



THE UUS NEWS

A DIVERSE SPIRITUAL COMMUNITY THAT TOUCHES
HEARTS, CHANGES LIVES, AND TRANSFORMS THE WORLD.

January
2019

Sunday Services

Services begin at 9:30 am, followed by a social hour

What Does It Mean to Be A Community of Possibility?

January 6th: "Failure Is a Possibility: Or Is It?"

Rev. Diane Dowgiert

During the month of January, we will be considering the theme of possibility. At this time of year, most of us probably know what it's like to make a resolution and fail to keep it. And yet, to embrace new possibilities means opening to the possibility of failure. Lately, experts in the fields of education, psychology, and business have been extolling the benefits of failure. What role does failure play in our religious and spiritual lives?

January 13th: To Be Announced, Lay Led

Look for details on this service on our website or in our weekly communications.

January 20th: "What They Dreamed,"

Rev. Diane Dowgiert

Martin Luther King had a dream. It was not his alone but one he shared with a community of people working together for justice. MLK did more than articulate a vision for what was possible; he laid out a method for achieving the dream. Today we will rekindle the dream, envisioning the possibilities for the world we want to live in and the world we want to leave for our children and grandchildren.

January 27th: "Ours to Do,"

Rev. Diane Dowgiert

In an age of climate change when the warnings of scientists are dire, how do we respond? Paul Hawken, environmentalist, activist, and author embraces the possibilities presented, saying not *game over* but *game on*. He asserts that with a game-on attitude, we can reverse climate change. The work is ours to do, individually and collectively.

January Social Justice Offerings Benefit the Abbe Center for Community Mental Health

"Reaching out to improve lives in our communities through advocacy, support, and the integration of mental health and wellness services. We envision individuals and families thriving in a healthy community." Services provided include outpatient therapy and specialties such as home-based nursing.

Cash or checks to UUS (Abbe Center on the memo line) can be given on Sundays, online through Realm, or mailed to the office. You can also text "GivetoUUSIC Offering \$--" to 73256.

January Birthdays

<i>Kara Beauchamp</i>	<i>Merle Ihne</i>
<i>Marsha Cheyney</i>	<i>Nina Jakob</i>
<i>Mark Coretsopoulos</i>	<i>Miriam Kashia</i>
<i>Ron Crawford</i>	<i>Barbara Laughlin</i>
<i>Jo Cunningham</i>	<i>Adina Levitt</i>
<i>Jane DeWitt</i>	<i>Jess McCusker</i>
<i>Diane Dowgiert</i>	<i>Ron Owings</i>
<i>Donna Friedman</i>	<i>Pat Pavelich</i>
<i>Keith Friestad</i>	<i>Judith Quinn</i>
<i>Laura Friestad</i>	<i>Amellia Saltzman</i>
<i>Meredith Gall</i>	<i>Ricardo Sauro</i>
<i>Kianna Haslett-Tomova</i>	<i>Jean Snodgress-</i>
<i>Olivia Headings</i>	<i>Wiedenheft</i>
<i>Sarah Holmes</i>	<i>Lisa Stover</i>
<i>Trey Hotsenpiller</i>	<i>Danielle Tallman</i>

If you would like your birthday listed in the newsletter (or removed), contact dcl@uusic.org.

Sunday Attendance

December 2nd:	223 total: 183 service, 40 RE
December 9th:	208 total: 162 service, 46 RE
December 16th:	181 total (Multigenerational)
December 23rd:	133 total (Multigenerational)
December 24th:	157 total (Multigen. 5:30 pm Service)
December 24th:	75 total (Multigen. 7 pm Service)



From Your Interim Minister's Study

Possibility is the theme for January, aptly so. The beginning of a New Year is a fitting time to dream and imagine new horizons. The month of January is named for the Roman god, Janus—the god of beginnings and endings, of gates and transitions, doorways and passages. Janus is usually depicted as having two faces, one looking to the past and one looking to the future.

Interim ministry is all about possibility. Figuratively speaking, Janus is its god—looking back to understand the past and looking forward to new opportunities and potentialities.

Here at UUS, January's theme of *Possibility* will be explored in worship services, Covenant Groups, and religious education for children and youth. More than that, it will be embodied by the Interim Transition Team and your Board of Trustees.

The Interim Transition Team is beginning a total-systems review. In other words, they will be looking at all the different aspects that go into the functioning of your congregation. They will be looking at things like how you welcome newcomers, how you manage your finances, how you care for your physical plant, how you nurture your congregation's spiritual, emotional, and relational health, how you connect to the larger UU world—and then some. It's like an annual physical, checking vital signs, assessing overall health, and gaining a deeper appreciation of what is going well and where you might want to make some changes. Knowing your congregation well is important in making a good match with a new minister.

Meanwhile, your Board of Trustees is considering how to best govern the Society, given its current size and the complexity

of the building. Your current membership of 301 is an indicator that the congregation is too large for a volunteer board to manage on a day-to-day basis. Add a technologically sophisticated building that is in almost constant use by groups within the Society and rented to outside groups—and the challenge is even greater.

Those attuned to governance matters have likely heard the terms “policy-based” or “policy-style” governance, a direction in which UUS has been moving for a few years now (or so I am told). It is a system that shifts the focus of the Board to fiduciary responsibilities (e.g., legal and fiscal issues), mission/vision, policy formation, oversight, and assessment. Authority for day-to-day management, operations, and programming is delegated to the minister and staff.

In other words, there is a clear delineation between governance and ministry. The work of the Board is to govern. The work of the minister and staff, professional and volunteer, is to engage the congregation in doing ministry.

From where I sit as your Interim Minister, I see this work as essential. This shift in governance will lay the foundation for a long and fruitful ministry with the person you call as your next settled minister.

This style of governance offers many gifts: clarity of roles and responsibilities, streamlined decision-making, and clearer lines of communication. It frees up more energy for furthering the Society's mission of touching hearts, changing lives, and transforming the world with your love.

A time of interim ministry is a time of possibility, a time to experiment and explore. I have come to know you as an adventurous people willing to take on big challenges. A shift in governance is no small thing. You will undoubtedly have questions. Please know that you can bring those questions to me and/or members of your Board of Trustees.

—Yours in the interim, Rev. Diane Dowgiert

From Your Board President

For most of us, the New Year means beginnings, possibilities, and a time when we may resolve to make a change in our lives. As a congregation, we may think we've dealt with enough change in the past few years: moving into our new building and coping with a ministerial transition. These changes have opened an opportunity for us as a society to review our goals and to consider how we are organized and how we get things done. In a sense, this time of interim ministry provides an opportunity for reflection, discernment, and resolution, much like the New Year.

Caring for our new building and the surrounding land is very different than maintaining our property at 10 South Gilbert. Welcoming first-time visitors and returning guests who express interest in our Society, and serving a growing membership are administrative and ministerial challenges we need to embrace. Through shared ministry to members, friends, and the broader community, we continue to live out our mission and vision on a regular basis. All of this work is accomplished by our minister, staff, lay leaders, committees, and members in ways that may not be very visible to most of us.

The UUS Board and our Interim Minister have agreed that now is the time to consider the existing structure and processes for how we do this work: who has authority? who has responsibility? who communicates with others, and how? We have a capable and experienced Interim Minister who is ready and willing to help us in this process, and we should take advantage of the possibilities that await. Guided by her experience, the book *Governance and Ministry* by Dan Hotchkiss, and other resources, Rev. Diane has presented us with recommendations for realigning how some of our committees and working groups engage with the staff and each other.

We believe these changes are worthy of our support. In addition, we believe this will strengthen us in both governance and ministry—and position us well for a successful search and future with our next settled minister. We expect to seek input and assistance from lay leaders, as well as all members, as we move forward in this effort. We hope you see the possibilities that are ahead for us in 2019!

—In community, Jane DeWitt

Congregational News and Events

Become a Leader at UUS

Get on the field, stretch, and fall in love. UUS lives, breathes, and self-organizes because members step up and take on leadership roles from time to time. Is it time for you to step into one of these roles?

- Our **Board**, our governing body who ensures our collective best interests are represented in management decisions, seeks a new Vice President, a new Secretary, and a new Finance Trustee.
- Our **Leadership Development Committee (LDC)** is seeking one member to join the LDC and assist the Society by helping members develop their leadership skills, and identify future leaders.
- Our **Endowment Committee**, which enhances our stability and offers flexibility in our Society's financial management, is also seeking a member who can help us continue this valuable work.

If you want to get off the bench and onto the field with other talented players, if you want to stretch your intellectual and emotional muscles, or if you want to fall more in love with UUS (or if you know someone else who does), please contact Maureen Patterson about the LDC (maureen.p.patterson@gmail.com), Jean Hood about the Endowment Committee (ajhood@oaknoll.com), or Jim Olson about the Board (jimolson921@gmail.com).

World Religions Programs for January

In January, our World Religions focus of study and experience for both junior high students and adults will be Islam. Ousainou Keita is a leader in the Iowa City Mosque who has been actively participating in interfaith efforts in the Iowa City area. He will come to give an introductory presentation on Islam for our Sunday forum at 11 am on Sunday, January 20th. He will gladly answer questions, address misconceptions about Islam, and will also provide information to help prepare those of us who want to make a visit to the Iowa City Mosque on Friday, January 25th. Some of us will attend their longer 1:30 pm weekly service on the 25th, and others will be able to attend the shorter 15-minute prayer service at 7 pm that evening. Come learn about and get a taste of this much misunderstood religion, as a way to build bridges of understanding in our community.

Covenant Groups

In December, groups considered what it means for UUs to be "a people of mystery." Unitarian Universalists proudly announce that we are the religion that loves questions and questioning. We are committed to figuring out life's mysteries, and that means committing ourselves to a lifelong process of searching not for simple answers but for new ways of thinking about those questions, as well as new questions to think about. Being a people of mystery is about engaging life as a marvelous puzzle but also about remaining open to the very wonder of being.

You can learn more about Covenant Groups and how to join a group by contacting Jan Locher (354-6260, locherj@mchsi.com).

Pathway to Membership, January 23rd

Pathway to Membership is a one-session class for those who are considering becoming a member of UUS and want to learn more about how our congregation works, and the benefits and responsibilities of membership. You will get to know others who are considering joining, and meet with our Interim Minister, Rev. Diane Dowgiert; Director of Congregational Life, Peggy Garrigues; and other leaders from the Board and Membership Associates. This class is one of the steps for membership. We will meet on Wednesday, January 23rd, from 6:30 to 9 pm in the Conference Room. Contact Peggy Garrigues (dcl@uusic.org) to RSVP, to request childcare, or to clarify other membership steps.

Sr. High OWL Offering

The UUA and UCC are updating the Sr. High "Our Whole Lives" curriculum, and we have applied to field test the newest version. The program will start in mid-February and will meet weekly on Sunday evenings or afternoons for 12 sessions (taking a break for Spring Break and Easter).

Sr. High OWL is open to youth in 10th through 12th grade (or the homeschool equivalent) and requires a strong commitment to attend each session. However, we understand every family's schedules are unique, and we can have a conversation around your specific circumstances.

If you are interested in your youth participating, please email Jessica Zimmer at education@uusic.org. We are first offering the program to UUS families but will open it up to the wider community if spots remain.

2019 Treats and Talents Auction: Now Accepting Item Ideas!

It is time to start thinking about what fabulous treats or talents you can share with the UUS community at this year's Annual Treats & Talents Auction, which will take place on March 9th. This year we hope to offer:

- 65 or more events (at least 20 family friendly)
- 20 or more services
- 40 or more offerings of homemade goodies
- 30 or more offerings of hand-made items

If you look back at the last few auctions, you know these numbers are easily approachable. Put your thinking cap on, and send us your unique or interesting items/events/services!

Email Judy Tokuhisa (judy.tokuhisa@gmail.com) with your submissions, or fill out the online form: bit.ly/2019TTDonations

Remember to add information about any events, including accessibility and whether they are adult only or kid friendly. Include a suggested starting bid if you can. Looking for ideas? Here are some examples of previous events or wanted items:

- Events: Tour of the African American Museum, "Games, Growlers and Grill" Night, "Farm Fun" Day, Kernels Baseball event, Breakfast & Birding, Champagne Dinner cruise on Lake McBride, etc.
- Services: handyman, computer guru, housecleaning, date night childcare, gardening/landscaping, etc.
- Homemade goods: pies, jam, honey, bread, pesto, compost, firewood, etc.
- Handmade items: blankets, clothing, artwork, pottery, etc.

Contact Judy if you have any questions.

Justice News and Events

UU Free Lunch Report

On Friday, December 14th, 34 dedicated UUS volunteers served lunch to 134 Free Lunch Program guests. The main dish was baked ham, generously donated by Star Wojciak. Side dishes included cooked vegetables, vegetable salad, fresh fruit salad, a variety of delicious desserts, and beverages. Near the end of lunch, one appreciative guest came up to our volunteers and said "That ham was delicious. Thank you so much!"

Recently, we have had difficulty getting enough volunteers to prepare main dishes. We are asking UUS Covenant Groups to consider preparing a main dish as a service project. Another idea is for individuals to donate a main dish purchased from a grocery store or restaurant. Sometimes friends chip in together. Having a main dish purchased or prepared would be a huge contribution to our efforts. If you are interested, please email Carmen Griggs at csgriggsiowa@gmail.com.

Write Here! Write Now! January 6th

Start the new year by urging our Senators to stem climate change by integrating new energy technologies into infrastructure projects. On January 6th, come to our "Write Here! Write Now!" table in the Fellowship Hall and join this letter-writing initiative. Fact sheets and supplies will be available. You can also write letters in advance and drop them off on Sunday or mail them in beforehand. UUs for Social Justice (UUSJ)'s Capitol Hill Advocacy Corps will hand-deliver letters in Washington, DC, on January 8th. Contact Sally Hartman at sallyhartman@hotmail.com. To learn more, check UUSJ's advocacy page: uusj.net/wp1/advocacy/uusj-capitol-hill-advocacy-corps.

Racial Justice Ware Lecture Showing, January 20th

On Sunday, January 20th, at 11 am in the Hickory and Oak Rooms, the Racial Justice Study/Action Circle will kick off the celebration of Martin Luther King Jr. Day activities by showing the Ware lecture from the 2018 UUA General Assembly. The Lecture features Brittany Packnett, a leader at the intersection of culture and justice who serves as Teach For America's Vice President of National Community Alliances, where she leads partnerships and civil rights work with communities of color. Cited by President Barack Obama as a leader whose "voice is going to be making a difference for years to come," Brittany is an unapologetic educator, organizer, writer, and speaker. A former teacher, policy expert, and nonprofit executive director, Brittany has committed her life and career to justice.

UUS Day of Service, January 26th

Service is our prayer, so mark your calendars! Join other UUs at our building or around the community on Saturday, January 26th. We'll be cleaning the Winter Shelter, making tied blankets (a good project to include the kids), knitting prayer shawls, making main dishes for Free Lunch and for the Bird House (a hospice home), and helping at the Coralville Food Pantry. Please join us in making a difference! (Look for more details, including sign-up opportunities, in the weekly publications ahead of the event.)

Secular Humanists Prison Ministry, January 29th

At 7 pm on Tuesday, January 29th, the UUS Secular Humanists will host Dr. Rev. Paul Knupp at Old Brick in Iowa City. Dr. Rev. Knupp has worn many hats over his busy, full career: settled/interim minister, college instructor, politician, UIHC chaplain, and lobbyist for Common Cause, to name a few. He also founded the Humanist Society of Iowa and is an American Humanist Association (AHA) Chaplain for the Iowa Dept. of Corrections.

Dr. Knupp helped UUS member Simon Tunstall establish an AHA chapter at the Fort Madison Penitentiary while Simon was an inmate there. Now at IMCC in Coralville, Simon hopes to start a Humanist Chapter there as well, with the help and support of Dr. Knupp and UUS. Dr. Knupp will speak on his experiences with this and his prison ministering. All interested in this type of UUS prison outreach are encouraged to attend.

UUS members Joe Brisben and Mark Yuskis visit Simon nearly every week, and he follows UUS and the Secular Humanist activities closely, eagerly awaiting each monthly newsletter. Hi, Simon!

UUs in Action in December

- To all the UU Santas and Elves: Children's faces in five of the Circle of Friends families were beaming last month when brightly colored packages were delivered. Thank you to all who contributed gifts and gift cards! You brought much joy.
- The Third Thursday Covenant Group helped with the Homeless Children's Trust event in mid-December, led by Stephanie Van Housen. Most of the members assembled gingerbread houses on Friday night and then helped with the event the next morning. Various other UUs also helped. (Pictured below.)



Upcoming UUS Events

Find more information on all UUS events on our online calendar:
www.uusic.org/upcoming-events or by contacting the UUS office.

Thursday, January 3rd

- **UUS Adult Choir Rehearsal:** 7 pm in the Sanctuary

Saturday, January 5th

- **Racial Justice Circle Tour of the Cedar Rapids African American Museum:**

We'll meet at UUS at 10:15 am and caravan up together. The tour will last approximately an hour. Those who wish to have lunch in Cedar Rapids together may do that. Sign up with Peg Bouska (peg-bouska@uiowa.edu) by Monday, December 31st.

Sunday, January 6th

- **Inquirer Session:** 10:40 am in the Conference Room (Intro to Nurturing Mind and Spirit Groups)
- **Racial Justice Circle:** 11 am in the Oak Room
- **Friends of Friends:** 11 am in the Hickory Room

Monday, January 7th

- **Kiirtan:** 6 pm at the Sycamore Rooms
- **Buddhist Sangha:** 7 pm at Oaknoll

Tuesday, January 8th

- **Social Justice Coordinating Committee:** 7 pm in the Conference Room

Wednesday, January 9th

- **UUS Community Meal:** 6 pm in the Fellowship Hall (Breakfast for Dinner, including baked oatmeal and gingerbread pancakes, with meat, vegan, and gluten-free options and sides.)

Thursday, January 10th

- **UUS Board of Trustees Meeting:** 6:30 pm in the Conference Room
- **UUS Adult Choir Rehearsal:** 7 pm in the Sanctuary

Friday, January 11th

- **UU Free Lunch Program:** 11 am at 1105 Gilbert Ct.
- **CUUPs Food for Thought:** 6:30 pm at Marsha Cheyney's home

Sunday, January 13th

- **Inquirer Session:** 10:40 am in the Conference Room (Intro to Realm Connection Software)

Monday, January 14th

- **Buddhist Sangha:** 7 pm at Oaknoll
- **UU Book Discussion Group:** 7:30 pm at Oaknoll (January book: *The Orchid Thief* by Susan Orlean; February book: *The Path Between the Seas* by David McCullough)

Wednesday, January 16th

- **UU Grief Group:** 12:30 pm in the Conference Room

Thursday, January 17th

- **UU Scrabble Group:** 1:30 pm at Kim and Lula Palmer's home
- **UUS Adult Choir Rehearsal:** 7 pm in the Sanctuary

Friday, January 18th

- **UU Board Game Club:** 6 pm at Lucky's Market

Saturday, January 19th

- **UU Vegetarian Community Ethical Eating Class:** 3 pm in the Hickory & Oak Rooms
- **UU Vegetarian Community "Plantluck":** 5 pm in the Fellowship Hall ("New Year, New Recipes" theme)

Sunday, January 20th

- **Inquirer Session:** 10:40 am in the Conference Room (Intro to Volunteering Groups and Opportunities)
- **Introduction to Islam Forum:** 11 am in the Sanctuary
- **Racial Justice Circle:** 11 am in the Hickory & Oak Rooms (see details on page 4)
- **CUUPs Encounters:** 3 pm in the Fellowship Hall (Candlemaking)
- **Dances of Universal Peace:** 3 pm in the RE Commons

Monday, January 21st

- **Buddhist Sangha:** 7 pm at Oaknoll

Wednesday, January 23rd

- **Pathway to Membership:** 6:30 pm in the Conference Room (see details on page 3)

Thursday, January 24th

- **UUS Adult Choir Rehearsal:** 7 pm in the Sanctuary

Friday, January 25th

- **CUUPs Earthbeats:** 7 pm in the Sanctuary

Saturday, January 26th

- **UU Day of Service** (see details on page 3)
- **UU Vegetarian Community Cooking Class "Vegan Soups and Stews":** 6 pm in the Kitchen and Fellowship Hall:

Learn how to create healthy, flavorful and nutritious soups and stews for the winter season with Chef Dave Burt. Cost is \$15 per person. Reservations are required by Thursday, January 24th, to Carol Throckmorton (vegcommunity@uusic.org or 337-3030).

Sunday, January 27th

- **Inquirer Session:** 10:40 am in the Conference Room (Q&A with Rev. Diane Dowgiert)

Monday, January 28th

- **Buddhist Sangha:** 7 pm at Oaknoll

Tuesday, January 29th

- **Secular Humanists:** 7 pm at Old Brick (Prison Ministry; see details on page 4)

Thursday, January 31st

- **UUS Adult Choir Rehearsal:** 7 pm in the Sanctuary

Saturday, February 2nd

- **Dinners for Eight:** 5 pm at various member homes
- **CUUPs Imbolc Ritual:** 6 pm in the Fellowship Hall

UUS Calendar for January 2019

A- Atrium
 C- Conference Room
 CW- Church-Wide
 FH- Fellowship Hall
 G- UUS Grounds
 H- Hickory Room (Sr. High)
 J- Juniper Room (Pre-K)
 K- Kitchen
 M- Maple Room (3-4)
 N- Nursery
 O- Oak Room (Jr. High)
 R- Redbud Room (1-2)
 REC- RE Commons
 S- Sanctuary
 W- Walnut Room (5-6)

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
30 9:30 AM Service (S) 10:30 AM Social Hour (FH) 10:40 AM Inquirer Session (C)	31 New Year's Eve	1 News Year's Day Office Closed	2	3 5:30 PM Green Sanctuary Committee (C) 7 PM Adult Choir Rehearsal (S)	4	5 10:15 AM Racial Justice Trip to African American Museum (Cedar Rapids)
6 9:30 AM Service (S) 10:30 AM Social Hour (FH) 11 AM Racial Justice Circle (O) 11 AM Friends of Friends (H)	7 6 PM Kiirtan (Sycamore Rooms) 7 PM Buddhist Sangha (Oaknoll)	8 7 PM Social Justice Coordinating Committee (C)	9 6 PM UUS Community Meal (FH)	10 6:30 PM Board of Trustees Meeting (C) 7 PM Adult Choir Rehearsal (S)	11 11 AM Free Lunch Program (1105 Gilbert Ct., IC) 6:30 PM CUUPs Food for Thought (Marsha Cheyney's home)	12
13 9:30 AM Service (S) 10:30 AM Social Hour (FH) 10:40 AM Inquirer Session (C)	14 7 PM Buddhist Sangha (Oaknoll) 7:30 PM UU Book Discussion Group (Oaknoll)	15	16 12:30 PM UU Grief Group (C)	17 1:30 PM UU Scrabble Group (Kim and Lula Palmer's home) 7 PM Adult Choir Rehearsal (S)	18 6 PM UU Board Game Club (Lucky's Market)	19 3:30 PM UUVc Ethical Eating Class (H&O) 5 PM UUVc "Plantluck" (FH)
20 9:30 AM Service (S) 10:30 AM Social Hour (FH) 10:40 AM Inquirer Session (C) 11 AM Intro to Islam Forum (S) 11 AM Racial Justice Circle (H&O) 3 PM Dances of Universal Peace (REC)	21 7 PM Buddhist Sangha (Oaknoll)	22	23 6:30 PM Pathway to Membership (C)	24 7 PM Adult Choir Rehearsal (S)	25 7 PM CUUPs Earthbeats (S)	26 Day of Service (UUS & Offsite) 6 PM UUVc Cooking Class (K&FH)
27 9:30 AM Service (S) 10:30 AM Social Hour (FH) 10:40 AM Inquirer Session (C)	28 7 PM Buddhist Sangha (Oaknoll)	29 7 PM Secular Humanists (Old Brick)	30	31 7 PM Adult Choir Rehearsal (S)	1	2 5 PM Dinners for Eight (offsite) 6 PM CUUPs Imbolic Ritual (FH)

Find more events by visiting our website calendar (www.uusic.org/upcoming-events) or by signing up for our weekly emails (www.uusic.org/news/weekly-email).

Unitarian Universalist Society Board of Trustees MEETING HIGHLIGHTS – December 13, 2018

Board meeting minutes are made available on the website or can be requested from the UUS administrator.

Present: Jane DeWitt (President), Jim Laughlin (Past-President), Amy Fretz (Vice-President), Chris Rode (Treasurer), Peg Voelker (Secretary), Sara Feldmann (Trustee), Michael Honey-Arcement (Trustee), Colleen Higgins (Trustee), and Rev. Diane Dowgiert (Ex officio Interim Minister). **Absent:** Paul Pomrehn (Trustee). **Guests:** None.

Board President DeWitt called the meeting to order at 6:28 p.m. Laughlin provided opening words.

Consent Agenda & Announcements: Consent and other items are uploaded to Dropbox for review prior to the meeting.

Consent Agenda items: Board Agenda; December Executive Committee Minutes; November Board Meeting Highlights & Minutes; Minister's Monthly Report; Treasurer's Report and Financial Statements; Email Vote – Approval Parking Rental Agreement; Email Vote – Approval Endowment Advisor; and Email Vote – Approval Lopez Weaving Sale.
Other items: Board's Interim Ministry Timeline (Dowgiert).

The Board received the Consent Agenda and approved the November Board highlights and minutes.

Governance and Ministry Organization, Planning, Timeline: The majority of this month's Board meeting was spent on this agenda item. Rev. Dowgiert conveyed that it is important that UUS have a clear and functional structure of governance and organization in place before the arrival of our next settled minister. She recommended that, given our current size, UUS shift to a policy-style governance system. Such a system allows the Board to focus on "governing" and delegates day-to-day authority to the minister and staff. Please see columns in the January Newsletter by Rev. Dowgiert and Board President DeWitt for more on this topic.

Other: Several other business items were reviewed, including the parking lot rental agreement, parking & neighborhood issues, and the comparison of in-house versus external accounting.

Closing: DeWitt provided closing words. Honey-Arcement reported as Process Observer. The meeting adjourned at 9:17 p.m. The next Board meeting is Thursday, January 10, 2019, starting at 6:30 p.m. in the UUS Conference Room.

Congregational Meeting Highlights - December 9, 2018

Following opening words by Rev. Diane Dowgiert and the chalice lighting, President Jane DeWitt called the meeting to order at 11:05 a.m. A quorum was established with 104 of the 301 voting members in attendance.

Interim Transition Team Report: Tom McMurray reported on the work of the Interim Transition Team (ITT). McMurray and Diane Martin serve as co-chairs, and the other team members are Jeanette Carter, Virginia Melroy, Gary Lawrenson, Peter Brokaw, and John Lanaghan. McMurray summarized that their purpose is to assist the Interim Minister by providing insight, organizational and facilitative talent, and willing hands as the ministry proceeds. They continue to meet with Rev. Dowgiert monthly and will also be talking with staff and congregants.

2019 Pledge Drive Report: Jeffery Ford, co-chair of the Stewardship Committee, reported that to date, 180 pledges had been turned in totaling \$415,000. On average, members increased their pledges from 2018 by 16%. The committee is confident that once the remaining pledge units are received, the 2019 proposed budget goal will be reached. Ford expressed gratitude for the congregation's generosity.

2019 Budget Presentation & Vote: Chris Rode, Treasurer, provided a budget summary document and presented an overview of the UUS 2019 budget (proposed \$609,392). Rode highlighted several aspects of the budget including: a commitment to meeting UUA fair share dues and compensation; mortgage status and timeline; building expenses; "fixed" versus "variable" expenses; and the agreement with UU Solar LLC for electricity. *The congregation unanimously approved the budget as presented.*

Proposed Changes to By-Laws & Vote: DeWitt explained that the proposed revision to the by-laws regarding the Committee on Congregational Life and Ministry (CCLAM) is related to UUA recommended interim ministry practices. The revision adds the phrase "except during periods of interim ministry" to Article V, Section A, and Article X, Section A. *The congregation approved the changes as proposed.*

Overview of Ministerial Search: Rev. Diane Dowgiert shared that she has developed a deep appreciation and affection for UUS. She described the five common goals addressed by congregations during interim ministry and then briefly outlined a timeline of activities culminating in UUS calling its next settled minister in April/May 2020.

After announcements, closing words, and extinguishing of the chalice, the meeting adjourned at 12:05 p.m.

—Submitted by Peg Voelker, Secretary

The UUS News

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UUS Board of Trustees, 2018-2019

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jane.dewitt@drake.edu

Vice President: Amy Fretz.....702-207-4513
amymhere@gmail.com

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jwl@lcom.net

Secretary: Peg Voelker.....330-2393
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Trustee: Sara Feldmann.....331-7756
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Mission: *We are a diverse spiritual community that touches hearts, changes lives, and transforms the world.*

Vision: *Our vision is to be a loving, inclusive, and growing spiritual community. We celebrate life and a liberal tradition that leads social justice work, heals the earth, and nurtures the lifelong journey of mind and spirit.*

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