



THE UUS NEWS

July 2020

WE ARE A WELCOMING, SPIRITUALLY DIVERSE HOME. WE ACT ON OUR VALUES:

- * HONOR THE EARTH
- * ADVOCATE FOR RACIAL AND SOCIAL JUSTICE
- * FOSTER DEEP CONNECTIONS
- * EMBRACE THE ONGOING QUEST FOR MEANING

Sunday Services

Join the Virtual Service via Zoom each week at bit.ly/UUSVirtualService. Meeting ID: 422-482-660

Or join via phone: Find your local number: bit.ly/UUSServices [FindZoomNumber](#).

The Zoom Meeting will open at 9:45 am, with the service beginning at 10. A time for virtual fellowship will follow.

July 5th: "Beyond the Cowpath: Exploring Ingrained Habits and Beliefs," Hilary Higgins

UUS member Hilary Higgins will share a perspective created from her observation of cows on her family's farm in northwest Iowa in the 1960s. A retired nurse and educator, Hilary invites us to use levity and trust to explore our paths and see where we wish to continue and where we wish to choose a new path.

July 12th: "Three Guys Talk About Privilege," Ron Pile, Jim Olson, and Dave Martin

UUS members Ron Pile, Jim Olson, and Dave Martin, who have all volunteered in community programs, offer their thoughts on white privilege and trying to be anti-racist. Robin Diangelo, in her book *White Fragility*, talks about why it's so hard for white people to talk about racism. She says, "Interrupting racism takes courage and intentionality; the interruption is by definition not passive or complacent. So in answer to the question, 'Where do we go from here?', I offer that we must never consider ourselves finished with our learning."

July 19th: "Sexuality Through a UU Lens," Dr. Melanie Davis

Celebrating the 20th anniversary of Our Whole Lives (OWL) Sexuality Education, this service explores the Unitarian Universalist perspectives on sexuality and our internationally acclaimed Our Whole Lives curriculum. OWL is co-published by the Unitarian Universalist Association and the United Church of Christ.

Dr. Melanie Davis is the Unitarian Universalist Association's Our Whole Lives Sexuality Education Program Manager. She is the author of *Our Whole Lives Sexuality Education for Older Adults* and *Sexuality and Our Faith, a Companion to OWL for Grades 7-9*, 2nd edition. Melanie is a lifelong UU and member of the Beacon UU Congregation in Summit, New Jersey. She has a sexuality counseling and education practice for teens and adults and is on the faculty of Widener University's Center for Human Sexuality Studies.

July 26th: "We Hold These Truths To Be Self-Evident," Zach Wahls

Iowa Senator and longtime UUS member Zach Wahls shares his thoughts on the perilous relationships among our governments, the people, and the Truth during these challenging and highly polarized times. This service will reflect on both American history and contemporary events in our community and country, and offer a vision for moving forward into our brave new world.

July's Social Justice Offerings Benefit Inside Out

Inside Out Reentry Community assists individuals returning from incarceration and supports their families as well. Help might include getting a cell phone and a driver's license, developing job and life skills, finding a job, and more. Community mentors work one-on-one with returning citizens to help them find the resources they need. Our generosity helps to make this possible.

Cash or check donations can be given [online through Realm \(onrealm.org/uusic/-/give/SJOffering\)](https://online.through.Realm.org/uusic/-/give/SJOffering), or mailed to the office. (Write checks to UUS, with *Inside Out* on the memo line.)

Sunday Service Attendance

May 31st:

~123 Participating Zoom Accounts

June 7th:

~127 Participating Zoom Accounts

June 14th:

~118 Participating Zoom Accounts

June 21st:

~100 Participating Zoom Accounts

Congregational News and Events

From Your Board President, Joe Rasmussen

Challenges and Opportunities

Hello! This is my first communication as your new Board of Trustees President. As we all enter our fifth month of the pandemic, I have to admit this is not what I anticipated in being a UUS leader. Events beyond our individual control have reshaped our lives. These present challenges, but they also open us to opportunities to envision new and different ways to carry out our mission and vision as UUs.

First, I need to offer some “thank you’s.” Amy Fretz, now the Past President, has done extraordinary work to not only keep UUS going, but to shape our new governance structure. Her calm demeanor and objectivity have been vital. Jane DeWitt (Past President), Chris Rode (Treasurer), and Michael Honey-Arcement (Trustee) have completed their Board service. Their contributions were too numerous to list here. Our senior staff of Emma, Peggy, Jessica, and Gloria with the outstanding aid of so many volunteers have kept our ability to worship together and communicate possible during this time of building closure. Thank you to everyone. A special thank you to Interim Reverend Diane Dowgiert and Music Director Gloria Corbin. Their departures leave a void that only time can fill, but create opportunities for the future.

So what’s next? A priority is a decision on re-opening some use of our building. The challenge is when and how. The Board will be considering bench marks to guide the when decision. There is no sentiment to rush back to doing everything as we did before the closure. A task force has been formed of members with different expertise and experience to answer the practical questions surrounding how we physically get people into the building to safely meet. Certainly our new minister, Reverend Diana Smith, will have input on worship and activities beginning

August 1st. There is a real opportunity here to do things differently, both out of necessity and desire for a new beginning.

There is a challenge in how we are organized to fulfill our mission and vision. The Board is in the review process of adopting a new Board Policy and Procedures book. This is consistent with the move toward a policy governance structure. It can be summarized as: the Board deals with policy and vision matters and the Minister and senior staff guide the tasks and activities of the congregation. What were committees are now teams. These teams are expected to have the opportunity to work without needing the Board to approve their decisions, unless there is a policy question involved.

A challenge that all non-profit organizations face is the budget problem brought on by the closures and loss of income during this pandemic. Those economic issues will not suddenly disappear over the next few months. UUS is not immune. The Board’s Finance Committee capably led by Trustee John Raley, with assistance from the Stewardship Team and Endowment Committee, will find a way forward. As of today, we are not in the desperate situation some are in, but the opportunity exists to fine-tune how our available dollars are spent. The Board has restricted spending to essential-only items for now.

FYI: The Board’s meeting schedule will change in July. The Executive Committee will meet the first Wednesday of each month at 7 pm. The full Board will meet the second Wednesday of each month at 7 pm. I will offer the President’s Chat via Zoom on the second Tuesday before each Board meeting.

We are a faith community. Faith in our individual spiritual journeys. Faith in each other. Faith in our seven UU principles that we will emerge from this time of unprecedented trial a stronger community. As we used to say in the 1970s: Keep the Faith, Baby!

UUS Virtual Class Offering in July

Dante’s *Divine Comedy*: Our Journey toward Wholeness

Daniel Christian, who has been attending UUS since he moved to Iowa City in the summer of 2019, will present three class sessions focused on Dante’s *Divine Comedy*. This class will expand upon poet and Dante translator John Ciardi’s assertion that “to read Dante is to educate the eye. We can see better after having looked through Dante’s eyes.” Those who participate will be invited to think carefully and to consider courageously how a Dante sharpened “eye” can enhance our individual and collective “I.” Dante’s story about the next life takes us, “in this life,” on a journey to a place of better clarity about what it means to be, and to become, more whole/holy human beings.

Daniel offered a senior elective on the *Divine Comedy* at the Baltimore, MD high school where he taught for more than 40 years. He’s also offered this class extensively at churches.

UUS will offer this class on three Friday afternoons in July, at 2:30 pm: July 10th, 17th, and 24th. Sign up at bit.ly/UUSDivineComedy, and you will receive a Zoom link to attend the sessions. Also use the sign up-form if you are interested but need an evening time, and we will consider offering this as an evening class in the fall.

“Starting Point” Newcomer Class Begins This Fall

Starting Point is a unique newcomer experience designed to provide newcomers with an experience of Unitarian Universalism, not just information about it. This new, four-week class is an opportunity to meet others and learn about Unitarian Universalism and our UU Society.

The idea of “the UU path” is central to Starting Point. Inspired by the classic UU slogan, “deeds not creeds,” we present Unitarian Universalism as a particular way of journeying through the world rather than a set of beliefs to which one assents. Maybe you are not so much looking for an organization to join as you are searching for companions to walk with. Maybe your question is not so much “Do these people think and believe like I do?” but “Will this place provide me with tools and partners for my journey?”

Come begin a journey with others who want to learn more as they begin to travel a UU path! Watch for upcoming dates in August, with an option to join UUS in early September after completion of both Starting Point and a Preparation for Membership Class.

Contact Peggy Garrigues (dcl@uus.org) with questions. Any who have already taken some steps towards membership are welcome to either participate in this class or to complete our other steps towards membership as we prepare more options to join virtually.

From Your Past President, Amy Fretz

As we welcome Joe Rasmussen as our elected president of the UUS Board of Directors for the next year, I wanted to thank all of you for your involvement in UUS. It has been quite a year! We would not have the wonderful community we have without you all who volunteered!

UUS is facing an uncertain future when it comes to the ways the pandemic will affect us and how we will reopen. I expect it to be a gradual process, and the most important consideration is that we stay as safe as possible. We are all learning new ways of being in the face of COVID, and UUS must figure that out as well. It seems like we are moving into a new normal. The COVID Task Force met for the first time last month. There are many considerations in how we approach reopening. As we begin to sort through all the issues, the Board will keep you informed.

Over the past year the Board did a lot of work around Governance. We had open President Forums where we discussed some of that work. We also have a working draft of the new Board Policy Book posted on the website. Two years ago, when Rev. Diane came to us, she recommended the board change our governance from a committee-based structure to a policy/collaborative structure. I want to talk about this because it will have bearing on how we interact going forward.

I think it is imperative that the congregation understands how the new structure impacts all of us. The board is responsible for oversight and governance. That includes management of material resources, updating our mission and vision to make sure it reflects who we want to be, setting major goals, and assuring the congregation's property and people are safe. The Board has been working on writing policies to assist the staff and congregation in being able to operate more freely.

Ministry is the rest of what the congregation does to carry out the mission and vision of the society. It is the daily activity of building the community, managing resources within the society, and transforming lives through programmatic offerings at UUS.

Effective planning is paramount. Planning is the process of envisioning the future of the congregation and is a shared activity of the Board, staff, and congregation. Effective planning requires wide support of everyone including the congregation at UUS. All of this is a collaborative effort.

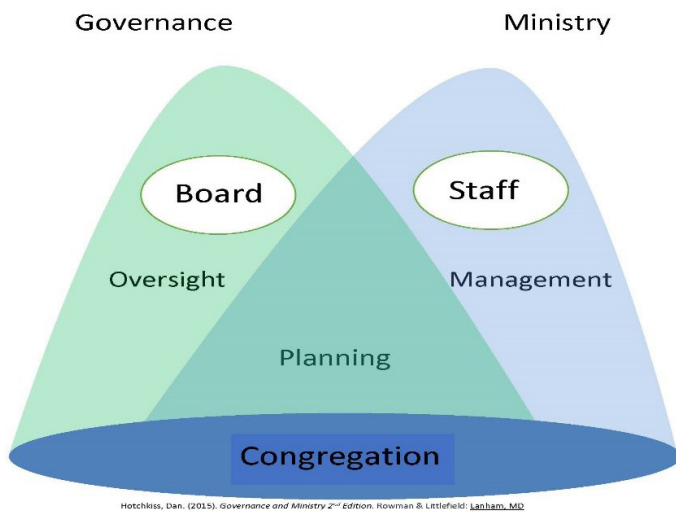
We are in the early phases of change in our governance structure. It is not tested, tried, or true for us yet. It will require all of us to be patient with each other as we adapt to these new changes.

Soon we will be welcoming our new minister, Rev. Diana Smith. She will need some time to settle in and learn about us. Then all of us will need to have conversations about how we would like to proceed together in our new mission and vision. Perhaps we will find that it is time to let go of things that no longer serve us and create new ways of being that will excite us and serve us better. The future is a blank canvas with lots of room for creativity!

One final thought as we start to look at how and when to reopen UUS. There is a vital question we all are going to have to ask ourselves as we consider going back out into the community and gathering with friends, family, and others. Is the potential risk worth the potential reward? No matter how we gather with others, there is going to be some risk involved. Please do everything you can to keep yourself safe when you venture out again. Your life depends on it. Be vigilant.

Once again, thank you for your involvement at UUS and for allowing me to serve on your Board the past two years. As we welcomes our newest members Alan Swanson, Kim Friese, and Mike Pavelich to the Board, I want to extend my deepest gratitude to the outgoing members, Jane DeWitt, Chris Rode and Michael Honey-Arcement for their leadership over the past three years.

Until we are together again, stay well, everyone!



As you can see from the graph above, the congregation is the base of UUS. The Board oversees the governance side and the staff takes care of the ministry side. The middle part of the graph illustrates the overlapping, collaborative nature of all we do at UUS.

July Birthdays

Bruce Alexander
Sharon Booker
Alan Brink
Craig Christophel
Monique DiCarlo
Lee Eberly
Dave Gallaher

Winnie Ganshaw
Mike Haverkamp
Emma Holmes-Wanlass
Larry Kent
John Lanaghan
Andy Lopez
Janet McKee

Alex Miller
Marcy Neumann
Bill Nowysz
Liz Noyes
Lina Schmitz
Mahala Smith
Cindy Spading

Alan Swanson
Dan Tallman
Adam Tatro
Carol Throckmorton
Steve Van Abbema
Zach Wahls
Ruth Wirtz

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



UUS Treasurer's Report

June 10, 2020

Submitted by Chris Rode

Month-End Budget Summary

	May 2020	YTD	YTD Budgeted	Variance	
Revenues	30,399.14	208,337.90	276,942.40	-68,604.50	-24.77%
Expenses	58,941.30	248,025.03	276,942.40	-28,917.08	-10.44%
NET	-28,542.16	-39,687.13			

Month-End Balances

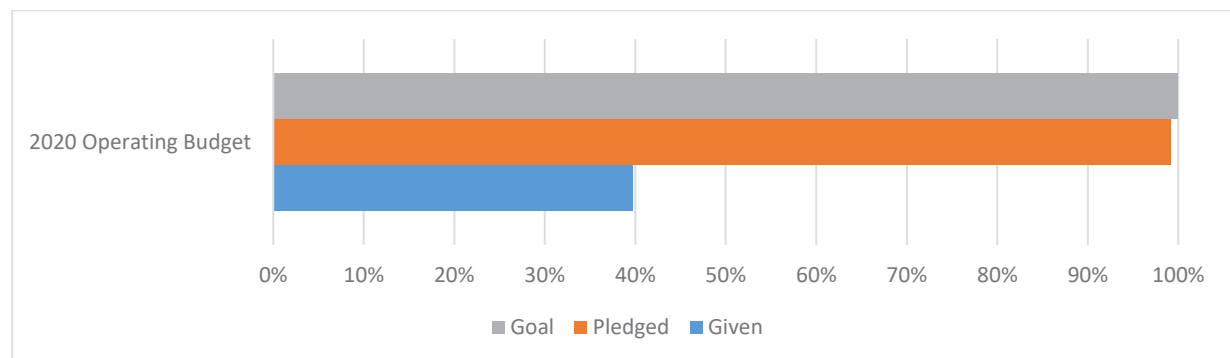
Asset	Balance
Unrestricted General	226,889.39
Unrestricted Facilities	185,639.33
Restricted (Endowment)	1,364,216.04
AVAILABLE UNRESTRICTED CASH RESERVES	161,651.09

Paycheck Protection Program (PPP) Loan

Description	Balance
Original Loan Amount	72,400.00
Payroll Expenses	62,066.10
Other Qualifying Expenses	2,375.32
BALANCE	7,958.58

Pledge Campaign Summary

	Received	Pledged	% Collected	Goal
2020 Operating Budget	182,851.50	456,437.85	40.06%	460,000.00



Treasurer's Report to the Board, June 10th, 2020

Revenues continued to fall in May, which again, is not surprising. May was the first full month of shutdown for the COVID-19 pandemic, and we are now 24.8% below budgeted revenues (compared to 19.7% last month). That said, the revenues are deceptively low because of the way our PPP loan and the ASA from the endowment are being accounted for. As of the end of May, the YTD revenues should have about 72K added to them to give a better picture of where we stand.

Expenses

Expenses may look a little out of whack compared to other months. Our insurance premium came due, which is a \$11,147 expense that doesn't show up the rest of the year.

As always, the formatting of the variances (columns M and O) are color coded to indicate favorable to budget (green) or unfavorable (red). I recommend that when reviewing the budget, Board members note the large green variances as well and ask what it might mean if we are significantly under-spending in any area.

Assets & Mortgage

See the Month-End Balances table for a current summary of the position of our assets.

PPP Loan

I have added a section on the previous page that summarizes where we are with our PPP loan.

Giving Update

Our gifts received curve (as a percentage of pledges made) is starting to flatten ever so slightly compared to the last 3 years, but not enough to cause me worry at this point. Some additional numbers regarding our giving, as of June 7th:

- Thus far, we have 38 pledge units in 2020 that have contributed nothing toward their pledge. This represents \$105,390.25 in 2020 pledges.

- Of these 38 units, only 12 of them had given SOMETHING toward their pledge at this point in the year in 2019. This represents \$78,612.25 in 2020 pledges.
- Of these 38 units, 28 fulfilled or exceeded their pledge at the end of 2019. This represents \$101,160.25 in 2020 pledges.
- There are 59 pledge units that are behind where they were in their giving (as a percentage of their total pledge) at this point in the year in 2019. The total outstanding balance of these 59 units is \$159,928.75.
- There are 34 pledge units that are more than 10% behind where they were at this point in the year in 2019 (if giving monthly, 8.33% would be a month behind). Outstanding balance of these 34 units is \$119,790.00.
- There are 26 pledge units that are more than 17% behind (16.67% is two months behind). Outstanding balance is \$99,906.00.
- There are 17 pledge units that are more than 25% behind (three months). Outstanding balance is \$90,114.75.

Keeping in mind that we have the \$72,400 PPP loan to offset some lost revenue, these numbers do not concern me TOO terribly much, given our ample cash reserves. When asked by the Stewardship Committee whether we should consider reaching out to the congregation, my response is that I don't think we need to right now—I think we should stay the course and see where things lead. We should continue the freeze on non-essential spending, and we should keep the congregation informed of our financial standing (I've asked Emma to include this report in the July newsletter), but I don't think we need to reach out with any kind of special ask from the congregation. We know that giving will likely be down over recent years, but the financial health of the congregation is still strong. Much is unknown still, and we are going to have to be content with holding that close while moving forward one step at a time.

—Submitted by Chris Rode

UU Free Lunch Report

On Friday, June 12th, UUS volunteers donned masks and rubber gloves for the third straight month in order to serve a hot meal to 100 appreciative Free Lunch guests. Due to COVID-19, guests lined up outside to receive their meal rather than eating and enjoying conversation together in the Dining Room. UUS volunteers included Linda Rice, Russ Lenth, Bonnie Penno, Diana Miller, and Carmen Griggs. Many thanks to Russ Lenth and Jane DeWitt who generously provided the main dish, chicken strips, in memory of Jane's mother, Mary DeWitt. Diners also enjoyed sides of potato salad, baked beans, and a cookie thanks to the generous donations of UUS Free Lunch volunteers. Once again, this tasty hot meal was a team effort made possible both by those UUs who were on the scene, and those who were not. If you would like more information about how you can help, please contact Carmen Griggs at csgriggsiowa@gmail.com.



Unitarian Universalist Society Board of Trustees
MEETING HIGHLIGHTS—June 10th, 2020

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), Colleen Higgins (Trustee), Paul Pomrehn (Trustee), and Peggy Garrigues (Ex-Officio Staff Representative)

Absent: None

Guests: Kim Friese (Trustee Elect), Mike Pavelich (Treasurer Elect), and Alan Swanson (Vice-President Elect)

Board President Fretz called the meeting to order at 6:30 pm. Rode provided opening words, and the Board participated in a group check-in with the incoming members of the Board Kim Friese, Mike Pavelich, and Alan Swanson.

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

Consent Agenda items: May Board Meeting Minutes, June Executive Meeting Minutes, Minister's Report, Treasurer's Report, and Financials.

The Board received the Consent Agenda and approved the May Board Meeting Minutes, June Executive Meeting Minutes, Minister's Report, Treasurer's Report, and Financials.

Board Policy Book—Introduction: The Board Policy Book was shared prior to the meeting, and Board members were asked to review the Introduction and provide feedback. The remaining sections will be reviewed at each subsequent meeting.

Vote to Accept Kim Friese: Friese was presented to the Board as a nominee for Trustee-At-Large by the Leadership Development Committee to fill a vacancy made available after the most recent congregational meeting. The Board voted to appoint Kim Friese as a Trustee-At-Large. Friese will serve from July 2020 until the next congregational meeting when she will be voted in by the congregation.

COVID-19 Task Force: Fretz shared the names of the twelve individuals who will serve on a taskforce charged with creating benchmarks for reopening and safety planning for the congregation's return to in-person gatherings.

AV Planning: Rasmussen updated the Board on his efforts to acquire a higher level of internet service that would support live streaming. He received an estimate on the required build out from our current provider and will be reaching out for an additional quote.

Music at UUS: The resignation of Gloria Corbin, Music Director, was discussed, and the future of music at UUS was considered. A search committee, updated position description, and compensation package will all need to be developed before bringing on a new Music Director. In the interim, remaining staff members will partner with musicians to provide music for the weekly services. Prior to her resignation, Corbin researched copyright licensure for the streamed services. *The Board voted to approve the cost of a copyright license for 1 year in the amount of \$469.60.*

Finance Committee Updates: It was requested that the Board allow the Congregational Administrator to issue checks in order to streamline in-house accounting. *The Board voted to approve the provisional procedure that would allow the Congregational Administrator to sign checks up to \$2,000 with checks for amounts greater than \$2,000 requiring the additional signature of the Treasurer, Finance Trustee, or Board President.*

Closing: Outgoing Board members were recognized, and incoming Board members were welcomed. DeWitt gave process observer comments, Honey-Arcement provided closing words, and Fretz adjourned the meeting at 9:00 pm. The next Board meeting is Wednesday, July 8th, 2020, at 7 pm on Zoom.

—Submitted by Allison Bettine, Secretary

The UUS News

The Unitarian Universalist Society

2355 Oakdale Road

Coralville, IA 52241

Website: www.uusic.org

Office Phone: 319-337-3443

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.

Our Mission: We are a welcoming, spiritually diverse home. We act on our values: Honor the Earth; Advocate for racial and social justice; Foster deep connections; Embrace the ongoing quest for meaning.

Our Vision: 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.

UUS Staff

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

Congregational Administrator:
Emma Barnum (admin@uusic.org)

Director of Lifespan Religious Education:
Jessica Zimmer (education@uusic.org)

Director of Congregational Life:
Peggy Garrigues (dcl@uusic.org)

Music Director: Gloria L. Corbin (music@uusic.org)

Accompanist: Aura Strohschein (accompanist@uusic.org)

Publicity Coordinator:
Jeff Walberg (publicity@uusic.org)

Administrative Assistant:
Nik Jakob (admin.assistant@uusic.org)

Religious Education Assistant:
Anna Rode (re.assistant@uusic.org)

Building Steward: Ron Wright (contact the office)

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

UUS Board of Trustees, 2020-2021

President: Joe Rasmussen
(721-7777, uusicc.joe@gmail.com)

Vice President: Alan Swanson
(321-3129, alan-swanson@mchsi.com)

Past President: Amy Fretz
(720-207-4513, amymhere@gmail.com)

Secretary: Allison Bettine
(630-272-6907, allison.bettine@gmail.com)

Treasurer: Mike Pavelich
(338-5168, treasurer@uusic.org)

Finance Trustee: John Raley
(321-5437, jraley@amfam.com)

Trustee: Colleen Higgins
(646-6564, colleen_iris1950@yahoo.com)

Trustee: Paul Pomrehn
(594-2371, paulpomrehn@gmail.com)

Trustee: Kim McWane Friese
(594-2506, kimberly.friese@gmail.com)