



...discover Life in Its fullness

Annual Gathering Reports

**Annual Gathering Date:** October 2, 2016

**Board Members:** Keith Gorley – President, Sue Mason – Vice President, Jon Lopez – Secretary, Dick Laird – Treasurer, Holly Baker + one open seat – Members, Rev. Donald Graves – Sr. Minister

**- Report on the first 8 months of 2016 -**

**Financial Report / Funding Team**

The following data are unverified income and expense values for the first 8 months of 2016:

	<b>Sunday Offerings</b>	<b>Total Income</b>	<b>Total Expenses</b>	<b>Facility Fund Contrib.</b>	<b>Net Income</b>	<b>Total Year Attendance</b>	<b>Average Weekly Attendance</b>	<b>Weekly Offering per Person</b>
<b>2016 Actual thru August</b>	<b>120,589</b>	<b>146,521</b>	<b>151,308</b>	<b>2,102</b>	<b>&lt;4,787&gt;▽</b>	<b>3201</b>	<b>91</b>	<b>37.67</b>
<b>2016 Budget thru August*</b>	<b>126,823</b>	<b>149,591</b>	<b>154,152</b>	<b>1,216</b>	<b>&lt;4,561&gt;</b>	<b>3955</b>	<b>113</b>	<b>34.59</b>
<b>2016 Est. Budget*</b>	<b>198,094</b>	<b>231,802</b>	<b>238,154</b>	<b>1,824</b>	<b>&lt;6,352&gt;</b>	<b>5,900</b>	<b>113</b>	<b>33.58</b>
<b>2015 Actual</b>	166,569	211,900	229,746	1,160	<17,846>	5,015	96	33.21
<b>2015 Budget</b>	228,285	243,591	232,397	1,824	11,194	5,720	110	39.91
<b>2014 Actual</b>	181,584	231,070	231,453	27,084	< 383>	4,128	79	43.99
<b>2013 Actual</b>	177,392	202,575	191,831	9,207	10,744	4,021	77	44.12
<b>2012 Actual</b>	156,551	212,878	196,112	9,275	7,564	5,162	99	30.33
<b>2011 Actual</b>	163,723	217,310	188,800	21,651	6,860	7,453	143	21.97

\* The 2016 Budget does not include any income or expenses associated with our three major currently-scheduled events. We intend for each to be net positive (income generating) activities.

▽ Facility Fund Contributions (\$2,102) and Designated Music Fund Contributions (\$1,468) are not counted as available income, since they can only be used for their intended purpose.

The Leadership of CSLT determined last in 2015 that it would be beneficial to adjust our reporting year, so that the Board, with its newly elected members, has the opportunity to more accurately establish the budget and to more effectively plan for the following year/s.

The Facility Fund grew by \$2,102 during the first 8 months of this year. Private contributions totaled \$1,275 and we spent \$1,200 in facility-related expenses. We used \$200 for architectural renderings of a one-story consolidated campus and \$1,000 as escrow for the 22nd St property. Our investment account earned \$2,035 during a moderately turbulent period of the stock market, whereas our traditional saving account grew by \$2 in the same period.

Eighteen people completed the 10-week curriculum for Prosperity Plus II, celebrating the benefits of camaraderie and personal engagement in enhancing each individual's abundance consciousness. We acknowledge Rev Donald Graves, who facilitated the entire program this year. To celebrate these graduates and our major contributors, we will be hosting a prosperity gratitude dinner at Tasteful Kitchen in

November. We look forward to engaging an even larger number of congregants with our spring 2017 offering of the Prosperity Plus II curriculum.

### **The Board of Trustees, Keith Gorley, Board President**

In the last year, each Trustee served as liaison to at least two teams/circles or events. That meant that in addition to specific board activities, each board member supported other groups within the Center. Plus, as we developed our "Areas of Focus" to advance the growth of our Center and our 'Dashboard' of activities to attentively monitor, each Trustee had responsibility for supporting CSLT's advancement in those areas too. Notably:

- Sue Mason, Vice President – Teams: Altared States, and Membership; Events: CD Release Party; Focus Area: Overall focus on congregants' quality of life experience/transformational growth and living.
- Jon Lopez, Secretary – Teams: Sacred Cinema, Photographs; Events: Tucson Festival of Books. Focus Area: Heart-Centered Relating.
- Dick Laird, Treasurer – Teams: Funding, Facilities, and Hospitality. Facility Owner: Office and Education Center and The Gregory School; Focus Area: Stewardship, financial matters and properties where we serve. He also was integral in our movement toward our consolidated community campus.
- Holly Baker – Teams: Hosts, and Compassionate Heart. Events: Tama Kieves and the upcoming Gratitude Banquet; Focus Area: Encouraging increased attendance.
- Gary Rife served a partial year on the Board, terminating his service early because of increased work activity in his personal life and his recognition that he could not fairly and adequately maintain his commitment to Board service.
- Keith Gorley, President – Teams: Board of Trustees, Ushers and Bookstore. Events: Michael Gott weekend, Volunteer Appreciation Party; Focus Area: Overall focus on the Big Picture/Vision and Volunteerism
- Rev. Donald Graves – Teams: Practitioners, Visioning, Music, Living Spirit 12-Step Program, TSW Night, and responsible for the overall Sunday Celebration Experience. Focus Area: Education.
- Rev Janis Farmer – (not a Board Member, Recording Secretary to the Board and Associate Minister overseeing day-to-day operations.) Teams: Marketing and Communication; plus assisting with education and ecclesiastical needs as appropriate. Focus Area: Communication within and outside the community.

Key activities of the board this past year included:

- 1) We inquired into purchasing the property on which the Office and Education Center is located and , once it was proved unavailable, made an offer on a 5-acre parcel of land on 22nd Street near Swan. The process to purchase of this parcel is underway.
- 2) The Board hosted the Volunteer Appreciation Patio Jam, which honored and recognized all the many volunteers who keep our center operational. Forty persons attended. The tasty, heavy appetizers were catered by an outside supplier and music was provided by our own Abbie Small, Leona Freeman and Joni Olson, accompanied by David Prouty, Chris Wheeler and Michael Freeman.
- 3) The Board held an informational Pizza party that was attended by a half dozen curious congregants. The intention was to increase awareness and understanding about what qualities and training are required/desirable for those interested in Board service.
- 4) We conducted a survey of our community. The survey was open for three weeks, presented and mentioned in Sunday Celebration Services and made available through the newsletter. Forty-nine

persons took part in the survey, the same number as had participated in the previous year. This survey was more comprehensive than those created in the past.

Here are some of the important things we learned:

Value ratings

- 90% rated the Sunday Celebration as important to them personally
- 94% rated the Sunday message as the most important aspect of the Sunday Celebration
- 76% rated Practitioner support as important
- 77% rated the social aspects of the Center important
- 74% were fans of the bookstore
- 46% were fans of Sacred Cinema

Education

- 98% rated certificated classes as valuable
- 85% said certificated classes changed their lives for the better
- 87% rated non-certificated classes as important
- 63% said non-certificated classes changed their lives for the better
- 98% felt the Center does a good job of supporting their personal development

Finances

- 75% didn't know how much it costs to operate the Center
- 64% wanted more financial information
- 47% said their level of contribution reflected the value they received
- 31% said they wanted to give more

Volunteers

- 67% said they are or have been volunteers
- 97% rated the volunteer experience good to excellent

Demographics

- 74% have been students of metaphysics for over 7 years
- 49% travel more than 10 miles to the Center
- 55% have been coming for more than 4 years
- 59% said they are members
- 38% were referred by a family member or friend
- 29% found us through the internet

5) Dashboard. As a community we are on track to meet our targets for class attendance, number of classes offered and attendance at premier hub (community inclusive) events. We have already met our targets for number of community inclusive events offered. We are not meeting Sunday attendance or contributions targets and are puzzling about this. This year, we decided to track Practitioner-Client interactions for the first time and are pleased at the utilization of this valuable resource.

**Education Team - Board Liaison, Rev Donald Graves**

Year-to-date, forty-one students have completed CSL Certificated Classes, which included:

Foundations of Science of Mind	Practitioner - Year One (completed)	Power of Your Word
Visioning	Roots of the Science of Mind	

Wednesday nights' "The Journey" series included workshops and short classes offering spiritual practices, experiential activities, opportunities for expanded perceptions, inspiration, and information; each class was designed to facilitate participants in their Journey of life. "The Journey" brought in 362 students during the

eight-month period, and it was so successful, that it will continue with some of the old favorites along with some new material for the remainder of 2016 and into 2017. In addition to the Wednesday night "Journey" series, we offered our first videoconference class, a six-week deep dive into Bill Plotkin's *Wild Mind*. We have already had requests to facilitate the same class again.

Guest Speakers during the year included Rev Robert Brzezinski (with workshop), Tama Kieves (with workshop and Tucson Festival of Books participation), Michael Gott (with concert) and Rev Kathryn McDowell. Our own Associate Minister Rev Janis Farmer took the platform several times. Such variety keeps us fresh!

### **Community Inreach/Outreach**

Routinely we offer: 1) a bookstore, 2) a Facebook community, 3) a website and 4) advertise our services and events (including special musical artists) in Natural Awakenings Magazine, a local monthly publication, as well as spot advertisements in other online magazines such as Tucson Happenings. We also tried something new this year, a small advertisement in a local magazine that is provided at seven local golf courses. Additionally, we actively tithe and support a local program, Youth on Their Own, which receives the benefit of 5% of our financial prosperity each month as part of our contribution to our local area. We will be selecting the 2017 recipient from congregant suggested options, in December 2016.

### **Other Key Teams**

- **Altared States Team:** Regina Amado assumed leadership of Altared States this year. Altared States has had some ups and downs. Four recruits joined, and left, for various reasons over this past year. The summer was the thinnest coverage we have experienced since we have been a team due to vacations and time away by some of our long-term members. The remaining team members did double duty to maintain our stage beautification through the summer months. We have two new recruits in training and one of our members will be returning in November so we'll be back to full coverage. A number of congregants have donated flowers for special occasions and several people donated multiple times. We put the artificial arrangements to good use to help conserve costs. Special flowers were provided for holidays throughout the year and as always we did the centerpieces for the holiday potluck. Our team members are: Regina Amado, Barbara Arissa, Sue Mason, Pat Masters, Po Lui-Frank, Silvia Cueto. All is well, heading into the remainder of 2016 and 2017.
- **Photographs and Memories:** Serina French (Lead) with support of two photographers, Jon Lopez and Bill Spurgeon. Photographs have been taken of guest speakers, new members, special musical guests, portraits of some of the extended leadership team and candid shots at social events.
- **Video Team** - The Video team is being spun off from the Photography Team. We are taking baby steps towards expanding. Our first video testimonial was successfully shot and edited in September. Two more people have stepped up to offer their testimonials. This team is looking to grow with additional volunteers to run video-recording equipment. The equipment we have at the moment is sufficient for our purposes. To date our primary volunteers for this activity have been Jon Lopez and James Jarvis. Details will be worked out so that all runs easily, perfectly and smoothly.
- **The Bookstore Team** is led by Leah Hamilton, with Shelly Dunn serving as a Team-Leader-in-Training. Our Bookstore team delights in bringing new titles to the congregation as well as providing materials for classes and independent study. Net sales for the time period was \$1,540 and included class texts, books of general spiritual interest, childrens' metaphysical books, music CDs, Sunday service CDs, and

Science of Mind magazines. In 2016, we again participated in our booth at the Tucson Festival of Books. We are looking for luminous individuals who love books, and talking about books, to join our team.

- **Compassionate Heart**, led by Britt Mbuthia, is into its 6th year of service. We experienced normal ebb and flow with membership of our team and still have 12 active members. We held quarterly meetings in the winter and spring; we took the summer off because of team members' travel schedules, and have a quarterly meeting scheduled for October. Total services provided during this time period: 72 calls, 40 emails, 8 cards, 11 visits, 5 meals, 1 flower bouquet, 1 spiritual care package (reading material), and 6 rides. Several members of the team participated in a former practitioner's celebration of life and one volunteered at a local not-for-profit, "Kids, Animals, Life and Dreams". Marita Stith was recognized for having provided at least one service every month for over 4 years.
- **Lunch Bunch**. Karen King leads the monthly Lunch Bunch as part of the extended Hospitality Team. This unstructured affiliation meets at a local restaurant following the Sunday Celebration Services on the third Sunday of the month. A wide variety of restaurants have been selected, and visited to appeal to the diverse tastes of our congregation. Attendance has varied from as few as four to as many as 25.
- **Sacred Cinema**. Jon Lopez continues as Team Lead, as well as Board Liaison, for this socially valuable team. This monthly activity continues to be a success. The films that have been chosen have been well received. Movies for the next several months are already in place. Love offerings average about \$15.00 per showing. Our lending library of previously shown films continues to grow.

#### Internal and External Events

- **Anna's CD Release Party and Concert** (March 6) Approximately 85 people attended the concert and 71 CD's were sold at the concert. CD sales were split 50/50 between Anna and CSLT to go towards PosiFest 2016 reimbursement shortfall and anything additional to go towards PosiFest 2017 Scholarships. The shared amount was \$532.50. Additional CD's were donated to sell through the bookstore with the request that all profit also go into the music ministry fund to support PosiFest expenses.
- **Tucson Festival of Books**. Once again we participated in the Tucson Festival of Books (March 12-13) where over a dozen engaging volunteers handed out affirmation cards, tri-folds and guest packets with information about us. . This year we featured author Tama Kieves, and her work *This Time I Dance!*, *Inspired and Unstoppable*, and *A Year without Fear*. Tama also spoke at Sunday Celebration Services and held a workshop. Holly Baker served as coordinator for Tama's visit. We also presented a local author Janet St Marie and her work *Before You Love Again*.
- **Tama Kieves** spoke at our Sunday Celebration Service and held a workshop at Unity Spiritual Center of Peace in the afternoon. Forty-seven tickets were sold for the workshop. Attendees enjoyed her energy and her perspective on how to achieve the life of your dreams.
- **Michael Gott** sang and then spoke at a Sunday Celebration Service and presented a concert at Unity Spiritual Center of Peace that afternoon. Sixty-five tickets were sold. It was an amazing day of inspired thought and inspiring music.

While it was our intention that our special events be net positive, we did not quite achieve that goal. One event was <\$69> and the other was net positive of \$61. This is considerably improved from prior years when events were expected to lose money, and serve to attract new individuals to our congregation.

- **In-House Ritual Celebrations.** We have had only one formal in-house ritual celebration this year-to-date. During the Reaffirmation of Vows, attended by about a dozen of us, we remembered that our first relationship was with our own selves.

We look forward to our traditional Celebration of Light, which occurs near or on the Winter Solstice, during which we remember that we are from, and of, the same One Light. And at year's end, we celebrate Endings and Beginnings, where we each have the opportunity release anything that no longer serves us and step into a new more-enlivened version of ourselves.

#### **Facility Team – Board Liaison, Dick Laird**

We experienced a number of challenges in our utilization of the auditorium at The Gregory School this summer. After the graduation of our long-term sound tech, Sarah, we transitioned to what we thought was deeper bench-strength in the sound booth. Then, our entire sound and light team, including all back-ups, were out of the country for three weeks. We were also without fully functioning air conditioning in the auditorium for three of the summer months.

Routine maintenance was performed on the Office and Education Center. We continued to investigate suitable properties, including facility-sharing opportunities. The lease at 4200 River has been extended on a month-to-month basis. An offer was made to purchase the Education Center property, but was rejected by the owner who is holding out for his idealized full price.

An offer was extended for bare land at 4961 E 22<sup>nd</sup>, which was accepted and is under due diligence.

#### **Host Team – Board Liaison, Holly Baker**

Renee' Mezzone continues as team lead for this small, but mighty, group. Our vibrant Host Team with five active members continues to welcome and inform our growing congregation on Sunday mornings. The team has experienced some staffing changes; host team members have left Tucson or have decided that they needed to give others an opportunity to 'be our face'. The host team continues to represent CSL Tucson well, and is working brilliantly with the new opening language suggested by the Board. We feel blessed by this high-quality service team welcoming everyone to CSL Tucson on Sunday mornings.

#### **Hospitality Team – Board Liaison, Dick Laird**

The Hospitality Team provided setup and cleanup for Potluck Sundays throughout the year. Due to fewer volunteers particularly during the summer months coffee service was not provided on Lunch Bunch Sundays or during June, July and August.

The team held several socials at Monterey Court and other locations around town as well as organizational and decision-making sessions at the office. The team ended the year with 10 volunteers including 3 on call and 3 seasonal residents leaving 4 fulltime members. The team would like to see this grow to at least 12 plus the on call members.

#### **Marketing/Communications Team (MarComm) – Admin Liaison, Rev Janis Farmer**

Marketing/Communications continued to serve as an example of a team functioning well without a defined team lead, or consistent contributing members. Each participating contributor has unique skills, which come into play on an as-needed basis. We continued our regular advertising with "Natural Awakenings" and the Dex Yellow Pages. We provide both electronic and paper promotional materials for speakers and musical events to New Thought Centers throughout southern Arizona and collaborate with our sister center, Unity Spiritual Center of Peace on musical, as well as other, activities and events.

Our electronic newsletter is a success in part because, each week, we have an article written by a board member, a practitioner, and often photographs of our community. We have over 673 sign-ups for our weekly electronic newsletter, which represents a net increase of 43 during the first 8 months of 2016. We have also gained 41 (net) additional "likes" on our Facebook page, to bring our total to 651. We have been blessed by the handiwork of our two gifted photographers, Jon Lopez and Bill Spurgeon. Also, we are always on the look out for new writers, marketers, and creators to add their own brand of marketing and communication magic to MarComm. We have begun discussions on how to increase the power of our marketing activities. Watch for exciting changes as we bring plans forward.

**Membership Team – Board Liaison, Sue Mason**

Two Membership Orientation opportunities were offered during this time period, where 13 new members were added. Seven of these were added during a special class added to the end of the Foundations class. Pat Masters, or Rev Janis, facilitates these classes. Five more members will be added, once ratified, from the recently completed September Membership classes. Guest packets are always available at the Information Table for persons interested in finding out more about our organization.

**Music Team – Board Liaison, Rev Donald Graves**

Four volunteers from the music ministry team represented CSL Tucson at the 2016 PosiFest Awards and Conference in February in Tampa FL. Those attending were Anna Mello-Lewis, Abbie Small, Leona and Mike Freeman. The music team continues to search out opportunities to assist in funding for even greater CSL Tucson participation the 2017 PosiFest.

Volunteer Choir has consisted of: Marita Stith, Diana Hunter, Abbie Small, Anita Summers, Janese Curtis, Joni Olson, Aimee Perry, Lucia Lalumondier, Bruce Johnson, Karen King, Robert Scoville. Choir has performed 3 times since the beginning of the year.

Other regular volunteer musicians have included: Abbie Small, Leona Freeman, Anna Mello-Lewis, Anita Summers, Joni Olson, James Jarvis, and Olivia Avanzato.

Paid Guest Musicians have included: Daniel Tyler Pohnke, Bruce Stroller, Pat Watson, Michael Gott, Cecilia St. King, and Lew Lepley.

**Meetings/Events/Proposals:** The Music team met in January to discuss re-budgeting, PosiFest scholarships, fundraising ideas, improving music team organization and collaboration with deciding on paid guest musicians/substitutions when David is absent. In early March, Anna Mello-Lewis shared her CD Release Party with us. In mid April, CSL Tucson (with Unity of Peace) hosted Michael Gott. In May, members of the music team provided entertainment for our Patio Jam/Volunteer Recognition Party, which was held on the back patio of the Office and Education Center. During June, Mike and Leona Freeman hosted an in-home concert with Cecilia St. King. (Cecilia tithed \$30 towards PosiFest scholarships). On one Sunday in July, James Jarvis and Anna Mello-Lewis lead music for service while David was out of town.

During the first 8 months of 2016, the CSLT Orchestra seems to have stabilized with Michael Freeman on Bass, Michael Bronner on electric guitar, Chris Wheeler on drums and David Prouty on keyboards. The Orchestra has deepened with the addition of James Jarvis, who has also filled in on keyboards and guitar.

**Future plans** include four fundraising opportunities were approved. These are:

- Gaslight Theater Fun Nights - Oct. 15, Nov. 19th
- Paid Guest Musician Sharing once a month at Unity of Peace - Singin' Sistahs
- "Open Your Gifts and Let Your Light Shine" Classes using *The Artist's Way* curriculum - Fridays in October

- "Shine Your Light" Creativity Fair - October 30th

**2017 PosiPalooza** will be held on February 5 with Harold Payne, Freebo, and Richard Mekdeci as artists in attendance. Watch for details as they arise and look for ways to engage with the music team in spreading the joy that is CSL Tucson.

#### **Practitioners – Board Liaison, Rev Donald Graves**

During the first 8 months of 2016, our licensed spiritual practitioners participated in each Sunday Celebration Service by providing a pre-service 15-minute Sunday meditation, evocations, high watch, and the opportunity for individual prayer during and following each service. Our Practitioner Core is being strengthened through the addition of our five fabulous practitioners-in-training. In this eight month period, over 430 took part in the Sunday morning meditations, over 225 individual 1:1 prayer treatments were shared, and the Truth was known for more than over 160 written Ministry of Prayer requests and more than 60 web prayer requests. As a whole, the practitioners averaged over 10 private individual counseling sessions each month. These spiritual leaders recorded demonstrations (answered prayers) through Good News Reports, wrote Practitioner's Corners for our Newsletter and compiled the monthly Thoughts and Affirmations. They are always available individually for affirmative prayer or spiritual counseling, or anonymously through the on-line prayer request, or by placing a prayer in the Ministry of Prayer box.

#### **Usher Team - Board Liaison, Keith Gorley**

The team, led by Donna Hall, ebbed and flowed through the first eight months of 2016 and always met our regular attendees and guests with a warm friendly greeting. The team demonstrated their flexibility, swapping off and trading Sundays as needed to accommodate other CSLT activities and/or outside commitments and travel.

#### **Vision Core – Board Liaison, Rev Donald Graves**

The first Thursday of each month, the Vision Core visioned on "the highest vision, highest ideal for CSL Tucson". All are welcome to observe the process; anyone who has been trained in the visioning process is welcome to participate. Vision Core grew as a result of the most recent 8-week certificated Visioning class. Approximately half our Vision Core participates virtually at this time.

#### **Volunteer Coordination**

Volunteer service is coordinated by individual team leaders and via the Sacred Service form on the website, which is also available on Sundays on the Information Table, included in the New Member Orientation packet and offered during Prosperity Plus II. Each individual is encouraged to find his/her niche through volunteering in our Center. We know each individual has an opportunity to experience a greater sense of connectedness through belonging to a service team and/or a social group.

#### **Youth & Family Team - Board Liaison, Rev Donald Graves**

We have had three congregants step forward with intention to work with youth (ages 4-10). Rev Donald is assessing their availability with the vision of beginning to provide some form of youth ministry once a month, on Potluck Sunday. The Gregory School has said they are willing and able to provide space to us for this use. Stay tuned!

### **-- 2016-7 Planned Events and Activities --**

- The Journey Continues, although the format may change.



- Community Envisioning Weekend, January 20-21, 2017.
- Third Annual PosiPalooza Concert has been scheduled for February 5, 2017. Our musical guests will be: Harold Payne, Freebo and Richard Mekdeci
- Living Spirit – A Metaphysical 12-Step Group continues weekly.
- Prosperity Plus II, Spring 2017
- Multiple guest speakers, some with workshops

**- Election of Board Members -**

We have three open seats. Two are three-year terms, and one is to complete a two-year term, after which the newly seated Board Member may be re-elected for a full three-year term. Below are the Biographical Sketches for the two prospective board members. Each will briefly address the congregation during the Annual meeting on October 2 and we will take nominations from the floor.

To be considered qualified for Board service (from the Bylaws, posted on the [tucsoncsl.org](http://tucsoncsl.org) website), a candidate must: be loyal, financially supporting and an active member of the Center; be willing to accept the responsibilities of membership on the Board of Trustees; not be related to, nor have a live-in relationship with a member of the Board of Trustees, or with an employee of the Center; have completed 60 hours or its equivalent of Science of Mind certificated class work, one class of which must be "Foundations of the Science of Mind," or as determined by the Minister (it is strongly encouraged that the prospective Board members have also successfully completed "Visioning"); not compensated for their Board service (except for the Minister); and have been a member of The Center no less than 6 months (provisional Board Members can have been a ratified member for less than six months, with Minister approval); and have successfully completed a Criminal Background Check.



**Carla Hodge** is a first generation native Tucsonan. Her two adult children and their families also reside in Tucson. After an adventurous career, Carla retired from the US Army, February 2013. Her assignments include: Senior Advisor, Logistical Operational Leader, Operations Manager, and Chaplain Assistant; she served tours in support of Operation Iraqi Freedom and Operation Enduring Freedom. Twice awarded the Bronze Star, Carla's most memorable experience was her assignment in Nome, Alaska when she was presented the chance of a lifetime to drive a snow mobile across the frozen Behring Sea and to visit the remote Western Alaska Islands. Her most humbling experience was her assignment as a Casualty Assistance Officer for a Native American Soldier in Kayenta, AZ.

Carla understands the importance of developing teams and the ability to work with people from various backgrounds. She credits the noteworthy contributions of the outstanding colleagues that she worked with for their power of action which influenced her level of understanding in team development, communication skills and diversity within social groups.

Carla regards herself as a life-long learner; she believes that each person possesses the ability to grow to his/her fullest potential. Carla encouraged her children to always put forth their best effort into a given task and to never fault anyone for making a mistake. The philosophy of “no blame – no shame” is exactly what attracted Carla to the CSLT as she is now currently in Practitioner Training. She believes that it is important as a community to continuously, and mutually, encourage and motivate each other.

**Karen Kiester** brings to the Board over 30 years of business experience, from large corporations (Blue Cross Blue Shield New Mexico, Harry and David’s) to small businesses in a variety of industries. Over the years she has held a diversity of positions in IT and accounting. Data analysis being her strong suit, she was also a technical trainer.

Karen grew up in Southern California and has lived in Northern California, New Mexico, Southern Oregon and Arizona. She has degrees from San Diego State University, Sierra College and the University of New Mexico. She has two grown daughters and two grandchildren. She is engaged to James Jarvis who is a member of the Music Team.

Karen’s metaphysical studies began in the 1990’s by reading *The Road Less Traveled* by M. Scott Peck and *You Can Heal Your Life* by Louise Hay. Along with metaphysics, she is a Master level Reiki Practitioner. The Center for Spiritual Living Tucson’s Foundations class has deepened her knowledge and understanding of metaphysics and given her many practical tools to use in her daily life. She is currently enrolled in Visioning. “This Stuff Works.”

Karen is the published author of the book *The Path of the Sacred Masculine* which has a companion contemplation card deck. She is enjoying her retirement doing more “right brained” activities and deepening her understanding of Human Design, a new system of self-knowledge.

Karen’s board position gives her many opportunities to give back to her CSL Tucson community.

