



# THE UUS NEWS

2022 | December

## From Your Board President Rochelle Honey-Arcement

I sit down to write this message on November 20th, a momentous day, one where our congregation came together to support one another and to create healing community in the safety of our beautiful sanctuary.

We woke up this morning to hear news out of Colorado Springs of another mass shooting, this one in an LGBTQIA+ bar, a hate crime meant to tell members of our community that we are not accepted or acceptable. As a member of this community who easily passes, I identify as asexual, biromantic, I have the privilege of not standing out, not being identified and targeted. But in situations like this, we are all targeted. None of us are safe, if any of us are not safe. None of us are free if there are others who are not free.

This morning, we were also covenanting with our new Director of Lifespan Religious Education, and had already planned on discussing how we create community through covenant. This beautiful service, which was put together by our beloved staff, worship associates and religious education team, allowed us to provide a healing space for the members of our congregation who are LGBTQIA+. The spontaneous expression of love, appreciation, and commitment to creating a space that is safe for each of us to be who we are and to grow into who we want to be, was an honor to be a part of. I believe that anyone who was able to be part of that service will carry the impact of it with them for a very long time.

We also had the opportunity to share the space with our minister, the Rev. Diana Smith, who was in attendance and took part in the covenanting ceremony for Nic Kaplan, our new DLRE. It was a blessing to have her in our midst and for her to take part in this important ritual. The music was stunning, some of it composed and written by our Music Director, Alex Heetland, and some written at Standing Rock

by Indigenous Peoples who experienced oppression while fighting for their rights and for our environment and future.

I am in awe of our community. It is a safe haven for each of us and I hope it continues to be for generations to come. In order for that to happen, each of us must look inside to explore in our hearts what we are willing to do to ensure the continued presence of UUS in our lives. What skills are we each able to share with our community and how can we financially support the operations and the staff that allow us to have such moving and life changing opportunities of healing.

On December 18th, we will have our Congregational Meeting where we will vote on our budget for 2023 and on a bylaw change regarding absentee voting. In being part of the budgeting process, I have learned how much it takes to run this community. Our beautiful, environmentally conscious building, our phenomenal staff, the programs and social justice pursuits all cost money. We are working on new and exciting ways to bring in money into our congregation and engage with our wider community, but we must each ask ourselves how much we value being part of this community that can create such a healing service as the one I was part of today.

Thank you all, for being part of our community, and for being part of the healing, safe haven, that UUS represents for all of us. Be gentle with yourself and with each other. The world we live in is simultaneously harsh and beautiful. My aim is to create as much beauty to add to our world as I possibly can. I am here for you, and if you wish to talk, please reach out and I would be happy to make time to engage in conversation.

Rochelle Honey-Arcement

## Upcoming Services

*Join us at 10 am on Sundays,  
in-person or virtually*

### **December 4th: *In the Midst of Mayhem***

How do we face chaos? Catastrophe appears not as a single event we can muscle through but a rhythm of crisis that marks everyday life. This service, led by Jenna Supp-Montgomerie and Brenda Linley, confronts that reality and explores where we might find sources of strength and courage to build beauty out of mayhem.

### **December 11th:**

#### ***Married to Amazement***

We are routinely encouraged to live in the present. Though most of us, myself included, spend a fair amount of time working through the past or imagining the future. Centering oneself in the present is a choice. What do we miss when we live in the past or future? What gifts might we find if we choose to remain in the present? How can we center ourselves in the present when we are scared or afraid and what might we discover if we do? Rev. Sharon Dittmar will lead this service along with Worship Associate Val Bowman.

### **December 18th:**

#### ***Little Bear and the Snow Tree***

As the darkest day approaches and we look to the rebirth of the sun, let us come together for this interactive worship service celebrating the Winter Solstice.

*The Congregational Meeting will follow the service at 11:15 am. See page 3 for more information.*

### **December 25th:**

#### ***Online Christmas Day Service***

Join us **online only** to celebrate December 25th—Christmas morning and the last day of Hanukkah—through a pre-recorded service developed by UUs around the country. This service includes something for everyone, with the kindling of many lights, a Time for All Ages, hymns and carols and two short reflections exploring what Christmas and Hanukkah offer us as we approach the new day.

At 11 am, Rev. Diana will host a drop-in Zoom coffee hour for all who wish to gather for conversation.

*Find more information on our Sunday Services [on our website](#).*

## Holiday Services

### **December 7th: *Hold a Stillness***

**7 pm:** For many of us, the holiday season and ending of a year can be challenging. Join us at UUS for this evening service as we hold space for ourselves and each other, acknowledging the darkness of winter through readings and poetry, chanting, ritual, and meditation.

This service is part of WonderfUUI Wednesday programming, which begins with a potluck at 5:30 pm (see page 4 for details). You do not need to attend the potluck to come for the service.

*There will be no online option for this service.*

### **December 24th: *Christmas Eve Services***

**5 pm:** Join us at UUS or online for our special Christmas Eve family service with lessons, special music, and carols!

**9 pm:** Join us outdoors at UUS for a candlelight service of carols and readings. We'll be outdoors for this half hour service so dress warmly, wear a face mask, and be prepared to sing as loudly as you like as we make Christmas music together!

*There will be no online option for this service.*

### **All offerings collected during the holiday services will benefit the Minister's Discretionary Fund**

The Minister's Discretionary Fund provides emergency assistance and support for members of our congregation and the community. Checks for the offering baskets should have "MDF" on the memo line. You can also donate online at <https://onrealm.org/uusic/give/MDF> or mail a check to the UUS office.

## Sunday Offerings in December Benefit the Free Dental Clinic

Dentists, dental students, dental hygienists and dental hygiene students volunteer to provide exams, treatment plans, cleanings, fillings for cavities, and simple tooth extractions to adults and children. Limited dental hygiene appointments are available.

All cash donations collected during or for the Sunday Services offerings benefit our monthly community partner, unless otherwise earmarked on a donation envelope. Checks for the offering baskets should have "Free Dental Clinic" on the memo line. You can also donate online at <http://bit.ly/UUSPartner>, text "GivetoUUSIC Partner" to 73256, or mail a check to the UUS office.

## Congregational Meeting

The members of UUS will gather in person and virtually **after the service on Sunday, December 18th**, for our Winter congregational meeting. The main agenda items will be to amend our bylaws related to elections, and to vote on our 2023 budget.

The meeting will take place in the Sanctuary at 11:15 am. Voting members can also participate virtually via a private Zoom meeting, and the meeting will be streamed on YouTube for friends and visitors.

A meeting packet will be sent two weeks beforehand to all voting members, and will include an agenda, the Zoom meeting invitation, information on the voting process, minutes from the May 2022 congregational meeting, and the elements of the Election Buddy ballot. (The agenda and a list of voting members can be found on pages 9 and 10 of this newsletter.)

Just as we did for our Spring meeting, online voting will take place **after** the congregational meeting and will be open until 5 pm on Friday December 23rd. (However, those who wish to vote by paper absentee ballot **must return them prior to the December 18th meeting** per the current UUS bylaws.) The results of the election will be announced via special email.

## Update From Rev. Diana

*(The following is an excerpt from a congregational email sent November 19th, 2022. [Read the full email here.](#))*

Dear Ones,

Thank you so much for your ongoing support as I continue my long COVID recovery. ... As I've learned more about the pace of my healing, we have decided that I will not return to UUS full time until the beginning of January. At the same time, though, as I strengthen all my muscles I will be beginning to be part of some worship services [in December].

As I engage with this work, I am so grateful to the Board, staff, and many teams for supporting each other and encouraging me to keep doing what I need to do to fully heal. I have been attending services online and it does my heart good to witness how you are supporting each other and doing the good work of continuing to make UUS a beacon of love and hope in the world. You are giving me the gift of witnessing and experiencing the gift and wonder of covenantal community, the many ways we bless each other and the world.

Love and Blessings, Rev. Diana

## Past Sunday Attendance

**October 30th: Honoring Ancestors (and the Ancestors in Us)**

85 in-person, 114 YouTube views

**November 6th: Make Some Noise & Get in Good Trouble**

88 in-person, 56 YouTube views

**November 13th: Pathfinder or Whack-a-Mole?**

66 in-person, 101 YouTube views

**November 20th: How We Come Together in Covenant**

80 in-person, 58 YouTube views

## Treats and Talents Auction

### Gathering and Giving Together

#### Online Silent Auction Now Live!

Our auction website is now live! Here is a sample of some of the over 180 auction items:

- First Annual UU Old People's Golf Extravaganza
- A piece of 10 S. Gilbert Memorabilia
- Fairy Village Art and Tea Party with Rev. Diana
- 3 night summer stay at a lake house in Wisconsin
- A farm to table vegetarian dinner
- A dessert of the month
- An Afghan dinner
- A singing Elvis head
- Homemade English muffins
- A Halloween Party for grownups
- Jewelry
- Flower arrangements
- Posters
- Some classic games
- Knitting or crocheting lessons
- And much more!

You can only bid if your email is in our auction system. If you are a UUS member or active friend, you should have received a personalized email to give you access to the auction website. If you want to view and bid in the auction, but haven't received an email, contact Peggy Garrigues [dcce@uusuc.org](mailto:dcce@uusuc.org), or Judy Tokuhisa [judy.tokuhisa@gmail.com](mailto:judy.tokuhisa@gmail.com). [Detailed online bidding instructions are linked here.](#)

The online auction will end at 9:30 on December 3rd, coinciding with the end of the in-person dinner.

#### Dinner & Live Auction: December 3rd

The in-person auction event will begin at 5:30 pm and will include entertainment by the Yahoo Drummers as people gather, a Middle Eastern feast catered by Tabooleh restaurant in Coralville, both wine and festive non-alcoholic drinks, and friendly competition to be the winning bidder(s) of several unique live auction items, all to create an enjoyable gathering that helps to support UUS! (If you are not able to attend in person, you are welcome to have a friend bid for you!)

Dinner tickets will be offered for a \$30 suggested donation. Childcare will be provided for \$5 for the evening (includes a pizza dinner!). You can purchase or reserve your dinner tickets online at the auction site. [Instructions for purchasing dinner tickets online are attached here.](#) Note: you will not actually be paying for your dinner tickets online, just making a reservation.

We look forward to fun and supporting UUS together!

Auction Team: Judy Tokuhisa, Julia Audlehelm, Monique DiCarlo, Sue Kann, Pat Pavelich, Deb Schoelerman, and Cheryl Tugwell, with staff support from Peggy Garrigues.

# From Your Director of Lifespan Religious Education

## Nic Kaplan

In December, we move on to the theme of wonder. I wonder how many children, youth, and families will sign up to light the chalice this winter? We're continuing to look for individuals and families who can help us with this ritual each week. You can sign up [here](#) and if you sign up by the Wednesday before the Sunday you'll light the chalice, your name(s) can be included in the Order of Service.

### RE Classes

**Nursery:** Our nursery is open from 9:30 until 11:30 most Sundays. The nursery is intended for infants and toddlers through age three except on 3rd Sundays when preschoolers are also invited to the nursery if they wish. On the 3rd Sunday of each month, the nursery stays open until noon to allow parents and caregivers time to engage with our all ages activities on their own and then with their tiny tots.

**Pre-k and Kindergarten:** Preschool children and kindergarteners are invited to start the morning in the Juniper room or in service. If they begin in service with their families, they'll be invited to go to class after the Time for All Ages. These 3-6 year olds will be using the Soul Matters curriculum and have a variety of activities each week and they love to spend time playing together outside, so please plan accordingly. During All Ages services, preschool and kindergarten children are welcome to explore the nursery space.

**1st-3rd and 4th-6th grade:** Currently these age groups are gathering together in either the Redbud or Maple rooms after the Time for All Ages.

- 1st and 2nd Sundays - Soul Matters
- 3rd Sunday - No class during service; all ages activities afterwards
- 4th Sunday - Superhero Sunday (real lessons to be learned from superheroes about anti-oppression, personal responsibility, and love.)

**Jr and Sr High:** In December, we'll look to the coming year and the youth will get to make some decisions about what they'd like to see in 2023. We will also have a holiday party, so families should be on the lookout for information about that soon.

If you have any questions or if you'd like to volunteer with the Religious Education program in any capacity, please email me, Nic Kaplan, at [education@uusic.org](mailto:education@uusic.org) or call (319) 423-9924. I look forward to hearing from you soon!

## Friday FUUn Night - Kids Night Out!

Children and Youth who are members and friends of UUS (infants through high school) are invited to join us on **Friday, December 16th, from 5 to 8 pm** for pizza and winter themed games and crafts (snowman bowling, candy cane races, snowflake making, painting, and more!) A suggested donation of \$5-10 per child/youth will cover expenses. Any additional funds will go to RE programming for future events.

[Please register](#) by December 14th to guarantee a spot.

### Woodland Creatures Needed!

December 18th we will be celebrating the Winter Solstice during service with something known as a "pop-up" pageant. There are ZERO rehearsals and no commitment outside of service time on the 18th for the characters. To make sure all the parts are covered the day of the service, I'm asking for volunteers to sign up in advance.

I need 10 woodland creatures, 4 individuals to bring forward symbols when we call the 4 Directions (items provided), and some crafting help. The crafting will need to be done before December 18th. Please [sign up here](#).

### WonderfUUI Wednesdays

Join us at UUS on the 1st and 3rd Wednesday of each month. Doors will open at 5:30 and we'll sit down for our potluck dinner about 6. Everyone is invited whether you can just attend dinner, just the activities, or you can stay the whole time. Activities will begin about 7 pm after we have all cleaned up from dinner.

On December 7th the entree for dinner will be a vegan and gluten free Mexican lasagna made by Pete Brokaw, please bring side dish or dessert to share. One of the after-dinner activities will be the Hold a Stillness Vespers service (see page 2 for details). There will also be a supervised Makerspace available for any children whose parents are attending the service, or any youth or adults who prefer creative projects of their own or with suggestions and materials provided.

We are looking for a team of volunteers to help plan WonderfUUI Wednesdays, and to make the entrees. Please contact Peggy [dcce@uusic.org](mailto:dcce@uusic.org) or Nic [education@uusic.org](mailto:education@uusic.org) if you are interested!

Program and dinner details are still being worked out for the December 21st WonderfUUI Wednesday, but will include crafts and activities to celebrate the solstice.

If you have any questions or if you'd like to volunteer with the Religious Education program in any capacity, please email me, Nic Kaplan at [education@uusic.org](mailto:education@uusic.org) or call (319) 423-9924. I look forward to hearing from you soon.

## Religious Education December Calendar

- **December 2nd & 3rd:** OWL overnight
- **December 4th:** RE classes during service; youth group from 11:30 am to 1 pm (with lunch)
- **December 7th:** WonderfUUI Wednesday 5:30 to 8 pm Potluck dinner & all ages activities (including Hold a Stillness Vespers service)
- **December 11th:** RE classes during service; youth group holiday party from 11:30 am to 1 pm (with lunch)
- **December 16th:** Friday FUUn Night Kids Night Out 5 to 8 pm
- **December 18th:** All Ages Service followed by activities
- **December 21st:** WonderfUUI Wednesday 5:30 to 8 pm Potluck dinner & All-Ages Solstice activities (including an all-ages Solstice service)

# Highlighted Upcoming Events

## Sigils: Creation and Use, December 2nd

You are invited to join the Owl Moon Covenant of UU Pagans (CUUPS) for a discussion of how to create sigils and what they can be used for. No experience necessary! We will practice different techniques, share our favorites and try out a few that are new to us. We will meet from 6 to 8 pm at 840 S. Capitol St., Iowa City, IA (this is a side door to the Iowa City Fab Lab Makerspace). All are welcome. Contact [cuups@uusic.org](mailto:cuups@uusic.org) with questions.

## Holiday Talent Concert, December 4th

Our Music Outreach Program is coordinating a special afternoon concert **at 4 pm on Sunday, December 4th**, in the UUS Sanctuary, allowing our very own musicians to share their musical talent.

This event is part of the UUS Music Outreach Program series, and is free and open to the public. [Freewill donations are gratefully accepted](#) to support the Music Outreach Program and UUS. Send questions to Hsin-Hui Liu at [music.outreach@uusic.org](mailto:music.outreach@uusic.org).

## Clinton Street Trombone Quartet @ UUS, December 9th

You are invited to join us for an afternoon concert in the UUS Sanctuary featuring the Clinton Street Trombone Quartet from the UI School of Music. The Clinton Street Trombone Quartet (CSQ) is comprised of Kolbe Schnoebelen, Ty Waters, Ben Copeland, and Ryan Carter. CSQ is based out of Iowa City, Iowa and performs across the state of Iowa as well as competes internationally. They strive to engage, inspire, and entertain all ages through community engagement.

The concert will be held in the UUS Sanctuary at 3 pm. The program will include holiday music, a Legend of Zelda medley, and jazz. This event is part of the UUS Music Outreach Program series, and is free and open to the public. [Freewill donations are gratefully accepted](#) to support the Music Outreach Program and UUS. Questions can be sent to Hsin-Hui Liu at [music.outreach@uusic.org](mailto:music.outreach@uusic.org).

## UU Yarn Crafters, December 10th

The UU Yarn Crafters is a social group where UU members and friends get together to knit, crochet, laugh, and learn with each other. Our next meeting will be on Saturday, December 10th, from 10 am to 12:30 pm in the Hickory & Oak Rooms at UUS.

In the past we have worked on charitable projects together. We'll be looking for new group collaboration ideas, as well as sharing yarn and other project ideas.

All are welcome, all ages and skill levels. Masks are required. Bring yarn and needles to use and share, and snacks are welcome. Or just bring yourself, you'll be welcome. Questions about the UU Needlework Team can be sent to

Colleen Higgins ([colleeniris9@gmail.com](mailto:colleeniris9@gmail.com)).

## Vegetarian CommUnity Holiday Plantluck, December 17th

The Veg CommUnity will enjoy a festive holiday plantluck on Saturday, December 17th, at 5 pm in the Fellowship Hall. Please bring a favorite holiday plant-based\* dish for approximately eight servings (with the recipe or list of ingredients). Your table service will be provided. All UUS members and friends are invited to come. Please RSVP to Carol Throckmorton at [carolthrockmorton108@msn.com](mailto:carolthrockmorton108@msn.com) or (319) 337-3030.

\*Plant-based" means vegetables, fruits, legumes, grains, and nuts/seeds, plant milks and other non-dairy products, plant oils and butters, and plant-based sweeteners. Excluded are all animal products, including meat/poultry/fish, dairy and eggs, as well as honey.

## Holiday Cookie & Treat Exchange, December 18th

Now is your chance to show off your skills and share a little holiday cheer with a cookie and treat exchange during social hour on Sunday, December 18th!

Participants sign up to bring three dozen of their favorite or fanciest cookies, bars, candies, or other holiday treats (gluten-free and/or vegan options encouraged!). One dozen are donated to the hospitality program to be enjoyed during social hour, one dozen are individually bagged and set out for sale to congregants, and the final dozen are set out at a swap table, so all who participate can go home with an assortment of delicious new goodies. Congregants will be able to purchase tickets on the 18th to exchange for cookies from the sale table.

To sign up to participate in the exchange, please [fill out this form](#) for each type of cookie or treat you plan to bring. Please contact Emma Barnum ([admin@uusic.org](mailto:admin@uusic.org)) or Nic Kaplan ([education@uusic.org](mailto:education@uusic.org)) with any questions!

## Secular Humanists Holiday Potluck, December 20th

The Secular Humanists' December meeting will be an in-person holiday potluck at UUS from 6 to 8 pm on Tuesday, December 20th. Mark Yuskis will provide the meat dish; he always comes up with something delicious. That leaves the rest of us to bring side dishes and desserts. We will be able to use UUS plates, so there is no need to bring anything other than the dish you bring to share. We will have a chance to visit and catch up with one another. All who are interested in Secular Humanism are welcome.

If you need transportation to get to UUS, there are several people who could provide rides. Contact either Daniel Valentine ( 630-276-9976 ) or Caryl Lyons (319-321-0160; [clyons@southslope.net](mailto:clyons@southslope.net)) if you need a ride and we will try to arrange it. Also, if you could pick up someone who needs a ride, also please let Daniel or Caryl know. Hope to see you there!

## Immigration Action Team

### Circle of Friends

#### Guatemalan Weavings for Sale at UUS

Griselda, part of our Circle of Friends families, will be selling her weavings and her items she has made in the Fellowship Hall after the service on **December 11th and 18th**. She will have purses, table runners, table cloths, coin purses, scarves, wall hangings, Christmas decorations, potholders, beadwork, and more. Custom orders available.

#### Circle of Friends Holiday Gift Opportunities

Every year our congregation supports several immigrant and refugee families at the holidays with gifts for children and gift cards for the parents. Look for a link in the weekly emails to sign up.

The suggested amount for gift cards is between \$25 and \$50. Please bring gifts and cards to UUS on Sunday mornings or leave in the foyer in the designated box. Please label your gifts and gift cards with your name. Gift cards can be put in the black security box in the foyer or delivered to Deb Schoelerman. Please do so by Sunday, December 18th. Thank you for your continued generosity for these families.

### Asylum Sponsorships

Our congregation is currently involved in three sponsorships of refugees. In July of 2021 we welcomed Ko Ko Lwin from Myanmar, who is now anticipating a job with an architectural firm. Last June the Azizi family of five became a second sponsorship, which we are sharing with Faith United Church of Christ. This lively family with three children under the age of 6 has adjusted well to Iowa.

The third family, from Ukraine, arrives December 10th. The father, Ahmad, who is from Jordan, has a fellowship at the University of Iowa Hospitals. The Sunday Kindred Spirits Covenant Group will be assisting Angelika and her daughters Amina (10) and Adelina (5) in acclimating to their new home.

Should you be interested in becoming involved in supporting refugees, contact Sally Hartman ([sallyahartman@hotmail.com](mailto:sallyahartman@hotmail.com)).

### Racial Justice Team

The Racial Justice Team will NOT be meeting in December. Look for upcoming events and opportunities in the weekly emails closer to January.

### Little Food Pantry

The UUS little food pantry is being used by the community and we need help restocking! Leave food in the foyer in the bins or put directly into the food pantry. Your food donations are appreciated!

## Covenant Groups

In November, covenant groups were challenged by the discussion topic, "Welcome to the Path of Change." "Welcome," it says, not "brace yourself"—and that's the point. Change is inevitable. Much of it happens whether you want it to or not, How you react to it is the important question. Do you struggle, deny, refuse—or do you accept, adapt, approach it as an opportunity to discover a new path in life? Some change, however, you can bring about yourself, by creating the conditions that allow it to occur. Rev. Sara LaWall has written, "[We need] space to imagine a new way, and new self. Not moving or pushing but sitting and cultivating... to allow you space and time to reflect on your past, present, and future. To imagine a new beginning." What kinds of significant changes have occurred in your life? Were they a surprise or prepared for, welcome or painful? How did your life differ after these changes took place?

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](mailto:locherj@mchsi.com)).

## Green Sanctuary Team

Are you looking for ideas of what to give this holiday season that are more sustainable, practical, and locally sourced? Below are some ideas from the Green Sanctuary Team.

**Social/environmental Justice:** [Kiva loans](#) for small businesses ([Support artisans](#), or give a [Kiva Gift card](#)); [Heifer Project](#) (animal or stove), [Equal Justice Initiative Calendar](#), Donations to local organizations (Free Medical/Dental clinic, DVIP, Community, Center for Worker Justice, etc.), [Chico Mendes Reforestation Project](#), Local/international Artisans (10,000 Villages, Crowded Closet, or visit the Iowa City Holiday Market on December 17th at the Robert A. Lee Rec Center)

**Events:** Movie passes, theatre and concert tickets, bowling passes, restaurant gift cards, swim passes

**Consumables:** Bar shampoo or soap bars, fruit baskets, fair trade chocolate or coffee, local wines, facemasks, home made soup mix or cookie mix

**Gifts of Time:** Childcare, shoveling snow, running errands, cleaning, help with "downsizing," membership in a museum or environmental group

**Kids:** Classes, magazines, homemade play dough, origami paper, beeswax crayons and recycled paper

**Nature:** Field guide for birds, wildflowers, butterflies, trees, etc.

**Home and kitchen:** recycled paper towels, cleaning cloths, cloth napkins, beeswax wrap, hand soap in a glass bottle, biodegradable bags, etc. <https://us.whogivesacrap.org/> for sustainable toilet paper, towels, tissues with a special holiday box of toilet tissue (made from bamboo or recycled paper).

# UUS Board of Trustees Regular Meeting Highlights

November 16th, 2022

*Find the full minutes on our website or inquire with the office.*

**Present:** Rochelle Honey-Arcement (President), John Bowman (Vice President), Mike Pavelich (Treasurer), Christine Etlar (Secretary), Alan Swanson (past President), Jerry Wetlaufer (Financial Trustee), Diana Henry (Trustee), Hazel Seaba (Trustee), Julia Audlehelm (Trustee) **Absent:** Rev. Diana Smith (Ex-officio).

President Honey-Arcement called the meeting to order at 7:08 pm. Pavelich provided opening words.

**Consent Agenda:** The Board received the consent agenda which included the October 19th Board Meeting Minutes; November 9th Executive Committee Minutes; Treasurer's Report; Congregational Administrator's October Financials and Narrative Summary; Finance, Governance, and Endowment, October Reports; October Staff Reports (DLRE, DCCE, Administrator), Social Justice Team Report, and 2023 Proposed Budget. *Audlehelm moved to approve the Consent Agenda, Swanson seconded, motion carried.*

## BOARD COMMITTEE UPDATES:

**Governance:** Swanson reported that committee talked about the memorial fund. It is managed by the finance committee and overseen by the memorial garden team. The committee has found other funds that have no person or committee designated for management or oversight and will discuss them at future meetings. The committee has also been working on the public statement policy. The revised draft will be brought to a future board meeting.

**Personnel:** Bowman reported that Carmen Griggs has been in communication with the staff. Our new Facilities Coordinator, Jeremy Garvin, has started.

**Finance:** Wetlaufer noted that the committee discussed the proposed 2023 budget.

**Right Relations:** Audlehelm & Etlar reported they plan to meet in January, with the hope of including Rev. Diana.

**Mission & Vision Review:** Henry & Seaba noted that a meeting has not been held since the last board meeting. In the upcoming year, the committee will focus on three areas to develop assessments: senior members, youth religious education, shared ministry.

## LIAISON UPDATES:

**Pastoral Care:** Sad news vs. Circle of Life: the team would like clarification on what circumstances would call for each notification resource. There have been several communications and discussions on this (over text, email and in-person) among different individuals and not everyone involved has the same perception of the outcome of these discussions. We understand that the pastoral team and minister are allowed to use their discretion in these decisions. Honey-Arcement and Etlar, who have been involved in some of these discussions will coordinate with Rev Diana to provide the Pastoral Care team some guidance.

**Worship Associates:** Bowman reported that services have been planned up until December 25th. Rev Diana will be participating in some of them while remaining on leave.

**Stewardship & Endowment:** Wetlaufer noted that these groups would like a formal process to be developed for coordinating and/or tracking various fundraising efforts. It may aid in avoiding conflicts in resources (space, volunteers) or overlapping goals.

**Religious Education:** An RE consultant is coming in for DLRE start-up the weekend of the 18th. (This is a standard practice when a new RE director is hired.)

## CONTINUING BUSINESS:

**2023 Budget:** We, as a board, acknowledge that our current revenues will not sustain a budget of \$620,000 after 2023. We will need to live within our means going forward. In the coming year, we need to focus on increasing revenues. If we are unable to increase revenue, we will need to find ways to reduce costs, possibly through cutting programs. We will need to make choices about what our priorities will be, what can we fund, and who we want to be.

The UUA Office of Church Staff finances salary guidance was discussed. There is some disagreement/confusion about their recommendations and how they were implemented in the proposed budget.

*Pavelich motioned that we approve an expense budget of \$620,000 for 2023; Henry seconded. The Board voted unanimously to approve the budget.*

## Congregational Meeting Agenda & Voting Procedures:

The voting procedure was discussed. The same process as was used for the May election will be used. This includes the use of Election Buddy for online voting.

*Pavelich moved to approve the Congregational Meeting Agenda; Swanson seconded. The Board voted unanimously to approve the agenda.*

## NEW BUSINESS:

### Fundraising Requests:

- **Circle of Friends Holiday gift giving.** *Motion to approve: Audlehelm; Henry seconded. Motion passed unanimously.*
- **Griselda's Guatemalan weavings.** *Motion to approve: Bowman; Pavelich seconded. Motion passed unanimously.*

## CLOSING:

There were no guest comments. A closed Executive Session was held. Henry provided process observer comments. Closing words by Seaba. The meeting was adjourned at 9:20 pm. The next board meeting will be at 7 pm, December 21st, 2022.

—Minutes submitted by Christine Etlar, Board Secretary

## October Financial Report Highlights

Our total bank balances at the end of October continue at a healthy level of \$313,820. Again this month we see spending by teams and ministries has been frugal while income is meeting expectations. This is a good result given that we have been running at full staff costs for the last two months. We thank everyone for their commitment to careful stewardship of our collective resources.

As to 2022 pledge fulfillment, we are at 86% of the \$420,000 goal; right on track. Let us each make it a point to complete our 2022 pledge giving by the end of December.

Operating Income Received last Month:

- o \$30,334.32 in operating budget pledge giving
- o \$194.17 in non-pledge giving
- o \$175 in rental income
- o \$219.55 in consignment/garage sale donations

Justice Income Received last Month (Highlights):

- o \$120 additional raised for Shelter House (September agency, \$939.24 raised total)
- o \$1,486.33 for Emma Goldman Clinic (October agency)
- o \$10 for the Common Fund (October 5th Sunday-more to come in early November)

Other Income Received (Highlights):

- o \$182 for 10/8 Jazz Concert (Music Outreach Program)
- o \$550 in donations to the Endowment Fund, plus \$370.73 in 3rd Quarter UUA/UUCEF distributions

At their November meeting, the Finance Committee discussed at length the 2023 budget proposals and the lower than expected rate at which 2023 Pledges are being registered. They recommended to the Board a 2023 Expenses Budget of \$620,000. This has a lean budget for non-salary/benefit lines but incorporates the salary/benefits COLAs suggested by UUA. As to 2023 pledge making, Stewardship will be contacting those not having pledged yet via mail or email. The group is pleased with the DLRE's initiative and will support their programs as much as possible in 2023.

—Submitted by Mike Pavelich, Board Treasurer, and Emma Barnum, Congregational Administrator

### Please Note: UUS Will Be Closed December 25th through January 1st

The UUS offices will be closed and all staff will be on leave between Christmas and New Year's Days. There will be no weekly email sent that week. Check the weekly emails ahead of December 25th for more information (including who to contact in an emergency during this time).

## Leadership Development Committee

### Building Our Leadership Muscles

Today's featured leadership practice:  
*Encourage the heart*



**Paula Miller** learned the power of listening while studying geoscience in Oregon in the 1990s. Impressed by the ways local indigenous populations interconnected with the region's variety of ecosystems, she heard their stories and learned from their different perspectives on Nature and life. She developed her listening and empathy skills further as a mental health technician in Arizona from 2000-2004.

After moving to Iowa City in 2013, she brought this experience and knowledge to UUS, where she has performed many roles, not least of which is serving on the Social Justice Team for the past eight years. She contributes to that group's efforts to assist and encourage immigrant families making the difficult adjustments to life in another country. Sometimes, she says, all that takes is letting someone tell her their troubles, listening with an open heart.

But she does much more, actively pursuing her passions for inclusivity and justice by extending the UUS spirit of community to some of Iowa City's most marginal residents.

*The Leadership Development Committee initiated this column to highlight leadership practices. We also want to connect and re-connect you to some of UUS's leaders.*

### Join Us in Celebrating Our December Birthdays

Sarah Alward	Xander Kaplan	Michael
Margaret	Kasia	Pavelich
Burchianti	Laskowska	Julie Reynolds
Pat Ephgrave	Sherry	Gail Ross
Carmen Griggs	Mangold	Barb Stannard
David Jepsen	David Martin	Peter Thorne
Donna	Diana Miller	Susan Wells
Johnson	Kelly O'Berry	Rich Young

Congregational Meeting  
11:15, Sunday, December 18th, 2022  
AGENDA

*Meeting packets with Zoom link and ballot information to be mailed  
to voting members two weeks in advance.*

**OPENING**

<b>Opening Words and Chalice Lighting</b>	Rev. Diana Smith
<b>Call to Order</b>	Rochelle Honey-Arcement, President
<b>Validation of quorum</b>	Christine Etlar, Secretary

**ACTION/DISCUSSION/UPDATE ITEMS**

**Approval of May 22, 2022 Meeting Minutes**  
*Motion and second, each by a member present, corrections (vote online after the meeting)*

**Amendment to the Bylaws**  
(replacement of “prior to the meeting being called to order” with “prior to the close of voting”)

UUS Bylaws Article IV-Meetings of the Society  
E. Absentee votes may be available to members who cannot attend a meeting due to incapacitation or travel. All absentee votes shall be submitted to the chair of the meeting on an official signed ballot, **prior to the close of voting**. If the issue is amended during discussion at the meeting, the absentee vote shall not be counted. In specific cases, the Board may decide absentee ballots are not to be allowed for a given meeting. If so, such decision must be included in the notice of the meeting.

<b>Report from the President</b>	Rochelle Honey-Arcement
<b>Report from the Treasurer</b>	Mike Pavelich
<b>Approval of \$620,000 2023 UUS Budget</b>	Mike Pavelich
<b>Announcements</b>	Rochelle Honey-Arcement

**CLOSING**

<b>Extinguishing of the Chalice and Closing Words</b>	Rev. Diana Smith
<b>Request for Unanimous consent to Adjourn</b>	Rochelle Honey-Arcement

# December 2022 Voting Member List

*(If you believe your name was omitted in error, please contact the office)*

Dean Abel	John Elson	Donna Johnson	Marcy Neumann	Jane Slaymaker
Bruce Alexander	Irvin Emig	Emily Johnson	Carol Nordquist	Cindy Spading
Sarah Alward	Lori Enloe	Nicholas Johnson	Jerry Nordquist	Renee Speh
Dick Anderson	Jim Ephgrave	Nicole Johnson	Nancy Noyer	Virginia Stamler
Alice Atkinson	Pat Ephgrave	Susan Kaliszewski	Liz Noyes	Barb Stannard
Ken Atkinson	Christine Etler	Sue Kann	Kelly O'Berry	Jill Stephenson
Julia Audlehelm	Sara Feldmann	Joe Kaplan	Terri O'Berry	Hilary Strayer
Larry Audlehelm	Geri Ferch-Gharib	Miriam Kashia	Marguerite Oetting	David Supp-
Jeanne Bancroft	Jacque Ferch-Gharib	Bailey Kelley	Alison Oliver	Montgomerie
Joe Barrash	Betsy Fischer	Larry Kent	Jim Olson	Jenna Supp-
Kris Barrash	Linda Fisher	Margaret Kinsman	Sue Otto	Montgomerie
Kara Beauchamp	Jeffery Ford	Jon Koch	Cecile Owings	Alan Swanson
Barbara Beaumont	Meghann Foster	David Kramer	Ron Owings	Liz Swanson
Philip Beck	Amy Fretz	John Lanaghan	Sigmund Palasek	Christopher Taylor
Daniel Benton	Donna Friedman	Tom Larkin	Kim Palmer	Vanessa Taylor
Joyce Bernardy	Dan Gall	Barbara Laughlin	Lula Palmer	Al Thomas
Allison Bettine	Meredith Gall	Jim Laughlin	Maureen Patterson	Sharon Thomas
Sharon Booker	Dave Gallaher	Gary Lawrenson	Dorothy Paul	Joy Thompson
Peg Bouska	Winnie Ganshaw	Dave Leavitt	Michael Pavelich	Peter Thorne
John Bowman	Gail Garwood	Judy Leavitt	Pat Pavelich	Carol Throckmorton
Valerie Bowman	Paul Gilbert	Russ Lenth	Gerry Pearson	Dave Tokuhisa
Susan Boyd	Brian Glidewell	Lisa Lepic	Emily Peck	Judy Tokuhisa
Alan Brink	Carmen Griggs	Brenda Linley	Sriram Pemmaraju	Jim Trepka
Pete Brokaw	Peggy Grimmer	Jodi Linley	Bonnie Penno	Cheryl Tugwell
Wendy Brown	Prahlad Gupta	Marta Little	Mark Penno	Ali Tunnicliff-Scott
Beverly Bullard	Beverly Haas	Jan Locher	Ron Pile	Theresa Ullerich
Margaret Burchianti	Denise Hagerla	Stephen Locher	Paul Pomrehn	Dana Van Abbema
Kris Canfield	Kurt Hamann	Mary Losch	Judy Quinn	Steve Van Abbema
Lynne Cannon	Barbara Haring	Nancy Lynch	Edward Raley	Carly van der Heide
Jeanette Carter	Claudine Harris	Caryl Lyons	Joan Raley	Dana van der Heide
Fanny Carver	Mandy Harris	Cari Malone	John Raley	Stephanie Van Housen
Ian Cawley	Robert Harris	Sherry Mangold	Bruce Randall	Mary Vasey
Cole Cecil	Linda Hartford	Lori Marshall	Christina Randall	Tova Vitiello
Kirk Cheyney	Sally Hartman	Lynette Marshall	Joe Rasmussen	Peg Voelker
Marsha Cheyney	Santhi Hejeebu	David Martin	Mardi Rasmussen	Terry Lynn Wahls
Rachel Clark	Diana Henry	Diane Martin	Jacqueline Reger	Zach Wahls
Judi Clinton	Hilary Higgins	Kären Mason	Erica Reschly	Jeff Walberg
Sam Cochran	Colleen Higgins	Marianne Mason	Lucy Rey	Kezia Walker-Cecil
Lois Cole	Michael Honey-	Katherine Mathews	Julie Reynolds	Doug Wallace
Chris Coretsopoulos	Arcement	Beej Matson	Linda Rice	Mary Kathryn Wallace
Jeanette Corley	Rochelle Honey-	Mary McCann	Anna Rode	Daniel Walls
Ernie Cox	Arcement	Kathy McDonald	Chris Rode	Julia Wasson
Ron Crawford	Al Hood	Jason McGinnis	Shona Roeder	Connie Webb
Jim Cubit	Karin Hoth	Janet McKee	Gail Ross	Mary Lou Welter
Laurie Cubit	Peter Hoth	Gail McLure	Sarah Ross	Jerry Wetlaufer
Dan Cummins	Kathy Hotsenpiller	Mary McMurray	Rhonda Rowden	Kristin Wildensee
Laurie Cummins	Jan Hubel	Tom McMurray	Charity Rowley	Faith Wilmot
Jo Cunningham	Kenn Hubel	Kim McWane Friese	Susan Salterberg	Kaye Winder
David Curry	Lois Hughes	Virginia Melroy	Mike Schmitz	Scott Wittenkeller
Jennifer Day	Merle Ihne	Gay Mikelson	Deb Schoelerman	Kirk Witzberger
Jane DeWitt	Lynne Ikach	Diana Miller	Anne Schons	Star Wojciak
Monique DiCarlo	Adam Ingersoll	Paula Miller	Hazel Seaba	Ron Wright
Mary Dix	Brigitte Ingersoll	Tony Miller	Alyssa Selmer	Rich Young
Sherry Dolash	Jan Jacobson	Carol Moreno	Jamie Sharp	Susan Kasal Young
Andy Douglas	Nik Jakob	Ed Moreno	Dick Siefers	Lenda Zelinskas
Kay Eginton	David Jepsen	Craig Mosher	Vicki Siefers	
Meg Eginton	Carolyn Johnson	Shelby Myers	Donna Simonton	

**279 members**

[Visit our website for more information about UUS: www.uusic.org.](http://www.uusic.org)

[Subscribe to our email list](#) for weekly updates and important announcements.

Find a full list of upcoming events and group meetings [on our online calendar.](#)

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

**Our 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.



### **2022-2023 Board of Trustees**

**President:** Rochelle Honey-Arcement  
([president@uusic.org](mailto:president@uusic.org))

**Vice President:** John Bowman

**Past President:** Alan Swanson

**Secretary:** Christine Etlar

**Treasurer:** Mike Pavelich  
([treasurer@uusic.org](mailto:treasurer@uusic.org))

**Finance Trustee:** Jerry Wetlaufer

**Trustee:** Julia Audlehelm

**Trustee:** Diana Henry

**Trustee:** Hazel Seaba

### **UUS Staff**

**Minister:** Rev. Diana Smith ([minister@uusic.org](mailto:minister@uusic.org))

**Congregational Administrator:** Emma Barnum ([admin@uusic.org](mailto:admin@uusic.org))

**Director of Congregational and Community Engagement:**  
Peggy Garrigues ([dcce@uusic.org](mailto:dcce@uusic.org))

**Director of Lifespan Religious Education:** Nic Kaplan ([education@uusic.org](mailto:education@uusic.org))

**Director of Congregational Music:** Alex Heetland ([music@uusic.org](mailto:music@uusic.org))

**Administrative Assistant:** Nik Jakob ([admin.assistant@uusic.org](mailto:admin.assistant@uusic.org))

**Communications Coordinator:** Barb Danielson ([communications@uusic.org](mailto:communications@uusic.org))

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

**Facilities Coordinator:** Jeremy Garvin (contact the office)

**Community Minister:** Rev. Lois Cole ([community.minister@uusic.org](mailto:community.minister@uusic.org))

#### **UU Eight 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.
8. Journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.

#### **UU Six Sources**

1. Direct experience of that transcending mystery and wonder, affirmed in all cultures, which moves us to a renewal of the spirit and an openness to the forces which create and uphold life;
2. Words and deeds of prophetic people which challenge us to confront powers and structures of evil with justice, compassion, and the transforming power of love;
3. Wisdom from the world's religions which inspires us in our ethical and spiritual life;
4. Jewish and Christian teachings which call us to respond to God's love by loving our neighbors as ourselves;
5. Humanist teachings which counsel us to heed the guidance of reason and the results of science, and warn us against idolatries of the mind and spirit;
6. Spiritual teachings of Earth-centered traditions which celebrate the sacred circle of life and instruct us to live in harmony with the rhythms of nature.

**The Unitarian Universalist Society**

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Coralville, IA 52241

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[www.uusic.org](http://www.uusic.org)



# THE UUS NEWS

2022 | December