



**SPRING APPEAL**

*Acting  
Together  
for the  
Common  
Good*

Bridging bias. Building unity.

MAY 2021



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HELP US EMPOWER MULTI-FAITH  
PEACEMAKERS LIKE YOU

# Spring Appeal

Your gift fuels our Learning Community. So we can equip authentic allies to work together for the common good.

**OUR GOAL: \$45,000 BY MAY 31**

Paths to Understanding is expanding its reach and impact! Our new online learning community, The Paths Network, trains and connects faith leaders and community members - so they can take effective action in solidarity with people facing prejudice and oppression in our society. Your financial gift helps us offer more courses and events that empower communities to counter hate and fear and grow multi-faith relationships throughout Washington State and beyond.

**DONATE TODAY**

at [pathstounderstanding.org](http://pathstounderstanding.org)

**Don't want to worry about remembering to make your gift this year?**

Consider setting up a recurring monthly or annual donation.

Go to DONATE at [pathstounderstanding.org](http://pathstounderstanding.org)

Call Carla Penderock (206) 2917691 for more information  
or to set up your giving plan over the phone.



# From Inspiration - through Learning - to Collaboration



**by Terry Kylo,  
Executive Director**

Just over one year ago, we merged the Treacy Levine Center and Neighbors in Faith to become Paths to Understanding. The Treacy Levine Center had more than sixty-years of history bringing people from many wisdom traditions together in mutual solidarity. This was expressed in the Challenge TV show, Camp Brotherhood, and many events and speaking engagements. Neighbors in

Faith arose in a different time but shared a similar DNA. Neighbors in Faith sought to be allies with American Muslims as they were being attacked by well-funded hate groups. We stood with our Muslim neighbors by educating the public through events, media, and training for faith and community leaders.

What did these two organizations have in common? They both responded, in public, to the degrading and violent rhetoric faced by a group of people in our society. Both the Treacy Levine Center and Neighbors

in Faith stood with and behind these communities as they claimed their rights and their dignity as fellow citizens.

Since the sale of Camp Brotherhood, the staff, board of directors, along with Father Treacy, have been working to clarify the mission that grows from this shared vision of our parent organizations: a world in which people of all wisdom traditions relate to and learn from each other, while working together for the common good.

The mission of Paths to Understanding is to bridge bias and build unity through multi-

faith peacemaking. Our specific role, in partnership with many other interfaith groups, is to engage, equip and support people and communities to do multi-faith work where they are and share their story to inspire others.

Together with our local, regional, national, and international partners in the multi-faith movement, we are working to create intentional and strategic programming that counters the division and dehumanization we all see around us – be it along political, ethnic, religious, or other markers of identity.

PTU uses three strategies to work towards this goal:

- Sharing inspiring stories
- Nurturing relationships
- Working for the common good together

Through Challenge 2.0 with Jeff Renner, podcast and video interviews, and public events, we share stories about how we are inspired by people of all wisdom traditions. Through our events, courses, networking, and collaborations, we help build relationships between people of many communities of wisdom. By encouraging and training local leaders people across Washington State see that we

are all in this together and that we share many of the same values and aspirations for our communities. Despite the positive impact we've achieved with our programs over the last three years, and PTU's growth to three full-time staff and a much more diverse board of ten people, there is one limitation that we still want to overcome: *How can we expand our reach beyond Western Washington, with no facility and with limited staff capacity? How can we help connect people at a local level throughout the state and beyond, so that they can build relationships and work for the common good where they are?*

A key tool for expanding our impact is the new **Paths Network**. We launched this online learning community in March 2021 offering virtual courses. We're embrace a variety of learning styles with reading materials, worksheets, videos, as well as live sessions on Zoom. But that is not all. The Paths Network is also a space for continued conversation among members of the network, offering each other support, probing questions, and opportunities for collaboration. Through the "People Nearby" feature, members can easily find others who are geographically

close to them, message them and build a relationship. PTU staff are there to share ideas and support these collaborations as needed.

The well-being of our society, democracy and our environment require this kind of collaboration – not only for the results of our work together, but for the symbol of the relationships themselves. When people see each other loving one another, celebrating our differences, and acting based on shared values, we all become less fearful and more hopeful.

These partnerships shine like a light that warms our hearts, homes, and our neighborhoods.

We have come a long way in the last three years and are looking forward to the work ahead, to do our part to *bridge bias and build unity* in all the human family. Thank you for all you do to connect with your neighbors, to build bridges between communities of wisdom, and to work for the common good. We appreciate your support, including your financial contributions that make our work possible, as we keep shining the light of hope in these times of change.

# Healing Our Divisions



by **Fr. William Treacy**

I read with great interest the article of March 22, 2021 in *The Seattle Times* titled "A Christian Vision of Social Justice." I learned that the writer, David Brooks, is of the Jewish faith but is very ecumenical, as the article indicates. His approach "is based on the idea that we are all made in the image of God. It abhors any attempt to dehumanize anybody on any front." He then tells us, "Christian social justice emphasizes the importance of memory. Today, many Americans are trying to tell the true history of our people, a tale that does not whitewash the shameful themes in our narrative nor downplay the painful but uneven progress – realist but not despairing."

The article then moves to a discussion of sin. He writes, "Racism is not the problem as much as sin." Then in Christianity, as in Judaism, "we must confess the sin, ask for forgiveness for the sin, turn away from the sin, and restore the wrong done .... If racism is America's collective sin then the tasks are: tell the truth about racism, turn away from racism, offer reparations for racism."

Brooks then quotes Esau McCaulley, a New Testament professor of Wheaton College who asks, "Why is forgiveness required again and again? Why is forgiveness heard but the demand for justice ignored? When the Church is at its best it opens up the possibility of change, to begin again."

The article in the newspaper captures for me the deep intention to listen to and learn from others, consequently reforming my own heart and mind, that has informed my life's work and continues to be at the heart of Paths to Understanding's programs. It began for me with fourteen years on KOMO TV with the late Rabbi Raphael Levine and different Protestant ministers discussing issues of the day. It was at a time when many Americans were unhappy that John F. Kennedy, a Catholic, was seeking to be president. We also discussed Christian-Jewish relationships. I often felt embarrassed by past Catholic policy toward Jews. I was very pleased when 2,000 Catholic bishops, with the Pope, on December 7, 1965, declared "that the human person has a right to religious freedom" and further declared that "the right is based on the very dignity of the human person."

Rabbi Levine and I started an interfaith camp in Skagit County which operated for fifty years, until 2016. He died in 1985, but by that time we had agreed "that we must lead both Jews and Christians to admit that all our faiths are limited expressions of that total religious understanding of humanity. Hence, in a spirit of humility, and conscious of our uniqueness, we must stand ready to learn from each other as well as together from other religions."

Paths to Understanding is continuing this work and equipping faith leaders and laity for the challenges of today. I am pleased to see how the courses offered by PTU place a spirit of learning and humility at the center. The Practice of Authentic Allyship teaches us how to effectively stand with those who are suffering under injustice, and to embrace the understanding that we can always aspire to change. David Brooks sums it up by saying "This vision has a destination, and thus walks not in bitterness but in hope."

# The Paths Network

## Empowering Multi-Faith Peacemakers Like You

WHAT ALUMNI ARE SAYING ABOUT OUR FIRST COURSE, THE PRACTICE OF AUTHENTIC ALLYSHIP:



**Elbe Ackman**

There is major disinformation about some groups, which is causing dislike, even hatred between people. I think PTU's allyship program is extremely important. It's a way for me as an individual to contribute to world peace.



**Margie Cole**

What I really liked about the course was that the emphasis was not just on learning about other groups, but on how to support a community when they're under attack. Understanding the ways that that can go awry, and how I can be in solidarity with a minority group without imposing my views or what I think I should be doing as an ally.



**Sherry Bupp**

The most impactful lesson for me was that allyship is a verb, not a noun. And that it's important to accept that I'm going to make mistakes. Now I'm going to be more aware of what I say and do when I interact with people of different backgrounds in church and at work. It's important to me that everyone is treated as valued and welcome, and that they know they are loved.

# Introducing The Paths Network

INCREASING PTU'S REACH AND IMPACT THROUGH  
ONLINE LEARNING BY CARLA PENDEROCK

**One thing we learned during the COVID-19 pandemic is that, while we all miss the power and warmth of in person meetings, moving our programs online also had a positive side-effect:** many more people were able to participate who might not have had the time, money, or ability to get to that same event in person. And when all it takes to stay connected is to press the “on” button on our computers, many more people can engage on an ongoing basis, rather than just attend a one-off event.

With this in mind, we launched Paths to Understanding's very own online learning platform and private community forum in March 2020, the Paths Network. **The Network helps us meet three important goals, now and after COVID:**

1. Reach more people with our educational programming, while keeping our budget for staff and facilities small.
2. Connect multi-faith activists across all regions of Washington State and beyond, especially to strengthen the multi-faith peace movement in rural communities.
3. Create a safe and encouraging space for ongoing discussion, inspiration, and mutual support – without the risk of offensive anonymous comments that we see too often on social media platforms.

The first course that we launched had 26 people registered! The Practice of Authentic Allyship, a three-week mid-level course on how to be in solidarity with groups facing prejudice and oppression. Through course materials, live sessions, and ongoing conversations on the platform, participants joined in a community of learning that sparked insights and inspired action for all of us. We are so grateful for this first cohort's participation and feedback. All alumni said they would recommend this course to a friend, and many continue to engage in our monthly Allyship Circle meetings held through the Paths Network.

**So, what's next for the Paths Network?** The second Authentic Allyship course launched on April 20th, with more than 50 participants! Later this year, we will offer beginner and mid-level versions of this course, both as self-paced learning for community groups and live sessions with PTU instructors. After that, we will launch additional courses on Countering Anti-Muslim Bigotry, Practicing Allyship with Indigenous Communities, and Countering Hate Speech for Faith Leaders.

**Want to suggest a course topic or ask a question about the Paths Network? Please contact [carla@pathstounderstanding.org](mailto:carla@pathstounderstanding.org)**



# Why I Serve on the PTU Board



**by The Rev. Rachel Taber-Hamilton, Shackan First Nation, Board Member since January 2021**

When I was invited to become a member of the board of Paths to Understanding, I felt very glad and honored to accept. PTU has been making significant contributions to building interfaith relationships and countering dehumanization. Its roots go back to the 1960's when Rabbi Raphael Levine, Father William Treacy and Pastor Oscar Rollander first began their work to build strong interfaith relationships and deepen mutual understanding. I see the same drive and commitment to advocacy and multi-faith relationships in the work of Paths to Understanding today.

I have known and worked with PTU's Executive Director, The Rev. Terry Kylo, for many years and within a variety of ministerial settings and projects. Terry's personal authenticity and professional commitment to the work of faithful social justice advocacy is inspiring to me. He approaches the work and the diversity of people whom he encounters with genuine humility and a heart-felt desire to more deeply understand their perspectives, context, and needs.

Within my context of The Episcopal Church, my work as a First Nations person has included bridge-building between the dominant culture and the needs and realities

of indigenous peoples in Western Washington, across the nation, and around the world. As PTU enters a new phase of course offerings that seek to equip allies and empower BIPOC leaders and communities, I feel the call to the quality of interfaith partnership that is necessary for effective social justice advocacy. Advocacy that is able to challenge systemic racism within every facet of society – including where we must transform our churches and faith organizations.

In The Episcopal Church, we make vows within our Baptismal Covenant to seek and serve Christ in all persons and to love our neighbors. We additionally pledge to strive for justice and peace among all people and respect the dignity of every human being. I believe that the role of faith cannot be separated from the work of social justice and antiracism – we are called to make the world a better place, not only for ourselves but for other people and the diverse communities that reflect the prismatic beauty of God's Creation. I see the work of PTU as providing opportunities to embody what is prescribed in Scripture as divinely good, "to do justice, and to love kindness, and to walk humbly with your God (Micah 6:8)."

Ultimately, the work begins and continues with who we are – each of us individually. Before we can love one another into a new reality, we must do the personal work we may need to do in order to create the sacred space within our own hearts and minds to receive the divine visitors God may send our way. If we are faithful, we will be changed by each encounter and blessed in ways that we do not expect. The work of PTU has the potential to change our own hearts, which means that I believe PTU has the potential to change our world. I am very glad to be on the journey of transformation with the staff and fellow board members of PTU.

# Financial Report

by **Terry Kylo, Executive Director**

PTU board members met in August of 2019 to discuss our strategic plan, the role that PTU could play to bring people of various wisdom traditions together, and the long-term financial health of the organization. As we transitioned from running a camp to doing work through events, media, and virtual learning, we asked ourselves: How can we go to people, instead of people coming to us?

The Board decided to invest money from the proceeds of the sale of Camp Brotherhood into PTU's organizational development through a four-year budget plan. The Board authorized up to \$400,000 of deficit spending to help fund the staffing needed to develop our operations and programs through fundraising and grant writing. We are now in year two of that four-year plan and are able to invest in three full-time staff:

- Terry Kylo, Executive Director
- Ean Olsen, Director of Operations
- Carla Penderock, Director of Contributor Relations

Thanks to the excellent returns and (almost) no fees of the investment fund of the Episcopal Diocese of Olympia, we have been able to do this while also seeing an increase in our principle. This, of course, is subject to a change in the stock market.

To be able to grow in our fundraising capacity, we hired Kris McRea as our fundraising consultant in early 2020. We created an annual fundraising plan and did a lot of work, led by former PTU staff Monica Steele, to create a database of our contributors and launch a contributor management software.

Paths to Understanding Budget Report			
Income	2019	2020	2021 Projected
Fundraising Income	\$ 47,086	\$ 81,774	\$ 142,000
Bequests	\$ 28,338	\$ 28,338	\$ 28,338
Transfer from Investment Fund	\$ 99,000	\$ 99,000	\$ 99,000
Other Income	\$ 11,725	\$ 32,249	\$ 42,000
<b>Total Funds To Spend</b>	<b>\$ 186,149</b>	<b>\$ 241,361</b>	<b>\$ 311,338</b>
<b>Expenses</b>			
Staff	\$ 149,884	\$ 239,055	\$ 318,324
Administration and Consultants	\$ 61,095	\$ 71,826	\$ 94,911
Program Expenses	\$ 24,513	\$ 12,610	\$ 33,750
<b>Total Expenses</b>	<b>\$ 235,492</b>	<b>\$ 323,491</b>	<b>\$ 446,985</b>
<b>Deficit</b>	<b>\$ (49,343)</b>	<b>\$ (82,130)</b>	<b>\$ (135,647)</b>
<b>Total Assets*</b>	<b>\$ 2,091,000</b>	<b>\$ 2,298,000</b>	<b>\$ 2,574,000</b>
<small>*The majority of these funds are from the sale of Camp Brotherhood to Camp Korey in 2016. These funds are invested with the Hodges Investment Fund managed by the Episcopal Diocese of Olympia. There are almost no fees associated with this fund. The Board has approved deficit spending to facilitate PTU's re-development &amp; growth in fundraising.</small>			

In January of 2021 we hired our first full-time contributor relations staff person, Carla Penderock. We are planning two fundraising efforts per year, one in the spring and the other in early winter. Each will hopefully bring in 30-40% of our annual budget deficit, with the rest being covered by other donations throughout the year. In the summer, Carla will also be looking at small and medium sized grants to support our program development.

Lastly, we are currently forming a finance team to assist our executive director in overseeing our financial processes, policies, and review.

PTU has come a long way in our strategic planning, programming, staffing, board skills and diversity, and organizational management. All of these play a key part in the development of PTU's mission to meet the long-term need to counter dehumanization and create connections between communities of wisdom. Thank you for being a partner in this work!

**If you have questions, please feel free to contact our executive director, Terry Kylo at [terry@pathstounderstanding.org](mailto:terry@pathstounderstanding.org).**

## PATRONS

(Annual giving \$5,001 +)

- Judy Donoghue
- Anonymous
- Tom & Cindy Lenz

## SUSTAINERS

(Annual giving \$1,001 - \$5,000)

- Dr. Pauline Cline
- ELCA Northwest Washington Synod
- Our Redeemer's Lutheran Church
- Judy Pigott
- Terry & Sheryl Kyлло
- St Stephen's Episcopal Church
- Timothy & Susan Wolbrecht
- Christ Episcopal Church

## PARTNERS

(Annual giving \$501 - \$1,000)

- Elbe Akman
- Anne Jenkins
- Dennis & Mary Ann Taylor
- Joy Backman
- Candace & Phillips
- Gethsemane Lutheran Ch.
- Eleanor Dowson-Bossart
- Trautman
- Fr. William Treacy
- Liz Gimmestad
- Monica & Jeffry Steele
- Gisela Hawley

## COLLABORATORS

(Annual giving \$101 - \$500)

- Gregg & Lea Davidson
- Kathleen Bullock
- Aneelah Afzali
- Rabbi Allison Flash
- Jim & Mary Weber
- Larry & Sheryl Pennings
- Magnolia Lutheran Ch.
- Theresa Donovan
- Timothy Phillips
- Dean Messmer
- Bud & Darlene Dubay
- Steven & Mary Purcer
- Timothy & Patricia Murphy
- Pastor Heidi Fish
- Jeff & Sue Renner
- Erin & Rob Rieger
- Husam Rabi
- Pastor Kacey Hahn
- Annie Rondeau LaLone
- Sandra Schneider
- Hannah Hochkeppel
- Sarah & Kyle Rutherford
- Debra & Brad Srebnik
- Sharon Huff
- Jerry Shigaki
- Scott Summers
- Immanuel Lutheran Ch.
- Jim & Mary Weber
- Jenniefer Untener
- Karen & Thomas Jurewicz
- Rev. Edith Weller
- Jerry Bongard
- Peace Lutheran Church
- Rev. Angela Ying
- Susan & Red Burchfield
- John & Katherine Pederson
- Don Wick

## FRIENDS

(Annual giving up to \$100)

- Andrea Allsop
- Constance Funk
- Meira Neggaz
- Steve & Pam Barden
- France Giddings
- Bill & Carolyn Nirk
- Rilla and Michael Barrett
- Ellen Grybeck
- Ean Olsen
- John & Marsha Baumann
- Dennis & Lorraine Hartmann
- Fr Thomas Ortung
- Ihab Bouanani
- Kelly Howard
- Ramona Owen
- Sherry Bupp
- Richard Jaech
- Phinney Ridge Lutheran Church
- Cathy Cline
- Donald Jonasson
- Connie Ronning
- Margie Coles
- Ruth Laughlin
- William Scarvie
- Kevin Cooney
- Anson Laytner
- John Shaffer
- Deborah Cossey
- Jerry Lejeune
- Kathleen Shea
- Doloris Cotton
- Genjo Marinello
- Charlotte Shoup
- Janet Cray
- Mark Markuly
- Cindy Sliger
- Doug and Wendy Dahl
- David Wakil Matthews
- St Andrews Episcopal Church, Tacoma
- Fr. James L. Dalton
- Betty Anne McCoy
- Janina Thompson
- Elise DeGooyer
- Jan McLaughlin
- Laurin Vance
- Lisa Dennison
- James and Julia Mirel
- Vicki Wesen
- Robert Eash
- Mary Montgomery
- Gabrielle White
- Kathleen Emry
- Joan Myer
- Forrest Wilkinson
- Rob Franco
- Roger Nachman

# THANK YOU, 2020 DONORS!

Your gifts  
keep our mission going.

**BRIDGING BIAS AND BUILDING UNITY THROUGH MULTI-FAITH PEACEMAKING.**

- We tell inspiring stories
- We nurture relationships
- We work together for the common good

## Board of Directors

**President & Treasurer:**

Gregg Davidson

**Vice President:**

Jeff Renner

**Secretary:**

Don Wick

**Board Members at Large:**

Liz Gimmestad, Debra Srebnik,  
Sheikh Khalid Alfallatah, Rabbi  
Allison Flash, Jennifer Bereskin,  
Karen Lindquist, The Rev. Rachel  
Taber-Hamilton

## PTU Team Members

**Executive Director:**

Terry Kylo

terry@pathstounderstanding.org

**Director of Contributor Relations:**

Carla Penderock

carla@pathstounderstanding.org

**Director of Operations:**

Ean Olsen

ean@pathstounderstanding.org

Paths to Understanding equips community members like you to move from inspiration, through learning, to acting together for the common good.

*Help us reach our Spring Fund Drive  
goal of \$45,000.*

**GIVE A DONATION TODAY**

