



THE UUS NEWS

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

December
2019

Sunday Services

A social hour follows the 10 am service.

December 1st: "Awakening to Awe," Susan Salterberg

What gives you a sense of awe? This Sunday we will hear poetry that reflects and celebrates moments of awe. This seems especially important during the midst of the holiday season, when it is so easy to get distracted and stressed. The service will feature readings from several members and friends of our congregation, as well as from guests of diverse cultural backgrounds.

December 8th: "Humility and Awe," Rev. Diane Dowgiert

The winter holiday season is a time of awe, a time to ponder the wondrous mystery of creation and consider our place within it. Using the words of two prophets—one contemporary and one ancient—we'll look at how humility and awe go hand-in-hand and may very well be what can save us in our current time.

December 15th: "Reclaiming Wonder," Rev. Diane Dowgiert

Direct experience of mystery and wonder is one of the sources of a Unitarian Universalist faith. The long, dark nights of winter invite us to imagine and wonder, to engage a sense of curiosity and ponder mystery. How might we reclaim the religious experience of wonder this holiday season? (*The offering for this 5th Sunday service will benefit the Eastern Iowa Community Bond Project. See page 4 for details.*)

December 22nd: "Spirit of the Christmas Tree," Rev. Diane Dowgiert, Jessica Zimmer, & the UUS Choir

"Spirit of the Christmas Tree," is an intergenerational worship service and pageant written by Joyce Poley, Frank Henning, and Lorne Kellett, that celebrates the Christmas nativity story from a Unitarian Universalist perspective. The pageant is a re-enactment of the age-old story of the birth of Jesus and will feature the usual characters: angels, wise men, shepherds, and a family of three. The tableau will use words, music, and assorted sizes of real people.

This wonderful story is a work of art and, as with all works of art, is open to interpretation. Therein lies its beauty, its depth, and its mystery—a story representative of spiritual truths and timeless values. A few of the things we can learn from the teachings of Jesus include: that we should love one another; that there is power in forgiveness; and that we should seek justice in the world and help those less fortunate. As the story is re-enacted we can try to reclaim his message in a way that is relevant to our lives and to our religious liberalism.

December's Social Justice Offerings Benefit

The Free Lunch Program

For years UUs have provided lunch to those in our community who choose to enjoy our hospitality and good food. We have served from 100 to 180 guests on every second Friday of every month since 1986. The Free Lunch Program has been one of the agencies we have voted to support ever since we began the tradition of Sunday offerings going to a specific organization each month. Please help us continue this ongoing support.

Cash or check donations can be given on Sundays, [online through Realm](#), or mailed to the office. (Write checks to UUS, with *FLP* on the memo line.) You can also text "GivetoUUSIC Offering \$--" to 73256.

December 24th: "The Gift of Presence," Rev. Diane Dowgiert (5:30 & 7 pm Christmas Eve Services)

Christmas arrives every year. Sometimes it isn't the Christmas we expect or hope for. Sometimes, though, we get the Christmas we need. Sometimes it comes as an unexpected gift. Sometimes it comes through our intentional efforts to create the time and space for the spirit to enter in—the openness and the presence needed to hear the angels sing. We'll celebrate the gifts of the season through story and song, ending with the lighting of candles and the singing of Silent Night. The 5:30 pm service is intended to be lively and family-friendly. The 7 pm service is quieter and more contemplative. People of all ages are welcome at both services. (*The offerings during the Christmas Eve services will benefit the UUS Minister's Discretionary Fund.*)

December 29th: "Annual Wassail Service," Joe Brisben & Dan Gall

The secret to wassailing successfully is the ability to sing well. The UUS congregation is doing that, but the wassail makers have raised the bar, so we must outdo ourselves on three songs to be able to receive the wassail drink and treats. Joe Brisben and Dan Gall will read a story Joe wrote entitled "Catalytic Properties." Gerry Pearson and Zira Kielinski will provide music from the Renaissance and Middle Ages.

Congregational News and Events



From the Interim Minister's Study

Our Unitarian Universalist faith draws on six sources of wisdom to guide us in our search for truth and meaning. The first source is:

Direct experience of that transcending mystery and wonder, affirmed in all cultures, which

moves us to a renewal of the spirit and an openness to the forces that create and uphold life.

The theme we are exploring during the month of December is *Awe*. We have all experienced awe at one time or another: sitting under a star-spangled sky on a moonless night, waking to the gentle glow of a new day at dawn, witnessing the ferocious power of a tornado, or firestorm, or hurricane, or blizzard, hearing the first cry of a newborn child. Awe is that which takes our breath away and brings us to our knees.

Awe is—well, dare I say it?—a religious experience—“for whom religion exists not as a dull habit, but as an acute fever rather,” as William James said in his classic book, *Varieties of Religious Experience*. Awe is a gateway that opens us to curiosity and wonder about powers and forces greater than we are. It leads to questions about the mysteries of life and death, our place in this world, and our place in the cosmos.

The winter season of holiday celebrations can be a time of mystery, wonder, and awe. We gather with family and friends to tell ancient stories, to keep traditions alive—and if we are wise—to make time and space for a spirit of wonder that will enliven our hearts, enlighten our minds, and renew our commitment to living lives of meaning and purpose.

In this season of mystery and wonder, curiosity and awe, as Unitarian Universalists we celebrate the miracles of light and life in many ways. Whether you observe Chanukah, or the Winter Solstice, or the Yuletide, or Christmas, or Kwanza, or all of them, or none of them, may we all find ways to open ourselves to the awesome grandeur of this beautiful world and this one wild and precious life we are given. Blessings of the season to you and yours.

Yours in the interim, Rev. Diane

Sunday Attendance

November 3rd: 179 total: 158 service, 34 RE
November 10th: 183 total: 153 service, 30 RE
November 17th: 211 total: 160 service, 43 RE
November 24th: 186 total (Intergenerational Service)

Ministerial Search Committee (MSC) Report

After countless meetings and discussions, your Ministerial Search Committee has furnished answers to some eighty questions in a Questionnaire that will be a key aspect of the packet that candidates will see in their online packet later this month. Jerry Wetlaufer led the effort to complete the questionnaire, which answers questions in such areas as Desires and Expectations Regarding Minister, Religious Education, Worship Service, Finances, and UUS History. All committee members helped to research and provide answers, and we received important support from Rev. Diane, other staff, and UUS Board members. We believe the Questionnaire, the Congregational Survey, and other data and photographs will prepare candidates for the next steps in this process. Up next: All of this data will be uploaded to a special online portal that candidates can review. Resumes of candidates also will be on that site, and we will be able to review them before selecting our top candidates and, eventually, narrowing that down to three candidates and planning for the pre-candidate weekends.

辞别 (Farewell) Peng Zhang, Staff Accompanist

Soon to be Dr. Peng Zhang has served the UUS as our staff accompanist since September 2016. On Friday, December 20th, he will receive his DMA in piano performance from the University of Iowa where he studied with Dr. Ksenia Nosikova, and he will shortly thereafter be ending his tenure with UUS.

The job description for the UUS Staff Accompanist includes selecting, preparing, and performing music for the preludes, offertory, interludes, and meditations; leading hymns from the Steinway; and rehearsing with and accompanying the UUS Adult Choir. Peng also accompanies guest vocal and instrumental soloists and is available to play for special gatherings, memorial services, and wedding celebrations. The music he has played for us over his 3+ years at UUS was selected from a varied and diverse classical and secular repertoire, complementing and enhancing the themes of at least 153 services. In a single year he accompanies 160 hymns, 30 choral anthems, selects and prepares 89 preludes/meditations/interludes, and is at the Steinway for miscellaneous music needed for church services.

Peng will be honored at a reception after the service on Sunday, December 22nd. Peng's plans are to return to China in January to teach, compete and play professionally.

Covenant Group Council Report

In November, covenant groups took up the subject of “Attention.” It may seem easy to pay attention to something but it's really not. Attention is a complex process with profound implications. According to Mary Oliver, “Attention is the beginning of devotion.” Truly attending to something or someone calls on commitment, identification, and perhaps eventually love. Do you think that takes “paying attention” too far? In preparation for their meetings, group members were asked to practice focusing their attention on different aspects of their lives to see if it gave them fresh perspectives or feelings. Perhaps you'll want to try this yourselves.

The covenant group program offers its members the opportunity to express their views and deepen their understanding of a wide range of issues while creating closer ties with other UUs. You can learn more about the program and how to join a group by contacting Jan Locher (354-6260, locherj@mchsi.com).

Decorations Team: Donate Flowers on Sundays

The UUS Decorations Team invites members and friends of UUS to enhance our Sunday services by contributing flowers or other arrangements to beautify the Sanctuary or Fellowship Hall, to mark occasions, special events (such as birthdays and anniversaries), or to honor the memory of loved ones.

There will be a sign-up sheet, calendar, and guidelines for flower donations in the Fellowship Hall on Sundays during the social hour, or you may contact Connie Peterson (400-4334 or cedithp10@gmail.com) or Julia Audlehelm (530-4471 or juliasdrawings11@gmail.com).

Arrangements for the front of the Sanctuary should be 30 to 52 inches tall to be visible. Smaller arrangements are happily welcomed but may be placed in a more intimate setting, such as the Fellowship Hall buffet island or on a table in the Atrium. Arrangements should be delivered in person at least 30 minutes before the service begins or during office hours on Fridays (9 am to 2 pm). On Sunday morning, the worship associate can assist with placing the arrangement.

A short sentence can be included in the Sunday order of service with your name and mention of the occasion or person your remembrance honors (this information is due to Nik Jakob, admin.assistant@uusic.org, by noon the Wednesday before your donation Sunday).

The Decorations Team includes Connie Peterson, Julia Audlehelm, Gay Mikelson, Theresa Ullerich, and Lori Marshall.

UUS Wins 1000 Friends Award

UUS has been designated a winner of the 1000 Friends' Best Development Awards in the New Civic category as a model of responsible development practices that provide benefits to the community, the environment, and the quality of life for future generations. Thank you to Deb Schoelerman and Peggy Garrigues for entering our Society for consideration!

1000 Friends of Iowa is a statewide nonprofit organization founded in 1998 and based in Des Moines, Iowa. This group is focused solely on promoting responsible land use and sustainability in community, state, and federal development decisions.

The program is designed to bring attention to cities, companies, non-profit organizations and individuals who demonstrate how responsible development and planning practices can make a difference. The best projects show collaboration between public and private sectors to build, re-purpose, or preserve our infrastructure. These buildings and projects provide sustainability to our state by considering site placement, design, water efficiency, energy management, the materials and resources used, indoor environmental quality, and public use and benefit.

Mission/Vision Follow-up Forum, December 8th

On November 2nd, we had an unprecedented number of congregational members attend our Mission and Vision Workshop. The 12 Visioneers then took all of our input and came up with our new proposed Mission statement which says:

"We are a welcoming, spiritually diverse home.

We act on our values:

- Honor the Earth.
- Advocate for racial and social justice.
- Nurture deep connections.
- Embrace the ongoing quest for meaning."

Our new proposed Vision statement is:

"We aspire to be a more inclusive, loving, diverse congregation that welcomes all people. We will defend and celebrate the Earth, confront racial and social injustice, and nurture deep connections. "

On Sunday, December 8th, after the service, Kirk Witzberger and Amy Fretz will be holding a follow-up Mission and Vision Forum in the Sanctuary for anyone who would like to talk about our new proposed Mission and Vision statements.

Labyrinth Opening Ceremony, December 8th

The official opening of the UUS Labyrinth will be on Sunday, December 8th, at 11:30 am. Weather permitting, we'll mark the occasion with some opening words followed by an inaugural walk of the labyrinth, complete with meditative music played on chimes.

The labyrinth is a tool to facilitate reflection, meditation, and/or prayer. It is an ancient symbol used by a wide variety of cultures for perhaps 5000 years. The labyrinth has a single continuous path with no possibility of going astray. It is different from a maze which has walls and puzzling wrong turns. The labyrinth is an inclusive space, welcoming those of all faith and secular traditions.

There is no right or wrong way to walk the labyrinth. Some may wish to use the classic three-part approach of releasing concerns or details of daily life on the way in, resting in the peaceful atmosphere of the center, and then returning by the same path, which will lead you out renewed and empowered. Others may wish to engage in mindfulness meditation, paying attention to putting one foot in front of the other. Still others may just wish to let their mind wander or become more quiet. This is a time to relax, reflect, enjoy, and be open to whatever comes.

The labyrinth is a sacred space, and it is important to respect others who may be on the path with you. If you meet someone face-to-face, simply step to one side and let them pass. Similarly, as walking the labyrinth is done at your own pace, some may wish to walk more rapidly than others.

Our UUS Labyrinth has nine circuits, which is a modified version of the classical 11-circuit design found in many medieval churches. It is a .35-mile walk with ~800 steps. The design incorporates materials and spaces to accommodate wheelchair access and people with limited mobility. It is constructed of maintenance-free materials we believe will survive whatever our Iowa weather throws at it. Our labyrinth is meant to be enjoyed by any and all who wish to experience what it has to offer. See a picture on page 7.

UUS Steinway-in-Residence Holiday Concert, December 15th

Mark your calendars for a joyous event at UUS on Sunday, December 15th, at 6 pm. This early evening concert will feature the UUS Piano Ensemble and guest artists. The program will include solos, duets, and 8-hand arrangements of seasonal and classical works. Two Steinway pianos will be featured, the West Music in-residence Steinway Spirio, also known as the Model B seven-foot 'Classic' grand, and the UUS Steinway, Model L. The Steinway Spirio is the result of new technology which allows a high-resolution player system that perfectly reproduces performances from artists that are indistinguishable from live performance—a player piano.

The first half of the concert will feature the UUS Piano Ensemble: Jane DeWitt, Lynette Marshall, Nik Jakob, and Peng Zhang. They will be playing four movements of the Peer Gynt Suite Op. 46 and seasonal music including many familiar melodies: Silent Night!, Angels We Have Heard on High, Once in Royal David's City, O Come, All Ye Faithful, and Wassail, Wassail (ala Manheim Steamroller).

The second half of the concert will feature Hsin-Hui playing Liszt's Grand Sonata in B minor S178. For the program closer Peng Zhang will be joined by three of his colleagues, Heqng Huang, Hsin-Hui, and Ming Hu, all at the same keyboard playing the rousing "Le Grand Galop" for eight hands by Albert Lavignac.

A reception will follow the concert in the Atrium. There is no charge for the concert, and there will be an opportunity to experience a virtual reality tour of the Steinway Spirio in the church lobby.

Very Merry Vegan Plantluck, December 25th

The UU Vegetarian Community (UUV) will host a Very Merry Vegan Plantluck on Christmas Day, Wednesday, December 25th, at 1 pm in Fellowship Hall. Everyone is welcome.

Plantluck participants need not be vegan to attend—but everyone is asked to 'eat vegan' at the event. Please bring a favorite plant-based holiday dish (excluding meat, fish, dairy and eggs) for 8 to 10 servings. If possible, please bring hot food in a crockpot or similar appliance.

If transportation is a challenge, it's likely one of the UUV participants lives nearby and will be happy to bring you to the plantluck. Contact Carol Throckmorton at vegcommunity@uus.org or 337-3030 if you plan to come or if you have questions.

Social Justice Team News

Holiday Outreach

Our congregation supports four immigrant families in a program called Circle of Friends. You are invited to "play Santa" for these families. On both December 1st and 8th, you may take a gift request for the children or parents of our families. After purchasing such items as winter clothing, gift cards, and toys, bring the gift back to UUS along with the gift request tag on December 8th or 15th. Volunteer elves will organize the gifts and deliver them to the families. Contact Deb Schoelerman (dschoelerman@gmail.com) or Sally Hartman (sallyhartman@hotmail.com) if you have questions or would like to volunteer.

Fifth Sunday Offering, December 15th

In months with five Sundays, the Social Justice Team selects a special organization or effort to receive the extra week's Sunday offering. On Sunday, December 15th, the Fifth Sunday offering will benefit the [Eastern Iowa Community Bond Project](#). There are 40,000 undocumented immigrants in Iowa, and they are at great risk of deportation. Nearly 40% of them live with children under 18 who have U.S. citizenship. Bond is one of the most important factors that determines if an immigrant arrested by ICE will be deported. The average bond cost is \$5,000-7,000. The program pays for bond as it is able, and the money is returned if the immigrant is not deported; it can then be used for another individual.

UU Free Lunch Report

Diners at our November 8th Free Lunch Program enjoyed a special entree thanks to the Roots and Wings Covenant Group who prepared delicious meat loaves as their Day of Service project. One guest came back for seconds and told us enthusiastically, "I love meat loaf and this one is really, really great!" UUS volunteers served 127 meals and—as always—shared conversations in the kitchen and with our guests. A record 40 UUS volunteers helped by donating ingredients for our menu (vegetarian lasagna by Caryl Lyons, green and fruit salads, cooked vegetables, desserts/ice cream, and beverages) as well as preparing and serving food, doing dishes, and cleaning up. A special thanks to Gay Mikelson for doing all the laundry each month. Thanks also to the three University of Iowa students who volunteered with us as part of their Undergraduate Leadership Program. To learn more about the ways you can participate, please contact Carmen Griggs at cgriggsiowa@gmail.com.

Guatemala Service Trip, June 2020

An intergenerational service/learning trip to Guatemala is planned for June, 2020. The trip will include planting trees with the Chico Mendes Reforestation Project, volunteering with the Centro Mayan Projects, and touring a restored ancient Mayan city. We will be collecting adult and children's shoes in good condition to be distributed to families in Guatemala. For more information, contact Deb Schoelerman (dschoelerman@gmail.com) or Sally Hartman (sallyhartman@hotmail.com).

Upcoming UUS Events

Find more information on all UUS events online (uus.org/upcoming-events) or by contacting the office.

Sunday, December 1st

- **Inquirer Session:** 11:15 am in the Conference Room (“UUS Mission and History”)

Monday, December 2nd

- **Kiirtan:** 6 pm at the Sycamore Rooms (2412 Towncrest Dr.)
- **Buddhist Sangha:** 7 pm at Oaknoll

Tuesday, December 3rd

- **Green Sanctuary Team:** 5:30 pm in the Conference Room

Wednesday, December 4th

- **UU Community Meal:** 6:30 pm in the Fellowship Hall (Potato Bar. RSVP at bit.ly/CommunityMeal)

Thursday, December 5th

- **UUS House Ensemble Rehearsal:** 5:30 pm in the Fellowship Hall
- **Adult Choir Rehearsal:** 7 pm in the Sanctuary

Sunday, December 8th

- **Racial Justice Circle:** 8:30 am in the Oak Room
- **Mission/Vision Follow-up Forum:** 11 am in the Sanctuary (see details on page 3)
- **Inquirer Session:** 11:15 am in the Conference Room (“History and Values of Unitarian Universalism”)
- **Labyrinth Blessing:** 11:30 am on the UUS Grounds (see details on page 3)

Monday, December 9th

- **Buddhist Sangha:** 7 pm at Oaknoll
- **UU Book Discussion Group:** 7:30 pm at Oaknoll, George St. Building, 4th floor Meeting Room A or B (*The Sun Does Shine* by Anthony Ray Hinton)

Tuesday, December 10th

- **Social Justice Team:** 7 pm in the Conference Room

Wednesday, December 11th

- **UUS Board of Trustees:** 6:30 pm in the Conference Room

Thursday, December 12th

- **UUS House Ensemble Rehearsal:** 5:30 pm in the Fellowship Hall
- **Adult Choir Rehearsal:** 7 pm in the Sanctuary

Friday, December 13th

- **UUS Free Lunch Program:** 11 am at 1105 Gilbert Ct.

Saturday, December 14th

- **Knitting Group:** 10 am in the Conference Room

Sunday, December 15th

- **Inquirer Session:** 11:15 am in the Fellowship Hall (Short Q&A at the “?” table, then come to “Engaging Our Theological Diversity”)
- **Engaging Our Theological Diversity:** 11:30 am in the Sanctuary
- **Dances of Universal Peace:** 3 pm in the RE Commons
- **Vegetarian Community “Plantluck” & Cookie Exchange:** 5 pm at Prairie Hill Common House (140 Prairie Hill Lane, IC)

Bring a favorite vegan holiday-themed dish for 8-10 along with the recipe and reusable/recyclable table service and a beverage. If you would like to participate in the Cookie Exchange, bring three dozen holiday cookies along with a container for assembling your cookie choices.

- **US Steinway-In-Residence Holiday Concert:** 6 pm in the Sanctuary (see details on page 4)

Monday, December 16th

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

Tuesday, December 17th

- **Secular Humanists Solstice Party & Potluck:** 7 pm in the Fellowship Hall

We will provide a main dish (both meat and vegetarian); bring a favorite side dish or dessert to share. The party will take the place of our normal monthly meeting. Hilary Strayer will share highlights of the Florida Freethought Conference (FreFlo) in Orlando in early November. Let’s get together and celebrate “seeing the light.”

Wednesday, December 18th

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

Thursday, December 19th

- **UU News Submission Deadline:** 12 pm to the UUS office
- **UU Scrabble Group:** 1:30 pm in the Walnut Room
- **UUS House Ensemble Rehearsal:** 5:30 pm in the Fellowship Hall
- **Adult Choir Rehearsal:** 7 pm in the Sanctuary

Friday, December 20th

- **Friday Family Night:** 6:30 pm in the Fellowship Hall

Saturday, December 21st

- **CUUPs Solstice Ritual:** Details TBA

Sunday, December 22nd

- **Inquirer Session:** 11:15 am in the Fellowship Hall (Engage with Volunteering Opportunities at “?” table)

Monday, December 23rd

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

Tuesday, December 24th

- **Christmas Eve Services:** 5:30 and 7 pm in the Sanctuary (see details on page 1)

Wednesday, December 25th (Office Closed)

- **Very Merry Vegan Plantluck:** 1 pm in the Fellowship Hall (see details on page 4)

Thursday, December 26th (Office Closed)

Sunday, December 29th

- **Inquirer Session:** 11:15 am in the Fellowship Hall (Meet at “?” table for a tour of the building, and weather-permitting, of the grounds)

Monday, December 30th

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

Wednesday, January 1st (Office Closed)

Happy New Year!

Unitarian Universalist Society
Board of Trustees
MEETING HIGHLIGHTS – November 13, 2019

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

Present: Amy Fretz (President), Joe Rasmussen (Vice-President), Jane DeWitt (Past-President), Chris Rode (Treasurer), Allison Bettine (Secretary), John Raley (Finance Trustee), Michael Honey-Arcement (Trustee), Paul Pomrehn (Trustee), Colleen Higgins (Trustee), and Rev. Diane Dowgiert (Ex-officio)

Absent: None

Guests: Jerry Wetlaufer (Ministerial Search Committee Member)

Board President Fretz called the meeting to order at 6:30 p.m. Higgins provided opening words.

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

Consent Agenda items: July Board Meeting Minutes, August Board Meeting Minutes, September Board Meeting Minutes, October Board Meeting Minutes, November Executive Meeting Minutes, and Interim Minister's Report.

The Board received the Consent Agenda and approved the November Board Agenda, July Board Meeting Minutes, August Board Meeting Minutes, September Board Meeting Minutes, October Board Meeting Minutes (pending noted changes), November Executive Meeting Minutes, and Interim Minister's Report.

Proposed Bylaws Changes: A second reading of the proposed changes to the Bylaws occurred and subsequent discussion surrounded the membership process policy. Honey-Arcement requested the Board reconsider the 30-day rule in the membership section that grants voting rights to new members only after 30 days rather than upon their completion of the membership process. Rasmussen raised the issue of transferable membership while Raley brought to the Board options for dual-membership and questions about returning members. A final reading of the proposed Bylaw changes will take place at the December Board Meeting and a vote will occur.

Library Policy Proposal: The Library Policy Proposal received a second reading, and Fretz called for a motion to approve. A motion was made and seconded. Motion did not carry. The Board voted to table the discussion and the vote until the December Board Meeting.

Ministerial Search Committee Update: Wetlaufer shared the UUA's new recommendations for ministerial contracts. It is the expectation of the UUA that any departures from the recommended contract be brought to the attention of ministerial candidates with complete transparency. Further, Wetlaufer requested the approval of the Board that the Ministerial Search Committee communicate congregational efforts concerning growth pattern demographics research as well as the move toward routine evaluations.

Personnel Policy Update: A second reading of the personnel policy was facilitated by Rasmussen. Board set to approve by vote at the December Board Meeting.

(cont'd next page)

Gift Policy Amendment Update: The Board completed a second reading of the proposed Gift Policy Amendment. The Board voted to approve the Gift Policy Amendment pending noted changes.

Congregational Budget Meeting Agenda: The first draft of the Congregational Budget Meeting Agenda was reviewed without comment. To be developed further by Fretz.

Rental Concerns: Rev. Dowgiert reiterated a staff concern voiced in the Interim Minister's Report regarding event rentals conflicting with congregational needs. Raley is set to meet with staff members to develop rental practices that align with congregational priorities with regard to income and congregational activities.

Interim Ministry Appraisal: Rev. Dowgiert's second interim ministry appraisal questionnaire was reviewed. Comments regarding the congregation's strengths and areas of growth were briefly discussed.

Mission and Vision Update: Fretz and Mission and Vision Facilitator, Kirk Witzberger, have been in conversation regarding the planning of a post-service forum on Sunday, November 24th, as a space for discussing the development and outcome of the Mission and Vision process.

Closing: Pomrehn read the closing words, Raley gave process observer comments, and Fretz adjourned the meeting at 8:45 p.m. The next Board meeting is Wednesday, December 11th, 2019, at 6:30 p.m., UUS Conference Room.

—Submitted by Allison Bettine, Secretary

December Birthdays

<i>Margaret Burchianti</i>	<i>Sherry Mangold</i>
<i>Pat Ephgrave</i>	<i>David Martin</i>
<i>Carmen Griggs</i>	<i>Diana Miller</i>
<i>David Jepsen</i>	<i>Kelly O'Berry</i>
<i>Donna Johnson</i>	<i>Michael Pavelich</i>
<i>Leah Kaminsky</i>	<i>Julie Reynolds</i>
<i>Paul Kohnhorst</i>	<i>Peter Thorne</i>
<i>Anna Kusiak</i>	<i>Susan Wells</i>
<i>Kasia Laskowska</i>	

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



Our UUS Labyrinth will be officially blessed and opened on Sunday, December 8th, after the service. See page 3 for details.

The UUS News

The Unitarian Universalist Society
2355 Oakdale Road
Coralville, IA 52241

Website: www.uusic.org

Office Phone: 319-337-3443

Our Mission: *We are a diverse spiritual community that touches hearts, changes lives, and transforms the world.*

Our Vision: *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.*

Our Seven Principles

1. The inherent worth and dignity of every person.
2. Justice, equity, and compassion in human relations.
3. Acceptance of one another and encouragement to spiritual growth in our congregations.
4. A free and responsible search for truth and meaning.
5. The right of conscience and the use of the democratic process within our congregations and in society at large.
6. The goal of world community with peace, liberty, and justice for all.
7. Respect for the interdependent web of all existence of which we are a part.

UUS Staff

Interim Minister: Rev. Diane Dowgiert (minister@uusic.org)

Congregational Administrator:
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Building Steward: Ron Wright (contact admin@uusic.org)

Community Minister:
Rev. Lois Cole (community.minister@uusic.org)

UUS Board of Trustees, 2019-2020

President: Amy Fretz
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