



THE UUS NEWS

December 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

Upcoming 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.

December 6th

“Find a Stillness,” Rev. Diana Smith

December 13th

Topic To Be Announced, Rev. Diana Smith

December 20th

“A Season of Dark & Light,” Rev. Diana Smith

Thursday, December 24th (5:30 to 6:30 pm)

Christmas Eve Service, Rev. Diana Smith

December 27th

“From Poetry Springs Hope,” John Bowman

UUS poets will bring us poetry to celebrate the end of a tumultuous 2020 and to look forward to a New Year and, we hope, a positive new era in our country. We will be reading some of our own poems plus the words of others. Our national Poet Laureate, Joy Harjo, says, “When we listen to poetry we begin to learn to listen to the soul, the soul of yourself, which is the soul of everyone else.”

December Birthdays

Margaret Burchianti
Pat Ephgrave
Carmen Griggs
David Jepsen
Donna Johnson
Leah Kaminsky
Paul Kohnhorst
Kasia Laskowska
Sherry Mangold
David Martin
Diana Miller

Mary Oba
Kelly O’Berry
Michael Pavelich
Julie Reynolds
Peter Thorne
Susan Wells

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

December’s Social Justice Offerings Benefit the Free Dental Clinic (FDC)

Our generosity helps community members who are without dental insurance. Volunteer dentists and dental hygienists along with students in those fields provide services to hundreds of patients each year, many of whom are children. Care includes cleanings, fillings, tooth extractions, x-rays, and more.

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 FDC on the memo line.)

UUS Congregational Meeting, December 20th

We will hold our annual Congregational Meeting on Sunday, December 20th, at 11:15 am, following the service. The purpose of this meeting will be to vote to approve the operating budget for 2021. We will also vote to formally elect three appointments to the Board of Trustees to complete the remainder of terms vacated early.

Because of the COVID-19 pandemic, the meeting will be held over Zoom ([Link to join](#), Meeting ID 422 482 660, Password: 006311) and voting will be done by paper absentee ballot and electronic voting. Eligible members will receive voting instructions and more information ahead of the meeting.

The meeting agenda can be found on page 4, the bios for the elected officials on page 5, and the list of current voting members on page 6. Contact the office (admin@uusic.org) or Board President Joe Rasmussen (uusicc.joe@gmail.com) if you have questions.

Past Sunday Service Attendance

- November 1st:** ~125 Participating Zoom Accounts
- November 8th:** ~126 Participating Zoom Accounts
- November 15th:** ~135 Participating Zoom Accounts
- November 22nd:** ~152 Participating Zoom Accounts



From Your Minister

Dear ones,

As the calendar turns towards December, our monthly theme turns from Healing to Stillness. Thinking about stillness, I'm noticing how different our relationships with stillness, or the absence of it, are during the pandemic. As with so many things, for some of us there may be more stillness in our lives than we want, particularly in a month

that in most years is full of holiday gatherings. For others of us there may be barely any stillness at all, and our spirits may be crying out for it. And some of how we feel about that may be based on how we felt about stillness before the pandemic.

I have long valued stillness: cultivating and cherishing the still places in my spirit or in the world that invite me into deeper relationship with the world and with the sacred. And yet, in my times of deepest meditation, when all seems still, I've been enchanted by the wonders of movement that is always there at the smallest atomic levels: a universe always in motion, and that ceaseless motion also becoming stillness that centers our souls.

While stillness is both an illusion and a state that invites us into deeper connection as individuals relating with the deep call of ultimate reality, stillness can also beckon us into deeper relationship with each other. It can invite us into the pauses we need in order to process what is happening and to connect more deeply.

At the same time, stillness can be deeply countercultural in a world that calls us to ever more activity, that often judges us and teaches us to judge ourselves by what we accomplish, by how much we do, by whether we are in motion.

And so, it is within this context, in this space of creative tension that might at times lead to a stillness of its own, that we will delve into Stillness this month. I look forward to connecting, finding stillness, and reflecting on it with you as we create spaces for those who are having a hard time with the holidays, as we celebrate in online community, as the staff creates holiday packets for members, as we celebrate winter Solstice in the stillness of a candlelit walk and in Sunday worship, and as we join together in Christmas Eve online worship. I look forward to the journey with you.

Blessed be,

Rev. Diana

From Your Board President, Joe Rasmussen

Lets Talk Numbers

We will be having our annual congregational meeting online on Sunday, December 20th. This meeting is always about our Society's budget for the next year. Registration and voting instructions for online as well as mail ballot instructions will be sent. The Board of Trustees approved the agenda and budget plans at its November meeting. 2020 has thrown us unexpected fiscal surprises from when we approved this year's budget. There is both good news and bad news as we plan for 2021.

It is no surprise at this point that the pandemic has affected our 2020 income. We are currently running about fifteen percent (15%) behind on pledge receipts for 2020. The building's closure and suspension of in-person activities ended any rental income and group fund-raising events. Persons with investments can sympathize that our endowment funds have bounced up and down like a rubber ball in 2020. The building mortgage was at a level that was not sustainable. Fixed expenses for personnel, building and grounds, UUA dues, and programming cannot be avoided. Pledges for 2021 are still coming in with a target that is less than 2020. That adds a level of uncertainty along with any financial aid we might get in 2021 from the federal government. That's the bad news.

The good news is that beginning last spring, the Board asked our staff and program leaders to follow an essential-only spending restriction. Everyone did great in following that instruction and during 2020 we have maintained an adequate cash flow to pay bills. We are not broke. We have not laid off or reduced the hours of our staff. We have called a new minister. Some staff vacancies have occurred and not been re-filled, but essential ones have. The Board's Finance Committee has re-financed our mortgage and reduced that monthly cost. We face a significant cost to repair the biocell wall next to the parking lot, and we

are upgrading our internet and live-streaming equipment and capabilities. We can handle both expenses. We have not eliminated any programming, even though some has changed in context.

The Board of Trustees approved a proposed 2021 budget that has expenses just under \$600,000. The 2020 budget was originally set at \$661,000 in total expenses. The proposed budget does not contain staff wage increases and has some small targeted expense and program reductions. Another question is the Board's Deficit Spending Plan for 2021. Our cash flow account should allow us to cover half of 2021. The plan is that we will be asking for congregational approval at the May 23rd, 2021, meeting for remaining fiscal year expenses by spending money from our general endowment fund. The Board realizes that this is a big ask but remains committed to continuing staff and programming at 2020 levels. We will have the first fiscal quarter of 2021 to make judgements by the May meeting request. We will also know by then if the federal government may provide additional payroll protections, and how our winter building expenses have gone. These are reasonable and fiscally conservative proposals.

Looking ahead to 2021 I want to share one other piece of news. The Board's formal adoption of our new policy governance structure places added emphasis on the Trustees' planning responsibilities. We have reached agreement to change how we plan. There was a traditional Board retreat held each autumn that included goal-setting and planning for the year. The Board is now working on a formal January planning session that would look at a broad range of subjects. That would be followed by a June retreat involving retiring Board members and the newly elected members that would include a focused planning session. We welcome any input that congregational members may have regarding these planning activities.

PEACE.

Holiday Rituals and Pastoral Care

During the holiday season, it is not uncommon that memories of loved ones swim to the surface of our hearts and minds. Memories of times past. Memories of togetherness or loneliness. And, of course, memories of those who left us having died. Due to the current pandemic some of you may feel that the recent Thanksgiving holiday—in spite of all your best efforts—was one of enduring rather than feeling grateful. Indeed, we are living in a time challenging our hearts because we need to remain physically distanced. Yet, just as in times past when our holiday rituals emerged from shared get-togethers, so too can new rituals emerge at this time. As we move into the December Season of Light, be creative!

Consider a new ritual to commemorate “This Holiday of 2020”—a ritual that will live on in your memory of this year—the year when we couldn’t be together in body and flesh. I’m not suggesting you arrange yet another Zoom session. Rather, perhaps buy or make an ornament or special candle—something that will remind you it was this year when you gathered together in word and the spirit of love.

Know that you can reach out to any one of us on the UUS Pastoral Care Team for caring support at any time:

Winnie Ganshaw (wganshaw52@gmail.com)

Valerie Bowman (valeriebowman2@gmail.com)

Jeffery Ford (jlford36@me.com)

Jean Hood (aljeanhood@gmail.com)

Paul Pomrehn (paulpomrehn@gmail.com)

Parent/Caregiver Group

Parents and caregivers are invited to join our parent/caregiver group. It is an opportunity to share our parenting joys, worries, and woes with fellow UUS families. We meet monthly on the first Friday at 7:30 pm, and December’s meeting is on December 4th. Join us on Zoom here: bit.ly/UUSParentConvo, Meeting ID: 854 0755 7143. Contact Jessica, education@uusic.org for the passcode.

December Elementary RE

While we remain online, our RE groups for children in pre-K through grade 6 will be held via Zoom after Sunday services. Each group will meet on alternating weeks as follows:

PreK-K: December 6th

1st-3rd Grade: December 13th

4th-6th Grade: December 20th

Sessions start after the service, at approximately 11 am. Join us on Zoom here: bit.ly/UUSElementaryRE, Meeting ID: 861 6735 5715. Contact Jessica, education@uusic.org for the passcode.

December Youth RE

Our Jr. and Sr. High youth are invited to join with the youth from the Quad Cities for a meet-up every other Sunday from 7 to 8 pm. In December, we will be meeting on Sundays, December 6th and 20th. Join us on Zoom here: bit.ly/UUSYouthRE, Meeting ID: 842 8639 8368. Contact Jessica, education@uusic.org for the passcode.

Holiday Activities at UUS

Holiday Auction, December 5th

See the article below for details on our special virtual auction event!

Decorate UUS’s Christmas Tree, December 6th – 24th

Bring an ornament to the UUS front entryway and take one made by UUS members home. Look for more details on our website and in the weekly emails.

“Hold a Stillness” Service, December 10th

Rev. Diana Smith will lead a Holiday Blues service via Zoom on Thursday, December 10th, from 7 to 8 pm. Look for more details and a Zoom link on our website and in the weekly emails.

Solstice Event, December 19th

A socially distanced Solstice event is being planned on the UUS grounds for Saturday, December 19th, from 4 to 7 pm. Look for more details on our website and in the weekly emails.

“A Season of Dark and Light,” Solstice Sunday Worship Service, December 20th

Christmas Eve Worship Service, December 24th

This year we will hold one virtual Christmas Eve service via Zoom on Thursday, December 24th, from 5:30 to 6:30 pm. Kits for Christmas Eve Worship Services will be available for pickup ahead of the service. Look for more details and a Zoom link on our website and in the weekly emails.

UUS Holiday Auction, December 5th

Bidding has begun for the UUS Online Auction for 2020! Here is the link to the online auction website: bit.ly/2020UUSAuction. There is a wide variety of homemade items, events, baskets, food, art, and more! You will need to sign in to make bids using the email address listed for you in Realm. If you have any troubles signing in or bidding, contact Judy Tokuhisa at judy.tokuhisa@gmail.com. More instructions for the bidding process can be found on the UUS website.

Bidding will finish at 9 pm on Saturday, December 5th, after our online Zoom event, that will be held from 7 to 8:30 pm that evening. The Zoom event will include comedy by Megan Gogerty, music by Alan Swanson, several items auctioned live, and opportunities to socialize in small groups in breakout rooms. You are invited to provide your own festive food and drink, and consider wearing an ugly sweater or crazy hat to add some light-hearted fun. There is no charge and no tickets needed for the Zoom gathering. [Link to Join Zoom Meeting](https://bit.ly/JoinZoomMeeting) (Meeting ID: 930 6947 5333, Passcode: 284267)

UUS Supports Project Holiday

It’s holiday time of year! Usually members and friends could stop by the Social Justice table in the Fellowship Hall and pick up possibilities for helping low-income folks. Although that’s not possible this year, UUs can still support CommUnity (formerly the Crisis Center) with their annual Project Holiday program. They will be providing more than 1,500 families with the makings of a holiday meal. This includes turkey, ham, chicken, or vegetarian options, plus ingredients for sides. A \$25 donation will purchase a complete meal. You can donate less or more, as you’re able. You can donate by sending a check to UUS with Project Holiday on the memo line or using Realm at <https://onrealm.org/uusic/give/ProjectHoliday>.

UUS Congregational Meeting Agenda

11:15 am, December 20th, 2020

Instructions on electronic voting and paper absentee ballots to be distributed to voting members ahead of the meeting.

([Zoom Link](#), Meeting ID 422 482 660, Password: 006311)

OPENING

Opening Words & Chalice Lighting

Rev. Diana Smith, UUS Minister

Establish Quorum and Call to Order

Joe Rasmussen, Board President

ACTION ITEMS

Approval of May 2020 Meeting Minutes

Joe Rasmussen

Find the full text soon at www.uusic.org/about-us/board-governance/board-agendas-minutes

Election of Officers

Sue Otto, Leadership Development Committee

See page 5 for bios

- Jamie Sharp – Endowment Committee
- Carol Adamson – Board of Trustees Secretary
- Julia Audlehelm – Board of Trustees Trustee-at-Large

Deficit Spending Plan

Mike Pavelich, Treasurer

2021 Budget Presentation, Discussion, and Vote

Mike Pavilion

Announcements

Joe Rasmussen

CLOSING

Extinguishing the Chalice & Closing Words

Rev. Diana Smith

Motion for Adjournment

Joe Rasmussen

Treasurer's October Financial Report Excerpt

Overall, our bank accounts (cash available) remain stable. This is a credit to staff and committees effectively following the restricted spending guidelines the Board has instituted due to COVID. The end-of-month total for our various Operating Bank Accounts equals \$400,900. Endowment Funds end-of-month totals equal \$1,363,000.

I proposed that the Board discuss and approve a deficit spending plan for 2021. I anticipate that our budget of about \$600k for 2021 will have an income of only about \$350k. I propose that we cover shortfalls monthly with our excess funds in the bank, but about mid 2021 discuss and have approved a sale of stocks from Endowment to refresh the cash flow in the bank. The Finance Committee has approved this plan.

Rev. Diana, Emma, staff, and program leaders have developed possible 2021 Budgets for Finance Committee and Board to work from. The Finance Committee has voted that any of these possibilities is reasonable for 2021.

At the October Finance Committee meeting, the Stewardship Team reported that we have received 148 pledges totaling \$326k for 2021. They continue to work for more. The Endowment Committee reported that they have approved spending of Dietger Funds for AV and web upgrades requested by the Board. We have signed a commitment letter with CSB to refinance our mortgage and await a closing date on our loan. Finally, a subcommittee was formed to review and consolidate the various documents on the Gift and Giving policies. Many helpful ideas and concerns were voiced; order cometh.

—Mike Pavelich

Congregational Administrator's October Financial Report Excerpt

September's pledge payments are up compared to last month (110% of budgeted monthly income was received in September compared to 59% in September). This is in large part due to a fairly large September deposit (~\$7.5k) not hitting the bank until early October. Year-to-date we are down from budget (67.95% of our pledge goal vs. an anticipated 83.33%, or about \$71,850 behind budget).

Our four bank accounts combined total \$398,647.79 (In September the month-end total was \$374,329.60). The increase is in part due to \$10k donated by Joe Brisben's estate, which has been deposited in the Facilities Account until the Board/FC/Endowment Committee decide how to apply it.

Our Endowment Accounts fell again in October. Our combined Endowment accounts total \$1,396,067.29 (\$1,437,267.01 in September).

In October, UUs raised \$1,640 for our various social justice agencies, including \$979 for October's agency, the Emma Goldman Clinic, \$136 extra for the Shelter House (September's agency), and \$25 for the Free Lunch Program (the agency for November). We got an additional \$500 from the MidAmerica Region office towards the Faithify campaign run by UUS and Peoples in Cedar Rapids for derecho relief in the Corridor. There was also \$20 in additional BLM sign sales.

—Emma Barnum

UU Free Lunch Report

On Friday, November 13th, five intrepid UUS Free Lunch volunteers—Ellen Junk, Gary Lawrenson, Lori Marshall, Robert Littlehale, and Bonnie Penno—assembled and served boxed lunches via the side door at 1108 S. Gilbert to 77 hungry diners who lined up outside due to the pandemic. Bonnie reports that the meal received many compliments! The main dish, chicken strips, were purchased thanks to the generosity of the Roots and Wings Covenant Group. Donations from many UUS Free Lunch volunteers as well as Society members and friends paid for side dishes of baked beans and coleslaw, and Sue and Lee Eberly purchased fresh fruit for dessert.

Even in these challenging times, UUS finds creative ways to continue our 30+ years of service to Iowa City's Free Lunch Program. Teamwork is everything! If you are interested in finding ways that you can be of help, please contact Carmen Griggs at csgriggsiowa@gmail.com.

Leadership Development Team

Election of Appointees to the UUS Board and Endowment Committee

This summer two people resigned from their positions on the Board and one person resigned from the Endowment Committee. Whenever there is a vacancy on a UUS elected body—that is, the Board, Endowment Committee or Leadership Development Committee—the Board appoints a successor to fill the vacant position. (Typically, the Leadership Development Committee assists the Board in identifying potential appointees.) Appointees serve until the next congregational meeting, when they are formally elected to complete the remainder of the term.

Carol Adamson was appointed to fill Allison Bettine’s position as Board Secretary, a term ending in June 2022. Julia Audlehelm was appointed to fill the Trustee At Large position held by Kim Friese, a term ending in June 2023. Jamie Sharp was appointed to the Endowment Committee to complete Al Thomas’s term, which will end in June 2023.

In accordance with the Bylaws, there will be an election at the December 20th congregational meeting to confirm these three appointees. It is with gratitude for their willingness to serve that we present them for election at the December 20 congregational meeting.

Carol Adamson grew up in a suburb of Chicago and attended Concordia College, River Forest, where she earned a BA in Chemistry/Biology. Carol served with the Peace Corps in The Gambia, West Africa. Her professional career has included Science Teacher, Benefits Administrator, Quality Manager, Hospital Risk Manager, and Executive Assistant. She currently works in Business Services department at the University of Iowa. In her free time, she enjoys gardening, sewing, caring for her dogs, and practicing minimalism.

Carol became a member of UUS in 2012, shortly after moving to Iowa City with her husband, Tim, and daughter, Audrey. She has been involved with several groups including Choir, Communications, Covenant Group, Membership, Hospitality, AV/Sound, and most recently the Ministerial Search Committee. She finds the programs and people at UUS to be a great source of inspiration and support in her spiritual journey. She appreciates the wide variety of opportunities to be involved within UUS made possible by our professional staff and dedicated volunteers. Carol would be honored to be elected as Board Secretary, a position she has filled since September as a Board Appointee.

Julia Lohrman Audlehelm has been a UU for 43 years. The first two years, she and her spouse were here in Iowa City and then moved to Des Moines. They raised their two children in the UU Church before moving back to the Iowa City area in 2002. In Des Moines, Julia taught in RE and became involved in many art projects and fundraising projects within the Church. Julia helped to design the Memorial Garden at the First Unitarian Church there. She worked in many community arts organizations and volunteered with Very Special Arts/Iowa, the Artist Emporium, Planned Parenthood, and the Aids Project of Central Iowa. Julia used her artistic skills to help other non-profit organizations achieve their goals.

Since moving to Iowa City, she continued her pen & ink architectural drawings business. She is currently a member of the Worship Associates team, Hospitality Team, and Land Ministry Team. Julia has been involved in designing a space for the UUS Memorial/Meditation Garden. Her artwork was commissioned to honor the donors of the UUS Building Fund by portraying OUR GIVING TREE, hanging in the church Fellowship Hall.

Julia is retired from Goodwill of the Heart and continues to work with two people needing community support skills.

Julia says, “I am hoping to share my skills within this vital and energetic community by partnering with the leadership of our UUS Board.”

Jamie Sharp moved to Iowa City (from the San Francisco Bay Area) in 1976 to attend graduate school. The plan was to find a teaching position in dental hygiene “somewhere;” the reality was that she accepted a position at the UI College of Dentistry. Dental education and continuing dental education became her life’s work, and 44+ years later, she is still here in Iowa City. She wouldn’t think of being anywhere else.

Jamie started attending services at UUS(IC) in 1987 at the invitation of Diane Martin. She became a member the following year and subsequently served on a variety of committees and the Board of Trustees over the years. Most recently, she co-chaired the Capital Campaign and currently is a member of the Member Associates Team and a hospitality team.

Jamie just moved to the newly-opened Oaknoll East on Scott Boulevard. It’s built on the site that UUSIC once considered for our new church. She has a beautiful third floor view of the woods. She is glad UUS found its home in Coralville and that she found hers at Oaknoll East. She shares space with her greyhound, Harmony.

Voting List for December Congregational Meeting

According to UUS's bylaws, members are eligible to vote at the Congregational Meeting on December 20th, 2020, if they: 1) have signed the membership book, 2) are over 14 years of age, 3) have made an annual financial contribution of record to the annual operating budget (or either have a financial waiver or are Life Members of the Society), and 4) have been members at least 30 days prior to the meeting.

If you think your name has been omitted from this list in error, please contact the office (admin@uusic.org or 337-3443).

Dean Abel	Jane DeWitt	Karin Hoth	Lori Marshall	Gerald Pearson	Vanessa Taylor
Carol Adamson	Monique DiCarlo	Peter Hoth	Lynette Marshall	Emily Peck	Al Thomas
Tim Adamson	Mary Dix	Kathy Hotsenpiller	David Martin	Sriram Pemmaraju	Sharon Thomas
Bobbe Akre	Sherry Dolash	Peggy Houston	Diane Martin	Bonnie Penno	Arlys Joy Thompson
Bruce Alexander	Andy Douglas	Carolyn Howe	Kären Mason	Mark Penno	Peter Thorne
Dick Anderson	Kay Eginton	Jan Hubel	Marianne Mason	Connie Peterson	Carol Throckmorton
Alice Atkinson	Meg Eginton	Kenn Hubel	Barbara Matson	Ron Pile	David Tokuhisa
Ken Atkinson	John Elson	Lois Hughes	Mary McCann	Paul Pomrehn	Judy Tokuhisa
Julia Audlehelm	Irvin Emig	Merle Ihne	Kathy McDonald	Judy Quinn	Jim Trepka
Larry Audlehelm	Lori Enloe	Lynne Ikach	Jason McGinnis	Edward Raley	Cheryl Tugwell
Joe Barrash	Jim Ephgrave	Adam Ingersoll	Janet McKee	Joan Raley	Simon Tunstall
Kris Barrash	Pat Ephgrave	Brigitte Ingersoll	Gail McLure	John Raley	Emily Uhl
Kara Beauchamp	Christine Etler	Nik Jakob	Mary McMurray	Bruce Randall	Theresa Ullerich
Barbara Beaumont	Sara Feldmann	David Jepsen	Tom McMurray	Christina Randall	Dana Van Abbema
Philip Beck	Betsy Fischer	Carolyn Johnson	Kim McWane Friese	Joe Rasmussen	Steve Van Abbema
Daniel Benton	Linda Fisher	Donna Johnson	Virginia Melroy	Martha Rasmussen	Carly van der Heide
Joyce Bernardy	Jeffery Ford	Emily Johnson	Gay Mikelson	Tabitha Rasmussen	Dana van der Heide
Aiden Bettine	Meghann Foster	Nicholas Johnson	Diana Miller	Jacqueline Reger	Stephanie Van
Allison Bettine	Amy Fretz	Susan Kaliszewski	Paula Miller	Erica Reschly	Housen
Sharon Booker	Donna Friedman	Miriam Kashia	Tony Miller	Julie Reynolds	Mary Vasey
Peg Bouska	Dan Gall	Sandy Keller	Virginia Miller	Linda Rice	Tova Vitiello
John Bowman	Meredith Gall	Bailey Kelley	Jennifer Mordan	Tom Rocklin	Margaret Voelker
Valerie Bowman	Dave Gallaher	Larry Kent	Carol Moreno	Anna Rode	Terry Lynn Wahls
Susan Boyd	Winnie Ganshaw	Kathleen Kingman	Ed Moreno	Chris Rode	Zach Wahls
Rick Bradshaw	Ava Su Gan-Wei	Margaret Kinsman	Craig Mosher	Shona Roeder	Jeff Walberg
Pete Brokaw	Gail Garwood	Paul Kohnhorst	Ruth Muir	Jaia Rosenfels	Doug Wallace
Wendy Brown	Joel Gilbertson-	Juanita Kosier	Shelby Myers	Sarah Ross	Mary Kathryn
Beverly Bullard	White	David Kramer	Laurie Neuerburg	Rhonda Rowden	Wallace
Margaret Burchianti	Stephanie	Susan Kramer	Marcy Neumann	Charity Rowley	Daniel Walls
Kris Canfield	Gilbertson-White	John Lanaghan	Carol Nordquist	Susan Salterberg	Elaine Waples
Lynne Cannon	Brian Glidewell	Tom Larkin	Gerald Nordquist	Paula Sanan	Julia Wasson
Theresa Carbrey	Carmen Griggs	Barbara Laughlin	Jim Norris	Ricardo Sauro	Susan Wells
Jeanette Carter	Peggy Grimmer	Jim Laughlin	Nancy Noyer	Mike Schmitz	Mary Lou Welter
Fanny Carver	Prahlad Gupta	Gary Lawrenson	Liz Noyes	Kay Schneider	Nick Westergaard
Dixie Cassidy	Kurt Hamann	Dave Leavitt	Mary Oba	Deb Schoelerman	Laura Westfall-
Ian Cawley	Barbara Haring	Judy Leavitt	Kelly O'Berry	Hazel Seaba	Christophel
Kirk Cheyney	Claudine Harris	Kirk Leiffert	Terri O'Berry	Alyssa Selmer	Gerald Wetlaufer
Marsha Cheyney	Linda Hartford	Russ Lenth	Alison Oliver	Jamie Sharp	Kristin Wildensee
Craig Christophel	Sally Hartman	Lisa Lepic	James Olson	Dick Siefers	Faith Wilmot
Rachel Clark	Lisa Haverkamp	Brenda Linley	Sue Otto	Vicki Siefers	Kaye Winder
Judi Clinton	Mike Haverkamp	Jodi Linley	Katherine Otto	Heidi Sinderman	Scott Wittenkeller
Sam Cochran	Santhi Hejeebu	Marta Little	Simmering	Jane Slaymaker	Kirk Witzberger
Lois Cole	Diana Henry	Jan Locher	Cecile Owings	Cindy Spading	Star Wojciak
Chris Coretsopoulos	Colleen Higgins	Stephen Locher	Ron Owings	Renee Speh	Edward Wolfe
Jeanette Corley	Sarah Holmes	Halie Lopez	Kim Palmer	Barbara Staib	Ron Wright
Ernie Cox	Michael Honey-	Mary Losch	Lula Palmer	Virginia Stamler	Rich Young
Ron Crawford	Arcement	Kristin Lucas	Maureen Patterson	Jill Stephenson	Susan Kasal Young
Dan Cummins	Rochelle Honey-	Nancy Lynch	Dorothy Paul	Hilary Strayer	Mark Yuskis
Laurie Cummins	Arcement	Caryl Lyons	Michael Pavelich	Alan Swanson	Lenda Zelinskas
David Curry	Al Hood	Elaine Mahler	Pat Pavelich	Liz Swanson	
Alexandra Curtis	Jean Hood	Cari Malone	Amy Pearson	Christopher Taylor	296 Members

Unitarian Universalist Society Board of Trustees Meeting Highlights

November 18th, 2020 (virtual via Zoom)

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), Carol Adamson (Secretary), John Raley (Financial Trustee), Colleen Higgins (Trustee), Paul Pomrehn (Trustee), Julia Audlehelm (Trustee), and Rev. Diana Smith (Minister, Ex-Officio)

GUESTS: None

Board President Joe Rasmussen called the meeting to order at 7:05 pm.

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

The Board voted and received the consent agenda and approved the October Board Minutes, November Executive Committee minutes, Staff report, Treasurer report and financial summary, Publicity Team stationary fundraiser.

COMMITTEE UPDATES

The Board discussed recommendations from the Executive Board concerning lay members' term of service on Board committees.

UNFINISHED BUSINESS

- **UUS Shared Ministry–Board Policies and Procedures:** A motion was made by Pavelich and seconded by Raley to repeal the following outdated procedures from the Board Procedures Manual:

- Section 2 – Fire Evacuation Plan (was for 10 South Gilbert)

- Section 6 – Personnel and Staff (replaced by the Board's Personnel Manual adopted January 1, 2020)

- Section 7 – Committee on Congregational Life and Ministry; CCLAM Conflict Management Policy and Procedure (CCLAM was eliminated in 2020 Bylaw revision)

The motion carried. The Finance Committee will review Section 3 – Faith in Our Future Fund for future projects.

- **Mortgage Refinance:** Pavelich reported that the closing for the mortgage refinance will take place during the first week of December.
- **Purchase of audio-visual equipment for livestreaming:** Rasmussen reported that coaxial cable is now connected from the ground vault to the AV equipment room. Connection from the ground vault to the Mediacom box across the street is forthcoming. A camera, tripod, and connecting equipment have been ordered. Rasmussen will consult with Emma Barnum for the purchase of a laptop that meets the new system requirements.
- **AV Person or Team:** Rasmussen recommended that a part-time person be hired to implement and maintain the technology and equipment for UUS purposes. After discussion, Rev. Smith said she would start the process for creating a position and present it to the Board for approval as it will be a position not funded in the budget.

NEW BUSINESS

- **2021 Budget Approval and Spending Plan:** Pavelich made a motion, seconded by Swanson, to approve a plan for deficit spending during the 2021 fiscal year. The plan involves the spending of cash reserves as needed for the first six months at which point our funding needs will be re-evaluated and replenishing the cash reserves by transferring funds from the Endowment Funds will be considered. Such a transfer will require a 51% yes vote from the congregation. *The motion carried.*

Rasmussen made a motion, seconded by Pomrehn, to approve a \$594,669 budget which does not include any wage increases and only what each program judges as the minimum required to do their work. Pavelich made a motion, seconded by Swanson, to amend the motion to include increased spending for programmatic work for a total budget of \$599,767. *The motion, as amended, passed.*

- **December 20 Congregational Meeting Agenda:** Rasmussen made a motion, seconded by Audlehelm, to approve the December 20th Congregational Meeting agenda. *The motion carried.*

Rasmussen adjourned the meeting at 9:30 pm. The next meeting is Wednesday, December 16th, at 7 pm.

—Carol Adamson, Secretary

Welcome to Our New UUS Members Who Joined in November 2020!



Fanny Carver

Fanny grew up in Paraguay. She lived in Ames, Iowa, and in Chandler, Arizona before moving to Iowa City. Fanny works as a medical assistant at the University of Iowa Hospitals and Clinics. She's also a seasoned volunteer at the Free Medical Clinic. Fanny began coming to UUS to step out of her comfort zone and reflect on something bigger than herself. She appreciates that UUs value inclusiveness, the search for truth, and the respect for the interdependent web of all existence. She hopes to strengthen her spiritual journey and to learn from other people's points of view and beliefs. Fanny would like to share baked goods, and join in community meals, Dances of Universal Peace, Kiirtan, and covenant groups. Fanny and her husband, Tom, who is from Chariton, Iowa, have a son named Oscar and two cats. She enjoys

cooking, quiet time, home remodeling, and spending time outdoors at their conservation land in Lucas County.



Linda

Peggy

Peggy Grimmer and Linda Hartford

Peggy grew up in the Milwaukee, Wisconsin, area, and lived in Denver, Colorado, and Green Bay, Wisconsin before moving to Iowa City with her wife, Linda, in 2017. Peggy worked for 20 years in nonprofit management before becoming a financial advisor with Edward Jones, where she enjoys helping people to achieve their dreams. She was motivated to come to UUS to feel a part of something positive and loving. Peggy values the openness and community of action and giving and hopes to work with others here to create a better world.

Linda grew up in Green Bay, Wisconsin. She earned a degree in computer science from St. Norbert College in Wisconsin, and a Master's of Psychology from the University of Phoenix. She currently works at the University of Iowa Center for Advancement. Linda likes that Unitarian Universalism is open to all beliefs and ideas, and that everyone is welcome. She is glad to be part of a community of giving and sharing, and she hopes to share leadership, event volunteering, and outdoor work. She is happy to be joining!

Linda and Peggy both enjoy golf, travel, and outdoor activities. They have three children--two boys and a girl. They live with their son, Jonathan Hartford, and Peggy's father, Ray Grimmer.



Jason McGinnis

Jason is originally from Deep River and Marshalltown, Iowa, then lived in Chicago for seventeen years before returning to Iowa in 2018. He is proud to be an elementary school principal for the Iowa City Community School District. Jason has been attending UU services off and on since college, including at the Cedar Valley UU in Cedar Falls. He and his wife, Carolina Kaufman-McGinnis, and their daughter, Aria, now 7, began attending UUS shortly after they moved here. Jason appreciates the UU emphasis on diversity, equality, and the democratic process while encouraging each person to grow spiritually in their own way. He is grateful for how welcoming everyone here has been, and he hopes to contribute to UUS through his background in education and his role in the community. Jason enjoys reading, hiking, camping, and spending time with his family.



Mary Oba

Mary grew up in southern California. She lived in Scottsbluff, Nebraska, for almost 60 years before moving to Iowa to be near her daughters in Coralville. She was active in the small UU congregation in Scottsbluff with 28 members. Mary came here because she knows that UUs will accept her beliefs, and that UUs believe in the intrinsic good of humanity and acceptance of science. Mary is hoping to find spiritual experience, support, and friendship, and in turn offer her support and friendship with all of her heart. Mary’s daughter Susan Kramer is another UUS member. She also has a son in Bend, Oregon, and another son in Washington, DC. Mary is happy to be part of a warm,

friendly, and supportive church.



Edward and Joan Raley

Edward and Joan are lifelong UUs while living both on the East Coast and in Illinois. Edward is a retired educator and an Air Force veteran, worked with the College Foundation Board for 14 years, and was also a private tennis club manager.

Joan is also a retired educator. She has a strong interest in the National Register of Historic Places, and is responsible for nine properties in Illinois being placed in the National Register. Edward and Joan moved here at the invitation of their son, John, who is a UUS member, and currently serves on the UUS Board.

Edward and Joan consider Unitarian Universalism to be the base of their life. In addition to the seven UU principles, they include among their beliefs: freedom of religious expression, religious tolerance, the authority of reason and conscience, the never-ending search for truth, the unity of experience, the ethical application of religion, the motive force of love, and the importance of religious community. They look forward to attending church, making new friends and intellectual connections, and offering support where needed. They are enjoying living in Bridgewater/Grand Living in Coralville.



Meghann Foster and Nick Westergaard

Meghann is a lecturer at University of Iowa. She is the Director of the Master of Arts in Strategic Communication program, where she shares her skills in marketing and public relations. Meghann also serves on the Coralville City Council, and on the Boards of the Domestic Violence Intervention Program and the Coralville Food Pantry. She values that Unitarian Universalism is very inclusive and that service is sacred. Meghann has always felt at home here and hopes to find spiritual community and opportunities to volunteer—she loves volunteering!

Nick was born in Des Moines, lived in Adel, then moved to Iowa City for school. He met Meghann here and stayed! He is a lecturer at the UI Tippie College of Business, as well as a speaker and author. He is on the board of FilmScene and enjoys reading, running, and cooking. He and Meghann know many people who attend here, and they value the social mission. They both love a congregation that stands for something. Nick is looking for connection to community and a faith home.

Nick and Meghann have five children: Harry (20), Sam (18), Adrien (15), Mia (13), and Jude (7).

The UUS News

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Trustee: Paul Pomrehn (594-2371, paulpomrehn@gmail.com)
Trustee: Julia Audlehelm (530-4471, juliasdrawings11@gmail.com)

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.