



THE UUS NEWS

January 2021

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

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



From Your Minister, Rev. Diana Smith

Dear Ones,

These words, which Rev. Dr. Rebekah Savage shared in a chalice lighting for The Promise and the Practice, can serve as a guide as we explore our Soul Matters theme of Living with Intention during January:

“This chalice shines a light on our shared past, signaling our intention to listen deeply, reflect wisely, and move boldly toward our highest ideals.”

The Promise and the Practice is a campaign to address our history and collectively work to counter white supremacy culture. This work is part of our commitment to amending long-broken promises within Unitarian Universalism and nurturing a radically inclusive, justice centered, multicultural, and multigenerational faith community.

During January, we'll be celebrating and reflecting together on what it means to live with intention, to live into the promise of Unitarian Universalism. For we do have a rich and complex history, a deeply grounded faith, and a commitment to live Love into the world in many ways, including as compassion and justice.

As we reflect on how we live with intention collectively, as well as individually, the Board and I will be meeting for our annual retreat to reflect on what we have learned this year, how our annual vision of ministry (Connecting with Ourselves, Each Other, and the Wider Community) is developing, and develop open questions to guide our discernment in the coming year. We will also be spending some time listening to the themes collected from the first round of the Listening Campaign (stay tuned for a report coming soon from campaign co-leads Sarah Ross and Dave Martin).

This month, the staff team will be continuing to develop programming to help us connect with ourselves, each other, and the wider community that include and stretch beyond Sunday worship services and their surrounding events. Our music program is continuing to grow with opportunities for making music together and our community concert series. Covenant groups and Wellspring continue to meet, and we're working to develop more programming after Sunday worship services to connect our online and in-person congregations. We're developing plans for our celebration of Rev. Dr. King's call to service even as we monitor the pandemic. And our religious education programming continues amidst change (see page 2).

Through all of this, we'll be growing together in how we live with intention as a congregation committed to social, racial, and environmental justice, nurturing deep connections, and embracing the ongoing quest for meaning.

Love and Blessings, Rev. Diana

From Your Board President, Alan Swanson

December has been eventful, and your trustees look forward to further positive steps in the new year. The congregation will keep its mission, vision, and values at the forefront, and UUS teams, committees, task forces, and covenant groups will continue to move ahead with social and racial justice work, environmental efforts, and other vital endeavors. The Board will continue to support this work while focusing on at least two major areas:

The first will be bringing to life the elements of the two-year Balance and Growth Initiative (BGI), a plan approved at December 19th's Congregational Meeting to eliminate our now-systemic budget shortfall. This will mean taking concrete steps and measuring our progress toward membership growth initiatives, cost-cutting efforts, new income strategies, and many other well-considered elements—all counting on the generosity and advocacy of this congregation.

The second will be reexamining the current protocols for reopening our building, with the goal of having UUS more accessible as soon as safely possible, while continuing to serve those who can't be with us in person during COVID and into the future. We believe congregants' spirits are nourished by in-person connections, but that progress toward togetherness comes with caution as well as care.

Along with the two issues above, the Board will develop other goals and support other initiatives—some now unforeseen—that will strengthen our mission and vision in 2022. This work will begin at a 4.5-hour planning meeting of the Board, Saturday, January 8th.

This congregation deserves praise for facing adversity with resolve and meeting challenges with optimism. The trustees will continue to foster the positive spirit that has moved us all to this place historically, physically and in spirit.

Caring and acting together,
Alan Swanson, President

Join Us for Sunday Services

Join via Zoom: bit.ly/UUS_Virtual_Sunday_Service. (Meeting ID: 945 6258 4740, Passcode: 927789). **Join in Person:** Plan to arrive early so you can be seated by 10 am. Please stay home and care for yourself if you're not feeling well or have been exposed to someone with COVID. Everyone over the age of 2 must wear a face mask that covers your nose and mouth. Find more details on attending services during the pandemic on our website: www.uusic.org/about-us/covid-19-info-updates/

January 2nd: "Marking Change" (Virtual Service)

Join us online as we mark the beginning of the year with a simple service of readings and ritual. We will be letting go of our regrets by burning or dissolving special paper. Dissolving paper and flash paper are available in the entryway of UUS if you would like to stop by and pick some up before the service. Worship Associate Emily Johnson will be leading this service. There will be no in-person service at UUS.

January 9th: "Reviving Epiphany" (Multiplatform Service)

What do Three Kings, New Year's resolutions, and flashes of insight have in common? Come and find out in this service that marks the Christian feast day of Epiphany and a new year, as we explore the contemporary and root meanings of epiphany and any relevance for our lives and our Unitarian Universalist faith in 2022. Rev. Lois Cole, UUS Community Minister, will lead this service. She serves as a chaplain in UI Stead Family Children's Hospital.

January 16th & 23rd (Multiplatform Services)

Rev. Diana Smith will lead these services. More details to come.

January 30th (Virtual Service)

This will be a Spirited Sunday service. Spirited Sundays are all-ages alternative services that allow us to engage with spiritual practices and meaningful play. More details to come.

Please visit the website or check the weekly emails for more details on these and future services.

January's Offerings Benefit the

Abbe Center for Community Mental Health

The professional staff of the Abbe Center, located in the Towncrest area of Iowa City, seek to improve lives in our community through the integration of mental health and wellness services. Physician, nurse practitioner, and social work services are available weekdays by appointment.

5th Sunday Offering, January 9th

When a month has five Sundays, the Social Justice Team identifies a special need to support with the extra week of offerings. On January 9th, the 5th Sunday offering will support the families in Kentucky that were impacted by the recent tornados. Donations will provide relief for families most in need through the Team Western Kentucky Tornado Relief Fund.

Offering donations can be given online (<http://bit.ly/UUSPartner>) or mailed to the office. (Write checks to UUS, with *Abbe Center* or *5th Sunday* on the memo line.)

You can also designate an offering donation to our Operating Budget (<http://bit.ly/UUSOperating>), as a general donation or towards the fulfillment of your annual pledge.

Updates on Religious Education

As many of you know, at the end of December we were sad to say goodbye to UUS's Director of Lifespan Religious Education, Marsha Thrall, who had joined us in August.

Since then, Rev. Diana has been working with the Religious Education (RE) Transition Team on program plans. UUS has a strong group of RE volunteers. Alice Atkinson, with the support of other teachers, will be leading the online POP! Program for preschoolers. David Tokuhisa and Jim Trepka will be continuing to lead the youth group. Our OWL (Our Whole Lives) facilitators will be continuing to lead middle school OWL. And we will be continuing to have activities during Sunday services.

We will soon have a temporary consulting RE Coordinator in place to provide support for this programming while Rev. Diana works with a team to hire a new Director of Lifespan Religious Education. More information about our consulting RE Coordinator and the DLRE hiring process will be coming via email.

From Your Director of Congregational and Community Engagement, Peggy Garrigues

Starting Point Class Begins in January

Would you like to meet with others to learn more about our UU Society and Unitarian Universalism? Are you considering becoming more engaged here, and maybe even officially joining UUS as a member? If either of those are true, come be part of our Starting Point class!

We will meet from 7 to 8:30 pm on Zoom for five Tuesdays, beginning January 11th. The first four sessions will be for anyone who wants to learn more and get engaged. You will have a chance to meet others, share some of your journey to UUS, learn about UU history and values, hear some highlights of UU Society history here in Iowa City and Coralville, and learn about groups and opportunities for more engagement here at UUS. The fifth session is a Preparation for Membership class, if you want to consider becoming a UUS member.

For those interested in joining, our next New Member Ceremony is scheduled as part of the Sunday Service on February 20th. If this round doesn't fit your schedule, we offer Starting Point class series four times a year. Some series will be in person at UUS, some will be on Zoom.

Contact Peggy Garrigues, Director of Congregational and Community Engagement with questions: dcce@uusic.org.

From Your Director of Congregational Music, Alex Heetland

Making music together has been a different kind of experience for a while now. Certainly since I started at UUS we have been restricted in how we can make and experience music communally. Although we aren't able to have groups singing and playing in Sunday services, I am grateful for singers and players who have volunteered to help lead songs and provide special music for services in the fall. We have been treated to a wide variety of styles and sounds. I do know, however, that there are many people I have not met yet! If you are keen to share your music in a service or another setting, please email me at music@uusic.org.

You may have seen some videos of UUS singers during a service. This is one way we are able to have group music in services right now. These videos are also being posted on the "Music at UUS" Youtube channel. If you are interested in joining to sing, do come along! We will be meeting at UUS Thursday evenings at 7 pm, starting January 20th.

Our Staff Pianist and Music Outreach Coordinator, Hsin-Hui, has been working on a recital series with guest musicians for the winter and spring months. Over three recitals, we plan to highlight music from Asian composers, Black composers, and Queer musicians. Look for more information soon on these!

Finally, we are looking to create new ways of community music making outside Sunday services at UUS. I have some things in the works, but would love your input!

Social Justice Team Report

The Iowa UU Witness and Advocacy Network (IUWAN) seeks to connect UU Iowans with each other for education, social justice networking, and targeted action to address needed changes. They partner with a number of groups. Below are opportunities resulting from these partnerships:

- **You are invited to a Zoom Book Discussion on January 27th, 2022 at 7 pm**, sponsored by the Iowa UU Witness and Advocacy Network and People's Church in Cedar Rapids. The selected book is this year's UU Common Read, *Defund Fear: Safety Without Policing, Prisons, and Punishment*, by Zach Norris. The first half of the book will be discussed in January, and the second half at another scheduled session, February 22. All Iowa UUs are welcome.
- **Dr. Allen Hays will be speaking about the rising crime rate at a Cedar Valley UU's zoom forum on Sunday, January 23rd, from 11:15 am to 12 pm.** In his presentation called "Murder, He Wrote," Dr. Hays, professor emeritus of University of Northern Iowa will refute the right's claim that leniency is causing an increase in crime. The Cedar Valley UU Zoom meeting ID is 9150-309-3283 and the passcode is CVUU.
- **Pachamama Alliance-Iowa announces a new training that starts in January, called "Awakening the Dreamer."** A new group in Iowa, Pachamama Alliance- Iowa is part of an international movement intent on building an equitable, socially just, and a life-affirming future for all. This would happen with an informed reallocation of resources. For more information or to register, see the website: <https://www.pachamama.org/>

Immigration Action Team Report

Our Circle of Friends immigrant families send us messages of gratitude for gifts donated by members of UUS and received several days before Christmas: Pablo and Modesta, siblings living in Iowa City's south side, are grateful that their younger children received toys, jackets and snowpants. The parents were thankful for the Target, grocery and gas gift cards. When Carlos and Yetma go back to work, they will have bus passes. The grocery gift cards are needed as they are in-between jobs. Rabab and Montaser's family welcomed a new baby last month and will make good use of the donated gift cards. A weaver and single mom, Griselda was able to buy items her boys needed for school and was appreciative of the grocery and gas cards. Vidal and Maria send thanks for the gift cards for groceries and gas.

All families will save on water bills due to their new water-saver shower heads and will save on electric bills as a result of newly installed LED light bulbs. These items were made available for our purchase by the Johnson County Energy District, a group dedicated to accelerating the use of renewable, clean energy throughout the county.

Thank you to the UUS members who contributed to provide these families with a gift that will benefit them for months and years to come!

Secular Humanists, January 18th

This month, we will host a Zoom discussion on polarization in the United States on Tuesday, January 18th, at 7 pm. Political polarization increased notably during this past decade, and there are yet more things that divide us outside of politics. Participants are encouraged to consider the following:

- What sorts of divisions have you witnessed in this past decade? When should we value cohesion?
- When should we value compromise? When shouldn't we?
- What does this current trend mean for us as Secular Humanists?

Zoom link to come. For questions, contact group leader Daniel Valentin at secularhumanists@uusic.org.

Regional Assembly, April 30th, 2022

Save the date for our virtual MidAmerica Regional Assembly set for Saturday, April 30th, 2022, from 9 am to 1 pm CT. CB Beal will speak, we will hold our Annual Business Meeting, and there will be time for breakout rooms for connection and conversation. Mark your calendars! Registration opens January 21st, 2022. Find out more at <https://www.uua.org/midamerica/ra/2022>.

Covenant Groups Report

In December—in keeping with the holidays, perhaps—groups discussed the important matter of “Opening to Joy.” Seems like a simple thing to do at first, but opening yourself to receive a feeling as powerful as joy can be a complex, even tricky thing to do. To begin with, if experienced as a sudden rush of emotion, joy can be a bit overwhelming and even throw you off balance for a time. Or it can be hard to find in your life, which makes this a painful subject to talk about. In a world as beset with long-term problems and everyday tragedies as ours is, it might seem pretty elusive. And then there’s what some see as its contradictory nature. Consider the words of Kahil Gibran: “When you are joyous, look deep into your heart and you shall find it is only that which has given you sorrow that is giving you joy. When you are sorrowful look again in your heart, and you shall see that in truth you are weeping for that which has been your delight.” In other words: it’s complicated.

In January, groups will be taking a close look at their covenants—the values they agree are important to live by—making additions or changes as needed, then recommitting to them.

If topics like these intrigue you, you may be ready to join a covenant group. The covenant group program offers its 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).

January Birthdays

Kara Beauchamp	Olivia Headings	Ron Owings
Marsha Cheyney	Sarah Holmes	Wyatt Palmer
Ron Crawford	Aubrey Hoth	Pat Pavelich
Jo Cunningham	Tyler Hoth	Judy Quinn
Jane DeWitt	Trey Hotsenpiller	Edward Raley
Donna Friedman	Merle Ihne	Leo Rode
Keith Friestad	Connor Jakob	Ricardo Sauro
Laura Friestad	Miriam Kashia	Danielle Tallman
Meredith Gall	Barbara Laughlin	Cheryl Tugwell
Kianna Haslett- Tomova	Halie Lopez	Jason McGinnis

UU Free Lunch Program Report

On December 10th, the last second Friday of the fall season, our UUS Free Lunch team served 89 meals to Free Lunch diners. UUS volunteers Bob Littlehale (Team leader), Deb Galbraith, Caroline Johnson, Carrie Norton, Vicki Siefers, Donna Simonton, and Theresa Ullerich were assisted by Diane Platte, ICFLP Director of Kitchen and Volunteers, as they navigated a new system in which diners had the option of eating indoors or taking carry-out. Indoor diners followed strict COVID guidelines including eating in small numbers, distancing, and wearing masks when not seated or eating. Their indoor meal was made even brighter when Donna Simonton provided holiday music. Thank you, Donna!

Many thanks to Star Wojciak whose generous donation funded the meal which included chicken strips, baked beans, potato salad, bananas, juice, and holiday cookies. Also, as 2021 comes to a close, thank you to the many UUS members, friends, and covenant groups who donated money for food over the course of the year. We could not have continued our Free Lunch work of nearly 40 years without you. It takes a team!

If you are interested in learning more about the ways you can contribute to the Free Lunch Program, please contact Carmen Griggs at cgriggsiowa@gmail.com.

Past Service Attendance

December 5th

(All in for Climate Justice, Food Equity, and Sustainability)

72 virtual, 45 in person

December 7th

(Hold a Stillness Evening Vespers)

10 in person

December 12th

(Opening to Joy)

70 virtual, 54 in person

December 19th

A Season of Light & Dark)

69 virtual, in person

UUS Staff

Minister: Rev. Diana Smith (minister@uusic.org)

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

Director of Congregational and Community Engagement:

Peggy Garrigues (dcce@uusic.org)

Director of Congregational Music: Alex Heetland (music@uusic.org)

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

Staff Pianist & Music Outreach Coordinator: Hsin-Hui Liu
(pianist@uusic.org)

Building Steward: Ron Wright (contact the office)

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

UUS Board of Trustees, 2021-2022

President: Alan Swanson (president@uusic.org)

Vice President: Rochelle Honey-Arcement
(rochelle.r.honey@gmail.com)

Past President: Joe Rasmussen (uusicc.joe@gmail.com)

Secretary: Paula Miller (kosmikku@yahoo.com)

Treasurer: Mike Pavelich (treasurer@uusic.org)

Finance Trustee: John Raley (jralley@amfam.com)

Trustee: Julia Audlehelm (juliasdrawings11@gmail.com)

Trustee: Diana Henry (savekemet@gmail.com)

Trustee: Hazel Seaba (hazel-seaba@uiowa.edu)

Unitarian Universalist Society Board of Trustees Meeting Highlights

December 15th, 2021 (virtual via Zoom)

Board meeting minutes are available [on the website](#) or can be requested from the UUS Congregational Administrator.

PRESENT: Alan Swanson (President), Joe Rasmussen (Past-President), Rochelle Honey-Arcement (Vice-President), Mike Pavelich (Treasurer), Diana Henry (Trustee), Julia Audlehelm (Trustee), Hazel Seaba (Trustee), Rev. Diana Smith (Minister, Ex Officio), Paula Miller (Acting Secretary), John Raley (Financial Trustee). **ABSENT:** None.

President Swanson called the meeting to order at 7:02 pm.

BOARD READ: Members discussed chapters 7-9 from *Trauma Stewardship* by Laura van Dernoot Lipsky.

CONSENT AGENDA: *The Board received the consent agenda and voted to approve the November 17th Board minutes, December 8th Exec. Committee minutes, Treasurer/Finance reports, and Minister/staff reports. The Board voted unanimously to approve the consent agenda with one change to the Exec. Committee Minutes (the header date was incorrectly listed as December 20th).*

BOARD COMMITTEE REPORTS:

Governance: No December meeting. Will meet in January.

Personnel: Will meet later this month and will provide updates at the January Board meeting.

Finance: No December meeting. Raley noted that during the December 12th post-service Zoom information session a UUS member observed that the Other Revenues/Fundraiser line #4690 "Sunday Refreshment Donations" totaling \$300 be eliminated since this is such a small part of the overall budget, and putting out a collection basket might make visitors or members feel obliged to pay when they get coffee and snacks. It was also noted that we have hardly received any funds from this source for almost 2 years due to elimination of the social hour as a COVID precaution. *Raley moved to remove the "Sunday Refreshment Donation" fundraiser from the budget, seconded by Swanson, the vote was unanimous.*

Right Relations: No updates.

Mission & Vision Review: Next meeting on December 20th.

OTHER BUSINESS:

COVID and UUS Reopening Progress: Johnson County is currently at 42.4 cases/100,000 which is an increase from last month but does not put us back to Phase 2 of our Reopening Plan yet.

Rev Diana noted that it has come to her attention that there are some small group meetings, both at UUS and off-site, who are in violation of Phase 3 which requires all participants to wear masks when in a shared space and no sharing of food or drink. Since Phase 3 is a policy, the Board does need to act on addressing this. She confirmed that it would be very difficult to enforce the Phase 3 guidelines at off-site gatherings. Phase 4 guidelines do allow groups to meet without masks, so a simple policy change would be to adopt Phase 4 guidelines for group gatherings for now before a new task force is created to re-visit COVID policy. Swanson and Pavelich advised that we should think about inclusion at these gatherings: it should be stressed

to the congregation that if one person is uncomfortable with removing masks then all participants should remain masked. Audlehelm commented that she has spoken to some UUS members who feel that we are behind other religious organizations when it comes to progressing toward reopening. The new motion would allow Phase 4 guidelines to be adopted at group gatherings both on- and off-site if all participants agree. *Pavelich moved to approve the motion to move to Phase 4, seconded by Rasmussen. The motion passed unanimously.*

December Congregational Meeting: Will be held in person and on Zoom at 11:15 am on Sunday, December 19th. Swanson confirmed that there will be no live voting in the sanctuary; only online and paper ballots can be submitted. Peggy Garrigues will be monitoring the Zoom meeting and will share any questions or discussion points with participants in the live meeting. Rasmussen commended past-president Amy Fretz for her enormous contribution to ensure the online voting process goes smoothly. Amy is working on documenting the steps of the process to make it simpler for volunteers to manage online elections in the future. Rev Diana confirmed that the Zoom meeting will be recorded separately from the main worship service. She also suggested that the Board have a debrief in January to clear up some confusion for the next multi-platform meeting.

UNFINISHED BUSINESS:

Board Planning Meeting: Is currently set for January 8th, 2022, and will focus on brainstorming 2022's three open questions relating to UUS's mission and vision. Rasmussen advised that the Minister's Report states that we are also going to debrief the recent listening campaign, and he requested a summary of this prior to the planning meeting. Rev Diana confirmed that at the most recent listening campaign meeting there were some "themes" which came up for discussion, but it is uncertain if a full report will be ready before the planning meeting. Honey-Arcement wants to discuss the next steps for the BGI campaign and confirmed that there will be another meeting of the current BGI group after the planning meeting. Up for discussion will be whether there will be another meeting of the current BGI group or if they will add new members, how frequently they should be meeting, and what will be their new action plan.

NEW BUSINESS:

Treats and Talents Auction: This annual fundraiser for the operating budget was held via Zoom on Friday evening, December 3rd. Rev Diana confirmed that it was a really fun event and very well-planned and coordinated by the auction team. Audlehelm confirmed that the total raised so far is over \$19,000 which exceeds the initial goal of \$13,000. Next year they may also have a book exchange or book sale.

(Continued next page)

Holiday Staffing: At the November Board meeting the Board voted to allow all UUS staff a paid week off between Christmas and New Year's Day to thank them for all the hard work they have done this year. However, that motion only stated that 3 paid days off would be compensated. Rev Diana clarified that this applies to full-time salaried staff since they are already receiving holiday pay for both Christmas and New Year's Day. However, part-time hourly staff would be missing pay for that week if they were only compensated for 3 days. To make sure that part-time staff receive the full week's pay we need an amendment to confirm that they will be paid for their normal work hours for that entire week. The amendment was formalized during the Executive Committee meeting. *Rasmussen moved to adopt the amendment, seconded by Henry. The vote passed unanimously.*

Concert Series: Staff pianist Hsin-Hui Liu and Music Director Alex Heetland would like to have a monthly concert series with visiting artists which may also raise funds for non-profits. They requested that the Endowment's Music Fund be used to seed the program. Swanson confirmed that this is a good example of the BGI plan to bring outside focus on the UUS and its mission and vision for growth. Pavelich confirmed that the reason why the Board is acting on this first instead of Endowment is because the first concert will be in January, and we need to provide funds for the January concert as soon as possible instead of waiting for Endowment to meet and approve their fund-raising form. He spoke to Gary Lawrenson from the Endowment committee who does agree with this plan, so there is no problem with the

Board providing funds immediately for the January concert and then later requesting reimbursement from the named Endowment music outreach fund. There is about \$13,000 in the Music Endowment Fund. *Henry moved to approve the motion to use cash flow start-up funding to begin the concert series in January 2022, seconded by Pavelich. The vote to help fund the concert series was unanimous.*

Solar Panel Investment: Solar panel investors are continuing to individually return UUS Solar LLC shares as gifts to the UUS. Pavelich confirmed that we are paying the group which owns the solar collector \$10,000/year for the electricity which is generated on UUS grounds. If we can get ownership of that array then it is likely that we can save up to \$8,000/year, which would be quite a gift back to the LLC. Swanson confirmed that eventually all the shares will be gifted back to the UUS. Rasmussen advised that during his presidency it was determined that this does not require a congregation-wide vote as the Board approves the transaction.

CLOSED EXECUTIVE SESSION: was interrupted at 8:08 pm by severe weather warnings. The Board agreed to continue the closed executive session at a later meeting. This closed executive session was completed via Zoom at 12 pm on December 18th.

CLOSING

Swanson adjourned the meeting at 8:10 pm. The next full Board meeting is Wednesday, January 19th, 2022, at 7 pm.

—Submitted by Paula Miller, Interim Secretary

November Financial Report Highlights

Operating Bank Accounts: End-of-month totals = \$306,000. This is up from last month, which is encouraging as the previous two months had shown larger than predicted drops in the accounts.

Income: Monthly pledge income exceeded our budgeted expectation by over \$7,000. This overage is in part due to people paying their 2022 pledges early, which is an annual trend.

Congregants raised \$360 for the October partner the Emma Goldman Clinic, \$25 for the October 5th Sunday agency, the Catholic Worker House, and \$490 for the November agency, the Free Lunch Program.

The 11/14 Iowa Women's Music Concert raised \$172, which was split 50/50 between the performers and the UUS operating budget. The Diwali event the following week brought in \$35 in freewill donations to offset costs.

Expenses: Expenses were \$2,140 under budget for the month. The majority of program sections are on track to be under budget for the year. As usual, the Building/Grounds budget lines are the most likely to go over budget for the year. We paid a few more regular annual vendor agreements in November, In unexpected maintenance bills (which we budget against), we paid \$1,260 to fix a heat pump leak and replace a broken thermostat and paid \$145 to get the garbage disposal fixed. We also needed to fix a broken

sidewalk light that was damaged by our landscaping vendor (this cost is being offset by unbilled landscaping work). The biggest remaining potential expense for the year is snow removal, but we've switched to a cheaper snow removal company which should help keep those costs down as much as possible. Overall, we are \$25k under budget for the year.

Status of our 2021 Deficit Spending: Recall that we projected that our deficit spending could be as high as \$175,000 for the year. The November figures show it to be \$113,300 to date, or an average of \$10,300 a month. If December holds to this average, we will have deficit spent only about \$125,000 for 2021. This leaves about \$60,000 in "extra funds" that we can use to cover part of the Operating Budget deficit for 2022, which we expect could be as high as \$95,500. We will ask the congregation at the December 19th meeting to approve using earnings from the General Endowment to cover the remainder of the 2022 deficit and the 2023 projected deficit of \$55,000. We plan to stop deficit spending in 2024. Hopefully by then we have increased income and trimmed expenses enough to have a sustainable balanced Operating Budget. If not, we will force that balance by judicious cuts to programs and staffing, giving us a sustainable balanced Operating Budget going forward.

—Mike Pavelich (Treasurer) and Emma Barnum (Congregational Administrator)