
PANViews



*Newsletter of PA Nonbelievers, Inc., affiliated with American Atheists,
Atheist Alliance International and the Council for Secular Humanism.*

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President's Report

Josh CruverKibi

Perceptive Reality and the Material

How do I know what I perceive is real? Although not listed as one of the primary four existential psychological concerns (death, freedom, isolation, meaning), I find the essence of this question to be the crux of all existential concerns and the gulf between most philosophical debates. Let's take for example, does a god exist or not. What is the material reality of a god? An atheist will argue there is no material evidence of the god in question to perceive, therefore the god does not exist. The theist will argue based on what they have learned and how they perceive the environment, they see evidence of a god.

Atheists tend to ascribe to some form of philosophical physicalism and or materialism in our attempts to measure proofs for what is real or argue the lack of evidence for gods. The premise for physicalism or materialism is that the material environment exists regardless of our ability to perceive it or not. If a tree falls in the forest and we are not there to hear it, it still fell, and it still made a noise. The religious person would then point out that even if a human could not perceive or measure a god, the god could still exist, somewhere out of view and measurement. This of course would be deductively true if this god did exist. And this is the existential crux and gulf between theists and atheists.

The atheist, physicalist, or materialist would say there appears to be observable fossil evidence that billions of trees fell during the carboniferous period on Earth, even though there were no humans alive at the time to observe the trees fall. However, there appears to be an absence of evidence for gods in that there does not appear to be fossils or footprints of gods on Earth. Humans unfortunately do not have the ability to measure or observe every possible location in the universe to rule out the existence of a god. A theist may also want the god to exist, but wanting does not manifest reality despite their philosophical gymnastics. The limits of human perception cannot establish an absolute to this question of existence. And it remains currently materially possible in our massive universe that a god may exist, or a god does not exist, regardless of our ability to confirm.

Unfortunately, regarding perception, most psychological, cognitive, and neurobiological research has increasingly found that the accuracy of human perception is significantly limited and made inaccurate due to any number of perceptive distractions. To create a short list: We struggle with confirmation bias, ascribe to logical fallacies, tend to trust feelings, abductive reasoning, and shortcut (system 1) thinking, fail to give ourselves the time we need to critically think or engage system 2 thinking, trust or have faith in what others tell us without trying to materially confirm, and are perpetually bombarded with gaslighting and sales pitches designed to make us question what limited perceptions of reality we have.

We may want to view our ability to perceive and measure the material environment through our senses as being like a computer or a tape measure. However, the brain's process of perception could be better described as 100 different braille prints being dragged at different angles across 3 square inches of our

lower back, making it near impossible for us to succinctly, or consciously, be aware of all the information at once. Near every bit of information and/or perception we have, has been significantly distilled, reduced, and influenced by multiple neurobiological processes and variables, rendering our ability to answer what is real, too I am not sure. It is as if the neurobiological senses and cognitions were the result of millions of years of evolution and not created by an infinitely intelligent being...

The question remains. How do I know what is real? Can I increase my ability to perceive reality despite the confluence of information and limitations of my mind? Yes. You can of course start small by touching a wall and observing that you do not pass through it. Note that the sensory information correlates to the external environment. You can of course question the material environment and want to perceive that it is not real, but the stove will be hot regardless of your belief and perceptions. Gravity will still have effects on materials in the environment despite its lowly theoretical status.

The quality of our biased, myelinated, and limited confluence of perceptions can also be improved. We can increase our metacognitive awareness to distill and identify where the perceptions and information originated and determine if it is relevant, needed, or can be ignored. If we give ourselves time to practice, play, explore, exercise, and contemplate possibilities, we will create several cognitive and neurobiological benefits that may clear and clarify our perceptive abilities. A short list of possible perception benefits would be: Increasing blood flow to the brain, inspiring new neurons and connections to grow (neurogenesis), rewire our brains, increased resilience, clarifying and improving our senses, and clearing the mind of distracting perceptions.

We can also practice critical, inductive, deductive, and abductive thinking skills to increase the efficiency and accuracy of distilled correlates of perceived reality. As the awareness and accuracy of our perceptions and metacognition increases, we may even be able to use emotions such as cognitive dissonance as perceptive tools, due to being able to identify whether the feeling of dissonance is due to inconsistent thoughts or due to something else.

We may even learn to reduce our feelings of existential dread and fears due to peering deeper into the unknown than our otherwise haphazard reactive abductive perceptions would afford. We will find existential and unmeasurable edges of perception, that we will not be able to confirm physically or materially. But can we accept and come to terms with not knowing certain realities?



Atheist News in Pennsylvania– The Nation – The World!



Nazi Salute

One would think, by now, that organizations – including churches – would understand that Nazis are unworthy of monuments.

There is at least one Pennsylvania church that hasn't gotten the message. According to the Philadelphia Inquirer, inquirer.com, St. Mary's Ukrainian Catholic Cemetery, located outside of Philadelphia, houses the memorial shown at right. It is dedicated to the 14th Waffen Grenadier Division of the Schutzstaffel – better known as the SS.

The monument was erected in 1993 to mark the 50th anniversary of the Galician Division, a Ukrainian SS Division. It was formed partly by volunteers from Galicia, a region that stretched across part of what is now Poland, and Ukraine. The region was largely under Nazi control by 1941, so this division was created in 1943 to help fight the Russians. Some Ukrainians were forced to join, but there were many volunteers, Ukrainians partisans who wanted to keep Russians, or Poles, from gaining control over the region.

The monument, located in a part of Montgomery County with many synagogues, had been largely unnoticed until recently. A member of a Ukrainian far-right group visited the site and posed for a picture in front of it. The Forward, a Jewish newspaper, ran a story about the monument, and added it to a list it maintains of Nazi collaborator monuments around the world. The Jewish Federation of Greater Philadelphia contacted the cemetery's superintendent, who claimed to know nothing about it.

Some Ukrainians claim that the Galician soldiers were fighting for a Ukraine independent of Russia, as opposed to supporting Nazis. Jared McBride, an Eastern European historian at UCLA, disputes that. He says, "The Nazi regime was a genocidal regime. This idea of parsing these things out — that 'We were the *good* SS division,' or 'The *good* police unit,' or 'The *good* mobile death battalion' — is not the strongest of arguments." John-Paul Himka, a retired history professor at the University of Alberta in Edmonton, and an expert on Ukrainian history, notes that SS Galizien had "very little to do with the Holocaust" since it didn't exist until 1943. But that doesn't mean they were blameless. Himka points out, "Galizien fought with the Germans against the Soviets; it helped suppress the Slovak uprising; it was involved in atrocities against Poles and Slovaks; it welcomed into its ranks many perpetrators of the ethnic cleansing against the Polish population and of the Holocaust; it propagated antisemitism and seems to have been involved in a roundup of Jews in Brody in 1944. I cannot accept the notion that they were 'freedom fighters.'"

St. Mary's Ukrainian Catholic Cemetery is owned by the Cathedral of the Immaculate Conception, which is the main church of the Ukrainian Catholic Archeparchy of Philadelphia. The archeparchy says it does not know who built the monument, and that monuments are not subject to the approval of the church.

The Galician unit is controversial in Ukraine. Hundreds of Ukrainians marched in Kyiv in April 2021 to honor them. People in the Kyiv march held signs with the Galician insignia, a lion and crowns inside a larger shield. President Volodymyr Zelensky, who is Jewish, condemned such "attempts to revise truth about World War II." This symbol can be seen in the Philadelphia monument as well, and on many of the gravestones in the cemetery. This design is considered a hate symbol by the Anti-Defamation League.

However, Ukrainian collaboration with Nazis is a complicated subject in Ukraine right now, because Vladimir Putin has claimed that Russia launched its war to “denazify” Ukraine.

The National Catholic Register, ncregister.com, quoted the Metropolitan Archbishop Borys Gudziak of the Ukrainian Catholic Archeparchy of Philadelphia issued a statement saying, “given the current attention surrounding the monument ... the has decided to temporarily cover [it].” Note he does not apologize, or actually address the controversy.

Non Sequitur Response to Tragedy

Christianstandard.com tells the story. Jace Norus, a 27-year-old assistant football coach at Port Charlotte, Florida, High School, died unexpectedly. Players attended a Fellowship of Christian Athletes camp along with another assistant coach, Rusty Russell, who is also a pastor at New Day Christian Church. As a result, 24 players and coaches were baptized “at the same location Russell baptized Norus several years earlier. It helped ‘bring good out of tragedy,’ Russell wrote in a Facebook post.” The picture at right captures the moment.



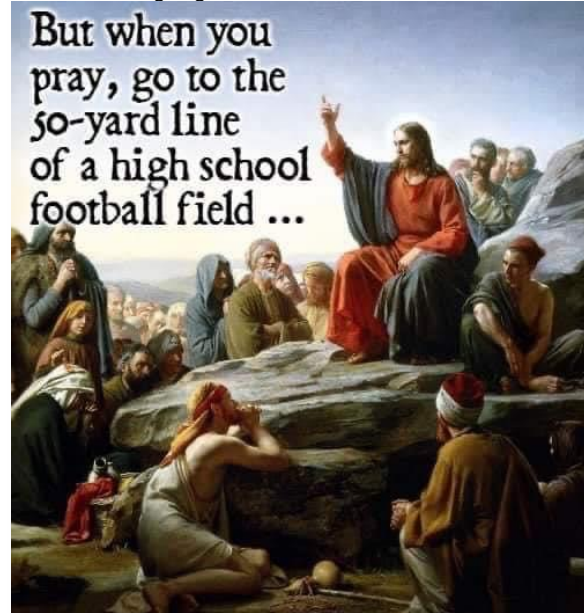
Wait, what? A football coach baptizing players? What does that have to do with another coach’s tragic death? It turns out this was just one aspect of a religion-soaked football program. Why doesn’t somebody do something?

Well, somebody did. Cheryl Huber of PAN’s Florida branch brought this situation to the attention of the Freedom From Religion Foundation, and the FFRF responded. The FFRF’s letter to the school district is on its webpage, <https://ffrf.org/news/news-releases/item/42686-ffrf-to-florida-school-district-keep-baptisms-religion-out-of-football-program>. Here are some of the key points:

A concerned Charlotte County Public Schools community member has reported that the Port Charlotte High School football team has become entangled with religion. Our complainant reports that the team has a Christian chaplain named Tom Parker and that the team regularly engages in religious exercises and prayer, including a recent baptism ceremony for players in Boca Grande. It is our understanding that Rusty Russell, lead pastor at New Day Christian Church, is an assistant coach for the team and has been using his position to promote religion within the football program. Russell regularly brags about baptizing players on his Facebook page. On July 24, 2023, Russell shared a post from New Day Christian Church: Yesterday, Pastor Rusty and Port Charlotte High School Football Coaches/New Day Members, Coach Jordan Ingman and Coach Jarret Debus, baptized 13 football players and Coach Brennan Norus, Jace Norus’ brother. God used Jace’s influence, and then FCA camp this week, to bring good out of tragedy. God is going to do amazing things in each young man’s life! PRAISE GOD! On July 27, 2023, Russell posted, “Yesterday we were privileged to baptize 9 more football players and one more coach who couldn’t make it Sunday! God has brought beauty out of ashes.” On August 30, 2023, Russell shared a post from New Day Christian Church: “We’re so amazed at what God is doing! Four more PCHS football players were baptized yesterday at Boca Grande. This makes 30 players and coaches total baptized!...”

While we understand that these baptisms took place in the wake of the death of a beloved assistant football coach, it is inappropriate and unconstitutional for public school coaches to engage in religious practices and prayer with students. Charlotte County Public Schools must ensure that this school-

God is Still Laughing



sponsored religious coercion ends immediately. The team’s coaches must immediately cease infusing the football program with religion. They must immediately cease engaging in religious activities with the team, including any prayers or religious rituals, and Tom Parker cannot be allowed to act as team chaplain or to engage in religious activities with players as part of the football program...

You may be aware that the Supreme Court recently held in *Kennedy v. Bremerton School District* that a high school football coach’s silent, private post-game prayer was constitutional. 142 S.Ct. 2407, 2415–16 (2022). Throughout its opinion, the Court repeatedly stressed that the coach silently prayed alone. *Id.* (the coach “offered his prayers quietly while his students were otherwise occupied.”). The prayers “were not publicly broadcast or recited to a captive

audience. Students were not required or expected to participate.” *Id.* at 2432. Here, rather than praying privately after games, the team’s coaches have infused religion into the football program, allowing Tom Parker to preach to the team and engaging in religious worship and activities with students...

Thirty-seven percent of the American population is non-Christian, including the almost 30 percent who are nonreligious. At 1 least a third of Generation Z (those born after 1996) have no religion, with a recent survey 2 revealing almost half of Gen Z qualify as “nones” (religiously unaffiliated).³ We ask that the District investigate this matter and take immediate action to protect its students. The team’s coaches must be directed to cease including coercive religious activities and practices in the football program, and the District should consider reprimanding them for their conduct. We further request that all District coaches be reminded that they may not push their personal religious beliefs onto students while acting in their official capacity, nor enlist an outside adult to do the same. Please inform us in writing of the steps the District is taking to remedy this serious violation of the First Amendment. Sincerely, Christopher Line, Staff Attorney, Freedom From Religion Foundation

Way to go, Cheryl!

More Praying in Football

There’s a coda to football coach praying case, *Kennedy v. Bremerton School District*, mentioned in the preceding story.

The *Seattle Times*, seattletimes.com, reports coach Joe Kennedy, who won a Supreme Court case to get his job back, quit after one game into this year’s Bremerton High’s football season. He emailed his resignation, citing a family health problem, and a “deteriorating situation” at the Bremerton school district. In addition, Kennedy and his wife moved to Pensacola, FL, three years ago, when he originally lost his assistant coaching job; she remained there when he went back to coach again.

Bremerton won the game, and afterwards Kennedy said it was a “fine bow,” allowing him to return to coaching, and praying on the field, but he couldn’t think beyond that. In his resignation letter, Kennedy said, “It is apparent that the reinstatement ordered by the Supreme Court will not be fully followed after a series of actions meant to diminish my role and single me out in what I can only believe is retaliation by the school district.”

In an interview after his resignation he said, “I knew it wasn’t going to be a picnic and it wasn’t,” he said, adding that his “role and responsibilities” at Friday’s game were “not what I signed up for.” The assistant coaching job paid \$5,304 a season.

The prolonged fight – which began in 2016 – made Kennedy a center of controversy, with supporters and detracted deluging the school district with emails. He says that it caused tension with his wife, a human resources supervisor for the school district, who originally opposed taking his case to court. Kennedy characterized his situation as being forced “to choose between my faith and my job.”

The district first learned that Kennedy was praying with students in the locker room and on the field after the game in 2015. The on-field prayer started to receive a lot of publicity; the school district told him that he had to stop. His evaluation for the 2015 season, he says, indicated that he would not be rehired; he did not reapply for the job in 2016.

The Supreme Court ruled that Kennedy could pray, but he could not force players to join him. Kennedy agrees with that; he says, “I can’t tell them to or not to. If they want to join, cool. If they don’t, cool.”

After all the fuss, what happened at this year’s game? No players joined Kennedy in prayer. Although the crowd was larger than usual, no fans came onto the field to pray, as they had in 2015. The article says there was a “scattering of applause.”

Now that he’s famous, he has a promotional website, coachjoekennedy.com, a book coming out in October (*Average Joe: The Coach Joe Kennedy Story*), and a movie about him is in the works. He speaks to religious and political groups and says politicians have asked for his endorsement.

Sabbath (Shabbat) Mode

Colleen Dzwonczyk

So recently my husband and I purchased a new refrigerator. I’m one of those people who actually looks at the manuals they give you with new appliances and I discovered that my refrigerator can be ordered with a Sabbath mode. I knew I wouldn’t be needing it for obvious reasons, but I was still curious as to what is Sabbath mode and why do you need it.

Sabbath, Hebrew Shabbat, (from shavat, “cease,” or “desist”), is the day of holiness and rest observed by Jews from sunset on Friday to nightfall of the following day. The biblical ban against work on the Sabbath, while never clearly defined, includes activities such as baking and cooking, travelling, kindling fire, gathering wood, buying and selling, and bearing burdens from one domain into another.



Sabbath mode in a refrigerator allows you to open and close the refrigerator or freezer doors without activating interior lights, sounds or other controls. While your fridge is in Sabbath Mode, water filter status lights are disabled and temperatures cannot be adjusted. A refrigerator that is in Sabbath mode will continue to run on a timed defrost in order to keep food fresh. There will be no control panel display, no sounds, the ice and water dispenser will be disabled, and the interior lights will not activate when the door is opened. If the unit experiences a power outage while in Sabbath mode, the refrigerator will resume in Sabbath mode once power returns.

The refrigerator is at the heart of the kitchen, making Sabbath mode for this appliance particularly important. Sabbath mode on a refrigerator allows the appliance to keep food and ingredients cool while limiting interaction with the electrical system.

Why is this important? Well according to the laws that Orthodox Jews follow there can be no unnecessary work on the sabbath.

Question: If one forgot to turn one's refrigerator to "Shabbat mode" (or deactivate the light inside) and when the refrigerator door is opened, the light will turn on, if one mistakenly opened the door on Shabbat, may one close it?



Answer: If one turns on an incandescent light bulb on Shabbat, one transgresses the Torah prohibition of igniting a flame on Shabbat. (If the light bulb is of the LED variety, turning it on constitutes a rabbinic prohibition). If one turns off a light bulb, this constitutes a prohibition of extinguishing. (Nevertheless, turning off any kind of light bulb only constitutes the prohibition of extinguishing on a rabbinic level.)

Thus, if one has a refrigerator at home with a light inside that turns on and off when the door is opened and closed, clearly, one may not use such a refrigerator on Shabbat unless there is a "Shabbat mode"

We should point out that nowadays, many refrigerators come standard with features that cause electronic and/or digital functions every time the refrigerator door is opened or closed, such as activating or deactivating fans or displays, and regarding such refrigerators, even if one were to deactivate the refrigerator light before Shabbat, one may not open and close such a refrigerator on Shabbat.

One should take care that when purchasing a new refrigerator, it should have a "Shabbat mode" feature or at the very least, that opening and closing the door do not cause electronic functions such as fans and displays to activate and deactivate.

Since the purpose of the forbidden work of opening the refrigerator door is not meant to turn on the refrigerator light, rather, one merely wishes to remove food from the refrigerator, this is not considered a direct prohibition of turning on the light and is only considered an opening of the refrigerator door with the light turning on as a direct result. It is therefore permissible to ask a non-Jew to open and close the refrigerator door when one has forgotten to turn the "Shabbat mode" feature on or deactivate the refrigerator light.

It is permissible to ask a non-Jew to perform any permissible act on Shabbat even if doing so will directly result in a forbidden work. We will explain this further.

If one opened the refrigerator door on Shabbat, one should place a towel on the inside of the door and close it in this way so that it does not close completely and turn off the light. Alternatively, one may ask a non-Jew to close the refrigerator door, as we have explained. If neither of these options are viable, there are several reasons to allow closing the door, including the fact that turning off the light is only a rabbinic enactment in addition to the fact that this prohibited action is not being carried out directly; rather, it is being done indirectly through the closing of the refrigerator door. Therefore, in such a situation, one may close the refrigerator door in an unusual manner, such as with one's elbow, or by asking a young child to close it. However, once closed, the refrigerator door may no longer be opened unless this is being done by a non-Jew.

Summary: It is forbidden to open or close a refrigerator on Shabbat when opening and closing the door activates or deactivates lights, fans, displays, and the like. If such a refrigerator was mistakenly opened on Shabbat and cannot be left open, it may be closed with one's elbow or by asking a young child to do so. Opening it again may only be done by a non-Jew.

Ovens with Sabbath Mode

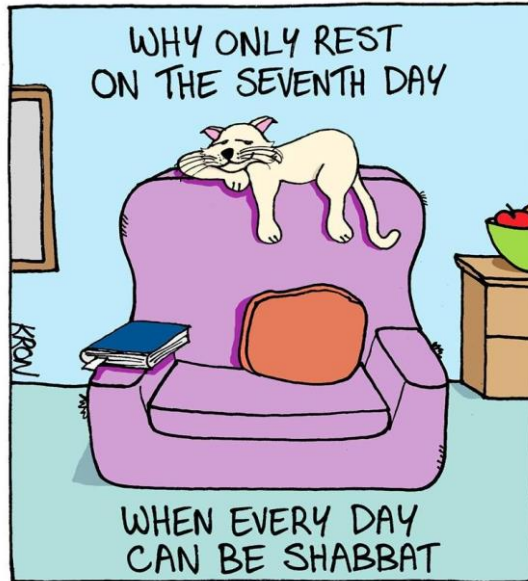
Further searching revealed that ovens also have a Sabbath mode. Under normal operation, an oven can run for up to twelve hours before shutting off. While in Sabbath mode, an oven will run continuously so that the consumer can use the unit throughout the day. The reason for this is because raw food cannot be cooked on the Shabbat, but food that was previously cooked can be kept warm until it is time for a meal.

Furthermore, the unit will not beep, display temperature readout, or have a digital clock. Any cleaning cycle that the oven offers, whether it be a traditional high heat self-clean, or a steam clean, will be disabled.

How it Works on Dishwashers

While not as common as refrigerators or ovens, some brands do manufacture Sabbath mode dishwasher models that are also compliant with the holiday. These dishwashing machines can be manually programmed to turn off the digital controls and electronic display during observance. Additionally, top control dishwashers can help keep curious fingers or accidental bumps from turning the Sabbath mode off.

To be honest this is way too complicated for me so I'm glad I'm a heathen.



Another Way to Ban Books

CatholicVote is non-profit political advocacy group, not officially sponsored by the Catholic church. It's found a new way to keep books it doesn't like out of the hands of kids without getting the negative press associated with banning books.

According to its website, catholicvote.org, it's simple. Its "Hide the Pride" movement suggests that parents collect signatures on the following letter:

As taxpayers in the city of _____ and longtime library patrons, we are writing to protest the 'Pride Month' display in the children's section of the _____ Public Library.

To protect our children and the community, we have checked out the books in the pride display. We plan to keep these books checked out until the library agrees to remove the inappropriate content from the shelves.

Flags, signs, and book displays based on how adults experience sexual attraction and gender identity have no place in an open and public space for children.

We believe that minor children have the right to belong to a community that respects their innocence and allows families to have conversations about sex and sexual attraction privately, and only when parents deem it appropriate.

Haven't got the heart to tell my Nana that she's been praying to George Harrison. 🙄



As parents, we should be able to bring our children to the public library without exposing them to displays of adult pride.

We ask you to immediately take down your "Pride Month" displays, starting with those placed in children's and young adults' sections.

It's time for the American public libraries to once again be a respectful space for young children to freely explore great ideas that unite and inspire us all, rather than places where controversial and divisive new ideological movements are given free rein to promote their theories and policy positions about sexuality to children without the consent or notification of parents.

The parents then go to the library and check out all the books that are part of the Pride display – as CatholicVote's instructions put it, "find the 'Pride Month' display full of LGBTQ books targeting kids." The parents give the above letter to the library. The instructions carefully note that parents are to take the offending books home and keep them where kids can't get to them.

CatholicVote thinks this is the perfect moment for their anti-LGBTQ activity, in light of the issues major brands have had with their LGBTQ support.

CatholicVote's communications director, Joshua Mercer, explains. "The public backlash against Bud Light and Target has reminded Christians that they don't have to sit down and surrender to the radical rainbow cult. Let's keep up this momentum and prevent kids from being exposed to smut from their local public library by checking out these nasty books and getting them off of displays."

It has occurred to some parents that checking out LGBTQ books might make the libraries believe the books are popular. CatholicVote doesn't think that has happened. The American Library Association (ALA) has objected to Hide the Pride but has never mentioned it increasing demand. Mercer claims that ALA would supply these books, regardless.

The New York *Times*, nytimes.com, reports a story where Hide the Pride did boomerang. Two San Diego residents notified the Rancho Peñasquitos library branch that they had checked out almost all the books contained in a Pride display and would not return them unless the library permanently got rid of any book the borrowers deemed to have "inappropriate content." The San Diego *Union-Tribune* ran a story about this holdup. In response San Diego residents deluged the library with Amazon deliveries filled with new copies of the books and donated more than \$15,000 (which the city agreed to match) to purchase more LGBTQ materials – and to expand the library system's drag queen story hours.

More Conflict Over Laïcité

The French view of the relationship between religion and the government is very different than the view held in the United States. The French firmly believe in freedom *from* religion, as expressed in the word "laïcité." The New York *Times*, nytimes.com, notes many groups in France, political and cultural, cling to laïcité, set out in a 1905 law that removed the Roman Catholic Church from public life, as a way to fight against anything perceived as not French, from Islam fundamentalism to American popular culture.

For the last few years, French schools have had difficulty adapting to clothes worn by Muslim students. The new education minister, Gabriel Attal, stated in August that “the abaya can no longer be worn in schools.”

An abaya is a long, loose-fitting robe. The French believe education should eliminate ethnic and religious identities and build a commitment to French citizenship. As Attal said, “you should not be able to distinguish or identify the students’ religion by looking at them.”

Muslims have strongly protested this decision. Some Muslim girls have worn kimonos or other long dresses to school to show that the ban seems arbitrary. The government contends that “ostentatious” religious symbols have been prohibited in schools for almost twenty years. Muslims respond that Muslim religious clothing and symbols are most likely to be deemed “ostentatious.”



The article notes the French are especially sensitive because of a series of Muslim attacks, including the murder of a teacher who showed a picture of Muhammad in class. The French worry Muslim citizens are more likely to consider themselves Muslim, as opposed to French.

Among the many ways France is different from the United States, the article reports, is that a 2021 survey revealed 50% of the French identify as atheist. And no French president would ever ask God to bless France.

Pray for Tech

Pray that your computer works? That your Wi-Fi signal doesn't disappear?

No, “Pray for Tech” is a nonprofit that supports Christian prayer groups inside tech companies. It was founded within Facebook by an employee, Christy Childers, who then went on to spread the good news to forty companies.

The New York Times, at [nytimes](https://www.nytimes.com), says the group blossomed in response to corporate interest in improving their D.E.I., or diversity, equity and inclusion efforts.

Childers thinks companies became more interested in supporting workers’ “core identities” in response to the murder of George Floyd. Employees from underrepresented groups, she says, were encouraged to bring their “whole” selves to work, and companies supported groups organized around gender, race, ethnicity and sexual orientation. Childers includes faith in this list, although it would not seem to be underrepresented.

The article says that employees are now more likely to discuss their religion at work, and that most major tech companies have official faith-based affinity groups.

Not long ago it was unusual for secular companies to sponsor faith-based employee groups, and those few that existed were usually Christian. The Religious Freedom & Business Foundation says that about

70 secular companies actually fund these groups, and many more allow them to exist. The article claims that in addition to Christian groups, there are Muslim, Jewish, Sikh, Buddhist, Baha'i, and atheist groups.

(PANViews checked the internet, and Religious Freedom & Business Foundation's website, and could not find any examples of corporate atheist groups.)



As people become more comfortable expressing religious beliefs at work, problems – obviously – might develop. Katina Sawyer, associate professor of management and organizations at the University of Arizona, who studies workplace inclusion, points out, “one potential downside is that what’s safe and creates a more inclusive environment for one group might have an opposite or negative impact for another group. That’s not something organizations have necessarily thought about in great detail.”

It's illegal to discriminate against workers because of their religion. But, as atheists are well aware, the Supreme Court has ruled in favor of religion over the last few years, exempting health plans at companies with religious objections from providing contraception under the Affordable Care Act or allowing a religious social services nonprofit to turn away same-sex foster parents. Most recently, in *DeJoy v. Groff*, (the case involving a postal worker who wanted Sundays off) a unanimous Supreme Court made it easier for people to get religious accommodation at work.

The article quotes Steven Green, director of the Center for Religion, Law and Democracy at Willamette University, suggests that other demands could be next, such as the ability to proselytize at work. “Some religious public interest groups are creating a narrative that you must be able to bring your entire self into the workplace, and that means your ability to evangelize, which has been inhibited.”

An example of potential problems with outspoken religious activity at work, the article describes a faith-based employee group at a large tech company that grew irritated with their employer's support of LGBTQ activity. They considered staging a walkout, but an adviser to the group talked them out of it. During a recent Pride month, members of some faith-based employee groups at a large tech company grew frustrated over their employer's overt L.G.B.T.Q. advocacy.

While faith-based groups may be a growing thing in tech companies, the article notes that potential problems – such as religion-caused walkouts – may be why only 43 of the Fortune 500 officially recognize such groups.

FUN!



Solution at the end of PANViews

Across

- 1. Logical Latin word
- 5. Die feature
- 9. "Ninotchka" star
- 14. Capriole or jeté
- 15. Inspect the figures?
- 16. Most of Earth
- 17. Hansom fee
- 18. True-to-life
- 19. Macbeth title
- 20. Certain scam
- 23. Word for poor Yorick
- 24. Disembarrass
- 25. Stabilizer muscles
- 28. Poor Richard's book
- 31. Short shots from the foul line
- 34. "PG" assigner
- 36. --- Alamos
- 37. Musical symbol
- 38. 1989 skateboarding film
- 42. Exploitative type
- 43. Cultural funding org.
- 44. Man of parts
- 45. "The Gold Bug" monogram
- 46. Heinz Field player
- 49. Vast time period
- 50. Part of the second qtr.
- 51. "--- Well That Ends Well"
- 53. Gadget for Agent 86
- 59. "Beetle Bailey" character
- 60. Hectored
- 61. Parted company with a horse
- 63. Like some jackets
- 64. Nose wrinkler
- 65. Have concern
- 66. Place for pins
- 67. Pluribus, as in e pluribus unum
- 68. Mini revelation?

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| 66 | | | | | | 67 | | | | 68 | | |

Down

- 1. Small toy maker
- 2. Get as a result
- 3. Actor Coleman
- 4. Kathleen Battle' s bag
- 5. Kind of gown
- 6. Type of hiring discrimination
- 7. Unlike Lady Godiva
- 8. Sushi bar servings
- 9. Fiction genre
- 10. Suffered from the workout
- 11. Five hundred sheets of paper
- 12. Scourge
- 13. Hydrogen's atomic number
- 21. Word with smoke or fire
- 22. Computer problem
- 25. Do a lawyer's job
- 26. Model wood
- 27. Declivitous
- 29. Tiny pond plants
- 30. Commandment adverb
- 31. Orchestra member
- 32. Major no-no
- 33. Boat section
- 35. Musician's need
- 37. Org. that regulates radio
- 39. Conclusion's opposite
- 40. Formerly called
- 41. Baseball Hall of Famer Combs
- 46. Fleet-footed
- 47. Applied, as flattery
- 48. First name in mysteries
- 50. Dickinson of "Police Woman"
- 52. Noshers' delight
- 53. Lead a square dance
- 54. Like some testimony
- 55. Beginning at
- 56. It may be prepared by a jerk
- 57. Highlands family
- 58. James Joyce's homeland
- 59. Marienbad, for one
- 62. Links item

PAN News & Updates

Godless Gaming

Godless Gaming, or “GG” for short, came with Ally and Nick Consoli when they moved up from Lancaster to Harrisburg. A stress-free chance to bring together games of all types, it started with a game of “Cards Against Humanity” and a couple of pizzas and has blossomed into providing business to many local vendors throughout the South Central PA region. Please join us with some of your favorite games when we are local to your area. We meet the 4th weekend of every month. Locations always rotate to be most inclusive. To find out where we’ll be, go to PAN’s social activities page on Facebook.

Pumpkin Fest – PAN will have a booth at Pumpkin Fest, at Adams-Ricci Park in Enola, Saturday, October 7, 9:30 am – 5:00 pm, and Sunday, October 8, 11:00 am – 5:00 pm. This is a big festival, with lots of booths, and lots of activities. We can always use volunteers, or just stop by and say hello!

Meetings – PAN holds in-person and online meetings. Locations, times, and dates below.

Online meeting: Fourth Thursday of the month at 6:00 pm. We hope to split the meeting into an hour of chat and an hour of presentation or more structured discussion. Anyone with a book/movie review, discussion topic, or potential guest speaker should contact Dietrich Dellinger @ guyinnagorillasuit@gmail.com

Chambersburg – Second Thursday of the month, 6:30 pm, Volcano Japanese Restaurant
955 Wayne Ave, Chambersburg

Cumberland/Mechanicsburg - Third Wednesday of the month, 6:00 pm, Lovedraft's Brewery, 165 Gateway Drive, Mechanicsburg, PA 17050

Harrisburg– First Wednesday of the month, 6:30 pm, Zeroday Brewing Company Taproom, 923 North 3rd Street.

Lancaster – Fourth Wednesday of the month, 6:00 pm, Centerville Diner, 100 S. Centerville Rd.

Lebanon - Second Wednesday of the month, 6:00 pm, Plaza Azteca in Myerstown.

Reading – Third Thursdays at 7:15pm, 3rd & Spruce Drafthaus, 238 S 3rd Ave, Reading, PA 19611

York Meeting – First Sunday at noon, Mexitaly Brick Oven Brewhouse, 2440 East Market St.

How to Contribute to PAN

Giant Cards - We will have Giant grocery store cards available for purchase at PAN meetings. You pay face value for the card and use the face value at the store, but Giant lets PAN have 5% of that face value. If you shop at Giant, anyway, use the cards in lieu of cash and help PAN. What could be easier?

Pennies for PAN - Finally, we are happy to take money the old-fashioned way. You can give your tax-deductible contribution to a Board Member at one of our meetings or events, you can donate via PayPal on our website, www.panonbelievers.org, or you can mail a check to us at PA Nonbelievers, Inc. PO Box 702, York, PA 17405. Remember when you donate you can indicate what fund you want your donation to go to, you can find the list of our funds on the PAN website in the Donate section.

PAN Board of Directors

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Puzzle Solution © OnlineCrosswords.net

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