

Saint Mark's Messenger

Beaver Dam, WI Maison Yaroch, Newsletter Editor November 2022

Fr. Mike Tess, Rector <u>frmiketess@gmail.com</u> | 608-354-2866

Hello St. Mark's,

The Fall has fell and we are racing toward the holidays: welcome to the season of thankfulness. Walmart might be putting Christmas stuff up, but I personally like to get past All Saints Say (Nov. 1st) before I start planning for Thanksgiving let alone Christmas.

This Fall has been super busy but has been filled with so much energy and a good amount of joy. From the center of my heart thank you for all your love, time, and prayerful example.

I'm encouraging us to be intentional about stillness as we move toward The Advent season and the new year. We always talk about quieting ourselves and being still in the season of Advent, but with all the expectation of life it never

seems to work. So, I'm wondering if getting a head start on preparing for the season of preparation might help.

Quieting and stillness does not mean we are asleep (although who couldn't benefit from a good nap) quiet and stillness are a way of being intentional, of paying attention. One thing to focus on, as we call ourselves to be aware of God's presence around us, is what we are thankful for. I believe our advent and Christmas will be powerful if we are intentional about our prayer and focus on God's presence around us with this extended season.

We have a couple things to update you on:

1. Our monthly compline, eucharist, and potluck: We have decided to set this gathering for the 3rd Thursday of the month at 6pm at a home of parish members or at church. Keeping the day and time consistent will make things easier for all of us and for new people. These gatherings will be January through October, not meeting in November or December due to the holidays.

2. We will be having an Advent soup and bread and an Advent study on the Wednesday of Advent. More info to come.

3. Our grief class concluded after 7 weeks. The group agreed to reconvene in the spring and make plans on where to go.

4. The choir will continue to gather and sing at events of the parish. If interested in being part of the choir see Ken Peters or contact him at 920-210- 2936 or email: af16889327@yahoo.com

5. Bishop Lee will be here on Sunday Nov 20th for our 9am service for his Visitation. Deacon Bill Dunlop will be with him to deacon the service. We will have confirmations and receptions and the Bishop will bless our new(old) Stained Glass window in the Narthex.

Again, thanks for all you do and your prayerful example.

May this season of thankfulness be powerful for us and God bless us all.

- Fr. Mike







Christmas Stocking Project

These are some of the Christmas stockings we create here at St. Mark's. Each one is made according to the buyers wishes, such as color palette, sports interests, jobs, hobbies, etc. What makes each one unique are the jewelry additions. There are lots of beads and sequins but it's the jewelry that can't be duplicated. If you're doing spring cleaning this year and run across broken bracelets or a lost earring or things you no longer want would you consider donating them to the stocking project? We have been doing these since the 1940's and haven't duplicated one yet. You can talk to Linda Zamzow or Jody Langfeldt about it. you! ~**Linda Zamzow**





Annual Cookie Walk Time!!

It's beginning to feel like Christmas is in the air. We have decided to hold our cookie walk at church in the fireside room as in days of old. The sale will be held on **Saturday, December 10th** beginning *(and pretty much ending)* at 8am. The reason we know it will be successful is because of the hard work done by Lindsay Cleary and Meredith Harmon in continuing the sale during the two years of Covid to insure it would not become one of the pandemics casualties. The sales had a different look but were both very successful monetarily and in keeping our customers

happy, supplied with what they needed, and in the loop. For that we give thanks to Lindsay, Meredith, and all of the bakers who had to step outside their holiday box to keep the sale alive.

We will be able to bring back the varieties that were popular in earlier sales, so get out your cookbooks and choose your favorites. We will hand out the boxes, gloves, and *(new this year)* face masks as customers come downstairs. We will be doing extra advertising online to expand our buyer base so our motto of, "the more we bake, the more we make" will hold especially true.

There will be a sign-up sheet at church for those who attend physically. For our online members I still will need a count of bakers. You can call me at **920-885-6407** or email me at **kokomozippers@gmail.com**. We have an offer from a member who will play Christmas selections on his violin for the customers waiting in the narthex. Anyone interested in singing along? Fa la la!

~ Linda Zamzow

Prayer Requests

Prayer requests for the Saint Mark's Prayer Chain can be made to Vanda Wiegert at imvanda.w@gmail. Please keep her updated as to when they can come off the prayer chain.

We ask for prayers of comfort, healing, and strength for: Cori & David, Lila & Dwayne, Marsha, Ozzie, Ita (Eta), Steve, Derek, Cheryl, Pattie, Sandy, Linda, Marie, Rod, Brett, Erin, Ravi, Ben, Mandy, Charley, Jim & Ann, Clayton & Nancy, the Tess Family, and the Harmon Family

Our Men & Women in Service: Dennis Adams, John Bahler, Barry Hilbert, Matt Hoffman (deployed), Joshua Kent, Anthony Kuenzi, Brian Lampert (deployed), Christopher Schoebel, Jon Weirough, Noah Hornbacher, Nick Bures, Robbie Mantle, and Trevor.



St. Mark's has ordered the Devotional. They should be arriving shortly

Living Compass - Advent 2022 Devotional Practicing Simplicity with All Your Heart, Soul, Strength, and Mind

This Advent, the theme for our 84-page devotional is *Practicing Simplicity with All Your Heart, Soul, Strength, and Mind.* We are also delighted to offer several ways we can support you on your Advent journey.

Life and ministry can be incredibly complex. Our prayer this Advent is that we all benefit from slowing down enough that we are able to reflect on how we can listen to the Spirit's invitation to practice simplicity.

NEW! Advent Reflection & Conversation Gatherings via Zoom

While we will no longer be offering the private Advent Facebook Group, we are excited to announce a new way of connecting with others to share our experience of Advent in community. We will be hosting two weekly opportunities to gather via Zoom for reflection and conversation around this year's theme for our Advent devotional: *Practicing Simplicity with All Your Heart, Soul, Strength, and Mind.*

We are offering weekly 60-minute sessions during the four weeks of Advent at two different times. Please feel free to join as many as your schedule allows. See below for dates, days, and times. Once you register, we will send you a Zoom link via email. We hope you will be able to join us!

- WED at 10-11:00 am CST Nov. 30, Dec. 7, 14 & 21
- THURS at 7-8:00 pm CST Dec. 1, 8, 15 & 22

NOVEMBER BIRTHDAYS, BAPTISMAL ANNIVERSARIES, AND WEDDING ANNIVERSARIES

DID I MISS ANYONE?? please let us know by emailing (office@stmarkbeaverdam.org). If your Birthday, Baptismal Anniversary or Wedding Anniversary is not listed, if your name is spelled in-correctly, or your special day is missing HELP US

Baptismal Anniversaries

Wedding Anniversaries

- 7 Kirah Rose Kopmeyer
- 9 James Cleary
- 11 Darcy Mosher
- 24 Brian Tuel
- 30 Dustin Streiff

Birthdays

- 6 Kelly Jenson
- 7 Katelyn Kopmeyer
- 8 Dan Kuhn
- 9 James Cleary
- 10 Marsha Horne
- 11 Sara Eaton, Bob Zamzow
- 13 Ken Peters
- 15 Tom Wiegert
- 19 Linda Zamzow
- 25 Carolyn Vallarta

25 – Ernie & Joyce DeZarn

Your Music Committee Joann Ellis and Ken Peters

St. Mark's is blessed to have become the recipients of a beautiful electronic piano gifted by Ken Peters in honor of Robin Peters. We will begin singing once a month starting in September. The songs have been chosen and recorded for those who wish to practice. If you are interested in being part of the choir, please contact Ken Peters @ 920-210- 2936 or email: af16889327@yahoo.com

Reception of Wine at Holy Eucharist

We have returned to mostly normal Eucharist! We still cannot allow anyone to drink from the cup, but everyone is now able to intinct.

Dodge County Food Pantry



The holidays are coming, Thanksgiving and Christmas. After talking to a head of the food pantry at St. Vincent's I can suggest these products for their holiday baskets. Frozen turkeys and chickens. Boxed or bagged stuffing mix, canned potatoes, yams, cranberries. Any kind of canned veggies, for casserole or buttered. Packaged dinner rolls, breads, and desserts. They can always use the non-holiday food also. Canned fruits, cereal, boxed potatoes, pancake mix, syrup. If shopping isn't your thing, a monetary donation is also appreciated. Thank you for "feeding my sheep".

~ Linda Zamzow

St. Mark's Official Store is Finally Open! https://saintmarks2022.itemorder.com/shop/home/

Our Diocese of Milwaukee Haiti Partnership is 40 Years Old!

Our support of St. Marc School and Clinic in Jeannette, Haiti, has been a gift of God to many, many people. After four decades, it was time to reflect, re-evaluate, with our Haiti friends and colleagues, consider the future. We have been engaged in that process for over a year.

Meanwhile, we, along with the support of many contributors from throughout Wisconsin and beyond, have continued funding St. Marc School and Clinic in Jeannette, and have committed to doing so for the 2022-23 school year. With your help, we want to continue supporting those foundational programs in the future, as we consider ways we may offer additional support to meet the community's most important needs.



Dr. Elie: St. Marc Clinic, Jeannette Haiti St. Marc School, Jeannette Haiti

In this next phase of our outreach in Jeannette, the Diocese of Milwaukee is taking a more active, supportive role that it had in the recent past. We have committed funding as well as staff and other resources to this important flagship outreach.

Bishop Lee has appointed Caroline Senn, Financial Controller for the diocese, as the Haiti Partnership Lead, working under the oversight of the Executive Council. Cathy Parrill, who is fluent in Kreyol and has lived and working in Haiti, as well as in our partnership, has been engaged as consultant to the diocese.

We have entered into an agreement with the Haitian nonprofit, APSHA (Action Pour Sauver Haiti), who have been our fiscal managers in Haiti since 2018, to undertake a study with the community in Jeannette to determined how we may best support them going forward.

APSHA founder Rodolphe Eloi worked at St. Marc, Jeannette, for 30 years, as teacher, principal, and lay administrator. He and the other two members of APSHA's Executive Team have extensive experience all across Haiti, working in areas of sustainable economic development, creating food security, agronomy, livestock, healthcare, and education. Now, they, and a team of experts they have hired, are meeting with focus groups in the wider Jeannette community.

"It's my dream that one day Haitians will not be dependent on foreign aid, and that everyone has the chance to develop to their full potential. I want to see my country thrive."

Over the next few months, with APSHA's guidance and leadership, all sectors of the community of Jeannette will consider their needs, resources, assets, and opportunities. They will they begin to formulate a plan to build their economic capacity through sustainable development initiatives. Then, we'll discuss with APSHA, and with our Executive Council and the Advisory Committee, how we may support them as they work to achieve their goals.

Rodolphe Eloi

Letter from Père Moise

Dear Brothers and Sisters in Christ,

Thank you for your 40 years of continuing to support the Jeannette community through St. Marc Parish. Despite difficulties of all kinds, your Diocese always keeps its promises. Thank you. I would also like to congratulate you for taking the time to reflect on this best way to honor our long history together, and for making the decision to renew your commitment to us, this time through the Haiti Partnership. My sincere thanks to you for making this new step with us. I am very happy to become part of this solid partnership and make the success of this laudable project a reality, according to the will of our Creator God.

Your brother in Christ, Pere Jeane Moise Dorceus, Parish Priest, St. Marc Jeannette



Please Help Support our Foundational Outreach Ministry to St. Marc School and Clinic Today

You may donate through the Giving Portal on our website (be sure to select Haiti Partnership from the dropdown) menu. Or you may write a check, made payable to the Episcopal Diocese of Milwaukee, with Haiti or Haiti Partnership noted in the memo line. Please mail to: Diocese of Milwaukee Haiti Partnership, 804 E. Juneau Avenue, Milwaukee WI 53202

More Fundraising at St. Mark's!

Raise Right

Did you know that **Raise Right** (*scrip cards*) can be done from an APP on your phone? Ask Joann.

AmazonSmile

Did you know when you buy items from Amazon you can support St. Mark's Rector's Discretionary Fund? All you need to do is log into Amazon Smile:

What is AmazonSmile?

AmazonSmile is a simple way for you to support your favorite charitable organization every time you shop, at no cost to you. AmazonSmile is available at <u>smile.amazon.com</u> on your web browser and can be activated in the Amazon Shopping app for iOS and Android phones. When you shop with AmazonSmile, you'll find the exact same low prices, vast selection, and convenient shopping experience as Amazon.com, with the added benefit that

AmazonSmile will donate 0.5% of your eligible purchases to the charitable organization of your choice. You can choose from over one million organizations to support.

Select: St. Mark's Episcopal Church, Beaver Dam as your charity of choice

Current Stats are:

Your current charity Saint Mark's Episcopal Church has received

> \$308.15 as of June 2022

You can also purchase AMAZON scrip cards and load them into your Amazon Smile account. If you do you have doubled our earnings!

Texas Roadhouse

Texas Roadhouse is another great way to earn extra monies for St. Mark's. You take your Sunday Bulletin to Texas Roadhouse on Sunday. When you pay your bill, hand your wait staff your bulletin and they will donate a percentage of your bill to St. Mark's. Remember you can also purchase Texas Roadhouse Scrip Cards before you dine. Just another double savings!

Texas Roadhouse LOVES Churches!





This isn't a fundraiser, but it is an awesome way to support a member of our church! Please consider checking out June Paul Creations if you're in the market for, or are a lover of, beautiful paintings and photography! Go to www.jgpaulcreations.com for more and support a local artist today :)

608-244-9486 4841 Annamark Drive, Madison, WI. 53704

Home Eucharists

There will be **no** home eucharists in November or December due to the holidays. They will be held the 3rd Thursday of the month starting again in January.

Currently there is nobody signed up to host in the new year and, while we can have them at church should we need to, it would be nicer to continue to have them at people's homes. It's a fun and relaxed time of prayer, fellowship, and food.

The sign-up sheet to host is on the bulletin board by the Lion's Den.



Liturgical Scheduling

Scheduling is done by Joyce DeZarn. If there is an issue, please let Joyce or Maison know. If you won't be here on a day you are scheduled or you need to switch tasks it is **your** responsibility to find a sub and let Maison in the office know as soon as possible.

6-Nov			
ACOLYTE			
ALTAR	GAYLE ELBERT/BETSY LAMPERT		
CHALICE	JIM MERRILL		
COUNTERS	KEVIN LUEBKE & CAROL STARR		
INTERCESSOR	JULIE SHERWOOD		
READER	DEB KUENZI		
USHER	DAVID GENEREAUX		

13-Nov			
ACOLYTE	FRED ELLIS		
ALTAR	LIBBIE KACUBA		
CHALICE	JOANN ELLIS		
COUNTERS	JIM MERRILL & JOANN ELLIS		
INTERCESSOR	CHRISTINE MERRILL		
READER	BOB WEIROUGH		
USHER	BOB & LINDA ZAMZOW		

20-Nov		27-Nov	
ACOLYTE		ACOLYTE	JOANN ELLIS
ALTAR	JOYCE DEZARN/SUE HILBERT	ALTAR	LINDA ZAMZOW/MARK & TRACI BEHMER
CHALICE	JIM MERRILL	CHALICE	FRED ELLIS
COUNTERS	JIM MERRILL & LIBBIE KACUBA	COUNTERS	JOANN ELLIS & VANDA WIEGERT
INTERCESSOR	KEN PETERS	INTERCESSOR	BOB ZAMZOW
READER	LINDA ZAMZOW	READER	MARK BREHMER
USHER	DAVE GENEREAUX	USHER	JERRY & MARIE FRANK

St. Mark's Episcopal Church Vestry Meeting Minutes September 18th, 2022

Members Present: Fr. Mike, Fred Ellis, Joann Ellis, David Drexler, Linda Zamzow, Jody Langfeldt, Christine Merrill, Kevin Luebke, Maison Yaroch, Ken Peters

Meeting Started: 10:51AM

Fr. Mike opened with a prayer and then a devotion from "Pray All Ways"

Correction to July's Minutes was that Kevin Luebke was the person to second the motion.

Motion to accept the corrected version of July Minutes made by Kevin Luebke, second by Linda Zamzow. Motion Carried.

Joann moves to accept August minutes Seconded by Christine. Motion carried

Treasurers Report

\$35,236.34 - checking balance
410 - Current Pledge Contributions - Pledges are \$15,912.18 under budget
420 - Int./On Invest Operations – Interests in investments are \$171.42 under budget
512 - Rector's Pension – Under Budget \$362.24
513 - Rector's Health Insurance – Over Budget \$833.32
514 - Rector's Travel – Over Budget \$1,821.27
515.5 - Supply Priest Travel Allowance – Under Budget \$272.45
542 - Heat / Lights / Water – Over \$777.09
544.4 – Internet - Over Budget (due to new website) \$4,062.37
611 – Organist – Over Budget \$500
612 - Administrative Assistant – Under Budget \$1,731.40

Linda accepts report

<u>Correspondence</u>

- Beaver Dam Auxiliary of the Fire Department "Safe Trick or Treat" Oct 19th 1-3PM. We have to let them know if

we're interested, judging done by Fire chief and Police chief. They have guidelines we need to follow

- Idea will be pitched to the congregation in case somebody is interested, vestry agrees we are too busy to take it on this year as a whole church thing.

Old Business

Stonehouse Digital Update - Andrea needed a letter saying she's been hired by us, Jody wrote one up and ran it by Fr. Mike before sending it. Haven't heard back from Andrea yet

- Jody received a letter from Subsplash
- Fred was able to try out the donation feature on Subsplash and it works
- Fr. Mike is going to call Andrea for an update

Projects for Restore - Still in process, nothing new yet

Choir Update - Hard to get everyone together, between vestry and other things getting in the way. Fr. Mike suggested scheduling rehearsals more in advance to make sure people can attend

- Fr. Mike would like the choir to spearhead some carols, we would give out cookies and hot chocolate. Date for this currently unknown

Alter Guild Booklet - Linda is done with her part for it. She has some changes to go over with

Linda motions to move Jr. Warden's report

Christine seconds

Jr. Warden's Report

1. Would like us to come up with some kind of policy about spreading ashes on our property.

- State says you can put them anyplace because they're "inert matter" - Fr. Mike suggests an "ash garden" where people can spread ashes. We can put up a sign calling it St. Mark's Ash Garden or we don't have to label it as anything. People can put name/date/etc. information at / around it somehow - "our custom that we don't dump ashes on the ground, jr. wardens need at least 48 hours notice and they need to be IN the earth not ON the earth" - Fred makes the point that putting too much in our front yard will make us look "junky", ash garden and maybe the prayer swing should go in back

2. We have a hot water heater now! Ken and David are going to work on it

3. Estimate for the A/C upstairs – Congregation numbers are starting to rise!

- Temp. of the upstairs didn't matter before because there was no one really using it, but now with our numbers rising and more people using the upstairs we really need it. Five options (check sheet that was handed out for details) Options 2, 3, 5, and a/c (looking at roughly \$6,000). David recommends we keep the furnace we have now

- We're getting a good deal because we're moving out of A/C season. It was suggested to use money from the Future Projects Fund, replace what we use with the financial gifts we'll be getting. We have a \$2,000 gift that has been given towards the a/c. We won't be taxed on it. Ken has announced he will match that, so we only need another \$2,000

- Ken made a motion we go forward with getting things going on the Air Care proposal, Kevin seconded the motion. Motion Carried

4. Other

- Working on getting brackets and stuff together for the large stained glass window

5. **Seal coating** - David will be getting a hold of someone to get an estimate on it. In the meantime, we have some big cracks outside, they're going to try and fill them in. When the parking lot is resurfaced it'll have to be re-marked, Kevin asked about shifting it over so there's a better / easier walking space

- 6. Big crab apple tree needs to be trimmed, will probably be done this fall
- 7. Still cutting the grass
- 8. Going to have a cleanup day in fall, as soon as the leaves fall, maybe later October

New Business

Christmas Eve / Christmas Day Service - Fr. Mike proposes we do 7 on Saturday (Christmas Eve), normal time (9AM) on Sunday (Christmas Day). Would eventually like to add a true midnight mass, but we're not there yet
 When Fr. Mike was changed 3/4's time we didn't update the paperwork, but it's all taken care of now
 Dave G brought up that there were some records that needed to be shredded, some boxes missing from downstairs that "disappeared" - Fred burned them all and recycled the boxes

Rector's Report

1. Paul Lampert's window is still waiting until we get the big window installed

2. **Gifts** - Giving us a gift does not give you the right to tell us we have to use it "until Jesus comes back", we need to let people know that. We try to honor them all to the best of our ability but it's not "a license for life". We need a policy/procedure.

3. **Ministry Grants** - The request written by Fr. Mike and Chris Merrill was for \$1500. Kevin Stewart, Deacon for Missions, asked Fr. Mike if we could use an additional \$500. Fr. Mike of course said yes so, we are to receive \$2,000,

- 4. Online store still waiting, it's been a while, might end up going to someone else to make our products
- 5. Core values discussion Faith, Family, Sacrament.
- 6. Senior Trip Next one will be in January Maybe save Fireside for a later month
 - a. Gayle Elbert has become the unofficial person in charge of this, she has given lots of ideas.
 - b. Rename the event to St. Mark's Quarterly Adventure

7. **Confirmation Classes** – initially went nowhere, people were interested but no one signed up. Except now Kevin Luebke has signed up, so Fr. Mike is going to go ahead with hosting the classes

8. Bishop Visit - 20th of November

9. **Nativity** - 2 plaques for specific families totaling the \$3,000 of the \$5,000 we need, we need one more significant gift

10. Chamber of Commerce Membership - Fr. Mike still wants us to do it, starting in the new year.

a. The Ellis' have offered a gift of \$189 to pay for this year. Following years would be budgeted to be taken from line items 520 (Outreach) and 573 (Evangelism).

b. Joann makes a motion that we have Fr. Mike check with the chamber to see if they will prorate it for October of 2022 through December of 2023

Seconded by Christine. Motion carried.

11. Swing for Prayer Garden - previously talked about, logistics still need to be figured out i.e location

12. Ecumenical Good Friday Service - Fr. Mike thinks we should take part, aside from our own evening Good Friday Service

13. **Mitch McVicker** - \$800 / \$900 to have him here. There will be a free will offering, whatever we can't cover from that Fr. Mike will take out of the discretionary.

- a. If it doesn't go well we don't have to do it again, but it "gets us out there". We learn to do events, people learn how to find us
- d. Anyone helping should wear their St. Mark's shirt just in case someone has questions about the live auction / needs help / whatever. Concert will be livestreamed.

14. October 2nd - Blessing of the Animals

15. **Update on prayer teams** - Fr. Mike will start pitching that in October, there are a few people interested already though

Sr. Warden

1. Asked for grief group update - there were 9 people last week, its going well, facilitating a lot of different personalities is hard, but Fr. Mike considers it a success

2. We did an email vote on Mark Brehmer becoming assistant treasurer, it was unanimous agreement.

3. **Stewardship** - Coming in October, Linda has a StewardSHIP craft to visually explain what exactly it is / what it means. Presented a "discovering my gifts" questionnaire that had been done in the past, Linda thinks it would be a good idea to bring it back.

4. Explain the importance of pledge cards, see if we can get more people to do them. Otherwise, we can't tell what's coming in.

a. Tell people to only pledge what they can give - realistic.

- b. UNDERpromise and OVERproduce
- c. They can give to a line item instead if they want

5. "Giving Tree" mentioned - example: bills for expenses placed on the tree and someone can take it and take care of it, a way to have extra or every day needs of the church acknowledged. It's a way to help ABOVE what's already being given

6. Can't prepare a budget until Diocesan convention has been held

7. **Cookie Walk** - Linda has an update: we ordered the boxes, communicated with Lindsey about sending out the postcards

8. We should be thinking about who is coming off vestry, and who will be going on.

9. Annual Meeting will be held the end of January or 1st week of February

- Plate passing Think about if we want to try putting it on a table in the middle instead
- **Little basket during fellowship time** Fr. Mike wasn't a fan of it, but a poll was already taken on it, it doesn't offend or upset anybody. Those who typically attend coffee break understand what it's used for.
 - a. Maybe move the basket? Designate what it's for each week? Announce that during the weekly announcement??
 - b. Make list of things the coffee break donation goes to, have Maison make cards to put up each week. Heidi will laminate them

Coffee Break - Discussion on differing sizes of spreads, maybe having people run coffee hour together so it's not all on one person. Team up?? Make sure people know it's okay to not do coffee hour. Newsletter article suggested - Linda said she will write it

Scrip Update:: \$86.13 (\$125 is our monthly pledge) Next meeting:: 23rd of October

Joann motioned to end the meeting. All agree. Fr. Mike ended in prayer Meeting end time: 1:01PM

Minutes Submitted 10/19/22 Maison Yaroch, Clerk of Vestry with assistance from Joann Ellis



www.stmark-beaverdam.org Episcopal Diocese of Milwaukee http://www.diomil.org

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Faith, Family, & Sacrament

We welcome, support, and nourish the diversity in all people and treat everyone with dignity and respect.

