Makur was born and raised in the Northeast. He emigrated to the Carolinas in the mid ‘70s. He has been a craftsman and magician all of his life. He began the conscious study of magic in the mid ‘80 and deliberately developing magical community in ‘87. He is a founding member of Lunatic Fringe, an ongoing Pagan celebrato-

ry group in central NC.

Al has been a resident of Greensboro, NC for 17 years. Teacher by trade, mother by choice, Al has been a solitary Pagan (again, by choice) for most of her life. She is a firm believer that anything worth doing is worth laughing about. Al was first called to the drum in 1990 and has been studying, playing and loving every minute of it ever since. Makur and Allison lead a similar workshop at SpiritQuest ‘97.

TENDING THE SACRED FIRE IN YOUR RELATIONSHIP,

Ace and Luna Mountainsea
Saturday Afternoon and Sunday Morning

Maintaining the sacred spiritual bond in a relationship is a challenge in our fast paced lives. Here we will explore and learn about how to be intentional and focused in love, as in any form of Magick. Our emphasis will be on enhancing relationship through ritual, spells, massage techniques, and a better understanding of the human energy field.

Our intention is to give participants tools for improving and enhancing their partnerships. Not for heterosexual couples only, this workshop is open to anyone who feels that this information would be beneficial to them.

Bring a notebook or journal and pen and something for the altar.

Luna and Ace have no formal experience teaching this particular subject. Informally, they have counseled many friends and acquaintances about the spiritual component of relationship. Both have taught a wide variety of subjects, Magnical and mundane, for the past 13 years or so.

Ace and Luna have been consciously working on themselves and their relationship throughout their 16 years together. Both practice Eclectic Wicca in a wide variety of circles. Ace is a massage therapist and healer with interests in feng shui, computers, and nature. Luna teaches Tarot, sound healing, and Magic. She is also a stained glass artist. Both are owners of Magical Arts, a Web and mail order business. They live with their Magickal dog, Cosmo, in Chapel Hill, NC.

THE BITCH: RECLAIMING THE POSITIVE ENERGY OF THE STRONG INNER WOMAN,

Maggie Joseph
Sunday Morning

The workshop takes the form of a participatory ritual. Five “Bitch Goddesses” are called (Lilith, Pele, Medusa, Kali, and Oya). Patriarchal images and stories are confronted. New stories, songs, poems which refocus the picture of these goddesses are told. Participants are invited to claim inner strengths inspired by the Goddesses.

Intent: To help participants uproot internalized negative images about powerful women and claim strengths. Focus is primarily on women’s issues but participants could be of either sex.

Maggie has co-presented a 4-day (6 hours) workshop at SWUUI called The Spinster and the Bitch: Reclaiming the Positive Power.

She has also presented a version of this workshop for the San Antonio Circle of The Re-formed Congregation of the Goddess.

Maggie is a birthright Unitarian (later Unitarian Universalist) and a Cycle III student in the Cella Priestess Training Program (organizer, ritualist, teacher paths). She is a member of First UU Church of San Antonio and active in district and continental events. I am a leader of the Planning Group for Celestial Celebrations Circle, a soon-to-be-CUUPS-chapter and current active ritual group affiliated with First UU Church of San Antonio.

TRANCE: GATEWAY TO DEEPER COVEN WORK, COMMUNITY, AND MAGICK,

Paul Nagy

Saturday Morning and Sunday Morning

Trance is the inner glue that brings together our desires and behavior in ritual. Session one: Sharing our craft stories. How trance is like and unlike hypnosis. ethics and guidelines. Some basic induction techniques, practice and homework. Session two: Feedback on homework, review basic induction, practice. Extending induction to coven work. Dreams and ritual. Review homework, new forms of trance, experiment, practice, review, ethics.

This workshop would be most useful to people experienced working in covens, who want to intensify the deeper creative and chaotic potentials of craft work. It would not be as useful to rank beginners. Participants could expect to learn an experiential definition of trance, and to become aware of some basic, practical tools to integrate trance work with coven ritual, and some ways to measure how this functions for oneself and for one's coven. This style of trance work is probably not useful for solitaries.

Paul has been a Wiccan initiate since 1978. He has introduced trance work in three covens and guided several training groups. Paul taught 'Minimalist Magic' at COG conference and camp, 1984. He has a background in religious studies, with a special focus in meditation and altered states of consciousness. He is a member of Spiritual Directors International. Paul Nagy has an M.Div. from Pacific School of Religion. He has been an active Unitarian Universalist for over 10 years. He brings about 20 years experience to craft work and has helped found several covens. He has a wide experience in collective and individual altered states of consciousness from so many cultural contexts. His experience with trance and meditation goes back to the late 60s and includes yoga, tantric Buddhism, Subud, and Trika. This experience includes formal and informal study and participation.

TWO MOUNTAIN HIKES,

led by members of The Mountain Staff

Saturday Morning and Saturday Afternoon

The Mountain campus sits on the top of Little Scaly and borders on Blue Valley. The area is rich with waterfalls, fast flowing rivers, and scenic trails. The Mountain Staff will choose two hikes to present to participants from a wide choice. This is a golden opportunity to experience this beautiful area in the Apalachian Mountains.

For more information about the CUUPS Convocation and registration forms please turn to the back of this newsletter! We look forward to seeing you there. ☺



CUUPS, Inc. Annual Business Meeting

Saturday, November 15, 1997

1:00 pm

**Members of CUUPS, Inc., guests, and
the interested public are cordially
invited to attend.**

**For more information please contact the
CUUPS office or call (817)557-3949.**

Reminder to members:

**Your dues must be paid in full by
October 18, 1997
to be eligible to vote.**

DRAFT REGULATIONS UPDATE

STEPHEN ESTES, CHAIR OF REGULATIONS COMMITTEE

In September 1995, the CUUPS board appointed a Bylaws Review Committee. At the Annual Meeting in June 1996, the members of CUUPS passed a set of amendments recommended by the Committee. CUUPS, Inc. was formed in Ohio in February this year, with Regulations (bylaws) developed as part of the legal effort to incorporate there.

This June, the Bylaws Review Committee produced a draft of new Regulations for members' study and comment. The draft was circulated at the CUUPS meeting at the UUA General Assembly, and is published here in this issue of the Newsletter.

The board of CUUPS, Inc. desire that a vote on new Regulations be taken by mail ballot in the Spring of 1998. They have re-established the Bylaws Review Committee as the Regulations Committee. At this year's Convocation we will arrange time to discuss CUUPS' Regulations. Your comments are welcome by mail addressed to the Regulations Committee c/o the CUUPS office, or by e-mail addressed to CUUPS_BYLAWS@SCUACC.SCU.EDU.

When we say "Covenant" we're talking about an agreement we make with each other. When we say "Regulations" we're talking about the same thing, and using formal language (a ritual art) to foster our growing, continental, democratic, spiritual organization.



REGULATIONS OF THE COVENANT OF UNITARIAN UNIVERSALIST PAGANS, INC.

An Ohio Nonprofit Corporation

PREAMBLE

In accordance with the principles of the Unitarian Universalist Association ("UUA"), as expressed in Article II of the Bylaws of the UUA, we, as interested and concerned members and friends of UUA societies, join together in association to advance a free and responsible exploration of our religious and spiritual values and to promote understanding of those values within the UUA and among the broader religious community.

ARTICLE 1 NAME

SECTION 1.1. NAME.

The name of this organization is the Covenant of Unitarian Universalist Pagans, Inc. ("CUUPS").

CUUPS was incorporated as a nonprofit corporation in the State of Ohio on February 5, 1997.

CUUPS is intended to be an independent affiliate of the UUA.

The names "Covenant of Unitarian Universalist Pagans", "Covenant of UU Pagans", and "CUUPS" may not be copied, used, or issued by anyone for any purpose except as authorized in these Regulations or by resolution of the CUUPS Board of Trustees ("Board").

ARTICLE 2 OFFICES OF THE CORPORATION

SECTION 2.1. PRINCIPAL OFFICE

Subject to the provisions of the laws of the State of Ohio and any limitations in the Articles of Incorporation, the Board may determine the location of the Principal Office within the State of Ohio for the transaction of business, affairs, and activities of the corporation, and may change this location from one address to another. The Secretary shall note below any such change of address and the effective date thereof. Such a change of address shall neither require nor be deemed an amendment to these Regulations.

Effective _____(date), the principal office is located at _____(address) _____(city) _____(county), Ohio.

SECTION 2.2. OTHER OFFICES

The Board may at any time establish branch or subordinate offices at any place where CUUPS is qualified to conduct its activities.

ARTICLE 3 PURPOSES AND LIMITATIONS

SECTION 3.1. PURPOSES

As stated in the Articles of Incorporation, "The Covenant of Unitarian Universalist Pagans, Inc. exists for the purposes of promoting the practice and understanding of Pagan and Earth-centered spirituality within the Unitarian Universalist Association, enabling networking among Pagan-identified Unitarian Universalists, providing for the outreach of Unitarian Universalism to the broader Pagan community, providing educational materials on Paganism and Earth-centered spirituality for Unitarian Universalist congregations and for the general public, promoting interfaith dialogue, encouraging the development of theological and liturgical materials based on Pagan and Earth-centered religious and spiritual perspectives, encouraging greater

use of music, dance, visual arts, poetry, story and creative ritual in Unitarian Universalist worship and celebration, providing a place or places for gathering and for worship, and fostering healing relationships with the Earth and all of the Earth's children."

The purposes of CUUPS include providing support for Pagan-identified UU religious professionals and ministerial students.

SECTION 3.2. LIMITATIONS

As stated in the Articles of Incorporation, "No part of the net earning of the corporation shall inure to the benefit of, or be distributable to its members, trustees, officers or other private persons, except that the organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in the purpose clause hereof. No substantial part of the activities of the organization shall be the carrying on of proPaganda, or otherwise attempting to intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

Notwithstanding any other provision of this document, the organization shall not carry on any activities not permitted to be carried on (a) by an organization exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or (b) by an organization, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code, or corresponding section of any future federal tax code."

ARTICLE 4 MEMBERSHIP

SECTION 4.1. QUALIFICATION

Membership in the Covenant of Unitarian Universalist Pagans shall be open, without regard to race, color, sex, affectional or sexual orientation, physical disability, national origin, or social condition, to individual persons who affirm sympathy with the Principles and Purposes of the UUA and with the purposes of CUUPS as stated in these Regulations.

SECTION 4.2. APPLICATION

Application for membership and renewal of membership shall be by written request, submitted to the Secretary, affirming sympathy with the Principles and Purposes of the UUA and with the purposes of CUUPS as stated in these Regulations.

SECTION 4.3. CLASSES

Members of CUUPS shall be of two classes: Associate members and Active members. The Board may confer other recognition on certain members, but such recognition shall have no bearing on classification of membership for the purposes of these Regulations.

An Associate member shall have submitted membership application or renewal within the past twelve months, or shall have been an Active member within the past thirteen months.

An Active member shall have submitted membership application or renewal within the past twelve months, and shall have been a member for at least thirty days, and shall have either paid dues within the past twelve months or had such dues waived by the Board.

SECTION 4.4. DUES

Membership dues shall be set by the Board. A newly set schedule of dues becomes effective thirty days after being published to the

then current Active and Associate members.

The Board has discretion to reduce or waive the dues of members in special circumstances.

SECTION 4.5. TERMINATION AND TRANSFER

Resignation of membership in CUUPS shall be given as written notice to the Secretary.

The Board may revoke the membership of any person who is not a Trustee, following thirty days' notice and the opportunity of a hearing, if the Board determines, by its unopposed vote with a quorum present, that such membership is seriously prejudicial to CUUPS or its purposes as stated in these Regulations.

A person whose membership has been revoked by the Board shall remain ineligible for membership for at least twelve months and until such time as the Board decides, by a vote of two-thirds with a quorum present, to remove the ineligibility.

Termination of membership shall not obligate CUUPS to refund any dues or financial contribution.

Membership in CUUPS is non-transferable and ceases upon a member's death.

ARTICLE 5 RIGHTS AND RESPONSIBILITIES OF MEMBERS

SECTION 5.1. VOTING

The rights to vote and to propose matters for voting shall be reserved exclusively to the Active members of CUUPS. For the purposes of these Regulations, "voting member" means Active member.

SECTION 5.2. INSPECTION RIGHTS

Subject to members' confidentiality rights as provided in these Regulations, and without prejudice to the inspection rights of Trustees, every voting member shall have, for a purpose reasonably related to his or her interests as a member, the following inspection rights:

- (a) To inspect at any reasonable time, upon five (5) business days' prior demand of the corporation, the record of all members' names, addresses, and voting rights;
- (b) To inspect at a meeting, or to obtain from the corporation upon three (3) business days' prior demand and payment of a reasonable charge, a copy of the Voting Roll most recently prepared in accordance with these Regulations;
- (c) To inspect at any reasonable time the Articles of Incorporation, or these Regulations, or the minutes or proceedings of the members, or of the Board, or of any committee of the Board;
- (d) To obtain from the Treasurer of the corporation, upon five (5) business days' prior demand and the payment of a reasonable charge, any summary statement of fund balance or of revenues and expenses previously reported by the corporation to the members;
- (e) To obtain from the Secretary of the corporation, upon five (5) business days' prior demand, a count of members by class of membership as of the end of the previous month or as of the end of any prior fiscal year of the corporation;
- (f) To obtain from the Secretary of the corporation upon five (5) days prior demand and payment of a reasonable charge, a copy of

any annual report submitted by the corporation to the UUA pursuant to the Rules of the UUA governing Independent Affiliate organizations.

Demand to exercise any member inspection right established in these Regulations shall be made in a signed writing, stating purpose of such inspection and agreeing that no other purpose is to be served thereby. Such purpose shall be reasonably related to the member's interests as a member.

Any inspection made under the provisions of this regulation may be made by a member in person or by agent or attorney. The right to inspection includes the right to copy and to make extracts, provided that the reasonable costs of such copies or extracts shall be paid by the member.

SECTION 5.3. CONFIDENTIALITY

Without prejudice to the inspection rights of Trustees, any member may require, in a writing given to the Secretary, that his or her address be listed in care of the Secretary on any record subject to inspection by the members, and such requirement shall remain in force until rescinded by the member.

Records of the corporation showing the amount of dues paid by each member or the amount donated by each donor shall not be subject to inspection by the members.

ARTICLE 6 ACTS OF THE MEMBERS

SECTION 6.1. SCOPE

Subject to law, the Articles of Incorporation, and these Regulations, voting members may act by election and by resolution. Such actions shall be approved by the required proportion of such members voting at meetings or by mail ballot. No one may vote by proxy.

SECTION 6.2. ANNUAL MEETING

An Annual Meeting of members shall be held at a time and place convenient to the regular General Assembly of the UUA. Should the Board fail to duly notice or convene an Annual Meeting, such a meeting shall be deemed duly called and noticed if it is convened at half past noon on the second to the last day of the UUA General Assembly at the central or main entrance to the plenary hall of said Assembly.

SECTION 6.3. SPECIAL MEETING

The Board may convene a special meeting of members at any time and place, and shall expeditiously convene such a meeting upon petition by at least ten percent of the voting members. At a special meeting of members, the only business to be conducted shall be that business which was stated or reasonably implied in the notice of the meeting.

SECTION 6.4. ATTENDANCE AT MEETINGS

Attendance at meetings shall be at each member's own expense, except as the Board may specially provide. With the prior approval of the Board, and as specified in the notice of the meeting, members may attend by means of telecommunication, provided that all members present at the meeting can be duly recognized and can hear each other. Members attending by such means of telecommunication shall be deemed present in person.

SECTION 6.5 NOTICE OF MEETINGS

Notice of each meeting of members shall be given in writing to all voting members. Such notice shall state the date, hour and place of the meeting, the nature of the business there to be conducted, and the means, if any, approved by the Board for attendance by telecommunication. The Secretary shall cause such notice to be sent by first-class mail at least 30 days in advance of the meeting, or by another class of mail at least 60 days in advance of the meeting, but in no case more than 120 days in advance of the meeting. Notice shall be deemed to be sent upon its deposit in the mail. For the purpose of sending notice, the Secretary shall enumerate the names and addresses of all the voting members. Timely notice shall be sent to all the voting members thus enumerated and to all who become voting members from the date of such enumeration until thirty days before the noticed meeting. Notice need not be given to any member who participates at a meeting, other than promptly to protest lack of notice thereof. Any member who did not otherwise receive due notice of a meeting may, before or after the meeting, in a signed writing, consent to the conduct of the meeting, and such consent shall be deemed the equivalent of notice.

SECTION 6.6. QUORUM

A regular quorum for actions by members at a meeting shall consist of not fewer than twenty (20) voting members and not fewer than five percent (5%) of all the voting members, present in person. At a duly noticed Annual Meeting lacking a regular quorum, the voting members present shall nevertheless constitute a quorum for the purposes of receiving committee reports and accepting and closing nominations for election of Trustees by mail ballot. If, pursuant to these Regulations, the actual conduct of a mail ballot is deemed impermissible, then the members present at an Annual Meeting shall constitute a quorum for the purpose of electing Trustees. The members present at an Annual meeting shall constitute a quorum for the purpose of electing a Nominating Committee and a Polling Committee.

SECTION 6.7. ADJOURNMENT OF MEETINGS

A meeting of members shall be adjourned when a motion to adjourn is approved by a majority of the voting members present, whether or not a quorum is present.

A meeting of members shall be considered finally adjourned when a motion to adjourn is approved without specification of the time and place of adjournment.

If in the notice of a meeting any means was specified as approved by the Board for attendance by telecommunication, then specification of the time and place for an adjournment of such meeting shall include specification of means of attendance by telecommunication.

Notice of the adjournment of a meeting to another time and place shall be required in the same manner as for the original meeting if the adjournment is to a time more than thirty (30) days from the time of the original meeting.

Any adjournment not final of an Annual Meeting shall be to a time and place convenient to the ongoing UUA General Assembly, and timely advertisement of such adjournment shall be placed in a medium or location prominent at said Assembly.

SECTION 6.8. CONDUCT OF MEETINGS

Subject to the provisions of law, the Articles of Incorporation, and these Regulations, meetings of members shall be conducted in accordance with Robert's Rules of Order, as such rules may be revised from time to time.

The chairperson of each meeting of the members shall be anyone appointed in advance of the meeting by an act of the Board; or, in the absence of such an appointed chairperson, the President; or, in the absence of an appointed chairperson and of the President, the Vice President; or, in the absence of all such persons, anyone whom the voting members present may elect as chairperson of the meeting.

The Secretary shall act as secretary of all meetings of the members, provided that, in his or her absence, the chairperson shall appoint another person to act as secretary of the meeting. Minutes of each meeting of the members shall be approved by the Trustees present thereat, or, should no Trustees be present, by a committee whom the voting members present shall appoint for the purpose. The secretary of a meeting of the members may cause an audio recording of the meeting to be made for the sole purpose of drafting the minutes thereof, and such a recording shall be destroyed upon due approval of such minutes.

SECTION 6.9. CALL FOR MAIL BALLOT

With the exception of resolutions to accept and close nominations, any substantive resolution approved by the members at a meeting may be referred to a mail ballot upon approval at the meeting of a resolution thus to reconsider. In the want of sufficient majority approval for such a resolution, it shall be approved nevertheless if a majority of the Trustees then in office vote at the meeting to approve it.

With the approval of two-thirds of the Trustees then in office, the Board may call for a mail ballot of the members to decide any resolution which a Trustee may propose at a meeting of the members or otherwise.

Upon petition, given to the Secretary, by as many voting members as would constitute two-thirds of the regular quorum for an Annual Meeting of members, the Board shall call for a mail ballot of the members to decide any proper resolution which shall be specified in such petition.

SECTION 6.10. CONDUCT OF MAIL BALLOT

Upon due call for a mail ballot, the Polling Committee shall be responsible for the preparation, mailing, receipt and counting of all mail ballots.

The Polling Committee shall solicit, for mailing with the ballots, statements from candidates for election and from proponents and opponents of resolutions to be decided by mail ballot. The Polling Committee may edit or summarize such statements for conciseness.

Every ballot shall be uniquely numbered. The Polling Committee shall take reasonable measures to assure that the numbering of ballots does not compromise the secrecy thereof.

Upon demand by the Polling Committee, the Secretary shall enumerate the names and addresses of all the voting members as of the date the mail ballot was called. Ballots shall be sent to all the members thus enumerated, by first-class mail at least forty-five (45) days in advance of counting, or by another class of mail at

least sixty (60) days in advance of counting. Ballots shall be deemed to be sent upon being deposited in the mail. Ballots shall be counted within 120 days of the date the mail ballot was called.

Ballots shall be sent with notice that each member should retain his or her ballot number for one year, and notice of the date upon which ballots are to be counted.

The Polling Committee shall retain all ballots returned for counting, whether valid or not, for thirty days after counting, and thereafter shall convey such ballots to the Secretary, who shall keep such ballots at the principal office of the corporation for one year and thereafter destroy them.

The Treasurer shall maintain a restricted fund sufficient to pay the costs of mail balloting at least once per year. If the Treasurer certifies at an Annual Meeting that the consolidated balance of CUUPS funds unrestricted by contract is insufficient to pay the costs of a mail ballot, the election of Trustees by the voting members present at such an Annual Meeting shall be deemed the equivalent of election by mail ballot for the purposes of these Regulations.

If the Articles of Incorporation do not permit the election of Trustees by mail ballot, the election of Trustees by the voting members present at an Annual Meeting shall be deemed the equivalent of election by mail ballot for the purposes of these Regulations.

SECTION 6.11. VOTING ROLL

The Secretary shall maintain a voting roll to record the names and addresses of all the members who are eligible to vote at an impending meeting or in a pending mail ballot.

SECTION 6.12. APPROVAL VOTES

Following the establishment of a quorum at a meeting, and notwithstanding the subsequent withdrawal of members, substantive business resolutions shall be approved by two-thirds of the votes cast, so long as such approval votes equal at least two-thirds of the quorum. Parliamentary motions at a meeting shall be approved in accordance with Robert's Rules of Order, as such rules may be revised from time to time. A resolution referred to a mail ballot shall be approved provided that at least twenty percent (20%) of the ballots sent to members are returned valid in time for counting, and provided that at least two-thirds of the ballot votes thus cast on the resolution are votes of approval. Elections at meetings or by mail ballot shall be decided by plurality vote, with last place ties being decided by the incumbent Board. An election by mail ballot shall be decided notwithstanding the return of less than twenty percent of the ballots transmitted. No one may cast more than one vote per resolution or per candidate for election.

ARTICLE 7 COMMITTEES OF THE MEMBERS

SECTION 7.1. NOMINATING COMMITTEE

A Nominating Committee consisting of five (5) voting members of CUUPS shall be nominated and elected at each Annual Meeting of the members. No such nomination shall be accepted without the consent of the nominee given in person at the Annual Meeting or in a writing presented thereat.

Not more than one member of the Nominating Committee may be an interested person, as defined in the section of these Regulations relating to Qualification of Trustees. No Trustee and

no member of the Polling Committee may be a member of the Nominating Committee.

The Secretary shall serve on the Nominating Committee ex officio, without voting, and shall not be counted as one of its five members.

The incumbent Nominating Committee, if any, may elect one of its members to serve an additional term, and such election shall be attested by the Secretary in person at the Annual Meeting or in a writing presented thereat.

The Board of Trustees may elect one qualified person to serve on the Nominating Committee, and such election shall be attested by the Secretary in person at the Annual Meeting or in a writing presented thereat.

The voting members present at the Annual Meeting shall elect the complement of five members of the Nominating Committee, and shall constitute a quorum for that purpose. Candidates for election to the Nominating Committee by the members at the Annual Meeting may be nominated by any thirteen (13) voting members, or by the incumbent Nominating Committee, or by the Board.

Vacancies on the Nominating Committee shall be filled upon appointment by the Board.

No member of the Nominating Committee may be nominated for election as a Trustee.

Meetings of the Nominating Committee shall be governed by, noticed, held and taken in accordance with the provisions of these Regulations concerning meetings and action of the Board of Trustees, with such changes in the context of such provisions as are necessary to substitute the Nominating Committee and its members for the Board of Trustees and its members. The Nominating Committee may adopt standing rules pertaining to the conduct its meetings to the extent that such rules are not inconsistent with the provisions of these Regulations.

The Nominating Committee shall have such powers and duties as are enumerated in these Regulations.

SECTION 7.2. POLLING COMMITTEE

A Polling Committee consisting of three persons shall be nominated and elected at each Annual Meeting of the members. No such nomination shall be accepted without the consent of the nominee given in person at the Annual Meeting or in a writing presented thereat.

No one shall be elected a member of the Polling Committee who is under 21 years of age. No member of the Polling Committee may be an interested person, as defined in the section of these Regulations relating to Qualification of Trustees. No Trustee, Officer, or member of the Nominating Committee, nor any nominee for any such office or position, may serve on the Polling Committee.

Members of the Polling Committee shall maintain impartiality at meetings of members, and to every practical extent, and may not vote except by secret ballot.

The voting members present at the Annual Meeting shall elect the Polling Committee, and shall constitute a quorum for that purpose. Candidates for election to the Polling Committee may be nominated by any thirteen (13) voting members, or by the Nominating Committee, or by the Board.

Vacancies on the Nominating Committee shall be filled upon appointment by the Board.

Meetings of the Polling Committee shall be governed by, noticed, held and taken in accordance with the provisions of these Regulations concerning meetings and action of the Board of Trustees, with such changes in the context of such provisions as are necessary to substitute the Polling Committee and its members for the Board of Trustees and its members. The Polling Committee may adopt standing rules pertaining to the conduct its meetings to the extent that such rules are not inconsistent with the provisions of these Regulations.

The Polling Committee shall have such powers and duties as are enumerated in these Regulations.

ARTICLE 8 BOARD OF TRUSTEES

SECTION 8.1. GENERAL POWERS

The authority and interests of the members are represented by the Trustees. The Board of Trustees shall have the general powers necessary to conduct the business of the corporation and to direct its affairs in accordance with law, the Articles of Incorporation, and these Regulations. Without prejudice to these general powers, but subject to the same limitations, the Board and its Officers shall have such specific powers as are enumerated in these Regulations.

SECTION 8.2. NUMBER

The number of Trustees to constitute the Board shall be determined by resolution of the members. In no case shall there be a Board of less than three (3) or more than thirteen (13) Trustees.

SECTION 8.3. QUALIFICATION

No one shall be elected or appointed a Trustee who is under 21 years of age or who has been a voting member of CUUPS for less than 120 days.

Notwithstanding any other provision of these Regulations, not more than one-third of the Trustees may be interested persons. For purposes of these Regulations, "interested person" means any person currently being compensated for services rendered to CUUPS, or any brother, sister, ancestor, descendant, spouse, domestic partner, brother-in-law, sister-in-law, son-in-law, daughter-in-law, mother-in-law, or father-in-law of any such person.

No person shall serve as a Trustee who has been found by action of a court of law to be of unsound mind or otherwise unfit to serve as a Trustee of CUUPS.

SECTION 8.4. NOMINATION

Nominations for the election of Trustees shall be received and closed by members at their Annual Meeting. Qualified candidates may be nominated by the Nominating Committee, or by two-thirds of the Trustees then in office, or by any thirteen (13) voting members. No nomination shall be accepted without the consent of the nominee given in person at the Annual Meeting or in a writing presented thereat.

SECTION 8.5. ELECTION

Subject to the requirements of law and the Articles of Incorporation, Trustees shall be elected by mail ballot conducted in accordance with these Regulations.

SECTION 8.6. TERM ==<< Alternative A >>==

The term of a Trustee shall be from election until the second subsequent Annual Meeting of members, and thereafter until ballots for the election of Trustees have been counted and new Trustees have qualified. The terms of Trustees need not be concurrent. The term of a Trustee shall not be shortened by reduction of the number of Trustees. For the purpose of staggering the terms of Trustees, the members may duly resolve to shorten by one year the terms of as many as half of the Trustees then in office.

SECTION 8.6. TERM ==<< Alternative B >>==

The Board of Trustees shall be divided into three (3) groups: Group 1, Group 2, and Group 3. Group 1 shall consist of one-third of the Trustees, Group 2 shall consist of another third of the Trustees, and Group 3 shall consist of the complement. Each Trustee in each Group shall hold office from election until the third subsequent Annual Meeting of members, and thereafter until ballots for the election of Trustees have been counted and new Trustees have qualified.

Notwithstanding the foregoing, the following provisions shall apply upon approval by the members of a resolution to Balance the Groups of Trustees:

- (a) The Trustees shall be divided by their unanimous act or by lot into the three Groups herein defined;
- (b) The Trustees in Group 1 shall hold office from election until the third subsequent Annual Meeting of members, and thereafter until ballots for the election of Trustees have been counted and new Trustees have qualified;
- (c) The Trustees in Group 2 shall hold office from election until the second subsequent Annual Meeting of members, and thereafter until ballots for the election of Trustees have been counted and new Trustees have qualified;
- (d) The Trustees in Group 3 shall hold office from election until the next subsequent Annual Meeting of members, and thereafter until ballots for the election of Trustees have been counted and new Trustees have qualified.

The term of a Trustee shall not be shortened by reduction of the number of Trustees.

SECTION 8.7. REMOVAL

The members of CUUPS, acting by due resolution, may remove any Trustee from the Board, with or without cause.

The Board of Trustees, acting by unopposed vote with a quorum present, may remove from the Board any person who does not meet the Qualifications of a Trustee as set forth in these Regulations.

SECTION 8.8. RESIGNATION

By giving written notice to the President or Secretary, any Trustee may resign at any time, effective upon receipt of such notice or at such later time as may be specified therein.

A Trustee who, without excuse approved by the Board, has failed to attend three consecutive meetings of the Board, shall be deemed to have resigned.

SECTION 8.9. VACANCY

A vacancy on the Board shall exist on the occurrence of any of the following:

- (a) the death, resignation, or removal of a Trustee;
- (b) the inability of the members to elect a sufficient complement of Trustees to form the number determined for the Board in accordance with these Regulations.

SECTION 8.10. FILLING VACANCIES

Except for a vacancy created by the removal of a Trustee by the members, any vacancy on the Board may be filled for the unexpired term by appointment upon the vote of a majority of the Trustees remaining in office, whether or not less than a quorum, or by the sole remaining Trustee. A vacancy not filled by the Trustees may be filled for the unexpired term by appointment upon due resolution of the members.

ARTICLE 9 POWERS, RIGHTS, AND RESPONSIBILITIES OF TRUSTEES

SECTION 9.1. POWERS AND DUTIES

It shall be the power and duty of the Trustees:

- (a) To perform any and all duties imposed on them collectively or individually by law, by the Articles of Incorporation, by these Regulations, or by proper act of the members;
- (b) To appoint and to remove, to employ and to discharge, and except as otherwise provided in these Regulations, to prescribe the duties and to fix the compensation, if any, of all officers, agents and employees of CUUPS;
- (c) To supervise all officers, agents and employees of CUUPS to assure that their duties are performed properly;
- (d) To meet at such times and places as required by these Regulations;
- (e) To register their addresses with the Secretary, acknowledging that notices of meetings mailed, telegraphed or telecommunicated to them at such addresses shall be valid notices thereof.

The Board may borrow money and incur indebtedness on behalf of the corporation, and cause to be executed and delivered for the corporation's purposes, in the corporate name, promissory notes, bonds, debentures, deeds of trust, mortgages, pledges, hypothecations, and other evidences of debt and securities.

SECTION 9.2. LIABILITY

Trustees of the corporation shall not be personally liable for the debts, liabilities, or other obligations of the corporation.

Trustees of the corporation shall not be liable to either the corporation or its members for monetary damages for a breach of fiduciary duties unless the breach involves:

- (a) a Trustee's duty of loyalty to the corporation of its members;
- (b) acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of the law;
- (c) a transaction from which the Trustee derived improper personal benefit.

SECTION 9.3. COMPENSATION

Trustees shall serve as Trustees without compensation except that actual and necessary expenses incurred in such service may be advanced or reimbursed to them upon approval by the Board. Any such compensation shall be subject to the requirements of Sections 501(c)(3) and 170(c)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

SECTION 9.4. INSPECTION RIGHTS

Every Trustee shall have the absolute right at any reasonable time to inspect and make copies of any and all books, records and documents of the corporation and to inspect its physical properties. Any inspection or copies made under the provisions of this regulation may be made by the Trustee in person or by agent or attorney.

SECTION 9.5. CONFLICT OF INTEREST

Subject to the requirements of law and the Articles of Incorporation, but notwithstanding any other provision of these Regulations, no Trustee shall vote, or be counted toward a quorum for a vote, or be counted as present for a vote, or be counted against unanimity of consent to any act of the Board in any matter involving him or her as:

- (a) an interested person, as defined in the section of these Regulations relating to Qualification of Trustees; or
- (b) a party with a material financial interest in a transaction with this corporation;
- (c) a director, officer, or trustee of another organization in any matter relating to that organization and to CUUPS; or
- (d) the subject of any proceeding to remove said Trustee from responsibility as an Officer or from the Board.

SECTION 9.6. INTERNAL GOVERNANCE

Subject to law, the Articles of Incorporation, and these Regulations, the Board of Trustees may establish its own rules, policies, and procedures, independent of those of any preceding Board.

ARTICLE 10 ACTS OF THE TRUSTEES

SECTION 10.1. SCOPE

Subject to law, the Articles of Incorporation, and these Regulations, the Board of Trustees may act by election, resolution, and delegation of powers. Such actions shall be approved by Trustees voting at meetings or by their unanimous written consent. No Trustee shall vote by proxy at any meeting of the Board or committee thereof.

SECTION 10.2. ATTENDANCE AT MEETINGS

Trustees may attend any meeting of the Board or committee thereof by means of telecommunication, provided that all Trustees present at the meeting can be duly recognized and can hear each other. All Trustees attending by such means of telecommunication shall be deemed present in person.

SECTION 10.3. NOTICE OF MEETINGS

Whenever any notice of a meeting of Trustees is required by these Regulations, such notice shall specify the place, day and hour of the meeting, and the means, if any, of attendance by telecommunication.

Such notice shall be given to each Trustee by one of the following methods:

- (a) by personal delivery of written notice;
- (b) by first-class mail, postage pre-paid;
- (c) by telephone, either directly to the Trustee, or to a person whom the Trustee may have named for such purpose in writing to the Secretary;

(d) by telegram, charges prepaid; or

(e) by electronic mail, with receipt confirmed by electronic mail response.

Such notice shall be given or sent to the Trustee's address, telephone number, or e-mail address as registered with the Secretary. Notice via first-class mail shall be deposited in the United States mails at least seven (7) days before the time set for the meeting; all other such notices shall be sent at least forty-eight (48) hours before the time set for the meeting.

Notice of a meeting need not be given to any Trustee who, either before or after the meeting, signs a waiver of notice, a written consent to the holding of the meeting, or an approval of the minutes of the meeting. All such waivers, consents and approvals shall be filed with the corporate records or made a part of the minutes of the meetings. Notice of a meeting need not be given to any Trustee who attends the meeting and does not protest, before or at the commencement of the meeting, the lack of notice to him or her.

SECTION 10.4. QUORUM

Two-thirds of the authorized number of Trustees present in person at a meeting of the Board shall constitute a quorum for the transaction of business, except to adjourn.

SECTION 10.5. ADJOURNMENT

A meeting of Trustees shall be adjourned when a motion to adjourn is approved by a majority of the Trustees present, whether or not a quorum is present.

A meeting of Trustees shall be considered finally adjourned when the time and place of the adjournment are not specified in the motion to adjourn.

If any means of attendance by telecommunication was originally specified in the notice of a meeting, then specification of time and place of an adjournment shall include specification of means of attendance by telecommunication.

Notice of the adjournment of a meeting to another time and place shall be required in the same manner as for the original meeting if the adjournment is to a time more than forty-eight (48) hours from the time of the original meeting.

SECTION 10.6. CONDUCT OF MEETINGS

Subject to law, the Articles of Incorporation, and these Regulations, meetings of the Board of Trustees and any committees thereof shall be conducted in accordance with Robert's Rules of Order, as such rules may be revised from time to time.

Unless another Officer is specifically appointed to be chairperson by the Board of Trustees, the President shall preside at each meeting of the Board.

The Secretary of the corporation shall act as secretary of all meetings of the Board, provided that, in his or her absence, the chairperson shall appoint another person to act as secretary of the meeting.

The secretary of any meeting of the Board may cause an audio recording of the meeting to be made for the sole purpose of drafting the minutes thereof, and such recording shall be destroyed upon due approval of such minutes.

SECTION 10.7. APPROVAL VOTES

Except as otherwise specifically required or provided by law, the Articles of Incorporation, or these Regulations, the proportion of votes required for approval of a matter by the Board shall mean that proportion of the votes cast by the Trustees, not counting abstentions. Such proportion of votes shall be more than one-half.

Following the establishment of a quorum at a meeting, and notwithstanding the subsequent withdrawal of Trustees, resolutions shall be approved by the required proportion of votes, so long as such approval votes equal at least that proportion of the quorum.

SECTION 10.8. TRANSITIONAL MEETING

Within thirty (30) days of the election of one or more Trustees, the incumbent President shall convene and preside at a Transitional Meeting of the Board, notice of which shall be given, in accordance with these Regulations, to all outgoing, incumbent, and newly elected Trustees. At this meeting, outgoing Trustees may not vote. Subject to law, the Articles of Incorporation, and these Regulations, the Transitional Meeting of the Board of Trustees shall be conducted in accordance with Robert's Rules of Order, as such rules may be revised from time to time, with any previously adopted standing rules suspended.

SECTION 10.9. REGULAR MEETINGS

For the purposes of these Regulations, a meeting of the Board or any committee thereof shall be deemed a regular meeting only if the time and place of such meeting and the means, if any, of attendance by telecommunication have been fixed at least thirty (30) days in advance by the unanimous written consent of those entitled to vote thereat. After such consent further notice of a regular meeting need not be given.

SECTION 10.10. SPECIAL MEETINGS

Special meetings of the Board of Trustees for any purpose may be called at any time by the President, the Secretary, or by any two Trustees. Notice of such a meeting shall be given in accordance with these Regulations.

SECTION 10.11. UNANIMOUS WRITTEN CONSENT

Any action required or permitted to be taken at any meeting by the Board of Trustees, or any committee thereof, may be taken without a meeting if prior to such action a written consent thereto is signed by all the members of the Board of Trustees, or committee thereof, as the case may be, and provided that such written consent is filed with the minutes or proceedings of the Board or committee.

SECTION 10.12. DELEGATION OF POWERS

With the approval of a majority of the Trustees then in office, the Board may appoint one or more committees of Trustees to which any of the powers of the Board may be delegated, with the exception of powers:

- (a) To fill vacancies on the Board or on any committee to which any power of the Board is delegated;
- (b) To fix the compensation of any Trustee for serving as an Officer or in any other capacity;
- (c) To set the term of any Officer;
- (d) To appoint a chairperson for any meeting of the members;

(e) To appoint anyone to, or to remove anyone from the Council of Advisors;

(f) To appoint committees of the Board or members of such committees;

(g) To fill any vacancy on any committee of the members;

(h) To control or direct any committee of the Board;

(i) To amend or repeal any resolution of the Board which by its express terms is not so amendable or repealable;

(j) To expend corporate funds to promote the election of a candidate for Trustee, after there are more people nominated for Trustee than can be elected;

(k) To approve any transaction to which this corporation is a party and in which one or more of the Trustees has a material financial interest.

Any committee to which any power of the Board is delegated shall consist of not less than three (3) Trustees, no more than one-third of whom may be interested persons as defined in these Regulations.

No power of the Board may be delegated to any committee which has one or more members who are not Trustees, and any such committee shall be clearly designated an advisory committee and shall not be deemed a committee of the Board.

By its majority vote with a quorum present, the Board may appoint to any committee of the Board one or more alternate members who may take the place of any absent member or members at any meeting of such committee, provided that no such alternate member may be an interested person as defined in these Regulations.

Each such committee shall act only in the intervals between meetings of the Board, and shall be subject to the control and direction of the Board. Any such committee may be disbanded upon the majority vote of the Board with a quorum present.

The act of any such committee within the powers delegated to it shall be as effective for all purposes as the act of the Board.

Meetings and action of committees of the Board shall be governed by, noticed, held and taken in accordance with the provisions of these Regulations concerning meetings and action of the Board of Trustees, with such changes in the context of such provisions as are necessary to substitute the committee and its members for the Board of Trustees and its members, except that the time for regular meetings of committees may be fixed by resolution of the Board of Trustees or by the committee. The time for special meetings of committees may also be fixed by the Board of Trustees. The Board of Trustees may also adopt rules and regulations pertaining to the conduct of meetings of committees to the extent that such rules and regulations are not inconsistent with the provisions of these Regulations.

ARTICLE 11 OFFICERS

SECTION 11.1 NUMBER

The Officers of CUUPS shall consist of a President, a Vice President, a Secretary, a Treasurer, and such other Officers as may be deemed necessary by the Board of Trustees or by the voting members of CUUPS.

SECTION 11.2 QUALIFICATION

All Officers shall be duly qualified voting members of CUUPS.

The offices of President, Secretary, and Treasurer shall be held by three different Trustees. The office of Vice President shall be held by a Trustee other than the President.

SECTION 11.3. APPOINTMENT

Officers shall be appointed by the Board, and each such appointment shall require the approval of a majority of the Trustees then in office.

Should the Board of Trustees be unable duly to appoint a President, a Vice President, a Secretary, or a Treasurer, then the Board shall expeditiously call a Special Meeting of the members, or a mail ballot of the members, for the election of such Officer or Officers.

SECTION 11.4. TERM

The President, Vice President, Secretary, and Treasurer shall hold office until the next Transitional Meeting of the Board, or until such Officer resigns or is removed or is otherwise disqualified to serve, or until his or her successor shall be appointed and qualified, whichever occurs first.

Each Officer other than the President, Vice President, Secretary, and Treasurer shall serve until the expiration of a definite term which the Board may set, or until such Officer resigns or is removed or is otherwise disqualified to serve, or until his or her successor shall be appointed and qualified, whichever occurs first.

SECTION 11.5. REMOVAL AND RESIGNATION

The members of CUUPS, acting by due resolution, may remove any Officer from office, with or without cause.

The Board of Trustees may remove any Officer from office, with or without cause, and such removal shall require the approval of a majority of the Trustees then in office.

Removal of a Trustee from appointment as an Officer shall not constitute removal of that Trustee from the Board of Trustees.

By giving written notice to the President or Secretary, or notice at any duly called meeting of the Board, any Officer may resign at any time, effective upon receipt of such notice or at such later time as may be specified therein.

The above provisions for Removal and Resignation of Officers shall be superseded by any conflicting terms of a contract which has been approved or ratified by the Board of Trustees relating to the employment of any Officer of the corporation.

ARTICLE 12 POWERS, RIGHTS, AND RESPONSIBILITIES OF OFFICERS

SECTION 12.1 GENERAL DUTIES

Officers shall perform any and all duties imposed on them collectively or individually by law, by the Articles of Incorporation, or by these Regulations, or as properly prescribed by act of the members.

SECTION 12.2 COMPENSATION

Anyone, including a Trustee, may be compensated with a salary for service as an Officer, upon the approval of such compensation by the Board. In all cases, any salaries received by Officers shall be reasonable. A Trustee who is compensated for service as an Officer, other than by the advancement or reimbursement of the actual and necessary expenses of such service, shall be considered

an interested person for the purposes of these Regulations. Any such compensation shall be subject to the requirements of Sections 501(c)(3) and 170(c)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

SECTION 12.3. PRESIDENT

The President shall be the chief executive officer of the corporation and shall, subject to the control of the Board of Trustees, supervise and control the affairs of the corporation and the activities of the Officers. She or he shall perform all duties incident to her or his office and such other duties as may be required by law, by the Articles of Incorporation, or by these Regulations, or which may be prescribed from time to time by the Board of Trustees. Unless another person is specifically appointed as chairperson of the Board of Trustees, the President shall preside at all meetings of the Board of Trustees. Except as otherwise provided in these Regulations, the President shall preside at meetings of members. Except as otherwise expressly provided by law, by the Articles of Incorporation, or by these Regulations, the President shall, in the name of the corporation, execute such deeds, mortgages, bonds, contracts, checks, or other instruments which may from time to time be authorized by the Board of Trustees.

SECTION 12.4. VICE PRESIDENT

In the absence of the President, or in the event of his or her inability or refusal to act, the Vice President shall perform all the duties of the President, and when so acting shall have all the powers of, and be subject to all the restrictions on, the President. The Vice President shall have such other powers and duties as may be required by law, by the Articles of Incorporation, or by these Regulations, or as may be properly prescribed by the members or the Board of Trustees.

SECTION 12.5. SECRETARY

The Secretary shall:

- (a) See that corporate records are maintained at the principal office of the corporation as required in the provisions of these Regulations relating to "Corporate Records, Reports, and Seal;"
- (b) Supervise the security, integrity, and appropriate availability of all records of the corporation;
- (c) Be custodian of the records and of the seal of the corporation, and see that the seal is affixed to all documents requiring it;
- (d) See that all notices are duly given in accordance with these Regulations or as required by law;
- (e) Keep a registry of the addresses of every person entitled to notice of meetings of the Board of Trustees;
- (f) Exhibit, or cause to be exhibited, to members and Trustees, at all reasonable times, such books and records of the corporation as are subject to their inspection pursuant to the provisions of these Regulations, the Articles of Incorporation, or any requirement of law;
- (g) In general, perform all duties incident to the office of Secretary and such other duties as may be required by law, by the Articles of Incorporation, or by these Regulations, or as may be properly prescribed by the members or the Board of Trustees.

SECTION 12.6. TREASURER

Subject to the provisions of these Regulations relating to the "Execution of Instruments, Deposits and Funds," the Treasurer

shall:

(a) Have charge and custody of, and be responsible for, all funds and securities of the corporation, and deposit all such funds in the name of the corporation in such banks, trust companies, or other depositories as shall be selected by the Board of Trustees;

(b) Receive, and give receipts for, monies due and payable to the corporation from any source whatsoever;

(c) Disburse, or cause to be disbursed, the funds of the corporation as may be directed by the Board of Trustees, making proper vouchers for such disbursements;

(d) Keep and maintain adequate and correct accounts of the corporation's properties and business transactions, including accounts of its assets, liabilities, receipts, disbursements, gains and losses;

(e) Render to the Secretary, whenever requested, copies of reports, books, and accounts to be maintained at the principal office of the corporation in accordance with the provisions of these Regulations relating to "Corporate Records, Reports, and Seal;"

(f) Exhibit to members and Trustees, at all reasonable times, such books of account of the corporation as are subject to their inspection pursuant to provisions of these Regulations or any requirement of law;

(g) Render to the President and Trustees, whenever requested, an account of any or all of his or her transactions as Treasurer and of the financial condition of the corporation;

(h) Prepare, or cause to be prepared, and certify, or cause to be certified, the financial statements to be included in any required reports;

(i) Post a bond in such amount and with such sureties as the Board of Trustees may prescribe, with the premium thereof being paid by the corporation;

(j) In general, perform all duties incident to the office of Treasurer and such other duties as may be required by law, by the Articles of Incorporation, or by these Regulations, or as may be properly prescribed by the members or the Board of Trustees.

SECTION 12.7. OFFICERS NOT TRUSTEES

Each Officer who is not a Trustee shall be entitled to attend meetings of the Board of Trustees ex officio, without the right to vote; to be given notice of meetings of the Board of Trustees in the same manner as such notice is given to Trustees; and to be reimbursed or advanced the expenses of such attendance upon approval by the Board. Notwithstanding the foregoing, a majority of the Trustees at a meeting of the Board may adjourn to the exclusion of any Officer or Officers who are not Trustees. Officers who are not Trustees shall register their addresses with the Secretary, acknowledging that notices of meetings mailed, telegraphed or telecommunicated to them at such addresses shall be valid notices thereof.

ARTICLE 13 STAFF DIRECTOR

SECTION 13.1. SCOPE

The Board of Trustees may employ a Staff Director whose title,

terms, and conditions of employment shall be specified by the Board. In no case shall the Staff Director be a Trustee.

SECTION 13.2. DUTIES

The Staff Director, if any, shall, under the supervision of the Board:

(1) Manage and direct the activities of the paid and volunteer staff of the corporation;

(2) Employ and terminate the employment of members of the necessary support staff and fix such employees' compensation within the approved budget and guidelines set by the Board;

(3) Define the duties of the staff, establish their titles, delegate responsibilities of management as appropriate, and supervise the performance of staff;

(4) Have such other duties and authority as the Board of Trustees may prescribe.

SECTION 13.3. RIGHTS

The Staff Director, if any, shall be entitled to attend meetings of the Board of Trustees ex officio, without the right to vote; to be given notice of meetings of the Board of Trustees in the same manner as such notice is given to Trustees; and to be reimbursed or advanced the expenses of such attendance upon approval by the Board. Notwithstanding the foregoing, a majority of the Trustees at a meeting of the Board may adjourn to the exclusion of the Staff Director. The Staff Director shall register his or her address or addresses with the Secretary, acknowledging that notices of meetings mailed, telegraphed or telecommunicated to him or her at such addresses shall be valid notices thereof.

ARTICLE 14 COUNCIL OF ADVISORS

SECTION 14.1 APPOINTMENT

The Board of Trustees may appoint anyone to serve on the Council of Advisors.

SECTION 14.2. NUMBER

The number of Advisors shall be determined by the Board of Trustees. The Council of Advisors may be vacant.

SECTION 14.3. RIGHTS

Advisors may attend meetings of the Board of Trustees ex officio, without the right to vote. Such attendance shall be at the expense of the Advisor, except as the Board of Trustees may specially provide.

Advisors are entitled to notice of meetings of the Board of Trustees in the same manner as such notice is given to Trustees;

Notwithstanding the foregoing, the Board of Trustees, with the approval of a majority of the Trustees then in office, may convene a Special Meeting or adjournment of any meeting of the Board, to the exclusion of any Advisor or Advisors.

As the Board of Trustees may determine, any Advisor may be compensated for service as such.

Nothing in this article shall be construed to vest in the Council of Advisors any authority to act on behalf of, or as agent for, or in any manner binding the corporation or its Board of Trustees.

SECTION 14.4. REMOVAL AND RESIGNATION

The Board of Trustees may dismiss anyone from the Council of Advisors at any time, without hearing or notice.

Any Advisor may resign from the Council at any time, by giving written notice to the President or Secretary, and such resignation shall be effective upon receipt of such notice or at such later time as may be specified therein.

The above provisions for Removal and Resignation of Advisors shall be superseded by any conflicting terms of a contract which has been approved or ratified by the Board of Trustees relating to the employment of any Advisor.

ARTICLE 15 RELATED ORGANIZATIONS

SECTION 15.1. THE UUA

The Board shall take all reasonable steps to establish and maintain CUUPS as an Independent Affiliate of the Unitarian Universalist Association.

Loss of affiliation with the UUA shall not necessarily entail the dissolution of the corporation.

SECTION 15.2 CHAPTERS

The Board may, in accordance with these Regulations, recognize an association of members to be a Chapter of CUUPS.

Application for, and renewal of Chapter status shall be by written request, submitted to the Secretary, affirming sympathy with the Principles and Purposes of the UUA and with the purposes of CUUPS as stated in these Regulations.

Recognition of Chapter status shall be for a period of thirteen months unless earlier renewed or terminated in accordance with these Regulations.

A Chapter of CUUPS shall be organized as an auxiliary of a UUA congregation, or in such other affinity with the UUA as the CUUPS Board may from time to time approve.

A Chapter shall consist of at least three voting members of CUUPS, each of whom is a member of a UUA congregation, and none of whom, for the purposes of this regulation, is counted as a member of another CUUPS Chapter.

Each member of a Chapter shall be either an Associate member or an Active member of CUUPS.

Once per calendar year, the Board shall adopt and publish such rules as it deems necessary to govern the recognition and support of CUUPS Chapters. Such rules may require Chapters to make financial contribution to CUUPS.

Each Chapter shall be independent in its work and governance.

Each recognized Chapter is authorized to designate itself as such by use of the names "Covenant of Unitarian Universalist Pagans", "Covenant of UU Pagans" and "CUUPS" in conjunction with the word "Chapter".

Resignation from CUUPS Chapter status shall be given to the Secretary as written notice certified by a competent officer of the resigning Chapter. Such resignation shall become effective upon receipt by the Secretary.

The Board shall have the right to revoke the recognition of any

Chapter, following thirty days' notice and the opportunity of a hearing, if the Board determines, by its unopposed vote with a quorum present, that continued recognition of such a Chapter is seriously prejudicial to CUUPS or its purposes as stated in these Regulations.

Recognition of a CUUPS Chapter is non-transferable and ceases upon the dissolution or resignation of a Chapter.

The resignation, dissolution, or revocation of recognition of a Chapter shall not obligate CUUPS to refund any dues or financial contribution.

SECTION 15.3. ASSOCIATIONS OF CHAPTERS

Chapters are free to associate with one another. The right of an association of Chapters to use the name "Covenant of Unitarian Universalist Pagans", "Covenant of UU Pagans", or "CUUPS" shall be granted and withdrawn at the discretion of the CUUPS Board. Any such association of Chapters shall be independent in its work.

SECTION 15.4. OTHER ORGANIZATIONS

At the discretion of the Board, CUUPS may establish, maintain, and terminate official relations with other organizations which are affiliated with the UUA.

Upon due resolution of the members, CUUPS may establish official relations with other organizations which are not affiliated with the UUA. The Board shall maintain each such relationship unless it finds, by its two-thirds vote with a quorum present, that continuing such a relationship has ceased to be in the best interests of CUUPS.

ARTICLE 16 INSTRUMENTS, DEPOSITS, AND FUNDS

SECTION 16.1. EXECUTION OF INSTRUMENTS

The Board of Trustees, except as otherwise provided in these Regulations, may by resolution authorize the President or any Officer or agent of the corporation to enter into any contract or to execute and deliver any instrument in the name of and on behalf of the corporation, and such authority may be general or confined to specific instances. Unless so authorized, no Officer, agent, or employee shall have any power or authority to bind the corporation by any contract or engagement or to pledge its credit or to render it liable monetarily for any purpose or in any amount.

SECTION 16.2. CHECKS AND NOTES

Except as otherwise specifically determined by resolution of the Board of Trustees or as otherwise required by law, checks, drafts, promissory notes, order for the payment of money, and other evidence of indebtedness of the corporation shall be signed by the Treasurer and countersigned by the President of the corporation, except that the Treasurer is hereby authorized to sign checks, drafts, promissory notes, order for the payment of money and other evidence of indebtedness of the corporation in the amount of five-hundred dollars (\$500) or less without the counter-signature of the President.

SECTION 16.3. DEPOSITS

All funds of the corporation shall be deposited from time to time to the credit of the corporation in such banks, trust companies, or other depositories as the Board of Trustees may select.

SECTION 16.4. GIFTS

The Board of Trustees may accept on behalf of the corporation any contribution, gift, bequest, or devise for the charitable, religious, educational, and scientific purposes of this corporation.

ARTICLE 17 CORPORATE RECORDS, REPORTS, AND SEAL

SECTION 17.1. MAINTENANCE OF CORPORATE RECORDS

Under the supervision of the Secretary, the corporation shall maintain at its principal office in the State of Ohio:

(a) A copy, certified by the Secretary of the State of Ohio, of the Articles of Incorporation and any amendments thereof;

(b) A written copy, certified by the Secretary of the corporation, of the Regulations as amended to date;

(c) A copy, as recorded within the past thirty (30) days in a form approved by the Secretary, of the minutes of all meetings of Trustees, committees of the Board, and minutes of all meetings of members, indicating the time and place of holding such meetings, whether regular or special, how called, the notice given, and the names of those present and the proceedings thereof;

(d) A copy, as recorded within the past thirty (30) days in a form approved by the Secretary, of adequate and correct books and records of account, including accounts of the corporation's properties and business transactions and accounts of its assets, liabilities, receipts, disbursements, gains and losses;

(e) A copy of all significant correspondence between the corporation and any statutory authority, including copies of all required reports, returns, and identification numbers or codes;

(f) A copy of all significant correspondence between the corporation and the UUA, including reports submitted by the corporation pursuant to the Rules of the UUA;

(g) A list, as recorded within the past thirty (30) days in a form approved by the Secretary, of the current and past members of the corporation, indicating their names, their addresses, the class of membership held by each member, the date of each member's admission to membership, and the date upon which each member's class of membership expired or will expire unless renewed.

(h) Any ballots conveyed to the Secretary by the Polling Committee within the past twelve months.

SECTION 17.2. CORPORATE SEAL

The Board of Trustees may adopt, use, and at will alter, a corporate seal. Such seal shall be kept in the custody of the Secretary. Failure to affix the seal to a corporate instrument, however, shall not affect the validity of such instrument.

ARTICLE 18 INDEMNIFICATION OF CORPORATE AGENTS AND VOLUNTEERS

SECTION 18.1. INDEMNIFICATION

To the extent that a person who is or was a Trustee, Officer, employee, or other agent of, or volunteer of, this corporation has been successful on the merits in defense of any civil, criminal, administrative or investigative proceeding brought to procure a judgment against such person by reason of the fact that he or she is or was an agent of, or volunteer of, the corporation, or has been successful in defense of any claim, issue or matter, therein, such person shall be indemnified against expenses actually and reasonably incurred by the person in connection with such proceeding.

If such person either settles any such claim or sustains a judgment against him or her, then indemnification against expenses, judgments, fines, settlements and other amounts reasonably incurred in connection with such proceedings shall be provided by this corporation but only to the extent allowed by, and in accordance with the requirements of, Section 1702.12 of Ohio Revised Code.

SECTION 18.2. INSURANCE FOR CORPORATE AGENTS AND VOLUNTEERS

In accordance with Section 1702.12 of Ohio Revised Code, the Board of Trustees may adopt a resolution authorizing the purchase and maintenance of insurance, or similar protection, on behalf of any person who is or was a Trustee, Officer, employee, agent, or volunteer of the corporation, against any liability asserted against him or her and incurred by him or her in any such capacity, or arising out of his or her status as such, in accordance with Section 1702.12 of Ohio Revised Code.

ARTICLE 19 FISCAL YEAR AND ANNUAL REPORT

SECTION 19.1. FISCAL YEAR

The fiscal year of the corporation shall begin on the first day of January and end on the last day of December in each year.

SECTION 19.2. ANNUAL REPORT

The Board shall cause an Annual Report to be furnished not later than one hundred and twenty (120) days after the close of the Fiscal Year to all Trustees and to any member who requests it in writing. Should the gross receipts of the corporation during the Fiscal Year exceed twenty-five thousand dollars (\$25,000), said report shall be sent to all voting members. The Annual Report shall be accompanied by any report thereon of independent accountants, or, if there is no such report, the certificate of an authorized Officer of the corporation that such statements were prepared without audit from the books and records of the corporation. The Annual Report shall contain the following information in appropriate detail:

(a) The assets and liabilities, including the trust funds, of the corporation as of the end of the fiscal year;

(b) The principal changes in assets and liabilities, including trust funds, during the fiscal year;

(c) The revenue or receipts of the corporation, both unrestricted and restricted to particular purposes, for the fiscal year;

(d) The expenses or disbursements of the corporation, for both general and restricted purposes, during the fiscal year; and

(e) The general circumstances and aggregate amount of any one or more indemnifications or transactions in which a Trustee of the corporation had a direct or indirect material financial interest involving more than ten thousand dollars (\$10,000) in the aggregate.

ARTICLE 20 AMENDMENT

SECTION 20.1. AMENDMENT

Amendment of these Regulations shall be proposed as a resolution of the members in accordance with the provisions of these Regulations relating to "Call for Mail Ballot." Such a resolution shall be put to the members, and approved by them, in a mail ballot conducted in accordance with these Regulations, provided that at least twenty percent (20%) of the ballots sent to members are returned valid in time for counting, and provided that at least two-thirds of the ballot votes thus cast on the resolution are votes of approval.

ARTICLE 21 DISSOLUTION

SECTION 21.1. PROCEDURE

Voluntary dissolution of this corporation shall be proposed as a resolution of the members in accordance with the provisions of these Regulations relating to "Call for Mail Ballot." Such a resolution shall be put to the members, and approved by them, in a mail ballot conducted in accordance with these Regulations, provided that at least fifty percent (50%) of the ballots sent to members are returned valid in time for counting, and provided that at least two-thirds of the ballot votes thus cast on the resolution are votes of approval.

SECTION 21.2. DISTRIBUTION OF ASSETS

No member, Trustee, Officer, employee, or other person connected with this corporation, nor any private individual, shall be entitled to share in the distribution of, and shall not receive, any of the corporate assets on dissolution of the corporation.

All members of the corporation shall be deemed to have expressly consented and agreed that on dissolution or winding up of the affairs of the corporation, whether voluntarily or involuntarily, the assets of the corporation, after all debts have been satisfied, shall be distributed as required by the Articles of Incorporation of this corporation and not otherwise. ☺



SAMHAIN WITH CHILDREN

JERRIE HILDEBRAND

When Samhain time comes I hear more parents talk about how to bring this holiday to their children. Many in my CUUPS group still have most of their family alive and well. Many themselves have not yet dealt with the death of someone close to them. All I can so is share from personal experience, of course, about how our household does it.

For us it started this last year when my middle sister suddenly died. We live over 400 miles from my family in the farmlands of upstate NY. My son was only two but very curious as to why his Mommy was so sad. So I just told him. He asked what it was....I stopped short. Then proceeding I told him factually about the body's ability to stop working at some point. Okay he said...where does she go? Yikes! Most books I have ever read are from a religious context with a heaven or hell. I am not even quite sure of the notion of Summerland. However being raise on and near farms I could bring it to a very simple level.

We went outside and picked some flowers for the vase on my altar. The ones that were there had started to wilt. So I showed him how flowers living looked and how flowers dying looked. He thought that was cool and liked the fact the old flowers were smelly! After putting the new flowers in their place we took the old flowers out to the compost pile. There I picked up some flowers that were their in their varying levels of decay and showed him how flowers become the good stuff we put in the dirt in the garden to make the flowers and bushes grow. Boom! This is all he needed to begin to create his own personal mythology about death. He asked at that moment, "Does Auntie live in the flowers and grass and trees and vegetables and...?" I smiled through my tears and told him yes in a way. Well, off he went on his merry way! He was satisfied with the answer we created for him in that moment. For him she lives in all that grows around us.

I have quit being afraid to share the realities of death with my son. This year we have a close family friend passing on, and another one of the cats is not well. The spider in his room got squashed and of course...he loved them all so very much! What look to be a good dose of drama is really his deepest expressions of himself. His reactions to death help me smile. It helps ease my own discomfort with it. It helps me keep my life in perspective.

At Samhain we have a family Dumb Supper the night before Samhain itself. We take out the good china, silver, crystal and such and set a beautiful table. We hold hands, and light a candle at the setting placed for the one who has passed on. We pour them some drink and then serve them the food we made. We try to eat as silently as possible with a three and a half year old. We each pick a food that our loved one who has passed on liked or that we shared with them. His Auntie liked mashed potatoes and pumpkin pie! His kitty liked tuna fish out of the can! And the flowers that died in the compost pile...they like new bulbs for the Spring! I have yet to see what he will feed the spider.

The interesting thing for me is after wards in listening to him tell his friends about death. The bug dies at school or the mice in the cage at his friend's house. He gives them a hug, and begins to share about the flowers; the life, the death, the burial and then the rebirth of new life in the Spring.

Have a wonderful Samhain with your children! ☺

LADY OF THE CROSSROADS

KEISHA

Oh Dark Mother...I hear the howling of the dogs.
I hear the clattering of the bones,
I smell the coldness of death.
For I live at the crossing of the roads.

I heard it in the baby's first movement.
That peaceful place of new life.
In the moment of something gone wrong.
She is gone.

I hear it in a young child's laughter.
So vibrant, so full of wonder.
Then in an instant,
He is gone.

I hear it in the young lover's cry.
As the sounds of war echo.
The footsteps on the porch.
She is gone.

I hear it in my friend's last words to me.
Barely breath forming them,
I love you too.
He is gone.

I hear it in the old woman's grasp.
Saying how much she cared.
Remembering life's mysteries.
Now...she is remembered.

©Keisha/September 1997



AN ELEPHANT NEVER FORGETS DEBT

JOAN VAN BECELAERE, PRESIDENT, CUUPS

Dear friends,

I participate in a little theatre group here in Denver called "First UP!" (First Unitarian Players). Recently, we performed Dr. Seuss' "Horton Hatches the Egg" at a dinner celebrating the end of our congregation's successful capital campaign drive. For those of you who can't recall this fine piece of poetry by heart, the repeated refrain of poor Horton is:

I meant what I said
And I said what I meant.
An elephant's faithful
One hundred percent!

This bit of poetry kept running through my mind this week as the CUUPS Finance Committee started putting together its budget projections for 1998. It struck me that in regards to its finances and past debt, CUUPS is a lot like Horton the elephant. Even though the original decisions that put the organization into debt may have been more than a bit naive and certainly overly optimistic, CUUPS, like Horton, is trying to be faithful to its promises despite the cost.

For those of you who aren't aware, CUUPS incurred quite a bit of debt in 1995 and early 1996 when it tried to pay for office staff, bring in well-known guest speakers for General Assembly and Convocation programs, publish the newsletter, and continue other organizational communications. The debt was getting darned closed to \$17,000 in the Spring of 1996. Following the June 1996 board elections, drastic cost cutting measures were put into place. Through

extraordinary clerical volunteer effort (especially on the part of David Pollard), a dramatically reduced General Assembly budget for 1997, a variety of penny pinching techniques, and the willingness of board members to forgo reimbursement for almost all travel and communications expenses, CUUPS has been able to pay off about 40% of its past debt during 1997.

But as a result, 1997 has not been a good year for CUUPS programming; we could not afford to bring in a special guest speaker for the 1997 General Assembly, new religious education initiatives had to be tabled, and many of the less affluent board members have reached the end of their ability to finance organizational expenses out of their own pockets. In addition, we had to pay the necessary lawyers' fees for incorporation and the fees for filing our 501c3 application. (501c3 application fees are \$465 and we had to pay out a couple of thousand for all the various legal needs.)

We are paying our debts - faithful one hundred percent and on schedule - but 1998 is going to be another very tough year for CUUPS' programming efforts unless you, our members, are willing to help retire that old debt.

I want to ask those of you who are able to consider making a donation to CUUPS this year above your usual membership renewal amount. Donations can be specifically earmarked for debt retirement or some aspect of this year's programming needs. Just attach a small note to your check. We are grateful for donations of any size.

We hope that we can all take a lesson from Horton this year and say what we mean and mean what we say. Your donations will enable us to be faithful to CUUPS' membership and mission - one hundred percent! ☺





***The Eighth Annual
Covenant of
Unitarian Universalist
Pagans Continental
Festival & Gathering***

***Friday, November 14 to
Sunday, November 16, 1997***

at The Mountain, a UU conference center in the beautiful mountains of North Carolina.

Theme for this year's family-oriented Convo

“The Interdependent Web”

Workshops on the various aspects of our Pagan spiritual path will be offered to people of all ages.

Activities will be available for children ages 3-15.

More details in our next newsletter.

To register call the CUUPS office and get your registration packets in the mail today!!!

Phone: 817.557.3949

Email: CUUPS@aol.com



8190A Beechmont Avenue #335
 Cincinnati, Ohio 45255-3154
 Phone: 817.557.3949
 Email: CUUPS@aol.com

At no time does CUUPS sell or promote the use of the members or subscribers lists for commercial purposes. The use of these lists are for member purposes only and CUUPS related business. To ensure this we are offering three levels of confidentiality, at this time. Please check one.

Level 1

Your name, address and phone number will be available only to the current members of the CUUPS Coordinating Committee, Administrator and their agents.

Level 2

Your name, address and phone number will be available only to the current members of the CUUPS Coordinating Committee, Standing Committee Chairs and Chapter Coordinators in your area.

Level 3

Your name, address and phone number is available to anyone interested in UU Paganism!

ACTIVE MEMBERSHIP FORM

I want to become/remain an active member in CUUPS, Inc. I understand as a active member of CUUPS, Inc., I will receive a minimum of four newsletters per year, a membership packet membership card and mailings regarding upcoming events for CUUPS, Inc.

Please find enclosed my membership fee as checked below. This is in US funds. Canadian or British denominated money orders and paper currency. All personal checks must be in US funds only.

_____ Basic Active Membership \$30 (\$C45/21BP)

_____ Basic Active Family membership \$45 (\$C68/31BP)
(Family means any two adults and/ or children at one address)

_____ Full time Student/Financial Hardship \$15 (\$C23/11BP)

_____ Non-member subscriber to the CUUPS Newsletter \$12
 (\$C20/10BP) (\$14 outside US)

_____ New _____ Renewal

I would like to make an additional contribution to CUUPS of:

\$25 \$40 \$75 \$100 \$200 \$ _____

I wish this contribution to be used toward the payment of CUUPS debt.

Name _____

Address _____

City _____ State/Province _____

Postal Code _____ Telephone _____

Email _____



8190A Beechmont Avenue #335
Cincinnati, Ohio 45255-3154
Phone: 817.557.3949
Email: CUUPS@aol.com

PRODUCT & SUPPLY ORDER FORM

All prices indicated are postage paid.

CUUPS Resources:

- The Well Grounded CUUPS Chapter* - \$5 A short (16pg) booklet on CUUPS Chapters and UU-Paganism based on the experience and opinions of CUUPS Board Emeritus David Burwasser.
- Gift Subscription to CUUPS Newsletter* - \$12 (2 for \$20)

Back issues of Newsletters: (While supply lasts)

- The CUUPS Newsletter - \$2
 - Winter 1996/7
 - Spring 97
- Pagan NUUS - \$1.00
 - Spring/Summer 1996
 - 9.1 Fall/Winter 1995
 - 8.1 Fall 1994
 - 7.2 Winter/Spring 1994
 - 5.1
 - 4.2
- Summer 97
- Spring/Beltane 1996
- 8.2 Winter/Spring 1995
- 7.3 Spring/Summer 1994
- 7.1 Fall 1993
- 4.3
- 4.1

1997 Webworking Directory (CUUPS members only) \$10

Well Grounded CUUPS Chapter \$5

T-shirts: Coffee \$15 for med., large & X-large. \$18 for XX-Large

Goddess Cards: Packages of 8 for \$12

Tapes Chants For Celebrating the Earth \$12/\$10

Brochures

- All About CUUPS Chapters*
- Women and Paganism*
- Men and Paganism*
- What is Paganism?*
- Ancient Roots with Modern Branches*
- What is CUUPS?*
- Become an Active Member of CUUPS*
- Celebrating Paganism with Children*
- The Wheel of the Year*

Minimum postal order is \$1. All prices listed here include shipping costs.

- Deluxe Pkg - 100 of all 9 for \$49
- Large Pkg - 50 of all 9 for \$29
- Chapter Pkg - 25 of all 9 for \$16
- Fellowship Pkg - 10 of all 9 for \$8
- Individual panels - \$.10 each, even on large orders of individual pamphlets.

Books

- UU-Pagan Hymnal Sourcebook \$2
- Writing the Circle \$14
- Origins of the Sacred \$14
- Walking With Mother Earth \$10
- Earth Poems \$14
- Gaia and God/ Reuther \$10
- Metamorphosis of Baubo \$14

Order from:

Name _____

Membership Expiration Date _____

Chapter/ Organization _____

Address _____

City _____

State/Province _____

Postal Code _____

Country _____

Number of Items ordered _____

Amount of Order \$ _____

Ohio Residents Add Ohio Sales Tax \$ _____

Total Amount Enclosed \$ _____

Please include fee and mail to the
CUUPS, Inc address on this order form.

Bottom for Office use only. Tear off shipping label

Shipped from:

CUUPS, Inc.
8190A Beechmont Avenue #335
Cincinnati, Ohio 45255-3154
Phone: 817.557.3949
Email: CUUPS@aol.com

Ship to:

Name _____

Address _____

City _____

State _____ Postal Code _____



CUUPS, Inc.

8190A Beechmont Avenue #335
Cincinnati, Ohio 45255-3154
Phone: 817.557.3949
Email: CUUPS@aol.com



NOTE!

We are now on
the World Wide

WEB!!!

www.cuups.org