



THE UUS NEWS

August 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](#).

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

August 2nd: "Finding Common Ground," Dr. Christopher Peters

Christopher Peters, surgeon and former political candidate, will discuss some of the negative aspects of campaigning, and especially his positive experiences serving as the state coordinator for Braver Angels. Braver Angels is a national volunteer organization dedicated to reducing political polarization, fostering civil discourse, and helping all Americans find common ground in the political sphere. Ask yourself: "Where are we?" and "How can we move forward?" Join us in exploring a path to a more hopeful and civil future.

The offering this week will go to the Eastern Iowa Community Bond Project as our special 5th Sunday agency.

See page 3 for details.

August 9th: "Medical Practitioners Share Stories of This Rocky Time," John Lanaghan and Peg Bouska

UUS members and medical professionals John Lanaghan and Peg Bouska will share some of their personal experiences serving patients during the COVID-19 pandemic. How does trust factor into the ways our medical community has addressed this pandemic? Who has suffered disproportionately?

August 16th: "'Response-Ability,' Wisdom, and Contradictions in Joining The Movement,"

Kirk Witzberger

The racial justice movement has accelerated with new energy in 2020, and it asks each of us to become aware of our role, our privilege, our shortcomings, our conflicts, and our challenges. Today's service will explore the contradictions we'll face, the wisdom we'll need to address them, and how deep "response-ability" is called for.

Kirk Witzberger has been a member of UUS since the late 1990s, has served on our board, Leadership Development Committee, and New Facilities Committee. He is in the process of becoming more "response-able" and a more effective antiracist.

August 23rd & 30th: TBA, Rev. Diana Smith

Our newly settled Minister will lead these services. More details will be posted soon.

August's Social Justice Offerings Benefit the Free Medical Clinic

Located in the Towncrest area in Iowa City, the Free Medical Clinic (FMC) provides medical, specialty and basic dental care, and prescriptions. In its 49th year, the Clinic continues to provide its patients with quality and compassionate health care. Check out their website (freemedicalclinic.org) if you are interested in volunteering or donating needed items such as vitamins, cold medications, toothbrushes and paste, etc. Our generosity helps staff and volunteers to help patients. Thank you!

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

Sunday Service Attendance

June 28th

~111 Participating Zoom Accounts

July 5th

~110 Participating Zoom Accounts

July 12th

~118 Participating Zoom Accounts

July 19th

~95 Participating Zoom Accounts

July 26th

~125 Participating Zoom Accounts

Congregational News and Events



From Your Minister

Dear Ones,

Greetings! It is such a joy to be writing to you from my new home in Iowa City, knowing that in just a week and a half I'll be joining you and beginning to meet more of you.

This summer has been a time of great changes—and not just for me as I moved 2000 miles and into a new home and community. Sometimes it feels

like a year has passed since I candidated with you and you called me as your minister.

Since then, we've come to realize that the pandemic is having far greater impacts on our lives than we suspected back in April. We've developed new patterns for our lives. And, after some initial success, we've seen COVID-19 cases in Iowa surge again, calling into question how and when school and other things, including church activities, can resume safely in person. Combined with that, the economic recession has deepened. The stress that all of this puts on each of us every day is overwhelming. Nerves are frayed.

In addition, we've seen an uprising begin. The uprising, sparked by the murders of George Floyd, Breonna Taylor, and Ahmaud Arbery, has mobilized many of us to engage in the Movements for Black Lives in ways that we never had before. It's demanded that we reflect on where our Unitarian Universalist, and in fact our human, values call us to be and call us to act in the midst of a pandemic.

In many, many ways the past few months have been both galvanizing and clarifying, even as they've been immensely stressful, confusing, and heartbreaking. The weight can be crushing. It's tempting to try to bring things back to "normal" as quickly as possible. And yet. While "normal" has a feeling of comfort, is that the world we want?

Our Unitarian Universalist values call us to create more justice for everyone, to not only affirm but to promote the fact that we are deeply, deeply interdependent and every life has inherent worth and dignity, and to care particularly for all who are most vulnerable and most subject to injustice and inequity. And this moment invites us to imagine and create something new. We can create systems that speak to our deepest values and create more resilience to coming storms in ways that old ones didn't. What's more, our Unitarian and Universalist ancestors give us strength, creativity, patience, perseverance, and love to do this.

And so it is in this time that I rejoice to join you as UUS's minister. I am so grateful to be with you as we work together to vision and create a new future.

Meditation

Spirit of Life, Perturbing Winds shaking us to our core: In this moment when so much of life comes together—the joy and the sorrow, the peace and the anxiety—that we sometimes find ourselves lost. May we ever feel Love's presence in the warm sun, soft rain, and grown plants, in laughter, and in community. May we know that we are connected even when we cannot hug. May we know that there is always hope for something. And may we find the imagination and resilience to sense that hope when it cannot be for what we have known before.

With Love, Blessings, and Great Joy in this beginning,
Rev. Diana

From Your Board President, Joe Rasmussen

Risk and Responsibility

At the Mid-American Regional Conference last year a presenter offered that there are no perfect solutions to problems. The real test of a solution should be "is it good enough for now?" I have thought about that as we navigate these unusual pandemic months. Closing our building to congregational life was a necessary decision by the Board of Trustees. Re-opening the building and resuming activities is a test of the above observation. There is no perfect way to do this that will absolutely keep everyone safe and avoid all risks. The Board has assembled a COVID Task Force that has been meeting as it works toward recommendations to the Board on how we move forward. What is emerging is a phased approach, beginning with small groups and moving toward limited service attendance, all done within strict guidelines for personal protection and social distancing.

Life involves risk. How much risk a person is willing to assume is a decision individuals must make for themselves. The coronavirus is not going away. This virus or its mutations will be a fact of life going forward. A vaccine will help but is not the perfect solution. A 2019 study ranked Iowa thirteenth

highest in the U.S. for the rate of seasonal flu vaccination, but only 58% of our population got vaccinated. Studies often find a vaccination rate among the 18–49 age group as low as 35%. That is a concern for a university community. So even when a coronavirus vaccine is available, history shows many people will still not get vaccinated. Risk of transmission will remain in our daily lives. It becomes a conclusion that re-opening UUS will involve some risk. We can mitigate the risk with proper safeguards, but we cannot eliminate it.

If risk cannot be eliminated, then personal responsibility is key. Our covenant of right relations commits us to "maintaining a healthy congregation." Today that carries an extra significant meaning. The coronavirus is particularly tricky as some people are asymptomatic and don't even know they have it, but can still transmit it. Each of us must be responsible for making a personal decision as to when to attend congregational activities. Each of us must be responsible to protect the health and safety of others by following the attendance guidelines that will be established. Each of us is responsible for our health and reducing the risk to other people. Your Board of Trustees will be responsible for guiding us in this new normal, but each person is responsible for their own decisions. Be safe. Wear a mask. Peace.

UUS Board Scheduling Changes

The Board of Trustees has approved moving our accounting services in-house, done by our own staff. That change happened on July 1st (see page 4 for details). The Board has also approved a change in its monthly meeting schedule to accommodate the accounting change. Moving the **Executive Committee** meeting to the second Wednesday each month and the **Board of Trustees** meeting to the third Wednesday each month will allow end-of-the-month reports to be compiled and allow the Board's Finance Committee to meet prior to the regular meetings. The **President's Chat** will still be the Tuesday evening before the regular Board meeting. All meetings start at 7 pm. Please take note of these changes. The Zoom links will remain the same.

COVID Task Force Committee Update

The COVID Task Force Committee has met four times as of the end of July. We are currently working out a plan to open UUS back up in phases. We are also working on guidelines for each phase.

Our first phase will be *outside small group meetings* with around 7 or fewer. We have laid out the patio chairs and find that small groups with this number can socially distance there easily. We look to begin doing this next month after we have worked out more details about how to do this as safely as possible. The next phase will be *small groups inside*, followed by *larger services inside*.

The members of the Task Force Committee are Marta Little, Peggy Garrigues, John Lanaghan, Peg Bouska, Julie Reynolds, Marsha Cheyney, Dan Gall, Ronnie Wright, Kim Palmer, Joe Rasmussen, Mary McMurray, and Amy Fretz. Thanks to all of you for your hard work!

5th Sunday Agency on August 2nd

Eastern Iowa Community Bond Project

On months with five Sundays, the Social Justice Team chooses a special organization or cause to receive the extra week's offering donations. In August we will be supporting the Eastern Iowa Community Bond Project.

We've chosen to have the 5th Sunday offering early in the month so the funding can get to needy Iowa immigrants quickly. Immigrants are detained in jail because their bail bond has been set by ICE or an immigration judge (often \$5,000 or more) and they cannot pay it. Once freed, immigrants can return to families and get legal help. A recent study showed 68% of non-detained immigrants were able to remain in the U.S. compared to 46% of those detained in jail.

You can make a donation to the Eastern Iowa Community Bond Project through Realm (<https://onrealm.org/uusic/give/EICBP>) or by sending a check to the office with "EICBP" on the memo line.

The monthly agency for the remainder of August is the Free Medical Clinic (see the front page for details).

Midyear Giving Statements Sent

In late July, midyear giving statements were emailed to all members and friends (hard copies were mailed to those without an email on file). If you did not receive a statement, were not able to open it from the email, or would like a hard copy, please contact Emma at admin@uusic.org. Our new UUS Treasurer, Mike Pavelich, included a message on our financial health at this time, which is copied below:

From Your Treasurer

Fellow UU Members and Friends,

I have just started a three-year term as your UU Treasurer. Chris Rode, after three years of quality work, has been allowed to hand over that duty. I would like to share my view of our position as we continue to deal with this Covid-19 era. We continue to be a vibrant, active community, our governance is strong, our staff and committees are doing quality work and, overall, we are financially healthy. I am very impressed and inspired by what I see and am so glad Pat and I joined you guys a few years back. UUS is a comforting home.

Financially, our money flow is stable at this time. Giving has decreased some, but not as much as anticipated. Thank you all for that. Chris was able to obtain a PPP forgivable loan that has helped with staff wages over the last two months. We may begin to run some deficits in the coming months, but thanks to the decades of giving you have been part of, we do have healthy reserves to call on. However, the Board asks you to continue to meet your pledges as you are able. Thank you in advance for that.

Rev. Diana Smith will be formally joining us in August. That is exciting. The Board is working on plans to slowly reopen use of the building based on strict criteria and is working to upgrade our technology to do live streaming. You will hear more about these in the coming months. We are moving forward. Life is good.

Informal Social Zoom Conversations in August

Would you enjoy 'seeing' your UUS friends more often? Let's get together informally—via Zoom, of course! Join us for mid-week conversations on Thursday mornings during August, from 10:30 to 11:30 am ([Join via Zoom](#), Meeting ID: 828 8681 5989). All are invited; mark your calendars now.

These conversations are being arranged by the UUS Pastoral Care Team. Questions? Contact: Val Bowman (valeriebowman2@gmail.com) or Winnie Ganshaw (wganshaw52@gmail.com).

Antiracist Adult RE Class This Fall

The Racial Justice team plus Jessica Zimmer and Peggy Garrigues are developing plans for an adult RE class focusing on being antiracist. It would involve monthly meetings probably over six months with readings, podcasts, articles, group activities. We anticipate beginning the class in early October. Please stay tuned for more information.

Accounting Changes at UUS

As of July 1st, all accounting practices at UUS have been moved in-house. Congregational Administrator Emma Barnum and Administrative Assistant Nik Jakob are now handling the day-to-day bookkeeping and end-of-month accounting, with oversight and review by the Finance Committee and the Board. CPA and payroll specialists were hired to assist with the transition and will be consulted as necessary to ensure end-of-year bookkeeping and state and federal filings are all done appropriately. The Finance Committee and Board are working on updated policies and procedures to govern our new in-house practice and ensure robust financial controls are in place. Having accounting in-house should make tracking and reporting spending and income a much easier and faster process.

One of the biggest changes made in this transition is a complete overhaul of the UUS chart of accounts. We have updated the account numbers and spending allocations to better fit generally accepted accounting principles and have removed some of the unnecessary liability, income, and expense lines to simplify our accounting and reporting processes.

The overall budget approved by the congregation for the year has not changed, although the allocations of sub-accounts look different as the money was transferred from the old accounts to the new. (The Board's hold on nonessential spending also remains in place.) A copy of the new chart of accounts is included in this newsletter, on the back side of which includes a comparison of the old account numbers and where they have been moved to on the new list.

Over the next month, Emma will be contacting all group chairs or appointed treasurers. She will update them on their new account line numbers and review the activity on their accounts for the year to ensure that all transactions were successfully accounted for.

The weekly deposit and voucher system for paying reimbursements or invoices will both remain largely the same, aside from the new account numbers and a more robust internal process to ensure financial oversight. Vouchers and invoices should now be sent to Nik (admin.assistant@uusic.org) instead of to Emma. The payment process should be much faster now.

Any questions about the transition or our new chart of accounts can be directed to Emma (admin@uusic.org) or to the Finance Committee (finance@uusic.org).

Secular Humanists

Along with everyone else, the UU Secular Humanist group was caught up short this Spring by the arrival of Covid-19. We do not meet during the Summer months, so only one in-person program (with Mark Stringer, Executive Director of ACLU-Iowa) was cancelled. The Fall schedule will definitely require changes in participation. We do not plan to have the usual schedule of evening meetings but hope to be able to present virtual connections throughout the year, possibly quarterly. We hope our friends, the Secular Students at Iowa, will be able to continue to be an important part of our group. Future plans will be reported in later issues of this newsletter.

Covenant Groups

In June we talked about "Connecting during the Pandemic." It's important for all of us to stay connected to each other in this time of "social isolation." Over the past several months, groups have foregone gathering in person and met virtually, as so much of the world is doing. Enjoying each others' company, sharing our stories, our fears, and also the things that give us joy and hope during difficult times, form the basis for all our meetings now, and June's discussion focused on their importance.

In July, groups again responded to matters of urgency by discussing "Developing an Anti-Racist Identity." The recent protests over the police killings of George Floyd and many others have galvanized Black Lives Matter activists and social justice movements in general. Now more than ever, white people must confront what it means to live in a society whose institutions protect white privilege while denying basic rights and humanity to people of color. In order to work toward undoing racism, they must acknowledge they benefit from a white racial identity founded on the false belief in white superiority. Only then can white people work toward developing a new white racial identity, one that is defined instead by anti-racism and a true belief in the equality of all people. You might ask yourselves, for instance: In your daily life today, how are you aware of racism? How does institutional or cultural racism affect you? How do you respond to racist comments or actions made in your presence?

There will be no formal meetings in August, although many groups may opt to meet socially.

The covenant group program offers members the opportunity to share 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).

UU Free Lunch Report

On Friday, July 10th, five intrepid UUS volunteers—Bonnie Penno, Robert Ferguson Littlehale, Raina Jade Martinek, Gary Lawrenson, and Carrie Norton (still all masked, gloved, and social distanced)—served clamshell container lunches to 92 appreciative Free Lunch diners (see photos on page 6).

The chicken strip main dish was purchased thanks to the generosity of Barb Beaumont, Kurt Hamann, and Sue and Lee Eberly.

Cash donations from UUS Free Lunch team members once again provided side dishes of coleslaw, baked beans, applesauce, juice boxes, as well as the clamshell containers. Thanks to Gay Mikelson, who stopped by with a lovely card of thanks to our volunteers, a photo of hands holding veggies from the Danbury Community Garden. Thanks also to Bonnie Penno who has taken the lead each month to coordinate volunteers. In this age of COVID-19, our July UUS Free Lunch meal was truly a team effort.

If you are interested in finding out how you can help, please contact Carmen Griggs at csgriggsiowa@gmail.com.

Reflections on UU General Assembly 2020

This year eight of us from UUS attended the national UU General Assembly. It was originally scheduled for Providence, Rhode Island, but happened all on Zoom instead. The theme for this year was “Rooted, Inspired, and Ready.” Here are reflections from many of the UUS folks who attended.

Dave Martin, UUS Delegate:

I was amazed at how well the technology did work. The main speakers, worship services, workshops were all well done. I must admit it was not as much fun as being there in person. I found workshops via Zoom to be more tiring than in person. My only complaint with some of the workshops was the fact that the chat rooms were allowed to run while the speakers were presenting and lots of conversations developed off topic. So I hope they can control the chat functions until after the speakers have finished. I think they had over 4,000 people registered, so a good number of folks.

The one big takeaway for me was the report just released called “Widening the circle of concern: report of the Commission on Institutional Change.” There were a number of workshops dealing with different parts of the report. The charge to the Commission was to conduct an audit of the power structures and analyze systemic racism and white supremacy within the UUA. It was begun in 2017 and finished earlier this spring. So the timing of this report being published around the same time as the latest Black Lives Matter protests added some emphasis to the report.

Sally Hartman, UUS Delegate, on several racial and social justice programs at GA:

Coalition of UU State Action Networks (CUUSAN): The highlight of this pre-conference session was the presentation by the musical group Emma’s Revolution, which demonstrated how to take an expression of feeling and make it into a protest song.

Because of a scheduling conflict this year, the CUUSAN annual meeting was short, and as a result, there were complaints about how the proceedings could have been more democratic. The CUUSAN board subsequently held another meeting on July 8 to address those issues and to plan on needed changes.

UU The Vote: Multiple speakers brought insight into how UUs could impact voter turnout. Some of their advice for this work included understanding voter suppression, following the lead of people of color in interfaith work, starting friend phone banking tree rather than traditional phone banking and creating work teams. UUs for Social Justice provides helpful materials and personnel. Check out <https://www.uuthevote.org>.

Chris Crass Workshop on “Having anti-racist conversations and inviting into action”: Chris Crass’s in-your-face workshop encouraged UUs to activate those who in our midst are complacent. He called this a “liquefied moment,” when great change is possible but may not last. He said, “We all are hurt when racist structures deny many of their full potential.”

Bonnie Penno, Attendee:

I must admit that I attended the services and sessions where music was a focus. I cannot express enough on how skilled the technical part of GA went to get all the beautiful music presented so well. I loved the focus on the indigenous peoples—especially the opening ceremony and the discussions.

Jessica Zimmer, Director of Lifespan Religious Education:

Prior to this year’s General Assembly (GA), the lay leaders from the Youth and Young Adult GA Committees (GA Youth and YA@GA), who along with UUA staff put together the youth programming at GA, resigned their positions after it was decided that GA would be virtual and they failed to come to an equitable agreement with the UUA around expectations of work and compensation related to that change (their video statement can be viewed here: <https://youtu.be/58JcdBTyV20>).

Stemming from those events and in response to UUA Commission on Institutional Change Report: *Widening the Circle of Concern* and a cited lack of action on previous responsive resolutions, the GA Youth and YA@GA put forth “2020 Responsive Resolution: Supporting and Investing In Youth and Young Adults in Unitarian Universalism.” The full resolution can be read here: <https://bit.ly/3joBk20> (pages 4-5), and while most of the resolution is directed at the UUA for funding, staffing, and resources, items four, six, and seven specifically address actions member congregations can take:

4. *Encourages member congregations to hire and pay staff to support youth and young adults, and to financially support youth and young adults, especially those with multiple, intersecting marginalized identities, and that new ministers be charged in their call to cultivate youth and young adult ministry;*

6. *Invites congregations to incorporate participatory and collaborative experiences of spiritual deepening—such as circle worship—into congregational life, recognizing younger Unitarian Universalists experience worship differently; and*

7. *Invites congregations to incorporate input from youth and young adults in congregational decision-making processes, including youth leadership on congregational and district/regional boards, recognizing that many younger Unitarian Universalists often are excluded from decisions that directly affect their community and faith development.*

The delegates overwhelmingly affirmed the Responsive Resolution (99% voted in favor). It was heartening to see how as a denomination we are committed to supporting youth and young adults, and as we begin our new ministry with Rev. Diana and our governance structure, I hope we can take up the invitations outlined above to see how UUS is called to and is able to support, invest, and include our youth in our congregation beyond the walls of Religious Education.

(continued on next page)

(2020 GA Reflections continued)

Peggy Garrigues, Director of Congregational Life:

I am not a voting delegate, so I'll confess that I didn't attend the business sessions this year, but I was inspired by worship services, the Ware Lecture by Naomi Klein on climate change, and the passionate and insightful presentations from the author and collaborators of the UUA Read books: *An Indigenous People's History of the United States*, by Roxanne Dunbar-Ortiz and the accompanying version of the book for young people. I'll hope to share some reflections from those in a weekly email or two coming up, and things I learned about engaging members with Membership Associates and Leadership Development Committee.

Elaine Waples, UUS Delegate:

I had never been to GA before, and it was an amazing experience. The number and variety of workshops available made it difficult to choose which to attend, but since most were recorded and are still available on the Portal, I can pick up what I missed. The worship services were inspiring, and the many talented musicians added so much to the experience. In general, the business meetings were well organized, and I think the co-moderators did a great job. It was my first experience being part of a virtual choir, and I can recommend it to anyone. It was great fun. Overall, I learned a lot, I was inspired, and I'm very glad I attended GA.

Colleen Higgins, UUS Delegate:

This was my 4th GA and my second remote. Last year I went to Oregon, but ended up attending the Spokane WA General Assembly remotely because I caught a cold I didn't want to spread. I was disappointed, then, that many of the workshops I wanted to attend were not available remotely. This year, of course, everything was remote. As usual, I wanted to hear more than one of the workshop that were happening at the same time. This year, all of these workshops were taped and are now available to browse at my leisure.

The theme of GA this year had a focus on indigenous people. This meant that not only were we getting more info and ways to proceed with anti-racism and Black Lives Matter, but also history and ways to proceed with indigenous concerns. To me this sums it up: all of us are living on land that was most likely stolen from indigenous people, and what are we going to do about it? I know the planners had originally arranged trips to indigenous museums and activities that wouldn't work remotely.

At my first GA in 2015, in Portland, OR, the Supreme Court decision on marriage equality was announced during a business meeting, attended by more than 3000 people. I was overwhelmed by the joy, the hugs, laughing, crying, sense of belonging and, for once, being in the majority. You can't get that remotely, but it was a different kind of togetherness to see all those faces in the zoom meetings.

Last year I got to hear Paula Cole Jones speak as the Sophia Fahs lecturer on Building a Community of Communities: seeing our congregation as a community not a family. This year she did a workshop continuing that thinking, about how the family metaphor is far too narrow to describe who we are and restricts how we can shape our structures, our relationships, and our interactions with the wider world.

I encourage all of you to attend at least one GA, remotely or in person. It should be on all of our bucket lists. And once you've been there, I know you'll be hooked just like I am!

Treasurer's Report to the Board, July 8th, 2020

We have officially moved all accounting in-house. The process has been set in place and tested by Emma, Nik, and Chris with CPA Susan Stutzel as a paid consultant. The change-over appears to be going smoothly. Kudos to these four.

We lose Chris as Treasurer after three years of yeoman's work. Mike Pavelich is beginning his three-year term. Chris and Emma have been working with Mike to help him get up to speed. That too appears to be going well. Chris will continue to act as consultant for Mike and will remain on the Finance Committee.

Financial Condition as of June 30th

Overall, UUS is financially very healthy and appears very stable. Kudos to decades of good decisions and dedicated contributors.

Our operating bank accounts hold a combined total of \$412,800. These are our several operating accounts and the remainder of the Capital Campaign funds. These accounts have been steady around the 350k to 400k level all this year. This steadiness indicates no current concerns of overspending the 2020 budget.

Endowment Funds currently stand at \$1,350,000. These several stock funds' value generally follow the stock market values. As such their value has changed little since January. They contribute to the operating funds regularly; for 2019 and 2020 this is about 6% of their beginning-of-year value.

Items to Note

1. Income per month may drop in the second half of the year given that the PPP funds are used up and pledge fulfillment may drop off.
2. The Finance Committee will be working on remortgaging the building by January 1st, 2021. Current mortgage debt sits at \$860,000.

—Submitted by Mike Pavelich



Photos: Members of the UUS Free Lunch Team prepare and serve lunches during our monthly Friday shift.



UUS Board of Trustees
MEETING HIGHLIGHTS—July 8th, 2020

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

Present: Joe Rasmussen (President), Alan Swanson (Vice-President), Amy Fretz (Past-President), Mike Pavelich (Treasurer), Allison Bettine (Secretary), Colleen Higgins (Trustee), Paul Pomrehn (Trustee), and Peggy Garrigues (Ex-Officio Staff Representative).

Absent: John Raley (Finance Trustee) and Kim Friese (Trustee)

Board President Rasmussen called the meeting to order and provided opening words.

Consent Agenda: June Board Meeting Minutes, July Executive Meeting Minutes, Staff Report, and Treasurer's Report and Financials. *The Board voted to approve the consent agenda items pending noted changes.*

Board Committees: New members of the Board were put up for positions on the Board Committees: Swanson for Personnel Committee, Pavelich for Finance Committee, and Friese for Review Committee. It was clarified for all that the COVID-19 Taskforce is not a Board Committee but rather an example of shared governance.

Board Policy Book—Sections 1.1-1.4.8: The Board reviewed the proposed updated sections and made comments. The issue of whether sponsorships fall under the Board or the ministerial team was considered. Certain definitive language in the Board Committees section was broadened to allow for future growth.

UUS Finance Policy Proposal—1st Read: After some discussion it was decided that the Governance Committee should review the proposed policy to determine which points are policy versus procedure. A second read set to take place within the next few Board meetings.

Music Facilitator Position & Music Program: A significant discussion was had regarding the ministerial team's need for an additional staff member to facilitate music after Gloria's retirement and before a new Director of Music is installed. *The Board voted to approve the creation of a temporary, 6-month Music Facilitator position—terms to be negotiated and approved by the Executive Committee.*

Audio Visual and Internet Needs: Rasmussen obtained a list of AV technology and equipment required to successfully minister in a virtual format. An increased internet speed is also required now to live-stream services and host Zoom meetings for groups. The package options were reviewed and will be approved by the Executive Committee in a special session once all the quotes are in.

Essential Spending: The Board enacted a spending freeze on April 14th, 2020, in response to these uncertain times and the significant drop in pledge fulfillments due to pandemic-related hardship in the congregation. Staff reported difficulties with providing programming within these financial restrictions. The Board therefore seeks to affirm the spending freeze directive sent to the staff in April which, in summary, states that the Board trusts the staff to differentiate between essential and non-essential spending while making every effort to continue ministerial programs.

Transition Team for Rev. Diana: This team was formed to assist Rev. Diana with her integration into the congregation and community. Fulfilling one-year appointments, the members of the Transitions Team are as follows: Dave Martin, Jodi Linley, Maureen Patterson, Vicki Siefers, Kirk Witzberger, and Paul Pomrehn.

Schedule Change: With consideration of the Finance Committee's schedule, the Board will be shifting their regular meetings by one week. Executive Committee will now meet on the second Wednesday of the month at 7 pm, and the monthly Board Meeting will be held on the third Wednesday of each month at 7 pm.

Closing: Pomrehn gave process observer comments, and Fretz provided closing words.

The next board meeting will be August 19th, 2020, via Zoom.

—Submitted by Allison Bettine, Secretary

New Chart of Accounts—Income & Expense Lines

INCOME					5040 Refreshments			5590 Mortgage Interest
Pledges & Donations					5041 Hospitality			5591 Principle Portion
4100 Operating Pledge Donations					5042 RE			5592 Depreciation Expense
4200 Non-Pledge Operating Donations					5043 Programming			5595 Property & Worker's Comp Insurance
4500 Restricted Donations					5044 Other		5600 Board Expenses	
	4501	Free Lunch Program Income			5060 Programming Materials/Curriculum			5610 Scholarships
	4502	Teen Reserve Fund Income			5061 Worship			5620 Regional & National Dues
	4503	Minister's Discretionary Fund Income			5062 RE Programming			5630 Discretionary
	4504	Social Justice Giving Income			5063 Adult Programming			5640 Social Justice Action Fund Expenses
	4505	Memorial Fund Income			5063 Other			5660 Staff Search Expenses
	4506	Endowment Fund Income			5080 Equipment			5680 Memorial Fund Expenses
	4507	Capital Campaign Fund Income			5081 Office			5690 Farewell Staff Fundraising Expenses
	4508	Immigration Action Fund Income			5082 RE			5699 Ministerial Search Committee
	4509	Social Justice Action Fund Income			5083 Music			5790 Minister's Discretionary Fund Expenses
	4510	Restricted Donations Other			5084 Facilities		5800 Adult Programs & Group Expenses	
	4511	Staff Search Income			5085 Other			5810 New Program Development
er Revenues					5090 Special Fundraising Expenses			5820 Operating Groups
4600 Fundraising					5100 Religious Services & Music Expenses			5821 Historical Records Team
	4610	Consignment/Rummage Sale			5110 Guest/Substitute Musicians			5822 Stewardship Team
	4620	Auction			5120 Choir & Ensemble Music			5823 Endowment Team
	4690	Other Fundraising			5200 Lifespan Religious Education Expenses			5824 Auction Team
4700 Rental Income					5210 RE Training & Background Checks			5825 Publicity Team
4710 Rental Cleaning Fees					5220 OWL			5826 Land Ministry Team
4800 Interest/Investment Income					5230 Special Events			5827 Library Team
					5240 Youth RE Programs			5828 Worship Associates Team
XPENSES					5250 Adult RE Programs			5840 Fellowship Groups
5000 General Expenses					5290 Teen Reserve Fund Expenses			5841 Covenant Groups
	5001 Supplies				5300 Membership Expenses			5842 Community Meals
		5002 Office			5310 New Member Support			5860 Justice & Outreach Groups
		5003 Worship			5320 Member Recognition			5861 Social Justice Team
		5004 RE			5400 Administrative Expenses			5862 Racial Justice Team
		5005 Programming			5410 Software			5863 Green Sanctuary Team
		5006 Facilities			5420 Background Checks			5864 Immigration Action Team
		5007 Music			5430 Office Vendor Services			5865 Social Justice Giving Fund Expenses
		5008 Other			5440 Bank Service Charges			5866 Free Lunch Program Fund Expenses
	5020 Maintenance & Repair				5500 Facilities Expenses			5867 Immigration Action Fund Expenses
		5021 Office			5510 Utilities			5880 Affiliated Groups
		5022 Facilities			5530 Inspections			5881 Dances of Universal Peace
		5023 Music			5550 Aesthetics & Improvements			5882 Buddhist Sangha
		5024 Other			5570 Grounds Care			5883 Covenant of UU Pagans
								5884 Secular Humanists

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 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.

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

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Trustee: Paul Pomrehn (594-2371, paulpomrehn@gmail.com)
Trustee: Kim McWane Friese (594-2506, kimberly.friese@gmail.com)

August Birthdays

Tim Adamson	Julian Oliver-Shaw
Ren Ballantyne	Kim Palmer
Zaylex Ballantyne	Abigail Patterson
Barbara Beaumont	Ron Pile
Allison Bettine	Deb Schoelerman
Peg Bouska	Nicole Sheldon
J Cheyney	Heidi Sinderman
Alexandra Curtis	Ada Turner
Peggy Dietrich	Dana van der Heide
Calvin Greene	Ruth West
Al Hood	Mira Wilmot-DiCarlo
Susan Kaliszewski	Star Wojciak
Margaret Kinsman	
Garry Klein	If you would like
Cari Malone	your birthday listed
Cameron Miller	in the newsletter (or
Tony Miller	removed), contact
Mo Mosell	dcl@uusic.org .
Jim Norris	